

2015 ANNUAL REPORT



BROWN
MEMORIAL
PARK AVENUE

Presbyterian Church (U.S.A.)



OUR MISSION

Emboldened by the life and teachings of Jesus Christ, we strive to bear witness to the reconciling love of God by nurturing an inclusive community, wrestling with Scripture and tradition, and working for justice and peace.

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PASTOR'S MESSAGE

When asked recently to describe what difference the church makes in your life, I heard someone say, "It doesn't matter whether you're talking about the unrest in the city or the unrest in your life, you can always count on Brown Memorial to be there." That's a great reputation to have. If that reputation depended on any one of us, it would also be a great deal of pressure. But the gift of our church is it depends on all of us without ever depending on any one of us.

You can see that reality in this annual report. Hundreds of people teach, pray, sing, volunteer, serve and learn together. Hundreds more connect with Brown through our mission, outreach, and worship in person and online. People count on us. We count on each other. With a city in turmoil, the constancy of this community feels more and more like a priceless gift. Maybe we should look at it more as a miracle.

The early church seemed to see it that way. In their own cities, dividing among people of different ethnicities, wealth, and gradations of honor, the church saw its own odd, unified life as reflective of God's miraculous work. The seemingly insurmountable boundaries of the time could be overcome by the God whose tenacious love had overcome even the boundary of death. The very existence of the church was a concrete sign of "God with us."

Perhaps that is why so many of us find it impossible to articulate our

spiritual life without talking about the community that recounts God's story complete with its promises, challenges, agitations and turmoil. God is with us in and through the people alongside us. This annual report testifies to that truth.

As we look toward 2016, the Session continues to listen for God's leading of our community. In particular, the Session will lead a process for discerning next steps in the need for a capital campaign to address upgrades needed in our Fellowship Building. These upgrades will improve accessibility, renovate aging spaces and reclaim the space currently used by the Bolton Hill Nursery School until their departure in 2017. Together we will deepen our use of our new communications tools as we continue to enlarge our capacity for engaging the world with our message and our mission. And we will continue to look for new and creative ways to worship, learn and serve together. We'll do all that in a city deep with challenges, but still rich with opportunities.

Whatever 2016 brings, I know one thing that won't change: We'll all be able to count on the gift of Brown Memorial. I'm grateful to be a small part of this miraculous community that still serves as a concrete sign of God with us.

A handwritten signature in black ink, reading "A. Foster Connors".

Andrew Foster Connors
Senior Pastor

CLERK'S REPORT

We welcomed new members: **Kathryn Fanus Arnold, Nathan Robert Arnold, Ashley Erin Boumgarden, John Hamilton Boumgarden, James Brandli, Gregory Alan Brightbill, James Cox, April Flores, Jayne Mauric, Rees Allen Richardson, Jen Simmons and Andrew Madison Winters**; and confirmands **Anna Elizabeth Connors, Katherine Elizabeth Egan, Adam Edward Forward, Ethan Florio Frantovich, Steedman McKay Jenkins, Julia Christen Luljak, Peter Christen Luljak, Carolina Grace Mills, Joanna Louise Schindler, Joshua Edward Sewell, Sean Trevor Sewell and Chloe Elizabeth Willis**.

We mourned the deaths of members **Delores Taylor Jones and Pauline Piper** and friends **Jack Adams, Emma Berry, Patricia Buttner, Margaret**

2015 Membership Changes

Active Members Dec. 31, 2014	317
New Members	24
Deaths	2
Transfers	3
Resignations	6
Moved to Inactive List	13
Active Members Dec. 31, 2015	317
Average Worship Attendance	169

Clippinger, Arthur Cooke, Danny Echols, Peter Gorman, Charles Hall, Ruth Hoyt, Jack Hull, Roosevelt Johnson, Leo Longs, Keiffer Mitchell Sr., William Penn Morrow Jr., Kathleen Munds, Maurice Murphy, Mattie Lee Rose, Ralph Smialowicz, Byron Tepper and Jeannette Wilson.

We celebrated five baptisms and a blessing: **George Augustus Brown III, Daniel Elias Flores, Gareth Everett Reiman, Joshua Edward Sewell and Sean Trevor Sewell. Anderson James Echols** received a blessing.

We reached out to members who have not attended Brown in some time, consequently transferring 13 names to the inactive roll. The church would always welcome their return to active membership.

Elders **Andrew Imperato** and **Andrew Johnston** completed their second terms on the session after making major contributions to the church governance. Youth elders **Nicholas Imperato** and **Olivia Liang** completed a year of conscientious service.

Andrew Foster Connors continues to be an inspiring moderator, ably assisted by **Tim Hughes. Sharon Holley** provides invaluable clerical assistance.

*Submitted by Anne Wilson Heusler
Clerk of Session*

DEACONS REPORT

The Deacons were busy throughout 2015 fulfilling their essential mission: caregiving for the church family. The following is a brief summary of their many activities.

- Organizing and providing for meals for those experiencing the need; preparing home-cooked dinners for three weeks.
- Initiating an Internet prayer vigil during surgery.
- Supporting those requiring hospice care.
- Supporting families who lost loved ones by providing prayer and meals through periods of mourning.
- Providing transportation to medical appointments.
- Acknowledging and celebrating professional awards, the birth of children and milestone anniversaries.
- Delivering groceries.
- Contacting members of the church community who are city residents during the spring riots, offering prayer and inquiring about the safety of members.
- Praying with those who wish to receive or participate in prayer.
- Writing to and/or contacting families using church note cards.
- Contacting and praying for the church's college students who are away from home.

- Maintaining contact with the church's high school students who are seniors.
- Maintaining contacts with families who have recently moved from the area.

In 2016, the Deacons' goal is to be in touch with each church member in the directory. The Deacons are organized to provide caregiving by alphabetic assignment, and typically wear name badges during Sunday worship. The 2016 Deacons are: **Adam Allen (A-B), Fred Cogswell (C), Kirk Fulton (D-E-F), Louise McCarthy (G-H), Nannette Mitchell (I-J-K-L), Bonnie Schneider (M-N), Rick Thomas (O-P-R), Betsey Todd (S-T), Theresa Veatch (U-V-W-Z).**

TRUSTEES REPORT

The trustees continue to collect and count and deposit the collection on a weekly basis. This is probably the most visible of the trustee functions. The trustees meet monthly and this has had a positive impact on ensuring the preventative maintenance of the building, which both prevents problems and saves the congregation from costly repairs.

The trustees are continually adding and updating systems for operation of the church's business function. The shuttle bus service from the Mount

Royal parking lot has been well received by the congregation. The nine trustees (three classes of three), each responsible for an area and/or project, assist with the tracking of projects and reporting to Session. The Trustees are: **Page Campbell, Evelyn Cogswell, Eric Echols, Willard Graves, William McConnell, Matt McNabney, Ken Mills, Andy Ross and Donna Senft.**

2015 Highlights

- Installed fire and smoke detection system.
- Charm City Networks was hired to maintain network (wired and wireless) and computers.
- Installed Church House front outer door bell and handicap help request bell button.
- Hearing assist system replaced with six rechargeable receivers and charging station.
- Electric service updated in Choral Arts area for A/C and computers.
- Ceiling lights replaced in Church House basement (youth area).
- Exterior lighting replaced with high intensity LED.
- Soprano section of chancel wired with high intensity LED for music viewing.
- Church House boiler was repaired and passed inspection.

