



WESTMORELAND
CONGREGATIONAL
UNITED CHURCH OF CHRIST



2016 Annual Report

1 Westmoreland Circle
Bethesda, MD 20816
WestmorelandUCC.org
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AN OPEN AND AFFIRMING CONGREGATION

Table of Contents

INTRODUCTION TO THE 2016 ANNUAL REPORTS	3
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PART 1: GOVERNANCE

2016 Annual Meeting Minutes	4
Past Moderators	8
Moderator	9
Treasurer	10
Assistant Clerk	13

PART 2: BOARDS AND COMMITTEES

Board of Membership and Fellowship.....	14
Board of Deacons	14
Board of Spiritual Formation.....	15
Volunteer Corps Board	15
Board of Social Justice and Action.....	16
Property Committee.....	18
Community Care	19
Middle East Committee	19
Lincoln Westmoreland Housing.....	20
Potomac Association.....	21
So Others Might Eat	23
Flower Committee.....	22
Action in Montgomery	23
Personnel Committee.....	23
Arts Committee.....	24
Finance Committee.....	25
Building 2020 and Capital Campaign Committees	25
Permanent Endowment Committee.....	25

PART 3: STAFF

Senior Minister.....	26
Associate Minister for Christian Education	28
Director of Music	29
Membership Coordinator.....	32

APPENDIX

Resolution on the Rights of Children Living Under Israeli Occupation.....	33
Budget Proposal for 2017	38-41
Staff Compensation	42
Social Justice and Action Grants	43
Volunteer Corps Board	44
2016 Budget vs. Actual	45-48

Introduction

We began the year with an exhibit of quilts displayed in the church building. These quilts were the handiwork of Ann Harwell and were exhibited by our Arts Committee. Pictures of those quilts were also on our bulletin covers as 2016 unfolded. Pictured here is the quilt that was on our January 10, 2016, bulletin.

Quilts are magical in that they take scraps—small bits and pieces, sometimes even the detritus of fabric—and from those individual pieces, a quilter stitches together a work of art. So it is with church folk. Individually we are scraps—small bits and pieces of creation. We come in many shapes and colors and sizes.

At Westmoreland, we are young and old; we are gay and straight and bisexual and transgender; we are Democrats and Republicans; we are seekers and we are certain. We come with large dreams and sometimes petty grievances. We gather with the tears of grief and laughter of young life. We ache, and we celebrate. Some of us come to church for the music, others focus on social justice, some seek community, others value a faith that is intellectually engaging. We are a patchwork quilt of humanity.

The reports in this book are dozens of stories—small tales, big numbers, little insights, large dreams. Together these reports tell the story of how we were stitched together for one year—366 days, one sentence of time. These reports are a quilt of sorts. Find your part and celebrate it. At the same time, give thanks for the whole.

Quilts embrace the sick, warm the chilled, comfort the sad. May it be so with us. Amen.

Timothy Tutt

Jim

Senior Minster

PART 1: GOVERNANCE

2016 Annual Meeting Minutes - November 20, 2016

Opening

Moderator Peggy Alfonso called the Annual Meeting to order at 11:35 am. The Congregational meeting will take place in January. Today's agenda includes decisions on the 2017 slate of nominations, proposed 2017 budget, a motion from the Middle East Committee, and the Capital Campaign committee.

Peggy Alfonso talked briefly about the Wide Circle of Love graphic and being more Christ-like in the world before offering an opening prayer. Robert Benton led the group in singing "Blessed be the Tide that Binds." Robert and Peggy discussed Robert's Rules of Order which will be used to maintain process and respect. Throughout the meeting Peggy asked different members of the congregation to express what they are thankful for.

Clerk Lisa Choate ascertained the presence of a quorum.

Welcome and Call to Order

Approval of Minutes from Last Meeting

MOTION 16 AM 1: The January 2016 meeting minutes were revised to reflect the title "Congregational Meeting" and approved.

Motion: Brad Case **Second:** Ralph Achinson **Vote:** All in favor

Report from the Nominating Committee

The slate of nominees for the boards and committees approved by the Governance Council (GC) was mailed to members and distributed at the meeting as well.

MOTION 16 AM #2: Motion to accept the slate of nominations as approved by the GC for the 2017 year.

Motion: Gary Walbridge **Second:** Alton Frye **Vote:** All in favor

2017 Budget Proposal

The discussion moved to the 2017 budget, and the finance committee took the floor. Trey Holloway gave an overview of the finance committee's draft budget which had been previously presented to the Congregation. The committee included some new tabs for the budget to clarify some aspects of the church's finance and provide greater insight into other church benevolence activities outside of firm budget commitments. The first is Volunteer Corps income and expenses. Another shows what we collect for Christmas and Easter offerings and how these funds are distributed. Neither impacts the budget because they are pass-throughs and feed into the budget sheets.

Trey made a motion to approve the budget and agreed to respond to questions.

Dick Staufenberger asked about the codes for Social Justice and Action (SJA) activities. The figures indicated in the budget reflect the 2015 income and spending, rather than being a firm commitment.

Brad Case asked whether the church is properly computing compensation in keeping with Conference guidelines. Peggy responded that the church did consult the conference guidelines in hiring Tim Tutt and Alexis Kassim and we are in compliance. The Conference provides suggestions based on cost of living in this area. Pete Welch asked about the \$36,000 which will be drawn from the endowment, which would indicate a budget deficit of over \$125,000 without the endowment draw.. How long can the church afford to do this? Trey noted that this is indeed a question. The present budget estimates pledges and expenses. The church

needs to discuss our budget and long term perspectives. Various comments were made about the budget, including that some expenses in this budget are one-time, such as the expense for a substitute during Tim Tutt's sabbatical. Similarly in the youth activities budget there was expense for a UCC national youth event which occurred in 2016 but this will not recur in 2017.

The \$6000 increase for Volunteer House expenses was discussed. The income for rent from the volunteers has remained flat, although previously this income covered utilities and maintenance on the house. Trey noted that there are unanticipated repairs required as well as regular maintenance and overall an attempt to be more realistic about the cost of maintaining the house. There was an increase in the payment required from the hosting agencies to improve revenue. Mike Weber suggested that the property might be more fully integrated into the budget next year.

Bob Musil expressed thanks for the work that the GC and treasurers had done on the budget and asked about whether there is really only \$40,000 allocated to work that happens outside the church. Mike Weber responded that it is not correct, since there's another approximately \$50,000 outside the budget. Janet Moyer and others pointed out that in addition there are any number of things such as the SOME casseroles and children's collections that also do not flow through the budget. Several members expressed interest in considering what portion of our budget goes to the larger community.

John Pielemeier suggested that we move ahead. We need to think about the deficit.

Dick Staufenberger from the SJA committee noted that their budget has been outside the budget and then made a proposal to show the income statement of \$50,000 this year as well as the expense, showing a hard commitment of funds regardless of what the contributions actually are. All noted that income from the Christmas and Easter offerings has been consistent, other than one year when there was a snow event. Dick made a motion to include this in the budget as a hard number, which was seconded by Polly Gordon. Ted Peterson noted that he previously attended a church where this was the practice, and 10% of any capital campaign was donated to SJA activities. Ralph Wooden noted that while this is a good idea, it potentially takes away some of the motivation that members and visitors feel for making donations to this particular offering. The motion was discussed and a revised motion was presented.

MOTION 16 AM #3: To include in the FY17 budget both an income line and an expense line for Social Justice and Action grants in the amount of \$50,000, the amount raised in FY16, with the assumption that the Christmas and Easter offerings and the Barbara McDowell Fund would raise the bulk or all of this amount in FY17.

Motion: Dick S.

Second: Polly

Vote: Majority against

Maryn Goodson expressed an interest in international activities instead of the local activities that SJA has focused on. Will Irwin noted previously the SJA funds were taken from the budget, and there was pressure at times on SJA funds because it had to compete with other church funding needs. The current approach was determined to protect SJA from budgetary pressures. After lengthy discussion, Doug Hallward-Driemeier expressed appreciation for the spirit behind the motion, but indicated that he felt it would be counterproductive. Currently we are spending approximately 10% of contributions on benevolencies, and many give to these special offerings based on what they can give in a particular year. Paul Leistra pointed out that the special focus of these holiday offerings is a powerful statement to those who attend only on holidays. Many spoke for and against the motion. Polly indicated that the goal is to help SJA know what their budget is, which is also helpful for their grantees.

John Pielemeier called for a question: to vote yes or no to the motion to amend the budget. The motion did not carry. Mike Weber suggested that a committee should review this and look at the percentage of our

budget that we contribute. Gary Walbridge said that the dialogue will continue and GC will review the feedback. Leslie Weber suggested including the Volunteer House activities in this discussion.

With this, the discussion of the budget concluded and the following motion was made.

MOTION 16 AM #4: To approve the budget as presented by the Finance Committee.

Motion: Trey Holloway

Second: George Christo

Vote: Majority in favor

Several members expressed hopes for a large Christmas offering and appreciation for the frank conversation. Dick Staufenberger expressed thanks on behalf of SJA for the discussion.

The next issue discussed was the proposal from the Middle East Committee, which is a recommendation that many UCC churches are voting on currently. The subject is a resolution that might be brought before the UCC Synod for consideration.

MOTION 16 AM #5: To support the Resolution on the Rights of Children Living Under Israeli Occupation.

Motion: Governance Council

The Middle East Committee asked to bring this motion (full text on page. 33) and the GC agreed to do so.

MOTION 16 AM #6: Move to table the motion.

Motion: Brad Case

Second: Patricia Frye

Vote: No vote was taken

Others objected to tabling, since it would just postpone the issue and Brad withdrew it.

Discussion followed. John Timmer explained that this is a UCC initiative put forth by the UCC steering committee, in line with the UN Rights of the Child. Background was provided to the Congregation.

Doug Hallward-Driemeier proposed an amendment to the second paragraph.

MOTION 16 AM #7: To amend the second paragraph that calls to the government of the United States to adhere to its own established law, eliminating the phrase “in this case the U.S. Foreign Assistance Act”.

Motion: Doug Hallward-Driemeier

Second: Ed Moyer

Vote: Majority is in favor

Maryn noted that the congregations must approve the identical text, but six have already approved the resolution, so Westmoreland can make this amendment without damage.

Discussion continued of the motion itself. Brad Case suggested that this is not an appropriate discussion for a Congregational meeting. Maryn offered that this is an opportunity for Westmoreland to take a stand on world issues. Mary Grossnick called the question. Alton Frye asked whether there might be additional amendments if the Resolution comes before the Synod and the UCC Board. Maryn explained that there is a process as the Resolution will be examined by a committee and there can be additional amendments made from the floor. Brad noted that the Rock Spring UCC considered and decided not to approve the resolution, opting for a period of additional study and amendments.

MOTION 16 AM #8: To approve the Resolution as amended.

Motion: Governance Council

Vote: Majority approved

Update and Discussion of the Capital Campaign

Chris Sale provided an update on the Capital Campaign on behalf of Johanna Shelton who is unfortunately in Florida with her dad who is seriously ill. Two years ago the Governance Council established the 2020 Committee to address our welcoming and accepting church. A year ago this was briefed in great

detail to the Congregation in meetings, and the congregation agreed to move ahead and establish a capital campaign to raise approximately \$2 million for the project. As of yesterday, we have \$1,222,000 in pledges, 61% of our goal from half the households in the Congregation. Chris continued to announce a challenge grant from some church members as an incentive. Doug Hallward-Driemeier will manage the matching process. Chris also noted that each church family received materials by mail regarding the fundraising and building project and a resolution for consideration. She thanked the auxiliary members of the committee. Fundraising will continue, but in order to begin the work, the Congregation must vote on a motion to begin preliminary work.

MOTION 16 AM #9: The Building 2020 Committee and other affected Boards and Committees should continue to do all necessary due diligence and begin preliminary work (including requesting competitive bids, entering into negotiations with contractors, preparing to borrow construction funds, designing the ecological enhancements and developing architectural designs for the Volunteer Corps property) to proceed with the plan for construction activities at the Westmoreland Circle property and modest accessibility and other upgrades at the Volunteer Corps property, subject to oversight from the Governance Council and review by the Congregation in early 2017.

Motion: Chris Sale **Second:** Will Irwin **Vote:**

Discussion followed. Leslie Weber expressed appreciation for the 60% that has been raised, but also concern that the remaining families will not commit funds. She asked whether there is an option to scale back the project if funds are not raised. Chris expressed the opinion that it is best not to consider scaling back at this point. Our church is wealthy, and we have four years to raise the funds. This is a vital issue for our church, both families and those who are growing older. David Bennett indicated that we are waiting for responses from Montgomery County about water run-off issues. The architect should be ready to request bids by the end of the month, so we can get real construction estimates to have a better sense of the real cost. David requested approval to move ahead with preliminary work at this time so that we can establish a more accurate budget. The question was called.

MOTION 16 AM #9: Vote: Majority voted for; one abstention.

David Bennett expressed thanks to the Building 2020 team.

Tim Tutt expressed thanks to Peggy for her service as Moderator and closed the meeting with a prayer at 1:55.

