

Annual Report 2021

**The Chevy
Chase
Presbyterian
Church**

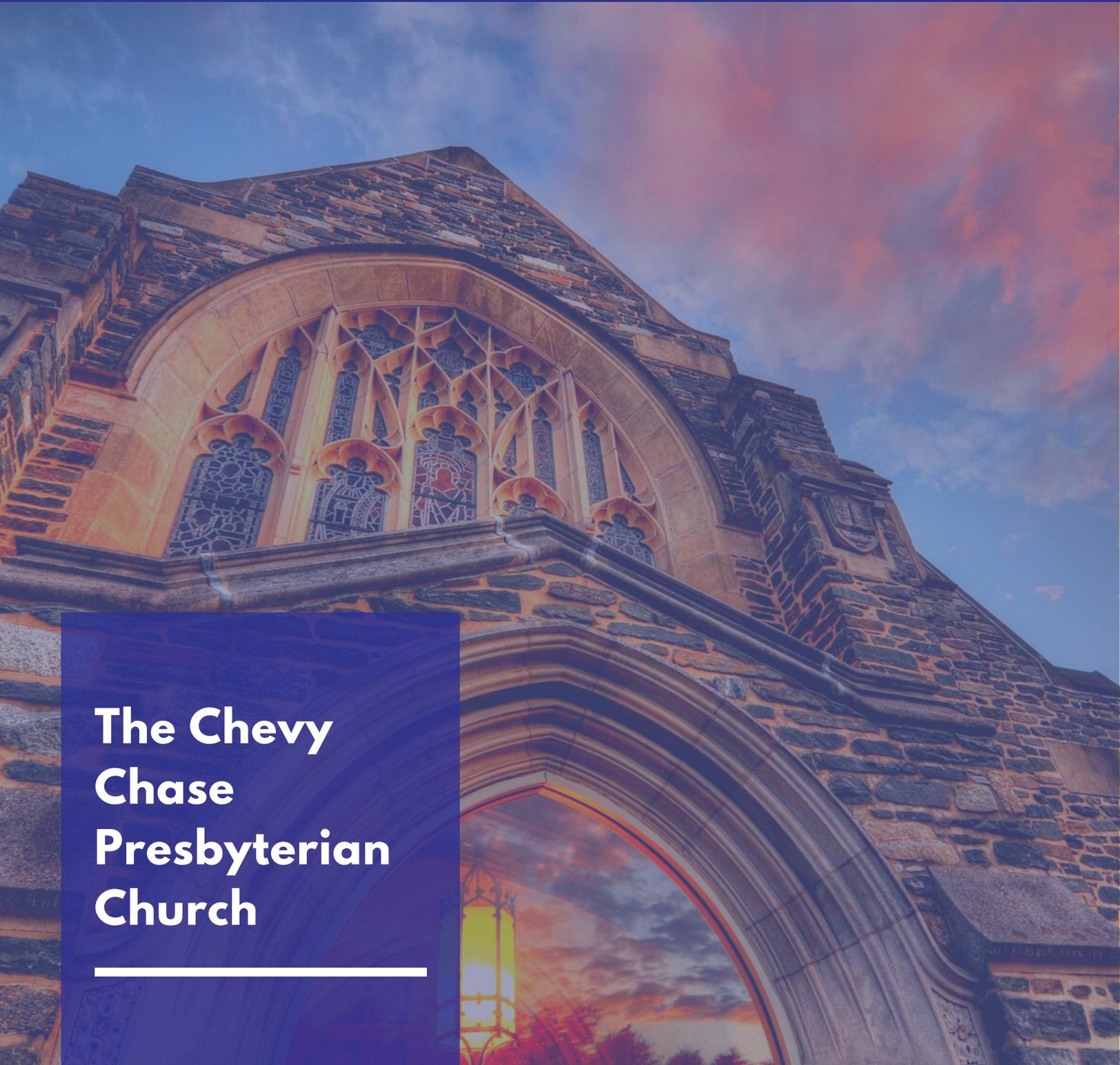




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The Chevy Chase Presbyterian Church seeks to be a congregation where **God is the center** of our lives; we **celebrate children and youth** and equip them with faith to meet life's challenges; and we **work for justice** in local and global communities.

Christ our Center. Children our Blessing. Justice our Passion.

Senior Pastor's Report

The Rev. Molly Blythe Teichert

23 Then Jesus got into the boat and his disciples followed him. 24 Suddenly a furious storm came up on the lake, so that the waves swept over the boat. But Jesus was sleeping. 25 The disciples went and woke him, saying, "Lord, save us! We're going to drown!"

26 Jesus replied, "You of little faith, why are you so afraid?" Then he got up and rebuked the winds and the waves, and it was completely calm. – Matthew 8:23-26



The beginning of 2021 found the world still in the midst of the COVID 19 storm that had engulfed the world in early 2020. We have seen the waves of COVID rise and fall. At times our nation's hospitals have been swamped to overflowing. Even when we thought the crisis had abated, the nation was buffeted by a wave named Delta and another named Omicron. With Jesus in the boat, we are weathering the storm with constant faith, perseverance, and creativity.

The pandemic was raging in January so we continued worshiping virtually. We were glad to put names with faces in our "Zoom squares" and meet new people in our virtual coffee hour breakout rooms. Bible Study, Open Forum, TAP, the Needlework Group and many other ministries continued to meet online. Through the vigilance of the staff of the Weekday Nursery School and After School Program, these ministries remained open to serve the community.

In July, Associate Pastor Rev. Eric Peltz announced that his family was moving to Williamsburg, Virginia where his wife Ellen had been offered her "dream job." After six years of ministry, we were sad to say good-bye. We celebrated Eric's ministry and prayed for the Peltz family as they embarked on their next adventure.

The Holy Spirit began to stir our imaginations about what could be next? Where would God have us go? Who would God call as our next Associate Pastor? Our Inclusion and Racial Justice Task Force was teaching us to be intentional about diversity. Under the guidance of National Capital General Presbyter Rev. John Molina-Moore, we began the search for a temporary associate pastor.

Senior Pastor's Report

The Rev. Molly Blythe Teichert (continued)

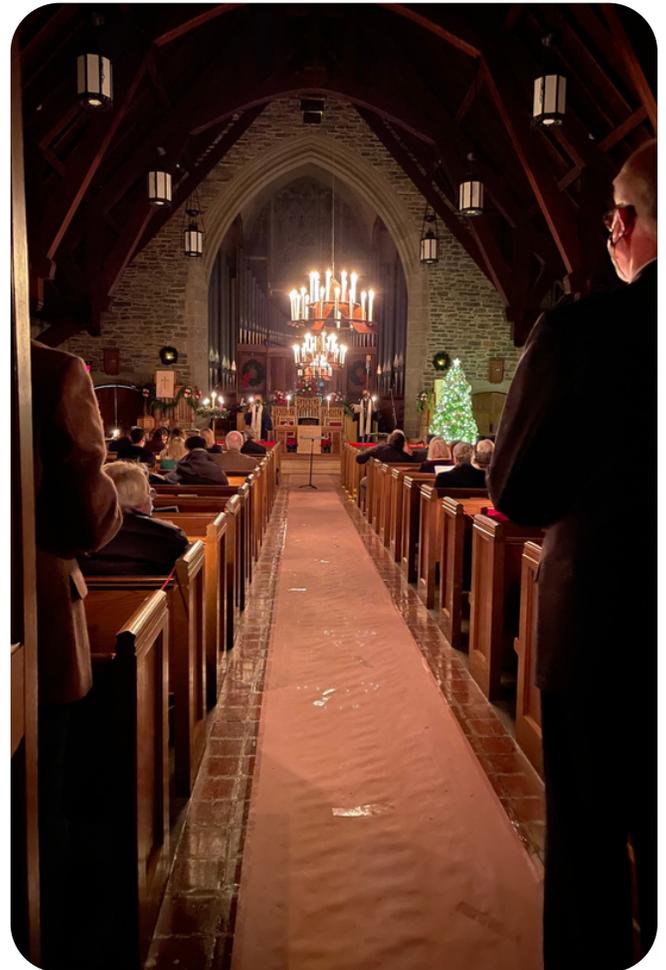
We returned to in-person at the end of summer and began to open the building. We continued to be intentional about doing our part to mitigate the spread of this disease by social distancing and mask wearing. We adapted our worship technology so that people could worship in the sanctuary or continue to worship by Zoom. We held the ship steady when the Delta wave hit.

The Holy Spirit led us to examine the roots our ministry and seek to renew them. The Stewardship Campaign lifted up five roots to restore: 1) our commitment to fair pay for staff, 2) our ministries to the youth of our congregation who suffered greatly during the pandemic, 3) hands-on-mission opportunities, 4) Racial Justice and Inclusion, 5) the creation of more Spirituality groups. Even as we began to think on these things the Holy Spirit brought us the Rev. Keith Thompson. Pastor Keith delights in youth ministry, he understands the meaning of inclusion, he is committed to justice, and he has experience creating a small groups ministry. Thanks be to God!

