



CONGREGATIONAL FORUM and MEETING

**NOVEMBER
2025 AGENDA and
REPORTS**

CONGREGATIONAL FORUM AND MEETING AGENDA

Sunday, November 9 and November 23, 2025 at Noon EST

Zoom and in Person

Opening Prayer

Establish Quorum and Call to Order (Meeting)

Pastoral Report

Board Elections

Motion: Move to suspend by-laws for Board nomination of Sheila Chittams (Membership Class 8/19/22)

Sheila Chittams (If suspension of by-laws is approved)

Phil Helbling

(Three open positions)

Written Reports

- **MCCDC Mission/Aspiration/Values**
- **Receive Minutes of March 30, 2025 Congregational Meeting**
- **Lay Delegates (no report)**
- **Trustees (no report)**

Financial Report (Financial Transition Team)

-Loan Refi

Motion: Move for congregational approval to use funds from Far Reaching Faith Trust Fund to finance \$15,000 required deposit with Hingham Bank to support refinance and up to \$85,000 to pay outstanding bills. Funds would continue to draw interest until necessary usage.

Generosity Team: Many Paths of Generosity

Motion to Adjourn (Meeting)

Closing Prayer

Our Core Values

SPIRITUAL INSPIRATION: We offer worship, education, prayer, and spiritual formation opportunities, helping people experience Christ in Body, Mind, and Soul.

CONNECTION: We embrace the gifts of inclusion bringing diverse people together for discovery, friendship, fun, and support.

ENGAGEMENT: We put faith into action, serving for, and with, our Neighborhood and Community.

INNOVATION: We strive to be open to new ideas, learning together, and thinking in terms of the future.

Our Mission

We are creating a powerful inclusive spiritual community, working with God to make a positive difference.

Metropolitan Community Church of Washington, DC is a diverse community of faith. We are open, affirming, and inclusive. Our faith is rooted in the teachings and spiritual practices of Christianity. We also respect the rich wisdom of other faith traditions.

We affirm each individual as God's unique and gifted creation. With a history of celebrating diversity in gender, sexual orientation, and gender identity, we welcome all people.

We are called to:

- Learn, preach, and teach about God's unconditional love for all of creation.
- Create a welcoming and safe space to experience belonging in community.
- Be fully engaged in our own spiritual growth and giftedness.
- Support the growth of others on their spiritual journey to hope, healing, and wholeness.
- Actively promote equality and justice for all people.
- Follow the call of Jesus to "Come, taste, and see," inviting all to the open table of Jesus' beloved community.

Our Aspirations

Our vision is to be known as the leading creative and inclusive community of faith in the DC Metro Region.

CONNECTING AND ENGAGING

We will be known for the songs we sing and the joy we share. Our transformational stories and vibrant art will open new windows into the loving heart of our Creator. The love of Christ will shine through our lives reflecting a generous welcome with affirming acceptance. Our movement is becoming a faith community of many ages, cultures, and walks of life.

GROWING FROM THE INSIDE OUT

As we live into this vision, we will inspire people to discover and develop their talents. We will encourage the growth of their creative potential. We will equip them for Spirit-led ways of service to make a positive difference in the lives of others.

BECOMING A SPIRITUAL FORCE

Empowered by the Holy Spirit we share ourselves and our gifts to become a growing spiritual force for compassion, justice, and equality. In a spirit of collaboration, we partner with other communities and organizations.

As we fulfill this vision, we will have over 1,000 participants engaged in our weekly activities, online programming, and/or worship services.

Congregational Meeting Minutes

Sunday, March 30, 2025

Opening Prayer at 12:10 PM by Rev. Elder Dwayne Johnson

Establish quorum of 22 on-site and on-line (13 required)

Call to Order

Board of Directors Highlights Video by Johanna Hardy

Written Reports

- Minutes of Sunday, November 24, 2024
- Treasurer's Update
- Pastoral Report
- Lay Delegates (no report received)
- Trustees (no report received)

Reports moved by Board of Directors. Unanimously approved by congregation.

Motion: Move by Board of Directors to approve Ministry Action Plan (Budget) for 2025. Unanimously approved by congregation

Adjournment at 12:56 PM

Closing Prayer at 12:57 PM by Jo-Anne Ludy, Ministry Intern



Pastors Report November 2025

**“The Lord says, ‘Forget the former things; do not dwell on the past.
See, I am doing a new thing!’”**

~Isaiah 43: 18-19

MCCDC: Working to Make a Positive Difference in Difficult Times

We are living in a time of challenge. It is a challenging time for many churches, including MCCDC. Some churches are closing. Others are declining and working to find new ways to grow. At MCCDC, we are working to find new ways to grow during this difficult season which is also about opportunity. Our efforts are grounded in our mission; *“We are creating a powerful inclusive spiritual community, working with God to make a positive difference.”* The need has not changed. The mission holds true. People need a place like MCCDC to:

- >Be fully engaged in spiritual growth and giftedness.
- >Support the growth of others on their spiritual journey to hope, healing, and wholeness.
- >Actively promote equality and justice for all people.