Slate of Nominees for Boards and Committees, 2017

Moderator Elect: Trey Holloway

Treasurer: Mike Weber

Governance Council: Mary Hallward-Driemeier, Lori Mosher

Board of Deacons: Brad Case, Andrew Hallward-Driemeier, Ann Roddy, Mary Staley, Greg Perla

Board of Membership and Fellowship: Lisa Alexander, Doug Hallward-Driemeier, Christina Staufenberger, Leslie Weber

Past Moderators

1953	Conrad Snow	1975	Roy L. Roberts	1996	Paul Smith
1954	Henry W. Herzog	1976	Priscilla Mason	1997	David Manning
1955	Henry W. Herzog	1977	Berg Paraghalian	1998	George Singleton
1956	Harry C. Ames, Jr.	1978	Sidney Woolner	1999	John Pielemeier
1957	Harry C. Ames, Jr.	1979	Frances Stickles	2000	Elizabeth Fox
1958	J. E. Reeve	1980	Esther Hawkins	2001	Jeff Brindle
1959	J. E. Reeve	1981	Kenneth Cox	2002	Gail Edie
1960	Donald R. Larrabee	1982	Patricia Barnett	2003	Keller Staley
1961	Harold A. Serr	1983	Donald Vandrey	2004	Sue Kirk
1962	Harold A. Serr	1984	Peter Davis	2005	Peter Davis
1963	Donald S. Webber	1985	Nona Cox	2006	Caryn McTighe Musil
1964	John H. Pickering	1986	Edith Wilkerson	2007	Jeff Eagan
1965	Wendell O. Metcalf	1987	Orm Ketchum	2008	Sarah Wilson
1966	Philander Claxton	1988	Ruth Avery	2009	Heidi Hartman
1968	Gordon B. Avery	1989	Tom Lenhart	2010	David Batson
1969	Gordon B. Avery	1990	Ann K. Morales	2011	Pierre Toureille
1970	Nicholas E. Allen	1991	Drexel Journey	2012	Mary Grossnick
1971	C. Roger Nelson	1992	Will Irwin	2013	Hanns Kuttner
1972	Kingsley Hamilton	1993	Gail Edie	2014	Jeanine Derr
1973	Orm Ketcham	1994	Ken Sale	2015	Doug Gaddis
1974	Richard S. T. Marsh	1995	Marolyn Hatch	2016	Peggy Alfonso

Moderator

Peggy Alfonso, 2016 Moderator

2016 was a year of growth and evolution for the Westmoreland leadership community as Governance Council began to explore what it means to lead the church, shifting out of ‘doing church’ toward being more vulnerable and authentic with each other, pushing spiritual boundaries and becoming more Christ like in the world. Specifically, your Governance Council:

- Laid the framework for, and began the movement toward, A Wider Circle of Love—a vision, shifts and specific actions that provide the foundation for Westmoreland’s change Journey
- Formed a community of leaders able to ‘be’, and be vulnerable, with each other who, together, have begun exploring what it means to be more Christ like in the world and moving us toward that;
- Challenged themselves to grow spiritually—pursuing prayer as one example
- Began to measure success in terms of minutes that make us smile and people that need hugs and ideas we have for the future
- Provided the backbone for members of the congregation to stand for social justice matters in the work environment
- Led a successful annual meeting including even conversation on some very tough topics, inviting prayer and thanksgiving throughout, and making decisions with differing opinions but without animosity

On a more practical note, Governance Council also.....

- Finalized the Personnel Manual
- Launched a successful capital campaign
- Readied the plans for a major building upgrade to improve accessibility
- Hung a Black Lives Matter (BLM) banner, launched conversations and knowledge building around social justice and committed to meaningfully pursue this issue as a church in 2017

Above all, we adopted ‘the slow work of God’ as our mantra in pursuing this change journey.

As Governance Council, and in the spirit of The Slow Work of God, we are ready next to:

- Extend our vision for ‘A Wider Circle of Love’ to Boards, Committees and the full congregation
- Pursue social justice and BLM issues as an integrated, unified all church effort
- Engage with one another to learn our personal and faith journeys that we might stand closer together in ‘being the church’
- Stand for the values we hold dear in the face of a challenging external climate

Respectfully submitted, in thanksgiving for the opportunity to have served as your Moderator, and ever seeking the courage to be with peace.

Treasurer

Mike Weber, Treasurer

Income and Expenses

Two income and expense spreadsheets are following. The larger spreadsheet (page 11) shows the budgeted and actual income and expense items for 2016. Our deficit was \$51,431 compared to the budgeted deficit of \$64,803. These numbers are on a cash-basis.

Our budgeting process, however, reflects accrual accounting. In the smaller condensed income and expenses spreadsheet (page 12), I make various adjustments to reflect accrual accounting. After making those adjustments, our deficit was \$36,421

Examples of these adjustments include the timing of rental income and pension and health insurance payments. In 2016, the January payment of \$2,181 for the steeple rent was received and deposited in 2015, thus I added that amount to our income total. In addition, \$3,950 of 2016 pledge income was received just after January 1. On the expense side, an adjustment was made for pension and health insurance payments. Although Alejandra left his position in July 2015, we didn't receive the refund of \$8,628 for his pre-paid benefits until 2016. In addition, the church made five quarterly payments to the Pension Board in 2016 (due to the timing of when we received the bill and when the check was written) - thus we incurred an extra expense of \$17,663. The net of these expense changes was a reduction in expenses of \$8,879 which you can see if you compare the "Total Expenses" line of the two reports.

Balance Sheet

Our balance sheet remains healthy. As of December 31, 2016, our total reserves were \$646,255, compared to \$797,328 at the end of 2015. (Our reserves are the amount of assets we have less our liabilities and for which no specific purposes has been specified. For this reason I have combined the "21st century fund" and the "other reserves" amounts in this report.) Assets for the McDowell Fund were \$86,615 on December 31, 2016 and \$81,755 on December 31, 2015.

Acknowledgements

As is true every year, many people play a role in making the treasurer function work at Westmoreland. Many thanks are owed to Ed Moyer, Leon Goodson, Pete Davis and Jeff Brindle and all of the Sunday tellers.

Income and Expenses, WCUCC
December 2016

	YTD				Ratio: A/E
	Actual	Expected*	Difference		
Income, Total	\$ 838,329	\$ 839,952	\$ (1,623)	100%	
Contributions	\$ 623,446	\$ 629,720	\$ (6,274)	99%	
Other operating income (See Below)	\$ 180,278	\$ 175,627	\$ 4,651	103%	
Transfer from Endowment	\$ 34,605	\$ 34,605	\$ -	100%	
Expenses, Total	\$ 874,750	\$ 904,755	\$ (30,005)	97%	
Salaries and benefits	\$ 466,461	\$ 470,210	\$ (3,749)	99%	
Programs	\$ 91,290	\$ 106,950	\$ (15,660)	85%	
Outreach (Budget Line)	\$ 53,558	\$ 52,850	\$ 708	101%	
Facilities and Admin	\$ 263,441	\$ 274,745	\$ (11,304)	96%	
Income - Expenses	\$ (36,421)	\$ (64,803)	\$ 28,382	NA	

Other Operating Income By Source	Actual	Expected*	Difference
Wash Conservatory of Music	64,228	63,777	\$ 451
Use of steeple	26,828	26,961	\$ (133)
Use of building	15,007	10,000	\$ 5,007
Child Center	66,190	66,389	\$ (199)
Volunteer Corps	8,000	8,000	\$ -
Misc.	25	500	\$ (475)
Total	180,278	175,627	\$ 4,651

Balance Sheet, WCUCC
December 2016

	31-Dec-16 Month	31-Dec-15
Assets		
PNC	449,129	206,133
Fidelity	760,270	611,656
WCUCC Share Pastor House	200,000	200,000
McDowell Fund	86,615	81,755
Total	1,496,014	1,099,544
Liabilities		
Payroll Liabilities + Misc	3,414	10,767
Arts Committee	1,328	1,379
Music Funds	(1,627)	(1,497)
Library Fund	850	850
Middle East Committee	23,302	24,139
Sunday School Offering	1,786	1,783
Volunteer Corps	15,411	18,626
Flowers	5,921	4,772
SJA	27,959	28,542
Prepaid Pledges 2016	15,920	10,871
Misc.	7,156	
Total	101,420	100,231
Net Assets	1,394,594	999,313

646,255

Designated Funds (Allocation of Net Assets)

General Fund - Unrestricted	178,165	247,989
McDowell Fund	86,615	81,755
2020 Campaign	599,325	57,087
Children's Musical	8,042	8,786
Organ Maintenance Fund	52,125	52,125
Bell Choir Fund	2,232	2,232
Reserves - Unrestricted	468,090	549,339
Total Funds	1,394,594	999,313

Assistant Clerk

Janet Moyer, Assistant Clerk

As of December 31, 2016, the membership of Westmoreland Congregational United Church of Christ stands as follows:

Active full members	388	Additions	Losses
Associate members	12	Affirmation of Faith 0	Transfer 2
Inactive members	65	Reaffirmation of Faith 2	Withdrawals 4
Total	465	Letter of Transfer 10	Dismissals 3
		Associate 5	Deaths 6
		Total 17	Total 15

New Members	Kathryn Lee Nayak Julie Alyce Reddig Kendrick "Rick" Sullivan Karin Elizabeth Tanabe Catherine Tawes (rejoined) Pascal Tawes (rejoined) Katherine Taylor Adam Timothy Thomas Charu Dharshika Vijayakumar	Transfers Out Melinda Reed Laura Marie Shatzer
		Withdrawals Sarah Marie Adamson Ramsey Brooks Rebecca Brooks Amy Wooden

Dismissals	Deaths	Baptisms
Carolyn Emigh Mark Schoonmaker	Alice Elizabeth Duncan Anne Flues Johnson Carol Joan Mabry C. Roger Nelson Patricia (Cody) Squire James Hill Weaver	Bryson Harrison Herdley III Santiago Baarum Hernandez Colin James McIlhargie Quinn Beatrice McIlhargie Daphne Marie Tanabe Fischer

PART 2: BOARDS AND COMMITTEES

Board of Membership and Fellowship

Keller Staley, Chair

The Board of Membership and Fellowship (BMF) is responsible for the Westmoreland membership experience. Our mission is to identify and utilize the diverse talents and interests of our congregation to enrich the life of the church, and to lead the development of Westmoreland's extravagant welcome to all. BMF carries out its mission by leading efforts to attract new members and fostering deeper connections within the congregation through fellowship activities and events.

Primary Activities in 2016

- New “greeter” campaign with a cadre of volunteer greeters each Sunday
- Weekly fellowship hour following church service
- Greeting during church services
- Get-acquainted breakfasts and lunches for individuals interested in learning more about Westmoreland
- February potluck chili cook-off
- Easter mimosa fellowship hour
- September welcome back picnic, with special activities for children
- Support for the annual retreat in October
- November tables of Thanksgiving luncheon

Continuing projects in 2017:

In 2017 BMF will be organized around the following activities:

- Increased emphasis on “membership”
- Planning church-wide fellowship events such as the special luncheons and events held throughout the year (similar to the activities in 2016), as well as the all-church annual Retreat in October
- Greeting on Sunday
- Assisting the church’s various affinity groups in organizing activities
- Scheduling fellowship hour hosts

Board of Deacons

Brad Case, Chair

Activities

- Initiated a new lay visitor program, with one active Westmorelander identified to “bring the church” to each Westmorelander who, on a long-term basis, is no longer generally able to attend.
- Assisted Jill Johnson in taking an important step forward on her path to ordination, and oversaw Westmoreland’s relationship with Adam Barth.
- Tested a new start time for the later Christmas Eve service.
- Received a new communion set.
- Assisted with special events including Lent worship services (Ash Wednesday, Maundy Thursday) and memorial services.

Continuing projects

- In progress: better-organized system for taking altar flowers to Westmorelanders who are unable to attend services.

- Regular management of communion services (especially during Lent and Advent) and scripture readers.
- Ongoing oversight of ushers, community care, and visual aspects of the worship service (acolytes, paraments, candles, flower arranging).

Board of Spiritual Formation

Betsy Doyle , Chair

Activities

- Children's collection: Preschool – 5th graders collected various items to donate to organizations in our area, many of which are supported by grants from the Board of Social Justice and Action.
- Stop Hunger Now!: Westmorelanders of all ages packaged 10,000 meals for those in need.
- David and the Giants: children's musical presentation
- Film series: Weeknight dinner and discussion series on films highlighting current issues related to economic injustice.
- Peace Camp: Summer learning experience for elementary school aged children
- National Youth Event: 12 Westmorelanders travelled to Orlando, FL to participate in the UCC's quadrennial youth conference.
- End-of-Year picnic: Enjoyed food from Damascene Catering, a business started by Syrian refugees.
- Summer on the Circle: Hands-on mission projects led by children and youth to benefit local social service organizations.
- White privilege class: Adult study unpacking issues related to white privilege
- Our Whole Lives: Human sexuality course concluded for our 7th-9th graders
- Confirm not Conform: UCC confirmation course began for our 8th-10th graders

Continuing projects

- Confirmation class will continue through June 2017

Volunteer Corps Board

Nancy Van Meter, Chair

Entering its thirty-third year, Westmoreland's Volunteer Corps continues to thrive, offering five young people an opportunity for year-long meaningful service, simple living and spiritual growth in an intentional community, located in our former parsonage just a block from the church. The active board of nearly a dozen members works closely with community liaison Yonce Shelton to create a welcoming environment to enable volunteers to grow as individuals, build community and engage the world.



2016/2017 Volunteer Corps Volunteers

- Health care and social service agencies have been the backbone of agency placements for Westmoreland's volunteers for decades. Over the last several years, board members have recruited several new social justice agencies for volunteer placement, tackling challenging societal issues such as restorative justice, economic inequality and immigrant rights. New social justice agencies include

Offender Aid and Restoration (OAR) in Arlington, VA and Action in Montgomery (AIM) in Montgomery County, MD. Potential new agency placements in 2017 include Jubilee Jobs and a legal aid organization serving immigrants.