2016 Plans

- Continue counting and tracking plate tithes and offerings.
- Jenkins Alley sidewalks to be addressed.
- Repair sewer line from rain leader to

address flooding and backups.

- Update tenant contracts, including catering, Choral Arts, Bolton Hill Nursery and Meals on Wheels.
- Continue repairs to South tower.
- Install handrails in sanctuary.
- Repair termite damage.
- Install recording microphones in sanctuary.
- Establish trustee records filing system with system manuals and project documentation.
- Update front sign.
- Create and evaluate equipment lifecycle replacement plan.
- Complete Lutron light switch labeling on the three floors of Church House.
- Complete five-year and 10-year cost projections for roof and masonry maintenance.

BUSINESS

Investment

In 2014, the Investment Committee was reconstituted to provide oversight of the \$6 million Brown Memorial Endowment. During 2014, the committee selected Brown Advisory to manage the portfolio and funds were successfully transferred in 2015 from Vanguard and T. Rowe Price. Additionally, the committee updated the Investment Policy Statement, which the Session and the Compliance Department at Brown Advisory approved.

The Investment Committee meets at least twice a year to review financial performance. To raise awareness about the generosity of individuals and families who have contributed to the endowment, Phyllis McIntosh has lent her talents by writing a series of articles for *The Tidings* newsletter highlighting these individuals.

During 2016, the Investment Committee is planning a seminar led by Brown Advisory to educate the congregation about planned giving. It is hoped that this seminar will encourage members to consider including the Brown Memorial Endowment in their estate planning.

For those interested in participating in the Investment Committee, contact **Barbara Cook**, bawijobe5@gmail.com.

Stewardship

The Stewardship Committee had a good 2015 campaign. After a season of members sharing their stories how the church seeks its welfare through the welfare of the city, 110 households pledged, with \$421,953 committed and many members considering the best ways to use their time and talents at Brown Memorial in the new year.

Thank you to the wonderful 2015 stewardship committee: **David Bielenberg, Emily Brown, Lynda Burton, Kerry Johnston, Taylor Stewart and John Tucker.** The committee is looking forward to growing in 2016. Email taylor@mckinney@gmail.com to join.

Stewardship

campaign 2015:

- 110 households pledged
- \$421,953 committed

MINISTRIES

Christian Education

The phrase “Christian Education” doesn’t capture the fullness of what is reported here. Our ministry in 2015 spilled out far beyond the classroom, into knitting groups and bars and living rooms across the city. It took root in West Baltimore and Montreat, and floated down the Shenandoah River.

The reports here can’t truly capture the fullness of an extraordinary year in Baltimore City, full of pain and steps towards healing. Our ongoing work will continue integrating Christian Education with lived experience, trusting that we’ll continue to find God in that tension.

Adult Ministry

Dedicated lay leadership continues to strengthen our Adult Ministry. The Meditation Circle gathered weekly to pause for a time of silence and prayer. Thanks to **June Fletcher-Hill, McKay Jenkins, Ted Ellquist, and Barbara Francis** for their leadership.

Dave and Laura Urban are now in their third year facilitating Sunday Morning Bible Study, which considers such questions as, “What does the Bible say? What did it mean to its early readers? What does it say to me? This year the group delved into The Gospel

of Mark and the Book of Acts.

Chip and Kelsie Riegel Morgan, for a second year, hosted the monthly Theology on Tap – theological conversation for anyone 21 and older that convenes in a Baltimore bar. Brown members and friends led conversations this year on topics including atonement, environmental stewardship, protest and pluralism.

Dianne Ross has become the organizer of our Prayer Shawl Ministry to provide shawls for those who are grieving, in need of healing or going through crisis. Many knit or crochet from home and a few gather monthly for mutual support and fellowship.

Several shawls were given out this

Our ministry in 2015 spilled out far beyond the classroom, into knitting groups and bars and living rooms across the city.

year, each lovingly and prayerfully made by a member of the group.

Feasting in Faith meets one to two times monthly for a potluck dinner in someone’s home, followed by discussion of a topic of interest. In the spring the group explored the Apostles Creed through the writing of Joan Chittister, and in the fall discussed recent sermons.

In addition to these lay led gatherings, Andrew and Tim led discussions around the week’s preaching scripture during the Wednesday Bible Study and also facilitated congregation-wide conversations on Mission in the spring.

Middle & High School Youth Ministry

It was a good year for youth ministry at Brown Memorial. Taking our cue from the snazzy new Youth Ministry page on the church website, we can talk about 2015 in terms of Christian education, youth group, trips and outings, and mission and justice.

Our sizable confirmation class (13 students and 4 teachers) anchored Christian Education, completing their nine-month process in May. The high school class created their own curriculum with assistance from **Chip and Kelsie Riegel Morgan, Charles Reichelt and Bonnie Schnieder**. The Middle School class met faithfully with **Joanne Egan, Chel Cavallon, Tim Hughes, and Xochitl Mota**.

As of January 2016, Sunday Night Live turns two-years-old. SNL is our monthly evening gathering for youth, and it found its groove in 2015.

Highlights include conversation about hunger, love and fear, as well as a trip to a local homeless shelter. We took nearly 30 young people on our fall and winter retreats and 13 high school students went to Montreat Youth Conference for the first time in many years with **Tim Hughes** and **Rachel Forward**. Tim and **Susan Stroupe** took seven rowdy middle schoolers to the Massanetta Middle School Conference in July, partnering with Hunting Ridge Presbyterian. We also had a first-time tubing trip on the Shenandoah River, a senior high dinner party, and an ill-fated early bird Bible study at 6 a.m.

In January 2015, a small group of high school students began meeting with **Tim Hughes, Gwen Brown** (BUILD) and **Lamont Brown** (Zion Baptist Church) to begin a conversation about race, class and young people in Baltimore. The group engaged in spirited conversation with youth from Zion, eventually hosting a gathering in a recreation center to continue a dialogue.

All of this took place before April’s uprising, which dramatically illustrated the importance of the work. Beginning in July, Tim helped found the Baltimore Youth Organizing Project, a partnership between BMPA, BUILD and the No Boundaries Coalition. BYOP consists largely of youth from Central West Baltimore, but they are beginning the process of reaching out to youth across the city, including young people from Brown Memorial and Zion Baptist Church. We are anxious to see where this work takes us in 2016. We are also laying the groundwork for a youth del-

regation to visit El Salvador in summer 2016.

Children & Family Ministries

We are grateful for the many children in our midst, and the gifts they bring to our community. Each year children of various ages serve as acolytes and greeters, offer musical gifts in worship and, most importantly, eagerly bound up the stairs to Sunday School ready to join their teachers and fellow classmates.