By the end of the year the Omicron wave came on strong. All around the City churches closed their doors for Christmas Eve services. Chevy Chase Presbyterian Church held six services. We celebrated the birth of Christ all day long. It felt like a triumphant end to a tumultuous year.

As I write this in February of 2022, we have just returned to in person worship having had to close for the first seven weeks of the year. Almost 6 million people have died in the pandemic, nearly 950,000 in the United States. We have not yet reached the other side of this pandemic. We do not know if new waves will rise. We do know that Jesus is in the boat to see us through the storm. We will remain faithful, and we will not be afraid.

God's Blessings,
Molly



Associate Pastor's Report

The Rev. Keith Thompson



I find it hard to tell if the three months I have been at CCPC feel more like 3 weeks or 3 years. In some ways, time is flying by. I can hardly believe Lent is starting when my first Sunday was just the first Sunday of Advent. Surely not that much time has passed! And, yet, I feel like I have been able to meet and begin forming relationships with quite a number of you. As I reflect on my time here thus far, I do not have to look hard to see God's work moving through this place and my call to this community.

Before arriving, I felt God calling me to a setting in which I would have the opportunity to interact with the entire congregation. My first three months have certainly given me that opportunity. I have enjoyed spending time with the Deacons, the Session, Needlework Group, Refugee Steering Committee, and youth. And besides all those groups, many more members have reached out to connect and welcome me. The hospitality of this congregation is certainly impressive.

As I look at what is coming over the next several months, my excitement is only mounting. I cannot wait to begin a confirmation class this spring with our young people. To me, confirmation is so much fun to be a part of because it is a season built around asking questions and conversation. Young people, especially of this covid-era, have so many questions about God, the church, and community. I am thankful that I will get to be a part of those conversations and walk alongside our youth through this process. And I pray that, with the number of covid cases declining and the near arrival of spring, all our youth will be able to meet more regularly for fellowship and community building. I'm excited to play games, complete mission projects, and read Scripture together. I cannot wait to spend a week with them in Montreat (July 10-16, let me know if you are interested!) The last two years have been extremely difficult for all of us. There is no part of our lives that the pandemic has not completely affected. But the compassion for others, desire for justice and peace, and loving community of CCPC have held strong. I cannot wait to see what God has in store for this congregation, this community, and myself through this year.

Session Clerks

Erik Woodworth & Tom Lutte

The session shall have responsibility for governing the congregation and guiding its witness to the sovereign activity of God in the world, so that the congregation is and becomes a community of faith, hope, love, and witness. (BO G-3.0201)

The Session

The Session is a deliberative body comprised of twelve adult Elders and one Youth Elder with the Senior Pastor Rev. Molly Blythe Teichert as its moderator. It focuses on setting broad policy and direction for Chevy Chase Presbyterian Church. Each meeting allows for consideration and discussion of one or more priority topics rather than simply being a forum for presenting committee reports.

Some of Session's business is delegated to longstanding committees such as Administration & Finance, Stewardship, Personnel and Mission (MAC). Additional committees, task forces or working groups, such as the Inclusion & Racial Justice Review Committee (IRJ) which was active throughout 2021, are formed as and when needed. The Youth Elder is elected for a one-year term whereas adult Ruling Elders are elected for three-year terms and may serve up to six consecutive years. In March 2021, after completing their term of faithful service on Session, Elders Mary Frances Pearson, Chris White and Nolan Wick (youth) rotated off, and we were blessed by the addition of Elders Susan Dentzer, Deanna Troust and Alex Strauss (youth).

Governance Committee

The Governance Committee, comprised of the Moderator and the Clerks of Session, compiles materials and prepares the docket for each Session meeting, while also assisting in the planning and preparation of at least one Session retreat each year.

In 2021, the Session retreat focused on the following questions:

- How can we use technology to connect with God, each other, and the world?
- How have our children and youth been connecting with God, with each other, being equipped with the faith to meet life's challenges?
- How can we find ways to diversify and grow our revenue streams?

The next Session retreat will likely focus on strategic planning and mission study in the context of calling our next installed associate pastor. If you have suggestions for what the Session should consider and discuss, please let any member of the Governance Committee know.

Pandemic Disruptions

During 2021, as we navigated the COVID-19 pandemic, we were thankful for the expert guidance and wisdom from the medical and health care experts in our midst as well as Pastor Molly's leadership throughout. A full 77 weeks passed between our last pre-pandemic service on March 8th, 2020 and August 29th, 2021 when we finally reopened for in person services sitting further apart than before and wearing masks, with coffee served afterwards out on the lawn next to Chevy Chase Circle.

Session Clerks

Erik Woodworth & Tom Lutte (continued)

While the Omicron variant led us to announce six more Sundays of virtual-only services starting January 9th, 2022, we pray that this pandemic is indeed waning and that we will no longer need to take such measures.

The Session thanks the church staff and the several volunteers who make the current in-person and virtual “hybrid” services possible. We also express our gratitude to the leadership of the Weekday Nursery School and After School Program for their ministry to children and families throughout this pandemic.

Pastoral Transition

The life of our church was marked last year by Associate Pastor Rev. Eric Peltz announcing in July that after seven years at CCPC, he and his family were leaving for Williamsburg, VA. Thanks to the diligent effort of members of the Personnel Committee who reviewed several candidates presented by the National Capital Presbytery, Session approved hiring Acting Associate Pastor Rev. Keith Thompson, previously of First Presbyterian Church of Atlanta. Pastor Keith moved to Washington DC last November with his fiancé Jimmy and his dog Calvin.

In electing to hire Pastor Keith, a graduate of Columbia Seminary who has a deep love for Montreat and valuable training and experience in youth faith formation, Session emphasized the vital importance of ministry to children and youth particularly as we emerge from the pandemic period that has been so difficult for them. This was a clear priority that emerged from last year’s Session retreat.

In hiring an openly gay associate pastor, we also reiterated our commitment to inclusion and social justice.

However, in our Presbyterian denomination, terms of call for installed pastors are a matter for the congregation to vote on directly. It typically takes a very long time to arrive at such a vote following a lengthy ‘mission study’ period and interview process. Given the urgent need to find a replacement for Pastor Eric last year, Session took matters in its own hand and acted quickly to hire Pastor Keith on a ‘stated supply’ or temporary basis with a renewable one-year contract, a Presbytery-approved alternative to hiring an interim or installed associate pastor.

Now Session has time to discern our key strategic needs in deliberate fashion, to draft an Association Pastor position description accordingly and to form an Associate Pastor Nominating Committee (or APNC) to select and review candidates. The “CAT Scan” congregational survey launched in February 2022 is the first step in this process.

Our Presbytery has granted Pastor Keith the option to apply for the Installed Associate Pastor call at CCPC. Interim pastors are not eligible to apply for the installed (indefinite-term) position, which is one of the reasons Session chose to hire Pastor Keith on a ‘stated supply’ rather than an ‘interim’ pastor basis.

Working through the Associate Pastor call process remains a top priority for Session and provides us the opportunity to define how we want to evolve as a congregation going forward.

Session Clerks

Erik Woodworth & Tom Lutte (continued)

Advocacy as Mission

With the help of the Mission Advisory Council (MAC) led by Elder Christy Schmidt, Session's goal has been to set priorities for CCPC's Christ-centered mission efforts. A major MAC-led development this past year was Session approving an Advocacy Policy to set parameters for our church engaging in public witness on important issues through its clergy and members. CCPC members have long supported mission objectives with their time, talent and treasure, and now this Advocacy Policy helps recognize the power we have to bring about God's Kingdom on earth through our collective voices.

Inclusion and Racial Justice

The Inclusion and Racial Justice Committee (IRJ), chaired by Elder Deanna Troust, has been hard at work listening to staff and members of our church, while combing through historical materials, all with an eye towards better understanding our past and present through the lens of inclusion and racial justice. The IRJ Committee has presented its key findings and recommendations to Session and will host a first Open Forum on March 13th, 2022 to provide an overview of the historical research, and another on April 3rd to present its key findings and recommendations.

Besides providing an opportunity to explore how our church and surrounding community fit into America's past and present pattern of marginalizing people based on race and other factors, a motivation for undertaking this massive effort was to examine whether and how our community of faith can engage a broader and more diverse group of people. The IRJ Committee looks forward to sharing its finding and continuing this dialogue with the congregation.

