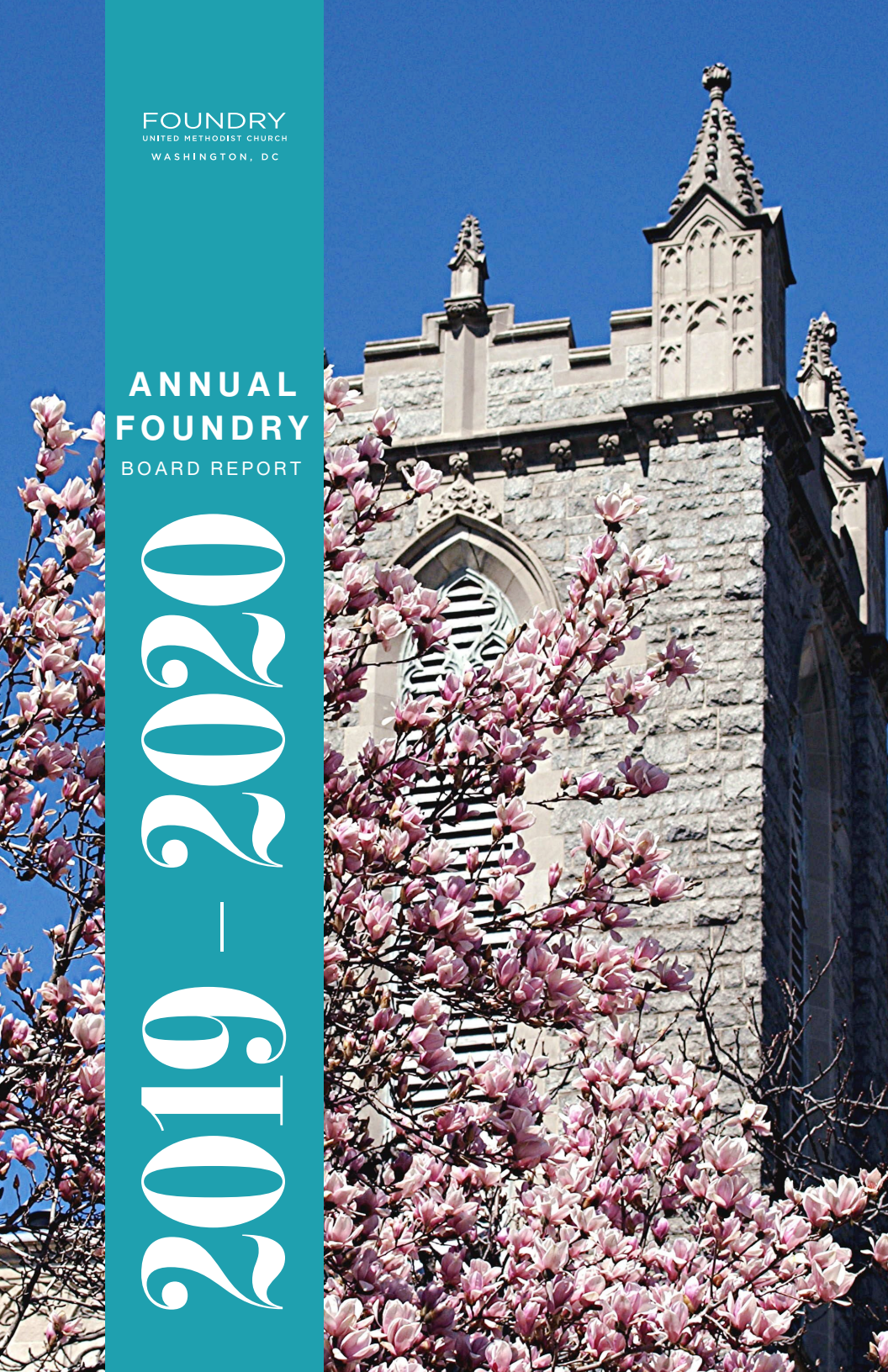


FOUNDRY
UNITED METHODIST CHURCH
WASHINGTON, DC

ANNUAL
FOUNDRY
BOARD REPORT

2019-2020



LETTER FROM THE PRESIDENT



Todd Mullins

2019 - 2020

Board Members

Todd Mullins, President

Amanda Peterson Beadle, Vice
President and Governance
Committee Chair

Gwen Williamson, Secretary and
Immediate Past President

Matt Hansen, Treasurer and Finance
Committee Chair

Bill Ellett, Audit Committee Chair

Nick Jessee, Facilities & Operations
Committee Chair / MP-II Liaison

Alice Arnold, Personnel Committee
Chair

Noel Bravo, Personnel Committee
Member

Tracy Collins, Personnel Committee
Member


Friends,

As we look back over the Foundry Board’s “year” that runs from August to July, it feels like there were really two years – and not just because we straddle the calendar years. In the first half of the Board year, we were focused on LGBTQ advocacy and efforts to address the discriminatory provisions in the Book of Discipline, which might have confronted us with very tough decisions. By December, we felt a dramatic shift with the development of the Protocol of Reconciliation & Grace Through Separation. In the first half of the year, we were enjoying the return of the organ to our worship services and refurbished portions of our building. In the second half, we all began worshipping online and missing our in-person time together while trying to explore new ways of connecting. In the first half of the year, we were just beginning our project Journey to Racial Justice, and events in the second half shed a blinding light on the need for even greater urgency in that effort.

Through it all, as we describe in the following pages, your Board has tried to react with the clergy and staff to developments in the moment, while trying also to address long-term strategic matters. In that regard, we continue to focus on the long journey including:

- LGBTQ and racial justice and equity matters -- both at 16th and P and across the world.
- Financial matters such as debt-service and replenishing our reserves and endowments.
- Communicating our message and outreach more broadly in years to come.
- Organizing our clergy, staff and lay leaders to support the Foundry of tomorrow.

We conducted the annual Board self-evaluation that identified areas where we can improve our work and highlighted the need to develop a new Strategic Plan



for Foundry. That Plan will come into being in 2021. At the same time, we have dealt with immediate needs and fulfilled myriad oversight requirements under the Book of Discipline, such as:

- Working with the staff to find and bring Pastor K.C. on as Director of Family Ministries
- Reorganizing some of the program spaces within the building
- Supporting the annual stewardship campaign