Our children's education program is made possible in large part because of the dedication of volunteer Sunday school teachers: **Rebecca Crew, Karen Nelson, Elizabeth Reichelt, Taylor Stewart, Jeanne Thomas, Becky Thomson** and **Jim and Theresa Veatch**. We are equally blessed to have an ever-expanding nursery serving many infants and toddlers with two paid caregivers, **Tammy Crooms** and **Tida Nelson**.

As a result of our recent "baby boom," much of our attention this year has gone toward strengthening our nursery ministry. This summer we held our first nursery family gathering at the Bolton Hill Swim and Tennis Club, which was such a success we had another this fall at the home of **Emily** and **George Brown**.

At both events it was wonderful to have the opportunity for both parents and children to relax and get to know one another better. Special thanks to our middle school youth (**Evan Cunningham, Liam McConnell, Ian Munds** and **Spencer Scaglione**) who

provided child care assistance at our pool gathering.

This fall we also made the decision to move our nursery into a more dedicated space that is part of the Sunday School space for our younger elementary children. This has proved to be a great change that all love.

The year ended with a modern rendition of the story that never gets old, the birth of our Lord and Saviour, as an integral part of the 11a.m. worship service on Dec. 20. This modern rendition took place right here in Baltimore, rats and all. A special thanks goes to **Tim Hughes** and **Susan Stroupe** for their writing, direction and performance skills. Thanks also to the brave adults who made this pageant an intergenerational event, to the parents for creating their children's costumes and generally pitching in where needed, and to the children and youth who played their parts magnificently.

Music Ministry

Our Chancel Choir is made up of dedicated volunteers of all ages who are the foundation of this ensemble. We are also blessed to have talented professional singers in our midst: **Natanya Washer, Diane Schaming, James Cox, Rob Tracy, Norika Zehnder, Robert Feng** and **Lorenzo Zapata**.

We thank **Hillary Labonte**, soprano, who left after three years of service to pursue her doctoral studies, and **William Schaller**, bass, who stepped down as bass soloist this past fall after a

year of faithful service.

Last spring, our Chancel Choir performed a concert honoring renowned conductor and organist, **James Spencer Hammond**, a member of our Chancel Choir and former Music Director and Organist at Douglas Memorial Community Church. On Dec. 6, the Chancel Choir and soloists joined the choir at Beth El Congregation to perform Handel's Judas Maccabaeus at Beth El, honoring the first day of Hanukah.

Our Children's Choir continues to provide musical offerings to our church community, even with small numbers. This past Advent, their dynamic and talented conductor **Rob Tracy** prepared them to sing for the annual Christmas pageant.

The Handbell Choir welcomed new director **Mary Maldarelli** this past fall. We are grateful to **Grace Maldarelli** who served as director for two years and is now completing her medical studies. Mary, also a medical student, is a recent graduate of Catholic University where she minored in organ and conducting.

Through the generosity of a gift in memory of Margaret Hopkins, the bell choir purchased new bell tables and equipment in honor of their 50th anniversary.

Our Instrumental Ensemble continues to grow in numbers and provide selections for our worship. This ensemble is made up of children, youth and adults – amateur and professional musicians. We are so grateful to them for sharing their talent with us.

Soulful Revue (**Taylor Branch**, director) and Soulful Sisters (**Kathy**

Through the generosity of a gift in memory of Mary Hopkins, the bell choir purchased new bell tables and equipment in honor of their 50th anniversary.

Graning, director) lead music at several worship services in 2015. Their repertoire of gospel, spirituals and contemporary genres adds to the diversity of our worship and its music.

This past fall, Soulful Revue performed at the National Archives Museum in DC to pay tribute to its director, **Taylor Branch**, as he received the 2015 Records of Achievement Award.

The Eutaw-Marshburn Choir continues to flourish under **Chrystie Adams'** direction. This fall, the choir began with nearly 40 children and is preparing music for school programs, a concert at Memorial Apartments and a performance at Brown Memorial. Special thanks to volunteers: **Lynda Burton, Carol Graves, Bud Graves, Elden Schneider, Bonnie Schneider** and **Don Peebles** who assist Chrystie and **Michael Britt** at rehearsals and instruct the children during homework help.

Communications

Brown Memorial's communications took a great leap forward in 2015. Here are highlights.

CCB – Creating Connections at Brown – The church adopted a church management system, Church Community Builder, to centralize its database of members and friends. The system is a password protected, web-based system that allows staff and church members alike to access the church database from anywhere, at anytime. The staff customized the system by renaming it “Creating Connections at Brown,” or CCB for short. Time was spent inputting member contact/financial information and training staff/members on the system.

Weekly Email – An email-marketing program (BombBomb) was adopted to distribute the weekly email highlighting the upcoming Sunday worship service and other activities (previously sent out using Gmail). The e-newsletter is now called *This Week @ Brown* and is designed with the church logo and includes photos, video and links to the church website, fliers and other documents. The email program also tracks how many emails are being opened and what links are being clicked.

New Logo and Rebranding – A website and communications committee formed in 2014, comprised of **Tom Waldron, Abby Jackson, Shirley Parry, David Nyweide, Eric Echols, Tim Hughes** and **Jennifer Michael**. This group spearheaded the redesign of Brown's logo to help drive the eventual redesign of the website. **Abby Jackson**

took this project on and designed a beautiful new logo and color scheme for the church. She used this new logo in her redesigns of the stationary, pew cards and *The Tidings* newsletter.

Website – The website committee spent winter and spring 2015 meeting to develop ideas for redesigning browndowntown.org, to create an RFP for submission to professional website firms, and to review RFP submissions. Theory One Design was chosen to redesign the site. The staff worked with Theory One during the summer and

Brown Memorial's communications took a great leap forward in 2015.

fall to develop the site's new navigation, write fresh content and coordinate three professional photo shoots to build an image library for visually telling Brown's story. The new website launched Dec. 2.

The Year Ahead – The church's communications work will delve further into using its new communication tools. Staff will continue to build their skills using CCB and to encourage the congregation to do the same. The website will be used to tell Brown's story in a more dynamic and timely manner and we will continue to work with Theory One to enhance it.

MISSION

Diversity Committee

The Diversity Committee participated in a phone-a-thon to support the passage of Amendment 14F, which permits same-sex marriages to be performed in PC(USA) churches.

The committee also continued to advocate for an elevator to be installed in the Fellowship Building. In addition, these efforts resulted in the installation of new, state-of-the-art listening devices in the sanctuary.

The committee continued to oversee the popular shuttle service and advocate for improvements to the snow and ice removal policy.

The committee also advised the church staff on the race/ethnicity data field in the new Church Community Builder database, and began reviewing the Accessibility Audit form produced by the Presbyterians for Disability Concerns Network, with plans to complete the audit in 2016 to prioritize additional accessibility improvements.

Membership Committee

The Membership Committee continues to work to provide opportunities

to build and strengthen relationships among members and friends. In addition to writing notes of welcome to visitors, the committee also planned and hosted dinners to welcome new members and coffee hours for Palm Sunday and Easter.