Virtual Spirituality

How we reach people has shifted meaningfully over the past couple of years. The pandemic has nudged us into new ways of doing things and has forced us to evolve more quickly than we might have otherwise. That is a good thing and today we can experience CCPC's uplifting worship services in our beautiful sanctuary or from the comfort of our own home. It is now much easier for those who have never set foot in our church to find us and experience our hope-filled and unifying Christian message that is highly relevant and needed in today's burdened and fragmented society.

At its last retreat, Session emphasized its desire to continue building on CCPC's already spiritually strong virtual church service by doing more to share that ministry with a wider audience. Our worship livestreams, expanded social media presence and sermon video archives have amplified our message over the past year. Yet there is more we can do, including better leveraging technology to connect and engage our members with each other both in small and larger groups.

Session Clerks

Erik Woodworth & Tom Lutte (continued)

Fundraising and Volunteer Engagement

Increasing our outreach and welcoming efforts while fostering member engagement and making better use of technology require both financial and human resources.

As a church, we rely primarily on annual financial pledges by our members to survive. Meanwhile, our mission efforts depend on several cause-specific special offerings throughout the year for funding. This means our congregants have many opportunities throughout the year for faithful giving.

With an eye towards ensuring that requests for contributions are coordinated in a reasonable fashion through the year, Session formed a Fundraising Workgroup comprised of representatives from A&F, MAC and Stewardship committees and chaired by Carolynn Race from A&F. This workgroup will develop a Fundraising Policy for Session's consideration.

As CCPC carries the high cost of maintaining and updating its facilities that are aging and were built for a much larger-sized congregation, while also seeking to grow and better engage its membership, developing new funding sources is of vital importance. This is something the Fundraising Workgroup may explore.

While additional funding would help us achieve our strategic goals, more volunteer engagement is also essential. To that end, Pastor Molly will work with a subgroup of Session to examine how our committee structure might evolve going forward to better complement staff and encourage more members to contribute their time and talent to the life of our church.

2021 Membership Information

Finally, we note that our official membership rolls grew by three members in 2021. This despite no confirmation class last year. We are thankful that Pastor Keith has reintroduced confirmation and look forward to welcoming new youth members later this year.

2021 Membership

Gains

Prof/Reaf of Faith (18 & over)	3
Confirmations (17 & under)	0
Certificate of Transfer	6
Other	0
2021 Total Gains	9

Age Group

25 & Under	43
26-40	56
41-55	116
56-70	118
Over 70	166

Losses

Death	6
Certificate of Transfer	0
Inactivity/Deletion	0
2021 Total Losses	6

Ethnicity

Asian	19
African American	12
Hispanic	10
Middle Eastern	12
Native American	1
White	445

Ending Membership	499
Female Members	299
Male Members	200

Board of Deacons

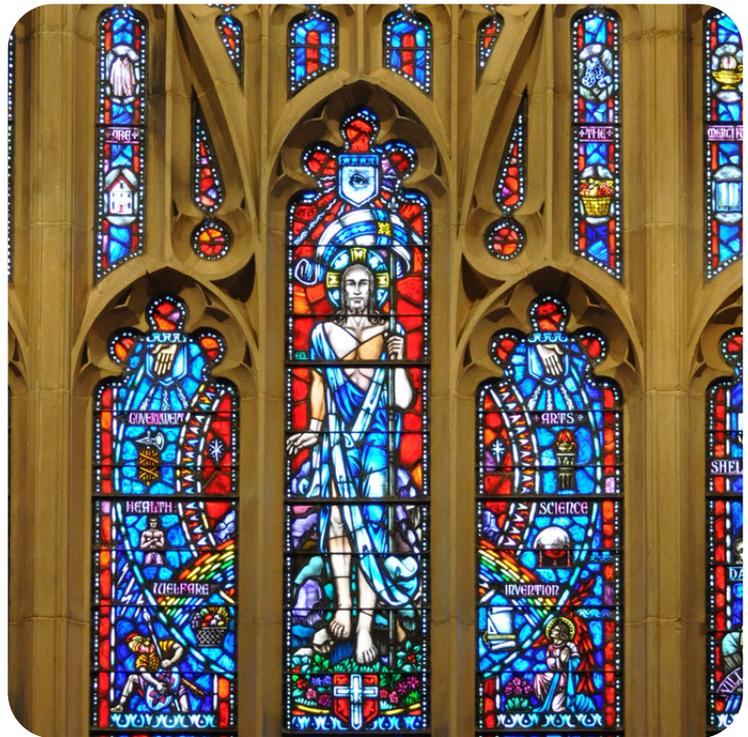
Sarah Smith and Scott Corkran

The Board of Deacons, led by current moderator Sarah Smith and assistant moderator Scott Corkran, under the guidance of former Associate Pastor Reverend Eric Peltz, Pastor Molly Teichert, and current temporary Associate Pastor Keith Thompson, serves the church in many ways, but focuses on congregational care and outreach. Its mission includes providing care and compassion within the congregation, organizing meal delivery for those in temporary need, keeping contact with members no longer able to participate fully in the life of the church, and arranging logistics for key congregational events.

Deacon activity in 2021:

Sarah Smith continued to provide leadership as the Board's Moderator. Peter Cherukuri, Ed Gehres, Priscilla Huff, Matthew Lockwood, Danielle Most, Christina Pearson, and Catherine Triantis joined the Board as new members for a three-year term.

Christian Davenport, Marianne Toussaint, and Elizabeth Woodworth extended their terms for three additional years. Marcus Lukaczer joined the Board as a new youth member for a one-year term. McCoy Pittman intended to join the Board, but was unable to for personal reasons.



Congregational Care:

As the pandemic evolved and health regulations fluctuated during the year, the Deacons adjusted their outreach efforts as appropriate, remaining flexible and always looking for the best ways to serve the community. Deacons contributed to in-person worship with support on the tech end, helped congregants log in to services online, and helped collect and deliver furniture for our Afghan refugee family.

In 2021, the Deacons significantly expanded their meal delivery program outreach. By organizing meal deliveries and by participating in delivery programs organized by other members of the church, the Deacons were able to provide scores of meals to those congregants with short to medium term needs.

Board of Deacons

Sarah Smith and Scott Corkran (continued)

After a Covid-induced hiatus, the Christmas poinsettia delivery program returned, and the Deacons were able to increase the number of flowers delivered over recent years. Easing pandemic restrictions also allowed the return of the Deacons' traditional, weekly flower delivery program. Those selected for outreach include congregation members who may be homebound or otherwise unable to fully engage with our church community. Alternatively, other flowers are delivered to new members, guests at services, or to express gratitude and appreciation to congregants. In addition to flowers, Deacons also made many phone calls and sent many notes and cards throughout the year.



Goals and Challenges for 2022:

This March will mark the end of Sarah Smith's tenure as Moderator of the Board of Deacons, so the coming year will be one of transition as a new Moderator will be learning the position and setting the agenda. The pastoral team is currently working to identify the next Moderator, who will be installed this spring with the other new Deacons.

The Board of Deacons is eager to continue its service to CCPC, its congregation, and its wider community in 2022. In addition to its current missions, the Board is actively considering how it might better serve and support our children and youth membership in the coming year. We are pleased at the possibility of having two youth Deacons on the Board in 2022, and hope to leverage that into creating more contact points with younger members of the church community. Our hope is to create opportunities for more of our high schoolers to participate in the life of the church by working in conjunction with the Deacons. In addition, the Deacons have also discussed offering in-home communion to those members unable to attend services in person.

Finally, 2022 promises a return to the full social calendar of the church, and as such, the Deacons will be ready to coordinate in-person annual events, including those honoring 50 year members and confirmands.

Administration and Finance

Kenneth M. Beam, Chair

The Administration and Finance Committee and its sub-committees are charged with oversight of the financial operations of the church, the maintenance and safety of the building and grounds, and the overall support of the other committees charged with carrying out CCPC's mission in the community and the world. In 2021, our intention was to continue to streamline our business management practices, concentrating on building operations capital improvements, security concerns, and maintaining our re-invigorated endowment and investment holdings. (See also accompanying 'Investment' and 'Capital Fund' reports).

However, 2021 proved to be a year of confusion just like the 2020 Covid-19 pandemic year. The Covid-19 pandemic continued to bring changes – beginning with the re-opening of the church facilities and offices only to the shutting down of everything again once the new variant became dominant. Our wonderful and talented staff and church volunteers adapted our church activities to this new virtual environment. Not only did we keep our attendance strong but, through ZOOM, we have extended our church attendance to new worshippers outside of our membership and outside of our normal geographic range.

Our schools also adjusted to the changing demands in order for them to continue to serve our youngest clients. These demands – including sanitation/new cleaning routines for staff, new entry/exit rules, class size, Covid testing regulations – all were met by our church and school staff.

