



Annual Report



- 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.

Pastor's Message

t the visitors' center of "El Boquerón," a volcano on the outskirts of San Salvador whose crater our church's youth and I had just traipsed across, I turned to our Salvadoran hosts to fact-check my Spanish translation. "This says the volcano could erupt again at any time?" They nodded yes. "And it says it could be a catastrophic eruption?" Again, they nodded. I shifted uneasily. "Aren't you worried?" I asked. They looked at each other and chuckled. "We have bigger problems to worry about," Hernán said.

That moment has stuck with me this year as the daily news cycle continues to offer all sorts of events to shock, depress and often enrage me. In El Salvador, beset by violence that outpaces even Baltimore's murderous streak, hunger, and daily challenges to basic survival, our hosts found a way not to be defined entirely by circumstance. That way, I've come to see, does not include escapism, an option not readily available to our hosts. It is the gritty work of consistently and persistently carving out space for the humanizing work of humor and hope, dreaming and weaving together the kind of community that is capable of resisting the totalizing, demoralizing narratives of despair that always threaten to overwhelm.

I was thrilled, then, when our Session, after listening to our congregation at last year's annual meeting and in listening sessions, created goals for our congregation built on the theology, ethics and practice of relationships, putting words to some of our organizational messiness.

We embraced that messiness a number of years ago when many of us vocalized that the church we believed God was calling us to become didn't have a specific blueprint to follow. The old models of a "program sized church" didn't fit. We didn't want to be about programs, but about people. We didn't want to squeeze our people into structures, we wanted structures to adapt and change to the people God has created us to be and become.

I think this manageable chaos is frustrating (maddening?) to a number of people, including me. People are easier to manage with committees that we work out on paper rather than in person. But when I listen to many of you describe what attracts you to Brown Memorial, rarely do I hear those old Presbyterian watchwords of "decently and order." When I consider the church I crave in my own life, well-defined, static structures are far from my mind. The truth is that we need the church to preserve, expand and revive our humanity—the image of God in each and every person. We need the church to clarify our calling—our purpose for loving and healing and justice-making in our daily walk with God. The city and the



Andrew and daughter Anna in El Salvador.

world needs the same. And a church that feels called to live into that in 2019 has to be more nimble, flexible and adaptable than those old static structures can provide.

That flexibility has been tested in 2018 as we eagerly awaited the arrival of a new Associate Pastor, dealt with limited physical space, and continued navigating our responsibility for the city's renewal in the midst of terrible violence and a national politic increasingly deaf, if not hostile, to our most significant local challenges. The Good News that we experienced in 2018 is all through the pages that follow. In 2019 we will face some of these similar challenges, yet our renovated space, alongside Associate Pastor Michele Ward's arrival, presents an excellent opportunity to live into new ways of being together.

We'll be thinking more intentionally together about these new ways of being as I go on sabbatical, May 5-August 24. The Session applied for, and received, a coveted grant from the Lilly Foundation. The grant expresses some of the observations I've shared here around our belief that we have exhausted most contemporary church models and need intentional time to "study, process and reflect on the process through which individuals become community." Many of the activities I will be undertaking during the sabbatical (fully funded by the grant) revolve around the process through which distinct individuals form teams of people "in ways that deepen, rather than strain, the spiritual practices and resilience of busy people engaged in transformative discipleship work." While I'm away, several activities have been planned by the Session with similar goals in mind (also fully funded!)

August, when I return, will mark 15 years of my tenure at Brown Memorial. It also corresponds with Brown Memorial's 150th anniversary (cornerstone laid in 1869; congregation founded in 1870). It is fitting, then, that we begin this process of "refounding Brown," becoming fully present to each other and to the people we are called to serve, carving out space for the humanizing work of humor and hope, dreaming and weaving together the kind of community God is calling us to become.

Andrew Foster Connors
Senior Pastor

Clerk's Report

We welcomed 34 new members: Kim Beers, China and Josh Boak, Brian Boles and Whitney Washington Boles, Rachel and Sam Edgin, Joyce Edington, Al and Ellen Fisher, Ed and Gail Hambleton, Diane and Jack Hodges, Judy Jones, Maureen Kelly, Morgana Kinlan and Matt Mickel, Thomas Paine, Amanda Mathews and Kyle Rae, Eddie Satterfield, Bill Sheridan and Carol Tayman, Lyndsay and Matthew Taylor (with child Hazel Taylor), Martha Thomas, Lucy and Phil Sorensen, Ted and Ally Vitale (with child Cora Vitale), Tom and Yabi Wagener, and Andi Zumbrum.

