



2021



2022

ANNUAL BOARD REPORT



Foundry Board

Todd Mullins, President
Amanda Peterson Beadle,
Vice-President
Bill Ellett, Treasurer
Nick Jessee, Secretary
Karin Berry
Ann Brown Birkel
Paula Blair
Allison Kramer
Brian Walker

Friends,

Signs and Wonders. That is what I feel like I am seeing around Foundry these days. I feel like we are truly emerging from some challenging times over the last few years and so many good things are happening. Even if some challenges remain, things feel better to me. Is it just me? I hope not.

Much of that good stuff has little to do with the work of your Foundry Board. Baptisms and ordinations, inspiring sermons and music, a vibrant online community, revitalizing mission programs. I think more will come, especially as we enter a world in which vaccines are available to all who want them and our tireless staff team continues to adjust to new ways of working and some new faces — some kind of calmer, new normal.

Mostly in the background, your Board is meanwhile at work. This Annual Report presents a summary of that work over the last year.

Sometimes I get asked, "what does the Board actually do?" In some respects it is easier to describe what we do not do: the nine-member Foundry Board does not really "run" the church. On paper, we have substantial authority to do so and we do make some very impactful decisions — occasionally pushing some big things (like the start of our new GreenGen Initiative) over the finish line.

In practice, however we are somewhat like a Board of Directors that seeks to provide oversight and vision. Though sometimes we are down into the nitty gritty — making some of the harder choices, dealing with the budget, building issues, legal matters, usually in

partnership with clergy and staff. We provide supervision to the Senior Pastor. But, mostly we are strategic and forward-looking body — or at least we try to be.

We meet monthly year-round plus a few additional meetings during the year for special purposes. Members generate regular reports on their areas of responsibility which fall along the lines you will see in this report. There is a LOT of reading. At every meeting we try to focus one on of our more strategic core functions — to lift our visor to look beyond the immediate things we "have to do." And we actually vote on stuff. We are aided in our work by our talented staff and clergy team.

We are bolstered by the work of a number of committees and ministry teams that draw on the considerable talents of the Foundry lay community. I am grateful for all of those contributions. Please thank the people whose names you see below for their time and hard work. Signs and wonders. I hope you see them too.

In the immortal words of Forrest Gump, "life is a like a box of chocolates — you never know what you're gonna get." When I took on this role three years ago, there were a number of challenges I expected us to face and big things for us to do. Some challenges emerged, some didn't. Some big things got done, some didn't.

Along came the pandemic which no one anticipated. Some churches did not survive the pandemic. I think the pandemic may have been among Foundry's finest hours (OK — weeks, months, years).

Thank you Foundry: for your resilience, your creativity and perseverance, and your faith. Thanks to God for helping us through. Thanks to Pastor Ginger, for her tireless and prophetic leadership. As I wind up my term on the Board, I thank the new leaders who are stepping up and I thank you for the privilege of allowing me to serve as your Board President.

Todd



Todd Mullins

Board President



Governance

Committee Members:

Amanda Peterson Beadle, Chair
Christina Biebesheimer
Libby Noyes-Palmer

Cathy O'Sullivan
Rachael Powell

- During the last year, the Governance Committee focused its work on ensuring Foundry's committee documents and policies were in order.
- The Committee updated the Foundry Board charters, which the Board approved in April 2022 after a review to streamline responsibilities across all committees.
 - The Committee drafted a committee charter for the Religion and Racial Justice Committee, which will continue the work of the Journey to Racial Justice and embed a commitment to becoming an anti-racist congregation into all aspects of Foundry.
 - The Committee proposed a Board accountability policy that the Board voted to approve.
 - Month to month, the Committee kept up with the Board's compliance calendar and corporate authority policy to help the Board keep track of key dates and deadlines, as well as key responsibilities.