When you look at the budget versus actual figures for FY 2021 you will see two big effects that the pandemic had on our finances. On the expense side, the costs of our Support Services line item – made up mostly of facilities costs (utilities, supplies, office expenses like copier usage) – were considerably under budget. But, the real surprise came in **Undesignated Giving** in FY 2021. We had budgeted for a continuing reduction in this our most important income stream – member pledges and other donations like plate offerings. However, due to a large influx of funds in December, we not only exceeded our budget projections for FY 2021 but also exceeded our actual amounts for FY 2021.

The **Final Operating Budget** for FY 2022 has been approved by Session. We have projected a reduction in Undesignated Giving for this next year, and this reduction in income is offset by the appropriate reduction in facilities costs due to our continuing closure for part of the 2022 year. This budget also includes a four percent salary increase pool.

Administration and Finance

Kenneth M. Beam, Chair (continued)

As you can see from the annual UNAUDITED 2021 financial information that follows, actual overall expenses covered all obligations and matched overall income realized.

Annual Operating Budget Summary (Unaudited Data)

	2021 Budget	2021 Actual
Income		
Undesignated Giving	1,055,250	1,169,077
Investment Income	85,150	68,271
Use of Facilities	10,000	400
Other Income	116,857	110,711
TOTAL INCOME	1,268,257	1,348,459
Expense		
Connections	4,750	740
Christian Education	8,425	601
Youth Ministries	2,000	746
Worship and Music	28,000	20,921
Mission	50,000	49,971
Stewardship	3,500	1,158
Support Services	282,000	253,383
Administration and Finance	95,000	105,362
Personnel	794,740	811,223
Deacons	1,000	0
Y-E to Reserves	20,842	104,323
TOTAL EXPENSE	1,280,872	1,348,459

Investment Sub-Committee

The Investment Sub-Committee of the A&F meets at least annually with our investment advisor to review performance reports, market trends/forecasts, asset allocations (adjusting as prudent), and to set the annual 'earnings draw' for the next budget year. (The committee meets at other times during the year as necessary.)

CCPC holds its investable funds in three specifically focused accounts managed by Vanguard Institutional Advisory Services (VIAS) for the following purposes –

- To provide better synergies, flexibility and transparency of our endowment, memorial and other investment funds.
- To provide a predictable annual earnings stream to help underwrite the continuing costs of church program outreach, on-going routine facility maintenance, and longer-term facility capital needs.
- To provide a specific and visible framework for the Planned Giving Committee to better channel bequests and large-scale special gifts.

The majority of the church funds are invested for the long-term. We do not attempt to 'chase' or 'time' the markets when making our investment decisions; quarterly earnings withdrawals are taken on set dates while any "new" monies are transferred into the Vanguard funds within seven business days of receipt.

Administration and Finance

Kenneth M. Beam, Chair (continued)

Fund Descriptions

Vanguard Endowment Fund – Investment holdings in this fund are postured for the long-term. Earnings are used to

- Help underwrite the annual program outreach budgets
- Provide a perpetual pipe organ maintenance fund
- Off-set costs of routine and large-scale facility and equipment repair and/or replacement
- Balance as of 12/31/21 = \$4,457,823

Vanguard Short/Intermediate Term Fund

- This fund of near-liquid assets is maintained as a ‘safety net’ should daily cash on hand fall below needed levels, while still providing a reasonable rate of return.
- Balance as of 12/31/21 = \$485,002

Vanguard Restricted/Governments Fund

- This fund’s sole asset consists of the more liquid portion of the Columbarium maintenance
- Balance as of 12/31/21 = \$11,456

For additional information and/or a copy of the Session-approved Investment Policy Statement, please see the Business Manager.

Keker Living Stones Legacy Funds - Capital Improvement Funds

A portion of CCPC’s investable assets have been designated the Keker Family Fund. This fund provides a perpetuating source of monies to underwrite the costs of anticipated and unanticipated failure/breakdown of major capital expenditures such as structural and mechanical/plumbing/electrical systems totally separate from the daily “Operating Fund.” In 2021, we deposited nearly \$41K of the total investment earnings from the Keker Family Fund into this fund.

In addition to the Keker monies available for capital improvements, pursuant to the Cares Act and PPP Flexibility Act of 2020, CCPC received a Payroll Protection Program (“PPP”) loan from the Small Business Administration (“SBA”) in the amount of \$342.1K in 2020 to maintain workers and operations during the pandemic. As provided in the Laws, CCPC applied for and received forgiveness of the loan in 2021.

Columbarium Sub-Committee

The active working group works on projects on our facilities to-do list to insure the safety and attractiveness of our Columbarium area. In addition to needed capital improvements, the Columbarium Sub-Committee works with CCPC facilities staff and volunteers to keep the area clean and well-maintained as well as reviewing the rules and regulations that guide the activities of this important service to our community.

Audit Sub-Committee

Our Audit Committee meets with our outside auditor and CCPC Business Manager each year to supervise the accounts and records of the CCPC Business Office. In addition to this supervisory role, members of this committee conduct quarterly internal audits of selected CCPC accounting records following a very detailed list of procedures that have been outlined and approved by Session and our external auditor.

Personnel Committee

John Cox, Chair

The Personnel Committee consists of John Cox, Chair; Tamera Luzzato, Christy Schmidt, Erik Woodworth, and the Rev. Molly Blythe Teichert, Senior Pastor. Bob Vieth stepped down from the committee and we want to recognize his long service. Bob's calm demeanor, wisdom and great legal mind have been a blessing to us all. We welcome Greg Miller to the committee. Greg brings many years of executive level finance and human resources experience. He is also a long time CCPC member.

The committee meets monthly to address issues that impact church personnel. We conduct annual performance reviews of all staff. Input is received from church congregants. The review process is based on written goals aligned with the CCPC Vision and Strategic Plan. The reviewers' individual comments are combined into one summary document. Each review concludes with the staff's written comments and an in-person meeting with the head of staff who adds her thoughts.

At year's end we welcomed Keith Thompson as our Interim Pastor. The committee was involved in the search and interview process. We are glad to have Keith on board and thank the CCPC membership for welcoming him and Jimmy and connecting personally with him. You received an email outlining next steps in the process of hiring a permanent Associate Pastor.

The WNS under the leadership of Noni Lindahl and the ASP under the co-directorship of Kelly Abernathy, Ami Bawa and Kim Kasprzak continued for the second year of the pandemic to provide onsite programming which not only greatly benefitted the children they serve but were a huge blessing to the parents. The facilities staff, led by Neicer Marquez, continued to maintain the buildings and oversaw numerous renovation/remodeling projects which will serve the church well for many years to come. Both the WNS, ASP and facilities leaders did an amazing job and reacted well to the ever-changing COVID-19 rules. Both the morning and afternoon programs are back at or exceeding attendance.

2021 was yet another year of the pandemic. We appreciate all the staff who continue to adapt and lead in worship and other programming at CCPC. Julie Evans continued her creative ways to enhance worship and allow for both in-person and ZOOM experiences. This was no small feat given the on again off again COVID-19 restrictions. We continued our annual tradition (via ZOOM) of hosting a holiday lunch for all staff. Catering by Door Dash!

Due to your generosity, we were able to provide year-end staff bonuses that were, in total, approximately twice the amount of the previous year!

We look forward to reviewing the CAT survey data to see how we can support CCPC staff in making CCPC better in 2022.

Christian Education

Linda Ertz, Chair

It was another unprecedented year for Christian Education in 2021. Sunday School began on September 18th with a teacher's meeting and training session. Over twenty teachers met with Pastor Molly and Dr. Bobb to review curriculum and finalize outdoor Sunday School classes. Sunday School officially started on September 19th. Each week, between 10-20 students met outside with their teachers to develop trusted relationships with others, learn church is a fun, safe place and practice and discover more about their faith.

The Sunday School teachers worked together to do a modified Deck the Halls, an intergenerational event to decorate the sanctuary Christmas tree on December 11th. This year's theme "angels" was well represented. We had about 50 participants create doily, coffee filter and paper plate angel decorations and a CCPC record long paper chain garland. Keeping with the spirit of past Deck the Halls, contributors also took home Mrs. Martin's cookie decoration packages.

Dr Bobb Robinson blessed us all by working with our youth and producing an amazing Children's Christmas Pageant on December 12th.

Due to the rise in the COVID Omicron variant, Sunday School was suspended in January. With the return of in-person worship in late February, Sunday School classes returned once again.



Weekday Nursery School 2021-22 School Year - Noni Lindahl

Who could imagine we would again have another full year of Covid management? This year, we are balancing a more complicated pandemic as regulations change frequently and public health information has been more difficult for families to interpret. We are now able to welcome our usual class sizes and the school is more fully enrolled than in recent memory. There are 138 children, ages 18 months to 5 years. From last year's pandemic cohort of just 8 two year olds, we now have 48 smiling twos in classes each week! Likewise, we have 3 classes of "big kids," our PreK students, as parents did not rush into public school settings or hurry children into kindergarten.

