



# River Road Unitarian Universalist Congregation

2017-2018 Annual Report



# Senior Minister's Opening Report

## Rev. Nancy McDonald Ladd

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### **To River Road's members, friends and partners in ministry –**

At the end of the 2018 congregational year, I am confident that River Road is in a strong place, celebrating the legacy from which we arise even as we step forward to meet the future. Our finances are in good shape, our staff team is healthy even through transition, and our ministry is thriving.

This is not to say that we've got all of our challenges figured out, nor to imply that the changes ahead will be uniformly smooth. I don't mean that we've nailed it at this whole Beloved Community thing and can rest easy for a bit – just that 2017-18 brought with it a significant amount of planning, decision making and shared ministry – all of which we encountered with health, commitment and courage. That solid foundation can carry us forward with continued excitement for all that lies ahead.

We all know that our vision as a congregation asks us to grow in fellowship, spirit and service – this year we've worked to ensure that we are seldom growing in just one of those areas at a time.

As I have become fond of pointing out – fellowship and justice-building go hand in hand, just as community connection and feeding our spirits are part and parcel of the same goal. When we relate more meaningfully in fellowship, our spiritual lives are sustained. When our spirits are strong, our capacity to serve the world is deepened.

There were a few a-ha moments from this congregational year that really illuminated the overlapping elements of our vision –

**A spiritually-centered and loving goodbye for Rev. Louise** as she headed out for her next adventures. We laughed, we cried, we sent her off in the best possible way. There was spiritual growth in this time of parting, as well as a deepening of our connections by sharing a “good goodbye.”



**Connecting more deeply to one another through Serving Together**, including packing 20,000 meals for Rise Against Hunger meant that we had fun, served the world, and got to know one another.

**Working collaboratively with the Hiring Team** meant that every aspect of our ministerial search was shared in clergy/lay partnership. In this way, the key decisions we made about the future of our ministry weren't held by any one individual, but deeply thought-through together. This group of leaders held the trust of the congregation and grew to trust one another quite deeply.



**Beloved Conversations for the staff team** helped us to have deeply honest conversations as colleagues on race and ethnicity. Sharing staff development as a team helped us grow in our connection to each other and to equip lay leaders to take on new roles in anti-oppressive and multicultural work. Those new roles took the shape of our "Pathways for Racial Justice," which bring to bear both the head and the heart. We connect to one another and to fellow leaders with many different stories, commitments and backgrounds.

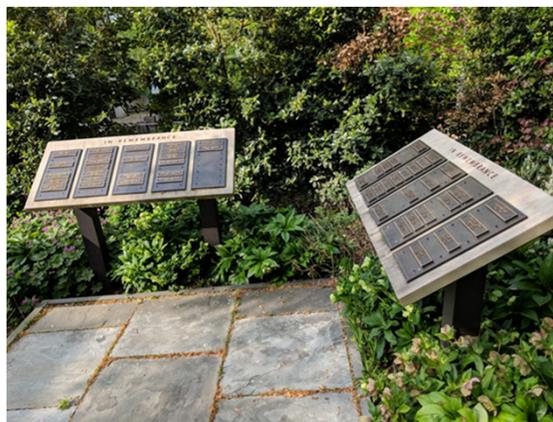
**The creation of our congregational covenant** helped us to clarify our values, even when living those values is anything but easy. In fellowship, we are asked to assume good intentions, to listen for deep understanding, and to build curiosity about each other and the world. This changes not only how we interact with each other, but how we partner with other stakeholders in justice-building and spiritual growth.





**Showing up in Charlottesville and the large community vigil** we hosted afterward reminded us that we are in fellowship with a community much larger than our congregational membership. We serve not just our own members and friends, but our community. When the world around us is complicated and painful, that community looks to us for spiritual comfort and bold leadership.

**The grief and beauty we found in memorializing so many loved ones** whom we lost this year drew us together, and our sanctuary became that much more sacred when we spoke our words of tribute to the ones we loved so much, including our beloved Minister Emeritus and my dear friend, Rev. Dr. William Murry.



**The resounding decision to hire of our new Minister for Justice and Community Building, Amanda Weatherspoon,** showed us just how much fun it can be to set out toward a new stage of congregational life together.

As always, I am grateful to share this ministry with all of you –

A handwritten signature in blue ink that reads "Nancy".

Rev. Nancy McDonald Ladd  
Senior Minister

# Letter from Matthew Hammond Chairperson, Board of Trustees

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My Fellow River Roaders—

My year as Chair of the Board of Trustees has both been long and short. So many things are happening at River Road. The increasing tempo of activity became apparent as I tried to schedule events this past year. No time was perfect. But I was able to draw energy from those around me here at River Road which was a solid source of support.

A few significant events this year:

- ▶ We adopted a Congregational Covenant -- important in these trying times.
- ▶ We said goodbye to Rev. Louise Green, a wonderful minister and companion on our journey over the last several years, as she follows her passion for social justice.
- ▶ Rev. Nancy Ladd and the Hiring Team identified and hired soon-to-be Rev. Amanda Weatherspoon to be our new Minister for Social Justice and Community Building. They reviewed dozens of applicants and put in months of work. Next year will be exciting.
- ▶ We hired Amanda “Mandy” Kelly as the new Building Manager and added necessary admin support for RRUUC and its staff.
- ▶ Our Stewardship Campaign exceeded this year’s pledge goal keeping us on sound financial footing to support all our good work.
- ▶ At the same time, we separated fundraising for social justice from the Stewardship Campaign, and despite apprehension (at least from me), our designated giving organizations have had successful fundraising efforts, some exceeding past fundraising efforts.

The coming year:

- ▶ Let’s pay down and refinance the mortgage. A balloon payment is due in January, but the Finance Committee and Treasurer have gotten us a great refinancing package.
- ▶ Rev. Nancy will be taking a well-deserved sabbatical this summer – June, July, and August – to refresh and reinvigorate her ministry. Let’s respect her sabbatical and anticipate her return.
- ▶ In September, our new ministerial team will start – Rev. Nancy and Rev. Amanda. I expect them to challenge us anew and breathe new vibrancy into River Road.
- ▶ We need to implement our new congregational Covenant into RRUUC’s day-to-day life so it will be close at hand when we need it most.
- ▶ Capital Campaign improvements are in the stretch run with the path/outside lighting and the kitchen as the last major items. As the Capital Campaign ends we need to diligently fund the Capital Asset Fund every year so we have the money for regular maintenance and can overhaul or replace systems when they need it

Lastly, thank you to everyone for their unrelenting support his year, specifically Rev. Nancy, the RRUUC staff, my fellow Board members, and past Board Chairs who were always willing to let me bend their ears. And last but not least, my wife Cynthia and my son Zachary for supporting me even as it took time away from them. It has been an honor. I look forward to another year on the Board.

Yours in Fellowship, Spirit, and Service.



# 2017-2018 Annual Report

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Fellowship

- ▶ **Fellowship** draws us into deeper relationship to our congregational community, so that we might choose connection over isolation.

Spirit

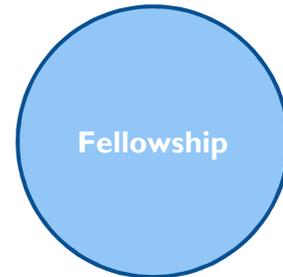
- ▶ **Spiritual growth** draws us into deeper relationship with the sacred, however we might experience it or name it, so that we might be connected to the sources of our strength.

Service

- ▶ **Service** draws us into deeper relationship to the world as it is and the world as it could be, so that we might be agents of change and hope.

Governance  
and  
Administration

- ▶ **Governance and Administration** provides the resources and leadership to help us manage our organization and do our ministry.



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## Congregational Covenant

A covenant is an aspirational statement, a promise we make with ourselves, together with others, about how we wish to be when we are our best selves. It is also a declaration of interdependence, a way of recognizing our need for one another. It helps bring us deeper in relationship with one another. It serves as a framework when we tackle contentious issues, both within our Congregation and beyond. It guides our interactions when we see each other on Sundays and at all times we come together in fellowship.

