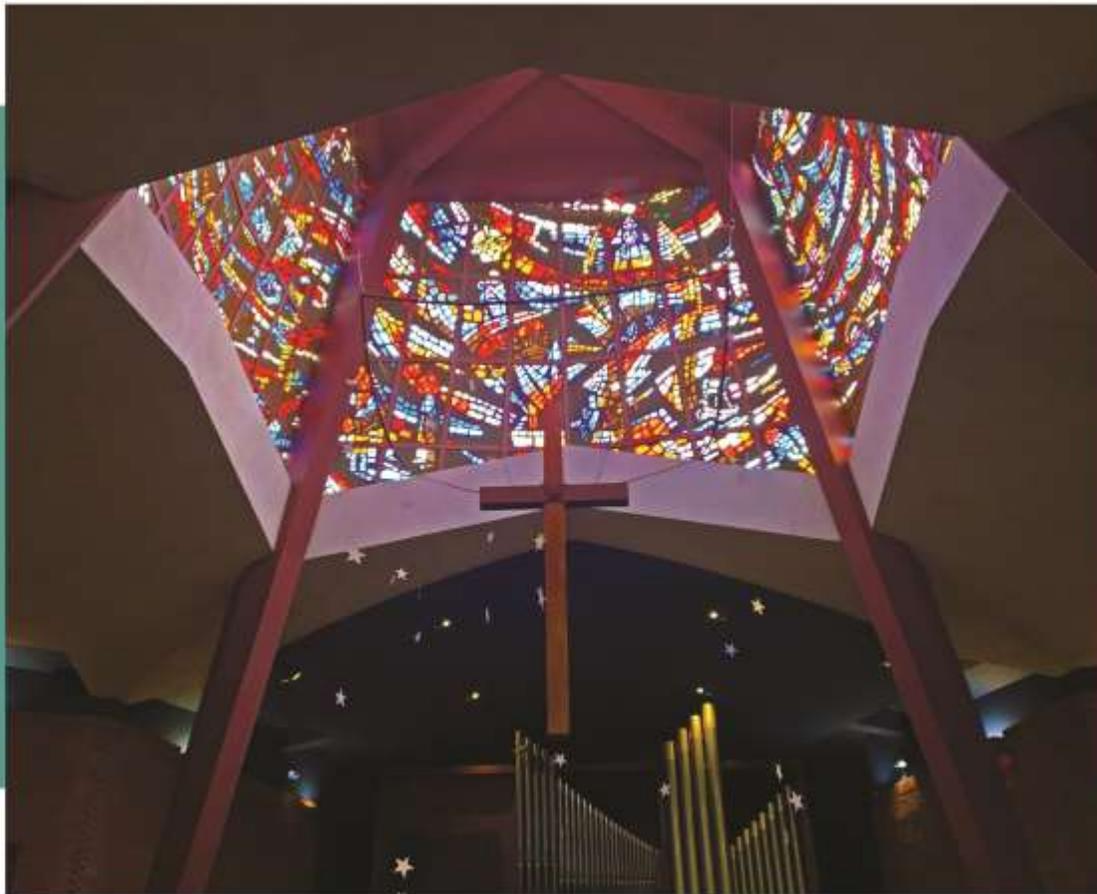


Bradley Hills Presbyterian Church Annual Report



Embracing Journeys. Engaging Faith.

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2019 at Bradley Hills

Dear Friends,

During Advent, and other periods of the year, I like to sit in the sanctuary each noon and pray a devotion. It's a busy time, but an important practice for me. This past year, one of our office volunteers gave me a calendar with scriptures on it, and we used it for some devotions. One scripture was:

"Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms." 1 Peter 4:10 (NIV)

That scripture inspired me. It makes me think of our congregation. I have seen our community this past year doing our best to be faithful followers of Jesus Christ. A group of fellow journey-folk loving each other. You have stepped forward this year to serve each other in new ministries of mission, education, music, among others. You have dug deep to be with each other spiritually. You have given thanks for God's grace by holding each other and providing healing. You have volunteered to teach each other in adult ed and the next generation in Sunday school.

We have experienced some remarkable gains this year. More than 1000 people worshiped here Christmas Eve, the most on record. Our overall weekly worship attendance grew at a healthy pace from last year.

Our year end budgets and financial stewardship campaign were very strong, setting records in amounts pledged. Yet I continue to believe long term financing will remain our greatest challenge over time.

We sent youth and adults on mission trips, including to Cuba. We expanded our interfaith witness by adding a weekly Muslim worshipping community. We continued to live out our strategic plan to welcome, nurture, heal, serve and uphold.

We also sustained losses. On All Saints' Sunday, we prayed for fourteen church members who have died in the past year.

The cycles of the church year, the rhythms of worship, the warmth of coffee hour, the sweet sounds of our sensational choirs, and the impact of small groups help make BHPC such a meaningful place.

I appreciate being part of our team. Our staff is really great to work with. There are many behind the scenes things that happen that could be easy to overlook, and yet make a difference. I love our staff.

After a year like this one, with so much going on that was meaningful, I look back with gratitude for what God has done.

Being a pastor at BHPC is a special responsibility to help steward a legacy of God's love in our community. I am thankful for our decade of ministry together and hopeful for the future, for our next confirmation class, our new ministry partners, and our new missional activity, among others.

The grace God has shown to us in Jesus Christ gives me confidence and a sense of peace.

When I see you as a congregation stewarding that grace by using your gifts to serve others through the church, I am grateful.

It is a privilege to serve as a pastor among our team here along with you.

I am looking forward to the new year, the new decade, together in 2020. To catch the vision that God has in store for us for the future.

In Christ's love,

David

Rev. Dr. David E. Gray
Pastor/Head of Staff



Associate Pastor Chris Johnson Foster

A snapshot of the year out of my 2019 goal of bringing a spirit of innovation to the program areas in which I am involved:

Strengthening *Out and About* connections through Realm to bring members together in common interests and activities and help identify leadership.

Interfaith connections to Maqame Ibrahim and meetings with InterCongregational Partnership. Interfaith witness here is deep and deeply important in these days.

Mission Coordination Committee transition to chair Myla Williams. Developed a coordinated plan for *Season of Giving* adding the North Pole Pop Up Shop.

Pastoral care reaching out to those in particular need. Explored next steps to strengthen visitation ministry under Deacons. Started a new visiting team ministry with monthly training.

Small groups ministry planning team. Groups engaged topics of *Prayer* and *Caring*. **Looking ahead:** “wellness circles” (Lent) focusing on wholistic approach to wellness, heart, soul, mind and strength and more Bible Study reflection in groups.

Youth co-leading with Matt and Pastor David our confirmation class of 16. Serving with Bob Reutershan as covenant partners with Wesley Seminary Intern Sara Sadler as she learns in an established youth program and is working to develop 20s30s fellowship. BHPC is an ideal place for seminary intern!

We profess that “all things work together for good for those who love God, who are called according to God’s purpose.” (Romans 8:28). “...When the story changes, the future changes”, Pastor David preached at Epiphany. As I leave you sometime this summer, I know that God is at work writing a new story with you, building on rich values, passions and traditions. Your new associate pastor will also be blessed in this new story. I am deeply grateful for these two years we have traveled together and the stories we have shared.

Faith Community Nurse—Joanie Friend

It is hard for me to believe but I have now served this congregation as the Faith Community Nurse for 20 years! I maintain my license as a Registered Nurse and attend continuing education events and read current professional literature to try to keep up to date. One of the most important functions of nurses is education. Within this last year, I decided to use the bulletin board outside of my office as a place to post interesting articles about health. I also attempt to educate through the monthly articles in the BHX and through conversations with many of you. **I surely don’t know everything, but often can find a reliable source of information to answer questions and also can call on other health professionals in our congregation to help.** Please check out the selection of both spiritual and practical “Care Notes” found in the hallway across from my office. **I try to rotate that display frequently but you are welcome to take the pamphlets or give them to friends who may have interest in some of the topics.**

A big goal is to help members and non-members achieve wholeness of body, mind, and spirit both in daily living and times of crisis. I work closely with the staff and with our Board of Deacons as they provide a ministry of hospitality, care and support to our members. One of the Deacons most important functions is to organize and provide a reception following a Memorial Service. Since I have generally worked closely with the bereaved family, I often am the liaison to help Deacons carry out the families wishes. I also co-lead a Grief Group with one of our professional counselors in the fall.