Education Wing Improvements

A full renovation of Room 108, the only nursery school space not renovated when the Ed Wing project was undertaken in 2003, was completed with new floors, paint, a new loft unit, and general "facelift". Our Owls class loves it! The playground was completed with beautiful hand-crafted wooden playhouses and garage (for the numerous vehicles enjoyed on the riding track) over the summer. It remains a big selling point with prospective families who tour.

Through a grant received via the Washington Area Community Investment Fund (WACIF), we replaced HVAC units in all Education Wing spaces and greatly improved respiratory health and ventilation. Currently, a renovation of Westminster Hall is underway to replace the floor, repair and upgrade all walls, and to greatly enhance play potential with a climbing wall and new wooden play structure along with a giant block building area and other gross motor equipment. Generous WNS families supported this project enthusiastically through our Annual Fund and Auction. All told, these needed capital improvements represent over \$320,000 of investment by WNS for the church.

Thank a Teacher!

Educators, especially early childhood educators working in essential in-person roles, have stepped up and supported children's healthy development through very trying times. Our staff is outstanding and deserves special recognition for their professional and caring efforts since March 2020. A Teacher Support Fund has been created to help teachers with emergency needs and through the DC Early Childhood Compensation Task Force, we hope that more appropriate financial support will be launched soon to recognize these heroic women.

Stronger Together

CCPC WNS families are connected and supportive of our overall school community and one another. They are grateful to the church for its ongoing ministry which embodies "Children Our Blessing" daily in the building. We are proud to join with our new community partner, the Children's Homeless Playtime Project, to support play as a human right for all children in our city. Parental support of this new initiative is a wonderful expression of love and hope in these difficult times.

WNS looks forward to working with Session to explore ways to connect our parent community to the church.

After School Program - Ami Bawa, Kim Kasprzak, Kelley Abernathy, Directors

CCPC After School Program has been running a successful in-person program for children PreK – 5th grade since the start of our 2021-2022 school year in late August 2021. We opened our program with full enrollment of 72 children and have maintained a robust waiting list of close to 40 children. We were grateful to the church for providing one extra classroom for our program to expand to maintain group sizes that fit within our Covid protocols. Each week children have had the important opportunity to socialize with peers and teachers in a safe and child centered environment.



With children being back at school in person this year, we continued to wade through and keep up with the constantly changing Covid protocols and procedures put forth by DCPS. Although the virus continued to be a daily part of our world, the After School Program has been successful in keeping the virus from spreading in our program, and families continue to relay their deep gratitude for this “happy place” in their children’s lives during these uncertain times.

With our expanded program size, we were able to hire one additional staff member. We also were able to outfit our fourth classroom with larger tables and chairs for the oldest children in our program. Our intention was to maintain a shared space with the church and adults that utilize that room. We continued to be creative in the rotation of outdoor spaces to operate a mostly outdoor program. As always, teachers stepped up to the many complex challenges the continued pandemic presented. All staff have been nimble, creative, and energetic in this work, and have happily complied with health and safety protocols, including vaccinations and boosters.

Heartfelt thanks to the Session for allowing our program to expand to a new classroom space in Calvin Hall to accommodate mandated reduced group sizes and for their belief in the importance of offering in-person after-school programming. We are hopeful to keep this space as a permanent part of our program, bringing to fruition the wish of the congregation for ASP to expand to full our capacity.

Our families have proven to be incredibly vigilant on the health front, and express immense gratitude for the normalcy we have provided in this second year of the pandemic. We look forward to a robust start for the 2022-23 school year. Interest in CCPC After School Program is stronger than ever!

To learn more about our program, please visit our website www.ccpasp.com

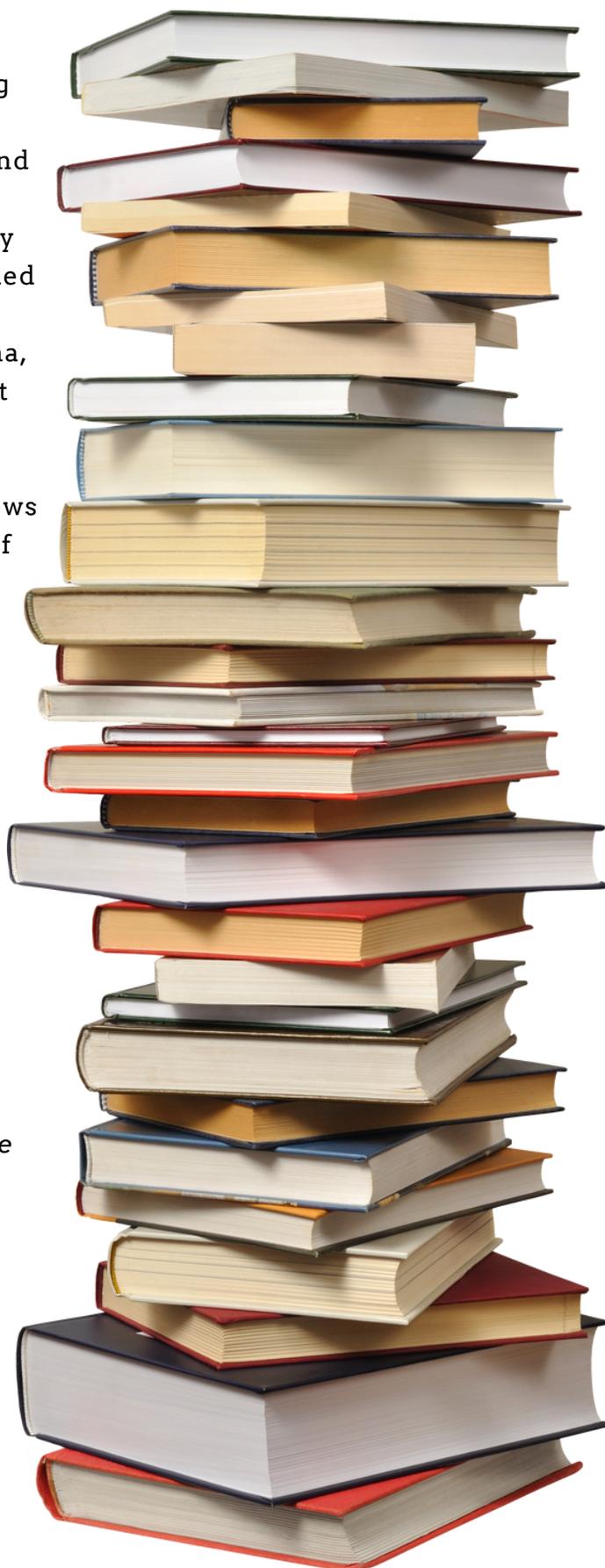
Faith Trek - Jean Cohen

Thanks to Zoom, our Sunday morning gathering after church has continued for a second year. Sarah Toppins provided our weekly reminder and link, and as many as 14 attended for lively discussion of books that deal with contemporary and theological concerns. Readings have included "What Jesus Meant, the Beatitudes and a Meaningful Life" by Erik Kolbell, "Living Buddha, Living Christ" by Thich Nhat Hand, "Dusk Night Dawn" by Anne Lamott and "Philosopher of the Heart," [to understand Kierkegaard] by Claire Carlisle. We share our thoughts on the day's news and find relevance and context in the insights of these writers, but most of all we enjoy having CCPC friends near and far (some from vacation sites and moving cars plus Lena in Burnaul, Siberia). Others are welcome to join us at any time. Contact Margaret Chan at maggelee1@yahoo.com or (301) 656-5034.

Friday Morning Men's Group - Pat Strauss

The Friday Morning Men's Group continues to explore and share our faith walks with one another through prayer and challenging books. Our dive into church and Bible history was truly enlightening.

Books we read were *Jesus Wars: How Four Patriarchs, Three Queens, and Two Emperors Decided What Christians Would Believe for the Next 1,500 Years* by John Philip Jenkins, *Jesus: A Revolutionary Biography* by John Dominic Crossan, *The Bible* by Karen Armstrong, *Another Gospel?: A Lifelong Christian Seeks Truth in Response to Progressive Christianity* by Alisa Childers, and *Faith After Doubt: Why Your Beliefs Stopped Working and What to Do About It* by Brian D. McLaren. We are so grateful for one another and the entire CCPC community.



Mission Advisory Council

Christy Schmidt, Chair

Even during these difficult pandemic times, CCPC's passion for justice continued its robust activities. Over 100 members provided hands-on service and resources to assist our neighbors. The church's commitment to supporting children through our nursery school, after school program, school scholarships for Shikokho were critical during these times. We provided food through local food banks where job loss wreaked havoc on incomes and international feeding programs where drought had destroyed harvests.