- During 2015-16 and 2016-17, the board developed and prioritized a list of needed maintenance and updates to the 82-year-old Volunteer Corps house to provide more safe and livable surroundings. House manager John Timmer and assistant house manager Ted Peterson have made repairs and overseen significant plumbing, interior and exterior work in the house over the last six months. In addition, at the behest of the Capital Campaign committee, the board developed a menu of potential renovations to enhance the house's accessibility including ramps, expanded kitchen and full first floor bath, and will pursue those if funds are available.
- Recruitment is underway for the 2017-18 Westmoreland Volunteer Corps cohort, through energetic online and in-person contacts, college outreach and career fairs. For more information on applying, go to WestmorelandUCC.org/vol-corps-apply.



Volunteer Corps House

Board of Social Justice and Action

Caryn McTighe Musil, Chair

Mission: The Board of Social Justice and Action (SJA) is designed as a catalyst to involve the larger Congregation in grappling with and acting upon compelling justice issues that mar God's kingdom here on earth. SJA also seeks to build strong alliances with groups that can remedy or remediate inequities or threats to people and the planet. It links its work to the larger UCC Social Justice Agenda and to the social justice work of the Potomac Association and the Central Atlantic Conference. Perhaps most significantly, SJA also raises money from and then acts in the service of the Congregation in order to solicit, review, and distribute annual grants in the late fall to nonprofit social service and social justice organizations in the greater metropolitan DC area. Funds are raised primarily by Christmas and Easter offerings, and also through the Barbara McDowell Fund. We also take responsibility for organizing mission moments to support several larger UCC funding efforts: Neighbors in Need, Our World's Wider Mission, New Church Starts, and a Minister's Retirement Assistance Fund.

Activities

College Scholarship and Mentorship Program: The bulk of the first five months of the year were spent getting a consensus from the Congregation at its January 2016 annual meeting that the Capital Campaign would include a parallel commitment to raise funds for social justice ends unlinked to improving Westmoreland's property, and drafting a SJA proposal, "Elevators of Opportunity: A Westmoreland UCC College Scholarship and Mentorship Program." The proposal was shared with the Governance Council and presented to the Capital Campaign in May, but was ultimately rejected and only additional proposals to improve Westmoreland property were accepted.

After a series of summer and fall meetings with the GC, the GC has agreed in principle to support a pilot college scholarship and mentorship program for which members of the SJA Board have raised \$100,000 to support five students over their four years in college. We are excited to spend the early part of 2017 fleshing out the details for the project, sharing materials widely with others, and involving members of the congregation interested in supporting these students financially, personally, and professionally.

Black Lives Matter to God and To Us: In light of the deaths of so many black men in the past year, the shameful incarceration of black US citizens, the racial inequities that stubbornly persist, and the crippling poverty that stifles the possibilities of black people in disproportionate ways, SJA recommended to the Governance Council that the church hang a Black Lives Matter Banner and use it as the first evidence of a witness by a predominantly white church to stand in alliance with our black brothers and sisters and to work in concrete ways to disrupt the unholy effects of racial injustice. SJA was one of many groups in the church that assisted in the discussions about race in the summer and in the fall's exploration of White Privilege. We also helped to organize Westmorelanders' participation in the national interfaith Moral Revival Campaign held in an Anacostia Church, purchased Black Lives Matter buttons to make available to any who sought them throughout the past five months, and helped organize the collection of children's toys for the Anacostia Health Center at Christmas. SJA also helps to advertise and support Westmoreland's many social service and social justice causes including Shaw Community Center's summer program and college scholarships.

Grant Allocations and Deepening Partnerships with Social Justice Nonprofit Groups:

SJA, through its Christmas and Easter fundraising and the generosity of individual members of the church, secured its largest funding pool ever. This year SJA revived the application guidelines in the winter, visited each current grantee organization in spring, required and reviewed mid-year reports for the first time in summer, and oversaw the administration of the grants program and determined the 2016/17 recipients in the fall. This year we gave away \$48,791 to 16 groups. The list of recipients is appended below.

SJA is consciously working to build stronger relationships with the grant recipients by providing more varied ways for people to contribute, volunteer, and learn about what each group does. Each SJA Board member is assigned to two organizations and will be tasked with visiting the organization onsite and soliciting information about how Westmorelanders can be of service to them. We seek to publicize the recipients and opportunities for getting involved on our SJA board triptych, the newsletter, and Westmorelandnet.

2016 Grant Distributions

Organization	Grant
1. AIM* (receives \$2,000 from operating)	\$6,000
2. Bethesda Cares	\$5,500
3. Briggs Foundation	\$1,500
4. Calvary Women's Shelter	\$2,000
5. Critical Exposure	\$6,000
6. Marie Reed Elementary School	\$1,800
7. Mobile Med*	\$2,000
8. OAR*	\$2,000
9. Pregnancy Aid*	\$2,000
10. RISE	\$1,500
11. Samaritan Ministry	\$2,000
12. Seabury	\$3,000
13. Shaw Community Center (receives \$2,000 from operating)	\$5,000
14. SOME*	\$ 997
15. Thrive	\$2,500
16. A Wider Circle	\$5,000

TOTAL \$48,797

*This grant is linked to the programmatic work of a Westmoreland Volunteer Corps volunteer placed with this organization.

Property Committee

Roy Grossnick and Jerry Smith, Chairs

Activities/Work Accomplished

- Purchased and installed Large Screen Monitors for use as electronic bulletin board in Parlor
- Cleaned carpet in Sanctuary
- New LED bulbs in Sanctuary Chandeliers (continuing problem with bulbs going out in Sanctuary Chandeliers – more work to be done in 2017)
- Cleaned filters and AC units in building
- Troubleshoot and replaced keypad device at kitchen door
- Conducted various electrical repairs
- New kitchen storm door
- Various fire alarms tests and inspections, as well as annual inspection of elevette and air inspection of Children's Center
- Junk pick-up – including old furniture from various parts of the church and also boiler room
- Cleaned out boiler room
- Drain backflow test and inspection (yearly maintenance) as well as repair of clogged drains
- Children's Center asbestos removal
- New toilet for Senior Ministers rest room
- Roof and gutter repairs (this is an annual on-going problem, the slate roof is 70 years old and will eventually need replacing, a major cost item)
- All outside metal railings were painted
- Pest control services
- Major project this year was renovation of Parlor which included:
 - ⇒ Contract with Design Consultant for Parlor
 - ⇒ New ceiling with acoustic tile and new lighting
 - ⇒ Removal of old (non-working) wall heating units
 - ⇒ Walling off Parlor Storeroom door and hallway door
 - ⇒ Painting of wall, ceiling and molding
 - ⇒ Wall paper on fire place mantel area
 - ⇒ New chandeliers
 - ⇒ New fire place sconces
 - ⇒ Two new couches
 - ⇒ Four new side chairs
 - ⇒ Three new end tables
 - ⇒ Two new coffee tables
 - ⇒ New credenza
 - ⇒ New 60 round drop-leaf table
 - ⇒ Key to renovation is the ability of the Parlor to be configured in many different arrangements that allow for social gatherings/parties, meetings, small memorial services, or any other types of configurations that may work for a specific event.
- Other miscellaneous items too small to be mentioned

Continuing and New Projects for 2017

Maintenance is always a continuing project. The Property Committee (Roy Grossnick and Jerry Smith) along with the liaison from the Governance Council will continue to work on improving Westmoreland's facilities in calendar year 2017. There are many, many areas in the church that need attention and updating. With the anticipation of major construction at Westmoreland in 2017 the Property Committee has elected to work primarily on maintenance issues. Three major items on our agenda this year are acoustic ceiling tiles for the Social Hall; new chairs for the Social Hall; and leaf guards for the gutters (hopefully this will eliminate

clogged drains that lead to water leaks). Work in the Children's Center includes new tile for the hallways and classrooms as well as more asbestos removal from one of the storerooms.

Members of the Property Committee will also participate with the Building 2020 team in its work to improve handicapped accessibility and reorganization of various church spaces.

Property Committee and Personnel Committee worked on policy to ensure annual renewal and update of Property Management Consultant's contract and its signature by Moderator.

Community Care

Pat Nelson, Lead Coordinator

Community Care supports members and friends of our congregation as they experience both hardships and joy. Meals, rides to medical appointments, memorial service receptions, hand written notes, and many phone calls are made by Westmorelanders as they reach out to offer care and support to our community.

Activities

- Provided transportation to appointments 3 times
- Provided and delivered meals 3 times
- Coordinated and served Memorial Service receptions using 4 volunteers
- Wrote and mailed 39 notes of care and offers of support as well as staff birthday greetings (Leigh Case)
- Coordinators connected with Westmorelanders by email/phone/notes more times than we count

Continuing Projects

- Encourage members and friends to join the list of volunteers in this ongoing ministry
- Raise awareness of the services provided in this ministry
- Inform the church staff or myself of needs in our community

Policy

- To provide care and support to members and friends of Westmoreland on a short term basis.

Note from new coordinator of the coordinators

- This report shows that less was done in 2016 than in 2015. A piece will be written for the bulletin to be sure that all are aware of the help that we are ready to provide.

Middle East Committee

Maryn Goodson, Committee Convener

New Statement of Purpose

On Sunday, July 24, 2016, the Middle East Committee approved this statement of purpose.

The Westmoreland Middle East Committee strives with God's guidance to engage all ages of the congregation in seeking peace with justice in the Middle East through education, advocacy, and action. Using a human rights-based non-partisan approach, together with global and local partners, we focus on understanding and challenging the root causes of injustice, inequality, poverty, and war in the region. This statement will guide our work during the coming years.

Olive Oil Ministry (OOM) –Through the efforts of the OOM sub-committee led by Robert Mertz the number of congregations participating in the ministry increased to 19. OOM purchases olive oil and related products from Canaan Fair Trade.

Participating congregations then sell the items at an increased price and donate the proceeds to Tent of Nations, a peace project in the West Bank. In early 2016 we were able to donate \$17,000 to Tent of Nations based primarily on 2015 sales.

Palestinian Craft Sale – The 2016 sale was canceled because the vendor who supplied the fine craft items for this popular event is going out of business and didn't have sufficient inventory on hand to support our sale. We are on the lookout for a vendor who can offer equally fine products. If this search is unsuccessful we will look for another means of supporting the Forbes scholarship to Bethlehem University.



Olive Wood Star given to Westmoreland children

Bethlehem Stars Project – The committee decided to expand this project to include all of Westmoreland's younger children. Each will receive a personalized star made from olive wood. We will purchase the stars from Al -Malath Charitable Society, an organization near Bethlehem that provides rehabilitation, education, training, and care for youth with disabilities.

Bethlehem Coffee Hour – The committee hosted a special coffee hour during December as a gift to the congregation, thanking Westmorelanders for supporting our work. We offered Middle Eastern food and incorporated several features of the Christmas celebration in Bethlehem into the event, including a Christmas parade by our children.

No Way to Treat a Child Campaign – As a part of this nation-wide campaign for humane treatment of Palestinian children by Israel military forces, the committee asked the congregation to join other UCC churches in sponsoring a resolution, entitled A CALL FOR THE UNITED CHURCH OF CHRIST TO ADVOCATE FOR THE RIGHTS OF CHILDREN LIVING UNDER ISRAELI MILITARY OCCUPATION, for consideration at the 2017 General Synod. Approval was granted at the November congregational meeting. The final decision for submission to Synod lies with the UCC Board meeting in March 2017.

Final Notes - Seven committee members traveled to Israel/Palestine during 2016 – some for social reasons, some with pilgrimages, others with West Bank organizations.

The committee continues to meet once a month after worship. Attendance varies from 20 to 50+. Our July meeting introduced an advocate for Syrian refugees to some committed Westmorelanders who subsequently organized a drive for items that local Syrian refugee families need.

Lincoln Westmoreland Housing

Dave Jacobs, Lincoln Westmoreland Inc., President

- This was a very active year for Lincoln Westmoreland Housing. Selected Activities in 2016 include:
- Completing construction of a 56-unit apartment building with ground-level retail(Channing E. Phillips Homes), located next door to the existing building (\$20 Million project).
- Creating and preserving low-income housing and related services in the Shaw neighborhood.
- Holding quarterly board meetings with our partners at Lincoln Temple UCC and others.
- Completing the renovation of the Lincoln Westmoreland Apartments, a 110-apartment hi-rise located at 1730 7th Street, NW Washington, DC 20001 (\$2 Million in construction and \$25 Million in tax credit acquisition and refinance activity).

- Conducting a groundbreaking and building dedication event with speakers Mayor Muriel Bowser, Congresswoman Eleanor Holmes Norton, Councilmembers Charles Allen, US Attorney Channing D. Phillips and others construction kick-off public event (see attachment).
- Achieving full occupancy at Channing E. Phillips Homes, leasing 56 apartments in 8 weeks during a holiday period. Leasing the retail space to a minority-owned and –operated child development center.
- Initiating a job and life skills training program at Lincoln Westmoreland Apartments for the benefit of building and area residents.