I am usually in my office at Bradley Hills on Tuesdays when I attend the staff meetings and on Sunday mornings but my greatest joy comes with individual visits in homes, hospitals, and retirement facilities. I often accompany members to their medical appointments when family members cannot be present and then, with the member’s permission, contact family members to relay information. Joining with the Deacons, we can organize teams of care around individuals who need help with very practical needs such as food or transportation. In collaboration with the pastors, I send a prayer chain to over 100 people by e-mail. A supply of equipment such as wheelchairs, walkers, etc. has been donated to Bradley Hills and I am happy to loan items to members or visiting relatives who may have temporary needs. Pharmacists from Walgreens gave flu shots in the fall as a convenience to our community.

I am here to serve you in whatever way I can personally or by pointing out community resources so please don’t hesitate to call me at home, e-mail me or find me on Sunday mornings. I’d be glad to get to know you better!



Music Ministry – Matthew Robertson

There are some milestones in life, and this year is one of those for me. This past August, I marked a full six years as Director of Music at Bradley Hills. This has been a joyous time for me and my family, and I'm so grateful to you all for your continued support. This milestone is capped with a sabbatical, meaning that I'll be away from you all from December 25, 2019 through February 24th, 2020, and then again from June 15, 2020 through August 15, 2020. I will miss you all dearly, but I will cherish this time for renewal, reflection, and learning. I'm grateful that Sonya Sutton will be my sabbatical replacement for the winter portion of this time. Sonya is a wonderful musician and colleague, and I know you will enjoy making music with her. This temporary parting is bittersweet: while this time of travel from the mountains of Utah to the World Symposium on Choral Music, and more will be exciting, I'm continuously invigorated by the music and

In particular, I'm very proud of the work that our Chancel Choir has done over the past six years. When I arrived here in 2013 the chancel choir contained under two dozen members; now we're frequently above three dozen. They continue to sing with ever greater levels of beauty in a diverse repertoire consisting of music by composers of color and women composers, to masterworks such as Handel's *Messiah*, Brahms's *Requiem*, Pärt's *Passio*, and our upcoming Mozart *Requiem*.

This year saw the beginnings of a restructuring of our choirs for children and youth. We have restructured our Lantern Chorale to encompass all grades 6-12; the result being a growth from 7 to 11 members. Additionally, we have, on a trial basis, moved Alleluia Singers (now grades K-5) to Sundays after worship, lead by Marie Marquis, who also serves as our Soprano Section Leader. During this transition Alleluia Singers has grown in numbers (from about 5 to about 8), and parent surveys are strong. It is my hope that this program will be allowed to continue in 2020 and that the seeds sown this fall will continue bearing fruit.

Over the past year, the Bradley Hills Presents Concert Series has continued to offer stellar programming with modest funding and volunteer labor. We hosted the famed Yale Whiffenpoofs, Denyce Graves, Veronique Gobet, Bach's *St. John Passion*, Roderick Demmings, *organist*, and more!

This coming year looks equally exciting. Our Chancel Choir will collaborate with the Episcopal Church of the Redeemer's Choir, the Orchestra of the Hills, and spectacular soloists for a performance of Mozart's *Requiem* in early April. We'll welcome C Street Brass on Easter, and again on April 18th, and look forward to planning numerous other musical opportunities throughout the year. This coming year will see the Sutherland Endowment commission of the world-renowned composer Lori Laitman's *Snowy Night*, which sets text by Mary Oliver on March 1st. Lori is the second woman composer to be commissioned by Bradley Hills, and I'm so grateful that she accepted this commission.

This year saw a wonderful, new-to-us piano for Covenant Hall, courtesy of a generous donation from the Rasmussen family. I'm incredibly grateful for our spectacular choir section leaders: Marie Marquis, Gabi Solis, David Artz, and Steven Slupe, who are truly vital for our music program. I'm also grateful to Worship & Arts, Friends of Music, Bill Perry, Phyllis Bryn Julson, Margaret Rick, Karen Pettigrew and countless others for their leadership and advocacy. It is these people who have committed to the idea of what the Music Ministry at Bradley Hills can be, and it is these people who are responsible for a vibrant and full year. Lastly, I'm cognizant and thankful for the members of Bradley Hills staff who have been with me here for these last six years, in particular David Gray, Linda Reynolds, Amy DeCourt, and Farid Beltran – its such a joy to work with these kind and capable colleagues and friends.

This work of building an ever-more vibrant music program belongs to us all, and takes place not only in worship, but throughout the year. Thank you for your commitment this community that is Bradley Hills. See you in late February!

With warmest wishes,
Matthew Robertson
Director of Music



Christian Education – Matt Nabinger

What a joy to serve as your Director of Christian Education this past year, serving the children, youth, and families of our congregation! 2019 brought several exciting education projects to our community!

In September, we began our largest confirmation class in BHPC history with 16 participants from the 8th and 9th grades. Confirmation is co-taught by myself, Pastor David, and Pastor Chris with Shizuko Sei playing a vital weekly role as a Youth Advisor. Many thanks to all parents, Covenant Partners, and students who are participating!

This past summer, we continued our rich tradition of youth summer trips. High schoolers partnered with Broad Street Ministry in Philadelphia to learn about the root causes of homelessness in the city **and to assist with Broad Street’s daily service to folks experiencing homelessness.** Our middle schoolers completed service projects on their trip to Massanetta Springs in addition to participating in a dynamic youth conference.

In our preschool and elementary age groups, regular church school classes have continued with much success thanks to our teams of teachers and second adult volunteers! We have continued using the Godly Play curriculum with children from Preschool-2nd grade and the Feasting on the Word curriculum with older elementary children as we seek to encounter God, not just learn about God in church school.

We also held a successful Vacation Bible School with the help of many church and nursery school volunteers at the end of August. Children enjoyed art, music, games, and high-energy fun as we learned about the story of the Exodus! Our youth played a vital role as they engaged with the children, showing a willingness to play with the children and learn alongside them.

I have been thrilled to work together with staff and congregants to create meaningful experiences for children and youth. I look forward to another year together!



Personnel Lay Ministry

The work of the Personnel Lay Ministry (PLM) in 2019 included routine annual tasks, addressing staffing needs, planning for a staff sabbatical, and reviewing employee benefits. Routine tasks included gathering information for annual performance reviews and preparing compensation and benefit recommendations for 2020.

PLM coordinated several staffing activities in 2019. Terms of call for the Pastor and Stated Supply Associate Pastor were prepared and submitted to Session. The Stated Supply Associate Pastor’s engagement was documented in a contract approved by National Capital Presbytery. PLM also moved Session to renew pastoral associate relationships with Jong Mi Li and Marty Albershardt. In September, we welcomed Sara Sadler as a volunteer intern focused on supporting the Youth ministry. At year’s end, staff requests for carryforward of unused vacation leave and study leave were reviewed and recommended to Session for approval. PLM also guided a committee that planned BHPC’s celebration of 10 years in ministry with David Gray.

PLM led planning for a Stated Supply Associate Pastor search committee, in consultation with BHPC’s Session and the National Capital Presbytery’s Committee on Ministry. PLM worked with BHPC’s Nominating Committee and other BHPC lay ministries to identify committee members. PLM led a launch meeting for the search committee and provided the committee’s Chair with comprehensive information from the National Capital Presbytery on search process.



PLM discussed with Matthew Robertson plans for coverage during his 2020 sabbatical. Arrangements were made, with Session approval, to engage Sonya Sutton as a temporary director of music for the winter portion of the sabbatical. Coverage arrangements for the summer portion of the sabbatical were discussed with the Director of Music and Session.

PLM reviewed changes in the cost of group health insurance and other benefits when rates were announced by the Board of Pensions (BOP) in July, and reported to Session's July meeting on rate increases, projected costs in 2020, and options for Session to consider in managing the increasing cost of health benefits for BHPC employees. With PLM's support, BHPC added a BOP vision eyewear benefit (with premiums to be paid by employees who enroll in the benefit).

PLM also finalized changes to BHPC's employee sick leave policy required under state and local laws and prepared an employee emergency loan policy. Both policies were submitted to Session for consideration in December.

Finally, PLM thanked Laurie Kotchenruther as she completed for her service with PLM and welcomed Paul Martin and Cindy Stauffer to service with PLM.