We educated ourselves on several key social justice issues, created book groups focusing on anti-racism, and held Open Forums featuring guest speakers and preachers on affordable housing, inclusion, and racial & environmental justice. Several action initiatives grew out of these efforts.

- The church undertook an inclusion and racial justice review led by member Deanna Troust, an expert in the field. Over 60 members participated in interviews and focus groups, from long-term to youth members. A dedicated group led research into the history of our community, the Presbyterian Church nationally and CCPC itself. A report to the congregation on findings and recommendations will be presented in Spring 2022.
- We rejoined the Washington Interfaith Network (WIN) to take on a more energetic role in affordable housing, especially in their newly formed group in Ward 3.
- We continued our support of Friendship Place and the Brooks housing efforts through donations, committee work and gifts of shawls from the Needlework Group.

Hands-on mission activities continued:

- The Transition Assistance Program, (TAP) a widely recognized long-term CCPC effort to assist people who need birth certificates, ID papers, and counseling to get jobs and benefits continued to operate remotely and served over 350 families and individuals.
- We assisted asylum seekers and refugees with Backpacks for the Border contributing blankets, art supplies and personal hygiene items. The Woodworth family continued care of Arturo and Gendri. We equipped, furnished and set up an apartment for an Afghan refugee family of six in September.
- Our youth participated in a Rock Creek Park environmental clean-up and joined the youth group at St. Mark's Presbyterian Church for a week-long project preparing and distributing lunches and meals to the unhoused and refugee families.

The Session acting as the "Committee of the Whole for Mission" approved an advocacy policy which will guide using our collective voice to work for justice in our community. Next, Session will work on developing processes to identify our mission priorities in ways that demonstrate the congregation's core Christian vision that Justice Is Our Passion.

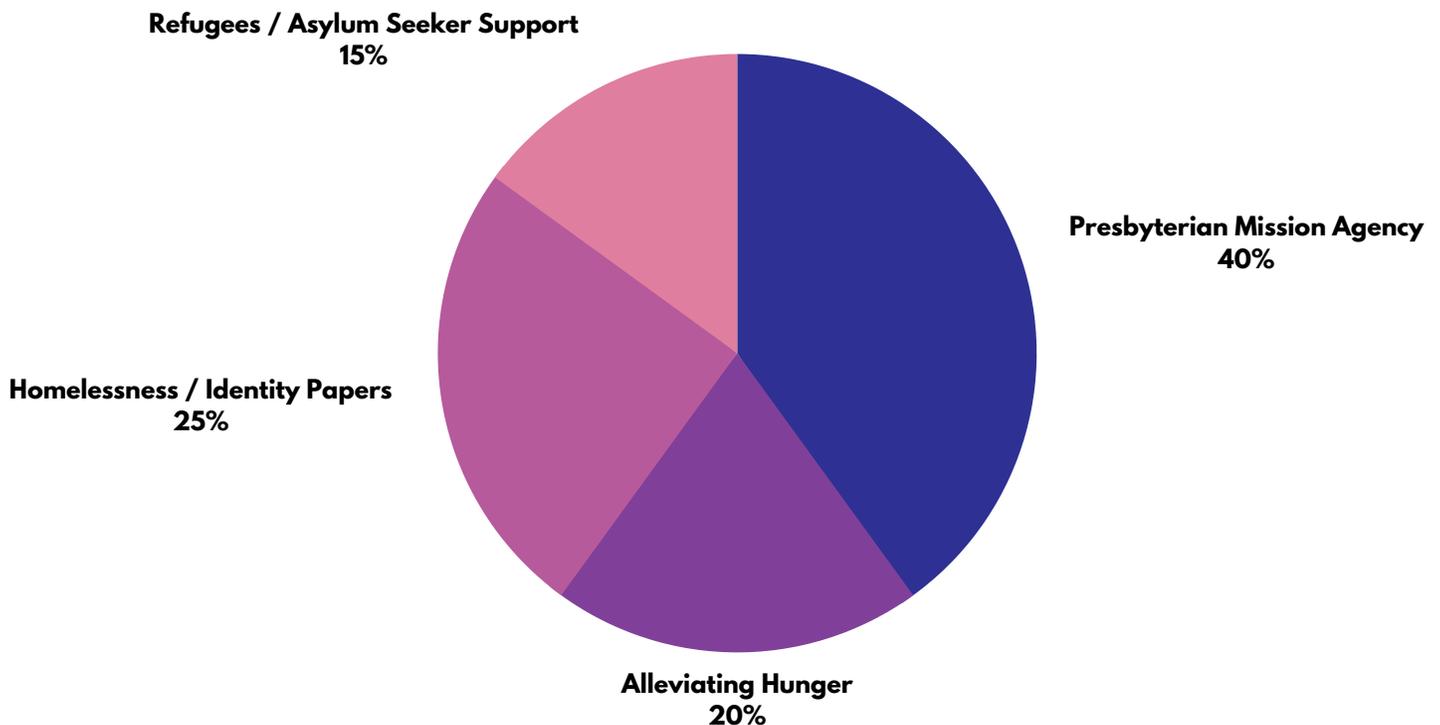
Mission Advisory Council

Christy Schmidt, Chair (continued)

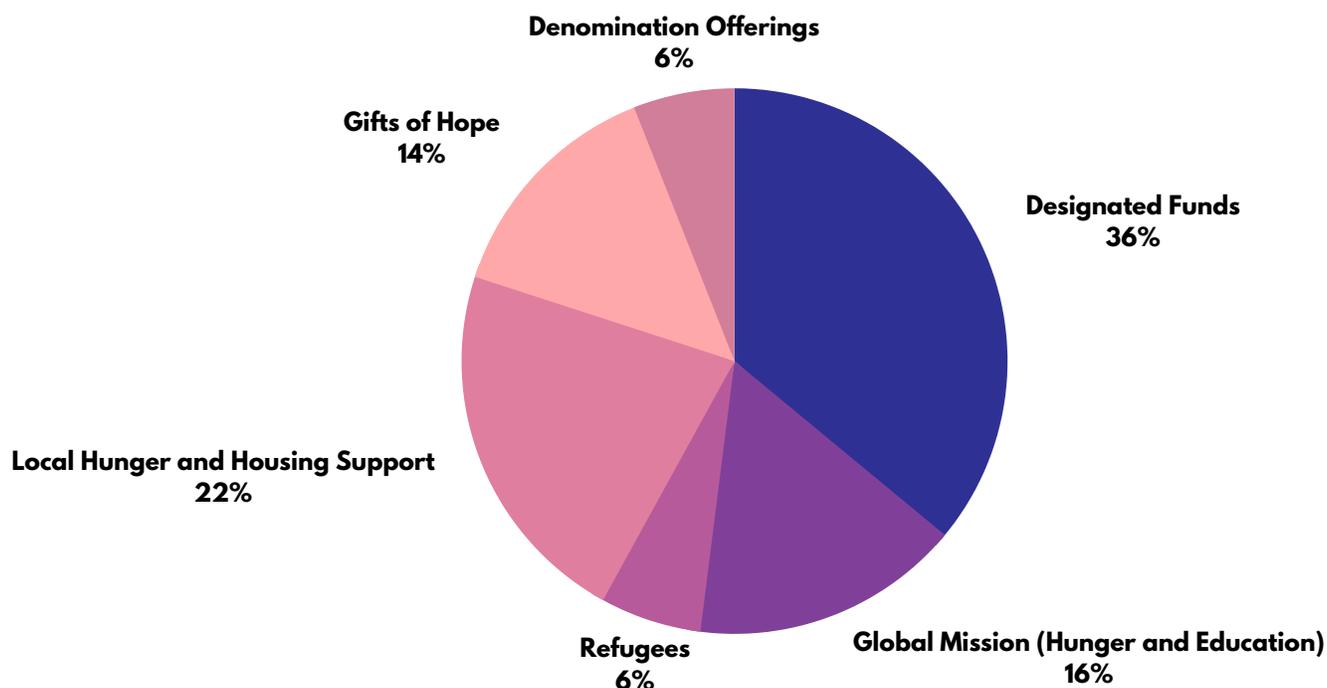
- The border full of art supplies and personal hygiene needs. The Woodworth family continued care of the Arturo and Gendri. We equipped, furnished and set up an apartment for an Afghan refugee family of six in September.
- Our youth participated in a Rock Creek Park environmental clean-up and also joined the youth group at St. Mark's Presbyterian Church for a week-long project preparing and distributing lunches to the unhoused and meals for refugee families.

Certain mission activities are financed as part of the CCPC mission budget (called undesignated funds), while others are funded by donations and grants outside the Session's budget process (named designated funds). In total, CCPC provided \$135,900 to mission work: \$50,000 from the budget and another \$85,900 from designated accounts. In 2021, \$20,000 of your pledge dollars went to the National Capital Presbytery for denominational mission outreach activities. These included a wide variety of missions, including disaster relief; immigrant ministries; church development, leadership training and coaching, the PCUSA's Office of Public Witness.