This year the Board appointed a Covenant Task Force (CTF) to draft a congregational covenant. The CTF created an initial draft to reflect RRUUC's ideals and values. They presented the draft to the congregation and solicited feedback through forums, face-to-face conversations, and electronic communication. The CTF then presented a second version to the congregation to obtain additional comments and suggestions. After considering all feedback, the CTF circulated a final version of the proposed Covenant for a vote at a special congregational meeting. This is our covenant, approved unanimously by Congregational Vote on January 28, 2018.

**River Road Unitarian Universalist Congregation affirms this Covenant  
as a declaration of how we desire to be together.**

*This Covenant serves to guide our interactions, as we engage with the world as it is and work toward shaping the world as it could be. We draw strength from our diversity and seek to form a Beloved Community through bonds of fellowship, spirit, and service. We choose connection over isolation and support each other in our free and responsible search for truth and meaning.*

*I intend to cultivate in myself:*

- ▶ Openness to different viewpoints and approaches
- ▶ Joy and a sense of humor
- ▶ Strength and the courage to act
- ▶ Curiosity about the world around me

*I promise to be mindful and considerate in my communications and interactions by:*

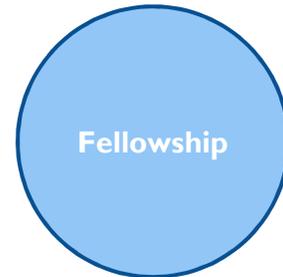
- ▶ Listening to understand rather than to judge or prove a point
- ▶ Expressing appreciation of others' efforts
- ▶ Taking responsibility for my actions
- ▶ Trusting that others have good intentions

*I commit to sustaining this congregation by:*

- ▶ Giving generously of myself and my resources
- ▶ Supporting and nurturing myself and others
- ▶ Showing gratitude for the blessings of being in community

*Together we pledge to fulfill and renew these promises, beginning again in love when we fall short, in order to nurture our spiritual growth, our congregation, and its larger vision.*





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## Activity Groups

Activity Groups are opportunities to meet others and connect. Groups vary in size, are drop in, and heartily welcome newcomers. Find more information online, watch the eWeekly, or contact Sheri Blanchette.

**Creationists:** Artists and crafters work on their projects while sharing conversation and fellowship.

**Book Groups - Evening and Morning Groups:** Informal discussion of recent fiction, non-fiction and classics.

- ▶ Remarkd one Morning Group member, "I joined this group because I was introduced to books I might never have known about. We share a spirit of conversation and acceptance of each other's ideas as we learn to know each other better."



**Garden & Composting:** Planters, harvesters, and composters keep our outdoor laboratory vital. All year long our mission of education and service related to nature and the environment connects here.

- ▶ Introduced a new rain barrel watering system which worked like a charm.
- ▶ Celebrated a spring and fall Garden Party, where kids met their parents, showed off the garden, and took home produce.



**International Dinners:** Share a meal and fellowship at moderately priced international restaurants.

**Language - German Conversation:** Practice German speaking skills through conversation on topics of interest and thought provoking German language films.

**Language - Spanish Conversation:** Share conversation in Spanish with gentle guidance from the leader on the basics as well as more intensive grammar exercises or reading/music.

**Lunch & Learn:** Enjoy fellowship and fun in a supportive community meeting over lunch and other activities such as museum visits, movies potlucks, and lunches.

**Social Bridge:** Join in on an afternoon of friendly social bridge. There's always room at the table.

**WOW (Widows or Widowers Group):** Find support and fellowship at RRUUC or selected venue.



**2017 Annual Retreat**

Plans for the 2017 Camp Tockwogh Retreat changed to a Staycation Retreat at River Road due to low advance registration. Eighty-three congregants registered for Tockwogh when almost double that number was needed to break even. The committee scrambled together a revised event in three weeks' time, and around 80 people enjoyed themselves at River Road.

Highlights:

- ▶ Tim Phelps' discussion of current events,
- ▶ miniature hot air balloon-making with Hugh Abrams-Helde,
- ▶ walks along the C & O Canal led by Joe Saliunas,
- ▶ a Friday night campfire with singing and S'mores,
- ▶ and yoga, meditation, and mandalas.



A 2018 retreat isn't planned in order to re-think the Camp Tockwogh model due to low enrollment. The committee is exploring new Retreat options.



**Reflection**

**Rose and Tom, with their children, Enso and Roan**

*We knew about RRUUC through the connection with our Cub Scout troop. We were drawn to try out services because we were seeking a broader, sound community to weave our family into. As parents of young children, we especially wanted a community that would help to reinforce our values and strengthen character to make sure we all are living by the values important to us. RRUUC blends community, social justice, and spirituality in a way that resonates strongly with our family.*

*We were sold on RRUUC after hearing Reverend Nancy preach. She is inspiring, humble, and a little silly, and reflects the congregation's mission on community, spirit, and social justice. This is reinforced by the social justice ministers - first Rev. Louise and soon Rev. Amanda; Cliff and the musical program; Gabrielle and religious education; and the membership director Sheri. An early service we attended was youth-led and showed how the power of RRUUC becomes embedded in the youth. It was truly moving.*

*On a personal level, RRUUC is a place that can get us out of our own heads and narrow problems and connect us to the larger world as part of a solution. There are so many ways to engage with different issues personally and as a family, and opportunities to engage to figure out which to focus on.*

*Finally, we appreciate UU's celebration of diversity, where we not only felt comfortable maintaining our personal beliefs and connection to a higher spirit, but also sincere acceptance for us to explore without pressure of adhering to a timeline to join.*

## Serving Together



This year a new pilot program called Serving Together offered three multigenerational projects that bring people of all ages together in fellowship and service to the community. Rev. Kären Rasmussen lead the creative and purposeful projects. The program will continue in the new year.

### Serving Together

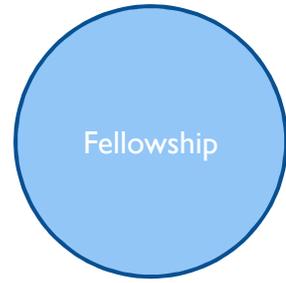
- ▶ **Rise Against Hunger:** Serving Together kicked off on March 11 when in three hours, over 175 multigenerational volunteers carried bags of rice and soy, sorted, weighed, measured, and packed 20,888 meals. These were shipped to Malawi, Africa, one of the poorest countries in the world.



- ▶ **Collaborative Art Project:** On Sunday, April 15 we splashed and dabbled, and drew circles and swirls as our community created two original, fabulous art pieces. The larger banner will be hung at RRUUC. The smaller piece will be donated as a gift to a local organization.



- ▶ **Community Boxes:** In May, two free-standing boxes were built and installed on our grounds. One is a Little Free Library and the matching box is filled with non-perishable food to offer our neighbors in need. We will continually collect appropriate food such as trail mix bars, juice boxes, and single servings of applesauce or fruit cups to keep the box full.



## Reflection

### Mindful Knitters: An Activity Group that's a Spiritual Ministry

The act of creating a shawl, chemo hat, baby hat, or lap robe, transfers love and caring from our hands to the deserving recipient. The group blesses the items and reads our blessing when we give deliver this gift. This year, in addition to giving creations to our congregants, we knit hats and scarves for the school children at our partner church in the Mawblang village in the Khasi Hills region of N.E. India. These items were delivered to the excited children by a team of eight RRUUCers who visited the congregation in the Spring.



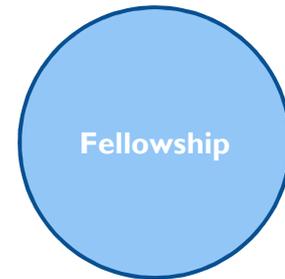
## Annual Bazaar

Bazaar 2017 was an amazing event, fulfilling our mission of growing in service, spirit and fellowship. We worked and ate together, invited our community through our doors, made money for RRUUC's operating budget, supported our refugee families, donated large quantities of useable goods to local charities, and kept lots of stuff out of landfills. It was a PARTY of epic proportions.

- ▶ **New Date/Shorter Set-up Time:** After 43 years on the first Saturday of December, the Bazaar moved to its new time slot on the first Saturday of November. Set-up time was shortened from two weeks to one. Concerns that these changes would depress donations or shopper turnout proved unfounded. The first shoppers arrived by 6:00am and the line at opening—2 persons wide—extended down the driveway and 100 feet along Whittier Blvd.
- ▶ **New Mascot:** Serena Piervincenzi, one of our teens, and Laura Myers brought *Wanda the White Elephant* to glorious, purple-bedecked life.