This year, the committee hopes to organize smaller dinner groups of individuals and families. The group has lots of ideas and would love to do more but are short on people power. Anyone interested in this work is invited to join or contact **Rachel Cunningham** (rachel@browndowntown.org) for information.

Global Mission

The Global Mission Committee (GMC) hosted seven meetings in 2015. Active participants include: **Grace Peng, Barbara Francis, Deb Baer, Julie Hanks, David Nyweide, Don Peeples, Chrystie Adams, Barbara Cook, Luther Clark, Andrew Foster Connors** and **Tim Hughes**. In 2016, **Barbara Francis** will begin co-chairing the GMC.

In the winter and spring, the committee discussed the book, “When Helping Hurts. (How to Alleviate Poverty without Hurting the Poor and Yourself).” The discussions emphasized the need to identify strengths of the

community, including focusing on community development rather than rehabilitation, and understanding cultural differences between the slower pace of the Majority World compared to Western society. The committee talked about Asset Based Community Development (ABCD) and helping groups understand what assets they have and engaging with one another.

The group also talked about building relationship and trust, community-to-community and institution-to-institution (such as Baltimore Presbytery Partnerships: Guatemala, Cuba, BDLC and The Center). The committee talked about taking positive change in each of our lives and conveying these ideas with potential community partners.

These discussions were held parallel to Andrew's and Tim's Mission Series and Town Hall discussion, further enriching the understanding of mission.

In the summer, the GMC discussions took a "deeper dive" into applying what was learned from the books, to discerning current and potential partnerships. **Don Peeples** presented his own deep and thoughtfully written personal mission statement, and how the church can be missional.

Deb Baer also reported on her travel with her son Nick to Cuba in February 2015 with the Baltimore Presbytery for the annual "Encuentro." The Baltimore Presbytery and the El Centro Presbytery in central Cuba signed a new partnership agreement. Deb shared her thoughts with the GMC and how she is going through a personal discernment process that is both a humbling and

prayerful experience.

Existing partnerships in El Salvador and the Baltimore Dakota Learning Camps also shared their heartfelt experiences, lessons learned and current challenges.

In the fall, the GMC participated in church-wide activities that raised awareness of GMC partnerships, including a special visit by our Native American partners. The year ended with **Kate Foster Connors** sharing her experiences on starting and developing The Center, and its goals for promoting local mission activities by partnering with groups nationwide.

The GMC discussions next year will continue discernment of what mission means to Brown. **Deb Baer** and **Julie Hanks** will continue to use their experiences from the Baltimore Presbytery and National PCUSA conferences they attended to help GMC move forward with its partnerships.

Baltimore Dakota Learning Camps (BDLC)

Brown Memorial members continue to show the love of Christ as they serve as staff members for the Pejuhutazizi Family Learning Camp, one of three BDLCs held each summer (since 2010) in partnership with Dakota Presbytery churches.

Relationships within the Pejuhutazizi Family Learning Camp continued to build and grow in this third year. Participants from Brown for the 2015 BDLC were: **Chrystie** and **Doug Adams; Rachel, Dever and Evan Cunningham;**

Julie Hanks; Grace Peng, Mehran, Yari and Karoon Armand; Bill and Liam McConnell; and Don Peeples.

In addition to STEM courses fea-

The BDLC Steering Committee is in the process of having An Apology to Native Americans approved by the Presbytery of Baltimore Commission on Reconciliation.

turing reading, math, science, LEGO Robotics and Native American cultural classes, this year the Pejuhutazizi LC added a GIS (Geographic Information Systems) class for the older campers which was very well received.

At the Dakota Presbytery meeting Oct. 4 and at the Presbytery of Baltimore Gathering Nov. 14, The BDLC partnership was renewed for another five years (2015-2020). Brown was honored to have **Fern Cloud** and **Karen Odden**, Brown's Pejuhutazizi partners, and **Billy Kohl**, Stated Clerk for the Dakota Presbytery, present for the entire weekend. On Nov. 13, a group took a trip to the Carlisle Indian

School, the first Indian Boarding School in the United States and is a source of great hurt for Native Americans. Fern's great grandmother was a student at Carlisle and Fern wanted to spend time with her memory and see where she had gone to school so far away from her family. It was a very sobering experience to see the many graves of the children who died while they were students at Carlisle, some of whom were listed as "Unknown."

The BDLC Steering Committee is in the process of having An Apology to Native Americans approved by the Presbytery of Baltimore Commission on Reconciliation (COR). **Don Peeples** has been the main author of this document and has worked tirelessly on it for five years. The committee hopes the COR will accept the apology and it will go on to the Presbytery for approval and then be presented as an overture to the 2016 General Assembly of the PCUSA. God's justice is being carried out in this effort and everyone's prayers are greatly appreciated for this long overdue document.

The 2016 Pejuhutazizi Family Learning Camp dates are July 23-30. Brown families and individuals are welcome to join. Speak to any of the 2015 camp members about this wonderful opportunity.

El Salvador

The focus on El Salvador this year has been to accompany a parish swept up in the gang violence that is sweeping the country.

Susan Saudek was in country in February and March in solidarity with friends of Brown's sister parish Maria Madre de los Pobres. She worked on strengthening relations with the God-parent program, and the youth group in particular. Even as gang violence increased, there was celebration as the announcement came from the papal nuncio that Oscar Romero would be beatified in May 2015.

Violence peaked July to September, with homicides averaging 400 a month. Brown accompanied from afar with the distribution of prayer cards bearing the names of specific Salvadoran friends. Many Salvadoran friends from Brown's sister parish have come north fleeing the violence and have entered the United States undocumented. Work continues to help these friends file for asylum and accompany them to court.

In November, Brown hosted

**In November,
Brown hosted Car-
men Rodriguez, one
of the young peo-
ple who welcomed
Brown Memorial on
its maiden trip to El
Salvador in 1986.**

Carmen Rodriguez, one of the young people who welcomed Brown Memorial on its maiden trip to ES in 1986. She is now working for a government program supporting women, Ciudad Mujer (CM). The parish has provided transportation for women to CM to obtain health services and training for employment.

As the number of Salvadoran refugees has increased in Baltimore, Brown is strengthening its ties with them through collaborations with CASA de Maryland (immigration reform), Esperanza Center (expanded charity medical services) and Centro Sol (Testimonios support groups for teens and adults suffering from trauma and PTSD). All are invited to join these efforts here and in El Salvador.

Cameroon: Mary Daniels Taylor Fund

Jeff Boyd, PCUSA regional liaison for Central Africa for Democratic Republic of the Congo, Cameroon, and Equatorial Guinea, reports good progress is being made in Mbengwi. The church is thriving and the school students are doing well. Although communication between Brown Memorial and Mbengwi was sparse in 2015, they remain in everyone's thoughts and prayers.

Leisa Wagstaff, PCUSA Mission Worker stationed in South Sudan, remains on the ground working with refugees and those displaced by violence. She broke her ankle in a fall and returned to the United States for surgery but went back to South Sudan in November. Her work continues to be

so important and she strives to continue God's work.