We have continued our key mission to provide and maintain quality affordable housing in the Shaw neighborhood and provide related community services. Our work is being increasingly recognized in DC. Our housing was highlighted during a walking tour by DC Mayor Bowser and HUD Secretary Castro and we have had successful meetings with key housing officials such as Polly Donaldson, Director of the Department of Housing and Community Development. We commissioned a large wall graphic honoring Channing E. Phillips, which was unveiled by Phillips family members at our dedication event. We are also planning to commission some street art to increase the attractiveness of the neighborhood. We also completed construction of a small playground and our residents continue to be a key part of what we do.

Construction has been completed on a new affordable “green” housing apartment building, Channing E. Phillips Homes, which is located on land owned by the Board next door to the existing building. (Channing E. Phillips was a Lincoln Temple UCC minister and important civil rights leader.) It is an 8-story building with 56 low-income affordable apartments and a retail space of more than 3,000 SF that will be used to meet community and resident needs, such as a day care center. We organized an important, well-attended and well-publicized building dedication (see attached program).

We completed renovation of the existing building that added two more apartments, while the ground floor will continue to provide space for a daycare center and other activities, including job and life skills training. We succeeded in obtaining funding for the new building via tax exempt bonds; DC Government grants; HUD insured loans; Low Income Housing Tax Credit equity and other institutions.

On-Going projects include development of a program to stimulate children’s savings accounts, an art commissioning program, and consideration of other community services. We are also actively seeking our next large housing development project.

Lincoln Westmoreland Board members include the Westmorelanders listed below, as well as members of Lincoln Temple UCC, Peoples UCC, other UCC area churches and others. We have been ably supported by members of the Lincoln Westmoreland Tenant Association, Dahn Warner, Rob Agus (key advisors), C-T Associates (a leading property management firm), and many others.

Board Members from Westmoreland UCC who served in 2016: Claudia Thurber, Linda (and Bob) Maddox, Jim Mitchell, Pamela Mertz, Dave Jacobs.

Potomac Association

John Hatch and Betsy Bennett, Westmoreland Delegates

We report to the Governance Council after each semi-annual Potomac Association Meeting and we represent Westmoreland at nearly all of the Ecclesiastical Councils for candidates who have been recommended by the Association’s Committee on Ministry for ordination. We will continue to do so in 2017.

Items of Note

- In October Rev. Alexis Kassim reported to the association on Westmoreland's Peace Camp and thanked the Potomac Association for the Resolution Implementation Grant that funded their field trip to the National Museum of the American Indian.
- Westmoreland member Nancy Lohman is chair of the Social Action and Missions Committee of the Potomac Association. Two items of special interest to Westmoreland in her committee's report of their \$73,000 given in outreach funds in 2016 are: \$20,000 to Shaw Community Ministry and \$1000 to Capital Pride. The latter is a big step toward having the Potomac Association take leadership responsibility for UCC representation in the Pride Festival in DC in June of 2017.
- At the 2016 spring meeting, the Racial Justice Group of the Potomac Association presented the resolution "A Call for the Central Atlantic Conference to Establish Priorities, Strategies, and Goals Regarding the Pastoral Search and Call Process that Affirm the Ministries and that Seek to Increase Its Representation of Persons of Color, Women and LGBTQ Clergy" that they are taking to the Central Atlantic Conference. After some discussion, the Potomac Association voted to support this resolution, and accepted Rev. Tim Tutt's invitation to continue discussion of the resolution in Westmoreland's parlor at 7 pm on Monday, May 23, 2016. Alexis and Tim are members of the group writing and presenting this resolution.
- Westmoreland 2017 Financial Assessment Line Items are OCWM - \$40,000 and our Potomac Association Dues - \$7947.

So Others Might Eat (SOME)

Betsy Bennett, WCUCC SOME Liaison

Westmoreland has been a Prepare-A-Meal Partner with SOME for 45 years, from SOME's beginning as a small soup kitchen. We are now one of ~140 groups who regularly bring food to SOME's kitchen on O Street and we have a few members who participate regularly in SOME fund raising events, like the Turkey Trot 5K in November and the Empty Bowls dinners in March. Libby Cornelssen of our Volunteer Corps is an intern at SOME this year.

In 2016 Westmoreland delivered 136 casseroles, 45 boxes of cold cereal, ~ 100 cans of soup and other shelf stable items, 2 magnificently wrapped "shoebox" Christmas gifts for SOME clients, a pair of professional oven mitts for the SOME kitchen staff ... plus the wonderfully generous Children's Collection of coffee, pancake mix and syrup last May.

Join us in 2017: you can pick up casserole half-steam pans and the tuna casserole recipe from the SOME table in the Social Hall. Make a casserole any time it is convenient for you, put it in the big freezer by the kitchen entrance door, and we will take the casseroles to SOME on the Wednesday afternoon 24 hours before our casseroles will be served on the first Thursday of each month. Shelf stable items like cold cereals, soup, canned goods, pasta and grains are most welcome; put those in the box on top of the freezer. Legal detail: SOME cannot accept opened food packages or products with expired dates.

Flower Committee

Judy Fogt, Chair and Patricia Frye

The Flower Committee's mission at Westmoreland is to deepen the meaning of worship by beautifying the altar each Sunday with flowers. On Christmas, Easter and for special services the sanctuary is decorated with larger displays. For a minimal cost of \$50 our volunteers purchase, design and arrange the flowers.

We welcome donors who wish to give flowers in memory, honor, celebration or just because, and are always grateful for contributions. If donors wish they may take home their flower after church or take them to a sick friend, relative or church member.

Since the red curtain in the chancel was removed when the sanctuary was repainted the wall behind the altar looks empty/bare except for the cross. Some white molding behind and to the sides of the cross would help lend definition to the space and to flower arrangements on the altar especially smaller ones.

The Flower Committee members are Judy Fogt, chair, Vickie Allin, Maria Blanton, Maryn Goodson, Mary Grossnick, Patricia Frye, Pat Nelson Doris Taylor and Marcela Zegada. Emeritus, JoAnn Harris and Mary Lois Williams.

Action in Montgomery (AIM)

Jeff Eagan and Sue Kirk, Coordinators

Action in Montgomery (AIM) is a ecumenical coalition of more than 30 Christian, Jewish, and Muslim congregations and community organizations working together for social justice in Montgomery County.

Westmoreland is a founding congregation of AIM. Reverend Tim Tutt and many members are active in AIM efforts for affordable housing, ending gun violence, improved public education, immigrant rights, and other vital community issues. Here are some of our 2016 victories and accomplishments:

- Westmorelanders played an active role in a hard fought victory, winning more than 275 units of affordable housing in the future Westbard development, setting a new precedent for inclusive housing for our low and moderate income neighbors.
- AIM won \$51 million for the Housing Initiative Fund to sponsor innovative projects for seniors, families, and homeless. As a result, the HIF built nearly 1,000 units of affordable housing this year while AIM continues to organize minority and immigrant tenants struggling to improve slum housing in our County.
- AIM won free, quality after school programs by parent organizing at two elementary schools with many low income and immigrant students. We seek to expand the programs to three to five more schools in the coming year.
- AIM recruited the County Executive and Council to join others across the US to push gun manufacturers for gun safety while fighting to close down gun shops contributing to violence in our communities.
- In September, the Westmoreland Volunteer Corps sponsored Kayla McKinsey to serve with AIM for a year, assisting in vital outreach to congregations including Westmoreland. If you are contacted by Kayla, please make time to meet with her.
- More than 20 Westmoreland members participated in four sessions of a special AIM Community Organizing class, learning about advocacy and power, during the Summer on the Circle adult education program.

Personnel Committee

John Hatch, Chair

Activities

- **Annual Performance Reviews:** Reviews were held within the expected timeline, though there is still room for improvement. Personnel Manual: Revision of the manual was finally completed, printed and disseminated at the year's end.

- **Personnel Manual:** Revision of the manual was finally completed, printed and disseminated at the year's end.
- **Personnel Practices:** Though the Governance Council had approved funds to hiring a consultant to advise on best practices for personnel management for WCUCC, Jan Lilja volunteered to serve in that role beginning July 1. Her help has been significant.
- **Staff Appreciation:** On behalf of the Governance Council the Committee continues to have birthday cards sent to staff on their day as well as providing a luncheon for all in the Spring. A process for instituting possible bonuses for staff for outstanding work was proposed to the Governance Committee at their request.

Continuing Projects

- **Annual Performance Reviews:** 1) A process to assure that annual reviews are held for independent contractors needs to continue to be implemented going forward. 2) Being sure that the manual is disseminated and used will be a major objective of the Committee.
- **Personnel Manual:** Being sure that the manual is disseminated and used will be a major objective of the Committee.
- **Personnel Practices:** We expect to see the completion of updating the personnel files, the development of Operations Manual, and the institution of effective personnel management practices in 2017 pending Governance Council approval of a personnel administrative plan.
- **Staff Appreciation:** Overseeing the proper implementation of an approved meritorious service award process, the continuation of the birthday cards, and the holding the annual appreciation luncheon will Committee tasks.

The members of the Personnel Committee at the start of 2016 were Beth Hayes, John Hatch (Chair), Jessica Brown and Greg Perla. Jessica Brown resigned from the committee in the Fall because of other commitments; her comments and secretarial services were sorely missed. Jan Lilja joined the Committee as a representative of the Governance Council in mid-year and upon her retirement from her employment as a personnel expert. Her knowledge and skills are much appreciated.

Arts Committee

George Singleton, Chair

During 2016 we held two exhibitions. The first was an All – Church exhibition and involved several art genres and among others, included works by Alton Frye, Sarah Faith Frye, Martell Galloway, Mitchell Wooten, Carol Mabry and some amazing work by children and other members of the church family.



The second exhibition featured the work of Judith Smith. I'm sure those of you who saw her works were amazed with the artful designs and colors she used to transform her photographs into stunning works of art.



For 2017, because of Building 2020 construction, we plan for only one exhibition which will take place in the March to April timeframe. You may remember the beautiful work of fabric artist Ann Harwell and her quilts. We discovered that Ann has a small collection of quilts that feature flowers, so we have invited Ann to exhibit her beautiful work again.



Committee Members: Marge Harvey, Pat Nelson, Alton Frye, George Singleton

Finance Committee

Trey Holloway and George Christo, Chairs

Activities

- The Finance Committee constructed the congregation's 2017 budget for presentation to the Governance Council and ultimate presentation to the congregation. This included gathering inputs from the various boards/committees and Westmoreland programs to understand our financial needs.
- Additionally, the Finance Committee served in a consultative role for several finance related decisions made by the Governance Council throughout the year and provided insight into budgetary impacts.

Building 2020 & Capital Campaign Committees

Gary Walbridge, 2017 Moderator

First, let us say, thank you! A big thanks to the 118 people and families who in the last year pledged to our Capital Campaign to make Westmoreland more accessible and welcoming for years to come. From the long-awaited elevator to a kitchen that actually cooks food, a gender-neutral bathroom, a safer drop-off and handicapped parking, your generous investment will leave a lasting legacy for Westmoreland. As we proceed with construction bids and look to break ground on Building 2020 this year, we're excited for you to see how your contributions will make a difference.

With the four-year Building 2020 Capital Campaign, we are planning additional fundraising activities for 2017 and beyond.

We've recently launched a Challenge Fund that will double the impact of new gifts and pledges that come in between now and March 2017. A group of generous Westmorelanders who had already made their own capital campaign pledges approached the campaign to offer additional funds that will match new or newly increased pledges. The Challenge Fund has already successfully matched \$25,000 in pledges. While originally targeting certain categories of pledges, the Challenge Fund has now been expanded to match any and all new gifts or pledges. If you are interested in taking part in the Challenge Fund -- by making a new or increased pledge that will be matched, or by offering additional matching funds -- please email JoJo Shelton at johannaemily@gmail.com. Thanks to the generosity of our community, if we take full advantage of the Challenge Fund, we can add up to \$200,000 more to the amounts already pledged.



Rendering of Massachusetts Avenue Entrance

This spring we are also planning to involve the youth and children to help design creative ways to demonstrate their commitments to accessibility and welcoming all people to our church community.

We're also in the early stages of planning a celebration upon completion of construction (think ribbon-cutting elegant dinner). Please let us know if you would like to help plan that special moment for our community.

This is a four year campaign, and we welcome your input. We're eager to hear what ideas you have for raising additional funds over the next couple years. Please email johannaemily@gmail.com with your ideas for how the Capital Campaign can fully realize our Building 2020 goals to build a better, more accessible church.

Permanent Endowment Committee (No report received)

PART 3: STAFF REPORTS

Rev. Timothy Tutt, Senior Minister

Much happened in the past year in the life of Westmoreland Church for which we can be grateful. Let me lift up eight things that catch my attention as I look back on 2016.



Bulletin cover for the Revelation sermon series.

Splendor, Justice, and Comfort: A Sermon Series about the Book of Revelation.

From April into June, I preached an eight-week sermon series using the texts of the Book of Revelation as a starting point. I think that made many Westmorelanders nervous. As liberal, post-modern, inclusive people of faith we have heard offputting, apocalyptic, fire-and-brimstone theology come from the Book of Revelation. (Think the “Left Behind” book and movie series, for instance). The book really has some beautiful, inclusive, just words about God’s vision for a world made new, where people live in faith and peace, and where righteousness is a universal value. To get at those ideas, I translated (in a very rudimentary fashion) the texts for each week from Greek into English. Alec Davis, our music director, composed new Introits for the choir each week using the texts. I found the sermon series to be intellectually stimulating to me. Also, this series gave me the chance to lift up one of the points I think is vital in our day and age—the Bible does not belong only to fundamentalists and literalists; we progressives share in a grand tradition of biblical honesty that welcomes myth, poetry, and allegory as a way to understand the Holy.