Property Management

The Property Management Lay Ministry (PMLM) mission is to provide resources and oversee projects to maintain and improve the church facilities, negotiate agreements with building users, and support the staff that maintain the church facilities for all building users.

In 2019, Property Management oversaw several building improvement projects but the biggest were related to the Nursery School improvement. In the lower level classrooms, several walls were moved to better accommodate the Nursery School classroom sizes. A stairway door was also moved to allow a storage area to be created in an unused portion of a stairwell. This required major demolition of existing non-loadbearing walls, construction of new walls, floor repair, and painting to complete the project. The construction was done over the summer months to avoid disturbing regular activities.

The Nursery School also sought and received approval for an outdoor learning center and sensory pathway along the back fence of the playground. The playground was designed by J and G Landscape Design to engage children in a new way and create quiet space for reflection and play. Both projects were paid for by the Nursery School.

In the past few years, Bradley Hills had made some significant improvements to the facility using funds from the last capital campaign. Those funds are now greatly diminished, and a few remaining projects are still being completed. In 2019, the pew upholstery was replaced in the sanctuary. The same durable material was used so the result may not even be noticed. The concrete was also replaced on the patio just outside the Gathering Space as it was beginning to fail. The church has seen some very wet weather in the past several years which has led to some mold growth in the classrooms that are below grade. The church installed a new HVAC system in rooms 103, 105, and 107 to dehumidify those spaces and reduce the chance of unhealthy mold growth.

Building security was a topic of interest in 2019 and several projects were completed related to this topic. A complete overhaul of the church signage was completed, and doors were numbered to help first responders find their way into the building. Additional security cameras were added near the church office and new LED outdoor lights were added to better light the walkways coming up to the church.

In addition, a few other projects were completed:

- HVAC system tune-up
- Removal of several dead and dying trees to prevent any damage or injury
- **New faucets installed in the women's bathrooms**
- Installation of new toilets in Nursery School bathrooms
- Repairs to a drain to improve roof water runoff away from the undercroft wall (paid by the NS)

Overall, between the base budget of PMLM, some monies from Capital Reserves for planned projects, and contributions from the Nursery School for projects related to their activities, the total funds used by the Committee came out very close to the projected budget for the year.

Submitted by Doug Anderson (chair). Members: Tom Biggs, Charlie Kauffunger, Linda Kauskay, Michael Kline, Sean Owens, Tim Vanderver, and Kate Wise.

Nominating Committee:

The Nominating Committee is a committee of the congregation that helps recruit and lift up elders, deacons and lay ministry leaders.

Spring 2019:

The committee worked to find chairs for several lay ministries including Outreach, Youth, Children's and Mission Coordination. Congregation members were encouraged to join lay ministries and teams through pew brochures. The committee also discussed membership with lay ministry chairs and generated lists of potential lay ministry members for chairs to contact. At its September 17 meeting, the Session approved lay chair nominations and accepted lists of current lay ministry members for the 2019-2020 program year.

At the June 16, 2019 Congregational Meeting, the 2019-2020 Nominating Committee was elected for a one-year term. Its members are George Petrides (chair), Joan Jameson, Melissa Busch, Joel Fickett, Julie Hunter, Abby Imus, John Lowe, and David Gray (non-voting).

The Nominating Committee worked to form the Associate Pastor Nominating Committee. The nominees were Tom Biggs, Elaine Henderson, Patty Howie, Ed Hummers, Carol McLeod, Sean Owens, Joel Fickett and Nadia Schmiedigen. These nominees were elected by the congregation on June 16, 2019 and installed in July 2019.

Fall 2019

The Nominating Committee met to develop a slate of nominees for elder and deacon openings in 2020. The committee solicited and considered suggestions from members through pulpit announcements, pew brochures, and conversations. In mid-November the committee published its slate, which reflected a balance in gender and diversity within the congregation. At the December 1, 2019 congregational meeting, the following nominees were elected unanimously:

Elders: Brent Coffey, Neil Imus, Rebekah Liu and Rosanna Morrison

Youth Elder (for one-year term): Ethan Coffin

Deacons: Mike Frenkel, June Kayokobe, Judy Ozone, Frank Randall and Curt West (for one year to complete an unfilled three-year term)

Youth Deacon (for one-year term): Stetson Eliason

The Deacon & Elder Handbooks were updated for 2019-2020 prior to searching for elders and deacons nominees.

George Petrides, Jr.

Chair, BHPC Nominating Committee

Education Ministries

Youth Ministry 2019:

Our Youth Ministry caters to youth in grades 6-12. Our Youth meet each Sunday to explore scripture, spiritual practice and service opportunities together. Middle School students also participate in Middle School connect, an enrichment program for students in 6-8th grade which meets on Wednesday evenings for two sessions during the year. Our youth are more engaged and visible during the service, as they have been assisting by serving as ushers and doing readings during the service.

The youth enjoyed many social activities during the year including a fall retreat with the middle schoolers, a laser tag outing, and the annual Christmas parties which included youth group alumni. The youth participated in two Christmas service events. They helped with the wrapping and sorting of the gift for the Angel Gift Tree project and with the Wider Circle Pop Up Christmas shop.

The congregation enjoyed the Chili Cook-Off, Great Bradley Hills Bake Off and Bingo Night, soup sales before the annual meeting, a Lenten Pancake Lunch, and weekly bread sales. All of these fundraisers allowed our youth to participate in faith affirming summer trips. Eleven youth participated in the Broad Street Ministry service trip to Philadelphia where they learned about people experiencing homelessness and wrongful incarceration.



Later in the summer, 12 senior high youth and two adults traveled to the Montreat Youth Conference near Asheville, NC to meet Presbyterian youth from across the country for a week of study, worship, and recreation. At the same time, 10 middle school youth and two adults attended the Massanetta Middle School Conference Center located in the Shenandoah Valley. This programming is targeted towards the middle school age group and we find this to be a wonderful prelude to Montreat. While at Massanetta, our youth also participated in a mission project for two additional days.

Many thanks to all who continue to support our children and youth on their faith journey! They could not do it without your continued support.

Children's Ministry:

In 2019, Children's Ministry enjoyed another successful year ministering to the youngest in our church, from infants to Grade 5 and their families, under the dedicated leadership of DCE Matt Nabinger.

We are lucky to have 22 BHPC adult volunteers serving as Church School teachers on a rotating schedule with parent volunteers serving as a second adult to an average of 31 children each Sunday. For the second year, classrooms are located on the 3rd floor, promoting an atmosphere of togetherness in welcoming and inviting spaced. In August 2019, teachers were instructed on building security features and emergency plans with their annual training. For the second year "Godly Play" was expanded to include Pre-School and Kindergarten in addition to 1st and 2nd Grades. "Feasting on the Word" is being used for 3rd through 5th grade students. We have continued to receive positive feedback on this change "Feasting on the Word" and "Godly Play" are better geared toward helping children develop their own meaningful relationship with the divine rather than simply learn about God.

Throughout 2019 we hosted series of Family Connections Luncheons covering a variety of parent-centered topics including "Raising Responsible and Courageous Children" and "Answering Life's Hard Questions". Additionally we continued our holiday themed programming with our Easter Egg Hunt, Fall Festival and Family Christmas Pageant, which were all very well attended.

Vacation Bible School was a great success again with the help of and adult and youth volunteers. Children learned about the love of God through songs, stories and other enriching activities.

We look forward to another year of supporting and engaging the young children families of BHPC in 2020 and thank all of our dedicated volunteers and loving nursery caregivers for sharing their gifts with our ministry.



Worship and Arts Lay Ministry:

The Worship & Arts Lay Ministry supports the ministry staff in offering meaningful ways to enhance our worship experience. Pastor David Gray, Interim Associate Pastor Chris Foster and Director of Music Matthew Robertson provided outstanding leadership this year. In September, we welcomed Sara Sadler as our Seminary Intern, and we very much appreciate the services of our Parish Associates Marty Albershardt, Jong Mi Lee and Wally Harman.

We continue to be a vibrant church community, adding new members throughout the year and with a large number of children actively participating each Sunday. In addition to our normal Sunday services, we offered services for Ash Wednesday, Maundy Thursday, Good Friday, Blue Christmas, and three services on Christmas Eve attended by over 1,000 members and friends. Our overall average weekly worship attendance also experienced a nice increase this year, making it the second highest weekly worship total in the last 15 years.