Leisa reports: "I also look forward to witnessing real progress in the implementation of a recent peace agreement between the government of South Sudan and the opposing forces that are led by a former vice-president. Even though I have been away for such a long time, I know that the difficulty for the country's citizens has not decreased. At least seven ceasefires have been agreed upon and broken since conflict started in December 2013, just two months after my arrival there. A recent statistic puts one in five South Sudanese as having to relocate due to the current conflict, either as an internally displaced persons (IDP) or as a refugee forced to flee to another country. Even that grim statistic, however, does not adequately depict the horrors of living with uncertainty and in fear that the country will never be able to live up to the promises that so many dared to dream at independence."

Christi and **Jeff Boyd** continue their work. Jeff facilitates support for the relationships, programs and activities of Presbyterian Church (USA) partners in the Democratic Republic of the Congo, Cameroon, and Equatorial Guinea. He also resources PC(USA) mission personnel and helps connect partner churches with PC(USA) congregations that want to be involved in ministry in the region.

Leisa Wagstaff and **Christi** and **Jeff Boyd** are in need of Brown's continued prayers and monetary support. Life is hard in Africa for many, and they continue to do God's work on the ground,

where Brown cannot.

History Committee

The life history of this church, like that of any family, is of interest to its members, and sometimes to others not currently part of the church.

Much of the official history is found in minutes of the meetings of Session and in Brown's weekly and monthly newsletters, copies of which are saved (but not catalogued).

However, a great deal of other material reflects the life and character of the church over the years in the forms of photographs, fliers, letters, newspaper articles and obituaries, committee notes, books, emails and recordings. The History Committee receives, files and catalogues a slow but steady stream of such items and documents collected from current church events (future history) and received as donations from the personal files of members and friends. Occasionally, items come from quite unexpected sources, such as a bookseller in another state.

The History Committee has been contacted several times by people outside the church looking for information. This year, historic material was provided to church bodies for special events such the 10th anniversary of **Andrew Foster Connors** and the 50th anniversary of the Tutorial Program.

The committee is currently working with **Jennifer Michael**, Brown's communications manager, to make the catalogue of all print material (which is stored in filing cabinets in the church

house) accessible online.

Members of the History Committee are **Julie Hanks, Karen Nelson and Sallie Robinson.**

Tiffany Committee

The Tiffany Committee had a successful year despite weather-related problems in the spring. The Tiffany Series presented four events:

Shodekeh and Sahffi in concert, Mar. 22. This urban music concert featured “beatboxer” and vocal percussionist Shodekeh Taliafero and singer/composer Sahffi Lynn, who incorporated blues, rock and French horn into her folk music.

Concert Honoring J. Spencer Hammond. After two postponements, this concert was held April 19. The Chancel Choir, directed by **Michael Britt**, presented a program chosen by **Spencer Hammond**, who conducted the last piece himself. The Reverend Chester France served as master of ceremonies; speakers included Dr. Marion Bascom’s daughter Singleton Wyche and James Crockett.

Mayor Stephanie Rawlings-Blake’s Proclamation designating April 19, 2015 as “James Spencer Hammond Day” in Baltimore was presented to Mr. Hammond.

Congressman Elijah Cummings spoke personally on “Building Baltimore’s Future” Sept. 27. The Baltimore Symphony Orchestra’s OrchKids opened the program.

Michael Britt, organist: “From the

Sublime to the Ridiculous,” Nov. 22.

This concert included classical organ works, a tribute to “The Wizard of Oz,” and Michael Britt’s original organ accompaniment to Laurel and Hardy’s 1929 silent film comedy “Big Business.”

An organ recital by James David Christie scheduled for May 3 was cancelled due to unrest in the city.

These events met the Tiffany Committee’s goal of introducing new audiences to the church by presenting top-notch music programs and a speaker on issues of interest and concern to the community. The Committee transferred \$3,500 in proceeds to Session in early July.

These events met the Tiffany Committee’s goal of introducing new audiences to the church...

Committee members are: **Shirley Parry (chair), David Bielenberg, Michael Britt, John Burton, Lynda Burton, Eric Echols, Andrew Foster Connors, Carol Graves, Barbara Francis, Julie Hanks, Anne Heuisler, Jonna Lazarus, Jennifer Michael, Phil Munds, Khoa Nguyen, Susan Stroupe, John Walker and Andrew Winters.**

Urban Witness

Brown Memorial aspires to be “alive in the city” by ministering to the unmet needs of its neighbors. This is done in several ways: by educating the congregation about the needs and then championing, strengthening and allocating church resources toward solutions. Most importantly, this is done by engaging volunteers in ministries that build relationships with people and address their needs. The Urban Witness Committee serves and supports with humility these activities, praying that they will make a modicum of difference to neighbors and the neighborhood. All in the congregation are a part of this effort through the generous mission budget, and are invited to join when able.

Here are highlights from 2015:

Tutoring Program

The year 2015 was a great year for the tutoring program. The program had a strong close to the 2014-2015 school year as the year-end assessments showed that 93 percent of the program’s students achieved measurable progress, or 71 out of 76 students.

Fifty-five percent made substantial progress, meaning they significantly improved in at least three phonics skills and went up at least one grade level. This number would have been higher had the program not lost 17 of its original students by mid-year as the result of a large housing development closure. These 17 students were forced to relocate and transfer to new school

districts. Consequently, the tutoring program took on 17 new students in January, but was unable to work with them long enough to make the kind of impact sought.

The 2015-2016 tutoring year began with the exciting addition of 15 new tutors, allowing the tutoring program to work with 82 children from three partnering schools: Mount Royal, John Eager Howard and the Baltimore Montessori Public Charter School. The tutoring program currently has 59 volunteer tutors, nine of whom are Brown Memorial members.

The program is also pleased to report that **Amy Munds**, another church member, is sharing the position of Assistant Director, along with **Coppie MacFarlane**. **Maryann Povell** retired from the position in June, but is thankfully sharing her incredible tutoring skills by volunteering to tutor three children and continuing to be an excellent tutor trainer in September.

In addition to the important work of teaching reading and writing to students, the program is having a wonderful time exploring the world of music this year. The children have been exposed to many music genres through study of different instrument families. To the delight and awe of the children, tutors and visitors from the Baltimore Symphony Orchestra have demonstrated their musical instruments. The students are writing about their discoveries and listening experiences and increasing their knowledge of the world and its enriching, creative expressions.

BUILD

BUILD (Baltimoreans United in Leadership Development) has a 35-year history of organizing in Baltimore, joining people together from institutions across the city to develop relationships to act together on issues that change lives. Brown members act with BUILD as one of its 45 member institutions (churches, synagogues, schools, civic associations).

In 2015, Brown members:

- Walked the streets in Sandtown after the April uprising with the No Boundaries Coalition, and gathered residents to meet and act on safety issues that mattered to them (including getting the police commissioner to meet with residents). They participated in street clean up, and connected residents to

Brown members supported Turnaround Tuesdays, a new jobs movement to change hiring policies in Baltimore to hire “returning citizens” who are reentering the workforce after incarceration...

food and prescription resources that were disrupted.