Lay Visitors/Still Visiting Ministry

We have approximately twenty Westmorelanders who are unable to attend church events due to health concerns. Working with the deacons and with Alexis Kassim and Janet Moyer, we developed a “Lay Visitor” ministry—identifying, training, and encouraging church members who will “adopt” these shut-in church members and will make monthly visits to them. The ministry is still in its nascent phase and will need attention and care to flourish in 2017.

Attendance Challenge

In my sermon on January 10, I challenged the congregation (with help from some of our students) to have worship attendance of 200 or more people for nine Sundays before June 12. I promised that if we met that attendance goal, I would let the middle and high schoolers “pie” me with nine pies at our summer picnic on June 12, and I would bake nine pies for the congregation to enjoy for dessert at the picnic. And we did it. We had attendance of over 200 on: February 7 (261), February 28 (243), March 6 (204), March 20 (252), March 27 (406), April 10 (223), April 17 (207), May 8 (216), and May 15 (222). So, at the Summer Picnic, I baked my pies to serve and took nine whipped cream pies in the face! And kudos to church member Patricia Frye who thought it unfair for the pastor to bear such insult alone; she stood with me and was pied as well!

Black Lives Matter



Black Lives Matter pin on my stole

Acting on the recommendation of the Social Justice and Action Board, the Governance Council approved entering into a Black Lives Matter initiative. The purpose of this focus was to raise awareness among our (largely white) church members of the discrimination and injustice that many African Americans in our nation face as a result of racism and white supremacy. This initiative took the form of serious conversations among the Governance Council, a series of congregational forums in the summer, as well as ongoing education efforts (meetings, classes, sermons, a bulletin board, web information, etc.) To offer a public witness in this regard, the Governance Council voted to purchase and hang a banner on the side of the church saying, “Black Lives Matter to God and to Us.” This initiative will continue into 2017.

Capital Campaign and Building 2020

The work of these two committees is highlighted elsewhere in this book of reports, but I lift them up with deep gratitude. The Building 2020 Committee has set forth an ambitious, needed, achievable plan to make our church building more accessible and more functional. The Capital Campaign Committee has been hard at work raising funds to underwrite this important work.

Potluck Suppers

During 2016, Amy, the children, and I invited all Westmorelanders (in alphabetical groups) to our house for a series of potluck meals. These informal, unscripted gatherings were to talk, laugh, and get to know each other in personal ways. 229 people took part. And we were so glad to welcome each person to our home.



Church members at a Potluck Supper



Church sign proclaiming, "...and the greatest of these is love."

The Presidential Election

An odd highlight from 2016 I would like to lift up happened beyond the life of our church but is having tremendous influence on our congregation. The year bore witness to a very divisive, very negative presidential election that ended in the surprising choice of Donald Trump as president. Mr. Trump's rhetoric and actions seem to run counter to much that we cherish as Westmorelanders and as members of the United Church of Christ. I write this on January 25, 2017, and am aware that this report will be filed in the church archives to be read decades down the road. So I lack the perspective of history that will be instructive and interesting. However, as 2016 came to a close, I sensed a growing urgency among Westmorelanders to find ways to articulate our values for a just and compassionate society. I anticipate the ways in which we as a congregation may more passionately live out the ways of Jesus in a world that needs grace, truth, and love.

Gratitude

Let me end my report by expressing gratitude for two lives that were important to Westmoreland. The Rev. Dr. John Deckenback, Conference Minister of the Central Atlantic Conference of the United Church of Christ, died unexpectedly on July 19, 2016. John served as our Conference Minister for twenty four years. He loved the church and worked passionately for justice. John worked for marriage equality, the end of the death penalty, and for a just peace in Israel and Palestine. John made the love of Jesus real in concrete ways. Many Westmorelanders gladly remember John's help to Westmoreland in pastoral searches and his presence here on special occasions. John helped me find my way into the United Church of Christ in 2001. He was a source of encouragement, wisdom, good humor, and friendship. I also give thanks for the life of Debbie Parker. Debbie Parker died on September 19, 2016. Debbie served as the church custodian for over 30 years until retiring in 2014 due to health concerns. Debbie brought sparkle and compassion to the world. We were honored to welcome Debbie's family and friends to a Memorial Service at the church in September 24. I give thanks for her laughter, her love of life, and the devotion she brought to our church.



John Deckenback (top) and Debbie Parker

Rev. Alexis Kassim, Associate Minister

As I wondered what I might add to this annual report, I remembered a spiritual reflection activity we used last spring in church school, called *visio divina*, or “sacred seeing.” It is divine gazing upon a series of images with the eyes of the heart, a way to look for and listen to God. This year has seen our children learn about Native American culture and the UCC’s resolution to change name of the Washington Football team during Peace Camp; our youth participate in National Youth Event, the UCC’s quadrennial conference for young people; and Westmorelanders of all ages work together to package over 10,000 meals for Stop Hunger Now!



Stop Hunger Now volunteers after packing 10,000 meals.

This year my report has less to do with words and more to do with images. I invite you to look at these photos, prayerfully and openly. My hope is that when an image stirs your heart, you will stop and dwell there for a moment. Look for signs of the power and the presence of the Holy Spirit in our midst as we sought to push our spiritual boundaries, serve others, and love God and one another this year.



Our Whole Lives class leading the Time for Children in worship



Peace Camp fieldtrip to the National Museum of the American Indian



Youth group at UCC National Youth Event in Orlando, FL



Church School classes decorating lunch boxes for Seabury Resources



Youth group writing chalk messages of welcome, peace and love on the church steps



Summer on the Circle hands-on mission project of making heart-shaped pillows for breast cancer patients at Sibley Hospital

Alec Davis, Director of Music

This will be the first Annual Report for which I have been the Director of Music throughout the entire year; I'm very proud of what this music department was able to prepare and accomplish in 2016, and for me personally, it marked a period of significant learning, as I have continued to better familiarize myself with the people and customs of this congregation. I have heavily relied on the feedback of individuals and staff members to help in this process, and I encourage more people to not only give feedback, as they are comfortable, but also to participate in the music program, as this is the most effective method of contribution to the development of the program.

My goal is for every ensemble to be one of education, not just of performance preparation, and to create an environment where musicians of varied levels of experience can create community and compelling musical experiences. Ultimately, however, the goal of any sacred music program should be to harness the way the music affects us, and use it to help others to worship and find a sacred space, while also reaching out to share our resources with the community. Below are many of the key events that took place throughout 2016 towards these goals:

January 3 - Haskell Small (pianist, composer, teacher) from the Washington Conservatory joined us in worship to share his compositions for piano as a musical, as we continued to reflect on the poetry of Laura Martin and the quilt exhibit by Ann Harwell.

February 7 - We centered this service around honoring our friend and long-time choir leader George Singleton, as he completed more than 40 years as the Bass Section Leader. George was invited to choose many of the pieces performed that day. In addition, Four former Westmoreland Directors of Music, all of whom served during George's tenure, added to the service with their words, music, and presence, including Harold Ash, Roger Ames, Sondra Goldsmith Proctor, and Alejandro Hernandez-Valdez.

February 10 - Lent 2016 began with an Ash Wednesday Service during which our neighboring French and German congregations joined us. We included choral and organ works by both French and German composers in order to acknowledge this camaraderie. We later celebrated Maundy Thursday with these communities, on March 24th.

February 28 - The Festival Chorus prepared Mozart's Missa Brevis as a contribution to our Service on the Third Sunday of Lent. The sermon series during Lent centered around the ideals of minimalism, exploring a different gerund each week; "Singing" became the focus of that Sunday, and we were happy to invite members of the Apollo Symphony to accompany us.

March 27 - Our celebration of Easter, as is called for, was musically grand. In addition to a mix of traditional and new repertoire, we added two trumpeters, a timpanist, and a flutist to join the musical texture. Combined with our wonderful Bell Ringers, it was a very celebratory service. In addition, it marked the culmination of the series of reflections throughout Lent, which included original piano works by Timothy Johnson and myself.

April 17 - As we entered into our Pentecost season, we invited members of the congregation to join us for Choir For a Day. Westmoreland is blessed with an abundance of talent, and while I wish that everyone who loved to sing could join us each week, for some it is not practical. This was an opportunity for those members to participate in the choir, or to "test the waters" to see if they were interested in joining more regularly. In addition, as part of the season, a sermon series on Revelation was presented, which provided an opportunity to present two collective works throughout these Sundays: The Hildegard Organ Cycle, by Frank Ferko, and my own set of Introits based on these Revelation texts.

May 8 - On Mothers Day the Children's Choir, led by Amy Tutt, prepared the Annual Children's Musical which was used as the main substance of the service. This year they performed a fun rendition of the David and Goliath story. This yearly custom is an important point of inclusion for the talented children of our congregation.

June 4 - We presented our yearly benefit concert to raise money for Bethesda Cares, this year with the distinction of honoring Sue Kirk for her 20 years of service to the organization. Several teachers from the Washington Conservatory joined our friends from the Apollo Symphony to accompany a grand concert for peace, civility, and the common good. Our friend Laura Choi Stuart not only helped us to prepare, but was also featured in a solo set to open the performance. We worked with the Australian Music Center to present the local premier of a song cycle by Australian Composer Paul Stanhope. Following this, we presented music by Estonian composer Arvo Pärt, and finished with Ralph Vaughan Williams' "Dona Nobis Pacem," in a unique arrangement of the piece featuring organist Christopher Betts, from our neighboring Church of the Redeemer. This enormous collaboration raised \$2,351.00 for Bethesda Cares.

June 16 - Following the horrific attacks at Florida's Pulse Night Club in June, we joined members of Rock Spring UCC and other community members for an Interfaith Service for Hope and Healing.

June 26 - On this Sunday we held a joint service at Lincoln Congregation Temple. Our choir was invited to join the singers there to provide music for the service, and we were happy to have additional singers from the congregation of Westmoreland to join us.

September 11 - As the choir season returned after the summer break, we prepared for Welcome Back Sunday, which coincided with our remembrance of the September 11 attacks. Included in the musical offering was an original choral work of mine first presented in 2007 at George Mason University, which reflected on those attacks.

September 25 - In another effort to reach out to those in the community, we participated in the Concert Across America to End Gun Violence hosted by our friends at Temple Emmanuel. We prepared three pieces from the concert of Spirituals that we were already preparing, and presented them featuring soloist George Singleton.

November 5 and 6 - This year we presented our music for All Saints in two separate performances. The first iteration was as a concert, collaborating once again with Lincoln Congregational Temple and raising money for Shaw Community Ministries. The second was as part of the All Saints Service at Westmoreland. Both these concerts featured old and new arrangements of African-American Spirituals, "voices from the past as a plea for our time," and our own George Singleton as the soloist.

December 10 - The Festival Chorus presented its final concert of 2016 with a presentation of Britten's Ceremony of Carols, and a collection of pieces prepared by our soloists, and featuring local harpist Michelle Lundy. This concert was called "Songs of Shelter" and centered around Mary and Joseph's need for shelter during the Nativity Story. This set the scene as we approached the Christmas season, and provided context as we raised about \$2,000.00 for Cavalry Women's Shelter.

December 18 - As is customary for us, the final Sunday of Advent was Music Sunday, and we were pleased to invite a brass quartet and the JuBELLation Ringers to enhance the experience.

December 24 and 25 - This year Christmas was celebrated through our two Christmas Eve services, in addition to a Service on Christmas morning. Amy Tutt, once again led the children's choir and youth musicians in a Pageant during the early service, and we created a gentle and warm atmosphere at the late

service, as we reflected by candlelight. Throughout the Advent season, we featured different congregant musicians in addition to our regular soloists, which showed the incredible talents of all ages of our members.

In addition, funds for staff development were used throughout the year for organ lessons from Dr. Jeremy Filsell, for online resources to facilitate design and music composition, and for attendance to the 2016 New Music Gathering, at which I connected with other local musicians, both sacred and secular, and discussed ideas that could help our program stay and become even more current, relevant, and meaningful.

To close, 2016 was a year of learning and outreach. I'm exceedingly proud of the members of our Children's Choir, Bell Choirs, and the Chancel Choir and Festival Chorus. Regarding the choirs in particular, we continue to develop our ensemble sound and individual skills, so that we can better connect to the music we perform. We hope to continue this momentum as we enter 2017, a year in which we will be collaborating with even larger ensembles (including the Great Noise Ensemble for a New Music concert on June 3) and beginning our preparations for a 2018 trip to Palestine and Israel to collaborate once again with Ramzi Aburedwan.

The program, while extremely rewarding to its participants, ultimately relies on and is for you, the listener. I hope that you'll show gratitude for those who have given their time and talents to this end, and that you'll be encouraged to give me feedback as I continue to learn how to best cater to this congregation. In addition, I encourage you all to attend and support us at the four large performances we have each year, to which we dedicate enormous effort, as a way of supporting your fellow members of this congregation and of experiencing the full rewards of the program that you make possible.

Janet Moyer, Membership Coordinator

First-time Guests

All of our first-time guests are documented and local guests, unless we know otherwise, are considered prospective members and followed up according to our protocol. The overview of 2016 local guests is as follows:

- 46 adults and 14 children were identified as local first-time guests. (These figures do not take into account Easter and Christmas Eve when it is not possible to identify first-time local guests from within the large number of attendees.) Compared to 2015, we had 32% fewer first-time adult guests.
- Of the 46 adults, 24 (52%) returned at least once. This compares favorably with 2015 (44%) and 2014 (50%).
- Four (8.6%) of first-time adults joined in 2016.