During the year, David offered sermon series on the Book of Jonah, the Gospel of Luke, “Answering Our Deepest Questions Through Worship,” and Micah 6:8. In May, we celebrated our 50-year relationship with Bethesda Jewish Congregation. In June, we celebrated David’s 10 years in ministry with us as our pastor. In August, we welcomed Maqaam e Ibrahim Islamic Center, which began offering Friday prayer services in Covenant Hall. And in September, Dr. Brian K. Blount spoke as part of our Susan R. Andrews Lecture Series.

Music Ministry

Matthew Robertson conducts and supervises our adult and youth choirs and the Bradley Hill Ringers, plays the organ for services, and helps lead the “Bradley Hills Presents” concert series. His energy, passion for excellence and creativity has fostered a high-quality and well-regarded music program at Bradley Hills. We are also thankful for the continued involvement of Donald Sutherland, Director of Music Emeritus. In the Fall, we bid farewell to Rhianna Cockrell, our Alto Section Leader, and welcomed Gabriela Solis as our new Alto Section Leader. Special music was offered on Easter and Christmas Eve and on several other occasions, including presentations of Benjamin Britten’s *Rejoice in the Lamb* on February 24; the world premiere of *Work*, by Melissa Dunphy (commissioned by the Donald Sinclair Sutherland Endowment); collaborations with the choir of The Episcopal Church of the Redeemer on Bach’s *St. John Passion* on April 19 and on Vivaldi’s *Gloria* on October 6; and a performance of Handel’s *Messiah* on December 8.



The Friends of Music presented an extensive “Bradley Hills Presents” concert series in 2019, featuring the piano-organ duo “Double Treble,” Swiss concert pianist Veronique Gobet, the Yale Whiffenpoofs, the professional choir The Thirteen, and the presentation of Bach’s *St. John Passion* noted above. We are thankful for current chair Phyllis Bryn-Julson and all who helped coordinate the receptions and related activities for these concerts, which provide an important outreach and ministry to our community.

Chancel Players

The Chancel Players, Bradley Hills’ drama troupe, present readings, monologues, sermon sketches, and chamber/readers theatre selections on a regular schedule in worship services. Directed by Andrew Wolvin, Bill Perry and Paul Mays, Chancel Players has showcased its work in workshops and master classes at local, regional, and national conferences. We welcomed several new members this year and are always on the lookout for additional members (no experience necessary) as well as writers of sketches, poetry or other pieces the Players can perform.

Interfaith Service

On November 17, BHPC members joined with members of the Bethesda Jewish Congregation, the Islamic Community Center of Potomac and Idara-e-Jaferia Islamic Center for an Interfaith Worship Service led by Sheik Abdul Jalil Nawee, Dr. Tarek Elgawhary, Rabbi Sunny Schnitzer and Pastors David Gray and Chris Foster. The service included a conversation on “What Our

Faith Traditions Teach Us About Economic Justice” and readings from Christian, Jewish and Islamic traditions, and was followed by a meal and further conversation in Memorial Hall.



Ushers and Communion Teams

We appreciate the service and commitment of the Bradley Hills ushers under the leadership of Corky Hickey and Susie Wellman. Their faithful service has enhanced Bradley Hills’ value and reputation as a welcoming congregation. We are also thankful for the dedicated service of our Communion teams, who organize and prepare the very meaningful sacrament that feeds our souls.

Chancel Guild, Flowers, Visual Arts, Sound, Videography

We are grateful for the Flower Guild, under the leadership of Jean Sutton, Joy Panagides and Bie Fox, and appreciate Mary Hickey and the Chancel Guild, who ensure that our sanctuary is beautifully presented and maintained. We are thankful for Sarah Neubold bringing exhibits to Bradley Hills of works by Claudia Everett, Steve Fox and Nadja Bloetner and her father, Steffen Bloetner.



We are grateful to our sound and video team, Bruce Hunter, Min Lee, Bruce Liffiton, Jim Kettler, and Max Kuzmyak, for allowing us to livestream our worship services each Sunday. We have people in several states who regularly watch our worship services and some contribute financially to the church.

Worship & Arts members include Marilyn Alberts, Joan Burns, Corky Hickey, Mary Hickey, Bruce Hunter, Melissa Kallas, Sarah Neubold, Hugh Pettigrew, Margaret Rick, Pat Stocker and Susan Vanderver, as well as David Gray and Matthew Robertson. Thank you!

Connectional Lay Ministry

Co-chairs: Sara Inati and Bonnie Holcomb
Session Liaison: Louise Meyer
Staff Support: Amy deCourt, Linda Reynolds
Realm Connect Team/”Screenagers” – Elaine Henderson, Stetson Eliason, Adam Sprecht



Connectional Lay Ministry’ mandate is to facilitate the connectional life of the congregation. In 2018 its members introduced an updated tool for creating stronger links among the church members: Realm, a church-focused ministry app developed by our website provider ACS. The goal, to match existing and new members to spiritual, educational, financial, service and worship programming, directed our work this year.

Our major accomplishment in 2019 was to launch the financial feature of the Realm platform, allowing members to handle financial transactions securely and conveniently and make it possible for visitors to contribute to church-related giving opportunities with electronic payments. This online giving launch, though long in coming, proceeded without a glitch, making the process of pledging, and receiving year-end contributions nearly seamless. The challenge remains to bring a greater percentage of the congregation onto the platform. This entails coaching members to respond to a secure link unique to each individual sent from the church office, to create a password, to complete a profile thus gaining access to all facets of the tool, including the online secure pictorial directory and customized activities notifications. Encouraged by the advantages of the new features, 2020 promises to bring more participation and better support for existing group communication. We plan to enhance

our effectiveness by working with Outreach Lay Ministry and Adult Ed Lay Ministry to introduce members – both new and existing – to a broader range of church activities, post tips in Constant Contact (supported by links through the BHPC website), conduct training sessions for group leaders as needed and continue coaching on Sundays at Fellowship Hour and include Realm as a viable part of the toolkit for “Knitting Together the Body of Christ”.

Outreach and New Members Lay Ministry

This ministry supports church growth by (a) reaching out to the community and encouraging people to visit, (b) supporting the congregation in identifying and welcoming visitors, and (c) connecting new and potential members to ministry opportunities, (d) and cross ministry collaboration for effective membership outreach/drive.

In addition to a host of new children, this year we welcomed 22 new adult members to the Bradley Hills family!

Reaching & Encouraging

Social Media Expansion: We have continued to find ways to expand our use of social media for advertising and actively post upcoming activities, post-activity recaps, and other announcements of general interest. With the new hiring of the church Communications Specialist, Lisa Swann, we have been able to completely overhaul and successfully relaunch the website.

Utilizing mainly Facebook has allowed for direct advertisement campaigns targeting the specific audience when appropriate and for objective statistics to be produced telling us who is viewing our advertisements.

Building on our experience from the prior year, this year we have been better able to target advertisements to specific audiences and have significantly grown our page followers from (348 to 415 or about 19.5%).

Facebook views in the month of December alone: **5,000**

Website: Maintaining and enhancing our website is another of our critical outreach activities. As noted previously, we have now linked our website to advertising campaigns on social media and this tool has been very effective for pushing targeted efforts to recruited new members. Looking forward to 2020, we hope to overhaul the sermon page so that it is much more user friendly.

Advertising: We placed print and electronic ads in the Washington Post for Easter, Interfaith Thanksgiving, and Christmas services. We received positive results from these campaigns noting that visitors mentioned our advertisements as the reason they knew of our events.

Identifying & Welcoming

Identifying and welcoming visitors: Continuing with the plans laid out in 2018, we have completed the welcome folder and brochure with 100 copies of each printed for use starting January 2020. Our visitor packets will continue to reflect changes/current events in our church and ensure we give visitors the most meaningful information with weekly updates of the church newsletter and event flyers. Our goal is to increase new membership to 50 in 2020.

Marketing Meeting/Bring a Friend to Church: In 2019, we facilitated three Marketing Meetings after the 10:30 worship service and opened those meetings to the broader church. We found them to be very helpful and even resulted in the Bring a Friend to Church Day initiative. There is no commitment, and the meetings are only three times a year.

In December 2019, we successfully coordinated the Bring a Friend to Church Day initiative by encouraging our members to bring a friend to church. We handed out 20 welcome folders to visitors.

In 2019, we hosted four exploring membership classes, resulting in 22 new members! We hosted a New Member Welcome Potluck in the summer and had about 90 people in attendance to welcome our new members.