- Supported and visited Turnaround Tuesdays, a new jobs movement to change hiring policies in Baltimore to hire “returning citizens” who are reentering the workforce after incarceration and to provide both leadership and workforce training to them; over 200 residents have participated in the program; 97 jobs obtained; 87 percent retention rate. Brown members are encouraged to consider mentoring opportunities in 2016 (Cheryl Finney is coordinating).
- Took part in actions that developed relationships with employers, such as President Daniels at Johns Hopkins, to support creation of 1,000 new jobs targeted for those living in the affected area (Hopkins local). Brown members also advocated for negotiation of major stakeholders on a jobs creation proposal for community health workers for area hospitals – 375 jobs created.
- Successfully held the mayor to her verbal commitment, and afterschool funding and summer youth employment was doubled.
- Twenty Brown members joined BUILD’s event to demand that members of the School Board put pressure on the state to allocate more funding to the city schools.

Eutaw-Marshburn Elementary School

For more than 15 years, Brown members have been involved with urban education at our local elementary school, Eutaw-Marshburn. This year Brown

members provided teachers and school leaders with:

- classroom assistance, with five members from Brown among 10 from other churches and organizations working with children in different classes;
- a 30+ children’s choir, directed by **Chrystie Adams** and **Michael Britt**, with four other members giving homework help. Choir performances were held at Brown, during worship, at Memorial Gardens apartments and in school assemblies;
- a summer learning camp, Soaring Eagles, organized by **Chrystie Adams**, with 44 Brown members and staff and friends from Church of the Reconciliation in Chapel Hill, NC, giving a week of instruction and fun to 75 children from the community/school;
- fun and fund raising for school trips, highlighted by a Winter Wonderland fair that this year raised more than \$1,000. Several hundred students had an opportunity to visit the Santa’s workshop room, interact with the police officers/elves and 250 had photos taken with Santa. **Susan Saudek** and **Sandra Fink** gave leadership to this event, with many Brown members, teachers and parents joining in; **Kathy Arnold** and school nurse Barbara Bruno led a winter coat drive with students at Boys Latin that provided most of the more than 50 warm coats, mittens, hats and new toys; and
- ad hoc assistance with school activities, such as **Susan Saudek** functioning as school photographer who has livened the school halls by paying tribute to students and teachers who achieve goals.

Memorial Episcopal’s Samaritan Community

This organization provides food, clothing and counseling to those in need in our neighborhood. Many Brown members filled green bags with food for the Samaritan Community.

Meals on Wheels

Meals on Wheels operates a distribution center from the church, and many members deliver meals to the homebound.

Our Daily Bread Committee

This committee is a small work group established as one channel for meeting the problem of hunger in the city by contributing casseroles to the established feeding program operated by Catholic Charities at their Our Daily Bread site.

The church has covenanted to provide 20 casseroles monthly, prepared according to recipes and directions supplied by the program. Each of the main committees of the church are asked to take the lead in preparing casseroles one or two months a year, and also solicit casseroles from individual church members.

CCB connections and email reminders helped this year’s casserole recruiting efforts. The 20-a-month casserole commitment was achieved every month, and frequently a little more.

Looking ahead to 2016, the current committee (**Karen Nelson, Rachel Forward, Evelyn Cogswell**) welcomes **Barbara Francis** as a new member. She

comes with ideas for casserole cooking parties and other enhancements.

Additional ways to support this excellent Catholic Charities program will be explored this year, including members of the congregation volunteering to set up and serve meals. Thank you to all those who prepared casseroles during the year, some almost every month. It is a real labor of love.

No Boundaries Coalition

The No Boundaries Coalition is a non-profit in Central West Baltimore that builds connections between residents across different neighborhoods. Brown is an institutional partner in the work the Coalition has done to break down barriers of race and class that have historically inhibited interactions among neighbors. The Coalition hosts an annual block party where Brown adults and youth have volunteered.

It has recently focused on improving street safety, introducing healthier food options, and increasing voter registration in West Baltimore. In 2015, it helped organize the West Baltimore Community Commission on Police Misconduct and, in partnership with BUILD, the Baltimore Youth Organizing Project. The relational groundwork that the Coalition has laid was crucial for mobilizing a unified and constructive response to the social upheaval Baltimore experienced this past spring.

Monthly meetings are open to anyone interested in being part of a stronger Central West Baltimore. Learn more at noboundariescoalition.com.

Worship Committee

The Worship Committee continued to support the staff in creating inspiring and meaningful worship services. It meets monthly to discuss worship issues, but many members of the congregation who are not on the official committee help day in and out.

The committee thanks: **Peggy Obrecht** for scheduling the communion servers; **Evan Cunningham** and **Joseph Reichelt** for faithfully taking attendance; **Mark Gruber** and **Sheldon Lebowitz** for filling the blue folders each week; **Dave Rollison** for completing many behind-the-scenes tasks; **Gilly Babb** for her service as a committee member in 2015; **Julie Hanks** and her jolly crew for decorating the sanctuary at Christmas and Easter.

This year the committee took on the task of preparing the communion elements each month. Many thanks to **Geralyn Schroth**, **Rick Thomas**, **Jeanne Thomas** and **Anne Heuisler** for providing the bread and wine and preparing the table. In 2016, Jeanne has graciously volunteered to bake breakfast casseroles for Our Daily Bread with the uneaten bread each month.

After more than a decade as the chair of the Worship Committee, **Betsy Nix** is stepping down to become a trustee. **Susan Stroupe** is now the chair, leading **Anne Heuisler**, **Nannette Mitchell**, **Rebecca Crew**, **John Tucker**, **Betsy Nix** and the staff in monthly meetings.

MEMBER ANNIVERSARIES

50 or More Years

Charles L. Wagandt, II	72 Yrs
Jervis Finney	69 Yrs
Margaret (Peggy) Obrecht	63 Yrs
Nancy Warner	58 Yrs
Ann Middaugh (Mrs. John)	57 Yrs
Edna May A. Watts (Mrs. Fred)	52 Yrs

45 Years

Elizabeth Lee Williams

40 Years

Barbara Clippinger
Mary Gillian (Gilly) Babb
Ellen (Nell) W. Robinson

35 Years

Judith A. Arnold
Colleen Bowers

30 Years

Luke Clippinger
Kenneth Jones
Jonna Lazarus

25 Years

Gayle Barney
June Fletcher-Hill
Lawrence (Larry) Paul Fletcher-Hill
Carol Gevecker Graves
Willard (Bud) Lee Graves
Kathryn (Kathy) Graning
Kenneth Mills

20 Years

Joanne Egan
James Egan

15 Years

Rebecca Adams
Jennifer Hinkle
Laura McConnell
William McConnell
Lehn Alexander Robinson
Benjamin True Waldron

