



Annual Report — 2019
River Road Church, Baptist

CHURCH CLERK

TOTAL MEMBERSHIP, DECEMBER 31, 2019 **1914**

Total Membership, December 31, 2018	1926
New members by letter transfer or statement, 2019	14
Baptisms, 2019	6
Deaths, 2019	13
Removal by letter transfer or personal request, 2019	17
Membership correction (delete)	2

TOTAL MEMBERSHIP, DECEMBER 31, 2019 **1914**

New members by letter transfer or statement:

Bradley, Kathryn Bailey	Freedman, James W.
Breckenridge, Fred David	Koskinen, Jason
Breckenridge, Leigh Ann	Miller, Adam Perry
Breckenridge, Jonathan Micah	Miller, Anna Perry
Breckenridge, Charles Seth	Miller, Dean Leroy
Davidson, Deborah E.	Miller, Gregory Bray
Davidson, Joseph Cross	Miller, Margaret Elizabeth

New members by baptism:

Bradley, Parker Shay	Halloran, Frank Rooker
Cipolletti, Matthew Lynn	Koskinen, Jackson Robert
Glaze, Ashley Lynn	Wilkinson Elizabeth

Deaths:

Bates, Hampton Robert, Jr.	Grigsby, Robert Worthington
Bunn, Courtney Mann	Haydon, Mary Nuckols
Creamer, Elaine Lois	MacLellan, Sarah Jennings
Davis, Margie Dickinson	Savage, William Edward
Frye, Carl Boice, Jr.	Schools, Patricia Watkins
Garrett, Eunice Watkins	Schwall, Frank George, Jr.
Gholston, Alice Jeanette	

Removal by letter transfer or personal request:

Alexander, J. Harper, IV	Peak, James F.
Alexander, Kathryn Gary	Peak, Paige L.
Blauvelt, John J.	Pounders, Jennifer Shepard
Blauvet, Lyn	Pounders, Robert Mark
Garner, Amy F.	Pounders, Taylor Emma
Govoruhk, Deborah	Schreiner, Linda Vaughn
Mason, Louise Butler	Stuhlman, Beth Burgeen
McGuire, Brendan Cameron	Stuhlman, Craig Brian
Melton, Kevin Paul	

The willing assistance of RRCB front-office staff Susan Young and Terri McMahon is invaluable. Without their technical skills, my correspondence with other churches which helps maintain our church roll and the placing in readable form my notes from the five business meetings held in 2019 would be most difficult. Additionally, Laura Thorne, the assistant clerk, graciously signed the multiple letters sent in December to notify church members of their election to serve as officers or on boards, committees and councils for 2020.

Emily D. King, Clerk of the Church

HISTORIAN'S REPORT

River Road Church, Baptist offers an embarrassment of riches in every phase of its congregational life from worship to music to religious education to missions and ministries. Which jewel should we handle first? On Sunday, October 13, 2019, River Road Church offered one of its grandest worship services for the 50th anniversary of the Sanctuary's consecration. Everything from the printed worship bulletin to the final amen befitted the River Road experience. The call to worship was adapted from the River Road Sanctuary Service of Consecration held on October 12, 1969. Among the musical offerings was an anthem entitled "The House of Faith has Many Rooms" by Craig Phillips. The anthem included the Chancel Choir, brass, and organ. The sermon for the special occasion was delivered by the church's pastor, the Rev. Dr. Daniel Glaze, with the title of "Christ, our Cornerstone."

Worship is a central component of River Road and it would be difficult to choose among the church's special services since every Sunday is Easter-like at River Road. Two special services which should be noted are All Saints' Sunday, held last year on November 3, and featuring music by the Chancel Choir including "Mass in G Major" by Franz Schubert. The service is a time of remembrance of those who died in the Lord. Another such time of remembrance is the annual Starlight Service which was held on Wednesday evening, December 18. Again, it is a time to remember and reflect upon the lives of loved ones who had passed from this life to the next. The service includes holy communion and the lighting of a candle in remembrance.