We mourned the deaths of members and friends: John Peter Arnesen, Debra Britt, Sara Jane Britt, Robert S. Brown, Hamilton C. "Chace" Davis, Jr., Janice Fletcher, Essie Mae Humphrey, Lillian Miller, Bruce O. Nolf, Ping Peng, Cheryl June Smith, Ann M. Sterner, and Edna Watts.

We celebrated six baptisms: Rowan Cavanaugh Bellinger, daughter of Brent and Lizzie Bellinger; Leah Margaret Flores, daughter of Jen Simmons and April Flores; Eli Alan Rainey, son of Gillian and Justin Rainey; Cora Marilyn-Margaret Vitale, daughter of Ally and Ted Vitale; Beatrice Ruby Williams, daughter of Miranda and Andrew Williams; and Taylor Brooke Yeadon, daughter of Nancy and Ellis Yeadon.

Elders David Bielenberg (co-clerk) and Stephen Ruckman completed their service on Session. Other 2018 Session members included: Gayle Barney, Liz Bowie Fesperman, David Nyweide, Elizabeth Reichelt, Kelsie Riegel Morgan, Michael Reed, Paul Robie, Taylor Stewart, Laura Urban (co-clerk), and John Walker. Youth elders Anna Foster Connors, Steedman Jenkins, and Annie Schindler served. Rev. Andrew Foster Connors served as moderator.

Trustee Betsy Nix (co-chair) completed her term of service. Others who served as trustees were Joe Brandli, George Brown (co-chair), Beth Gregory, Bill McConnell, David Miller, and Malinda Peeples.

Deacons serving this year were: Rachel Clark, Fred Cogswell (chair), Jim Cox, Kirk Fulton, Lucile McCarthy, Amy Munds, Bonnie Schneider, Geralyn Schroth, and Rick Thomas.

Associate Pastor Nominating Committee members were: June Fletcher-Hill (chair), Omar Calderon, Carol Graves, Katherine Jenkins, Carolina Mills (youth), Tom Inglesby, Amy Bonitz Palmer, and Andrew Winters.

Staff transitions: In May, we mourned the death of Facilities Manager Rob Brown and continue to give thanks for his strong work among us. Communications Manager Jennifer Michael left for full-time work as Communications Director for the MD Historical Society. We are grateful for her continued support of some of our communications work in a more limited, contractual role. In August, Rev. Tim Hughes Williams completed his part-time position with Brown, leaving to work full-time as pastor of Light Street Presbyterian Church. In August, the congregation called The Rev. Michele Ward to serve as Associate Pastor. And in October, David Gray signed a contract to provide facilities management services to our congregation.

BROVVN BY THE NUMBERS

360 Members on Active Role December 31, 2017

34 New Members

Death

Transfer

Resignations

Moved to Inactive

Members on Active Role December 31, 2018

Average Attendance at Worship Services



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HIGHLIGHTS Congregational Life

The year 2018 marked many transitions, from major renovation projects to staffing changes.