Staff Parish Relations

Committee Members:

Todd Mullins, Chair
Amanda Peterson Beadle
Nick Jessee

Bill Ellett
Paula Blair
Allison Kramer

- The Staff Parish Relations Committee (SPRC) delivered to the Senior Pastor a year end (2021) performance review.
- The SPRC provided the Senior Pastor with revised performance goals for 2022.
- In December, working with the Senior Pastor, the SPRC and Board approved four 2022. Foundry strategic priorities: 1. Rebuild and re-establish community connection; 2. Deepen Foundry's focus on equity, inclusion, and core social justice issues within the Foundry congregation; 3. Deepen Foundry's focus on equity, inclusion, and core social justice issues in the broader community; and 4. Strengthen Foundry's congregational connection with stewardship.
- Under the supervision of District Superintendent Gerry Green, we held brief Charge Conferences to approve clergy salaries for 2022, to hear updates from the last year, and to affirm Foundry's clergy candidates.
- Members of the SPRC met with District Superintendent Green, Rev. Will Ed Green, and Rev. Jonathan Brown, and affirmed Pastor Jonathan's appointment to Foundry as associate pastor. We have participated in onboarding activities for Rev. Brown and exiting matters for Rev. Green. We wish Pastor Will well, and we look forward to further welcoming Pastor Jonathan at Foundry after he starts on July 1.



Nominating

Committee Members:

Ginger Gaines-Cirelli, Chair
Ann Brown Birkel, Board Representative
Tracy Collins
Joanne Garlow

Suzanne Anthony
Brian Castro
Preston Taylor
Parker Low

- The Nominating Committee recruited three new members who have been nominated to serve on the Board starting in July. Cathy O'Sullivan, Mark Abe and Guy Cecil will stand for election at a Church Conference on June 26.
- The Nominating Committee recruited Kerry Kidwell-Slak and Cheryl Gibbs, who will stand for election for the 2025 Nominating Committee class.
- The Nominating Committee also recruited members to join the following Board Committees which had expressed a need for additional committee members: Finance, Personnel and Facilities. As there are many ways to serve at Foundry from the Board to committees to ministry teams and mission activities, the Nominating Committee undertook a new task this year. We created a survey for the whole congregation to help identify people's talents within our community and their interests in various kinds of servant leadership with the goal of connecting everyone who wishes to engage with needs and opportunities. The survey is being finalized and should go out to the congregation in early summer of this year.
- In April 2022, the Nominating Committee recommended a change to Foundry bylaws to allow Board members to serve additional years beyond the original bylaw-specified two three-year terms. After review, the Board affirmed a policy in which a Board member can serve up to three one-year terms if approved by the Board. This bylaw change provides greater flexibility for maintaining the skills and diversity needed on the Board during this season of reengagement following the disruptions of COVID and will expire after a certain time unless renewed. This bylaw change was approved in May 2022 in a Charge Conference and will now head to a Church Conference for affirmation.



Committee Members:

Brian Walker, Chair
Kealani Willbanks
Beth Scott
Doug Smarte

Joshua Baumgardner
Jay Hicks
Steve Pflasterer

- As we returned to in-person worship, there was a demand to maintain Foundry's robust and successful online presence. To support this need, the AV booth was expanded to accommodate the AV crew and their equipment allowing them to do their job more efficiently.
- Thanks to work by the Facilities and Finance Committee, the Board approved a capital budget based on a property condition assessment (completed in the Fall 2021). This allows us to proactively plan for expected building repairs.
- The Board voted to move forward with the GreenGen proposal to bring Foundry's building into energy compliance as required by the city. Key elements of this work have begun or have been completed. The chiller was replaced in late March (which we all appreciate before a hot summer), and lighting in the sanctuary, fellowship hall, and youth room will be replaced to be more energy efficient. More detailed information can be found in the Green Ministry section of this report on page 14.
- The committee upgraded the building access systems, allowing the staff and clergy to have improved and easier control of the building entries.



Committee Members:

Karin Berry, Chair
Bill Ellett

- The Board reviewed the report from our independent auditor of our 2021 financial books and reports. There were no adverse findings.
- The Committee assisted the Finance and Facilities Committees in reviewing multiple bids and related contracts for the new HVAC work and building upgrades ultimately undertaken by Green Generation. Decisions were based on the quality of the bids and comprehensive nature of the contracts. Ann Brown also assisted in contract review.



