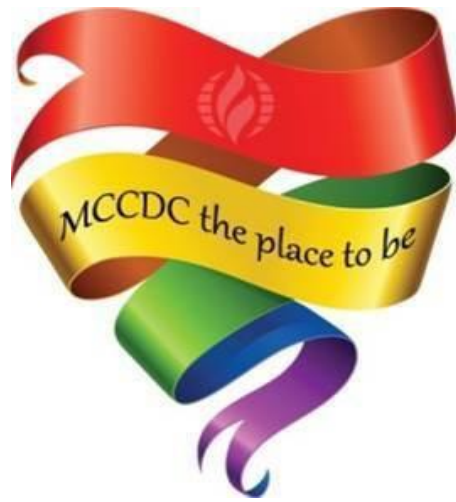




CONGREGATIONAL FORUM and MEETING

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

3 Open Positions

Phil Helbling

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

Written Reports

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

Financial Report (Financial Transition Team)

-Loan Refi

Motion: Congregational approval for draw from Far Reaching Faith Trust Fund

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.



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 Scarce 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 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 the most vulnerable of our community, how do we expand our capacity to embrace those in need of the MCCDC community as a resource and sanctuary to enter through our virtual 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 out about us, the response is almost always: "I found you online!" Many report they have attended services online before joining us onsite. The work and support of our Tech Team is vital. One key to renewed growth is building our online ministry. This will build a larger base to support our onsite ministries. And, the online ministry is not just a funnel: it is a place where vital, connective ministry happens. Our online ministry needs to exhibit every aspect of the way to church growth: Attract, Include, Mature and Mobilize (AIMM).

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

- >Increasing You Tube subscribers from 680 to 2,000 by January 15, 2027.
- >Building a media library for people to access educational and spiritual videos 24 hours a day.
- >Building a team to interact with people in the comments section on TikTok. 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.



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

Phil Helbling, PMP, MSIT, MBA

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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.

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.
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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