- The year began with the South Tower deep in construction and the Construction Team prepping for the Fellowship Building renovations. Team members even took part in some demolition of their own.
- "Stations of Faith" was our theme for Lent. Each Sunday of Lent we invited a different member of the congregation to share parts of their own faith journey in worship.
- Weekly (Thursdays, 5:30 p.m.) and Lenten prayer services continue to be meaningful opportunities for personal and corporate reflection. This fall we introduced a Service of Lament and an Honoring The Darkness Longest Night Service.
- After many months of searching, the Associate Pastor Nominating Committee called The Rev. Michele Ward as our new Associate Pastor in August. She accepted the call and joined us in September for Rally Day.
- Andrew and Michele lead worship with a fall sermon series focusing on the courage of vulnerability.
- Our Chancel Choir, Handbell Choir, Soulful Revue and Instrumental Ensemble continue to grow and feed the liturgical life of our church through a rich and diverse repertoire. A generous donation made the purchase of new choir robes possible.
- The Silent Film Series to benefit the Capital Campaign continued in 2018, featuring the films "Dr. Jekyll and Mr. Hyde," "Seventh Heaven" and "Phantom of the Opera."
- Our Summer Concert Series and Hymn Sings had record attendance, welcoming not only talented musicians from the Brown Memorial Community, but also guest soloists and ensembles.
- Our Tiffany Concert Series in its 11th year featured renowned organist Carol Williams, as well as the Baltimore Symphony Brass Ensemble and a performance of Poulenc's "Gloria." Our composer in residence composed the anthem "Lead, Kindly Light," which was premiered at a Tiffany Concert in the spring of 2018 and also composed several choral benedictions for our choir. The Baltimore Symphony Brass Ensemble returned in December for an Organ and Brass Extravaganza.
- Our Christian Education program adapted to space constraints and squeezed classes for adults, children and youth into the Church House, with as many as 25 different adults helping in various teaching roles in six different classes, including a confirmation class this fall. Thanks to everyone for your help!
- Over the summer our youth participated in the Montreat High School Conference (11 youth) and two mission trips—to El Salvador (five youth) and to the Pejuhutazizi Learning Camp in Minnesota (five youth).
- Sunday Night Live, Brown Memorial's monthly youth gathering, continued meeting through May 2018 with youth and adults from Memorial Episcopal and Corpus Christi churches. SNL took a hiatus this fall while the Fellowship Building remained under construction.
- In July during Artscape weekend, we worshipped with our friends at Trinity Baptist Church on Druid Hill Avenue. The service was led by the pastors and music ministries of both congregations.
- The small group experiment in 2017 was so well received that we broadened the experience. A team met over the spring and summer to plan topical groups that launched this fall, ranging from literature discussions to outdoor treks and more. A "Faithfully Feminist" women's group, as well as The Prayer Shawl Ministry and Theology on Tap, continue to meet monthly.
- We closed the year with a dedication and blessing of the newly renovated Fellowship Building on the Sunday before Christmas.



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HIGHLIGHTS Mission in the City

Our urban witness in Baltimore extends from policy advocacy to monthly casseroles, but all of it is rooted in a sense of God's love for the city.

- We continue to volunteer at Eutaw-Marshburn Elementary School (EMES) throughout the year, including co-sponsoring "Pictures With Santa" with the EMES Positive Behavioral Intervention and Supports (PBIS) Committee—a reward activity event for December. Police officers from the Baltimore City Police Department provided Santa, elves and several other helpers to talk with the children. Two new volunteers from Brown Memorial are working with third grade math students and with a first grade class.
- The EMES Choir is in its seventh year and going strong with 35–40 children practicing each Wednesday after school. We were unable to have the EMES Choir Camp for 2018 but are very hopeful that we can host it in 2019 in our newly remodeled spaces. The EMES Choir was invited to sing at the NEXT Church Conference held in Baltimore, along with performances at Brown Memorial Church and Linden Hall Apartments.
- The Soaring Eagles Learning Camp was held for the seventh summer and our partner volunteers came from the Westminster Presbyterian Church in Des Moines, Iowa. Many thanks for the generous donations of Brown Memorial members and friends, which totaled over \$1,500. The monies were used to buy brand new books given to the campers. The donations also supported the breakfast and lunch meals, which were part of the camp day, as well as station supplies for all of the learning activities.
- The Brown Green Team, which is committed to advancing environmental education and stewardship, planted more trees at Eutaw-Marshburn Elementary School, volunteered at Migde Lucas' immigrant farm near Annapolis and organized two watershed canoe trips on the Susquehanna and Chesapeake with the Chesapeake Bay Foundation. The Green Team also held an informative and well attended native plant lecture by Doug Tallamy.
- We continue to help address hunger in our city by supporting the Samaritan Community with "green bag" food donations, and Our Daily Bread with monthly casseroles—more than 200 made by Brown members this year.
- We are participating in actions by Baltimoreans United in Leadership Development (BUILD) to organize Baltimoreans across race and ethnicity toward violence reduction across neighborhoods. An Adult Education class in April also focused on the difficulties and challenges our Hispanic neighbors are facing in the city of Baltimore, from harsh immigration enforcement, to violence in their streets. Brown Memorial members participated in Issue Action teams related to youth opportunity and trauma, which is now focused exclusively on passing and fully funding Kirwan recommendations. Sixty Brown Memorial congregants participated in the June 6 Mayoral accountability action that secured commitments from the Mayor around policing, education, and housing, hiring, and profit-sharing standards for public subsidies to developers. Our final action of the year was a decision to pursue individual meetings with one another to plan core team revitalization and participation in BUILD actions.
- More Americans died of drug overdose in 2017 (c. 72,000) than died in the entire Vietnam War (National Center for Health Statistics). As we learned about this epidemic, the Opioid Addiction Awareness Team adopted the mantra: Opioid Addiction: It's a Disease. It can be treated. We can be part of the solution. Through venues of church and public meetings, we have sought to help people understand that addiction is a medical condition that requires treatment and that effective treatments are available. We believe that faith communities are uniquely positioned to provide hope for those who are affected and their families. We continue to search for opportunities to help other communities become involved. The evidence is clear: there is potentially a good prognosis for opioid use disorders when individuals receive proper treatment and support. Our goal is to help erase the stigma associated with addiction, and to educate about the potential dangers of prescription opioids and the importance of proper and timely disposal of unused opioids.
- Now in its 55th year, the Brown Memorial Tutoring Program and staff readying to move into newly renovated space and continue the amazing work conducted by 70–75 volunteer tutors. Last year, the Tutoring Program enjoyed the warm and cozy space of the Church House while helping as many as 91 students improve their reading skills. On average, students progressed by as much as one reading grade level. The Tutoring Program's four partner schools—Mount Royal Elementary/Middle, Dorothy I. Height Elementary, Eutaw-Marshburn Elementary and The Baltimore Montessori Public Charter School—truly appreciate the one-on-one tutoring service that is provided.