The environment sometimes makes it difficult to live our values and mission. As we write this, we are experiencing the longest government shutdown in our nation’s history. Anxiety is high. What’s happening around us impacts our congregational environment as well, showing up as we gather and interact. We need to acknowledge the anxiety and how it requires a commitment to difficult conversations and communication. This is a time to build listening and communication skills. MCCDC is not immune from rumors and misunderstandings. Email trails and text messages can sometimes exacerbate or escalate various issues. When concerns run deep, an in-person conversation is best. It allows time and space for focused listening, clarifying questions, and prayer. It is the only way for increased understanding. Rev. Dwayne is available to meet with you as is Rev. Cathy.

In difficult and opportune times, these both/and times, a stabilizing anchor is to practice gratitude and joy. Let us notice the bright lights of hope, the celebration points in our congregation.

Joy and Gratitude:

World Pride “Every Thread Divine: Weaving Justice, Love & Inclusion for All.”

Composed of new and long-time members, our World Pride Team led MCCDC to show up and show out for World Pride. Beginning with TransPride on Saturday, May 17, the World Pride team organized MCCDC participation in the many World Pride events, including the World Pride Parade, the Interfaith roundtable gathering, and the World Pride Interfaith Service. MCCDC hosted the Latin X La Fe Pride Gathering on Sunday, May 25. MCCDC also hosted an Interfaith conversation.

MCCDC Pride is still in the air. People continue to wear our beautifully designed World Pride gear. The event also served as a fundraiser as people supported the purchase of MCCDC “merch” they also supported MCCDC financially.

Joy and Gratitude:

Generosity Team

Composed of new and long-time members, Our Generosity Team has been meeting weekly since July, creating our current theme of “Many Paths of Generosity”. We are grateful for lead donors who have opened the way to a matching gift campaign from October 12 to November 30. The lead gift is \$27,000. The congregation is now working to match the gift for a goal total of \$54,000. As of this writing, the congregation’s response is over \$12,000; we’re off to a good start. We are grateful for your participation and for sharing the green envelopes with others you know.

We believe that generosity is not what God wants from us, but what God wants for us. At the heart of generosity is relationships and connection. We give to who we love. To help build relationships and community, the Generosity Team sponsored a Cook-out on October 26th. It was a joy to see all generations eating, laughing, sharing stories. A bright light in 2025 is a new group of young adults, forming friendships and ready to be involved.

On October 30 the Generosity Team sponsored a Pre-Halloween Onsite and Online Happy Hour. Over apple cider and doughnuts we were connected by games, stories and laughter. Even long-time friends learned something new about each other.

Joy and Gratitude: Blended Worship Participation

With the resignation of Daniel Searce as Minister of Music, our worship ministry is in transition. We are grateful to Daniel for over 10 years of ministry. And we are grateful for those supporting transition in our worship services. Talented musicians and worship leaders are saying yes to share their gifts as we worship God, be community, and participate together.

Eclectic Praise and the Reimagine Ensemble continue to lift as core music teams. It is a joy to see new voices joining together, with the emergence of new trios and duos offering a variety of genres.

The plan moving forward.

Short-term

>We have a team of piano accompanists offering their gifts each week. The Worship Planning Team meets weekly to support blended worship and to support the participation of our gifted musicians, readers and poets.

Medium-Term

>We have a Position Description (PD) to support a new hire. The PD will be refined after a needs assessment is complete. We need a short-term team to support the needs assessment and preparation for a new hire. We have a diverse congregation; the needs are varied. Upon refining the PD and refining the hiring process, we will post the position.

>Do you know someone who knows someone? Some of you have already reached out with the names of some musician worship leaders to consider.

Long-term

Hire the right person(s) rather than the immediate person(s). Time Goal: in place on Sunday, February 15.

MCCDC: Connection and Community

In this age of division, our world longs for connection. Let's create that kind of community. In a world of fear, our world longs for safety. Let's create that kind of community, a place where bodies, minds and



souls are cherished, protected and nourished.

We are not just another community. We are a beloved community of faith. We are called to stay the course of love and justice in community. As we continue through 2025 and look towards 2026, we plan to keep a focus on congregational engagement, membership, programming, reaching out and all that these mean in an constantly changing atmosphere. The challenge will be to continuously look out and look ahead in planning for the future in ways that are realistic and make sense for the current environment. Those plans also need to be firm and specific enough to be implemented and flexible enough to be able to pivot and change directions. Planning will be key and engaging as many voices as possible is important.