Personnel

Committee Members:

Allison Kramer, Chair
Paula Blair
Shelley Jessee
Allison Kramer

Mike Lawson
Sarah Martin
Davis Taylor

- The Committee supported the Board in completing the Senior Pastor's review. We remain grateful for Pastor Ginger's leadership at Foundry.
- In partnership with Pastor Ginger, the Personnel Committee advised the Board on the Senior Pastor's goals for 2022. As part of the process, Personnel also advised on SMART goal formats for the Senior Pastor and staff.
- The Committee advised the Board and Pastor Ginger on Pastor Ben's shift into the role of Executive Director of Program and Justice Ministries.
- The Personnel Committee advised on numerous personnel policy issues, such as new Foundry telework and commuter benefit policies, position descriptions, job announcements, and employee evaluations.
- The Personnel Committee established regular meetings with Pastor Kealani, Foundry's Executive Director of Operations and Impact, to advise on personnel matters.



Journey to Racial Justice

Committee Members:

Greg McGruder, Chair

Jeanie Adkins

Logan Alley

Paula Blair

Noel Bravo

Jeanie Crawford-Adkins

Rev. Ginger Gaines-Cirelli

Jay Gillam

Cassandra Lawrence

Izetta Mobley

Amanda Munroe

Sean Murphy

Gordon Ohlsson

Rev. Ben Roberts

Kumea Shorter-Gooden

Peggy Simpson

Jackie Wright

One of our goals for the Journey to Racial Justice is to embed and expand racial justice and equity in all our programs, our education initiatives and activities, our community outreach, and in our efforts promoting and supporting spiritual discipline and practice. Efforts have been made to develop age and developmentally appropriate racial justice education, build awareness on how Methodism shapes us personally and socially for racial justice and equity, and tell the story and experience of people of color in creative ways.

FAMILY MINISTRIES

- Beginning in September 2021, Family Ministries implemented the use of Illustrated Ministry Curriculum during the Sunday education hour. These materials integrate intersectional teaching on anti-racism and inclusion.
- We held a technology training with youth, including specifics on online posting and confronting racist content and trauma. This training included ways to be sensitive by not re-sharing content, even if calling it out. This training was held in October 2021 and was attended by approximately 20 youth.
- During the 2022 Lenten Season, Family Ministries engaged in an anti-racism study called Reclaiming Covenant: A Lenten Experience of Scripture, UMC Social Principles and Antiracist Action to Build Beloved Community.

DISCIPLESHIP & SOCIAL JUSTICE MINISTRIES

- Social Justice and Discipleship Ministries facilitated Fall reading groups using the book "Chocolate City, A History of Race and Democracy in the Nation's Capital." Additional programs supported the learnings through the Kirk Symposium and reading guide developed with community partners at the Jewish Community Center. We implement racial justice and equity issues into pre-existing small groups such as the Arlington-Alexandria small group.

- Social Justice Ministries hosted a class on the roots of sacred resistance in Methodism led by General Secretary Ashley Boggan Dreff, General Commission on Archives and History for the United Methodist Church.

MUSIC AND WORSHIP ARTS

- Led by Stanley Thurston, Director of Music and Worship Arts, the Music Ministry and Worship Teams have placed a new emphasis on the Black Composers Series. So far, this has included worship guide write-ups about composers in addition to verbal mentions on Sunday mornings.

OPERATIONS & HUMAN RESOURCES

- We ensure all facilities and operations contracts include key Diversity Equity, and Inclusion (DEI) and Race and Religion values, resulting in over \$167k of the Building and Communications budget currently allocated to vendors who represent and share Foundry's DEI values.
- With over 60% of Foundry staff identifying as ethnically diverse, the operations of Foundry ensures all aspects of Foundry's Human Relations department reflect key DEI values, to include: incorporating fair and equitable hiring practices, inclusive and affirming language in all Human Relations policies, and including the Religion and Racial Justice Charter in onboarding processes.