Giving from Undesignated Mission (\$50,000)



Total Giving from Designated and Undesignated Accounts (\$135,900)



The Session is also responsible for managing our denomination's four special offerings each year: Pentecost Offering, the Peace, One Great Hour of Sharing and the Christmas Joy Offering. Our congregation also generously supported the Gifts of Hope Alternative Christmas gifts market which this year totaled \$19,500. Our Pandemic Relief fund begun in spring 2020 disbursed its final assistance to The Brooks a shelter in Ward 3 for homeless mothers and children and the Capital Area Food Bank which provides groceries.

Shikokho Mission

CCPC continues in our 25 year plus partnership with the people of Shikokho, Kenya. The current CCPC collaborations are focused on education in the village. In 2021, this focus included support for 4 Shikokho Primary School teachers supplementing those teachers funded by the school in order to keep the class size as small as possible. In addition, we have supported a feeding program to provide a hot lunch each school day for 160 preschool and primary school children deemed at risk. Because of a poor harvest in 2021, the cost of beans and corn is expected to rise; therefore, we advanced funds to buy beans and corn in December for use in 2022. Finally, CCPC funds have supported partial tuition scholarships for up to 60 Shikokho Secondary School needy students. Funding for these programs has come from the Gifts of Hope program, the hunger offering and from directed donations.

Transition Assistance Program (TAP) - Priscilla Skillman

2021 was TAP's 41st year as the main outreach mission of CCPC. After having been closed since March 11, 2020, due to the Covid pandemic's closing all CCPC facilities, TAP was able to reopen in late January 2021 to provide very limited services to clients remotely, by phone interview and online services. Between late January and late summer, TAP provided only birth certificate services; once government offices reopened in late summer, we were able to provide ID service as well. In the 11 months that TAP operated remotely, we helped 366 clients in 459 service calls, providing fees and guidance for 377 birth certificates and 155 photo IDs.

Gifts of Hope

The 2021 Gifts of Hope Alternative Gift Market was conducted online for the second year in a row due to COVID restrictions on access to Chadsey Hall where the market is usually held in December. That did not deter more than 50 donors from purchasing gifts totalling \$19,470. The charities that benefited include Friendship Place, Shepherd's Table, Shikokho, Interfaith Works and Bread for the City.

Earth Stewards

Despite Covid's continuing uncertainty in 2021, the CCPC Earth Stewards met remotely throughout the year and engaged in socially-distanced projects. These included: the conclusion of a toothbrush collection effort (sent more than 25 lbs. to specialty recyclers); a sermon and Open Forum by noted speaker Katy Hinman of the American Association for the Advancement of Science (spoke on the complementary nature of science and religion); a park clean-up at the Pinehurst Tributary (sponsored by the Rock Creek Conservancy); an Earth Day demonstration at Chevy Chase Circle (with other local churches); an E-waste recycling event with CCPC youth (netted an entire box truck full of old electronics); and a holiday lights collection drive (40 lbs. of defective light strings kept out of regular trash).

In addition, the Earth Stewards continued the tradition of "Tips" in the Bulletin which featured an 11-week series on solutions to reduce greenhouse gases taken from the book *Drawdown*, By Paul Hawken (2017). And 3 members of the Earth Stewards received leadership training for green groups from the Interfaith Partnership for the Chesapeake (IPC). The Earth Stewards are implementing some new ideas from that experience. Lastly, the Earth Stewards joined "The Green Team", an environmental collaboration with other churches near Chevy Chase Circle, led by Chevy Chase United Methodist Church. This group of churches seeks to raise environmental awareness, share resources and ideas, and take action to protect God's Creation. Several of the projects mentioned above were undertaken with the help of The Green Team.

Mission Advisory Council

(continued)

Inclusion & Racial Justice Committee

The IRJ Committee began meeting in late 2020 and continues to meet weekly, today. Prompted by Pastor Eric's idea to conduct a review of historic racism in our community and our church, as several seminaries and churches have done and which was approved by Session in 2020, the committee conceptualized an expanded vision for that review that included looking at our church culture as well. Dubbed the Inclusion and Racial Justice Review, the methodology was approved by Session in spring 2021.

The following September, the IRJ committee began recruiting for and conducting interviews and focus groups to glean congregation and leader views on inclusion & racial justice at CCPC. We also guided the creation of a historic review narrative, researched and written by a handful of CCPC historians with wide-ranging expertise. Over 60 leaders and congregants participated in these activities, which yielded valuable insights for the project.

In February 2022, the IRJ committee presented findings and recommendations from the IRJ Review to Pastor Molly and Session. The findings and the historic review will be presented to the congregation during 2 Open Forums on March 13 and April 3.



Music and Worship

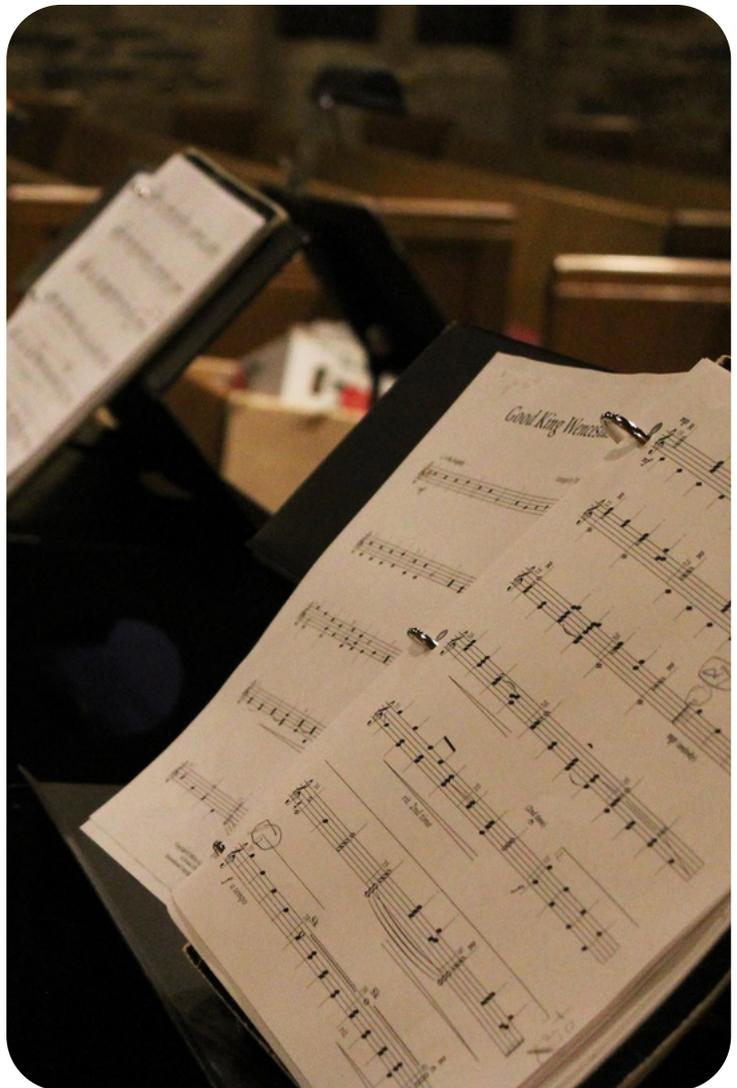
Julie Vidrick Evans, Director of Music

The year 2021 began with Zoom worship. Although the building was closed for a time, the church was not. The Ministry of Music and Worship continued to flourish over Zoom, with the help of staff and many gracious volunteers.

In January we observed a Season of Justice, and this year's theme was "Theologies of Liberation."