Yes, many mainstream traditional churches now accept LGBTQ+ participants. Yet full inclusion beyond mere welcome remains uneven.

MCCDC is needed now more than ever, yet in new ways than previously envisioned.

We are invited to ask deeper questions and envision our future in new ways. What future are we called to create together, through God's help?

Let's see this moment as ask ***how is MCCDC called to change to be who God is calling us to be now?*** We have a very special past that is worth remembering and celebrating. Yet, as Oleta Adams sings in her song, "Everything Must Change." Change is good. God works through change. Let's embrace it.

How might we—consistent with our mission—recognize and appeal to a changing world? We are the body of Christ! Corinthians 12: 12-14 *12 Christ is just like the human body—a body is a unit and has many parts; and all the parts of the body are one body, even though there are many. 13 We were all baptized by one Spirit into one body, whether Jew or Greek, or enslaved or free, and we all were given one Spirit to drink. 14 Certainly the body isn't one part but many.*



During these times, the importance of MCCDC's work cannot be overstated. Each person's unique contribution is meaningful and important for the success of the whole. From reading scripture to sharing a musical compilation to having communion to tilling the yard out front to sharing a call or card, what we do for each other is a part of God's call on our lives.

In coordination with our membership, ***we must consider what definition of engagement*** is right for MCCDC, our body, right now. We must consider and implement making ourselves known as a resource and sanctuary for those in need of home and acceptance.

In the context of attacks from a variety of places on vulnerable of our community, how do we expand to embrace those in need of the MCCDC community resource and sanctuary to enter through our virtual



the most
our capacity
as a
doors and

find a virtual safer, brave, welcoming space that will make a positive difference in their lives?

(Note: impact can be difficult to measure. What are tangible metrics and intangible descriptors towards understanding our impact?).

Highlights for the culmination of 2025 and looking ahead to 2026

- ✚ Christmas Concert December 6 at 6PM: "The Holy Season: Light and Dark Together."
- ✚ All Church Holiday Dinner Noon on December 14: Sponsored by Older Adults; all area welcome.
- ✚ Recruit and support a 55th Anniversary Team with a Team Lead for a big celebration in 2026!
- ✚ 2026: Enhance and Increase our virtual platforms and capacity to engage in worship, programming and community engagement.
- ✚ 2026: Supporting ministry engagement and providing coordinated and consistent leadership support and development. Recruiting and supporting Team Leads will support participation and expansion.
- ✚ 2026: Educational opportunities around anti-racism, anti-oppression, community outreach and support, theology.
- ✚ 2026: Beautification to 474 Ridge Street to ensure our campus reflects our values.
- ✚ 2026: Growth and expansion of our multi-generational programming.
- ✚ 2026: Create more opportunities for fun to support people making new friends. During these difficult times we need to remember to laugh, have a good time and be connected
- ✚ 2026: 55th Anniversary with events throughout the year!

Forward: A Spiritual Vision for Now and our Future

When we ask people who join us for the first time how they found us, the response is almost always: "I found you online!" Many have attended services online before joining us onsite. The work support of our Tech Team is vital. One key to renewed growth is our online ministry. This will build a larger base to support our ministries. And, the online ministry is not just a funnel: it is a where vital, connective ministry happens. Our online ministry exhibit every aspect of the way to church growth: Attract, Include, Mobilize (AIMM).

A key to growth is for our Digital Church and Online Church to symbiotic relationship. To expand into this next stage MCCDC team to fuel this important engagement. Some of the measurables

>Increasing You Tube subscribers from 680 to 2,000 by January
>Building a media library for people to access educational and videos 24 hours a day.

>Building a team to interact with people in the comments section

The team would help answer questions, invite people to onsite/online activities, and in some cases flag comments that are destructive.

>Build on our current online attendance base. We already have an online base that includes regular attenders and or members from California, Florida, Pennsylvania among many places. We are currently receiving feedback on how to improve and increase this connection.

>Next action, build this team.

>Team to educate, educate, and educate to help the congregation to engage, engage, and engage.



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15, 2027.
spiritual

on TikTok.

Each of us Living it Out

As we look towards 2026 we will celebrate our 55 years and live out our aspirations in new ways. Pray about how God is calling you in 2026. There is a place for you here. Consider how you would live out our MCCDC aspirations:

BECOMING A SPIRITUAL FORCE
GROWING FROM THE INSIDE OUT
CONNECTING AND ENGAGING
BUILDING OUR GENEROUS HOME



By Faith,

Rev. Cathy Alexander and Rev. Elder Dwayne Johnson

Sheila M. Chittams
3110 Kenni Lane
Dunkirk, MD 20754

PROFESSIONAL SUMMARY

- Experienced IT professional with wide range of experience from solutions architect, data modeler for structure and semi-structure, data analytics, and including software development.
- Experienced working in environments with small teams and large teams in Agile DevOps environment.
- Experience working in cloud, on-premises, and hybrid environments.
- Leadership.....