Communications Specialist Lisa Swann started a new series of professional videos for the church this year including a welcome video, holiday video, rap video, and also a 10th anniversary video for Pastor Gray. Our Facebook page was made even more active this year with some posts receiving over 1,000 views and Pastor David’s Christmas Eve poem receiving well over 3,000 views. In addition, Lisa worked with outreach to implement the new website and a new searchable sermons and services page. Pastor David with help from Lisa started a new podcast series, Holy Hope for the Journey, which is available on iTunes and has had downloads from as far away as England and Germany.

Successful outreach depends on everyone! You can help support this mission by inviting friends and family to worship services and events, joining any of the three Marketing Meetings, sharing Facebook posts, and articles about Bradley Hills, and being sure to greet those you do not know on Sunday! If you would like to get involved, please let Fam SaeChao Chock know.

Thank you to everyone for making Bradley Hills a welcoming church!

Mission Coordination Committee

The Mission Coordination Lay Ministry (MCLM) leads BHPC’s mission program through which the BHPC community serves others at the local and national level, globally, and through support for the Presbyterian denomination’s engagement in mission. BHPC’s mission program encompasses volunteer service as well as financial support in areas shown in the graphic below. Through mission, the BHPC community shares its talent and resources, and experiences God at work in the world.



2019 was a productive year:

- Full disbursement of MCLM's 2019 budget of \$86,526, supplemented by \$26,171 from the Alternative Gifts Program, \$17,236 from PCUSA Special Offerings, and \$63,217 from other special offerings and gifts, for total 2019 mission disbursements of \$193,150.
- New service initiatives: children's coats drive, "North Pole Pop-Up Store" in DC's Shaw neighborhood, "Read Aloud" program at National Center for Children and Families, and interfaith mission trip including Pastor David Gray and led by BJC's Rabbi Sunny Schnitzer, to support Jewish and Presbyterian communities in Cuba.
- Strong service "output" and participation:
 - * 118 children's coats, 50 Thanksgiving baskets, 140 "Angel Gifts," more than \$20,000 raised in Alternative Gifts – all with hundreds of donors and 150 volunteers
 - * 835 lbs. of supplies packed into 193 disaster relief kits by more than 100 volunteers
 - * 850-1,200 lbs. of food packed and delivered to four schools for 175 "Smart Sacks" families *every week* through the work of about 65 volunteers
- National Capital Presbytery approval of a \$2,400 grant to launch a BHPC partnership in 2020 with GenOUT, a chorus of LGBTQ youth in the DC area.
- BHPC sponsorship of a New Story Leadership delegate from Gaza, with her art displayed in the Lounge for several weeks, and the US Congressman for Bethesda in attendance at the annual NSL event co-hosted by BHPC and BJC.
- An Adult Education session on BHPC mission, with MCLM's presentation posted on BHPC's website.
- MCLM decisions to: (a) increase funding for "hands-on" service; (b) increase the share of funding for global mission; (c) organize MCLM's budget by theme; and (d) make one of those themes "peace and social justice" at the local/national as well as global level.
- Annual mission calendar in place to facilitate earlier planning of seasonal projects, and ex post reviews by project leaders with guidelines to facilitate the eventual passing of batons to successors.
- After a three-year term as Session Liaison and then a year and a half as chair, Matt Poffenroth stepped down from MCLM in May, due to conflicts with his work commitments. Myla Williams succeeded him as chair in June. MCLM is grateful for the leadership Matt provided and looks forward to another strong BHPC mission program in 2020.

Board of Deacons

Deacons' hearts go out to those in distress, to members who have suffered loss, to neighbors in the hospital, to friends who have lost their jobs, to new members who need a word of welcome, to members who are not able to attend worship, to people in the community who have lost their way and can no longer find God, and to any people who need to experience the love of Christ in concrete ways. Shepherded by the Pastors and Faith Community Nurse, your Board of Deacons acts as an internal ministry of hospitality, care, and support to the BHPC community and strives to connect with each member of the church family.

Throughout 2019, your Deacons served compassionately in an array of ministries:

- Served as Deacon of the Week each Sunday morning to greet visitors, answer questions, support the Pastors, send bulletins and cards to members who are home-bound, recovering from illness, or celebrating a milestone.
- Coordinated and served receptions following memorial services.
- Visited and provided home communion each month to those members who are unable to attend church services.
- Hosted the all church Welcome Back Brunch in September, as well as the Easter and Veterans Day Fellowship Coffee Hours.

- Made Caring Calls to members who may be out of communication with active members or unaware of church activities.
- Attended and served refreshments following both Blue Christmas services.
- Along with other church members, delivered flowers weekly to those unable to attend the church service, including at Christmas and Easter.
- Organized transportation to church services for members who are not able to drive.
- Provided meals to families experiencing long term medical treatment.
- **Wrote monthly Deacon's Corner column for the *Bradley Hills Expression* (BHX).**
- Maintained the Deacons bulletin board.
- Represented the Deacons as a member of the Nominating Committee, and the Lay Ministry Chairs meetings.
- Participated in a day-long Deacons' retreat which introduced new Deacons to our functions and sharpened the caring skills of those currently serving.
- Began initial discussion on strengthening the visitation ministry.
- Coordinated with Session on a regular basis to support our joint goals of member care.

With a new class of deacons to be ordained in February 2020, we wish to thank the Class of 2019 for their faithful and thoughtful service over the last three years. The entire congregation benefits from all of the former deacons who are always ready to help, even before being asked. And as ever, the Deacons extend their heartfelt appreciation to our guiding lights, Faith Community Nurse Joanie Friend and Associate Pastor Chris Foster.

<u>Class of 2019</u>	<u>Class of 2020</u>	<u>Class of 2021</u>
Curt West	Chris Breder (Curt West)	James Scroggs
Lin Lin Chock	Kim Brinkman	Bill Edelblut
Sandy Murray	Joel Fickett	Jana Coffey
Judy Ozone	Carol Frenkel	Bie Fox
Jessica Llewellyn	(youth)	

Financial Lay Ministry

The Financial Lay Ministry oversees the development and management of our annual budgets, manages the church's investments, coordinates the church's special offerings and other fundraising appeals, and supports the efforts of the Stewardship Lay Ministry.

2019 was a good year financially for Bradley Hills. Highlights for the year include:

1. Our \$1.3 million operating budget ended the year with a surplus of \$17,720 thanks to the generosity of BHPC members and careful budget management by each of our lay ministries.
 - a. Pledged contributions totaled \$897,191, which was \$17,195 below budget, most likely due to the passing of a number of generous members over the course of 2019. Significant increases in unpledged income and in building user income helped to keep our overall income within a few thousand dollars of the budgeted 1,302,053.
 - b. Total operating expenditures ended the year at \$18,699 below budget, which enabled us to end the year with the \$17,720 surplus noted above. Almost every lay ministry came in below budget for the year.
2. Our capital reserve fund, which pays for all building and grounds maintenance expenditures over \$5,000, ended the year with a balance of \$318,754, well above the budgeted \$232,709. Our current capital reserve balance is the result of members' generosity to the 2014 Building our Future capital campaign. Future funding once the current \$318,754 balance has been spent down depends on transferring funds from the operating budget and/or running additional capital campaigns. Our goal is to gradually increase the annual transfer from the operating budget to the capital reserve so that we can avoid the need for another capital campaign in the near future just to adequately maintain our current facility.
3. Members and friends pledged a total of \$975,813 for the 2020 budget, which represents a \$60,647 jump from 2019's budgeted pledges, including new pledges of \$61,000. This remarkable generosity will enable us to (1) provide our valued staff a 2% compensation increase in 2020, (2) fully fund most lay ministry's budget requests for 2020, and (3) transfer a higher amount (\$30,934) into the capital reserve.

4. Ed Hummers completed an analysis of stewardship giving at Bradley Hills which showed that most of the pledge income that sustains our church community is given by a small fraction of our congregation. It showed that the top 7 pledgers provide 25% of total giving, and the top 25 pledgers provide fully 50% of total giving. Losing even a few of our highest pledges could require substantial cuts in our church's programs and ministries. The Stewardship Lay Ministry shared the results of this important analysis with the congregation during our fall stewardship ship campaign.
4. **Our CPA firm completed an audit of the church's finances, reports and controls for 2018. The audit revealed no material misstatements, confirming for the fifth year in a row the excellent job that our Manager of Financial Services Amy de Court does recording, tracking, reporting and overseeing the expenditure of the financial gifts received from our members.**

The second volume of this Annual Report provides a detailed accounting of the church's revenues and expenditures in 2019. If you have any questions, please don't hesitate to contact me or Amy de Court.