Worship and Church School Attendance

Average weekly worship and church school attendance with a three-year comparison:

	Adults	Children	Combined
2016	159	23	182
2015	158	20	178
2014	151	19	170

Activities

- **Greeting Team:** Beginning in June I expanded the Greeting Team beyond Maryn and myself to include six other Westmoreland members to assist with greeting on a monthly schedule. An expanded team gives us more depth to engage our guests and expands the number of Westmorelanders who recognize and greet guests even when they are not “on duty.”
- **Potomac Association LGBTQ:** Along with Nancy Lohman, I began representing Westmoreland on the new Potomac Association LGBTQ task force.
- **Get Acquainted Events & Welcoming Sundays:** Organized five Get Acquainted events for guests who had been regularly visiting/attending worship. We welcomed new members into the congregation on Sundays in March, June, September and December.

APPENDIX

Resolution on the Rights of Children Living Under Israeli Occupation

(as referenced on page 6 - Motion 16 AM#5)

**A Call for the United Church of Christ to Advocate for the
Rights of Children Living Under Israeli Military Occupation**

Thirty-First General Synod

United Church of Christ

June, 2017

Submitted by.....on....

Summary

This Resolution calls attention to the plight of children suffering under Israel's prolonged military occupation of the West Bank, East Jerusalem, and Gaza. In particular, this resolution names the traumatic situation of children living with constant fear of arrest, detention, and violence at the hands of Israeli forces. It calls the United Church of Christ to advocate for the human rights of the children of Palestine. It requests the General Minister and President of the United Church of Christ to petition the Prime Minister of Israel and the Israeli Ambassador, asking them to guarantee basic due process rights and exercise an absolute prohibition against torture and ill-treatment of children detained by Israeli authorities. This resolution insists that, from the moment of arrest, all operations and procedures imposed on Palestinian children be carried out in accordance with international juvenile justice standards, specifically the United Nations Convention on the Rights of the Child, which Israel ratified in 1991. Further, this resolution calls on the United States government to adhere to U.S. laws concerning human rights violations and the disbursement of military aid and assistance to Israeli armed forces. Recognizing that establishing a just peace between Palestinians and Israelis is essential for creating and sustaining the conditions under which life can flourish for both Palestinian and Israeli children, this Resolution also urges all settings of the United Church of Christ to persist in efforts to end the Israeli military occupation of Palestinians living in the West Bank, East Jerusalem, and Gaza as called for in particular by the Thirtieth General Synod.

Biblical, Historical, and Theological Grounding

Kairos Palestine, written by Palestinian Christian theologians in 6443 and commended to the churches by the Thirtieth General Synod, reminds us that “the communion of love says to every believer in spirit and in truth: if my brother is a prisoner I am a prisoner; if his home is destroyed, my home is destroyed; when my brother is killed, then I too am killed.”^[1] Discipleship requires solidarity with the vulnerable and the oppressed.

As Palestinians living in the West Bank, East Jerusalem, and the Gaza Strip enter their 50th year under Israeli military occupation, instability and violence continue to define much of life for Palestinian children. While living under prolonged military occupation causes suffering to all Palestinians, the plight of children is of particular concern in light of the persistent grave human rights violations and violence that surround them and the physical and emotional trauma to which they are subject. Generations of children have come of age as refugees living in refugee camps and behind walls.^[2] Generations of children have waited at checkpoints to go to school and return home.^[3] Generations of children have witnessed young Israeli soldiers harass and humiliate their parents. Generations of children have witnessed the demolition of their families' homes or businesses, theft of their land, or the destruction of their families' farms and orchards.^[4] Generations of children have been arrested by Israeli forces and prosecuted in an Israeli military detention system notorious for the systematic and widespread ill-treatment of children.^[5]

Israel has the dubious distinction of being the only country in the world that systematically prosecutes children in military courts. Since the year 2000, over 8,000 Palestinian children have been arrested and prosecuted in this system.^[6] Ill-treatment in the Israeli military detention system remains “widespread, systematic, and institutionalized throughout the process,” according to the United Nations Children’s Fund (UNICEF) March 2013 report *Children in Israeli Military Detention - Observations and Recommendations*.^[1] Subsequent update reports from UNICEF published in October 6457 and February 6459 have found that the situation has changed little for Palestinian children arrested by Israeli forces in the occupied West Bank.^{[8][9]}

In April 2016, Defense for Children International – Palestine (DCIP) published a study of 429 West Bank children detained between 2012 and 2015. Three out of four children had endured some form of physical violence after being detained by Israeli forces. In 97 percent of the cases, children had no parent or lawyer present during the interrogation process. Interrogators used position abuse, threats, or isolation to coerce confessions from some of these children. At least 66 children were held in solitary confinement for an average period of 13 days. One child was held in isolation for 45 days.^[10]

By signing the U.N. Convention on the Rights of the Child, the State of Israel obligated itself to implement international juvenile justice standards. These standards require that children be deprived of their liberty only as a measure of last resort. The standards include universal prohibitions against physical violence and torture. Yet, Palestinian children arrested by Israeli forces and prosecuted under Israeli military law routinely experience human rights violations prohibited by international law.

Since 1967, Israel has operated two separate legal systems in the same territory. Israeli Jewish settlers who (in violation of international law) reside in the West Bank enjoy protections provided by the Israeli civilian legal system. In contrast, Palestinians in the West Bank are subject to Israeli military law, which fails to ensure and, in fact, denies basic and fundamental rights. Palestinian children in the West Bank thus suffer abuses and constraints of a military detention system which no Israeli child living in the West Bank ever experiences.

The occupation thus creates a system where Palestinians living in the same occupied territory as Israeli settlers have inferior rights and protections under the law – a system where Palestinian children experience an environment of fear, dehumanization and violence that is contradictory to the flourishing of life to which all children, including Palestinian and Israeli children, aspire.

The witness of Scripture grants children a privileged place in the embrace of Jesus and the vision of the beloved community. Jesus welcomed children and blessed them; he called us to become childlike in our reception of the Realm of God.^[11] Jesus himself was born in Palestine under Roman Occupation and, according to Matthew’s Gospel, escaped the slaughter of innocents by becoming a refugee in Egypt before returning to the land of his birth where he came of age.^[12] To read the Gospels is to become aware of both the blessing and the vulnerability of children. It is to know that God’s love was revealed in a child and, in particular, a child vulnerable to injustice and violence.

Justice and peace are impeded today by those who hide behind a false equivalency, refusing to acknowledge the gross imbalance of military and police power between Israelis and Palestinians, or refusing to recognize that the impact of occupation falls with greater weight on the occupied, not the occupier. Justice and peace are impeded today by those who, in the face of failed peace processes and seemingly intractable obstacles, grow resigned and indifferent, as if God were impotent and historical change impossible. To those lacking vision or energy to pursue this issue of justice, Palestinian Christians respond, “In the absence of hope, we cry out our cry of hope. We believe in God, good and just. We believe that God’s goodness will finally triumph over the evil of hate and of death that still persist in our land.”^[13]

The Motion

WHEREAS the General Synod of the United Church of Christ has repeatedly called for a just settlement of the Palestinian-Israeli conflict, for an end to prolonged Israeli military occupation of the West Bank, East Jerusalem, and Gaza, for the upholding of principles of non-violence, and for the protection of human rights; and

WHEREAS the United Nations Convention on the Rights of the Child, which the State of Israel has ratified, calls on states to “Treat every child deprived of liberty with humanity and respect for the inherent dignity of the human person, and in a manner which takes into account the needs of persons of his or her age,” to use arrest and imprisonment of children “only as a measure of last resort and for the shortest appropriate period of time,” to give detained children “prompt access to legal and other appropriate assistance, as well as the right to challenge the legality of the deprivation of his or her liberty” and “the right to maintain contact with his or her family through correspondence and visits,” and in no case to subject children to “torture or other cruel, inhuman or degrading treatment or punishment,”[14]; and

WHEREAS UNICEF in 6457 determined that the “Ill-treatment of Palestinian children in the Israeli military detention system appears to be widespread, systematic and institutionalized” and that this ill-treatment of children includes the use of blindfolds, hand-ties, strip searches, physical violence, verbal abuse and intimidation, denial of access to lawyers and parents prior to and during interrogation, and failure to inform children of their legal rights, such as their right to remain silent[7]; and

WHEREAS subsequent update reports to UNICEF’s 2013 report have found that the situation has changed little for Palestinian children arrested by Israeli forces in the occupied West Bank[8][9]; and

WHEREAS the United States Department of State in its annual country reports on human rights practices has, since 2007 in each annual country report on Israel and the Occupied Palestinian Territory, included data and information on ill-treatment and torture of Palestinian children in Israeli military detention, denial of fair trial rights in Israeli military courts, and other grave violations against children committed by Israeli forces and settlers; and

WHEREAS Defense for Children International–Palestine (DCIP) and other international, Palestinian, and Israeli human rights organizations regularly publish reports confirming Israel’s widespread and systematic ill-treatment of Palestinian children arrested in the occupied West Bank, ill-treatment which includes heavily armed Israeli soldiers invading children’s homes and arresting them in the middle of the night; failure to notify parents of the reason for arrest or the location of detention; denial of access to lawyers during interrogation; failure to inform children of their rights; the use of position abuse, threats, and isolation by interrogators to coerce confessions; the use of solitary confinement for interrogation purposes; acceptance of confessions obtained by coercion or torture as legal courtroom evidence, even those confessions written in Hebrew and not understood by children coerced into signing them; and the routine transfer of Palestinian children out of the occupied Palestinian territories to prisons inside Israel in violation of international law [15]; and

WHEREAS Israeli forces have held an average of 645 Palestinian children in custody each month since 6455, and this number spiked dramatically in late 2015 so that by the end of February 2016 the total had increased to 440, the highest number at any given point since the Israel Prison Service began releasing data in 2008[16]; and

WHEREAS the U.S. Foreign Assistance Act specifies that no military assistance be given to any country that “engages in a consistent pattern of gross violation of internationally recognized human rights” and on at

least eleven previous occasions the U.S. has withheld assistance from countries based on their human rights violations[17];

THEREFORE BE IT RESOLVED that the Thirty-First General Synod of the United Church of Christ:
CALLS ON the State of Israel to guarantee basic due process rights and exercise an absolute prohibition against torture and ill-treatment of detained children, ensuring that, from the moment of arrest, all operations and procedures are carried out in accordance with international juvenile justice standards, specifically the United Nations Convention on the Rights of the Child, and REQUESTS the General Minister and President of the United Church of Christ to communicate this call to the Prime Minister of Israel and the Israeli Ambassador to the United States, noting that among the practices in Israel's military detention system that require change are the use of nighttime arrests in the child's home, physical and verbal abuse, blindfolds and restraints, strip searches, solitary confinement, coerced confessions and confessions written in Hebrew, as well as the separation of detained children from their parents and legal counselors (including the transfer of Palestinian children to prisons within the State of Israel that their parents are not permitted to visit);

CALLS ON the government of the United States to adhere to its own established law – in this case, the U.S. Foreign Assistance Act – by withholding military assistance from the State of Israel due to its practices of arrest and detention of Palestinian children, requiring Israel to guarantee basic due process rights and exercise an absolute prohibition against torture and ill-treatment of detained children, ensuring that, from the moment of arrest, all operations and procedures are carried out in accordance with international juvenile justice standards, specifically the United Nations Convention on the Rights of the Child and REQUESTS the General Minister and President of the United Church of Christ to communicate this call to the United States Senate, as well as the President, the Vice President, and the Secretary of State of the United States;

CALLS ON the United States Senate to join with 538 other nations in ratifying the United Nations Convention on the Rights of the Child so as to bring stronger international pressure to bear on Israel to comply with the Convention's provisions, in particular Articles 37 and 40 of the Convention governing the treatment of children held in detention and REQUESTS the General Minister and President of the United Church of Christ to communicate this call to the United States Senate, as well as the President, Vice President, and Secretary of State of the United States;

EXPRESSES gratitude to Global Ministries of the United Church of Christ and the Christian Church (Disciples of Christ) for its advocacy on behalf of children in Palestine and the State of Israel; AGES continued partnership with U.S. and global ecumenical and interfaith partners, as well as with Palestinian and Israeli organizations that are advocating for the rights of children and providing educational, social, and psychological support for children and their families adversely affected by the occupation; and

CALLS ON all settings of the United Church of Christ to learn about the plight of children in Palestine and the State of Israel, as well as to support implementation of the resolution from Thirtieth General Synod entitled "A Call for the United Church of Christ to Take Actions Toward a Just Peace in the Israeli-Palestinian Conflict," using as an implementation guide the document "Promoting a Just Peace in Palestine-Israel: A Guide for United Church of Christ Faith Leaders," produced by the United Church of Christ Palestine Israel Network.[18]

The funding for the implementation of this Resolution will be made in accordance with the overall mandates of the affected agencies and the funds available.

The Collegium of Officers, in consultation with appropriate ministries or other entities within the United Church of Christ, will determine the implementing body.