Summary

- 35+ years Information Technology experience
- Leadership Experience
- Ability to work independently and with small or large teams
- Areas of Experience
 - Application Development
 - Data Modeling & Design
 - Cloud Development & Solution Architecture
 - Master Data Management & Data Catalog
 - Data Analytics
- Excellent problem solving skills

TECHNICAL SKILLS

Platforms:	Microsoft Windows, UNIX(Red Hat/UX Linux/Solaris),
RDBMS:	Oracle 19c, Microsoft SQLServer, PostgreSQL, AWS RDS Services, Snowflake, MySQL
BI Tools:	Tableau, AWS QuickSight
DB Tools:	SQL*Developer, DbVisualizer, pgAdmin 4, NoSQL Workbench, MySQL Workbench
Application Development Tools:	Visual Studio Code, Eclipse, PyCharm, GitLab, Anaconda, PuTTY, WinSCP
Application Development Languages:	Python, PySpark, Powershell, AWS CLI, Databricks
Software Development Methodologies:	Agile, Scrum, Waterfall
Agile Software :	Rally
Cloud Technologies	AWS IAM, AWS Lake Formation, AWS Glue Data Catalog, AWS Glue, AWS Glue Databrew, AWS Athena, AWS S3, AWS CloudFormation, Databricks Delta Lake, AWS Schema Conversion Tool (SCT), AWS Database Migration Service
Data Management Solution Tools	Idera Enterprise Team Server, Idera ER Studio Data Architect 18.5 /

PROFESSIONAL EXPERIENCE

Metric5

Senior Database Engineer (June, 2023 – present)

Easterseals Volunteer Project / Solutions Architect

(June, 2022 – present)

- Responsible for designing and implementing a data lake architecture based on AWS Lake Formation technology
- Utilized Lake Formation data lake layered architecture to ingest, store, and move data using ETL jobs from raw layer to curated layer for consumption by business users.
- Utilized the following technologies for developing the project:

AWS IAM	AWS Glue Data Catalog
AWS Lake Formation	AWS S3
AWS Glue	AWS Athena
AWS Glue Databrew	AWS QuickSight
AWS CLI	Microsoft Powershell
AWS Step Functions	

United States Patent and Trademark Office (USPTO) EDAD Data Modeler / Data Engineer

(April 2018 – present)

Provide data modeling support to multiple Agile Development Teams, which duties includes:

- Training on ER/Studio Data Architect data modeling tool
- Training on USPTO Enterprise Data Architecture Division (EDAD) database design and data modeling standards and procedures
- Review and provide guidance on project data models submitted by agile team data modelers.
- Provide support to EDAD agile team technical lead through supporting agile teams and additional tasked assigned by EDAD Technical Lead.

Provide support Idera Enterprise Team Server Product Suite & Embarcadero License Server Software

- Responsible for installing, upgrading, and testing new software installations and configurations.
- Responsible for learning advanced functionality for client desktop tools, ER/Studio Data Architect and ER/Studio Business Architect.
- Provide feedback and recommendations to EDAD Technical Lead on utilizing functions to implement functionality to enhance agile data modelers experience with tool
- Primarily responsible to researching and learning the advanced functionality of Enterprise Team Server. and demonstrated how these advanced functionalities can be utilized in the USPTO enterprise.

Provide Cloud Technology support to EDAD Technical Leads:

- Supported EDAD Technical Lead by researching and developing POC using AWS Database Migration Service (DMS) and Schema Conversion Tool (SCT) to create migration playbook to provide to development teams having requirements to migrate database from on-premise to cloud environment.
- Supported EDAD Technical Lead by researching and learning AWS RDS Services technology to enable EDAD to provide support for agile development teams interesting in using cloud database technologies.
- Developed proof of concept for EDAD leadership utilizing Collibra Data Intelligence Cloud software and Idera Team Server to demonstrate their capabilities and illustrate how the two tools could be utilized as a replaced DAT-Metadata Tool being retired.
- Technical Lead on Proof of concept for using AWS Schema Conversion

Octo Consulting Group, LLC

Senior Database Engineer (April, 2018 – June, 2023)

Easterseals Volunteer Project / Solutions Architect

(February, 2022 – June, 2023)

- Responsible for designing and implementing a data lake architecture based on AWS Lake Formation technology
- Utilized Lake Formation data lake layered architecture to ingest, store, and move data using ETL jobs from raw layer to curated layer for consumption by business users.
- Utilized the following technologies for developing the project:

AWS IAM	AWS Glue Data Catalog
AWS Lake Formation	AWS S3
AWS Glue	AWS Athena
AWS Glue Databrew	AWS QuickSight
AWS CLI	Microsoft Powershell

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(April 2018 – present)

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Primerica

Senior Representative (April 2018 – Present) / Part Time

Washington DC / Baltimore Area

Primerica is a main street company for main street North America. Our mission is to help families earn more income and become properly protected, debt free, and financially independent. The new Primerica has emerged as one of the most dynamic companies in business today. As a publicly traded company on the NYSE, Primerica markets first-rate financial products and services. We help middle-income families protect their income (thru low-cost term life insurance), save for retirement and get out of debt.