10 Years

Olivia Clark Babb
Nancy Miller Bandiere
Hilbert Byers, Jr.
Page Campbell
Ellen Delores Carter Cooper
Emma Savannah Fesperman
Redmond Conyngham Finney
Kelly Marie Bower Joffe
Edward Matthew Joffe
Nannette Kindle Mitchell
Monica Marie Rakowski
Charles Joseph Reichelt, II
Elizabeth Proctor Reichelt
Sallie Falls Shoemaker Robinson
Henry Valentine Waldron

5 Years

Eric Echols
David N. Miller
David Jacob Nyweide
Narka Ryan
William Ryan
J. P. Scott
Jason Setty
Michelle Setty
Steve Stem
Taylor McKinney Stewart
Thomas Stewart
Adrienne Williams

OFFICERS

SESSION ELDERS

Class of 2015

David Bielenberg
Andrew Imparato
Nicholas Imparato (youth elder)
Andrew Johnston
Olivia Liang (youth elder)
Stephen Ruckman

Class of 2016

Barbara Cook
Anne Heuisler
David Nyweide
Grace Peng

Class of 2017

Deborah Baer
Cheryl Finney
Xochitl Mota-Back
Taylor Stewart

DEACONS

Class of 2015

Fred Cogswell
Bonnie Schneider
Rick Thomas

Class of 2016

Lucille McCarthy
Nannette Mitchell
Betsey Todd

Class of 2017

Adam Allen
Rose Glorioso
Theresa Veatch

TRUSTEES

Class of 2015

Willard Graves
Kenneth Mills
Andrew Ross

Class of 2016

Page Campbell
Evelyn Cogswell
Bill McConnell

Class of 2017

Eric Echols
Matthew McNabney
Donna Senft

CLERGY & STAFF

CLERGY

Andrew Foster Connors
Senior Pastor

Tim Hughes
Associate Pastor

STAFF

Michael Britt
Minister of Music

Rachel Cunningham
Christian Educator

Sharon Holley
Administrative Assistant

Sharon Lucas
Financial Administrator

Jennifer Michael
Communications Manager

Rob Brown
Facilities Manager

Robert Tracey
Director of Children's Music

Mary Maldarelli
Director of Handbells

Tamara Crooms
Caregiver

Tida Nelson
Caregiver

Henry Owens
Custodial

Martha Socolar
Tutoring Program Director

Coppie MacFarlane
*Tutoring Program Assistant
Director*

Amy Munds
*Tutoring Program Assistant
Director*

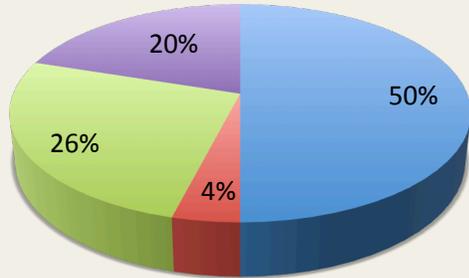
Thank you to the contributors of this report...

Chrystie Adams, Michael Britt, Lynda Burton, Page Campbell, Fred Cogswell, Andrew Foster Connors, Barbara Cook, Rachel Cunningham, Eric Echols, Cheryl Finney, Julie Hanks, Anne Heuisler, Sharon Holley, Tim Hughes, Sharon Lucas, Jennifer Michael, Karen Nelson, Betsy Nix, David Nyweide, Shirley Parry, Grace Peng, Susan Saudek, Taylor Stewart and Martha Socolar.

2016 Narrative

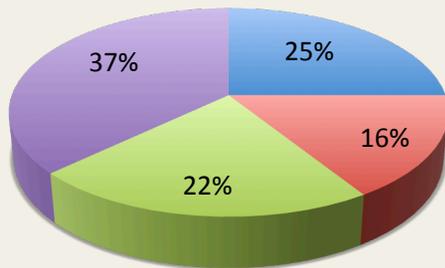
Ministry Income

- Pledge & Plate
- Rent/Miscellaneous
- Endowment Draws (Allowed)
- Endowment Draws (Extra)



Ministry Investment

- Mission
- Members
- Education
- Worship



Budget

Description	2015 Actual	2016 Budget
INCOME	1,022,514	1,084,971
Pledge and Plate	558,248	539,000
Rent/Miscellaneous	42,086	42,460
Endowment Draws (Allowed)	302,180	281,700
Endowment Draws (Extra)	120,000	221,811
EXPENSES	1,022,992	1,084,971
Personnel	576,944	615,600
Christian Education	17,118	25,800
Congregation/Worship	26,751	24,435
Mission	74,131	76,178
Operations	328,048	342,958

The graphs to the left represent a breakdown of the 2016 budget by different areas of ministry investment. The chart above represents a breakdown of the major line items approved by the Session. These are two different ways of understanding the same budget. The "Endowment Draws (Allowed)" represents a 5% withdrawal from the endowment - the amount that provides for the long-term preservation of the corpus of Brown Memorial's almost \$6 million endowment. The "Endowment Draws (Extra)" shows the additional withdrawal from the endowment, approved by Session, to support the continued growth of the church. (This amount could also be considered the "gap" or the "deficit" between our income and our expenses). The 2015 numbers represent actual income and expenditures, whereas the 2016 numbers represent budgeted expectations. The 2015 actual income figures exceeded 2015 budgeted expectations, resulting in a smaller "extra endowment draw" than anticipated.

Ministry Investment

Worship Ministry **\$404,201**

Worship ministries are provided by our pastors Andrew (50% of compensation) and Tim (25%); our Minister of Music (70%); Choristers and Section Leaders and Director of Handbells (100%). Worship would not be possible without office support (50% Sharon H. and 25% Sharon L.) and facilities staff (40%). Also, 50% of our utilities and insurance are included in this category.

Education Ministry **\$242,136**

These ministries are provided by Rachel, our Director of Children and Family Ministries (90%); and Tim, our Associate Pastor (45%). Nursery workers, the Financial Administrator (25%), and the Director of the Children's Choir support our educational activities, which take place in the Church House and the upper floors of our Fellowship Hall (25% utilities). The church continues to adapt to the fast-paced realities that are part of our modern lives, while providing resting spaces along the way. Administrative support is also provided by Sharon Holley (25%).

Caring for Our Members **\$170,839**

Pastoral care provided by Andrew (25%) and Tim (10%) is supported by the work of the deacons. This category also includes a significant proportion of the compensation for Jennifer Michael, our new communications manager (50%). Sharon H. (25%) and Sharon L. (25%) provide admin. support. Rachel staffs our membership committee (10%). Emergency funds meet the extraordinary needs of those in our community.

Mission and Outreach Ministries **\$267,795**

Our church supports the Brown Memorial Tutorial Program in our building, the Hau Kola Learning Camps in the Dakota Presbytery, and a long-term sister relationship with Maria Madre de Los Pobres Church in El Salvador, and membership in various special agencies in the church. This category represents member contributions to trips and special offerings, Tiffany Series contributions and the time of Andrew (25%) - providing leadership in BUILD and NEXT Church, and Tim's leadership with our youth (20%). Admin. support is provided by Sharon L. (25%) and Jennifer (50%).