There was a change in the second of the Christmas Eve candlelight services for 2019. The Family Service which attracts large numbers of young children and their families was held at 4 p.m. but the traditional "midnight" service was held at the respectable hour of 8 p.m., with the only change being the hour on the clock. Both services were well attended and well received.

Another change has been the scheduling of baptismal services so that they are offered during the Sunday school hour, enabling more people to attend the ordinance and support the baptismal candidates. Yet another change has been inviting the newly-baptized to come forward in the worship service to partake in their first communion.

Music is a sparkling jewel at River Road no matter which day it is heard. Under Bob Gallagher's leadership as minister of music, the church offered its third world-class musical performance (the other two recent ones were the St. Olaf Choir and The Tallis Scholars) with a concert by Chanticleer. The annual Christmas concert featured music by American composers and included the Chancel Choir with brass, percussion, and organ. Bob Gallagher invited three conductors from within the Chancel Choir—Paul Honaker, Ken Wilson, and David Gulick—to conduct music pieces.

The annual *E. Carl Freeman Concert Series* offered a variety of performances for the congregation and the larger community. The 2019 season included the following: a harpsichord recital by Daniel Sañez; a concert by the Choir of the College of William and Mary; an organ concert by Bruce Stevens, a well-known Richmond organist and a faculty member at UR; a vocal recital by Victoria Jackson, a soprano in the Chancel Choir; a Choral Evensong with the Chancel Choir and Camerata led by guest conductor Huw Williams, director of music at Bath Abbey in England and the former director of music at Her Majesty's Chapel Royal, St. James' Palace; and a concert by the Boys and Girls Choir of the Washington National Cathedral. In addition, on October 6, River Road hosted the opening event of the convention of the American Institute of Organbuilders with a concert on the recently-rebuilt River Road organ as played by Bob Gallagher.

Once again, Bob Gallagher organized a choir pilgrimage. Unlike the previous trip in which the Pilgrimage Choir performed music for evensong at Canterbury Cathedral, the trip in August 2019 was to the west of England including evensong and Eucharist services at Bristol Cathedral, Bath Abbey, Tewkesbury Abbey, and Gloucester Cathedral. Like the Canterbury trip, the 2019 pilgrimage immediately became a treasured memory for each participant. Both of these trips also let the Anglican community of England know that there was a Baptist church in Richmond, Virginia, USA which appreciated the great musical heritage of Christendom.

Religious education is another hallmark of River Road. Every Sunday morning in 2019 there were inviting lessons in a variety of Sunday school classes for the entire spectrum of ages and interests. During the year, an appeal was made to college students to engage with a class just for them. The Wednesday night adult programs (TFC-Adults) included a winter Bible study led by Dr. Bill Tuck, a member of the church and a prolific writer of religious books, and a fall Bible study led by the Rev. Anna Perry Miller, associate pastor for adult discipleship, which was based upon a book entitled *Soul Feast* by Marjorie Thompson and which examined "ways we engage with God individually and in community." On Wednesday evenings (TFC-Adults) in November, Dr. Samuel L. Adams, McNair professor of Biblical Studies at Union Presbyterian Seminary, spoke on "Wealth and Poverty in the Bible and Today," focusing upon obligations to the poor.

Guests at a speaker's stand or in the pulpit during the year included Rev. James H. Blay, a native of Liberia and a graduate of Mercer University and Mercer's McAfee School of Theology; Rabbi Hal Schevitz of Congregation Or Atid, a near neighbor of River Road, (and Pastor Daniel Glaze preached for the rabbi's congregation); Dr. Paul Baxley, the newly-elected executive coordinator for the Cooperative Baptist Fellowship, a national denominational group with which the church is supportive and engaged; the Rev. Dr. Timothy K. Norman, a church member and formerly pastor of Ginter Park and Glen Allen Baptist Churches as well as president of the Virginia Baptist Foundation; Dr. Sue Smith, who with her husband Rev. Greg Smith leads LUCHA Ministries, was the church's preacher for the annual "Martha Stearns Marshall month of preaching" promoted by Baptist Women in Ministry; Rev. Leslie Straw, a church member and an employee of the Baptist General Association of Virginia, another denominational body with which the church has long been engaged; and Rev. Matt Straw, a church member and an ordained clergyman. Staff members who filled the pulpit included Rev. Anna Perry Miller, Rev. Marnie Fisher-Ingram, and the Rev. Dr. David Breckenridge.