We are grateful for the continuing generosity of our members and friends, whose faithful stewardship and growing support make possible the many vibrant ministries that Bradley Hills provides to our faith community and our brothers and sisters across the world.

Todd McCreight, Chair

Amy de Court

Naomi Kettler

Ed Hummers

Walter Hill

Jon Winslow, Session Liaison

Stewardship

As we approach our third year as a self-contained Lay Ministry, we are thankful for the growth of our group and of our work within Bradley Hills. Stewardship's mission is to lead the congregation in reflecting on and strengthening our stewardship practices throughout the year. We hope to nurture continuing conversations about how we give, and how we use our many resources to serve God and the community.

Over the past year, we have collaborated with the Finance Lay Ministry to share important and eye-opening information about giving patterns and long-term budgeting needs in the church. This work led us to the 2020 Stewardship Campaign theme of **Abundant Blessings, Abundant Gratitude, Abundant Giving**. The response to the call for pledges has been abundant indeed: we are grateful to God that giving for 2020 has surpassed the \$900k pledged for 2019. Look for additional analysis and reflection in the coming months.

Thanks to the outstanding leadership of Amy deCourt, 2019 also saw the launch of giving through the Realm app and simplified online giving. A click on the website or in the app enables members to make one-time or ongoing gifts. Looking ahead to 2020, **adjusting not only our process, but our broader approach to giving, is an important focus: what does it look like for God's people to give when we may no longer be placing cash or a check in an offering plate every week?** Stewardship is exploring some creative options for adults and children.

We encourage you to keep an eye out this year for our Monthly Stewardship Focus: the BHX, the church website, and weekly emails will explore a different topic related to stewardship each month, from the church's mission giving to our capital reserves and beyond.

In 2019, the Stewardship Lay Ministry was blessed by the addition of Session Liaison Walt Hill, as well as new members Rick Arndt and Rosanna Morrison. If you feel called to serve in this way, we will be glad to welcome you, too!

Rick Arndt, Amy deCourt (Staff), Walt Hill (Session) Rosanna Morrison, Bonnie Peyer (Chair), Frank Randall, Kristen Wheeden (Session)

As Bradley Hills continued to implement its strategic vision in 2019, Session provides here an accounting of the activities we have undertaken this year. While numbers do not tell the whole story, the listing of initiatives and a sense of how many participated help us focus on our goals and gauge our level of engagement. We look forward to your feedback on our progress and direction.

WELCOME OBJECTIVES AND RESULTS:

- Objective: Integrate newer members into the life of the church
- Objective: Invigorate congregation through increased member engagement. Support all members of the congregation in feeling loved by God and included in the church through increased member engagement and expanded family ministry.

Measurement 1: A majority of new members are participating in a church activity within their first year. Outreach and New Membership organized a mid-summer luncheon after church to welcome new members, and Deacons and Connectional Lay Ministry reached out to new members to invite them. Approximately 90 people attended this event, down from previous years.

Measurement 2: One third of the congregation are actively participating in a lay ministry or ministry team.

Lay Ministries: 69 members including session liaisons

Ministry outside of Lay Ministries: Nearly 500 members participate in ministry teams

- **Worship Service ministry teams:** Over 200 members across Choirs adult and youth members, Ushers, Chancel Players and Lay Readers, and the Flower and Chancel guild
- **Mission ministry teams:** Over 100 members across Refugee project, Angel Gift and Alternative Giving, A Wider Circle Christmas Pop-up Store, Food ministries (Kitchen Ministry, SOME, Bethesda House, Smart Sacks), and Mission trips
- **Education and Spirituality teams:** Over 100 members across church school teachers and assistants, Small groups, bible study, daily Lenten/Advent
- **Nurture teams:** Deacon activities - memorial receptions, luncheons, care groups – 35.
- **Social teams-** over 50 members helped as planners and helpers at social congregational events and celebrations including, annual meeting luncheon, summer picnic, mid-summer new member welcome luncheon, Christmas luncheon, and interfaith luncheon

The Nominating Committee generated and shared lists of potential lay ministry members for chairs to contact during the year.

Throughout the year David Gray reviewed the entire church membership roll to identify persons he felt might benefit from a personal call, email or meeting to connect and discuss their involvement in the life of the church.

Our Communications Specialist, Lisa Swann, worked to re-platform the website using WordPress. The new website launched in October. The new site allows for a cleaner look and feel, easier navigation, and a content management system that Lisa can manage.

Our new member welcome packets were redesigned with a modern marketing design allowing for a more consistent and concise view into our church, the ministries we offer, and our community in general. 100 were printed and will be available late January.

Our Outreach Committee hosted 3 Marketing Meetings and included new members to better understand how to reach more potential members. A key initiative coming out of the meetings was the “Bring a Friend to Church Day” held on December 15th. 20 new member packets were distributed and an estimate of 40 visitors attended.

In 2019 the Connectional Lay Ministry continued to integrate and deploy the new online pictorial directory through the REALM app and website as a way for the congregation to more easily connect and engage.

Measurement 3: Annually updated lay ministry charters that reflect church priorities and needs are available on the church website.

This objective is complete.

(cont.)

NURTURE OBJECTIVES AND RESULTS:

- Objective: Expand our ministry to provide spiritual practices and growth across all ages and stages to strengthen each member's relationship with God
- Objective: Strengthen our youth ministry to provide a safe place and engaging program rooted in Christian values

Measurement 1: Increased participation by members in small groups which deepen their spiritual experience

62 people participated in small spiritual groups in the spring and 50 in the fall this year, again showing an increased in participation with 11 leaders and 9 first time participants. A small group planning team (10) was also formed to insure continuation of program and ongoing feedback. Weekly Bible study averages 12.

Adult education attendance ranged from 15 – 50 with an average of 20 people. One important goal is to draw more younger adults. Topics on the spirituality of Harry Potter and Mister Rogers series which focused on children's education drew many new younger attendees. In addition to the topics related to theology, spirituality and current social issues, we attempted to promote more church ministry-related topics to provide opportunities to learn about our current church ministries. The topics covered financial, worship and arts, mission, pastoral and alternative care giving ministries and Cuba mission trip.

Choir attendance is robust with Chancel Choir: 43, Lantern Chorale 11, Alleluia Singers 14, and Bells 18.

Measurement 2: Session members are prepared to become visible spiritual leaders within the church

Session members discussed spiritual gifts and mentors at their annual retreat in February. They participate as lay readers in the service, assist deacons in serving home communion, and met several times with nursery school board members and parents to understand concerns regarding safety and the new worship service on Fridays.

Measurement 3: 25 high school and middle school youth participate regularly in youth activities

Attendance at Sunday youth group has been averaging 12-15 youth. In the fall, youth group switched from being one large middle & high school combined group to two separate groups. The separation of middle school and high school is helping middle schoolers be more comfortable playing and expressing themselves. It is also helping high schoolers feel like they have their own space apart from younger middle schoolers.

10 middle schoolers attended Massanetta and 10 high schoolers attended Montreat. 10 high schoolers attended the Broad Street Ministry mission trip.

The Broad Street Mission Trip was significantly different in programming than previous mission trips. Instead of focusing primarily on service projects, BSM leaders challenged high schoolers to learn about the root causes of poverty and homelessness from people who have experienced homelessness. This forced high schoolers to listen to the needs of the community before jumping in to do service work apart from an understanding of the community's particular needs. Some (but not all) high schoolers resisted this approach to mission trips because it did not include as much hands-on service work as previous trips. Planning for a mission trip to Puerto Rico is underway with many of the same high schoolers expected to participate. The PR trip will consist of more hands-on service work, but will also include intentional education activities requiring high schoolers to listen with empathy so that their service work is meaningful and truly helpful.

The intricate logistics of planning a trip to Puerto Rico are too much for staff and the youth ministry committee alone. Help with logistical planning is needed to ensure the trip's success.

Between 7 and 12 middle schoolers attended "Middle School Connect" on Wednesdays as a pre-confirmation spiritual formation experience that ran for 5 weeks during Lent 2019.