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HIGHLIGHTS Mission in the World

What does it mean to be in cross-cultural partnership, both abroad and at home? One thing we continue to learn at Brown Memorial is that it is complex, challenging, richly rewarding work.

- In 2018, the Brown Cuba team visited the Presbyterian Church in Camajuani, Cuba and returned excited about an ongoing relationship with the congregation there. Session approved a recommendation to sign a three year partnership agreement with the church in Camajuani. In February of 2019, a delegation of six people from Brown, including our pastor, will travel to Cuba to visit the church in Camajuani and to sign a time limited partnership agreement.
- A Youth Delegation traveled to El Salvador in June and reconnected with our long-time friends at Madre and witnessed first-hand the poverty, violence and deprivation that causes so many in that country to travel north. But they also experienced bountiful hospitality in spite of everything. Thanks to all who support the Godparent Program—we are Godparents to 20 children.
- As the northward migration of Central Americans continue, we are being called upon to accompany our brothers and sisters through Brown Memorial's participation in the Sanctuary movement. We recently provided winter coats, clothing and shoes for a young mom who carried her 22 pound 3-year-old daughter here from Honduras to get medical help not available in her country. We have also accompanied several people to immigration court to provide support. Finally, we have been working closely with BUILD on a listening campaign in the Latino community of East Baltimore so that their needs can be more effectively addressed in the areas of education and safety.
- The year 2018 marked the sixth summer for our Pejuhutazizi Family Learning Camp. Brown Memorial, along with Hunting Ridge Presbyterian, Springfield Presbyterian and Laurel Presbyterian (National Capital Presbytery), provided staff and campers for the learning camp.
- Rev. Fern Cloud participated in the November Presbytery Gathering as one of the four speakers at the Dismantling Racism: Doctrine of Discovery Talking Circle workshop. Fern also lead the Prayers of the People during out Sunday worship service at Brown.
- We continue to pray for our friends in Cameroon as they navigate political issues within the country and also for Leisa Wagstaff, PC(USA) mission co-worker, stationed in South Sudan working with teachers in very rural and somewhat dangerous situations.
- We continue to look for ways to reduce gun violence through local and national action and advocacy. Andrew Foster Connors joined leaders of Metro IAF (BUILD's parent organization) at the National Conference of Mayors' gathering in Washington, DC, in January 2018. Over 100 Mayors of cities across the United States have signed onto Metro IAF's strategy to use the purchasing power of local governments (police departments, etc.) to hold gun manufacturers accountable for gun safety, and to bring more consumer safety options onto the market. The youth of Brown led a large group of Brown Memorial members to the March for Our Lives event in Washington, calling on our elected officials to take legislative action to take common sense actions to reduce gun violence.