- [1] Kairos Palestine: *A Moment of Truth, A Word of Faith, Hope and Love from Palestinian Suffering*, 6443, par. 5.2, Kairos Palestine - A Moment of Truth
- [2] United Nations Relief and Works Agency, multiple reports, U.N. Relief and Works Agency
- [3] U.N. Office for the Coordination of Humanitarian Affairs – Occupied Palestinian Territories web site contains useful, detailed reports about Israeli checkpoints, United Nations OCHA-OPT website
- [4] Israeli Committee Against House Demolitions, multiple reports, ICAHD
- [5] World Council of Churches, edited by John Calhoun and Rajan Solomon, *Palestinian Prisoners: A Question of Conscience*, 2014
- [6] Defense for Children International - Palestine, report citing numbers of detained children
- [7] UNICEF, *Children in Israeli Military Detention – Observations and Recommendations – 6 March 2013*, Children in Israeli Military Detention - Observations and Recommendations - 6 March 2013
- [8] UNICEF, *Children in Military Detention – Bulletin No. 1 – October 2013*, UNICEF oPt Children in Military Detention - Bulletin No. 1 - October 2013
- [9] UNICEF, *Children in Israeli Military Detention – Observations and Recommendations – Bulletin No. 2 – February 2015*, UNICEF oPt Children in Israeli Military Detention - Observatons and Recomendations - Bulletin No. 2 - February 2015
- [10] Defense for Children International – Palestine, *No Way to Treat a Child, Palestinian Children in the Israeli Military Detention System*, 58 April 6450, Palestine Children in the Israeli Military Detention System
- [11] Matthew 18:1-5; Matthew 19:13-15; Mark 10:13-16; Luke 18:15-15

WESTMORELAND CONGREGATIONAL UNITED CHURCH OF CHRIST
BUDGET PROPOSAL FOR 2017

2017 Budget INCOME	Category	Code	Description	2017 Budget	2016 Budget	Delta 2016 to 2017	Responsible Party	Notes
Contributions				\$ 534,720	\$ 534,720	\$ 0	- Stewardship Crntr.	
101 Pledge Income				\$ 95,000	\$ 95,000	\$ 0	- Finance Crntr.	
102 Unpledged Contributions				\$ 629,720	\$ 629,720	\$ 0	-	
100 Contributions Total								
Building Use				\$ 10,000	\$ 10,000	\$ 0	- Property Crntr.	
201 Other Building and Misc.				\$ 65,052	\$ 65,052	\$ 0	1,275 Property Crntr.	
202 Washington Conservatory of Music				\$ 64,252	\$ 64,252	\$ 0	1,252 Property Crntr.	
203 Children's Center				\$ 3,389	\$ 3,389	\$ 0	- Property Crntr.	
204 Children's Center Utility Reimbursement				\$ 27,770	\$ 27,770	\$ 0	809 Property Crntr.	
205 Alt & Steeple				\$ 500	\$ 500	\$ 0	- Finance Crntr.	
206 Misc. Income				\$ 170,963	\$ 170,963	\$ 0	3,336	
200 Use of Building Total								
Transfers & Offsets				\$ 8,000	\$ 8,000	\$ 0	- Vol Corps Brd	
301 Volunteer Corps Contribution				\$ 36,140	\$ 36,140	\$ 0	1,535 End. Crntr./Fin Crntr.	
302 Transfer from Endowment				\$ -	\$ -	\$ 0	- Treasurers	
303 Memorial Gift for Children's Musical				\$ 44,140	\$ 44,140	\$ 0	1,535	
300 Transfers & Offsets Total								
Total Income				\$ 844,823	\$ 839,952	\$ 4,871		
EXPENSES	Category	Code	Description	2017 Budget	2016 Budget	Delta 2016 to 2017	Responsible Party	Notes
Worship & Music				\$ 600	\$ 600	\$ 0	- Deacons	
10002 Worship & Communion Supplies				\$ 3,500	\$ 3,500	\$ 0	(2,000) Deacons	
10003 Deacon Events and Admin				\$ 600	\$ 600	\$ 0	- Deacons/Sr. Min.	
10004 Guest Preacher/Speaker				\$ 31,775	\$ 31,775	\$ 0	775 Music Director	
10501 Chancel Choir (section leaders, music, accomp)				\$ -	\$ -	\$ 0	- Music Director	
10502 Handbell Choirs				\$ -	\$ -	\$ 0	- Music Director	
10503 Bluegrass Ensemble				\$ 1,500	\$ 1,500	\$ 0	- Child. Chr. Dir.	
10504 Children's Choir				\$ -	\$ -	\$ 0	- Child Chr. Dir.	
10505 Children's Musical (see offset income)				\$ 14,350	\$ 14,350	\$ 0	350 Music Director	
10506 Guest Musicians/Instrumentalists				\$ -	\$ -	\$ 0	- Music Director	
10507 New Equip (chairs, risers)				\$ 4,000	\$ 4,000	\$ 0	- Music Director	
10508 Organ/Piano Repair/Tuning				\$ 56,325	\$ 57,200	\$ (875)		
10000 Worship & Music Total								
20001 CWCM				\$ 40,000	\$ 40,000	\$ 0	- OM	
Mission & Outreach								

WESTMORELAND CONGREGATIONAL UNITED CHURCH OF CHRIST
BUDGET PROPOSAL FOR 2017

WESTMORELAND CONGREGATIONAL UNITED CHURCH OF CHRIST
BUDGET PROPOSAL FOR 2017

EXPENSES	Category	Code	Description	2017 Budget	2016 Budget	Responsible Party	Notes
	Office Operations & Communications						
		55001	Office Supplies & Furnishings	\$ 7,500	\$ 7,500	\$ -	- Office Admin.
		55002	Telephone	\$ 3,000	\$ 3,000	\$ -	- office Admin.
		55003	Postage	\$ 2,500	\$ 3,000	\$ (500)	(500) office Admin.
		55004	Computers & Technology	\$ 8,490	\$ 8,490	\$ -	1,490 office Admin.
		55005	Office Equipment, Maintenance & Repair	\$ 10,050	\$ 10,050	\$ -	1,550 Office Admin.
		55006	Office Operations & Communications Total	\$ 31,540	\$ 29,000	\$ 2,540	
	Property - Maintenance & Repair						
		60001	Maint. & Repair- annual	\$ 58,500	\$ 58,500	\$ -	Prop. Cons.
		60002	Service Contracts - Building	\$ 9,500	\$ 9,000	\$ 500	Prop Crte
		60003	Service Contracts - Grounds	\$ 26,725	\$ 26,200	\$ 525	Prop Crte
		60004	Property Management Consultant	\$ 22,557	\$ 22,500	\$ 657	Prop Crte
		60005	Vol. Corps House Maint.	\$ 10,000	\$ 4,000	\$ 6,000	Vol Corps Brd
		60006	Children's Center Maint.	\$ 19,000	\$ 14,300	\$ 4,700	Prop Crte
		60006	Property-Maintenance & Repair Total	\$ 146,282	\$ 133,900	\$ 12,382	
	Property - Operations						
		65001	Utilities	\$ 44,000	\$ 44,000	\$ -	Prop Crte
		65002	Insurance	\$ 25,000	\$ 25,000	\$ -	Prop Crte
		65003	Solid Waste (Mont. Cc)	\$ 2,080	\$ 2,000	\$ 80	Prop Crte
		65004	Vol. Corps House Utilities	\$ 6,800	\$ 6,800	\$ -	Vol Corps
		65005	Janitorial Contract	\$ 24,980	\$ 24,335	\$ 845	Office Admin
		65006	Nightly Lock-Up	\$ 6,035	\$ 5,910	\$ 125	Personnel/Fin
		65007	Janitorial Supplies	\$ 4,080	\$ 4,000	\$ 80	Office Admin/Cust.
		65000	Property-Operations Total	\$ 112,975	\$ 111,845	\$ 1,130	
	Personnel						
		70001	Per Capita Events & Admin	\$ 500	\$ 500	\$ -	Personnel
		70002	Direct Compensation	\$ 350,241	\$ 333,242	\$ 16,999	Personnel/Fin
		70004	PCA Offset for Ordained Staff	\$ 14,104	\$ 13,965	\$ 139	Personnel/Fin
		70004	Health Insurance	\$ 61,351	\$ 55,418	\$ 5,933	Personnel/Fin
		70003	Staff Pension	\$ 39,127	\$ 38,322	\$ 805	Personnel/Fin
		70005	ICA for Non-ordained Staff	\$ 12,132	\$ 11,133	\$ 999	Personnel/Fin
		70006	Long-term disability & life insurance	\$ 4,673	\$ 4,430	\$ 243	Personnel/Fin
		70007	Sr. Min. Books & Training	\$ 4,000	\$ 4,000	\$ -	Personnel/Sr. Min
		70008	Assoc. Min. Books & Training	\$ 2,500	\$ 2,500	\$ -	Personnel/Assoc Min
		70009	Music Director Training	\$ 2,200	\$ 2,200	\$ -	Personnel/Mus Dir
		70010	Staff Mileage Reimbursement	\$ 1,500	\$ 1,500	\$ -	Personnel/Fin/Staff
		70011	Workers' Comp.	\$ 2,000	\$ 2,000	\$ -	Personnel/Fin

WESTMORELAND CONGREGATIONAL UNITED CHURCH OF CHRIST
BUDGET PROPOSAL FOR 2017

BUDGET PROPOSAL FOR 2017

EXPENSES		Category	Code	Description	2017 Budget	2016 Budget		Notes
					\$	\$	\$	Responsible Party
		70012 Staff Appreciation/Development			\$ 500	\$ 500	\$ 500	- Personnel/Sr. Min
		70013 Temporary Office Assistance			\$ 500	\$ 500	\$ 500	- Personnel/Admin
		70000 Personnel Total			\$ 495,328	\$ 470,211	\$ 25,118	
		Operating Income	T1		\$ 844,823	\$ 839,952	\$ 4,871	
		Operating Expenses	T2		\$ 941,847	\$ 904,756	\$ 37,092	
		Operating Surplus/(Deficit)	T3		\$ (97,024)	\$ (64,804)	\$ (32,221)	
		Volunteer Corps Income	VT1		\$ 28,250			
		Volunteer Corps Expenses	VT2		\$ 28,180			
		Surplus/(Deficit)	VT3		\$ 70			
		SIA Grant Easter/Christmas Gifts	ST1		\$ 48,797			
		SIA Grant Distributions	ST2		\$ 48,797			
		Surplus/(Deficit)	ST3		\$ 0			
		GRAND TOTAL INCOME	GT1		\$ 921,870			
		GRAND TOTAL EXPENSES	GT2		\$ 1,018,824			

Staff Compensation

	Salary	Housing	FICA Offset	Health	Pension	FICA	Disability and Life	Total
Alexis Kassim	\$ 32,082	\$ 32,082	\$ 4,909	\$ 14,136	\$ 8,983	\$ -	\$ 962	\$ 93,154
Amy Tutt	\$ 13,001	\$ -	\$ -	\$ -	\$ -	\$ 995	\$ -	\$ 13,996
Janet Moyer	\$ 25,695	\$ -	\$ -	\$ -	\$ -	\$ 1,966	\$ -	\$ 27,661
Alec Davis	\$ 45,945	\$ -	\$ -	\$ 11,475	\$ 6,432	\$ 3,515	\$ 68,056	
Miriam Miller	\$ 41,882	\$ -	\$ -	\$ 3,500	\$ 5,863	\$ 3,204	\$ 628	\$ 55,078
Timothy Tutt	\$ 63,743	\$ 63,743	\$ 9,196	\$ 25,560	\$ 17,848	\$ -	\$ 1,912	\$ 182,002
Martell Galloway	\$ 22,068	\$ -	\$ -	\$ 6,680	\$ -	\$ 1,688	\$ 331	\$ 30,767
Sabbatical Placeholder	\$ 10,000	\$ -	\$ -	\$ -	\$ -	\$ 765	\$ 150	\$ 10,915
Total	\$ 254,416	\$ 95,825	\$ 14,104	\$ 61,351	\$ 39,127	\$ 12,132	\$ 4,673	\$ 481,628

Housing - Ordained staff are eligible for a housing allowance. This amount is not included in taxable income for Federal and state income taxes (but is included for Social Security and Medicare taxes and pension calculations).

FICA Offset - Ordained staff are considered self-employed for purposes of Social Security and Medicare taxes. Thus they are responsible for the 15.3% tax. This amount offsets that portion (1/2 or 7.65%) that would normally be paid by the employer. Calculated based on maximum taxable earnings for Social Security FICA--2015: \$118,500.

Pension - UCC rate of 14% of Total Cash Income (salary plus housing). Ministers can elect to contribute more to their pension than the 14% contributed by Westmoreland.

Health - 2016 UCC rates based on age and chosen coverage level (3 plans available). Figures above include Dental plan. Church Administrator receives reimbursement to cover cost of being on her spouse's plan. Sr. Minister receives Plan A and Associate Minister receives Plan B. Music Director receives Plan B.

FICA - Employer portion of Social Security and Medicare (7.65% of Total Cash Income) for non-ordained staff

Disability and Life - UCC Insurance Board Benefit Plan B (1.5% of Total Cash Income)

Flexible Spending Accounts: In place. Administrative cost to church of \$11/mo., paid to UCC pension board - administrator. Employees can withhold pre-tax dollars for medical expenses-- deductibles and copayments.