- Passing a balanced budget for 2020 (and then some, returning \$120,000 to reserves)
- Overseeing a “clean” independent audit of the church’s finances for fiscal year 2019
- Attending to our polity “hygiene” by updating our governance and policy documents
- Participating in the governance processes of the BWC
- Instituting a new Quarterly Board Brief for the congregation and improving the availability of other communications about Board activities
- Identifying and orienting new leaders for the Board and its Committees
- Delivering our Annual Evaluation of the Senior Pastor

And, then there was dealing with “all things COVID.” Since March, your Board has expended significant energy and time (including through special Board meetings) to support the staff’s frontline adjustments to church life in a pandemic. This work is ongoing and includes even-closer-than-usual reviews of our finances, advising on personnel issues, and soliciting, receiving and acting upon the advice of Foundry’s expert Reentry Task Force.

In closing, I want to thank the hardworking Board members for their commitment of time and energy and a special thank you to outgoing Board members Matt Hansen and Noel Bravo for their years of faithful service. Finally, I want to thank our outstanding clergy and staff for their tireless efforts and sacrifices; most notably their creative and innovative “pivots” to an online congregational existence. Most of us can see only glimpses of the work that they do, especially these days. We thank God for all that they do that helps us to Love God, Love Each Other, and Change the World. We thank God for Foundry.

Todd Mullins, President
Foundry Board

AUDIT COMMITTEE REPORT

Members:

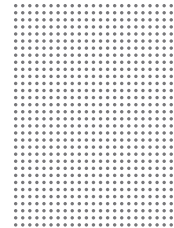
Bill Ellett (Chair)
Jason Danielson
Nancy Groth
Sam Kilpatrick
R. Davis Taylor
Rev. Lani Willbanks



Foundry's audit firm, Citrin Cooperman, LLP, issued the 2018 audit in the summer of 2019. The auditors gave an unmodified opinion on the financial statements and noted no significant findings related to the audit. The auditors issued a management letter and made several recommendations to improve Foundry's operations including updating the accounting manual, considering alternative investment options for Foundry's bank balances that exceed FDIC insured limits, and adjusting various practices to enhance IT security.

In April, 2020 Citrin Cooperman issued the 2019 audit report with an unmodified opinion on the financial statements and no adjustments to the statements. The auditors did not issue a management letter for 2019, but they did repeat several recommendations they made previously to improve Foundry's operations. Management has responded to each concern noted during both audit cycles and will complete all necessary improvements.

The Audit Committee is aware of the unique challenges Foundry faces implementing adequate financial controls while staff is working remotely. The Audit Committee has been working with the Finance Office to ensure adequacy and efficacy of the procedures in the remote environment. The Audit Committee will continue monitoring the effectiveness in the coming months.



This past year has been an exciting time for the Facilities & Operations Committee. We have maintained a strong, core group of servant leaders and have taken on a wide range of tasks from maintenance and upkeep items to broader strategic initiatives. A few highlights include:

Space Reconfiguration. Exciting enhancements were made to the building through the reconfiguration of many of our classroom and office spaces. We were able to make new and improved homes in the building for the Library, Archives, Books to Prisons, and Pathways to Housing, which allowed for the creation of three new adult classrooms. Additionally, a 3-4 year old nursery was established within a contiguous Children's Ministry wing on the second floor.

Ministry Teams. The Facilities Committee continues to assist in coordinating the efforts of various exciting new ministry teams including the Green Ministry Team, which was born out of the Church St. Rain Garden project, and the Reentry Planning Task Force. We are looking forward to seeing and sharing the fruits of these efforts in the coming year.

Looking Ahead. The Facilities and Operations Committee is aware that the primary challenge we face as we enter into the new program year is how we will respond to the ever changing needs of our community during the pandemic. We have been blessed with a facility that can continue to be a resource during these times and we are actively working with a talented group of public health, policy, and facility management professionals to ensure that we are utilizing our physical assets in a safe and secure manner.



FACILITIES & OPERATIONS COMMITTEE

Members:

Nick Jessee (Chair)
Allison Kramer, Karissa
Minnich, Beth Scott,
Rev. Lani Willbanks



THE JOURNEY TO RACIAL JUSTICE

In late 2019, under Pastor Ginger's visionary leadership, Foundry embarked on a focused effort to address the longstanding concerns surrounding race relations from within our doors and out into the community. We began by forming a Journey to Racial Justice team of clergy, staff, and lay leaders. We engaged the diversity and inclusion consulting firm of Shorter-Gooden to assist us in this process.

In June of 2020, the team sent out a survey to the congregation and staff and was pleased to receive 477 completed surveys. Kumea Shorter-Gooden presented a preliminary overview of the survey to the Journey to Racial Justice team and mapped out a plan for two focus groups to meet in July. The two groups are comprised of eleven people of color from the congregation.

The JRJ Program Team will present the results to the congregation in August through an online platform. The JRJ Team is concurrently working on organizing a curriculum of workshops, for the purpose of educating the congregation and staff about racial justice and equity, and for the purpose of gathering additional information.

In summary, a secondary team will be formed to create a strategic plan to include a plan of action for the congregation and staff to take steps in fulfilling Foundry's core value of racial justice and equity. The timeline is for this to be done by December-January.

Steering Committee Members
Greg McGruder, Leader
Paula Blair
Jeanie Crawford-Adkins
Jay Gillam
Cassandra Lawrence
Amanda Munroe
Sean Murphy
Gordon Ohlsson
Kumea Shorter-Gooden
Peggy Simpson
Jackie Wright
Rev. Ginger Gaines-Cirelli
Rev. Ben Roberts





FINANCE COMMITTEE

Members:

Matt Hansen (Chair)

Bill Ellett, Kelly Johnson, Danny

Zeng, Rev. Lani Willbanks



The primary purpose of the Finance Committee is to provide financial oversight by monitoring financial activities and establishing financial policies for Foundry Church. The Finance Committee holds public meetings every month on the third Tuesday.

The signature achievement of the Finance Committee during the 2019-2020 Board year was a budget process to support the mission and ministry of Foundry Church that totaled \$2.7 million. Thanks to the strong financial support from the congregation, Foundry passed a balanced budget for 2020 that dedicates \$120,000 to the replenishment of the Church's operating reserves.

The Finance Committee and staff worked over the last year on a project to update the Church's Financial Policy Manual. The manual was last updated in 2016, however, it needed revisions to reflect current best practices, enhanced controls, and new staffing structure. After a lengthy process of getting feedback from staff and board members, a new manual was adopted in June.

In coordination with the Finance Committee's ad hoc Subcommittee on Church Debt, the Committee explored various options and strategies for repaying our \$3M (original balance) Loan for Mission Possible Phase 1, as well as advising the Board on healthy financial practices that can make those repayment options easier down the road. The Finance Committee is pleased to announce that the loan has been refinanced under favorable terms that will improve our ability to service the debt in a financially sound manner while maintaining resources to support the ministries of Foundry Church.