Active Insurance License	Variable / Indexed / Fixed Annuity	Active Securities Licenses	Retail Brokerage Authorized to Sell
Maryland	Maryland	SIE	Maryland
Virginia	Virginia	Series 6	Virginia
Washington, DC (In Process)		Series 26	North Carolina
		Series 63	South Carolina
			Georgia

SalientCRGT

Data Architect 5 (August, 2014 – January, 2018)

United States Patent and Trademark Office (USPTO), Enterprise Data Warehouse, Data Modeler/Data Analyst / Development Database Administrator, (12/2016 – 1/2018)

Providing data modeling, data analysis, and non-production database administration support for the United States Patent and Trademark Office (USPTO) Enterprise Data Warehouse (EDW). The Enterprise Data Warehouse (EDW) is a read-only Automated Information System (AIS) that supports critical analyses and decision-making by business users within the USPTO by providing an integrated view of current and historical data across business areas. Unique concatenations, calculations, derived data, historical summary data, and other data views across business areas are made reportable by the EDW. SAP Business Objects reporting, and query tools provide a read-only means for the business user to access the underlying data housed in the EDW. The EDW includes information from financial and non-financial systems currently in production as well as historical information from retired systems. The data is organized into four main subject areas: the Financial Subject Area, the Human Resources Subject Area, the Patent Subject Area, and the IT Project Subject Area.

Human Resources Subject Area (HR Library) (12/2016 – 6/2017)

- Provide data modeling support to enhance the Human Resources Subject Area (HRSA) data mart
- Responsible for updating the existing data models (conceptual, logical, and physical) to incorporate additional fields/attributes from the National Finance Center (NFC) database
- Collaborate with other project data modelers and data analysts to analyze project requirements and provide LOEs to project manager for scheduling purposes and to identify additional information needed from business owners
- Responsible for creating, testing, and maintaining, DDL and DML scripts for project deployment.
- Responsible for creating the database deployment package for peer and government technical lead review
- Responsible for deploying DML & DDL in lower environments (Test, FQT, & PVT)
- Provide support to implement encryption and column level security through Oracle's VPD policies, encryption wrapper PL/SQL package, and EDW security tables

Non-Production DBA (6/2017 – 1/2018)

- Identify database objects (users, tables, views, etc.) that are no longer needed and can be removed from non-production database environments
- Responsible for refreshing data into lower environments from production as requested by developers
- Responsible for setting up lower environments for project development and deployment which includes backing up lower environment, developing restore process and scripts (DDL & DML), exporting necessary data from production, and importing data into lower environments using Oracle's data pump
- Support developers in day-to-day requests such as:
 - Assistance with SQL and/or performance issues.
 - Resolving space issues when impacting developers ability to complete their tasks.
 - Provide user and password maintenance support
 - Creating new users for testing purposes
 - Resetting passwords
 - Setting and resetting roles and privileges during deployment
 - Provide backup support for production DBA

Project Process Improvement Group

- Member of process improvement group that is evaluating the current EDW processes at USPTO

Securities Exchange Commission, National Examination Program (NEP) Systems Modernization, *Data Modeler*, 08/2014 – 11/2016

Provide data modeling, data analysis, ETL development, database administration, and other duties as needed to multiple projects at Securities Exchange Commission (SEC) office of Compliance Inspections and Examinations (OCIE) National Examination Program (NEP) modernization project. OCIE conducts the SEC's National Examination Program (NEP). OCIE's mission is to protect investors, ensure market integrity and support responsible capital formation through risk-focused strategies that (1) improve compliance, (2) prevent fraud, (3) monitor risk, and (4) inform policy. The results of OCIE's examinations are utilized by the Commission to inform rule-making initiatives, to identify and monitor risks, to improve industry practice and to pursue misconduct.

Delivered Municipal Reporting Data Mart in August, 2015, to provide standard and ad-hoc reporting capabilities for analysis on the different types of Municipal Advisory (MA, MA/A, MA-I, MA-I/AA, and MAW) forms submitted to the SEC. The Trends OFMW and Trends Datamart applications were delivered in May, 2016 to the OIT/OCIE user community.

TRENDS OFMW

- Provided data analyst support by analyzing existing legacy application and backend database to understand existing relationships to provide the ability to participate in design meetings with developers to explain current relationships and explain how new data model would support migration of data from legacy system and support requirements for application being developed
- Responsible for the designing the TRENDS data model to support the application redesign of the current TRENDS application
- Designed and developed ETL to migrate current TRENDS application data to TRENDS OFMW application utilizing IBM Infosphere Datastage and Oracle PL/SQL procedures
- Developed source to target mapping for migrating data from current TRENDS application to new TRENDS OFMW application
- Support Trends OFMW Pilot project as the project's backup database administrator
- Developed Unix shell scripts to load data and process information.

TRENDS Data Mart

- Analyzed TRENDS OFMW transactional system and incorporated user requirements to identify subject areas needed to support both canned and Adhoc reporting needs for OCIE business users
- Designed dimensional data warehouse to support reporting requirements of standard and Adhoc reports along with dashboard capabilities
- Work with ETL developers to design ETL patterns for loading data into TRENDS Data Mart
- Participate in established development QC process by reviewing ETL of other developers as part software development process
- Primary developer for redesigning incremental ETL process to reduce run time of nightly incremental ETL job from 4+ hours to under 1.5 hours
- Primary developer responsible for developing and testing ETL for all major and minor releases
- Provide data analyst support for team, business owners, and downstream projects to answer questions to assist in understanding data relationships, validity, and quality of data.
- Participated in the planning process for identifying scope for releases by accessing and prioritizing current defects and new requirements from modifications in the Trends OFMW transactional system.

Municipal Advisory Reporting Data Mart

- Analyzed paper and online versions of Municipal Advisory forms (MA, MA/A, MA-I, MA-I/AA, and MAW) to acquire knowledge for designing and developing data model and interact with business owners to further refine requirements
- Designed logical data model for Municipal Advisory (MA) Data Mart to support the reporting needs.
- Developed and deployed physical data model for Netezza as backend database

- Supported MA project as technical lead which included configuration management tasks and coordination with EDW team to deploy project in Test, Stage, and Production environments
- Primary O&M support person once application was deployed
 - Responsible for reviewing daily ETL logs
 - Responsible for providing answers to user data questions by doing analysis of data on both source and target systems
- Responsible for identifying and correcting ETL defects in datastage and supporting the software development process for successfully deploying changes into production
- Generate and execute SQL against Netezza using Aginity Workbench

SAIC

Sr. IT Project Manager (February, 2009 – August, 2014)

Department of Homeland Security - Immigration Customs and Enforcement (ICE) -

Financial Data Warehouse

Technical Lead on a Financial Data Warehouse project for ICE Chief Financial Officer (OCFO). The project required data from multiple internal and external data sources to be integrated into multiple subject area data marts to provide OCFO a complete picture of their financial position. The data warehouse allowed OCFO office to generate key performance indicator reports, executive dash boarding, and automate time consuming reconciliation processes.

- Responsible for the design and modeling of the data warehouse including subject area data marts using Kimball's data warehousing life cycle methodology
- Responsible for the ETL architecture which includes requirements analysis, design, development, testing, and performance tuning
- Served as Database Administrator for project Development and Functional Quality Testing (FQT) Oracle instances
- Assist project manager to determine scope of each release
- Lead person on researching and prototyping new methodologies to improve application.
- Adhere to the DHS/ICE Security policies and System Lifecycle Management process and documentation requirements
- Assist ITPM with submitting and managing project's JIRA service tickets
- Participate on SEB SCRUM backlog and planning sessions to provide information regarding current FRR JIRA tickets for SPRINT cycle

Grant Thornton LLP

Senior Consultant, Global Public Sector (December, 2007 – February, 2009)

Veterans Benefit Administration – Enterprise Data Warehouse

Technical/Project Lead VBA's Office of Resource Management (ORM) Audit Trail Remediation Project. The project required financial data from legacy systems housed on mainframes to be loaded and staged in VBA's Enterprise Data warehouse to provide support for ORM to reconcile general ledger accounts from different financial systems and provide hardcopy validation of the information to external auditors. The Audit Trail Remediation Project was a high profile project within VBA with aggressive deadlines and requirements which required multi-tasking by team members.