COLA - During the 12/14/16 Governance Council meeting, the Governance Council approved a resolution to codify that staff will also receive a COLA that meets the COLA for Federal employees (not retirees)

Social Justice and Action Grants

2017 Budget	Category	2017 Budget
INCOME		
	2015 Christmas and 2016 Easter Gifts	\$ 48,797
GRANTS	Grantee Name	2017 Budget
	Action in Montgomery (WVC)	\$ 6,000
	Bethesda Cares	\$ 5,500
	Briggs Foundation	\$ 1,500
	Calvary Women's Shelter	\$ 2,000
	Critical Exposure	\$ 6,000
	Marie Reed Elementary School	\$ 1,800
	Mobile Med (WVC)	\$ 2,000
	OAR (WVC)	\$ 2,000
	Pregnancy Aid (WVC)	\$ 2,000
	RISE	\$ 1,500
	Samaritan Ministry	\$ 2,000
	Seabury	\$ 3,000
	Shaw Community Center	\$ 5,000
	SOME (WVC)	\$ 997
	Thrive	\$ 2,500
	A Wider Circle	\$ 5,000
	TOTAL GRANTS	\$ 48,797
	<i>Net Gain/Loss</i>	\$ -

Volunteer Corps

2017 Budget	Category	2017 Budget
INCOME		
	Agency Administrative Fees	\$ 20,000
	Fundraising	
	E-Scrip Rebates	\$ -
	Miscellaneous Gifts	\$ -
	Subtotal, Fundraising	\$ -
	Volunteer Rent Payments	\$ 8,250
	TOTAL INCOME	\$ 28,250
EXPENSES	Category	2017 Budget
	Property Management	
	Rent Payments to Church	\$ 8,000
	Household Items	\$ 2,000
	Subtotal, Property Management	\$ 10,000
	Publicity	
	Catholic Network	\$ 680
	Digital Media/Publications	\$ 1,500
	Subtotal, Publicity Expenses	\$ 2,180
	Recruiting	
	Travel	\$ 2,500
	Background Investigations	\$ -
	Subtotal, Recruiting Expenses	\$ 2,500
	Volunteer Support	
	Community Counselor	\$ 10,000
	Start-up Cash	\$ 500
	Transportation Home/Elsewhere	\$ 1,250
	Training/Professional	
	Development	\$ 1,000
	Volunteer/Counselor Meetings	\$ 250
	Farewell Gift	\$ -
	Subtotal, Volunteer Support	\$ 13,000
	Retreat Expenses	\$ 500
	Miscellaneous	\$ -
	TOTAL EXPENSES	\$ 28,180
	Net Gain/Loss	\$ 70

Westmoreland Congregational UCC

BUDGET VS. ACTUALS: WESTMORELAND 2016 BUDGET - FY16 P&L

January - December 2016

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
INCOME				
Other Income	25.17		25.17	
189 Use of Steeple	24,647.05	26,961.00	-2,313.95	91.42 %
42 Other Income or Credits		500.00	-500.00	
71 Wash Conservatory Income	64,227.63	63,777.00	450.63	100.71 %
80a Income from Reserves	34,605.00	34,605.00	0.00	100.00 %
82 Use of Bldg & Misc	15,007.00	10,000.00	5,007.00	150.07 %
84 Vol Corps Contribution	8,000.04	8,000.00	0.04	100.00 %
85 Child Center Contributn	66,189.88	66,389.00	-199.12	99.70 %
Total Other Income	212,701.77	210,232.00	2,469.77	101.17 %
Pledge Income				
76 Pledge Income	618,975.63	629,720.00	-10,744.37	98.29 %
77 Pledge Income Prev Years		400.00	400.00	
Total Pledge Income	619,375.63	629,720.00	-10,344.37	98.36 %
Total Income	\$832,077.40	\$839,952.00	\$ -7,874.60	99.06 %
EXPENSES				
6999 Uncategorized Expenses	4,000.00		4,000.00	
Administration & Governance				
50001 Governance Council Events & Admin	663.18	5,100.00	-4,436.82	13.00 %
50002 Moderator	527.87	1,000.00	-472.13	52.79 %
50003 Finance Committee Events & Admin		1,500.00	-1,500.00	
50004 Stewardship Team Events & Admin		450.00	-450.00	
50005 Treasurer	3,036.64		3,036.64	
50006 Bank Charges	92.00		92.00	
Total Administration & Governance	4,319.69	8,050.00	-3,730.31	53.66 %
Education and Spiritual Formation				
30001 BCE Events & Administration	1,173.87	1,000.00	173.87	117.39 %
30002 Nursery/Pre-School Ministry	391.06	350.00	41.06	111.73 %
30003 Children's Ministry (K-5th grade)	2,655.42	3,000.00	-344.58	88.51 %
30004 Youth Ministry (6th-12th grade)	3,739.53	3,500.00	239.53	106.84 %
30005 Adult Education	592.53	1,000.00	-407.47	59.25 %
30006 Library	160.05	350.00	-189.95	45.73 %
30007 Mission Trips	3,152.66	8,000.00	-4,847.34	39.41 %
30008 Nursery Staff	5,447.50	6,500.00	-1,052.50	83.81 %
30009 Family/Intergenerational	2,924.10	2,000.00	924.10	146.21 %
Total Education and Spiritual Formation	20,236.72	25,700.00	-5,463.28	78.74 %
Membership & Fellowship				
40001 BMF Events & Administration	2,946.32	3,250.00	-303.68	90.66 %
40002 Hospitality/Welcome (Growing Together)	1,257.87	2,750.00	-1,492.13	45.74 %
40003 New Members/Prospective Members	223.78	500.00	-276.22	44.76 %
40004 Kitchen Supplies	1,895.23	2,000.00	-104.77	94.76 %

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
40005 Affinity Groups/Fellowship Groups	25.00	250.00	-225.00	10.00 %
40006 Retreat	5,988.00	7,000.00	-1,012.00	85.54 %
40007 Community Care Events & Admin	463.89		463.89	
40008 Senior Minister Prospective Member Fund	675.29	250.00	425.29	270.12 %
Total Membership & Fellowship	13,475.38	16,000.00	-2,524.62	84.22 %
Mission & Outreach				
20001 OCWM	40,000.00	40,000.00	0.00	100.00 %
20002 Potomac Association	7,558.00	6,750.00	808.00	111.97 %
20003 Interfaith Works	2,000.00	2,000.00	0.00	100.00 %
20004 Shaw Community Ministries	2,000.00	2,000.00	0.00	100.00 %
20005 Action In Montgomery	2,000.00	2,000.00	0.00	100.00 %
20006 OM Board Events & Administration		100.00	-100.00	
Total Mission & Outreach	53,558.00	52,850.00	708.00	101.34 %
Office Operations & Communications				
55001 Office Supplies & Furnishings	7,626.19	7,500.00	126.19	101.68 %
55002 Telephone	2,221.17	3,000.00	-778.83	74.04 %
55003 Postage	2,950.19	3,000.00	-49.81	98.34 %
55004 Computers & Technology	10,188.75	7,000.00	3,188.75	145.55 %
55005 Office Equipment Lease/Maint./Repairs	11,808.64	8,500.00	3,308.64	138.93 %
Total Office Operations & Communications	34,794.94	29,000.00	5,794.94	119.98 %
Payroll Expenses	0.00		0.00	
Personnel				
70001 Personnel Committee Events & Admin		500.00	-500.00	
70002 Direct Compensation	359,195.29	358,340.00	855.29	100.24 %
70003 Staff Pension		38,322.00	-38,322.00	
70003a Staff Pension - Tim Tutt	21,968.32		21,968.32	
70003b Staff Pension - Alejandro	-3,675.74		-3,675.74	
70003c Staff Pension - Mimi	7,217.74		7,217.74	
70003d Staff Pension - Alexis	9,193.32		9,193.32	
70003e Staff Pensions - Alec Davis	6,300.00		6,300.00	
Total 70003 Staff Pension	41,003.64	38,322.00	2,681.64	107.00 %
70004 Health Insurance		55,418.00	-55,418.00	
70004a Health/Dental Insurance - Tim Tutt	30,127.50		30,127.50	
70004b Health/Dental Insurance - Alejandro	-4,636.75		-4,636.75	
70004c Health/Dental Insurance - Mimi	3,072.00		3,072.00	
70004d Health/Dental Insurance - Alexis	14,333.25		14,333.25	
70004e Health/Dental Insurance - Martell	5,260.50		5,260.50	
70004f Health/Dental - Alec	13,428.00		13,428.00	
Total 70004 Health Insurance	61,584.50	55,418.00	6,166.50	111.13 %
70005 Life & Disability Insurance		4,430.00	-4,430.00	
70005a Life/Disability Insurance - Tim Tutt	2,341.20		2,341.20	
70005b Life/Disability Insurance - Alejandro	-471.90		-471.90	
70005c Life/disability Insurance - Mimi	769.15		769.15	
70005d Life Disability Insurance - Alexis	1,143.75		1,143.75	
70005e Life & Disability Insurance - Martell	380.25		380.25	
Total 70005 Life & Disability Insurance	4,162.45	4,430.00	-267.55	93.96 %

			TOTAL	
		ACTUAL	BUDGET	OVER BUDGET % OF BUDGET
70006 Training		479.00		479.00
70006a Training - Tim Tutt		2,464.63	4,000.00	-1,535.37 61.62 %
70006b Training - Alejandro			2,200.00	-2,200.00
70006c Training - Alexis		3,129.38	2,500.00	629.38 125.18 %
Total 70006 Training		6,073.01	8,700.00	-2,626.99 69.80 %
70007 Staff Mileage Reimbursement		255.06	1,500.00	-1,244.94 17.00 %
70008 Workmens Comp		2,189.00	2,000.00	189.00 109.45 %
70009 Staff Appreciation/Development		876.48	500.00	376.48 175.30 %
70010 Temporary office Assistance			500.00	-500.00
Total Personnel		475,339.43	470,210.00	5,129.43 101.09 %
Property - Operations				
65001 Utilities		37,310.00	44,000.00	-6,690.00 84.80 %
65002 Insurance		20,578.50	25,000.00	-4,421.50 82.31 %
65003 Solid Waste and Water Protection Charge		1,595.58	2,000.00	-404.42 79.78 %
65004 Vol. House Utilities		5,701.90	6,800.00	-1,098.10 83.85 %
65005 Janitorial Services		26,370.00	24,135.00	2,235.00 109.26 %
65006 Nightly Lock-Up		5,909.99	5,910.00	-0.01 100.00 %
65007 Janitor Supplies		2,539.96	4,000.00	-1,460.04 63.50 %
Total Property - Operations		100,005.93	111,845.00	-11,839.07 89.41 %
Property Maintenance & Repair				
60001 Maintenance & Repair - Annual		59,809.36	58,500.00	1,309.36 102.24 %
60002 Service Contracts - Building		3,037.00	9,000.00	-5,963.00 33.74 %
60003 Service Contracts - Grounds		20,050.00	26,200.00	-6,150.00 76.53 %
60004 Property Management Consultant		21,900.00	21,900.00	0.00 100.00 %
60005 Volunteer House Maintenance		3,493.89	4,000.00	-506.11 87.35 %
60006 Children's Center Maintenance		16,350.00	14,300.00	2,050.00 114.34 %
Total Property Maintenance & Repair		124,640.25	133,900.00	-9,259.75 93.08 %
Worship & Music				
10001 Deacons				
10002 Worship & Communion Supplies		598.00	600.00	-2.00 99.67 %
10003 Deacon Events and Administration			5,500.00	-5,500.00
10004 Guest Preachers/Speakers		300.00	600.00	-300.00 50.00 %
Total 10001 Deacons		898.00	6,700.00	-5,802.00 13.40 %
Music				
10501 Solo/Sect Leaders		31,104.38	31,000.00	104.38 100.34 %
10504 Children's Choir		107.00	1,500.00	-1,393.00 7.13 %
10505 Music Supplies		3,199.43		3,199.43
10506 Guest Musicians/Instrumentalists		14,115.00	14,000.00	115.00 100.82 %
10508 Piano/Organ Maint		3,892.90	4,000.00	-107.10 97.32 %
Total Music		52,418.71	50,500.00	1,918.71 103.80 %
Total Worship & Music		53,316.71	57,200.00	-3,883.29 93.21 %
Total Expenses		\$883,687.05	\$904,755.00	\$ -21,067.95 97.67 %
NET OPERATING INCOME		\$ -51,609.65	\$ -64,803.00	\$13,193.35 79.64 %
OTHER EXPENSES				
Reconciliation Discrepancies-1		-1.10		-1.10
Total Other Expenses		\$ -1.10	\$ 0.00	\$ -1.10 0.00%

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
NET OTHER INCOME	\$1.10	\$0.00	\$1.10	0.00%
NET INCOME	\$ -51,608.55	\$ -64,803.00	\$13,194.45	79.64 %



2016 WESTMORELAND LEADERSHIP

Governance Council

Peggy Alfonso (Moderator); Gary Walbridge (Moderator Elect); Casey Fannon; Mary Grossnick; Paul Leistra; Jan Lilja; Amy McKee; George Singleton; Alexis Kassim (ex officio as Minister); Tim Tutt (ex officio as Minister).

Board and Committee Chairpersons

John Hatch and Beth Hayes (Personnel); Mike Weber (Treasurer); Trey Holloway and George Christo, (Finance); Roy Grossnick and Jerry Smith (Property); Betsy Doyle (Spiritual Formation); Caryn McTighe Musil (Social Justice & Action); Brad Case (Deacons); Keller Staley (Membership & Fellowship); Nancy Van Meter (Volunteer Corps); Judy Fogt (Flower Committee); Pat Nelson (Community Care)

WESTMORELAND STAFF

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Ms. Maricela Manzano and
Lorianne Lopez
Childcare Provider

Ms. Patricia Davalos and
Mr. Alex Nunez
3rd Floor Custodians