OPERATING BUDGET 2019

	2019 Budget	2018 Actual	2018 Budget	2017 Actual	2017 Budget
INCOME	11400		120		
General Fund/Pledge and Plate	642,000	580,862	602,000	579,784	602,000
Rent/Use/Miscellaneous	13,835	12,735	11,260	23,280	27,260
Endowment Income/Draws	437,429	377,875	436,135	352,889	444,889
TOTAL INCOME	\$ 1,093,264	\$ 971,472	\$ 1,049,395	\$ 955,953	\$ 1,074,149
EXPENDITURES					
Personnel	641,378	569,609	605,657	624,517	657,862
Salaries	378,419	350,792	374,998	385,986	398,923
Health & Pension / Worker's Comp	147,562	127,769	133,429	133,894	139,467
Personnel Committee	-	3,936	10,000	-	-
Housing Allowances	68,764	50,562	45,000	62,708	70,000
Payroll Taxes	34,133	27,433	32,130	31,406	35,873
Professional Expenses	12,500	9,116	10,100	10,523	13,600
Christian Education	23,500	18,048	23,700	23,411	23,700
Children and Families	3,500	2,981	3,500	2,029	3,500
Youth	13,500	11,403	13,500	15,573	13,500
Shared Christian Ed	5,000	3,297	5,000	4,556	5,000
Adult Education	1,500	366	1,700	1,253	1,700
Congregation/Worship	25,190	24,170	27,485	23,652	26,235
Membership	3,100	2,730	4,400	2,276	4,400
Music	7,850	7,850	7,850	8,110	8,950
Worship	5,450	6,059	6,445	5,665	4,095
Tiffany	-	-	-	-	-
Diversity	8,790	7,530	8,790	7,601	8,790
Mission	92,163	85,320	87,420	81,773	84,914
Tutorial	31,000	28,000	28,000	28,000	28,000
General	29,363	28,120	28,120	26,894	26,894
Global	8,500	6,500	8,500	4,879	7,500
Urban	23,300	22,700	22,800	22,000	22,520
Operations	311,033	289,576	305,133	238,436	281,438
Session	-	228	-	3,665	3,500
Office	40,600	40,459	40,700	36,214	39,700
Communications	17,295	13,916	17,295	11,477	17,600
Building Maintenance	240,410	222,244	234,410	174,352	207,910
Debt Service	12,728	12,728	12,728	12,728	12,728
TOTAL EXPENDITURES	\$ 1,093,264	\$ 986,723	\$ 1,049,395	\$ 991,788	\$ 1,074,149
BALANCE	0	(15,250)	0	(35,836)	0

Capital Renovations Complete!

The Fellowship Building underwent a \$1.4 million renovation in 2018 to improve its accessibility, usability and environmental sustainability. Our design/build team of architects Murphy & Dittenhafer and contractors AR Marani worked with the church's construction team to complete the project by Christmas Eve.

Accessibility: The project included the installation of a full-size elevator to all three floors, an accessible gender-neutral bathroom with six stalls and a changing table, and a new automated entry from the courtyard. The kitchen was designed to accommodate people in wheelchairs who are working on countertops and at the sinks.

Usability: The kitchen was upgraded to include two dishwashers and a washer and dryer for linens. We now have a hospitality bar in the Assembly Room. The bathrooms were upgraded on all three floors, where we also created additional storage and carved out an office specifically for Meals on Wheels, freeing up space in the Bride's Room for the choir. We enlarged the blower room in the church basement to better protect and maintain our historic Skinner organ. The Brown Memorial Tutoring Program now enjoys new carpeting, a kitchenette, a renovated restroom, accessible doorways and walls ready for pushpins to display student work.

Sustainability: We selected the new HVAC systems for both the Fellowship Building and the sanctuary because of their energy-saving properties. We installed new efficient windows on the second and third floors. Everyone can fill their reusable water bottles in the water stations. Renovating an existing historic structure is an exercise in sustainability. In addition, we worked to repurpose items whenever we could. On the first floor, we repaired original lead glass we found in the basement, and our contractors installed glass salvaged from a Goucher project in our refurbished wooden frames. When they found a pocket door hidden inside our kitchen wall, our contractors hung it as a farm door in the first-floor storage area.