Confirmation class is being held this program year for 16 students in 8th and 9th grades. The class is centered around the PCUSA "Big God, Big Questions" curriculum as well as scripture from the Old Testament and the Gospel of John.

Measurement 4: Church school and youth activities are adequately staffed by BHPC members.

Teaching teams for Preschool and elementary church school classes have been functioning well with **22** BHPC adults serving as teachers on a rotating schedule and **13** BHPC adults serving as second adults.

While second adults for church school are fairly well-staffed, finding second adult volunteers for youth group has been extremely difficult. Youth Ministry hesitates to allow parents to assist as second adults for youth group. The concern is that parental presence may inhibit middle/high schoolers from fully participating in games and goofy activities with their friends or being fully honest during spiritual discussion. Youth ministry needs support finding and retaining non-staff, non-parent Youth Advisors who can build relationships with middle/high school youth.

Seminary Intern Sara Sadler has done a wonderful job working with Matt to create fun, spiritually meaningful programming for youth group.

Measurement 5: BHPC becomes a more central part of the lives of its members as shown by increased worship attendance and **adequate parental and member involvement on children's and youth programs.**

Average Sunday worship attendance was 244 in 2019, an increase from 232 in 2018.

Average PreK-5th grade Sunday School attendance for Jan.-May was **31 children per week** and for Sept.-Dec. was also **31 children per week**.

Godly Play continues to be used in Preschool-2nd grade classes with much success. On separate occasions, four different parents of this age group have reported how much their child loves coming to church school.

Feasting on the Word continues to be used in 3rd-5th grade classes. While not dissatisfied with this curriculum, **Children's Ministry is open to other curriculum options in the future.**

Youth Lay Ministry recruited 2 new members as several members rotated off to join session or deacons.

Children's Ministry recruited 2 new members. Cathie Lutter and Amanda Owens transitioned into co-chairs of Children's Ministry.

Family Connections Lunches or alternative programs (Summer Picnic, Fall Festival, Easter Egg Hunt, etc.) were offered each month. Topics of the Family Connections Lunches included building self-esteem in children, answering life's hard questions, and creating family Advent Nativity scenes. **An average of 7-12 families attended each Family Connections Lunch. One parent praised Family Connections Lunches saying, "I feel like a better parent as a result of the sessions."**

Annual Worship Workshop for 2nd graders and their parents was offered (9 families, 10 children total, participated in 2019).

Annual Bible Workshop for 3rd graders and their parents was offered (8 families participated in 2019).

Vacation Bible School was held in August with approximately 40 children participating along with 5 nursery school teachers, 6 adult volunteers from BHPC, and 13 youth volunteers from BHPC. Several children from the church report that they still listen to and sing along with the music from VBS.

Matt is forming a small VBS planning team to help him plan VBS 2020 with the intention of involving more voices of the BHPC community in the design of the curriculum. The hope is for more adult volunteer participation in VBS and a richer curriculum.

On Interfaith Sunday, **1st-5th grade Sunday School classes were canceled and an Interfaith Children's Activity was held in their place.** The activity was led by Rabbi Jennifer from BJC, Ambareen Jafri from Idara Mosque, and DCE Matt Nabinger.

HEALING - INTERFAITH WITNESS AND HEALING - OBJECTIVES AND RESULTS:

- Objective: Expand our interfaith witness by connecting with BJC and Muslim congregations through worship, service and sharing space
- Objective: Continue to build our capacity to be a house of healing

Measurement 1: At least (3) interfaith events are sponsored each year by the IPC.

* Asterisks note events sponsored by other interfaith groups that are supported by IPC members. All draw the congregations and the community to work, serve and worship together.

Note: Nov. 2016 to the present: IPC Initiated the creation of the Refugee Resettlement Program, using Lutheran Social Services to sponsor first one family of (4) from Afghanistan then extending resources to sponsor additional family members.

Seven meetings of the Interfaith Partnership Council (IPC) were held in 2019. (1/17, 2/21, 3/28, 8/15, 9/19, 10/24, 12/11)

4/20/19 – Sharing Passover: A few BJC families invited some BHPC & Mosque congregants to second night of the Passover Seder at their homes

5/19/19 - Intercongregational picnic and presentation of plaque commemorating 50 years of BJC - BHPC cooperation.

5/19/19 - Creation of anti-gun violence T-Shirt display on lawn bordering Greentree Road.

7/14/19 – New Story Leadership (NSL) summer event led by Reverend David & Rabbi Sunny (8th year in a row)

9/8/19 - Annual Unity Walk with other churches, synagogues and mosques in the area

11/6/19 - 11/13/19 - Cuba Educational and Mission Trip led by Rabbi Sunny and Pastor David.

11/17/19 - Interfaith Thanksgiving service & brunch with BHPC, BJC, IJIS, and ICCP members.

Continued joint support of the Karimi and Yousufi families through the Refugee Resettlement Project including the successful employment of Zabi, Ehsan, and Mubarak and the birth of two children through middle of 2019

Measurement 2: Ongoing interaction in education and service with a Muslim congregation which is worshipping regularly at BHPC

We continue to interact with members of Idara Jaferia Islamic Center and the Islamic Community Center of Potomac in the Interfaith Thanksgiving Service and the work with the refugee families.

BHPC hosted Ramadan and EID Muslims services in May and August 2019.

The House of Abraham started Muslim prayer services every Friday beginning 8/23/19 on an initial 6 month trial period.

Measurement 3: 12 members trained yearly to provide caring visits to members in need of support

Joanie Friend coordinated a 90 minute training session on January 18 with Deacons and all others interested in how to conduct useful home/hospital visits.

Deacons are exploring the development of a visitation team and exploring the Stephen Ministry program. Pastor Chris and Joanie led 16 BHPC members in April and November 2019 to trainings at other churches to learn about Stephen Ministry caregiving programs and in meetings to consider the next stage of lay involvement in our caregiving ministries

SERVE OBJECTIVES AND RESULTS:

- Objective: Increase hands on mission work both at BHPC and in the community.

Measurement 1: By the end of 2018, BHPC connects with one or more new mission projects in which at least one third of active members participate'

Mission Coordination worked to define and articulate ways members can be involved. They met with project areas to understand the needs and type of volunteer help needed. A fall Adult Education hour acquainted church members with opportunities to serve. They are also using REALM to communicate to keep members aware of ongoing opportunities.

Manna “Smart Sacks” project (60-70)

National Center for Children and Families/Read Aloud (5-10)

Coat Drive (50) provided 118 coats.

A Wider Circle/North Pole Pop Up (40 sorting gifts) with participation on-site (17) where parents chose the gifts.

Interfaith mission trip to Cuba (BHPC – 13 including senior pastor, BJC – 4 including rabbi/trip leader)

Measurement 2: By the end of 2019, BHPC starts an on-site mission opportunity widely associated in the community with our church

Conversations are still underway with Wider Circle, Manna, Bethesda Help, Interfaith Works and National Center for Children and Families (NCCF) exploring ways to expand support with volunteer help.

New Story Leadership Art Exhibit (35)

Introduction of GenOut Chorus to BHPC and secured presbytery grant for further connection in 2020

Measurement 3: Half of the congregation participates in some form of serving those in need through the church.

Participation in Smart Sacks (60-70), National Center for Children and Families Read Aloud (5-10), Asia Endowment (5), Kitchen Ministry (30), Season of Giving Volunteers (69): Coat drive (6), North Pole Pop Up (40), Angel Gift Tree (4), Fair Trade/Olive Oil (8), Alternative Gifts (11) –donations of coats, North Pole and Angel Tree Gifts (238 givers) So Others Might Eat (SOME) (8), Bethesda House (12), Lenten Day of Service assembling the disaster relief kits (50), and Interfaith Thanksgiving Gift Baskets (80), Youth Service Projects -Philadelphia Mission Trip and Bread Gleaning) (20)

UPHOLD OBJECTIVES AND RESULTS:

- Objective: Create an environment for staff, worshippers and the community that stands as a witness to our faith.

Measurement 1: Repairs completed per the recommendations and spirit of the capital reserve study

Repairs were completed per the recommendations.

Sanctuary pew re-upholstery.

GS patio concrete replacement.

New ventilation/dehumidification system for classrooms 103,105,107

Exterior LED light fixture.

Door relocation center stairway at basement.

HVAC system tune-up.

Interior signage installation.

New security cameras installation at church office area.

New faucets in women’s bathrooms.

Installation of new toilets at Nursery bathrooms.

Water runoff repairs

Measurement 2: \$50,000 annually in budget for capital building expenses (with balanced budget) or a capital campaign in five years

\$19,537 budgeted for 2019 (up from \$10,000 in 2018 and down from \$23,961 in 2017)

Measurement 3: 35 new adult members added each year

22 new members joined in 2019. 1,041 people attended the Christmas Eve services which was an all-time high.

Measurement 4: Annual giving (pledged and unpledged) increases by 5% annually

Annual giving was budgeted at \$990,166 (pledged and unpledged) for 2019 (a 3% increase over 2018).

Measurement 5: BHPC salaries are at competitive wage levels for each position (as determined by Presbytery data and relevant industry guidelines).

Personnel Lay Ministry continues to monitor staff wage levels and adjustments were made in the 2018 budget.

Interfaith Refugee Family Initiative

In September of 2016, moved by the world-wide refugee crisis, members of BJC, BHPC and the Idara e Jaferia Islamic Community decided to sponsor a newly arrived refugee family through Lutheran Social Services (LSS). We formed teams for the various tasks and raised necessary funds. The official commitment was for one year.

In March of 2017, we welcomed the Karimi family, an Afghan family of four. We expanded our support to a single brother of the father and the Yousufy family, a family of 3 related to the mother. They all arrived with SIV visas, available to people who worked for the US military in Afghanistan. They have green cards and are eligible to apply for citizenship after 5 years. Each family had a daughter about a year after their arrival in the US.

The Karimi family moved to Virginia in June to be closer to their extended family. We had a goodbye party for them at a local park, attended by the many volunteers who supported them over more than 2 years. Word is that parents and children are doing well.

We helped the Yousufy family move to a new apartment in Rockville in March. The husband, Mubarak, began working at a Marriott Hotel and was able to get a better paying job in another Marriott Hotel after completing his maintenance certificate at **Montgomery College. He passed his driver's license test. Our volunteers managed to get a free car for him through "No-One-Left-Behind", an organization that provides donated cars to refugees with SIV visas. The car needed some repairs, which we subsidized.** The wife, Olfat, who spoke no English when she arrived, is speaking, reading and writing English. She continues to attend a two-generation mother and child program 4 afternoons a week with her 15 month-old daughter, Farhat. She receives **weekly private tutoring in English and is preparing for the written driver's test (in due time) with our volunteers.** Four year-old Gulan is attending Head Start full time at her local elementary school and loves it.

We continue to support the Yousufy family with some funding for educational opportunities, and we provide tutoring and some transportation. We also help them navigate the health care and social service system, and help them with financial planning and job-related issues. Fourteen volunteers from BHPC and BJC are currently still involved.

Our group meets every 1-2 months and we have become good friends with each other and the Yousufy family. The co-chairs continue to participate in quarterly meetings of a regional inter-congregational refugee sponsor group. Joan Burns is on the leadership team for the National Capital Presbyterian Refugee Ministry Network.

Because of the generous financial contributions of members of the three congregations and our careful financial stewardship, we have sufficient funds to potentially help yet another refugee family with a new set of volunteers, which we unsuccessfully tried to recruit in the fall. Stay tuned for further initiatives to support refugees in the coming year.

Brigitte Burgett, co-chair Interfaith Refugee Family Initiative

Bradley Hills Presbyterian Church Nursery School

Bradley Hills Presbyterian Church Nursery School, founded in 1957, is a play-based nursery school program for children ages 2 through 5 located on the lower level of the BHPC building. The school community continues to thrive and grow. For the 2019-2020 school year we have 16 different morning classes, serving over 200 children. Our afternoon Stay and Play programming has 7 different enrichment programs for our 3, 4, and 5 year old students. As the children at BHPCNS play, they learn friendship, social and emotional skills, independence, developmentally age-appropriate cognitive concepts, how to work cooperatively in a group setting, and to be good citizens. Daily the children are exposed to art, music, science, creative movement, literature, math, and many other **learning opportunities. Our hallways and classrooms are filled with children's voices, laughter, and excitement each day.**

The Nursery School staff consists of a Director, Assistant Director, Treasurer, Office Assistant, and thirty-five classroom teachers. We have specialists who supplement our in-house programs with 2 music programs, creative movement, science, and Spanish lessons.

We have a very active Parents' Group who sponsor class coffees, lectures for parents, the back to school picnic, and hosts fundraisers to support BHPCNS. Monies raised from these fundraisers supplement classroom and playground equipment, and



enhance the beauty and safety of the school classrooms. In March 2019, the Parents' Group will hold their bi-annual fundraiser, "The Winter Gala." Funds from this event will be used to create a new Outdoor Learning Center including an amphitheater for all building users to enjoy. The Parents' Group is also a contributor to the Alla Johnson Memorial Scholarship Fund.

During the summer of 2019 BHCNS's Director wrote a grant request for funding for security enhancements. The school was awarded \$115,000 through the State of Maryland's School Anti-Bias Hate Grant program. These funds will be used to enhance the security of the entire building, including upgraded entry systems, additional cameras, enhanced door security, and a global mass communication system. All building users will benefit from these security enhancements.

As users of the classrooms and gathering spaces, the Nursery School contributes significantly to BHCNS financial wellbeing. In 2019-2020 BHCNS will make a direct contribution of a contracted user fee of over \$148,735.00. The Nursery School continues to make improvements to the building and grounds, including playground enhancements, a new Outdoor Discovery Center which includes an amphitheater for outdoor lessons for all building users, playground mulching and maintenance, keeping classrooms well equipped and maintained, redesigning storage spaces, reformatting 3 classrooms by moving walls, painting three school classrooms and hallways in the summer of 2019, and paying for the fall and spring cleanups of the property. These additional enhancements will be more than \$45,000 for the 2019-20 school year.

The success of the Nursery School is attributed to the dedication of our amazing staff, the support of our parents, and the support of Bradley Hills Presbyterian Church. Thank you.

Friends Club

Friends Club at Bradley Hills is celebrating its 30th year serving families facing dementia. We are proud to say that our membership is thriving and we are so very thankful that Bradley Hills took us under its wing back in 1994. We continue to be most grateful to Susan Bowis for finding us a home here all those years ago!

We meet Monday through Thursday from 9:30 a.m. to 1:30 p.m. in the lounge, where we offer meaningful social engagement to men in the early stages of memory loss. Our members enjoy current events discussions, music, lectures, games and exercise in a safe, nonjudgmental environment.

We encourage members of the church community to drop by and say hello or to set up an appointment to join us for a day.

We continue to host a twice-monthly support group for anyone caring for a loved one with dementia. This group meets the first Monday and third Wednesday of each month in the church library from 9:30 to 11:30 a.m. It is a wonderful opportunity for caregivers to share tips, get support and battle the loneliness that often accompanies caregiving.

We are thankful for the wonderful food donated to us by the Kitchen Ministry and for our shared programming with the nursery school.

We are excited to celebrate the milestone of 30 years!

If you are interested in learning more about Friends Club or if you would like to get involved, please call Executive Director Brooke Kenny at 301-469-0070 or visit our website at www.friendsclubbethesda.org. We also now have a Facebook page, so be sure to log on and follow us!



Mission Statement

To reflect God's gracious love by following Christ's example to welcome, nurture, heal and serve.

Vision Statement

A vibrant caring community that draws and energizes people to grow in faith,

Staff & Volunteers

Main Phone Number: 301-365-2850

Pastor/Head of Staff	David E. Gray	500	david@bradleyhillschurch.org
Interim Associate Pastor	Chris Foster	501	chris@bradleyhillschurch.org
Director of Christian Education	Matt Nabinger	502	matt@bradleyhillschurch.org
Director of Music	Matthew Robertson	503	matthew@bradleyhillschurch.org
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Seminary Intern	Sara Sadler		sara@bradleyhillschurch.org
Nursery School Director	Liz Sobrino	301-365.2909	lsobrino@bhpcns.org
Friends Club Director	Brooke Kenny	301-469-0070	brooke@friendsclubbethesda.org
Sextons	Juan Mendez, Leonel Bruno, Juan E. Mendez, Jorge Miranda		
Child Caregivers	Nora Mendez, DelCarla Shorter and Liz Allen		
Parish Associates	Wally Harman, Marty Albershardt and Jong Mi Lee		
Director of Music Emeritus	Donald S. Sutherland		

www.BradleyHillsChurch.org

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