- ▶ **We Made Money:** This was our third highest grossing Bazaar: \$67,232.
  - ▶ **Storage Expenses Are Killing Us:** \$4,275 is spent each year to rent a storage unit for shelves and supplies. Finding free storage would allow us to have more profit to give to RRUUC's social justice work—fulfilling our “party with purpose” mission.
  - ▶ **Net Revenue:** \$47,004. If we hadn't had the storage expenses, net revenue would have been \$51,279. That would have met the original goal of \$50,000 to the operating budget and provided the extra \$1,279 to Social Justice.
  - ▶ Record-setting number of volunteers: 450 people worked on the Bazaar, including more than 25 kids and teens.
- ▶ **Charities Supported by the Bazaar:** Each year, we receive more donations than we can sell. This year these donations were sent on to seven charity groups to support their work: *Interfaith Works, A Wider Circle, National Children's Center, Montgomery Animal Shelter, Friends of Guesthouse, Rockville Library and a Maryland Middle School*. We filled only two dumpsters with items that could not be sold or donated.
  - ▶ **Our Refugee Families and Individuals Shopped and Dined as Our Guests:** RRUUC supported refugees as they make new homes in the U.S.



### Small Groups Continue to Thrive

- ▶ 205 congregants participated in Small Groups. About 40 people participate in more than one.
- ▶ Added 50 folks to small groups including some off-line groups deciding, due to Staff support and resources provided, to come back in-house.
- ▶ Reinvigorated Small Groups through the use of Soul Matters, an online resource guide by the UU Congregation of Rochester NY. These provocative resources and ideas around the monthly theme along with session plans through the Small Group Ministry network, help groups look beyond personal check-in and go deeper.

### Spring Services Auction

- ▶ “The Big Share”, this year’s theme, emphasized offering more shared, community-building items. Last year 30% of the items were social, such as dinners, cooking classes, and outings. This year it rose to 50%.

### Newcomers Brunch

- ▶ Welcomed over 80 newcomers and their families at four Newcomers Brunches.

### Membership

- ▶ Welcomed 37 new Members between May 1, 2017 to May 30, 2018, bringing our total number of Members to 540. Another 7 congregants plan to join the first month of the new year.
- ▶ Hosted a Membership Recognition Ceremony and a New and 5-Year Anniversary Members’ Family Dinner on April 29, 2018.
- ▶ Shared congregational life with 218 Friends. An additional 266 people participated in some aspect of the congregation’s programs.

### Welcome Team

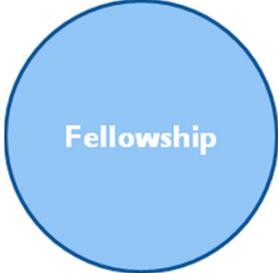
- ▶ Welcomed 196 visitors who signed the Guest Book or who were welcomed in another way. Since then eight have become Members, seven are Intend to Join, 27 have become Friends, and 45 have become Participants.

### Reflection

#### Ryan and Jackie and their children, Ella, Mars, and Teo

*With three children under the age of five, we are not people who seek out more commitments. But an initial visit to RRUUC last year quickly led to us becoming members and attending service weekly. The reason is simple: RRUUC does not feel like another item on our to-do list but rather a wonderful break from the normal bustle of our lives. It is our chance to step back and just take a moment to reflect (amidst the beautiful architecture of the building, the warm and accepting smiles of other members, and the moving music from the choirs, Clif, and Shuai). The announcements and sermons are a constant reminder of the ups and downs that are part the package deal in life – which inspires us to be humble and appreciative when things are good and hopeful when things are not. The sermons also press us to think about how we can be more understanding and more giving. Though the main reason our children love RRUUC is the cookies after service, we trust they will eventually come to also value the spiritual community. We are excited about RRUUC being a place where our family can learn and grow for many years.*





## Congregational Care

### Ministry of Presence

- ▶ Ministry of Presence is a component of Congregational Care which provides compassionate support to congregants who are going through difficult situations (such as illness, aging issues, major life adjustments) through trained congregant volunteers. It is overseen by RRUUC minister (formerly Rev. Green, currently Rev. Ladd) and supported by members of the Congregational Care Vision Team.
- ▶ Eight dedicated volunteers provided compassionate and responsive support during significant life events to 19 congregants,
- ▶ Bimonthly meetings were facilitated by a minister and members of the Congregational Care Vision Team, supporting Ministry of Presence volunteers and deepening connections among the volunteers. These ongoing meetings provide a forum for ongoing work of identifying care recipients and communication between members of the MoP team.

**Reflection**  
**Candace Ridington, MoP volunteer**

*Joining the MoP team has not only given me a chance to be useful to those needing attention; it has also given me the chance to meet people I might not have met before. Being on the team has also made me more aware of the simple and quiet attentions we can all give to fellow church members, especially to those who face problems quietly.*

### Ministry of Action

- ▶ The Ministry of Action launched the use of the online tool “Lotsa Helping Hands” to help coordinate requests for assistance with rides, memorial services, and meal delivery. Two trainings were held to orient Ministry of Action volunteers to use Lotsa Helping Hands and the ChurchLife app. Twenty-one volunteers use the website for continuing care coordination.



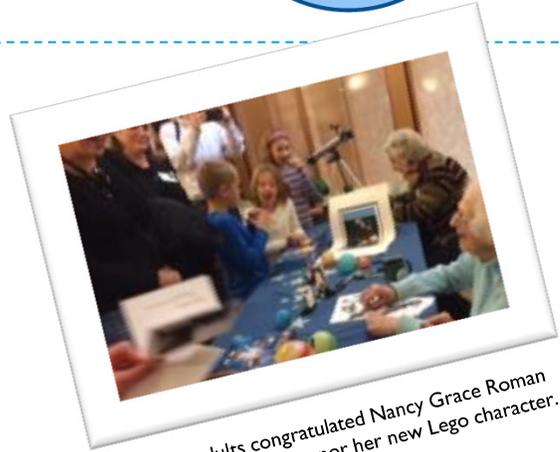
- ▶ Since December 2017, 13 requests for assistance have been fulfilled. These include rides to a medical appointment or an RRUUC service, provision of meals, and assistance with memorial services.
- ▶ Ministry of Action volunteers staffed a card signing table Sundays. Approximately 200 custom-made cards to members were sent to congregants experiencing significant life events
- ▶ Kitchen Ministry held several successful community-building cooking events which kept our freezer filled with a variety of soups. These meals were provided to congregants in need.

### Adult Religious Education Classes

- ▶ Classes met throughout the year. Not as many individual offerings were provided due to a strategic decision to concentrate on building up Small Groups.
- ▶ *Storytelling, Devised Work, and Beloved Conversations* remain core offerings.
- ▶ There were two standout classes. The first, *Faith for the Unbeliever*, was filled with half the participants who hadn't previously attended Sunday services. Many saw the publicity when attending Insight Meditation Community of Washington which meets here. The second, *Facing Death with Life*, led by Ministerial Intern Alexa Fraser and Carolyn LoBuglio, reminded us that passages of life, including the last one, is a core engagement for a congregational community.

### Children's Religious Education (RE)

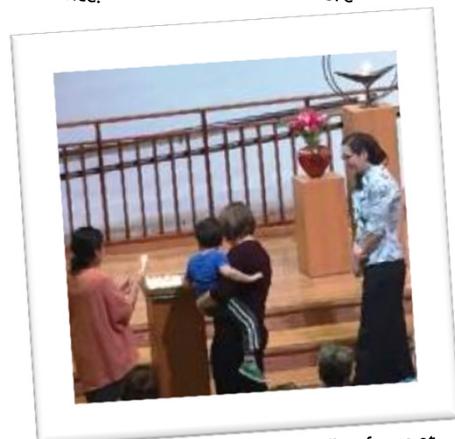
- ▶ Children's RE was solid in delivery, engagement, and relevance. Other metrics point to a strong RRUUC commitment by RE families, though this year we experienced about a 15% attendance drop.
- ▶ Efforts to provide a program for families at 11:15am started off strong, but as the year progressed participants once again switched to the first service or decided not to return.
- ▶ Worship for All Ages, both through Time for All Ages and Multigenerational Offerings (Pageant, MLK and Easter) continued to incorporate multi-sensory dimensions. This allowed more access and depth, and invited many visitor children to remain with their parents in the service before trying out RE classes. Children's voices of all ages were more regularly incorporated into storytellers and chalice lighters, adding a unique richness to congregational life.
- ▶ Technology went big in Religious Education, and allowed us to engage stories and learnings outside of our local experience. This allowed children to become teachers by using classroom technology. Adults began to realize technology's promise in meetings, small groups, and classes.