BMPAPC 2016 Operating Budget
1/24/2016 Congregational Meeting

	<u>2016 Budget</u>	<u>2015 Actual</u>	<u>2015 Budget</u>	<u>2014 Actual</u>	<u>2014 Budget</u>	<u>2013 Actual</u>	<u>2013 Budget</u>
<u>INCOME</u>							
Plate and Pledge	\$ 539,000.00	\$ 558,247.49	\$ 537,000.00	\$ 514,232.40	\$ 505,000.00	\$ 493,917.66	\$ 470,000.00
Rent/Use/Miscellaneous	\$ 42,460.00	\$ 42,086.15	\$ 42,100.00	\$ 41,475.00	\$ 45,100.00	\$ 53,755.00	\$ 45,100.00
Growth and Outreach							
Endowment Draws	\$ 503,511.42	\$ 422,180.00	\$ 484,820.57	\$ 433,522.23	\$ 468,797.59	\$ 386,265.64	\$ 366,493.65
TOTAL INCOME	\$ 1,084,971.42	\$ 1,022,513.64	\$ 1,063,920.57	\$ 989,229.63	\$ 1,018,897.59	\$ 933,938.30	\$ 881,593.65
<u>EXPENSES</u>							
Personnel	\$ 615,600.00	\$ 576,943.50	\$ 583,339.65	\$ 534,306.86	\$ 589,237.77	\$ 528,468.50	\$ 576,022.69
Salaries	\$ 363,228.20	\$ 336,328.07	\$ 343,111.25	\$ 307,733.90	\$ 357,248.66	\$ 299,710.08	\$ 314,215.88
Health and Pension and Worker's Comp	\$ 128,862.10	\$ 124,077.91	\$ 124,025.39	\$ 123,051.08	\$ 120,066.06	\$ 112,823.95	\$ 123,845.50
Personnel Committee	\$ 2,000.00	\$ 2,500.00	\$ 1,000.00	\$ 180.19	\$ 2,500.00	\$ 3,647.04	\$ 2,500.00
Housing Allowances	\$ 73,500.00	\$ 70,000.00	\$ 70,000.00	\$ 64,200.00	\$ 65,484.00	\$ 72,555.06	\$ 89,200.00
Payroll Taxes	\$ 33,409.71	\$ 30,878.44	\$ 31,603.01	\$ 28,341.38	\$ 32,339.05	\$ 28,058.03	\$ 30,861.31
Professional Expenses	\$ 14,600.00	\$ 13,159.08	\$ 13,600.00	\$ 10,800.31	\$ 11,600.00	\$ 11,674.34	\$ 15,400.00
Christian Education	\$ 25,800.00	\$ 17,117.87	\$ 29,030.00	\$ 23,602.22	\$ 32,050.00	\$ 13,956.52	\$ 28,384.86
Children and Families	\$ 3,500.00	\$ 4,209.60	\$ 3,450.00	\$ 2,969.12	\$ 2,900.00	\$ 2,827.65	\$ 2,900.00
Wednesday Night At Brown			\$ -	\$ 1,224.27	\$ 4,000.00	\$ 1,532.12	\$ 4,804.86
Youth	\$ 13,500.00	\$ 8,141.80	\$ 13,330.00	\$ 11,794.20	\$ 14,150.00	\$ 7,743.41	\$ 9,630.00
Shared Christian Ed	\$ 5,800.00	\$ 3,312.06	\$ 9,250.00	\$ 6,156.99	\$ 9,500.00	\$ 1,221.23	\$ 9,500.00
Adult Education	\$ 3,000.00	\$ 1,454.41	\$ 3,000.00	\$ 1,457.64	\$ 1,500.00	\$ 632.11	\$ 1,550.00
Congregation/Worship	\$ 24,435.00	\$ 26,751.19	\$ 31,085.00	\$ 28,075.22	\$ 27,545.00	\$ 17,505.66	\$ 8,125.00
Membership	\$ 4,500.00	\$ 4,487.02	\$ 3,850.00	\$ 5,045.78	\$ 8,000.00	\$ 4,058.98	\$ 2,200.00
Music	\$ 6,850.00	\$ 4,141.47	\$ 7,350.00	\$ 7,369.69	\$ 7,450.00	\$ 5,293.20	\$ 3,050.00
Worship	\$ 4,095.00	\$ 10,775.47	\$ 10,895.00	\$ 9,472.95	\$ 9,095.00	\$ 7,428.48	\$ 2,375.00
Tiffany	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Diversity	\$ 8,990.00	\$ 7,347.23	\$ 8,990.00	\$ 6,186.80	\$ 3,000.00	\$ 725.00	\$ 500.00
Mission	\$ 76,178.50	\$ 74,131.37	\$ 75,038.00	\$ 69,035.55	\$ 75,216.90	\$ 70,417.53	\$ 71,621.10
Tutorial	\$ 22,000.00	\$ 21,640.00	\$ 21,640.00	\$ 21,640.00	\$ 21,640.00	\$ 21,640.00	\$ 21,640.00
General	\$ 26,278.50	\$ 26,248.00	\$ 26,248.00	\$ 25,326.90	\$ 25,326.90	\$ 24,981.10	\$ 25,081.10
Global	\$ 7,400.00	\$ 6,984.47	\$ 7,400.00	\$ 3,951.74	\$ 9,900.00	\$ 9,425.00	\$ 9,900.00
Urban	\$ 20,500.00	\$ 19,258.90	\$ 19,750.00	\$ 18,116.91	\$ 18,350.00	\$ 14,371.43	\$ 15,000.00
Operations	\$ 342,957.92	\$ 328,047.63	\$ 345,427.92	\$ 313,407.29	\$ 294,847.92	\$ 303,054.46	\$ 197,440.00
Session	\$ 3,500.00	\$ 656.13	\$ 3,500.00	\$ 14,966.47	\$ 2,000.00	\$ 10,649.49	\$ 12,000.00
Stewardship	\$ -	\$ -	\$ -	\$ -	\$ 100.00	\$ -	\$ 100.00
Office	\$ 42,200.00	\$ 36,108.91	\$ 36,900.00	\$ 32,146.25	\$ 35,200.00	\$ 29,429.02	\$ 30,000.00
Communications	\$ 21,020.00	\$ 36,310.68	\$ 36,600.00				
Building Maintenance	\$ 263,510.00	\$ 242,243.99	\$ 255,700.00	\$ 253,566.65	\$ 244,820.00	\$ 250,248.03	\$ 142,620.00
Debt Service	\$ 12,727.92	\$ 12,727.92	\$ 12,727.92	\$ 12,727.92	\$ 12,727.92	\$ 12,727.92	\$ 12,720.00
TOTAL EXPENSES	\$ 1,084,971.42	\$ 1,022,991.56	\$ 1,063,920.57	\$ 968,427.14	\$ 1,018,897.59	\$ 933,402.67	\$ 881,593.65
BALANCE	\$ (0.00)	\$ (477.92)	\$ (0.00)	\$ 20,802.49	\$ 0.00	\$ 535.63	\$ 0.00



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