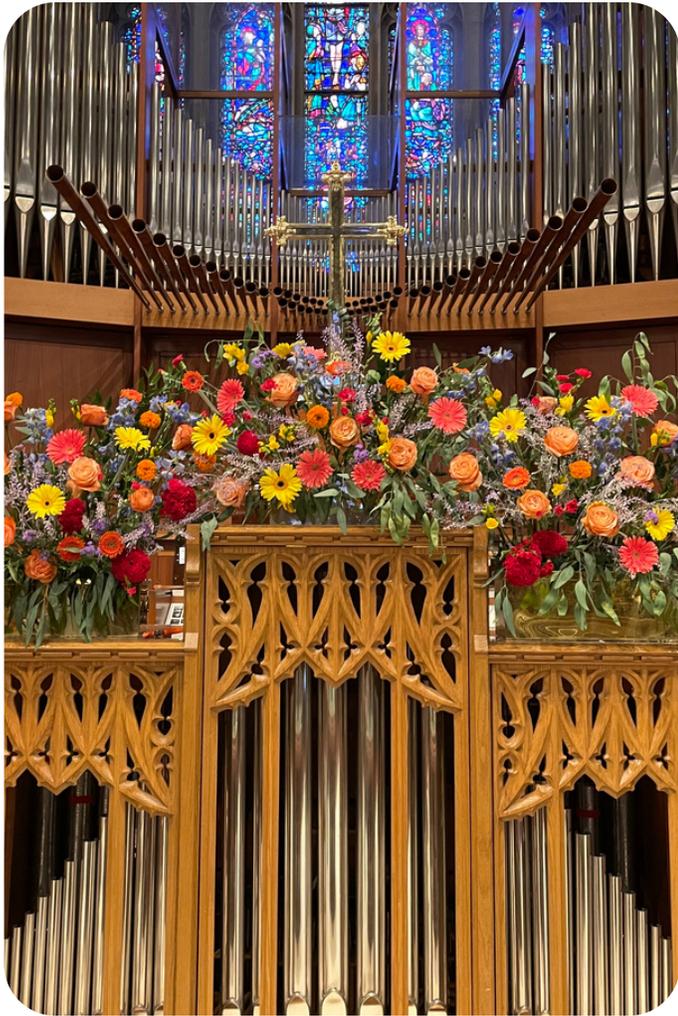
During the season of Lent the sermon series was "Hold On To God's Promises." Our youth, under the direction and musical leadership of Dr. Bobb Robinson, presented an online version of the musical – *IT'S GOOD! The Genesis Story of the Creation* by Kathleen Hart Brumm, which was performed in April, in close proximity to the date of Earth Day.

Lent also brought the Handbell Choir together in distanced, masked rehearsals and with the help of volunteer Chris Hersman, produced videos to use in online worship. Many folks have worked to perfect our video presentations on Zoom. Members of the Chancel Choir and First Service Singers recorded their individual voice parts to be added to the organ recordings of hymns. These groups recorded voice parts for the hymns and 5 anthems reflecting the liturgical seasons. Bobb Robinson took on the task of combining the voices and organ on the hymns. Chris Hersman stepped in to create the audio of our choir anthems. With joy we experienced our instrumental soloists in worship as they submitted video of their musical offerings. At Easter we had a lovely flowering cross outside the church in the front of the sanctuary as an opportunity for members to leave their homes to drive by and place flowers, take photos and celebrate a CCPC tradition for Easter.



Music and Worship

Julie Vidrick Evans, Director of Music (continued)



Although the 50th Season of Chevy Chase Concerts was suspended for the year, we were able to video record the ten participants in the Bach Marathon. With the help of our Communications Strategist and Assistant Director of Music, Bobb Robinson, we were able to launch the videos at the performer's specified time.

Once we were back in the church on August 22, our Flower Committee returned to making arrangements that beautified our sanctuary weekly. What a blessing for them to create after such a desert of opportunity. There was a necessary delay in the return to choral singing, but the choir was able to offer in-person anthems beginning 2 weeks before Advent, singing through Christmas Eve. The Handbell Choir rehearsed and presented music in person during Advent and at the 7:30 Christmas Eve Service.

We are very grateful for the leadership of Dr. Bobb Robinson who directed the annual Spring Musical and Christmas Pageant which involves so many of our children and youth.

Our Director of Music participated in a Smithsonian Panel Discussion about *Music in the Time of Covid* and was invited by The Chevy Chase Women's Club to speak about Chevy Chase Concerts and its 50 year history.

We are truly grateful for the dedicated members of our usher teams headed by Greg Fudge and Pat Strauss, whose assistance at our 6 Christmas Eve Services was invaluable. We also give thanks for our sound and lighting volunteer, Mark Sniegoski who has weathered the Zoom challenges generously.

Stewardship

Peter Cherukuri and Mary Francis Pearson

2022 Pledge Campaign

Throughout 2021, our church was faithful to each other and to God's people beyond our walls. Yet despite our successes, our finances were strained. Our staff continues to change. Our roots are thirsty.

For our 2022 Pledge Campaign, we called on members of our congregation to Restore our Roots. We identified five roots that needed to be refreshed, restored, and renewed with the help of our members' annual pledges - Leaders and Staff, Youth Ministry, Hands-On Mission, Racial Justice and Inclusion, and Spirituality Groups.

As some of our members returned to the sanctuary for worship, we created a pledge campaign that included all members of our congregation, virtual and in-person. Each week during our Offertory, we invited a member of our CCPC family to our to share their perspective on a particular root within our church and how pledges help to nurture that root. We created targeted email campaigns and a website which allowed all members to pledge from the comfort of their homes. And for those who wished to pledge using traditional pledge cards, we created mailable brochures with helpful, tear-off pledge cards.



Pledge Fulfillment 2021

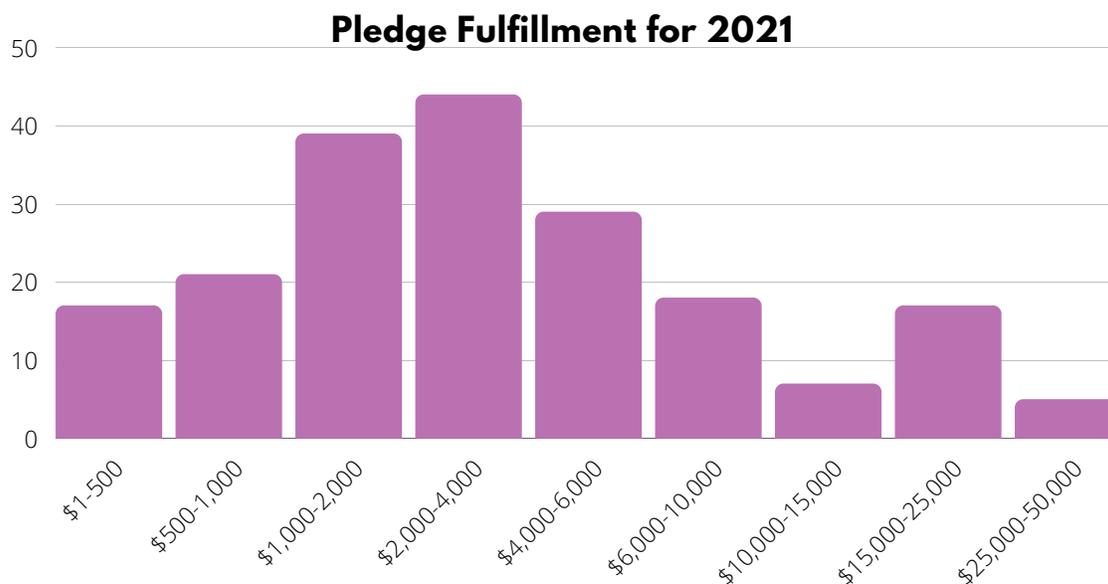
By December of 2021, Members fulfilled their 2021 pledge commitments. Several of our members gave a one-time lump sum contributions in excess of their recorded pledge. This generosity helped us to increase our total contributions to \$1,080,000.

We have a very strong pledge base of over 200 members. Year after year we have seen sacrificial giving by this group. Most of these members give without being reminded and many of them increase their pledge each year .

Stewardship

Peter Cherukuri and Mary Francis Pearson (continued)

In the chart below, one can see the very special commitment our members have to this church. In many charities there are a large portion of donors who give \$100-500 and that will be the largest column. Here in this chart, you see the majority of our members are solidly in the middle with amounts exceeding \$1,000-\$6,000. This is a healthy sign of the Members commitment to our church.



However, each year we have members who move, die or have financial difficulties and are unable to continue to pledge. We need others to step up to do their part to help CCPC fulfill our mission. This means 293 members may want to consider making a gift to the church for the first time. Ask yourself: Does CCPC really need my help to survive and thrive? The answer is YES! Your pledge matters in more ways than you can imagine.

Things to Improve:

1. Pledge cards and online pledges continue to be problematic: It is an extra step in giving that many donors do not want to hassle with. We tried "auto renew" for 2021 with great success. The pro for this approach is ease of budget planning. The con is that our faith directs us to give of "first fruits" and make an intentional spiritual and sacrificial gift. Intentionality requires a plan and a commitment.
2. Increase Membership giving: About 207 members give religiously year to year. Our membership is estimated to be 499. We need to encourage non pledgers to see that CCPC is important in their lives and their gifts matter for the future existence of our church.
3. Education: Continuing to stress throughout the year that Spiritual Stewardship (in time, talent and treasures) has a direct correlation to the many things we do to bring Jesus' teachings into action in our everyday lives.

Thank you to Senior Pastor Molly Blythe Teichert, Aimee Ranaivoarijaona, Tom Lutte, Business Manager Thomas Batties, and everyone else who made this year's campaign a success.