Kids and adults congratulated Nancy Grace Roman at the Lego party to honor her new Lego character.



Gabrielle teaches the children the rhyme, "Here's the church, here's the steeple..." before the service.



Parents and children light a candle of care at a service.



## Religious Education & Programs for Youth

Coming of Age classes from 2016 and 2017 went on the UU Heritage Trip to Boston. Here they are at Walden Pond where Henry David Thoreau wrote *Walden*.

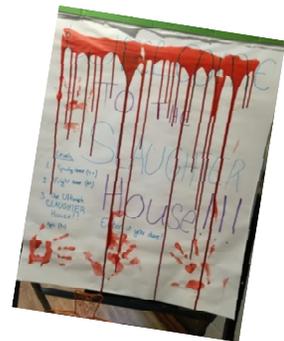


June 2017 – Youth Group raised money for Bethesda Cares through a Cardboard City and a food sale before the Annual Meeting.

Twenty-two adults and youth (including Rev. Nancy) participated in a week-long service learning trip refurbishing homes in War, WV with Big Creek People in Action.



Five Coming of Age students presented their beliefs at a worship service in October.



Middle Schoolers worked as a team to create a Haunted House for the younger kids.

**Religious Education & Programs for Youth**  
(continued)



Youth participated in Thanksgiving for the Turkeys at Poplar Springs Animal Shelter with the Animal Ministry Team. They also worked with Animal Ministry on making dog toys for Worthy Dog Rescue.

Youth created a worship for and participated in a potluck in preparation for the March for Our Lives Rally in DC for sensible gun laws.



Six youth participated in Coming of Age. Their activities included Trapeze School, a Unitarian tour of the US Capitol, and mask making. They will present their beliefs in a worship service in October 2018.

The Youth-led worship service on April 22 focused on current events that have affected the youth, the environment, gun control, and mental health. Seven Seniors bridged.





**Youth Choirs**

- ▶ Thirty-five children and youth participated in the three youth choirs this year: The Chalice Lighters Choir, The River Road Youth Choir, and the River Road Teen Choir.
- ▶ From September through April, the youth choirs performed for twenty-three Sunday services.



**The River Road Choir**

- ▶ Highlights included the Winter Music Service, Of Heaven and Earth, the fall multigenerational service with guest artist, Jason Shelton, and our Spring Music Service, a performance of the Fauré Requiem, for choir, soloists and orchestra.
- ▶ Sixty people participated in singing with the River Road Choir this year.

**Other Music Programs**

- ▶ Held the community music making of the Winter Cabaret in a warm and festive setting.

**Music Outreach**

- ▶ Music Outreach brought the talents of seven performers - Kim Weichel, Barbara Saliunas, Liz Peters, Noah Kann, Naomi Schick, Marc Narcus-Kramer, and Jon Nowick- before up to several hundred community residents from July 2017-June 2018. The program, in its 12th year, put on six performances at four retirement homes in Washington, DC and Montgomery County. Music included popular, folk, jazz, and classical performed on piano, violin/fiddle, and vocals.



**Appreciation**

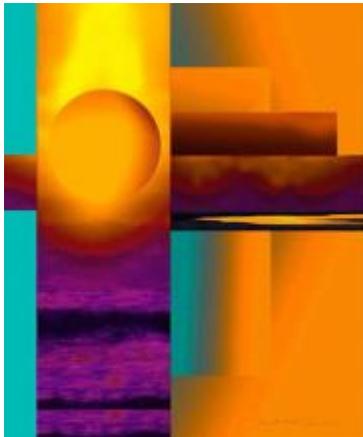
*I just want to let you know we really appreciate you and the Outreach Program. As I walked in this morning, everyone was telling me how the program the day before was great. On behalf of Arden Courts residents and staff, I want to say thanks again.*

*~Norris Brown of Arden Courts Silver Spring praising a Music Outreach performance*



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## Fine Arts



Art shows represented another way in which we interact with the community and encourage others in the larger community to explore RRUUC.

- ▶ Eight diverse art shows included a summer Members & Friends show.
- ▶ All shows except one led to sales, demonstrating a real need for artists to show their work and for purchasers to acquire inexpensive original art.
- ▶ In two cases, the artists were so pleased with their shows that they reapplied to have another show. Artists can reapply after a three year gap.



## Newcomers want to know...

The Inquirers program changed names this year. Now called *Newcomers want to know...* this eight part series covers the basics of Unitarian Universalism and RRUUC including Faith Development, Social Action & Community Service, Membership, Tour & Orientation, Congregational Care, Worship & Liturgical Year, Meet the Minister, and UU History, Principles & Sources.

- ▶ Offerings improved from a staff to congregant-delivery rich with stories of congregational life.
- ▶ A weekly offering schedule was tested and proved too ambitious for facilitators and attendees alike. Scheduling will return to having the sessions on the second Sunday next year.

## Bookstore

Bookstore volunteers warmly welcomed newcomers and congregants during Fellowship hour. Book sales again provided a modest additional income for RRUUC. This year's favorites included:

- ▶ Books by members -- *Rosie's Brain* and *Henry is Kind* by Linda Ryden.
- ▶ Social Justice -- *Just Mercy* by Brian Stevenson; *The New Jim Crow* by Michelle Alexander; *Connecting*; and *Unitarian Universalists of Color: Stories of Struggle, Courage, Love, and Faith*; and *Poems to Live By in Uncertain Times*.
- ▶ The series of *UU Voices* – *Jewish, Humanist, Buddhist, Christian and Pagan/Earth-Centered*.
- ▶ Books for newcomers including *Welcome*, *Seven Principles in Word and Song*.

## Contemporary Issues Forum: (CC&C) Coffee Controversy & Conversation

- ▶ Presented 29 programs focused on social justice issues, plus themes on foreign relations, US security issues, art, culture, history, and nature. Seven were led by RRUUC members.
- ▶ Launched a new National Institute of Health "NIH Series" focusing on medical policy, personal health and research projects for each new season.

## Social Justice Ministry

### Action in Montgomery (AIM)

RRUUC's AIM Core Team supported AIM's agenda:

- ▶ **Affordable Housing** - Attended county council meetings and council committee meetings to lobby for increases in the county's Housing Initiative Fund and in the percentage of mandated affordable units in new developments.
- ▶ **Afterschool Programs** - Worked to expand AIM-sponsored enrichment programs from 4 to 6 schools in high-poverty areas.
- ▶ **Transit Justice** - Hosted transit workers in a listening session with members of the congregation to help prioritize efforts to save good transportation jobs, fight service cuts, and protest privatization of services.
- ▶ **Get Out The Vote** - Hosted a candidates' forum prior to the June primary election. Supported AIM's election agenda -- focusing on affordable housing, equity in education, and protection for immigrant families -- by signing pledge cards and attending candidate actions.

### Animal Ministry

- ▶ The Animal Ministry, in partnership with Worthy Dog Rescue, completed a project to improve the lives of chained dogs. The team raised money to purchase supplies that were assembled into paw-print bags and delivered as gifts to owners of chained dogs. RRUUC kids helped with the project by baking dog biscuits and braiding tee shirt pull toys.



- ▶ Our Worthy Dog partners gave an example of the impact of our work in a story about a dog named Polo: "When we first met Polo, his short chain was embedded in a tree. He was unable to lie down and had to use the bathroom in that same small area. Since then, Polo has been freed from his chain and now has a large pen with a raised bed. He's been neutered and received vet care. While we can't force people to be kind to their pets, Polo's owner is living proof that when people know better, they usually do better."

## Service

### Social Justice Ministry Team

Established in 2015, the Team's purpose is to work closely with the Senior Minister to create and sustain a social justice program that reflects RRUUC's vision and values.

- ❖ Brought social justice groups together twice to share news of activities, provide support, and share ideas for the new SJ giving plan - Extending the Offering (ETO).
- ❖ Supported the designated giving organizations (DGO) through the first year (10 months) of the new ETO process for Social Justice giving. This change helped increase awareness of DGOs and resulted in increased giving.
- ❖ Sponsored the annual Social Justice Fair to provide a platform for all social justice activities, groups, and partners to share news with the congregation and encourage participation in their activities.
- ❖ Maintained the social justice calendar.
- ❖ Maintained the social justice bulletin board.

## Social Justice Ministry

### Immigration and Refugee Issues and Advocacy Group

- ▶ Completed our agreement with Lutheran Social Services to support the Afghan family which has resettled in the US, providing financial and social orientation and friendship.
- ▶ Joined UUSJ's immigrant advocacy efforts in US Congress and state and local governments for a clean DREAM act, TPS extensions, deportation defense and opposing big increases in detention and border security budgets, including letter-signing offerings for RRUUC members to communicate their support to our members of Congress.
- ▶ To raise awareness of issues, provided handouts and information after services, including letters for members of Congress.
- ▶ Promoted Immigration Film Fest and showed a film at RRUUC.
- ▶ Accompanied asylum seekers to Immigration Court and participated in vigils and rallies for Dreamers and against the Muslim ban.



### Latin America Task Network

- ▶ Shared Latin American culture with Religious Education classes by working with the children, making piñatas, and preparing a Day of the Dead display to honor deceased congregants and family.
- ▶ Sponsored with the Santa Marta Hometown Association and Dumbarton Methodist Church a Spring Fiesta, raising \$3,600 for university scholarships in El Salvador.
- ▶ Honored Lori Kaplan, founder and CEO of Latin America Youth Center as Humanitarian of the Year
- ▶ Sponsored CC&C presentations: Executive Director of La Clinica del Pueblo regarding immigrant health issues; Executive Director of the Latin American Working group on U.S. foreign and immigration policy affecting Latin America in this "America First" period.
- ▶ Sponsored an Asylum Workshop given by Human Rights First.
- ▶ Contributed: \$2000 scholarship to Carlos Rosario Charter School; \$5,000 from the Dollison Fund, through CoCoDA, to complete the elementary school building in El Roble, El Salvador; \$5,000 from the Dollison Fund to Global Doctors for a year's salary for a nurse to assist Dr. Eladio in the marginal communities of Chiapas, Mexico.
- ▶ Sold Fair Trade products obtained from Equal Exchange to support the Carlos Rosario scholarships.
- ▶ Participated with immigration subcommittee of UUs for Social Justice.
- ▶ Supported the DMV Detention Visitation program by holding their funds for making visitations.
- ▶ Supported the Santa Marta Hometown Association and COTSA (Comunidades Transnacionales Salvadorenas Americanas), the coordinating organization of 19 Salvadoran Hometown Associations.

## Service

### Partners

Our Social Justice Ministry through the work of action teams partners with other organizations in pursuit of effective ways to promote positive change.

#### La Clinica del Pueblo

Raised over \$6000 via Extending the Offering and contributed holiday gifts for their posada.

#### Beacon House

Provided tutoring, mentoring, sports, and nutrition programs to at-risk youth 5-18 years old in the Edgewood area of northeast DC. Provided financial support through Extending the Offering, donated holiday gifts, and housed Central Michigan University students who volunteered at Beacon House.

#### Interfaith Works Women's Center - Shelter Week

Provided meals and food supplies for 35 homeless women from March 18 to 24. Shelter Week is a model of intergenerational teamwork. More than 100 adults and scores of our children and youth participated in this important direct-service social justice activity. Beth Chai partnered with us for one day of the week.

#### Shepherd's Table

On the second Tuesday of each month a team of 12 RRUUCers prepared and served dinner to as many as 250 men, women, and children. Our total team numbers about 40 congregants. RRUUC also provided support with monetary donations and with food from our RRUUC garden.

**Social Justice Ministry**

**Middle East Task Force**

- ▶ Continued to alert members of upcoming speakers on Middle East subjects at various think tanks and DC area venues, and to forward petitions on human rights issues.
- ▶ Supported the fourth annual Voices from the Middle East film program promoting dialogue about justice, human rights and peace in the Holy Land.
- ▶ Sponsored an Extending the Offering collection that raised \$4,144 for American Near East Refugee Aid (ANERA) programs to help Syrian refugee women and children in Lebanon and Jordan.

**Partner Church**

The Partner Church Committee’s role is to serve as the steward of RRUUC’s relationships with its two partner congregations – in Fiatfalva, Transylvania and Mawblang, N.E. India – with whom our congregation has entered into covenant relationships. Joel Schrag was honored with the Steward of Partnership Award in 2018 by the Unitarian Universalist Partner Church Council. The award recognizes those individuals who provide exceptional care for their own congregation's partnerships.

- ▶ Funded an after-school program in Fiatfalva for Roma children, who suffer from discrimination and limited opportunities. Funded teacher salaries at the Unitarian school of our partner in Mawblang, which the local congregation also supports.
- ▶ Organized a pilgrimage by nine River Road members to the Khasi Hills of Northeast India. Highlights of the trip included meeting with numerous representatives of the Unitarian Union of N.E. India, learning about and participating in the practice of Unitarianism in India, deepening our relationship with our partner congregation in Mawblang through an immersive village stay, and teaching classes at the school that RRUUC supports in Mawblang.



## Social Justice Ministry

### Racial Justice Task Force (RJTF)

- ▶ Established Seven Pathways to Racial Justice groups to provide expanded opportunities for congregational engagement in racial justice work:
  - I. Pathways 4 Kids: Kids direct racial justice action on parallel Pathway tracks.
  - II. Still Marching: Supports and prepares people for Large Scale Demonstrations.
  - III. Actions 4 Justice: Increase Engagement in Racial Justice Political Actions.
  - IV. Educating 4 Change: Develops opportunities to increase personal self-awareness about racial justice.
  - V. Witnessing 4 Justice: Develops witness opportunities for groups such as Black Lives Matter (BLM).
  - VI. Engaging Communities of Color: Develops opportunities for direct relationships with communities of color.
  - VII. Philanthropy 4 Justice: Supports College Access Fundraising, Scholarship selections, and Beacon House.
- ▶ Added two new scholars, from College Bound and Mentors, Inc., to receive \$1500 to \$2000 per year for four years.
- ▶ Hosted Central Michigan University students who volunteered many hours at Beacon House and attended the March 9th vigil.
- ▶ Held Friday evening weekly Black Lives Matter vigils as public witness to institutionalized racism.

### Reflection: Black Lives Matter The Kirk-Whitman Family

*The weekly roadside witness for Black Lives is a vigil we keep over and over because we need to keep reaffirming the worth and dignity of Black Lives in a world that systematically devalues and disenfranchises them. Our family is out there every week, holding up the Black Lives Matter banner and signs, because we believe that people need a reminder that we live in an inequitable society, and that it can and must change. Witnessing in this way is an important part of my faith journey, and those of my teenaged children.*

*We hold up signs with the names of Black people killed by police – from babies to teenagers to a 92-year-old grandmother – because we don't want those names to be forgotten. Our signs include over seventy names.*

*The fewest participants we've ever had at a weekly witness was four, and the most was around sixty. We're out there in every kind of weather. We welcome anyone to join us for the full hour or a few minutes, standing or sitting on a folding chair, holding a sign or just lending your presence. You can find us on the corner of Whittier and River every Friday evening at 6:30pm.*



Social Justice Ministry

Reflection  
Ann

*I began my path to racial justice as a young child in Topeka, Kansas, when I accompanied my mother into the homes of African American residents. There, I quietly listened to adults discuss their lack of choices in housing, their children being denied the pre-college guidance given to white students, and other inequities. My mother never hosted these meetings; her friends couldn't safely come to our neighborhood.*



*Even back then, I could glimpse what was being lost, not only to the Black families, but to my own. It took many more years to grasp the bigger picture that inequity is insidiously embedded in systems, laws, and regulations—not just a function of how we treat each other personally.*

*I've committed my life to creating a world that works for everyone, with no-one left out. Over the years, as I've provided leadership to transform historically white nonprofits, I've learned that achieving such transformation requires many respectful, healing conversations—always essential and never easy—as well as changes in the policies and systems that fuel institutional inequities.*

*RRUUC's growing commitment to create accountable racial justice pathways is a sacred journey that I'm confident will ultimately enrich the entire congregation and our community.*

**Unitarian Universalist Service Committee (UUSC)**

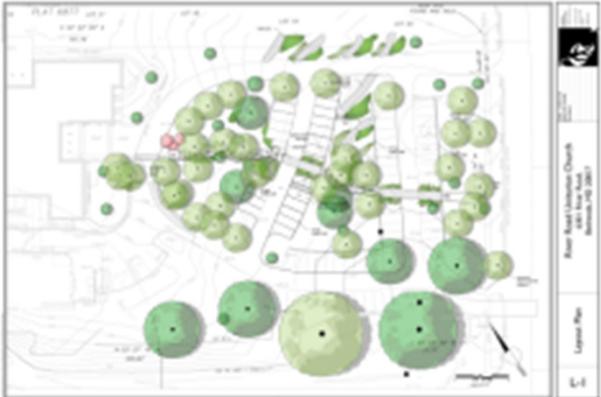
- ▶ Informed congregation about UUSC programs by distributing publications, describing UUSC's key projects, and showing a video during a service.
- ▶ Raised funds for UUSC from Extending the Offering month.
- ▶ Raised money for Bethesda Cares through a Cardboard City and a food sale.

**Youth Group**

- ▶ July/August 2017 - Service Learning Trip to War, WV to refurbish homes and learn about the local culture. We also bought and contributed supplies.
- ▶ November 2017 - Sock and Toiletries drive for Bethesda Cares.
- ▶ December 2017 - Snack bag for Bethesda Cares clients.
- ▶ January 2018 - Murder Mystery Dinner Theater benefited UNIDOS Hispanic Federation for hurricane relief in Puerto Rico.

**Building Team**

- ▶ Finalized a design concept for a new path from Whittier to the plaza in front of the foyer. The landscape architect is working on the construction drawings now and we hope to complete the project before winter.
- ▶ Purchased a lift which was necessary to maintain A/V and tech equipment, and general building maintenance.



- ▶ Contracted with a kitchen designer to develop concepts to redo the RRUUC kitchen.
- ▶ Completed phase one of the renovations with the refurbishment of the sliding doors in the sanctuary.
- ▶ Began work with a consultant to develop an updated capital asset plan to ensure we plan and budget for needs he building.

**Endowment Committee**

- ▶ Continued to implement the investment plan designed last year to reach the desired allocation.
- ▶ Received a bequest valued at \$93,550 from a member’s estate.
- ▶ Memorial and other gifts totaled \$5,050.



### Finance Committee

- ▶ Worked with the Building Committee to obtain Board approval for continuing the Capital Asset Plan, which sets aside money each year to pay for future major repair and upkeep of RRUUC's building.
- ▶ Met with and submitted information to four banks for the purpose of refinancing our mortgage. With funds from our Capital Campaign to pay down the mortgage, the new mortgage will reduce our monthly loan payments thereby making more funds available to support the missions of our congregation.

### Grounds



- ▶ There were no loss of large trees the last year but much smaller tree maintenance was necessary.
- ▶ The easement area is benefiting from two Eagle Scout projects which have given us an outdoor meeting area with easier access to it.
- ▶ Our four and a half acres continued to provide a green sanctuary but the trees are showing their age and wear and tear of automobile parking and continued hot dry spells each summer.

### Personnel Committee

The committee provided recommendations on personnel matters to Senior Minister, Reverend Nancy McDonald Ladd at her request.

- ▶ Proposed a process for the hiring team to use in selecting a Minister for Justice and Community Building. Bob Luke served on the team as a representative of the committee.
- ▶ Recommended a change to the Personnel Manual that enables full time employees wishing to reduce their work hours to part time to maintain health coverage commensurate with their new schedule.



## Financial Stewardship Committee (FSC)

The 2018 Annual Stewardship Campaign was a spectacular success, raising \$982,000 from 369 donors by early May.

The FSC's fundamental premise remains that transparency and visibility in fund-raising, linked with specific goals, increases generosity. To this end:

- ▶ **The campaign's goal** was to raise \$970,000 in pledges to sustain the increases in staff compensation made possible by last year's successful campaign. This goal, which sought just a modest increase over 2017, was exceeded by \$12,000.
- ▶ **The campaign was shortened** to five weeks, down from seven or eight in the past, helping to keep the focus on the importance of generosity to live RRUUC's values.
- ▶ **Story SPARC** in early March was more closely integrated with the campaign.
- ▶ **Enhancements in transparency** continued, including a graphic display of contributors by level of giving and relating this to the cost of RRUUC operations per pledging household.
- ▶ **Guidelines** for giving were strengthened by requesting a minimum dollar increase in pledges, differentiated by category of giving (supporter, sustainer, and visionary).
- ▶ **Testimonials** from Diana Ducey and daughter Hadley; the Roy Family – Sinaly, Ronnen and Naren; Leyla and Gordon Kenny; and Rob Nooter; effectively personalized the campaign.
- ▶ **Mimi Mattis and Peter Engebretson** were superb as campaign co-chairs, dovetailing the theme of Commitment, Community and Connection with a specific message that "it takes cold hard cash to keep this special place alive and vibrant." Not only did they enhance the campaign's visibility with grace and wit, they also ensured its smooth organization.
- ▶ **The Financial Stewardship Committee** – Chair Jai Chopra and members Kathleen Knepper, Marcia Leonard, Liz Ward, and Sam Worthington, with wonderful support from Sheri Blanchette – provided leadership, guidance, and continuity to assure the campaign built on those that came before.

The \$982,000 pledge total as of May 2018, which the FSC believes is the highest in the history of the congregation, was almost 3 percent higher than pledges at the same time last year, the previous high point.

The tremendous generosity of the congregation will allow a budget that is well aligned with RRUUC's values and mission of Fellowship, Spirit and Service.



## Treasurer's Report

Governance  
and  
Administration

	<b>Operating Revenues &amp; Expenses Summary</b>				
	<b>Year-to-date, Through March 2018</b>				
	<b>Annual Budget (This Year)</b>	<b>YTD Actual (This Year)</b>	<b>% of Annual Budget Used</b>	<b>YTD Actual (Last Year)</b>	<b>Annual Budget Used (Last Year)</b>
<b>INCOME</b>					
Prepaid Pledges (FY18 paid in FY17)		\$ 197,759	23.7%	\$ 176,491	19.8%
Pledges (FY18 paid in FY18)	\$ 915,150	\$ 650,442	71.1%	\$ 550,838	61.7%
Past Year Pledges (FY17 paid in FY18)	20,000	14,649	73.2%	20,578	102.9%
<b>Subtotal - all pledge payments</b>		<b>862,851</b>		<b>747,908</b>	
Sunday Collections	26,000	15,004	57.7%	20,248	77.9%
Gifts	20,000	23,240	116.2%	30,344	121.4%
<b>Pledges, Gifts, Collection</b>	<b>\$ 981,150</b>	<b>\$ 901,094</b>	<b>91.8%</b>	<b>\$ 798,499</b>	<b>82.8%</b>
Building Rental Use & Fees	126,000	84,379	67.0%	75,899	60.2%
Day Care Rental	38,640	29,010	75.1%	28,980	81.6%
<b>Rental Income</b>	<b>\$ 164,640</b>	<b>\$ 113,389</b>	<b>68.9%</b>	<b>\$ 104,879</b>	<b>66.6%</b>
Bazaar Income	60,000	67,232	112.1%	60,615	95.5%
Services Auction	12,000	2,681	22.3%	2,035	13.6%
<b>Fundraising Income</b>	<b>\$ 72,000</b>	<b>\$ 69,913</b>	<b>97.1%</b>	<b>\$ 62,650</b>	<b>79.8%</b>
Church Activities incl Bookstore	3,000	6,958	231.9%	4,638	463.8%
Retreat Registrations	12,000	474	3.9%	14,460	
Adult Religious Education	9,500	8,595	90.5%	9,085	106.9%
<b>ARE &amp; Activities</b>	<b>\$ 24,500</b>	<b>\$ 16,026</b>	<b>65.4%</b>	<b>\$ 28,183</b>	<b>296.7%</b>
Interest Income	3,000	7,893	263.1%	2,668	43.7%
<b>EXTRAORDINARY INCOME</b>					
Estate Gifts		58,527		4,599	
<b>Total Revenues</b>	<b>\$ 1,245,290</b>	<b>\$ 1,166,843</b>	<b>93.7%</b>	<b>\$ 1,001,478</b>	<b>82.1%</b>
<b>EXPENSES</b>					
<b>PROGRAM STAFF</b>					
Minister's & Membership	307,764	227,937	74.1%	220,825	76.4%
Religious Education	152,255	121,441	79.8%	112,055	78.6%
Music	111,195	83,700	75.3%	82,697	6.6%
<b>Total Program Staff</b>	<b>\$ 571,214</b>	<b>\$ 433,079</b>	<b>75.8%</b>	<b>\$ 415,577</b>	<b>77.6%</b>
<b>ADMINISTRATIVE STAFF</b>					
Administrative	163,616	135,059	82.5%	120,155	62.1%
Building	84,654	62,773	74.2%	62,143	70.3%
<b>Total Administrative Staff</b>	<b>\$ 248,270</b>	<b>\$ 197,832</b>	<b>79.7%</b>	<b>\$ 182,298</b>	<b>65.5%</b>
Health Insurance	\$ 22,226	\$ 23,031	103.6%	\$ 18,818	79.2%
<b>Total STAFF</b>	<b>\$ 841,710</b>	<b>\$ 653,942</b>	<b>77.7%</b>	<b>\$ 616,693</b>	<b>75.8%</b>
<b>NON-STAFF Expenses</b>					
Worship, Education, Community	48,850	39,741	81.4%	37,283	81.8%
Bazaar	10,000	17,448	174.5%	14,993	149.9%
Retreat	12,000	(156)	-1.3%	17,848	148.7%
Denominational	49,178	36,432	74.1%	36,762	74.1%
Admin & Communications	64,445	34,969	54.3%	31,616	51.5%
Building & Grounds	124,000	98,403	79.4%	87,175	68.2%
Mortgage Interest Expense	33,573	22,177	66.1%	27,312	76.3%
<b>OTHER ORDINARY EXPENSES (Placement fee)</b>	<b>1,000</b>	<b>8,000</b>	<b>800.0%</b>	<b>-</b>	<b>0.0%</b>
<b>DEPRECIATION EXPENSE</b>	<b>9,600</b>	<b>5,206</b>	<b>54.2%</b>	<b>5,479</b>	<b>78.2%</b>
Other Ordinary & Depreciation Exp	10,600	13,206	124.6%	5,479	10.7%
<b>Total Non-Staff Expenses</b>	<b>\$ 352,646</b>	<b>\$ 262,219</b>	<b>74.4%</b>	<b>\$ 258,468</b>	<b>62.2%</b>
<b>Total Expenses</b>	<b>\$ 1,194,356</b>	<b>\$ 916,160</b>	<b>76.7%</b>	<b>\$ 875,161</b>	<b>74.4%</b>
<b>Net Surplus/(Deficit)</b>	<b>\$ 50,934</b>	<b>\$ 250,682</b>	<b>492.2%</b>	<b>\$ 126,317</b>	<b>967.9%</b>
<b>Cash Adjustments</b>					
Depreciation	\$ 7,600	\$ 5,206		\$ 5,479	
Mortgage Principal payments	\$ (50,150)	\$ (33,639)		\$ (35,481)	
<b>Non-Cash Expense</b>					
Building 2008+ Depreciation		\$ (119,011)		\$ (103,486)	

## Treasurer's Report

Governance  
and  
Administration

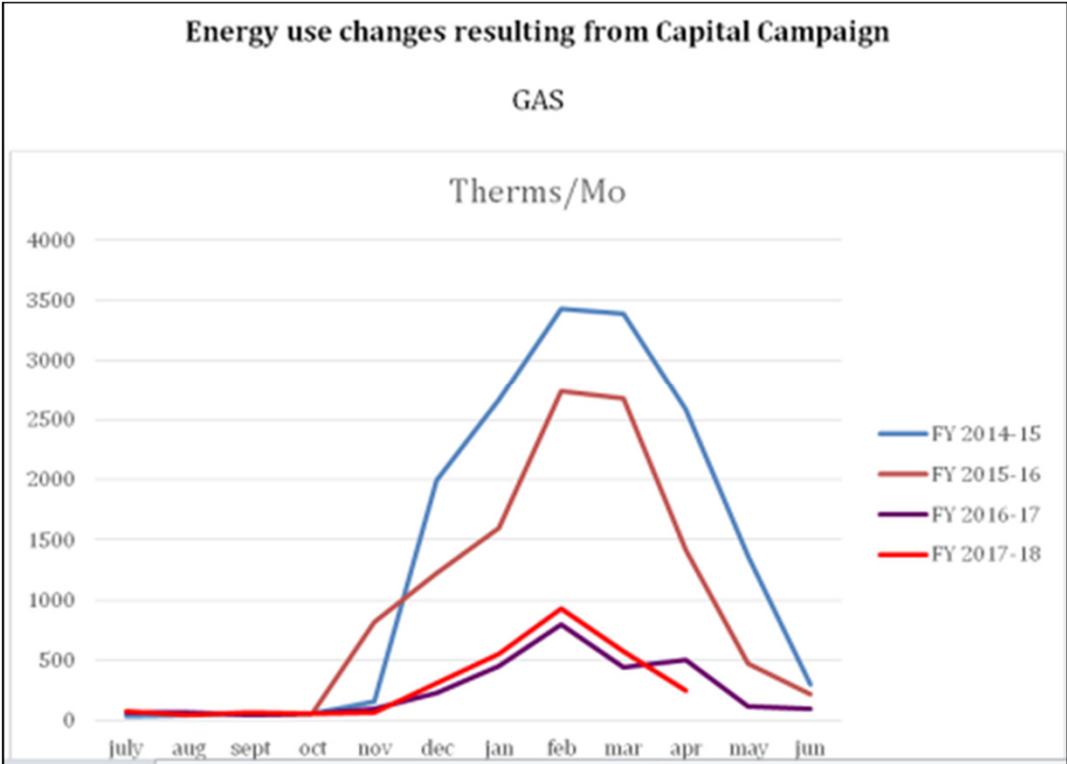
River Road Unitarian Universalist Congregation  
**Consolidated Balance Sheet**  
March 31, 2018

**Assets**

<b>CURRENT ASSETS</b>	
<u>Checking &amp; Money Market Accounts</u>	
SunTrust Bank - Operating	\$59,824
SunTrust Money Fund	\$270,056
Revere Bank (frmly Monument)	\$66,931
SunTrust Bank - Partner Church	\$1,081
SunTrust Bank - Building	\$287,337
<b>Total Checking &amp; MM Accounts</b>	<b>\$685,228</b>
<u>CD's &amp; Other Investments</u>	
Vanguard Federal MM - Operating & Building	\$310,399
SunTrust Operating CD	\$255,470
Revere Bank CD (frmly Monument)	\$103,997
<b>Total CD's &amp; Other Investments</b>	<b>\$669,866</b>
<u>Endowment Investment Accounts</u>	
Endowment	\$871,488
Johnson Fund - Minority Scholarship Endowment	\$129,532
<b>Total Endowment Investment Accounts</b>	<b>\$1,001,020</b>
<b>Total Current Assets</b>	<b>\$2,356,115</b>
<b>OTHER ASSETS</b>	
Original Property & Equipment	\$171,816
Property & Equipment beginning 2008	\$3,118,487
<b>Capital Improvement Project 2015</b>	<b>\$2,352,525</b>
<b>Total Other Assets</b>	<b>\$5,642,828</b>
<b>Total Assets</b>	<b>\$7,998,943</b>
<b>Liabilities &amp; Net Assets</b>	
<b>LIABILITIES</b>	
<b>LIABILITIES &amp; WITHHOLDINGS</b>	
Total Current Liabilities & Withholdings	\$4,208
Loans Payable - SunTrust Mortgage	\$725,900
<b>Total Liabilities &amp; Withholdings</b>	<b>\$730,108</b>
<b>NET ASSETS</b>	
<u>Board Designated Funds</u>	
Capital Asset Fund	\$81,285
Capital Reserve	\$101,561
Operating Reserve	\$225,000
<b>Total Board Designated Funds</b>	<b>\$407,846</b>
<u>Designated Net Assets (Property &amp; Equipment equity)</u>	
<b>Total Building Designated Net Assets</b>	<b>\$4,218,650</b>
<b>Undesignated Net Assets</b>	<b>\$487,738</b>
<b>Total Unrestricted Net Assets</b>	<b>\$5,114,235</b>
<u>Permanently Restricted Funds</u>	
Endowment Fund	\$370,738
Johnson Fund - Minority Scholarship Endowment	\$115,049
<b>Total Endowments</b>	<b>\$485,787</b>
<u>Temporarily Restricted Funds</u>	
Memorial Garden	\$22,436
Endowment Fund Accumulated Earnings	\$375,608
Misc Other Restricted Gifts	\$1,200
Building Project 2015	\$545,729
<b>Total Temporarily Restricted Funds</b>	<b>\$944,973</b>
<b>Other Restricted &amp; Designated Funds (see page 4)</b>	<b>\$155,087</b>
<b>Total Restricted Funds</b>	<b>\$1,585,847</b>
<b>YTD Net Surplus/(Deficit)*</b>	<b>\$568,754</b>
<b>Total Liabilities and Net Assets</b>	<b>\$7,998,943</b>

**Treasurer's Report**

Bank Account Listing 3/31/18	
Fund	TOTAL
Operating	\$ 454,670
Capital reserve	\$ 103,997
General reserve	\$ 250,000
Capital Campaign	\$ 546,427
Johnson Fund	\$ 129,532
Endowment	\$ 871,488
<b>TOTAL at 3/31/18</b>	<b>\$ 2,356,115</b>





<b>Capital Campaign</b> As of March 31, 2018								
	Pledges at 6-30-15	Pledge Changes	Current Pledges	YTD FY15 June 2015	YTD FY16 June 2016	Actuals to 6/30/17	31-Mar-18	Total
<b>Project Income</b>								
Capital Campaign Pledges	\$ 3,200,661	\$ (7,187)	\$ 3,155,475	\$ 1,444,541	\$ 496,569	\$ 549,575	\$ 352,889	\$ 2,843,573
Gifts				\$ 130	\$ 5,280	\$ 400	\$ 668	\$ 6,478
Interest Income				\$ 185	\$ 1,364	\$ 254	\$ 79	\$ 1,882
Line of Credit draw								\$ -
<b>Total Income</b>	<b>\$ 3,200,661</b>	<b>\$ (7,187)</b>	<b>\$ 3,155,475</b>	<b>\$ 1,444,856</b>	<b>\$ 503,213</b>	<b>\$ 550,228</b>	<b>\$ 353,636</b>	<b>\$ 2,851,933</b>
<b>Project Costs</b>								
<b>Phase One - Group A</b>								
Loan Interest & Fees			\$ 6,271		\$ 2,625	\$ 8,878		\$ 9,636
Construction Manager	\$ 200,000	\$ 189,600	\$ 213,757	\$ 11,000	\$ 157,232	\$ 213,757		\$ 213,757
Windows	\$ 1,000,000		\$ 672,979	\$ 4,250	\$ 321,106	\$ 685,131		\$ 685,131
Asbestos	\$ 300,000		\$ 186,274		\$ 143,809	\$ 186,274		\$ 186,274
Sprinkler	\$ 250,000		\$ 156,033		\$ 130,566	\$ 156,033		\$ 156,033
HVAC - Mechanical	\$ 800,000		\$ 625,000		\$ 350,184	\$ 621,900		\$ 609,920
Building Envelope/Attic Storage			\$ 101,094		\$ 81,058	\$ 101,679		\$ 101,679
Followship Building Upgrades			\$ 32,739		\$ 12,940	\$ 32,739		\$ 13,062
Updates & Finishing			\$ 125,000			\$ 111,819		\$ 178,023
Permits & General Project Costs			\$ 13,000					\$ -
Contingency	\$ 300,000		\$ 119,500		\$ 10,080	\$ 11,141		\$ 11,141
Design Fees		\$ 50,480						\$ -
Hard Costs		\$ 1,823,466						\$ -
Contingency		\$ 199,880						\$ -
<b>Phase One - Group B</b>								
Property Safety Improvements								\$ -
Path Lighting			\$ 50,000			\$ 124		\$ 8,224
Security			\$ 5,500			\$ 5,513		\$ 6,020
<b>Communications</b>								
Website			\$ 40,000			\$ 7,050		\$ 25,232
Staff website development						\$ 4,366		\$ 4,366
<b>Phase Two</b>								
Interior Updates			\$ 40,000					\$ -
Office Area, Class rooms			\$ 150,000			\$ 17,439		\$ 36,873
Kitchen								\$ -
<b>Phase Three</b>								
Mortgage payoff			\$ 300,000					\$ -
<b>Total Expenses</b>	<b>\$ 2,850,000</b>	<b>\$ 2,263,426</b>	<b>\$ 2,837,147</b>	<b>\$ 15,250</b>	<b>\$ 1,209,600</b>	<b>\$ 2,163,744</b>		<b>\$ 2,305,371</b>
<b>Remaining Funds</b>				<b>\$ 1,429,606</b>	<b>\$ (1,209,600)</b>	<b>\$ (1,613,515)</b>		<b>\$ 546,561</b>

## Sound and Technology Committee

The Sound Team received increasing audio and visual requests for support in Sunday services, memorial services, and rental events. Support for Religious Education technology was also included in the committee's work. As a result, the formerly named Sound Team has become the Sound and Technology Committee, with overlap with the Computer Team.

- ▶ The Sound and Tech Committee has twelve volunteers who operate in three major areas:
  - I. Operating the sound mixer, video web camera, and projector during the Sunday morning services and for other select worship events, working closely with Clif Hardin. Townsend Belser retired from the Sound Team this year, after many years of service. The current sound team is Andrew Collins, Peter Engebretson, Doran Flowers, Aidan Jones, Dave Leonard, Marcia Leonard, Violet Leonard, and Barbara Saliunas. Marcia Leonard coordinates with the worship staff and schedules the team.
  - II. RE support, working closely with Gabrielle Farrell. Hugh Abrams-Helde and Tom Helde have been instrumental in keeping the new equipment up to date and functioning. They also assist with a-v needs for Sunday services.
  - III. High-level computer and technology support for the office. Jeff Hollingsworth and Bob Waser are the volunteers in this area – please see the Computer Team report.
- ▶ The major technical efforts of the last year, in addition to regular Sunday support, were installations of monitors in classrooms and meeting rooms, installation of a new camera in the Sanctuary, major repairs after a lightning strike, research for a replacement wireless microphone system, and research for a multi-camera system in the Sanctuary to be used for online streaming.



### Web Team/Social Media Team

The August 2017 was far from lazy for the Web Team. Web consultant Kevin Vess helped build our new site, and plugged in all the apps and widgets that make it easy and intuitive to navigate. Staff and volunteers populated the pages, curated the photos, beta-tested its usability, and rolled out communications. The website was launched September 9 at the Retreat Staycation porch chat.



Training for the congregation was offered for a few Sundays following the launch. Special mention goes to Sheri Blanchette and Beth Irikura, who brought their unique strengths to this complicated and involved process. Without Jessie Delaplaine who jumped in to do a herculean amount of data entry and programming tweaks in the end, and Gabrielle Farrell who formed and lead discussions at the inception stage of this project, we would not have the beautiful and clean website we have now.

Additionally we now have:

- ▶ Updated social media for relevant platforms (phone, tablet, desktop).
- ▶ Full worship services on website without the need to download or update software.
- ▶ Podcasts of sermons on all the major podcast platforms including iTunes and Stitcher. The demographic of podcast listeners is huge and this increases our reach exponentially.
- ▶ Our own YouTube channels featuring Sunday sermons.
- ▶ Continued Facebook/Twitter/Instagram.