- ***Responsible for the design, development, and deployment of the database architecture using Kimball's data warehousing life cycle methodology, ETL process and procedures using various tools***
- ***Develop ETL using Informatica to load staging tables to support immediate need for reconciliation reports and extraction files and long-term need for loading star schema data mart***
- ***Lead person for working with users to define requirements and generate appropriate documentation (requirement analysis, functional requirements, and technical specification)***
- ***Function in managerial role to provide project status, current risks and mitigation, manage junior developers assigned to my team***

- ***As Technical/Project Lead, provide management and customer with resource and time estimates for the sub projects identified to support ORM***
- ***Provided support to customer as a member of the Adhoc team to provide quick response to unique questions about veteran statistics that may originate from Senior Management, White House, or Congress***

Chittams Consulting Group, LLC

President

*Whitman Walker Clinic / Family Medical Counseling Service / Maryland AIDS
Administration*

**Consultant (September, 1997– September, 2007 / December 2001 – September
2007 / October 2001 – May 2005)**

Contracted to design, develop, deploy, and support an internal Client/Server Information System. The system allows all Clinic services to share critical clinical information, provide analysis, and do extensive management reporting. The new information system encompassed the following functions: Appointment Scheduling, Patient Tracking, Encounter Entry, Billing, Employee & Volunteer Tracking, External Interfaces, Management Reporting, Ad-Hoc Reporting, and Data Warehousing. The system used Powerbuilder 10.2.x and Oracle RDBMS in a Microsoft Windows environment.

As a consultant provided the following services:

- ***Database Administrator***
 - Responsible for installing and managing multiple Oracle Instances on Windows 2000/2003 platforms (Production, Testing, Training, Data Warehouse/Reporting).
 - Responsible for identifying and installing software upgrades and software patches.
 - Responsible for all database administrator functions
- ***Data Architect/Modeler***
 - Designed database for information system for agency from user requirements. Database contains 500+ tables, views, trigger, packages, and sequences.
 - Designed data warehouse from user requirements for internal and external reporting.
 - Experienced using Sybase Powerdesigner and CA Erwin Data Modeling tools.
- ***Data Warehouse Developer***
 - Designed, developed and maintained ETL PL/SQL packages to transform data from OLTP information system for nightly migration.
 - Responsible for scheduling and setting up these PL/SQL jobs.
 - Developed Client/Server application to monitor and re-execute these scheduled jobs using Sybase Powerbuilder 10.2.x
 - User reports were also designed and developed using Business Objects 5.1
- ***Applications Developer***
 - Designed, developed, maintained Clinical client/server application that allowed information to be shared throughout the organization
 - Trained users on the application prior to deployment and supported additional training as necessary for users
 - Responsible for enhancements to both application and database when new requirements of bug fixes were required
 - Responsible for designing, developing, and maintaining data extraction used for transferring necessary data to external agencies
- ***Reports Designer***
 - Responsible for gathering report requirements from end users, designing, developing, and deploying reports
 - Reports were developed using Powerbuilder as part of the information system for daily reporting and reporting from data warehouse
 - Designed and developed reports using Business Objects 5.x

Education

BBA, Management Information Systems, James Madison University, 1985

Certifications

- AWS Cloud Practitioner, 12/15/2020

Training

Tableau Training, June 2017	Python Programming
AWS Data Analytics Certification Learning Path	Collibra Solution Architect Learning Path
AWS CloudFormation	Collibra Workflow Engineer Learning Path
Databricks Training	

Clearance

- Public Trust, USPTO (Active), issued 12/2016

Phil Helbling, PMP, MSIT, MBA

202-271-9249 | philip.helbling@gdit.com | [Phil Helbling, PMP, MSIT, MBA | LinkedIn](#) | philhelb@yahoo.com

Expert Program Director and Strategic Initiatives Leader

Focus on developing high-performing agile teams, programs and organizations while modernizing and improving processes and transforming IT operations for maximum efficiency and productivity. Experience designing and developing technical solutions that help clients achieve superior results within

Planning & Execution | Operational Excellence & Improvement | Team Building and Mentoring

Strategist & Leader

Driven to add immediate and lasting value through planning, team building, training, execution, and change management. Expertise in driving digital transformations.

Business Transformation Visionary

Skilled at gathering and translating stakeholder insights and requirements into actionable strategies

for process and organizational improvement.

Expert in project and portfolio management

Skilled at business planning, negotiation, subcontractor and vendor management, client relationship management, and managing profit and loss (P&L). Track record of successfully managing large IT programs including software development, operations, and cloud infrastructure. Experience

directing programs in excess of \$350 million in contract value.

People-centric Manager

Proven ability to recruit, hire, develop and retain new talent. History of implementing innovative solutions while boosting staff engagement and retention.

Education

- **MS**, Information Technology, University of Maryland University College (UMUC)
- **MBA**, University of Maryland University College (UMUC)
- **BA**, History, Pennsylvania State University

Certifications

- **PMP**, Project Management Professional (PMP)
- **CSM** Certified Scrum Master (CSM)
- **ITIL**, Information Technology Infrastructure Library
- **AWS** Certified Cloud Practitioner (CCP)
- **CMMI Level 5** experience

Clearances

- **DoD** Top Secret clearance (active)
- **DHS FEMA** clearance (active)

Languages

English and Spanish

PROFESSIONAL HISTORY:

Program Director, GDIT

2024 – 2025

Program area director for GDIT's Federal Emergency Management Agency (FEMA) business area. In collaboration with GDIT technologists in cyber, AI and Cloud computing, I design, develop and deliver technical solutions for federal clients.

Senior Program Manager, ERP International

2019 – 2024

Senior program manager for two large digital transformation initiatives: the Depot Maintenance Accounting and Production System (DMAPS) with the US Air Force and the Federal Emergency Management Agency's (FEMA) IT modernization of the National Flood Insurance Program (NFIP) known as "Pivot". Major accomplishments for the ERPSI Pivot program with FEMA included:

- **Agile development.** Managed 40 staff across 5 agile teams which successfully designed, developed, and delivered FEMA's new system of record (SOR) for the NFIP.
- **Major milestones** included migrating over 75 rows of data and delivering over 5 million active policies and 25 million historical policies. The new Pivot system includes a totally redesigned user interface (UI) for both public and private stakeholders encompassing over 1700 end-users.
- **Program delivery.** Contract deliverables were always delivered on-time or ahead of schedule. Program was delivered on-time and on-budget.
- **DHS rated Pivot the #1 Agile program** in all of DHS for 2020.

Program Manager, SalientCRGT

2017 – 2019

Program manager for four programs with the federal government worth a combined value of over \$20 million dollars. Programs managed include:

- **Department of Education (DoED) Federal Student Aid (FSA)** – Enterprise Business Collaboration (EBC) program which manages SharePoint administration and maintenance for the entire FSA. The FSA EBC program is responsible for technology, system maintenance and user support associated with department-wide collaborative workspaces. Matured the DoED's data governance to allow a more responsive and lean collaborative workspace.

- **Food and Drug Administration (FDA)** Joint Administration Application Development Environment (JAADE2) program. The JAADE2 program supports both operations and maintenance as well as new software development for several applications using Java with an Oracle back-end.
- **National Cancer Institute (NCI)** Center for Biomedical Informatics and Information Technology (CBIIT). The CBIIT program at the NCI includes new system development and maintenance of over 30 applications dedicated to helping support the NCI's mission of conducting cancer research to advance scientific knowledge to help all people live longer, healthier lives using data analytics and business intelligence.
- **All program deliverables are delivered on-time and within budget.**

Program Director, CSRA

2015 – 2017

Federal Deposit Insurance Corporation (FDIC) Infrastructure Services Contract (ISC-3) program.

Deputy Program Manager of a \$350 million dollar program with the FDIC. Responsible for resource management, budget development, and project delivery to the FDIC for a \$50 million annual, 320-person program focused on network and IT infrastructure support using ITIL. Stood-up and managed the program management office (PMO). Delivered business value by ensuring that mission critical IT services are delivered securely without interruption. Proposed innovative, cost-effective, timely, and reliable IT solutions that enhanced the client relationship. Used data analytics, data governance and business intelligence to greatly improve network performance and user experience. Major accomplishments included:

- **Improved client satisfaction ratings**
- **Increased revenue**
- **Reduced turnover**
- **Improvement of several performance areas** on this cost-plus/award-fee contract.

Program Director, CSC

2003 – 2015

DOL Division of Coal Mine Workers' Compensation (DCMWC) Federal Black Lung Program (FBLP)

Managed more than \$100 million in CIO-SP2 contract value for over 10 years for a medical claims program for coal miners suffering from pneumoconiosis (black lung disease) and their beneficiaries. Directed the software development and maintenance, network and field support for the DOL Black Lung program, a program with over 100 staff. Major accomplishments included:

- **Won two consecutive contract re-competes** in 2007 and 2011;
- **New technologies. Successful migration.** Transitioned program through multiple technologies and to new platforms. Led a successful and complex system transformation effort involving conversion of over 1,500 configuration items and the data migration of over 200 million records for the Black Lung medical claims system converting from an Informix to DB2 database based system.
- **Client Satisfaction.** Program was a leader of client satisfaction for CSC from 2007 to 2014 with an overall client satisfaction rate of 4.4 on a 5.00 scale.
- **Profitability.** Consistently delivered double-digit profit margins for over 10 years.

Fund Balance as of 11/07/2025

Truist Bank

General Fund Balance \$8,294.73

Buchanan Fund Balance \$21.75

474 Ridge Loan Balance \$699,880.72

Eagle Bank

472 Ridge Investment Property Balance	\$3,254.92
472 Ridge Loan Balance	\$261,848.21
Far Reaching Faith Trust Fund Balance	\$346,102.66