Summer Vespers carried the theme of "This is Us" and involved several different focuses and several individuals from the River Road family. The services included an emphasis upon music with violin pieces by Georgia Vaughan and a message from Ken Wilson; an emphasis upon artistic expression with testimonies from Page Highfill, Ashley Glaze, and Ella Glaze; and an emphasis upon serving with testimonies from Danielle Simone, the River Road preschool director, as well as Beth Rooney and Meg Rooney who shared reflections on PASSPORT. Another vesper service

brought testimonies on life's journey as experienced by Wendy Graves, Sandy Rooney, Megan Parrish, and Bryn Bagby Taylor.

In the summer, the adult Sunday school classes have an opportunity for a different experience through the Holland Lectures. In 2019, the members enjoyed the return of Dr. C. Michael Hawn, a retired professor of music who is internationally known as a gifted educator and musician. He organized and presented five engaging lectures on "Developing a Congregational Identity through Congregational Singing."

The youth of the church, led by Rev. Marnie Fisher-Ingram, associate pastor for youth and their families, engage in weekly activities and learning experiences. Some 25 youth attended the PASSPORT Youth Camp held in July at Furman University. A mission trip also was offered in June for the youth to engage in hands-on missions in the area of Lumberton, North Carolina. Youth Sunday is always a highlight of the year. Held on May 5, 2019, Youth Sunday gave the church's youth the opportunity to lead in all the various elements of worship including serving communion, leading in prayer and the reading of Scripture. Three young women from the youth group—Jessica Thorne, Paige Newcomb, and Lindsey Stevens—preached three effective messages.

At the opposite end of the age spectrum, the church's senior adults under the banner of The Comma Club enjoyed a variety of experiences. In February, Rev. Dr. Ken Wilson, a recent church member who had retired as the longtime minister of music at Knollwood Baptist Church in Winston-Salem, brought his guitar to The Comma Club luncheon and, along with Bob Gallagher on The piano, led the group in singing favorite love songs. Another event was a learning day in which Comma Club members took a motorcoach trip to downtown Richmond. After a tour of Jackson Ward, the first stop was the Black History Museum where they had an excellent guided tour. The second stop was to see the large exhibit on 400 years of the African-American experience in Virginia which was on view at the Virginia Museum of History and Culture, formerly known as the Virginia Historical Society. In March, the group attended one of the "Acts of Faith" plays entitled "A Red Plaid Shirt" which was presented by the River City Community Players. The story was about a man transitioning into retirement. In September, Dr. David Breckenridge shared about his life in an interview setting. In December, The Comma Club went down River Road to Second Baptist Church to attend the Christmas concert of the Jubilation Choir, a large choir composed of senior adults and directed by Rev. Paul Honaker, a member of River Road.

Vacation Bible School 2019 took the theme of "To Mars and Beyond" to "learn about how God is able to do far beyond all we could ask or imagine." The Arts Committee sponsored "Watercolor 101" taught by the gifted artist Judy Dixon, a member of the church, who offered a classroom of mostly novices an opportunity to take a brush in hand and to create a scene.

Missions is another of those shining jewels in the River Road experience. Missions has been a part of the church's history and heritage and present life as a congregation so that much of the missions story is a continuing story. The following were continuing missions activities: the "First Sunday Food Share" through which members of the congregation bring canned good and other food items for the local Baptist Centers; the Panama Mission Trip in which members joined with those from other churches in a medical, dental, and construction mission primarily in remote areas of Panama; the volunteering of time as well as the collecting and giving of school supplies and clothing for the Micah and Oak Grove Elementary School; the hosting of CARITAS guests and, in 2019, a CARITAS furniture drive to collect donated household furnishings to be used by formerly homeless individuals and families; the missions learning and fellowship offered by WMU Connectors; the two food packaging events for Rise Against Hunger in which River Road people

of all ages joined together in the joyful effort; the Hands and Hearts mission trip to Nickelsville in far Southwest Virginia; the construction mission trip to Bland County, an annual missions project which now bears the name of the Lloyd Jackson Memorial Mission Trip; the filling of Thanksgiving boxes to be distributed through the Oregon Hill Baptist Center; and the giving of a variety of gifts to be placed in the annual Church Hill Wellness Center's Christmas Store.

There were many ministries performed by and through River Road in the course of 2019. Several members had made relationships with women who could benefit from new friendships and from learning how to use a sewing machine. The *Circulo de Costura* (sewing circle) continued and several women completed various sewing projects. An exhibit of items made by the circle showed the congregation what had been accomplished. Another much appreciated ministry is performed by a group at the church who are willing to make house repairs and to build wheelchair ramps for those in need.

In 2019, there were new staff members to welcome. In January, the Rev. Anna Perry Miller left a local pastorate at a sister Baptist church to become associate pastor for adult discipleship and Sandra "Sandy" Rooney, already a church member, became minister to children and their families. Besides her day-to-day presence and ministry at the church, Rev. Anna Perry Miller offered discipleship and learning opportunities to church members who would accompany her to various programs and events of a spiritual nature in the larger community.

When Dr. Daniel Bagby retired from his position as minister of pastoral care, the congregation sensed that there would be a great void. Dr. Bagby is nationally-known among his peers through his writings in the field of pastoral care and counseling as well as his teaching of pastoral care at Baptist Theological Seminary at Richmond (BTSR) and from interacting with congregations around Virginia. It was known that Dr. Bagby would remain as an active member of the church and that he would continue, by his very nature, to practice pastoral care with everyone whom he encounters. However, the church also needed to fill the position; and an opportunity to call an exceptionally qualified candidate arose when the Dr. David Breckenridge located to Richmond. He is the former pastor of First Baptist Church, Memphis, Tennessee and, even earlier, Rivermont Avenue Baptist Church in Lynchburg, Virginia. He also had served as a hospital chaplain. On March 24, 2019, Dr. Breckenridge was introduced to the congregation; and on that same day, he was called as minister of pastoral care.

The congregation grieved over the closing of BTSR in 2019. River Road had been among the generous supporters of the seminary from its beginning and counted among its members several faculty and administrators, trustees and students. Two of the seminary's presidents, Dr. Tom Graves and Dr. Ron Crawford, are members; and the pastor, Dr. Glaze, and two of the current staff, Marnie and Daniel Ingram, are graduates. Dr. Glaze recognized the sense of loss felt by so many and incorporated time in congregational settings for the recognition of BTSR's important contribution to Baptist life and for an appropriate "benediction" for the institution which had been significant to the denomination and in the personal lives of so many.

As a sign of the times in the nation, security—even for houses of worship—became a concern. The church partly addressed it by establishing "greeter stations" at main entrances to the educational areas. Church members extended hands and friendly greetings to fellow members and visitors, thereby turning a security point into a welcoming area.

The historical report should not close without admitting that River Road's congregation also majors in good fellowship. Twice during the year, a church-wide gathering was held on the plaza in front of the Sanctuary where bands played foot-stomping music, people relaxed in beach chairs

and enjoyed whatever food was offered along with plenty of conversation and laughter. The two music groups in 2019 were The Adrian Duke Project and The Jangling Reinharts. And the plaza was the scene for the annual Celebration Sunday church-wide picnic which opened the new church year. Surely passersby were curious and interested to know that those folks at River Road Church, Baptist know how to have a good time.

Fred Anderson, Church Historian

BOARD OF ADMINISTRATION

I thank the following officers and committee chairs who served the Board ably during the year 2019: Martha Lou Green, Vice Chair; Tom Gilsdorf, Secretary; Bill Thurston, Assistant Secretary; Harper Alford, Facilities Use; Bill Stanton, Finance; Russ Collins, House and Grounds; Jean Ellis, Insurance; Betty Damon, Kitchens; Oliver Way, Personnel; Sharon Seward, Safety; Martha Day Dumas and Buddy Sumner, Stewardship.

Highlights for 2019:

- Facilities Use – approved the Chanticleer concert in October
- Finance – better management of Preschool revenue and expenses; established Operating Reserve Policy
- House and Grounds – several work days, including yard work, exterior repairs, and a focus on improving the lower Chapel area
- Insurance – increased coverage on building, employees, workers comp; increased deductibles on property and auto
- Kitchens – several work days, and increasing participation in Wednesday night dinners
- Personnel – fully staffed, with the addition of Minister of Pastoral Care, David Breckenridge
- Safety – addition of second police officer in north parking lot on Sunday mornings
- Stewardship – increased pledges by 1.7% for 2020

The following officers and committee chairs were elected for 2020: Martha Lou Green, Chair; Robert Gray, Vice Chair; Ken Lantz, Secretary; Tom Gilsdorf, Assistant Secretary; Harper Alford, Facilities Use; Oliver Way, Finance; Russ Collins, House and Grounds; Jean Ellis, Insurance; Betty Damon, Kitchens; Clint Hubbard, Personnel; Sharon Seward, Safety; and Jack Heisler, Stewardship.

Bill Rusher, Chair, Board of Administration

Finance Committee (BOA)

The Finance Committee met monthly throughout 2019 to support the Board of Administration in carrying out its responsibility to oversee the financial operation and condition of the church. During 2019, the Finance Committee:

- Recommended a 2019 church budget to the Board of Administration for its approval and subsequent recommendation to the congregation, which unanimously approved the proposed budget at the church business meeting on January 27, 2019
- Reviewed revenue and expenses of the church on an ongoing basis to monitor performance against budget and identify potential concerns, initiating appropriate action, when required
- Reported the financial results and financial position of the church to the Board of Administration on a regular basis
- Reviewed revenue and expenses of the “Rejoice and Give Thanks” campaign to ensure funds were expended only for approved projects
- Reported the financial status of “Rejoice and Give Thanks” campaign funds to the Board of Administration on a regular basis, including periodic reports on the use of surplus campaign funds for projects recommended by the ad hoc committee and approved by the congregation
- Reviewed designated funds to ensure that funds were expended in accordance with donor intent
- Reviewed and approved the preschool budget for the 2019-2020 school year and assisted with various financial matters related to the preschool
- Received and reviewed budget requests from officers, boards, councils, and standing committees of the church in preparation for recommending a 2020 operating budget
- Consolidated church and preschool bank accounts, while maintaining the capability to account for revenue and expenses on a separate basis for management purposes
- Implemented “remote deposit capture” technology to scan checks for deposit, accelerating deposits of church and preschool receipts and reducing trips to the bank by office staff
- Began implementation of streamlined accounting and payroll processes, with more work still to be done
- Implemented electronic delivery of contribution statements and prepared for electronic filing and distribution of W-2s to employees and 1099’s to vendors commencing in January 2020
- Expanded use of Headmaster software for billing preschool tuition and fees, resulting in revenue being recorded within a day or two of a payment being received
- Implemented a systematic process to manage outstanding preschool receivables, with weekly reviews and follow up on past due accounts, producing positive results
- Developed and proposed to the Board of Administration an operating reserve policy with the objective of building and maintaining a cash reserve of six months of budgeted operating expenses (including missions support) to support the church’s day-to-day operations in the event of unforeseen revenue shortfalls or unanticipated but necessary expenses.

The operating reserve policy was approved by the Board of Administration on December 15. Highlights of the church’s financial results for 2019 were:

- Offerings increased by 3% over 2018, from \$1,384,000 to \$1,429,000.
- Operating revenue increased by 3% over 2018, from \$1,809,000 to \$1,868,000.

- The Endowment Fund grant to the operating budget was \$325,000 and represented 17% of revenue received toward the budget. The 2018 grant was also \$325,000.
- Total expenses were \$1,686,000 compared to \$1,680,000 in 2018, an increase of only three-tenths of one percent. Expenses were \$119,000 less than budgeted, attributable to favorable variances in all budget categories.
- Revenue exceeded expenses by \$182,000. The Finance Committee will be recommending to the Board of Administration in January 2020 that \$157,000 of this amount be transferred to the operating reserve and \$25,000 to the church's facility upgrade reserve. The operating reserve balance following the transfer will be approximately \$700,000.
- The balance of "Rejoice and Give Thanks" campaign funds was \$206,000 at the beginning of the year and \$160,000 at the end of the year. Most projects funded by the campaign have been completed. Major projects that remain outstanding are installation of stage lighting for Fellowship Hall and replacement of the HVAC system in the lower level of Fellowship House.
- Endowment Fund grants to the church were approximately \$360,000. Grants included advance payments totaling \$327,000 toward the 2020 and 2021 operating budgets to meet distribution requirements under IRS regulations. Grants also supported BTSR faculty severance, the choral scholars program, the concert series, replacement of the sanctuary worship banner, and missions.
- Gifts to missions totaled \$300,000, including \$188,000 from the operating budget and \$112,000 from designated gifts. Designated gifts supported the Fellowship Fund (\$52,000), Camp Alkulana (\$18,000), the CBF Global Missions offering (\$8,000), and the Alma Hunt offering for state missions (\$4,000.) Additionally, designated gifts were made for the Panama mission trip (\$26,000) and several other missions causes (\$4,000.)
- Preschool revenue for the school year that ended on August 31, 2019 was \$741,000. Salaries, benefits, taxes, and operating expenses totaled \$619,000. The \$122,000 excess of revenue over direct expenses was transferred to the church as a contribution by the preschool toward the value of facilities provided by, and services received from, the church.
- Total revenue of the church in 2019 was approximately \$2.8 million. This included offerings, Endowment Fund grants (other than prepayments), designated gifts, and preschool tuition and fees.

Bill Stanton, Chair

Members: Hilton Almond, Fred Bagwell, Hilary Blanchard, Wallace Chandler, George Davis, Martha Day Dumas, Steve Gilliam, Michelle Gulick, Ransone Hartz, Cynthia Macturk, Mike Rucker, Bill Rusher, Dan Stevens, Bill Thurston, and Jim Trent

Insurance Committee (BOA)

The insurance committee is responsible for reviewing the property and casualty needs of the church, and making such changes as are necessary with respect to societal changes.

Key actions for 2019 included:

The committee met with Kelly Hoag, the representative from our agency, NCG Insurance Agency, Inc., and discussed in depth the coverages and premium details for the 01/01/2019 - 01/01/2020 policy year.

The following changes were made to the policy effective 01/01/2019:

- 1) Increase the Property deductible from \$5,000 to \$10,000
- 2) Increase the Auto Comprehensive coverage from \$250 to \$500, and the Collision coverage from \$500 to \$1,000
- 3) Increase the Umbrella limit from \$5,000,000 to \$6,000,000
- 4) Increase Employment Practices from \$500,000 to \$1,000,000
- 5) Increase Cyber Liability from \$100,000 to \$500,000

This resulted in a total premium of \$53,040.

Insurance Committee:

Jean Ellis, Chair

Members: Ron Tamagni, Bryan Bostic, Michael Price, Daniel Ingram

Personnel Committee (BOA)

The Personnel Committee worked to support our pastor and staff this year as they serve River Road Church, Baptist. During this year we continued to focus on the needs of the Church and how the staff, including the Preschool, supported those needs. During 2019 this committee accomplished the following:

- Provided support in the hiring of employees during the year. The church ministerial and Preschool leadership positions are now filled.
- Provided support during the departure of employees
- Oversaw staff recognition for those earning service awards or leaving positions
- In coordination with church staff, oversaw the compensation and benefits payments as well as policies for all staff members
- Completed its annual evaluation of Rev. Dr. Daniel Glaze through work of the Pastoral Review sub-committee
- Oversaw the 2019 personnel budget and developed with staff the proposed 2020 budget

In developing the personnel budgets, the Personnel Committee benchmarked ministerial salaries and benefits for multiple positions, and reviewed the number of positions required. The budget was shared with the Finance and Stewardship Committees for their consideration for the final 2019 and proposed 2020 budgets

We look forward to continuing our work on behalf of the church.

Oliver L. Way, Chair

Church Safety Committee (BOA)

2019 was the inaugural year of the Church Safety Committee, which was created by and reports to the Board of Administration. The members of the committee are Ralph Nelson, Martha Lou Green, Margaret Collins, Nathan Taylor, Melanie Butterworth, John Hays, Lisa Cipolletti, and Sharon Seward (chair). Daniel Glaze and Daniel Ingram also participate as representatives from the church staff.

With the dual (and often competing) goals of being both vigilant and welcoming, the committee achieved the following in its first year: put in place a second Henrico County police officer to patrol the north (back) parking lot on Sunday mornings, provided for and implemented a streaming system so that the worship service could be viewed real-time on devices within the church, removed the password from the church Wi-Fi, and created and distributed a survey to church members asking for their opinions on matters of church safety. In the year ahead, the committee looks forward to analyzing the results of this survey and setting priorities that promote and maintain the safety of our church members and visitors while remaining a welcoming, friendly, and peaceful place for worship.

Sharon Seward, Chair

BOARD OF CHRISTIAN EDUCATION AND SPIRITUAL FORMATION

The 16 elected members of the Board of Christian Education and Spiritual Formation (BCE&SF) met each month beginning in January, 2019, with the exception of the summer months and December. The three individual committees met during the summer as needed.

According to the By-Laws of RRCB . . .

The Board shall determine educational goals in light of the general philosophical orientation of the Church and set standards for leadership. It shall recruit leaders and teachers for educational programs, organize and oversee programs, select curriculum resources, and perform such other duties as appropriate to the educational program of the Church. The Board shall submit to the Finance Committee of the Board of Administration an annual proposed budget for the educational programs.

The Board is led by **three committees** focused on the work of age-level groups. Goals were set in February and reviewed regularly to determine if the goals were being met and what other goals should be added. The chairs of the three committees worked tirelessly with staff and committee members to oversee the education and spiritual formation of church members and guests. The following are to be heartily thanked:

Children Committee: Melanie Butterworth, Chair

Youth Committee: Marguerite Bostic, Chair

Adult Committee: Scott Leake, Chair

Major accomplishments:

- Coordinating all efforts with three staff members – Anna Perry Miller, Marnie Fisher-Ingram, and Sandy Rooney. These efforts led to major growth in communication and programming while enhancing creative development and planning.

- Overseeing all Sunday School activities.
- Offering January Bible study led by Bill Tuck, *The Difficult Sayings of Jesus*.
- Honoring all Sunday School teachers on Wednesday, May 22nd as well as Christian Educators of the Year, Betsy Lowery and Kate Knerr
- Planning, promoting and executing Celebration Sunday, September 8, 2019.
- A day for renewing attendance at all activities of the church including Sunday School
- The annual church picnic with the youth, under the leadership of the staff, the Board of Deacons and the BCE&SF; providing a program of reflection of missions events of the summer.
- Planning and promotion of Wednesday's *Thoughtful Faith Community* (TFC) with a variety of challenging and interesting programs featuring a host of individuals
- Offering a ten-week spiritual formation series, *Soul Feast, An Invitation to the Christian Spiritual Life*, ably led by Anna Miller on Sunday evenings and including an enthusiastic group of adults

Diane Shoemake, Chair of Board of Christian Education and Spiritual Formation

BOARD OF DEACONS

The 2019 Board of Deacons was comprised of 59 members (37 women, 22 men) and 3 alternates. The elected officers were: Chair – Sara Heisler, