

*River Road  
Unitarian Universalist  
Congregation*  
2019-2020  
Annual Report

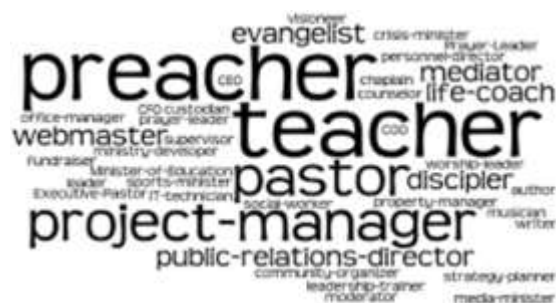


# Community • Spirit • Service

## SENIOR MINISTER'S OPENING REPORT REV. NANCY MCDONALD LADD

To River Road's Members, Friends, and Partners in Ministry,

Decades from now, we'll remember this year as a season that stretched us, changed us, and recreated us in ways we never could have anticipated before. When someone writes the next chapter of our history, they'll document how we adapted, took the ministry outside the church doors, and dug deep to support and sustain each other when we needed each other most. Perhaps they'll even take note of the fact that the strength of the congregation is and has always been its people.



As one of your ministers, I have many different roles, but each of them is fundamentally an act of service to the people who make this place what it is.

### Worship and Celebration

Of course, we have worshipped together this year. During the Christmas Pageant, barbed wire and twine draped the chancel even while we sang the beautiful hymns that celebrated the season. In this way, we remembered the story of one refugee child long ago while also placing ourselves in relationship to the refugee children suffering every single day.

This is a perfect example of how we are called to worship in complicated times – with commitment to both beauty and truth-telling.



We honored the lives of our beloved congregants in story and song at memorial services that brought us to tears. We danced the night away at our 60th anniversary celebration. We celebrated and laughed and wept together through it all.

Of course, our worship brought with it the rapid adaptations that came with COVID-19 and our transfer to online-only worship.

For that, I can only praise the creativity and dedication of our staff, especially the Production Team of Jessie Delaplaine, Rev. Amanda, and Beth Irikura. Those leaders continue to produce, edit, and project-manage myriad aspects of the Sunday service every single week.



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Clif Hardin, Brock Holmes, our musicians, and the choir dove right into the creative and soul-sustaining work of curating and recording pieces for each week's service. The whole staff signed on to help moderate and support the weekly Zoom live watch parties.

We continue to adapt, and to plan for the various options for online and adapted in-person worship that will arise in the coming months.

The hallmark of our worship life these last months has been a commitment to prioritize honesty over perfection, safety over the status-quo, and the continual integration of new learning into everything we do.



## Building, Grounds and Path

We started this congregational year with the first steps in a long process to complete the path leading to our sacred space. With Joe Saliunas coming on to project manage, Ana Lim maintaining the bigger picture, and the ongoing support of our Capital Campaign donors, we are near or at completion of the project.

Also, under Joe's able leadership, the grounds have never looked better. The sanctuary is so

much more than the four walls we worship in and the land that we built on almost 60 years ago is beautifully tended by loving hands.

Late in the winter, the Building Committee completed the long and thoughtful process of updating our engineering study, which shows the short and long-term needs of our building in the coming years.

Following the completion of that project but before the building closures, the Building Committee, Finance Committee, and myself began some forthright conversations about how to fund the increasing costs of deferred maintenance on our property. While we haven't resolved the financial tensions inherent in that conversation just yet, all the stakeholders are in the room, ready to move forward faithfully to support the physical space and the congregation that fills it.



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## Administration, Finance, and Stewardship



Here is a picture of a Board at work – really. Because a huge part of the work of administration and governance is finding ways to bring joy and meaning into it. As head of staff at River Road under our policy governance model, I’m responsible for overseeing the day-to-day operations of the congregation while responding to the policy-setting and vision-casting of the Board. At the end of this congregational year, I can honestly say that we are a healthy and responsibly managed congregation through and through.

Part of that is due to the steady hand at the tiller provided by the Board including our chair Ken Button. Much of that overall health is due to the adaptability and skill of the staff team, and most of my work involves weaving the skills and interests of those two groups together.

Financially, we are in almost astonishingly good shape at the end of this Fiscal Year. Though hard decisions are ahead of us, especially around funding strategies for building maintenance, I am entirely humbled by the generosity of this congregation during these challenging times.

Truly – it’s a pure joy to see that our pledging, giving, and generosity remain so robust, even while the whole concept of congregational life gets reinvented around us. It’s a testament to how much this community means to all of us and to the world.

The Stewardship Committee, working with Sheri Blanchette and the Finance leadership including Peter Engebretson, Gail Henry, and Tim Schick have all been flat-out amazing, and I find myself managing the most capable team I can imagine.

## Teaching and Serving

During the fall, I braced myself for what promised to be an unusually busy time in my service to the wider UU movement and beyond. With excitement and some trepidation, I started teaching at my alma mater, Meadville Lombard Theological School. The course, called Congregational Studies, helps equip students in their second year of seminary to respond to the varied demands of congregational life and ministry. I have loved that work more than I ever expected and brought many of the lessons and ideas generated alongside my students back here to River Road.

I also did a short book tour last fall for “After the Good News.” I loved that a lot less. Turns out I really like writing books. Selling them, not so much.



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In some form, I anticipate that my ministry will continue to make space for service to the wider movement, especially theological education and ministerial formation.



## Staffing and Collaboration



When it comes right down to it, my work at River Road is really about relationship and collaboration across every level of congregational life – with lay leadership, with denominational structures, and most of all – with staff and colleagues.

As you might imagine, the staffing transitions ahead of us are a significant shift, but I am very proud of the collaborative approach to Religious Education staffing that we've designed to support our ministry in the fall, and I'm delighted to have extended an offer to Chris McCann, the fantastic colleague who will join us on June 15th as our new Religious Educator for Children.

Everything we do in congregational life is done as a part of a team. The team at the center of my ministry is the staff and clergy partnership we've built here. Simply put – you won't find a healthier and more vibrant staff than ours. These days, the vision and clarity coming from our leaders is an inspiration that keeps me going even while I focus on the management that keeps us healthy and fiscally strong. You are so well-served by this team. I am grateful to complete another year of ministry alongside all of them and all of you.

Gratefully,



# Community • Spirit • Service

## MINISTER FOR JUSTICE & COMMUNITY BUILDING REV. AMANDA WEATHERSPOON

### Social Justice

My priority with Social Justice this year has been to center relationality. Relationship is central to social justice - whether it's with the communities who are impacted by injustice and oppression, or relationship with one another, or relationship to our Source of Wholeness. Throughout all the work with individual groups, my time with the Social Justice Ministry Team, organizing collaborative events, and even during challenging conflict, relationship has been at my heart's center.



Outing with Racial Justice Task Force to see Harriet.



How to Be an Antiracist book discussion.

### Connecting across intersections.

River Road has been a socially engaged community, long before my presence. Much of my work has been to engage Justice leaders and groups in visioning and specific projects as needed. Our social justice groups are largely autonomous - choosing areas on which to focus, what projects to undertake, and determining the best method for their groups to meet and work. While I've collaborated with groups and leaders on

some amazing projects this year, my ministerial focus has been to provide opportunities for groups to connect and collaborate with each other.



Community organizers gather during Action in Montgomery (AIM)

I have been delighted to witness the partnerships and collaborations our leaders have continued and created with one another this year.

### Justice Sundays

Justice Sundays has been an opportunity for social justice groups to share their work with the wider congregation. Every month, groups have been invited to "table" during coffee hour and the service was structured around broad social justice issues with a focus on the shift from Justice to Liberation. Not only does this provide an opportunity to share their work, but also to work together with each other as leaders who share a common faith and common goals.



David Ward, Mary Ellen Levine, Doran Flowers, & Rev. Amanda, Social Justice Ministry Team



# Community • Spirit • Service

## Community Partnerships



Lee Blinder, Executive Director of TransHealth MD

One of the main ways that we connect with community partners is through our Extend the Offering (ETO) program. This year we introduced two new community. TransHealth MD is a local nonprofit which focuses on providing healthcare access for Transgender and Nonbinary folks in Maryland. MoCo Students for Climate is a student led group which focuses on environmental and climate focused solutions for Montgomery Co. I was especially moved while working with TransHealth MD. Having a Trans/Nonbinary voice in our pulpit was inspiring for many people

in our congregation who hadn't seen themselves or their loved ones reflected in our programming. One of the benefits of ETO is the connections that congregants make with the community partners whom they may have never encountered. We have Trans and Nonbinary people in our congregation who were able to make these connections and potentially find a new source of community. And that's what it's all about - connection, community, and partnership.



Rev. Amanda and David Ward at a block party for Safe Streets Baltimore.



Poor People's Campaign Day of Action.

It has truly been a blessing and joy to expand beyond the River Road walls this year - to witness the work of the social justice teams in our community, to meet our partners, engage in the work alongside those who are impacted, and to connect more deeply with our social justice leaders.

## Community Building

The more I dig in, the more I understand just how important it is to connect. To have a sense of common purpose with one another is the cornerstone of faith communities across denomination and belief. September kicked off the new year with the Hullabaloo, a carnival style, multigenerational party celebrating each other and the promise of a new year. This became a perfect metaphor for what our community is - spontaneous, adaptable, fun, and, yes, just a little quirky. Throughout each event and gathering, there has been an opportunity to connect deeply - to witness and truly know one another.

## Leadership Development

In addition to social justice leaders, I've had the delight in working with congregational leaders in general. The L&N Leadership Retreat was a highlight for me this year - teambuilding with leaders, learning from one another, a strengthening commitment was made joyous and fun.



# Community • Spirit • Service



Membership & Welcoming Round Table

## Welcoming & Membership

Last Spring Ana Lim, Naan Pocen, and I began visioning what Welcoming and Membership could be at River Road. Throughout the year, we held “Roundtable” discussions, pulling in members and friends of our congregation to explore their membership and welcoming experience. We explored connection and participation, what tools we could create and implement to shape a process belonging in our community. The next steps are forming. COVID-19 has disrupted our plan to form a new Membership and Welcoming

team but the foundation has been laid.

## Worship

Worship is the glue that holds us together. In a large congregation, it’s not hard to get lost in the shuffle, but once a week we get to be with each other. COVID-19 has impacted what worship looks like, but in many ways, it’s strengthened our connection. I’m able to connect deeply in our services in ways that were impossible before.

## Vespers

Only two of the four planned Vespers were possible this year due to the building closure. These contemplative services will continue in the coming year, virtually or otherwise. The Winter Solstice Vespers was highly attended and incredibly special this year.

## Worship Planning

One of my delights is working with Rev. Nancy and Clif Hardin each week to provide quality worship for our people. These goof balls make worship planning fun even as we continue to raise the bar. Virtual worship has been an exercise in adaptation and agility, but we’ve met that challenge and will continue to do so.



## Production

My roles have shifted during the pandemic. I’ve dusted off some of my old tech skills and put them to use to create virtual worship. I now lead a production team that troubleshoots, maps, and handles the tech side of our Sunday service. I look forward to what next year brings!





# *Community • Spirit • Service*

## FROM OUR BOARD OF TRUSTEES CHAIRPERSON

Dear River Road Members and Friends:

RRUUC has a talented and dedicated ministerial and staff team and a strong financial base, all of which should give RRUUC members and friends confidence that our faith community is well equipped to weather the on-going COVID-19 storm with all of its challenges and uncertainty. Little did we know when the current fiscal year began on July 2019 that developments far away and forces beyond our control would require us to delve so deeply into our spiritual and financial resources to sustain and even strengthen RRUUC and the care for our community. The RRUUC Board of Trustees takes great pride in the success that RRUUC has already achieved in living our UU values in these difficult times.

During the “normal” months of the fall and winter, the energy of a vibrant River Road community was fully evident. The Sunday services continued to be inspiring and challenging, calling us to be true to our UU heritage and to deeper relationships among each other. Rev. Nancy’s sermons were evocative and spoke to the search for our better selves and urgent need to remedy the injustices in the wider community. Rev. Amanda eloquently spoke to a range of social justice issues and led us in the December 21 solstice service and vespers gatherings. Fun and heartening innovations included expanded participation of youth in several multi-generational services and activities including the September Hullabaloo. Our RE leaders and dedicated teachers presented creative programming to our children and youth.

A hallmark community event continued to be the November Bazaar which was financially a great success and gathered approximately 376 volunteers from RRUUC members and friends in a massive cooperative venture. As part of the 2020 RRUUC Relational Campaign, many, including Board members, found the program of one-to-one personal interviews to be rewarding in bringing us together with other River Roaders from diverse segments of the congregation. A focus of much creative planning for RRUUC community building was the anticipated Spring 2020 all congregation retreat which unfortunately became among the most prominent victims of the COVID-19 crisis. Similarly, we were disappointed that the membership expansion and development initiative under Rev. Amanda’s leadership was being implemented just as the building had to be closed and must be deferred.

Service to others remained a core part of the RRUUC mission and was expressed in innumerable ways. RRUUC ministers and lay leaders were at the forefront of initiatives in our vibrant social justice endeavors, from Action in Montgomery (AIM), immigrant rights, Black Lives Matter, confronting gun violence, voter outreach, and other important social justice engagements. There was also consistent activity in the environmental realm, including the Green Sanctuary Task Force, which initiated the process for a multi-year congregational effort to re-certify RRUUC as a UUA Green Sanctuary.



# *Community • Spirit • Service*

Our beautiful building continued to receive conscientious attention as this year saw the completion of the Capital Campaign projects, capped with the installation of the path boardwalk from parking lots to our building. The Grounds Committee also has been transforming the River Road landscape with native plant landscaping and erosion prevention measures.

The arrival of the COVID-19 crisis posed a range of disruptive and rapidly evolving challenges for RRUUC. However, from the onset, Rev. Nancy and her staff team have been proactive and focused on the health and safety of the congregation as they worked to think one-step ahead of the rolling public-health restrictions. Initiating on-line Zoom services and closing the building posed myriad technical and administrative problems to be solved. Consistently in close touch with the Board, Rev. Nancy and the staff dove into non-stop innovation to create moving and meaningful Zoom-based services and worked to keep us in touch with each other in the pre-service and post-service chat groups. RE classes and small group meetings have been similarly moved on-line. Working from home, the staff have accomplished the many administrative tasks necessary to maintain RRUUC as an institution. Reflecting the truth that the core of RRUUC is not our building, but rather our people, the pastoral care and community-building activities which have multiplied. Neighborhood Captains are staying in touch with congregants throughout our region, and food delivery to those in need has been organized. The Retreat leaders have even recast the Spring Retreat to let River Roaders enjoy fun community building activities by Zoom.

Given the COVID-19 crisis' financial impact on RRUUC, the finance team has been working hard to find the best path forward. The budgetary challenge arose both because the crisis hit in the middle of our Stewardship Campaign for next fiscal year and because the forced closure of our building has meant a loss of rental income for this year and potentially into next fiscal year. However, the important good news is that RRUUC entered the current year in strong financial condition and had a highly successful bazaar. Although our Stewardship Campaign did not reach its target, the generosity of our members and friends nonetheless led to a current pledge total of \$927,853 as of May 15. Because of prudent financial management in past years, we do have substantial "rainy day" reserves upon which we can rely in such extraordinary circumstances.

The new fiscal year budget recognizes the financial challenges that RRUUC faces, but it also reflects our on-going examination of the opportunities that the COVID-19 crisis might present for creatively adapting elements of the on-line Sunday service and our expanded use of Zoom to enhance a wide range of activities in RRUUC's congregational life. For example, such Zoom use might permit those with limited physical access to the building to enjoy expanded types of participation.

As a new year begins, we can look forward with confidence knowing that RRUUC has a superb ministerial leadership team, dedicated lay leaders, and the resources to be stay true to our UU values and to help us find deeper meaning in our RRUUC mission of Community, Spirit, and Service.



Kenneth R. Button, Chair RRUUC Board of Trustee



# Community

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

## Activity Groups

### Morning Book Group

All are welcome to participate in our book discussions on the third Friday of the month, 9:45am, September to May. This open-minded group selects fiction and non-fiction titles to discuss, building a special camaraderie of shared ideas, humor and warmth. Chosen books reflect RRUUC's focus on social justice and racial issues. This year, we read Trevor Noah's *Born a Crime* and a biography of Frederick Douglass, among others.

### Widows or Widowers (WoW)

The group meets most Sundays after the second service. We often meet for lunch at a local restaurant or in someone's home, celebrate special occasions, and attend RRUUC activities together. We share films via our *Go to the Movies* afternoons. Our listserv is used to share public service information like voting or current scams. With the COVID-19 shut down, we began sharing humorous emails regularly along with some staying healthy information. WoW now meets regularly on Mondays through Zoom.



### Reflection

*In 2008, I became a member of RRUUC and joined a welcoming and caring community, a family. Over the years, my experiences with the River Road community have run the gamut of possibilities, from the joy and camaraderie of the Bazaar to the giving and receiving of pastoral care. Now our community is going through a challenging and frightening period with the coronavirus. Our RRUUC community's caring has now extended to Riderwood Village, a senior community where I am privileged to serve as the captain of the RRUUC Neighborhood. There are seven RRUUC members here, and I am in touch with them via email three times a week. For me, this is an extension of pastoral care, where we make sure during email checks that we are all doing well. I also feel a closer connection to my RRUUC neighbors through these communications in which we also ask questions and share our daily experiences. I feel the RRUUC Neighborhood program is strengthening our ties to the larger RRUUC community at a time when we most need it.*

~ Karen Wilhelm



# Community

## Bazaar 2019



The 45th annual RRUUC Bazaar, our largest fundraising event, was held on Saturday, November 2. Once again, a week of frenzied donating, sorting, and displaying resulted in a glorious day of bargain hunting and treasure finding. We welcomed hundreds and hundreds of visitors. They ranged from old-timers who knew to line up before 6am to first-time shoppers blown away by the wide selection of merchandise.

The 2019 Bazaar was a rousing success:

- 376 enthusiastic volunteers
- \$70,354 in sales (the second highest amount since 2003)
- Large influx of donations from several people moving or downsizing.



After deducting \$18,764 in expenses from sales revenue, the Bazaar contributed \$50,990 to RRUUC's operating budget.



*Boxes and bins, bundles and bags,  
a bountiful blizzard –  
what we will part with  
to help another  
or unburden ourselves.*

Except from Clare Parmalee's poem,  
*The Three Bazaar Virtues*



# Community

## Retreat



The **Retreat Committee** was excited about the prospects of our first All-Congregation Retreat at West River Center located on the Eastern Shore of the Chesapeake Bay. After a successful registration kick-off, about 150 members and friends signed up; we were close to capacity. To our disappointment COVID-19 pandemic physical distancing requirements led us to cancel the Retreat.

In lieu of a full-fledged Retreat, we scheduled a virtual Retreat on

weekends starting May 8. This included an all-ages talent show, a politics forum, a writer's workshop, a virtual nature walk, a program on spiritual wonders in your own backyard, and a wrap-up Zoom dance party.



The Retreat Committee chairs would like to thank those who served on the Committee for their hard work, creativity, and flexibility: Andy Abrams, Hugh Abrams-Helde, Maurine Beasley, Kane Davidson, Chris Hager, Tom Helde, Tim Phelps, Pauline Siple, Rose Sokol-Chang, Mary Lou Tucker, and Mandy Wimmer-O'Brien.

The next All-Congregation Retreat will be on April 23-25, 2021 at West River Conference Center.



# Community

## Spring Services Auction

The May 2019 Auction was a great success. Foremost was the incredible sharing and connecting with so many people, especially those new to the congregation. RRUUC received over \$23,000 for bids on offerings of more than 85 items, including dinners, vacations, and classes, as well as a chance to bid on a sermon topic for Rev. Nancy to preach.

We had a new team and used new software, called Auctria, a website-based administration site. Because it worked so well, all of next year's bidding will be on line with lots of help from the Auction team. This year's Auction – possibly named “The Service Quarantauction” is in the works now.



The **Great RRUUC Bake-Off** wrapped up the Spring Auction with tasting and bidding on the finest cakes from 11 celebrity RRUUC bakers. Marie Antoinette, “Let them eat cake” Rev. Nancy, was our special guest. Mel and Sue (Heidi Mordhorst and Fiona Grant) hosted the show along with three judges. Ultimately, the tasting crowd selected the same favorite cake as our judges, Heather Cornelius’ Triple Lemon “Moss” Gluten-free Cake – gorgeous and delicious!



## Welcoming & Membership

- The Welcome Team greeted over 128 people who signed the guest book on Sunday mornings.
- Our January 12, 2020 Newcomers/Orientation Brunch welcomed 35 newcomers.
- 25 new Members joined RRUUC between May 2019 to May 2020.
- Due to the COVID-19 precautions, our Newcomers’ recognition ceremony was postponed. A Zoom recognition ceremony is scheduled for mid-June 2020.
- There are 483 Members of the congregation as of May 2020.
- We shared congregational life with 217 friends and 249 people who participated in congregational programs.



# 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.*

## Religious Education (RE)

### Adult Religious Education



**Adult Religious Education & Small Groups** were curtailed by the COVID-19 closure. As many Adult RE classes are scheduled for the Spring (since the Bazaar moved to early Fall), Wellspring classes, the Family Newcomer Conversations with Brunch, and the Animal Ministry



offering all had dynamic energy. Starting Point, a 4-session small group designed to introduce participants to the congregation met only once before the building closure. All offerings, except for two, **Faith for the Unbeliever** and **Spiritual Storytelling** were postponed. **Small Groups** saw a bit of contraction because new Small Group start-ups were curtailed by COVID-19. Many Small Groups transitioned to meeting on Zoom with increased attendance and sometimes increased frequency.



**Contemporary Issues Forum** continued to provide programs of community interest every Sunday morning. A Standing Room Only crowd listened to Jon Nowick's January 20 revealing talk on "Insights on the CIA".



### Reflections on RE The Sokol-Chang Family

*"[Spirit Play is] fun. I get to play and have fun with games and clay."*

*~ Roan, 5*

*"RE is learning while having fun with friends."*

*~ Enso, 11*

*"RE is a great way for kids to learn fundamental UU values in a setting that values their own interests and meets them where they are. The curriculum provides a sense of tradition that connects kids across age groups; yet, you also get the chance to see each kid as a unique individual. I look forward to seeing my kids grow through RE, eventually leading a Sunday session, and participating in their own bridging ceremony."*

*~ Rose*



# Spirit

## Religious Education for Children and Youth

While this year started with fewer teaching commitments than ideal, religious education classes were further impacted by COVID-19. The program transitioned online. Though attendance was not regular across age groups, many moments were superb.



**This year multigenerational offerings were the highlight.** Worship and inclusion of children of all ages as worship leaders successfully exceeded expectations. When services went online, families with children sat together on their sofas at home.

Congregants of all ages engaged joyfully in The Martin Luther King Multigenerational Service Day and the Baking Silly Cookie Baking event.



Family experiences were highlighted by the multigenerational Talent Show, allowing the intimacy of the online experience to capture the gifts of all.





# Spirit

## Youth Religious Education



Twenty-three youth and adults served in rural McDowell County, WV for a week. They completed five home improvement projects and got to know the residents and their culture.



After almost a year of mold remediation, our youth gratefully reopened the newly renovated Room 32. Thank you to the anonymous donor who made it possible.



The High School Youth Group held their annual Murder Mystery Dinner Theater where they raised money for the UU Service Committee's climate relocation initiative.

The High School Youth Group chose to focus on climate justice this year. Notably, Junior Sarah Price was the youth liaison to the Green Sanctuary Task Force. She regularly brought updates and actions to the Youth Group.

The 2018-19 Coming of Age class presented a worship service on October 13 to share their belief statements with the congregation.

Middle School engaged in several projects including creating a Haunted House and planting seeds for the RRUUC garden.

Middle and High School and OWL classes moved online on March 15 due to the corona virus. They also began Wednesday evening online hangouts for fun and connection while stuck at home. The OWL class was welcomed into the High School Youth Group a little early on April 19.



## Religious Education Committee



This year, much of the RE Committee’s energy was focused on the challenge of teacher recruitment and parent input. How to make the ask an easy “yes” answer remained at the center of our Committee conversation. We considered changing the K-5th curriculum, combining more ages, and requiring a parent helper every Sunday. Aspects of these changes were implemented during the year, encouraging us to ask even more questions. *ChalkTalks*, held before each Monthly Committee meeting, were open for anyone to attend to discuss specific topics. These proved to be fruitful and rewarding.

Upon hearing Gabrielle’s retirement news in February, the Committee’s focus turned toward the future and how to support the new religious educator. The RE committee morphed into the Transition Committee (a new, interesting name is pending). This Committee will offer support and advice during the transition including co-creating and implementing in-person and online programming, as necessary.

## Reflection



*We’ve always been joiners. Long before we found Unitarian Universalism, Doug and I had said we wanted to “practice our spirituality individually and in community.” But when we first met we didn’t know what that community might look like, or how to find it. The events of September, 2001 propelled us to find a spiritual home. We embraced All Souls Church Unitarian (DC), never looking back.*

*Rapidly, we made close friends, served in leadership, had our children dedicated (by Gabrielle Farrell!), and committed fully. But gradually, we and the church grew apart. We told ourselves we needed a smaller church and found loving welcome in UU Church of Silver Spring. Again, we dove in and knew we’d found the right church home.*

*Until it wasn’t. The church was struggling; we had to leave. Weeping in Rev. Nancy’s office, we said our church was broken. Rev. Nancy gently responded, “All churches are broken.” We cried harder. And then we leaned into that truth: church is what we make of it, what we commit to, again and again, without expecting perfection. This is the love of midlife, slow, steady, perhaps without flashiness or the thrill of first discovery, but vital. We are still joiners. We are here to help build this church together.*

*~ Doug Belling & Bailey Whiteman, Jonathan Peter & Margery Alice Belling (children)*



## Music at River Road

Music at River Road this year, like many things in our congregation, is best seen in two parts – that which was happening up through mid-March and that which has followed the suspension of regular congregational activities with COVID-19.

### *Before March 15, 2020*

#### Youth Choirs

- We continued to have three strong groups, spanning kindergarten through high school: The Chalice Lighters Choir, The River Road Youth Choir, and the River Road Teen Choir.
- Thirty-seven children and youth participated in the youth choirs this year.
- Memorable moments were when some of the two older groups sang together with the adult choir and band on *Don't Stop Believing* and *Lean on Me* and when the Chalice Lighters Choir and River Road Youth Choir sang for the Christmas Pageant.

#### The River Road Choir

- A highlight of the year was the Winter Music Service, *An American Christmas*. We were well on the way to preparing for a premiere of a new multi-movement choral piece I have been writing, *Many Faiths*, for the Spring Music Service. When the time is right, the piece will be performed.
- Fifty-two people participated in singing with the River Road Choir this year.

#### Other Music of Note

- Winter Cabaret showcased this community of music making in a warm, festive setting.
- Music Outreach performed for those in assisted living. Special thanks to Jon Nowick for recruiting and organizing the performers.

### *After March 15, 2020*

All music has been recorded remotely from the different homes of the different performers, then combined, edited, and mastered for our pre-recorded Sunday services.

Special thanks to Brock Holmes for taking on the job of combining and editing the sound and video files sent his way! We are looking forward to presenting a virtual choir performance of *For the Beauty of the Earth* during our June 7 Music and Flower communion Sunday.



## Bookstore

The Bookstore offers a space in the Fellowship Hall on Sundays for newcomers to congregate, as well as share Unitarian Universalist resources; it also provides a small income stream for the congregation.

Among the books that sold well this year were *After the Good News* by the Rev. Nancy McDonald Ladd and several children's books by RRUUC member Linda Ryden. Sales volume and revenues were, of course, truncated by the coronavirus shutdown.



## Fine Arts



Photo by Mark Leatherman

The Fine Arts committee had another successful year, curating five shows, including a Members and Friends show in July and August. Two shows scheduled for the spring had to be cancelled due to the pandemic. Almost all of our art shows by local artists, (both RRUCC members and non-members) had sales. Two shows did exceptionally well. The first was by RRUUC members Mark Leatherman (photography) and his wife Merrilee Harrigan (glass

and silver jewelry), who took advantage of the new glass case to show her jewelry. The second show by member Patti Francis (collage and paintings), had an exceptionally well attended opening and great sales.

We continue to provide a lovely venue for local artists to provide enjoyment to the congregation and the neighborhood. Currently, we are upgrading the lighting system for the art in the Fellowship Hall, rescheduling the cancelled shows, and recruiting for new shows.



Collage by Patti Francis

# 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.*

## Action in Montgomery (AIM)

AIM is a non-partisan organization of almost 50 faith and civic institutions that brings people together to build political power and work for justice in low- and moderate-income communities. Highlights of AIM Core Team accomplishments this year:

- Attended and gave testimony in many County Council and Board of Education meetings, as well as numerous face-to-face meetings with county officials, to support increased affordable housing funding, appropriate maintenance of low-income housing, expansion of the affordable after school program (Excel Beyond the Bell), renovation of high-poverty school buildings, and increased funding of legal support for immigrants.
- Mobilized more than 30 RRUUC congregants to participate with hundreds of others in an AIM Action on March 5, 2020, where Rev. Nancy Ladd was the lead speaker.
- Organized a fall workshop, *Conducting One-to-One Relational Meetings*, to train RRUUC leaders in the methodology of these meetings.
- Facilitated an internal RRUUC Relational Campaign with more than 75 members and friends participating in over 225 one-to-one meetings.



## Earth Ministry (EM)

The EM made one of its goals the promotion of renewable energy purchase by RRUUC members. Several workshops, led by Bruce Davis, were held to inform congregants of renewal energy contracts available from different electricity supply companies. The sign-up process was explained to facilitate making an informed selection.

A renewable energy tree was posted containing the names of RRUUC members who signed up for renewable energy to inspire congregants who are considering energy alternatives.

Led by Charlotte Moser, a committee of was formed to renew the RRUUC Green Sanctuary certification. A proposal will be presented for a congregational vote at the June meeting.

A powerful lay led Climate Change service was developed by Evelyn Jacob and other EM members for April 5 but unfortunately the pandemic events forced cancellation. Similarly, a Green Sanctuary program for the RRUUC retreat was cancelled.

The EM selected for its Extends the Offering (ETO) the Montgomery County Students on Climate. There was a virtual ETO for the students on April 19.



# Service

## Animal Ministry Task Force

### Blessing of the Animals



On August 4, 2019, the Animal Ministry Task Force assisted Reverend Amanda with the annual Animal Blessing service. Team members helped with animal blessings, with readings, and provided plant-based snacks for the “Compassionate Coffee Hour” after the service. The service also featured a speaker from Worthy Dog Rescue, which received the proceeds from the congregation's Extend the Offering program for August.

### Chili “Cat” Off

On March 1, 2020, the Animal Ministry Task Force teamed up with community partners on a fundraising Chili “Cat” Off dinner to benefit the Montgomery County Community Cat Coalition. The meal, totally vegan, featured different plant-based chilis, side dishes, and desserts. The event attracted more than 80 guests and raised about \$2,500 via ticket sales and raffle proceeds, as well as collecting many pounds of cat food.



### Gardening for Wildlife at RRUUC

In the winter and spring of 2020, the Animal Ministry Task Force raised \$500 to assist the RRUUC Grounds Committee with its efforts to support wildlife on the property. The Grounds Committee used the funds to purchase plants that are beneficial to bees, butterflies, and birds. Members of the Task Force also helped to install the plants on the grounds.

## Immigration and Refugee Justice Committee

The Committee conducted an “Immigration Month” last fall, with activities every Sunday:

- Showed three films as part of the Immigration Film Fest.
- Conducted “know your rights” and “bystander intervention” training.
- Held a winter clothes collection for refugees.
- Led a Contemporary Issues Forum on immigration, with George Clack.
- Facilitated a book discussion on *The Guarded Gate* by Daniel Okrent, about early 20th century anti-immigrant, pro-eugenics movements in the US.
- Hosted a shared brunch in which we heard stories from our immigrant and refugee friends from El Salvador, Afghanistan, Egypt and Africa.
- Promoted public comments against the raising of fees for every immigration process.



# Service

In the winter and spring, the committee:

- Promoted writing letters to our Senators in support of a legal path to permanent residence for those with Temporary Protected Status.
- Held an online common-read book discussion on *American Dirt*, by Jeanine Cummins.
- Discussed ways to encourage Latinos to register if eligible, and vote (though actions were postponed during the stay-at-home period) and to participate in the 2020 census.

## La Clinica del Pueblo (LCDP)

As is traditional, RRUUC collected holiday gifts in December for the children of La Clinica del Pueblo. In January, LCDP was the beneficiary of RRUUC 's Extend the Offering collection. In April, under the leadership of Revs. Kären Rasmussen and Amanda Weatherspoon, conducted a food drive and mobilized baggers and drivers to take groceries and donations of \$250 in grocery store gift cards to LCDP.

## Latin American Taskforce Network (LATN)

- Fair Trade products earnings from Equal Exchange sales, provided a scholarship to Carlos Rosario School and a lap top computer to Dr. Eladio for use by the health community center in Chiapas.
- Appealed to RRUUC to directly support the El Salvador Scholarship since COVID-19 prevented the Fiesta from taking place. Fiesta beneficiaries are rural students attending universities in El Salvador. One such student completed his medical studies. Dr. Hector Alfredo Rivas Bonilla, was a 2020 graduate and our first PhD in Medicine!
- Supported Comunidades Transnacionales Salvadoreñas Americanas to hold their annual meeting.
  - Sponsored Contemporary Issues Forum programs.
  - Supported the DMV Detention Visitation program.
  - Participated with immigration subcommittee of UUs for Social Justice.



## Middle East Task Force (METF)

The Middle East Task Force promoted awareness of speakers on Middle East subjects locally. It forwarded petitions on human rights issues and successful charitable donation requests for refugees. METF promoted the *Voices from the Middle East*, a film program championing dialogue about justice, human rights, and peace in the Holy Land.



# Service

## Partner Church Committee

The Partner Church Committee serves as the steward of RRUUC's relationships with its two partner congregations – Fiatfalva, Transylvania (for 28 years) and Mawblang, N.E. India (for 13 years) – with whom RRUUC has shared a relationship of mutual support. For 27 years we have celebrated at our annual PartnerFest fundraiser, this year featuring a virtuoso performance by Suai Wang.



The Committee's key accomplishments for this year were:

- In September, Committee member Jennifer Noyon traveled to Fiatfalva to visit the birthplace of Unitarianism in Transylvania. While there, she celebrated the Transylvanian Thanksgiving and presented a financial gift to help create a new adult choir. These funds were donated in memory of founding Member Dwight Cramer.
- Funded an after-school nutritional and educational program in Fiatfalva for Roma children, who suffer from discrimination and limited opportunities.
- Funded teacher salaries at the Unitarian school in Mawblang. This school serves village children of all backgrounds.



## Prevent Gun Violence Ministry (PGVM)

Our mission is to keep Americans safe from gun violence, through legislation and service to communities where gun violence is epidemic.

### Preventing Community Violence

- The Unitarian Universalist Association awarded PGVM \$5,000 to extend our work in Baltimore's McElderry Park during the coronavirus epidemic.
- Attended a strategic planning meeting with Safe Streets and joined their advisory board.
- Attended 24 neighborhood events in McElderry, including vigils after shootings, strengthening relationships with local residents.
- Supported Safe Streets' workforce development program with \$1,500 through our Extend the Offering collection.
- Honored victims of gun violence by candle lightings and listing the names of those killed.
- Worked with local residents to develop a garden at Amazing Grace Lutheran Church.
- Enlisted 24 RRUUCers to donate and deliver \$3,000 for groceries for McElderry Park.





# Service

## Governmental Affairs

- Canvassed in Virginia to help elect gun sense candidates.
- Engaged in numerous activities to advance gun sense legislation in Maryland.
- Lobbied and testified in the Maryland Legislature to pass a long-gun registration bill and continued funding safe gun groups.
- Partnered with the Racial Justice Task Force to promote get out the vote efforts.

## Reflection



I came to River Road last fall seeking companions on the spiritual journey. My entryway was the “Sources” Wellspring class so ably led by David Banks. As our small group got to know one another, David Ward talked about our congregation’s connection with Safe Streets and our McElderry Park, Baltimore, neighbors.

David invited me to the Safe Streets community Christmas Party, and it was a wonderful time to get to know people there. Not only Safe Streets staff, but Pastor Gary Dittman of Amazing Grace Lutheran Church, a strong hub of many ministries and healing.

Having moved to the DC area from a progressive, racially diverse community in Atlanta, McElderry Park felt like home to me. I’ve been drawn in by the opportunity and the people there. In my last visit before the pandemic, Pastor Gary and I agreed to partner on their community garden through a “Growing Hope” initiative at River Road. Last year this garden produced 150 lbs. of fresh produce for McElderry Park families. I can’t wait until the pandemic allows us to begin!

~ Lynn Donham

## Racial Justice Task Force (RJTF) Working Together via Pathways

The Racial Justice Task Force (RJTF) was restructured in 2018 to create more opportunities for RRUUC members to become engaged in actions aimed at understanding and dismantling systemic racism. The action work of racial justice happens through the independent and collaborating Pathways to Racial Justice. The RJTF is now comprised of two RJTF co-leads, a secretary, plus two co-leads from each Pathway. Four quarterly meetings of the RJTF were held between July, 2019 and March, 2020.

### Actions4Justice Pathway

Increases RRUUC engagement in civic/political actions supporting racial justice.

- In October, 2019, members of the Pathway participated in a training from the Montgomery County Board of Elections on how to register voters.



# Service

- In November and December 2019, the team laid the groundwork for the get out the vote campaign. In collaboration with the Engaging Communities Pathway, the campaign team developed partnerships with other organizations with similar goals, identified strategies to get out the vote, and planned the official launch for the January Racial Justice Task Force meeting.
- On January 26, 2020, the Pathway officially launched GOVOTE2020, a nonpartisan project which seeks to activate voters who do not have a history of voting regularly. Fifty congregants attended. Speakers included Reverends Nancy Ladd and Amanda Weatherspoon, and Jeremy McClayton from the partner organization, VOICE (Virginians Organized for Interfaith Community Engagement.)
- A GOVOTE listserv of over 50 members of the congregation was established. Legislative alerts and upcoming events will be promoted on the listserv.
- The campaign team has developed partnerships with VoteForward, Poor People's Campaign, James Reeb Project for Voting Rights, UUA UU the Vote and the UUSJ Defending Our Democracy Initiative.
- The team received \$500 from the Social Justice Ministry Team and \$300 from the Minister Discretionary Fund to fund GOVOTE2020. The team submitted a proposal for an additional \$500 to the UU Social Responsibility Special Fund to Get out the Vote.
- Prior to the shutdown due to the pandemic, the team hosted one letter writing event at River Road in which 200 personalized letters were produced.
- The team plans to conduct virtual letter writing events in June-September. Opportunities for conducting text writing events will also be explored.
- The team will hold a virtual congregational workshop on get out the vote strategies and cultural competency, co-hosted with the Educating4Change Pathway in July 11, 2020.

## Educating4Change Pathway



Develops educational opportunities to increase personal self-awareness about racial justice and systemic racism. It seeks to educate from within as a way to encourage change in the world around us.

- E4C explored racism and race relations by collaborating with other social justice groups and offering thought-provoking events, open to all RRUUC congregants.
- E4C hosted discussions on films (*Whose Streets?*, *Charm City, Rigged: The Voter Suppression Playbook*), books (*The Guarded Gate*, *How to Be an Antiracist*), and online resources (*Implicit Bias*).



# Service

## Engaging Communities Pathway

Develops opportunities for RRUUC to be in direct relationship with diverse communities. Since November 2019, the Engaging Communities Pathway has collaborated with the Action4Justice Pathway to lay the groundwork for and to implement RRUUC's 2020 Get Out the Vote campaign.

## Families4Pathways

Develops opportunities for families with children to get involved in racial justice. The team includes a listserv of 10-15 families who signed up at a family brunch held last year. This Pathway needs new co-leads and has held no events or programs in the 2019-2020 year.

## Supporting Educational Access Pathway

Supports College Access Fundraising, scholarship selections, and Beacon House.

- Daryl Davis and Seth Kibel performed another successful College Access Fundraiser September 2019 with a focus on Rock & Roll. With this and the Extend the Offering on Sunday, September 15, 2019 and other donations, we raised funds to provide three, four-year scholarships.
- In April, selected scholarships recipients for the awards from applications provided by Mentors, Inc. @ Kid Power, Inc. and College Bound.
- River Roaders, Kathryn Gargurevich and Christine Ladd, volunteer weekly throughout the school year at one of the College Bound sites assisting the students in the scholarship and college application process.

## Witnessing4Justice Pathway

Develops witnessing engagements for RRUUC community, including Black Lives Matter vigils.

- From July, 2019 until the Maryland governor's stay-at-home order was issued, Witnessing4Justice held over thirty Roadside Witnesses for Black Lives at the corner of River and Whittier Roads, Friday evenings from 6:30pm to 7:30pm.
- In May, Jana Kirkman posted weekly some of the eighty-plus names of victims to social media, using the hashtags #BlackLivesMatter and/or #SayHerName.



# Service

## Shelter Week

Despite the disruption caused by the COVID-19 crisis, the RRUUC made Shelter Week (March 22-27) a success. 87 volunteers provided a week's worth of meals and supplies, plus emergency canned goods, for homeless women at the Interfaith Works Women's Center in Rockville.



## The Shepherd's Table

For the last 33 years, a team of 12 to 15 RRUUCers has served dinner at Shepherd's Table to between 125 and 200 hungry people each month. About 25 congregants volunteer as needed. RRUUC also supports organization financially from one month's Extend the Offering.

## Unitarian Universalist Legislative Ministry of Maryland (UULM-MD)

[UULM-MD](#) is a statewide advocacy network of UUs focusing on social witness, collaborative actions, and social change. The 2020 Maryland legislative session saw UU priority bills passed for Climate Change, Criminal Justice, Education, Gun Violence, and Health Care. Legislative sessions ended due to COVID-19; bills related to Economic Justice, Immigration, and Medical Aid in Dying were not passed.



### Reflection

*I came to RRUUC originally to find a sense of community and also to engage in social justice issues. The resurgence of overt racism in our government's policies and practices led me to join the Racial Justice Task Force (RJTF). The members of the RJTF share a deep commitment to justice and to each other. The Task Force Pathways strive to identify evolving community needs and create strategies to better address those needs. One such strategy is GOVOTE2020. This is a campaign to activate voters who have not historically had access to or been engaged in voting. Through*

*partnering with congregations in low income communities of color in northern Virginia to canvas infrequent voters, we looked forward to helping to make an impact on the most important election in our generation. With the onset of the pandemic, however, canvassing was no longer feasible. The campaign has creatively shifted to new methods of partnering virtually with other congregations to build on their long-term relationships with local voters.*

*As I work with my dedicated colleagues, partner with other congregations and community organizations, learn from Reverends Nancy and Amanda, and participate in such classes as Wellspring and Faith for the Unbeliever, I have come to understand how this work is truly spiritual in nature. It is why our fifth UU principal emphasizes the right of conscience and the use of the democratic process. By nurturing both my spiritual needs and my desire to contribute, I feel that I have truly found my faith community in RRUUC.*

*~ Lisa Rubenstein*



# Governance and Administration

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

## Endowment

The Endowment Fund is broadly diversified across a wide variety of asset classes and funds. As such, it has weathered recent volatility in the securities markets reasonably well.

- The overall value of the Fund as of March 31, 2020 was \$831,180, or approximately 6.5% less than the same time in 2019. The Endowment Committee meets at least quarterly and continues to monitor the Fund's holdings and performance.

## Finance Committee

- Reviewed financial reports for the year ended June 30, 2019; reviewed financial reports following the close of each quarter of FY19-20.
- Completed a review, begun in the previous year, of RRUUC's insurance policies and coverage.
- Worked with the Board and staff on parameters of the Path Project to complete work under the Capital Campaign. Reviewed and commented on the project budget, work program, and payment schedule.
- Monitored the receipt of outstanding Capital Campaign pledges.
- Reviewed with staff the schedule of rent charged to entities utilizing portions of the RRUUC building; this included permanent anchor tenants and one-time events.
- Worked with the Senior Minister in establishing and implementing the budget process for FY20-21.
- Met with Building Committee representatives to review the facility study and to consider the financial implications.
- Provided budget support to the Senior Minister during the Bookkeeper's period of leave, and at the onset of the pandemic.



# Governance and Administration

## Financial Stewardship Committee

A community of  
t r [u s] t

Since September 2019, the Financial Stewardship Committee (FSC) has:

- Reviewed the 2019-2020 Stewardship Campaign to determine our course for the 2020-2021 Campaign.
- Welcomed two new members of the FSC.
- In consultation with Rev Nancy and the Board, set a campaign goal of \$990,000.
- Planned and conducted activities from early February through May 2020 to help energize and inspire our community to participate in the Campaign. These included recruiting Lead Stewards, hosting Leadership Receptions, writing Stewardship Moments, and preparing the Community Supper (that was ultimately cancelled). Over this time, we communicated with the congregation through letters, emails, *eWeeklies*, and phone calls.
- Pivoted strategy and messaging to recognize the impact of the pandemic on the congregation and its individual members.
- As of May 15, we have raised \$927,853 from 327 pledges for the 2020-2021 Fiscal Year. This included pledges from 26 first-time pledges and 10 returning pledges who had not pledged in the previous year.
- Our average pledge is up by almost 6% to \$2856, and our next loss of pledges is 40 which is down from a high of 59 the previous year.

Ch[all]enge  
Pledge

## Grounds

A major accomplishment of the Grounds Committee is the rehabilitation of the conservation area behind our building. We removed non-native, invasive plants, planted 30 shrubs enclosing them in wire to prevent deer damage, and transplanted over 200 native wildflowers and grasses. The Animal Ministry donated shrubs and 60 native wildflowers, selected because they support pollinators and birds. Thea Mangum, an RRUUC youth, completed her Girl Scout Gold Award project, installing two benches, planting the wildflowers, and installing name markers for many of the plants.



# Governance and Administration

We also installed landscaping around the new path in the front of the building, with hopes for additional plantings in the future. We purchased a new battery powered lawn mower, installed a tool storage shed, and improved drainage in a number of places on our grounds.

Moving forward, we will be actively recruiting new members for the Grounds Committee. While gardening experience is a plus, mentoring in native planting and invasive plant removal will be provided. It's very satisfying to "adopt" a portion of our grounds and watch it change through the seasons. We also look forward to instituting monthly wildflower walks once social distancing requirements are lifted.

## Leadership & Nominations Committee (L&N)

In FY 2018-19, L&N nominated three members of the congregation to serve 3-year terms on the Board of Trustees: Loretta Garcia, Vonna Heaton, and Glen Peppel, and one member, Kim Weichel, to fill the remaining year of a term vacated early. L&N nominated four people to serve 2-year terms on L&N: Maryann Krayner, Diana Ludwick, Lacey Morris, and Kathy Peterson. During the June 2019 Annual Meeting, the congregation voted in all the Board and L&N nominees. Lastly, L&N awarded Leadership Fellow Awards to Tim Daniel, Bob Kulawiec, Naren Roy, and Pat Wand.



The year kicked off with a November Leaders' Lunch attended by the ministers and approximately 70 congregational leaders. We played River Roder BINGO, matched RR staffers to fun facts and "who should I contact when," did "speed dating" one-on-one discussions about RRUUC, and



listened to an excellent presentation by Martin Spicer on RRUUC Committees and Effective Governance. We feasted on penne with fennel and roasted brussel sprouts and took home persimmons from a tree in Steve Hartmann's yard.

L&N finalized our revised Charter, revised our Covenant, and recruited and nominated candidates for the 2020-21 Board of Trustees and L&N Committee. We are grateful to those who have accepted nominations for these elected positions, especially in light of the uncertainty caused by COVID-19 and the unpredictable challenges ahead.

We coordinated awards nominations with other committees and selected Leadership Fellow Awardees to be announced at the June 2020 annual meeting.



# Governance and Administration

## Treasurer's Report as of March 31, 2020

<b>Assets</b>					
<b>CURRENT ASSETS</b>					
<u>Checking &amp; Money Market Accounts</u>					
SunTrust Bank - Operating				\$26,181	
BB&T Operating				\$130,537	
BB&T Money Market				\$100,680	
Revere Bank				\$67,969	
BB&T Capital Campaign				<u>\$97,208</u>	
<b>Total Checking &amp; MM Accounts</b>				<b>\$422,576</b>	
<u>CD's &amp; Other Investments</u>					
Vanguard Federal MM - Operating & Building				\$142,632	
BB&T CD				\$263,394	
Revere Bank CD				<u>\$106,267</u>	
<b>Total CD's &amp; Other Investments</b>				<b>\$512,292</b>	
<u>Endowment Investment Accounts</u>					
Endowment				\$823,368	
Johnson Fund - Minority Scholarship Endowment				<u>\$126,279</u>	
<b>Total Endowment Investment Accounts</b>				<b>\$949,648</b>	
<b>Total Current Assets</b>					<b>\$1,884,516</b>
<b>OTHER ASSETS</b>					
Original Property & Equipment				\$147,694	
Property & Equipment beginning 2008				\$2,699,442	
<b>Capital Improvement Project 2015</b>				<b>\$2,657,399</b>	
<b>Total Other Assets</b>					<b>\$5,504,535</b>





# Governance and Administration

<b>Liabilities &amp; Net Assets</b>			
<b>LIABILITIES</b>			
<b>LIABILITIES &amp; WITHHOLDINGS</b>			
Total Current Liabilities & Withholdings			\$49
Loans Payable - BB&T Mortgage			\$294,063
SunTrust Line of Credit			\$0
<b>Total Liabilities &amp; Withholdings</b>			<b>\$294,112</b>
<b>NET ASSETS</b>			
<b>Board Designated Funds</b>			
Capital Improvement Fund (CIF)		\$83,936	
Less Expenditures		(\$27,360)	
<b>Current Balance CIF</b>			<b>\$56,576</b>
Capital Reserve			\$101,561
Operating Reserve			\$225,000
<b>Total Board Designated Funds</b>			<b>\$383,137</b>
<b>Designated Net Assets (Property &amp; Equipment equity)</b>			
Unrestricted Building Amortization (Original Property )			\$173,405
Building & Renovation Project 2008			\$1,707,302
Building Improvement Project beg 2015			\$3,037,485
<b>Total Building Designated Net Assets</b>			<b>\$4,918,192</b>
<b>Undesignated Net Assets</b>			<b>\$706,446</b>
<b>Total Unrestricted Net Assets</b>			<b>\$6,007,776</b>
<b>Permanently Restricted Funds</b>			
Endowment Fund			\$476,429
Johnson Fund - Minority Scholarship Endowment			\$115,049
<b>Total Endowments</b>			<b>\$591,478</b>
<b>Temporarily Restricted Funds</b>			
Memorial Garden			\$23,609
Minister's Discretionary Fund			\$4,154
Endowment Fund Accumulated Earnings			\$369,831
Misc. Other Restricted Gifts			\$7,009
<b>Total Temporarily Restricted Funds</b>			<b>\$404,604</b>
<b>Other Restricted &amp; Designated Funds (see page 4)</b>			<b>\$70,611</b>
<b>Total Restricted Funds</b>			<b>\$1,066,693</b>
<b>YTD Net Surplus/(Deficit)*</b>			<b>\$20,470</b>
<b>Total Liabilities and Net Assets</b>			<b>\$7,389,050</b>



# Governance and Administration

Capital Campaign				
			Current Pledges	Total Paid through March 31, 2020
<b><u>Project Income</u></b>				
	Capital Campaign Pledges		\$ 3,130,468	\$ 3,098,908
	Gifts			\$ 8,233
	Interest Income			\$ 6,332
	Memorial & Miscellaneous Gifts			\$ -
	Line of Credit draw			
	<b>Total Income</b>		\$ 3,130,468	\$ 3,113,473
	Remaining expected			\$ 31,560
			<b>RRUUC Project Budget</b>	<b>Expenditures to 3/31/20</b>
<b><u>Project Costs</u></b>				
	Fundraising Costs*			
<b><u>Phase One - Group A</u></b>				
	Loan Interest & Fees		\$ 6,271	\$ 9,636
	<b>Construction Manager</b>		\$ 213,757	\$ 220,382
	Windows		\$ 672,979	\$ 685,131
	Asbestos		\$ 186,274	\$ 186,274
	Sprinkler		\$ 156,033	\$ 156,033
	HVAC - Mechanical		\$ 625,000	\$ 669,920
	Building Envelope/Attic Storage		\$ 101,094	\$ 101,679
	Fellowship Building Upgrades		\$ 32,739	\$ 13,062
	Updates & Finishing		\$ 125,000	\$ 195,613
	Permits & General Project Costs		\$ 13,000	\$ 11,141
	Contingency		\$ 119,500	
<b><u>Phase One - Group B</u></b>				
	Property Safety Improvements			
		Path Project	\$ 50,000	\$ 215,186
		Security	\$ 5,500	\$ 6,602
		Kitchen Upgrade	\$ 150,000	\$ 69,790
	<b>Communications</b>			
		Website	\$ 40,000	\$ 28,557
		Staff website development		\$ 4,366
<b><u>Phase Two</u></b>				
	Interior Updates			
	Office Area, Classrooms		\$ 40,000	\$ 36,873
<b><u>Phase Three</u></b>				
	Mortgage paydown (incl prepayment penalty & closing costs)		\$ 300,000	\$ 305,886
	Line of Credit payoff 2/7/19			\$ 100,000
	<b>Total Expenses</b>		<b>\$ 2,837,147</b>	<b>\$ 3,016,131</b>
	<b>Remaining Funds</b>			<b>\$ 97,342</b>



# Governance and Administration

<b>Operating Revenues &amp; Expenses Summary</b>			
<b>Year-to-date, Through March 2020</b>			
	<b>Annual Budget (This Year)</b>	<b>YTD Actual (This Year)</b>	<b>% of Annual Budget Used (This Year)</b>
<b>REVENUE</b>			
Prepaid Pledges (FY20 paid in FY19)		\$ 216,839	26.0%
Pledges (FY20 paid in FY20)	\$ 931,000	\$ 629,329	67.6%
Past Year Pledges (FY19 paid in FY20)	20,000	<u>29,104</u>	145.5%
Subtotal - all pledge payments	951,000	875,272	92.0%
Capital Improvement Fund Gifts		-	
Sunday Collections	22,000	17,759	80.7%
Gifts	20,000	16,375	81.9%
<b>Pledges, Gifts, Collection</b>	<b>\$ 993,000</b>	<b>\$ 909,406</b>	<b>91.6%</b>
Building Rental Use & Fees	126,000	88,471	70.2%
Day Care Rental	38,640	28,980	75.0%
<b>Rental Income</b>	<b>\$ 164,640</b>	<b>\$ 117,451</b>	<b>71.3%</b>
Bazaar Income	60,000	69,831	116.4%
Services Auction	15,000	7,850	52.3%
<b>Fundraising Income</b>	<b>\$ 75,000</b>	<b>\$ 77,681</b>	<b>103.6%</b>
Church Activities incl Bookstore	3,000	1,814	60.5%
Adult Religious Education	14,000	7,980	57.0%
Fine Arts	8,000	15,250	190.6%
Retreat		15,355	
<b>ARE &amp; Activities</b>	<b>\$ 25,000</b>	<b>\$ 40,400</b>	<b>161.6%</b>
Interest Income	7,400	8,678	117.3%
Misc. Income		90	
Estate Gifts		-	
<b>Total Revenues</b>	<b>\$ 1,265,040</b>	<b>\$ 1,153,706</b>	<b>91.2%</b>



# Governance and Administration

<b>Operating Revenues &amp; Expenses Summary (cont'd)</b>			
	<b>Annual Budget (This Year)</b>	<b>YTD Actual (This Year)</b>	<b>% of Annual Budget Used (This Year)</b>
<b>EXPENSES</b>			
<b>PROGRAM STAFF</b>			
Minister's & Membership	308,723	240,650	78.0%
Religious Education	170,390	129,786	76.2%
Music	116,392	88,086	75.7%
<b>Total Program Staff</b>	<b>\$ 595,505</b>	<b>\$ 458,522</b>	<b>77.0%</b>
<b>ADMINISTRATIVE STAFF</b>			
<b>Total Administrative Staff</b>	<b>\$ 260,100</b>	<b>\$ 208,921</b>	<b>80.3%</b>
Health Insurance	\$ 33,500	\$ 24,733	73.8%
<b>Total STAFF</b>	<b>\$ 889,105</b>	<b>\$ 692,176</b>	<b>77.9%</b>
<b>NON-STAFF Expenses</b>			
Worship, Education, Community	68,975	37,366	54.2%
Bazaar	20,000	18,517	92.6%
Denominational	48,436	36,334	75.0%
Admin & Communications	69,350	32,981	47.6%
Building & Grounds	127,000	103,535	81.5%
Mortgage Interest Expense	15,025	11,524	76.7%
Other Ordinary & Depreciation Exp	<u>11,000</u>	<u>6,245</u>	<u>56.8%</u>
Mold Remediation	-	-	-
<b>Total Non-Staff Expenses</b>	<b>\$ 359,786</b>	<b>\$ 246,502</b>	<b>68.5%</b>
<b>Total Expenses</b>	<b>\$ 1,248,891</b>	<b>\$ 938,677</b>	<b>75.2%</b>
<b>Net Surplus/(Deficit)</b>	<b>\$ 16,149</b>	<b>\$ 215,028</b>	<b>1331.5%</b>



# Governance and Administration

RRUUC	
Account Listing	
3/31/2020	
Fund	TOTAL
Operating	\$ 481,393
Capital reserve	\$ 106,267
General reserve	\$ 250,000
Capital Campaign	\$ 97,208
Johnson Fund	\$ 126,279
Endowment	\$ 823,368
<b>TOTAL at 9/30/19</b>	<b>\$ 1,884,516</b>

## Sound and Technology

The Sound and Tech Committee continued to provide audio and visual support for Sunday services, memorial services, special events, and rental events, through the beginning of March, when services went online. Also, support for Religious Education technology needs was given.

The Committee has nine volunteers who operate in three major areas:

- Sound Team - operating equipment for services and other select events;
- Religious Education Team - keeping RE equipment current;
- Computer & Tech Team - providing high-level computer and tech support to the office. An outreach effort to recruit more volunteers was begun.

Research continues for a multi-camera system in the Sanctuary to be used for online streaming.