LGBTQIA+

Advocacy

Team Members:

Ann Brown Birkel, Team Leader

Jill Barker
Nick Beadle
Kirstin Beck
Maggie Birkel
Paula Blair
Tracy Collins
Edmund Crump
Jim Early
Matt FitzGibbons
Rev. Ginger Gaines-Cirelli
Ray Goodrow
Eddie Gouge

Matthew Hansen
Sarah Hassmer
Jan Lawrence
Rev. T.C. Morrow
Paul Keefer
Allison Kramer
Paul Newhouse
Steve Pflasterer
Jim Pritchett
Rev. Ben Roberts
Bill Smith
Preston Taylor

Foundry's LGBTQIA+ Inclusion Advocacy Ministry Team's work this year reflects the continuing "holding pattern" in which the UMC finds itself as the 2020 General Conference was again delayed, this time to 2024.

The Team has followed developments across the Connection, including the decision of the proposed new "traditionalist" denomination to "go live" on May 1 of this year, the acceleration of churches considering disaffiliation, the announcement of progressive and centrist



parties that they were removing their support for the Protocol of Reconciliation and Grace through Separation, and actions taken on relevant matters of law by the UMC Judicial Council.

Many of us have joined online briefings regarding preparation for issues that might arise at this summer's Annual Conferences, messaging strategies to encourage remaining with the UMC (#BeUMC) and other coalition-building activities. Foundry's Annual Conference Lay Delegation are all members of the Ministry Team so we met as a delegation in advance to prepare for what might arise this year.

We also were part of efforts to support the Christmas Covenant (a proposal to create more geographic autonomy within the UMC) which passed by a wide margin at BWAC earlier in June. While only clergy vote on candidates for ordination, we were proud that the Ministry Team's active work over a decade of witnessing support of her candidacy was a positive factor in this year's Clergy Session affirmative vote and T.C. Morrow's ordination as a Deacon by Bishop LaTrelle Miller Easterling on June 3.

Also, although Foundry's Pride presence is not an official part of the Ministry Team's work, there has always been significant overlap with Pride preparations, execution and participation. That was very much the case this month as the Pride Parade and a new type of Foundry lemonade stand at a Family Pride Festival in Stead Park returned after a two-year COVID hiatus.

The participation in the Pride Parade included 23 Methodist Churches from the Capital Area this year, a significant increase in representation. The Ministry Team will also be seeking to expand and refresh our ranks as a number of long-time active members have left the DC area over the last 2-3 years and we know that many newer (as well as older) members of the Foundry Community support our advocacy work.





Green Ministry

Team Members:

Doug Barker
Jill Barker
Deborah Bombard

Allison Kramer
Chris VanArsdale
Emily Wirzba

For the past two and a half years, Foundry has worked with Green Generations, an eco-engineering firm, to perform an energy audit of our building and determine ways we might become more energy efficient and sustainable in our daily operations.

This year, we installed a more efficient chiller system for air conditioning – a major aspect of the project. All the way along, we replaced most of the lighting in the building, and added

window inserts and weather stripping. We have also examined our waste habits through a trash audit.

All these changes and supporting studies will continue to inform our work of sacred resistance through our Green Ministry team. We will continue to take steps — both large and small — to build out more sustainable practices for our life together at Foundry and beyond.

Finance

Committee Members:

Bill Ellett, Chair
Matt Hansen
Danny Zeng

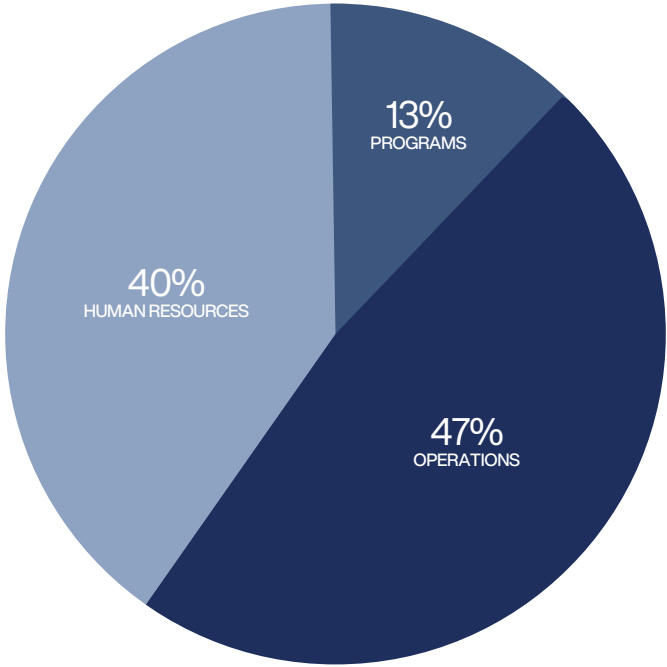
Kelly Johnson
Chris VanArsdale
Joe Bateman

- Thanks to the generosity of our congregation and the hard work of the Stewardship Team, chaired by Lorea Stallard and Dan Vock, the Stewardship campaign led to 396 commitments totaling some \$2.21 million. On January 27, the Board, with the support of the Finance Committee passed an operating budget that meets Foundry's cash operating expenses of \$2,880,705, with total estimated revenues of \$2,881,003.
- Again, thanks to our congregation's generosity, Foundry ended 2021 with an operating surplus in excess of \$100,000. This surplus will go to further build Foundry's reserve funds.
- The Board adopted a capital budget during the February Board meeting thanks to work by the Finance Committee, Facilities Committee, and Foundry staff.
- At the Finance Committee's recommendation, the Board approved contracts in September to continue our work with Nonprofit Accounting Solutions for financial support and Citrin Cooperman for Foundry's audit.

Working with the Finance Committee and Foundry staff, the Board adopted the 2022 Operating budget. The Board followed these priorities in shaping the budget:

- The budget should prioritize core ministries and new investments should be clearly linked to Foundry's strategic priorities.
- The budget should be balanced or result in a surplus.
- The budget should strongly favor working towards replenishing operating reserves to levels that are in line with Foundry policy.
- The 2022 budget should incorporate the monthly debt service payments on the mortgage loan, which financed the balance of the Mission Possible improvements, and other capital needs.
- At the recommendation of the Finance and Facilities committees, the Board approved moving forward with a proposal to make necessary updates to the Foundry building and improve its energy efficiency. The improvements are being financed through a modification to Foundry's existing mortgage loan with Sandy Spring Bank.

2022 APPROVED BUDGET*



CASH REVENUE

CONTRIBUTIONS	\$2,429,563
SPECIAL APPEAL	\$65,000
GENERAL	\$53,000
TRANSFERS FROM TEMPORARY RESTRICTION**	\$333,440

TOTAL CASH REVENUE: \$2,881,003

*Final audited statements for the year ending 2021 are available upon request.
**Restricted funds are monies set aside for a particular purpose as a result of designated giving and cannot be used for other expenses. These transfers are to cover expenses for their designated purposes.

CASH EXPENSES

WORSHIP	\$33,000
DISCIPLESHIP	\$42,750
MUSIC	\$62,300
FAMILY MINISTRIES	\$43,020
HOSPITALITY & CARE	\$16,300
SOCIAL JUSTICE	\$185,000
MISSION SHARES (APPORTIONMENTS)	\$316,962
BUILDING SUPPORT	\$182,000
COMMUNICATIONS	\$91,300
MORTGAGE INTEREST	\$116,808
SUPPORTIVE SERVICES	\$274,132
STEWARDSHIP	\$28,500
UTILITIES	\$141,750
APPOINTED CLERGY	\$588,767
PROGRAM, MUSIC, OPERATIONS STAFF	\$645,599
HR SUPPORT	\$112,517
TOTAL CASH OPERATING EXPENSES	\$2,880,705



LOVE GOD.

LOVE EACH OTHER.

CHANGE THE WORLD



Foundry
United Methodist Church
Washington, D.C.

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