Finally, Foundry transitioned to a new credit card processor that now allows donors the option to cover the credit card fee. We appreciate all the donors who set up their gift in the new system and cover the transaction fee as a part of their contribution.

Use of Board Funds: During the 2019-2020 Board cycle, the Board approved from Operating Reserves: \$58,738 to offset the balance of the \$208,738 2018 operating loss; \$245,588 to offset the 2019 operating deficit; from Mission Possible: \$260,000 to repay Capital Reserves; from Capital Reserves: \$23,997 total to cover expenses from 2018, net of insurance claims, to repair water damage from heavy rains, repair warped panels in the Community Commons, purchase new livestreaming equipment, make HVAC repairs, and fund our new website; from the Endowment: \$12,000 for scholarships to undergraduate and seminary students; and from Memorial Gifts: \$1,700 to purchase a new Christmas tree for the sanctuary.



The Governance Committee's role, according to its charter, is to enhance Board members' effectiveness. This includes reviewing the policies of the Board, providing policy guidance, and ensuring proper succession via the Board nomination process. During the 2019-2020 year, Chair Amanda Peterson Beadle, Cathy O'Sullivan, and Libby Noyes-Palmer served on the Governance Committee.

After a multi-year effort to confirm and finalize all documents, the Governance Committee wrapped up the Foundry policy book, which compiles all Board-approved policies and policy statements in one place. The policy book exists in an electronic version with two printed copies in the Foundry office and Foundry library. We know it will be an evolving effort to keep this updated, so the Governance Committee will continue to add new policies as they are approved and to recommend updates as needed. The Governance Committee also maintains an annual calendar that the Board is now using to help track deadlines and key events that must be accomplished each year.

As an example of how policies need to be adapted as new needs arise, the Governance Committee worked with K.C. Van Atta-Casebier, Director of Family Ministries, to update the Safe Sanctuary policy this spring to ensure it covers online children's and youth events.

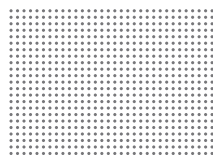
GOVERNANCE COMMITTEE REPORT

Members:

Amanda Peterson Beadle (Chair)

Cathy O'Sullivan

Libby Noyes-Palmer



NOMINATING SUB-COMMITTEE REPORT

Members:

Rev. Ginger Gaines-Cirelli, Chair

Tracy Collins, Board Representative



The Nominations Sub-committee of the Personnel Committee of the Board (Nominating Committee) prayerfully worked in the last year to discern God's will in identifying lay members to assume upcoming vacancies on the Foundry Board and Committees. These unprecedented times have challenged us all to ask what God is calling us to do in building the kin-dom at Foundry and beyond. As a reminder, the Foundry Board serves as the laity-led governance and oversight body of our church community and has responsibility to set our strategic direction; ensure Foundry's financial health and management of its assets; participate appropriately in staffing decisions; and respond to unique challenges such as the pandemic and resultant disruption of church activity. The Nominating Committee, has the responsibility of seeking candidates with gifts and graces to fill designated leadership positions in the church, while also supporting the committee staffing structure as defined by the Board's Bylaws.

This year presented an extra challenge in that the church is convened only in a virtual format, making our normal congregational gathering/voting arrangements to fill these positions impossible to execute. Our District Superintendent, the Rev. Gerard Green, gave local churches a special dispensation on managing congregational decisions during this season of shutdowns due to the coronavirus pandemic. Through these processes, the Nominations Committee nominated and the Board approved the following persons to serve on the Board:

On the Board:

Amanda Peterson Beadle
(for a second three year term)
Nick Jessee (for a second
three-year term)
Brian Walker
Karin Barry

On the Nominations Committee:

P.J Taylor
Brian Castro
Suzanne Anthony

It is anticipated that a Charge Conference may be held during the fourth quarter of 2020, at which a formal vote after-the-fact will be held with congregational participation to ratify or amend the action taken by the Foundry Board.

The primary purpose of the Personnel Committee is to oversee Foundry’s human resources and make appropriate recommendations to the Board. The Personnel Committee is accountable to the Board. It exists to provide oversight to the church’s employment relationships, primarily through the creation of employment policy.

In 2019 the Personnel Committee completed the search for a new Director of Family Ministries. After a three month process, Foundry welcomed Rev. K.C. Van Atta-Casebier to the ministry team in January 2020.

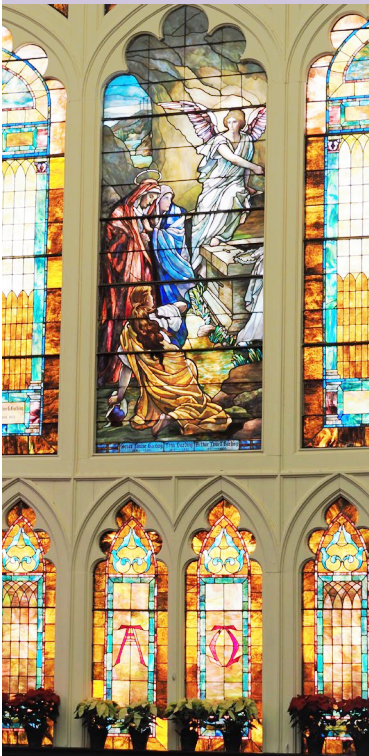
The Personnel Committee has also worked to further implement the performance management structures and processes designed during the 2018 program year intended to support Foundry leaders in development and priority setting. The performance management timeline successfully included a mid-year check in with the Senior Pastor. The rich discussion about progress on goals for the year provided an opportunity to reflect on successes and identify ways to collaborate in meeting the challenges of this year.

The scope of the Personnel Committee charter will continue to be refined to ensure the highest and best use of the time and talents of committee members and define clear lines of responsibility.



PERSONNEL COMMITTEE REPORT

- Members:**
Alice Arnold (Chair)
Noel Bravo
Tracy Collins
Cheryl Gibbs
Michael Lawson
Preston Taylor



LGBTQ ADVOCACY UPDATE

Leader:
Ann Brown Birkel

The LGBTQ+ Advocacy Foundry Ministry Team was heavily involved in the latter part of 2019 and early 2020 in the denominational follow up to the 2019 special General Conference in St. Louis which not only failed to approve a plan that would permit churches to pursue fully inclusive ministry and Annual Conferences to ordain openly LGBTQ+ candidates for ministry but actually doubled down on harm to clergy and laity who are LGBTQ+ or who minister to them by performing their weddings.

Preparation for the next General Conference which was to be held in Minneapolis in May 2020 included the election of our Senior Pastor to the GC20 Delegation and two of our Ministry Team members, Tracy Collins and Chet Jechura, as alternates, sending representatives to several national gatherings of progressive United Methodists to discuss ways forward and recruiting and planning for another large presence of Foundry witnesses in Minneapolis.

We watched the development of the Protocol of Reconciliation and Grace Through Separation (negotiated in part by leaders from Foundry), studied its provisions and provided education to the Foundry Congregation on its objectives. We remained active participants in the work of BWARM and continued significant financial support for Reconciling Ministries Network. We expected to again organize and help lead an even larger annual presence at DC Pride events in June and continued to make ourselves available to churches within the BWC and beyond to share Foundry's story of the gifts of being a fully inclusive Reconciling Congregation. The pandemic has cancelled or delayed all of those in person activities since early March.



Our delayed Annual Conference will gather virtually in September and no legislation is likely to be considered in a much abbreviated meeting. General Conference 2020 has been re-scheduled for the fall of 2021 and we pray that national and global health circumstances will permit that GC to take place and legislation (including the Protocol) to be voted on. The Ministry Team stands ready to work again in any way we can and whenever we can to remove the harmful language from the Book of Discipline and find a just way forward for the United Methodist Church.



 FOUNDRY UNITED METHODIST CHURCH

FOUNDRY UNITED METHODIST CHURCH

SOCIAL JUSTICE
SACRED RESISTANCE

ONLINE SUNDAY SERVICE 11:15 AM

FOUNDRYUMC.ORG



**BLACK
LIVES
MATTER.**

FOUNDRY
UNITED METHODIST CHURCH

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No matter where you come from or where you go

No matter what you believe or doubt

No matter what you feel or don't feel

No matter your immigration status or whom you love
you're welcome to come just as you are and be met by
our God who knows you by name and who loves you,
and wants to have an ever closer relationship with you.

Learn more about how to participate in social justice missions and challenging study programs on the Foundry website www.foundryumc.org