Thank you: Brown staff; the Brown Tutoring Program; the choir for their cooperation; Eric Echols for designing and installing the new sound system; Rachel Cunningham for her interior design abilities, attention to detail, immense patience and good will; and the Construction Committee: George Brown, Betsy Nix, Charles Reichelt, David Nyweide and Erika Brockman. **And thank you all donors for making this project financially possible!**







Member Anniversaries

50 Years and More

Charles Wagandt, II (75 Years) Margaret (Peggy) Obrecht (66 Years) Nancy Warner (61 Years) Ann Middaugh (60 Years) John Burton (52 Years) Lynda Burton (52 Years) Juliette Hanks (52 Years) Ernest Imhoff (52 Years)

Hilda Imhoff (52 Years)

40 Years

David Wells Obrecht Mary Elizabeth Jones Randall

35 Years

Ann Holland Charles O. Holland Donald P McPherson, III Sarah E. Kelly Reiman Melissa M. Mock Riorda

30 Years

Robert Gorham Madora J. Henson Charles F. Obrecht

25 Years

F. Taylor Branch Rain S. Hall Christina H. Macy Jean Savina

20 Years

Douglas Adams
Andrew J. Imparato
Matthew McNabney
Betsy Nix
Grace Peng
Andrew L. Ross
Dianne C. Ross
John T. Warmath

10 Years

Roger Fink Sandra Fink Graham Richardson

5 Years

Elizabeth Wagner Cavallon

James Graham Edrington Josephine Brown Finney Nicholas George Forward Jonathan Bradford Hensley Nadia Blakemore Hensley Katherine Hinckley Jenkins McKay Bradley Jenkins Grace Maldarelli Kenneth lackson Mills Amelia Norfleet Munds Philip Charles Munds **Emily Louisa Reed** Jacob Doran Schindler Mary Susan Stroupe Jeanne McMillian Thomas Richard Robert Thomas Grace Boshell Todd



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Alive in the City and the World

Clergy & Staff

Andrew Foster Connors: Senior Pastor

Michele Ward: Associate Pastor Michael Britt: Minister of Music

Rachel Cunningham: Christian Educator Sharon Holley: Administrative Assistant Sharon Lucas: Financial Administrator

David Gray: Facilities Manager

Robert Tracy: Director of Children's Music Mary Maldarelli: Director of Handbells Haley Olson: Composer in Residence

Tamara Crooms: Caregiver
Tida Nelson: Caregiver
Henry Owens: Custodian

Martha Socolar: Tutoring Program Director

Amy Munds: Tutoring Program Assistant Director

John Walker: Music Minister Emeritus

Stay Connected

Websites:

Public: browndowntown.org

Internal: browndowntown.ccbchurch.com

Newsletters: (sign up at <u>browndowntown.org</u>)

Weekly E-Newsletter: This Week @ Brown

Bimonthly Print Newsletter: Tidings

Social Media

Public Facebook Page:

facebook.com/BrowndowntownBaltimore

Brown Memorial Facebook Group: Email andrew@browndowntown.org

to be added

Officers

Session Elders

CLASS OF 2018

David Bielenberg*
Stephen Ruckman*
Liz Bowie Fesperman

Laura Urban

Ann Connors (youth) Steedman Jenkins (youth) Annie Schindler (youth

CLASS OF 2019

David Nyweide*
Elizabeth Reichelt
Kelsie Riegel Morgan
Paul Robie
Annika Brockman (youth)
Evan Cunningham (youth)

CLASS OF 2020

Gayle Barney Mike Reed Taylor Stewart* John Walker*

Trustees

CLASS OF 2018

George Brown Betsy Nix

CLASS OF 2019

Bill McConnell*
Malinda Peeples

CLASS OF 2020

Joe Brandli Beth Gregory

Deacons

CLASS OF 2018

Fred Cogswell* Bonnie Schneider* Rick Thomas*

CLASS OF 2019

Lucille McCarthy* Jim Cox Amy Munds

CLASS OF 2020

Rachel Clark* Kirk Fulton Geralyn Schroth

Treasurer

David Nyweide

*Denotes officers who are serving their second term. Each term is three years, and officers may serve only two consecutive terms. Youth elders serve for one year only.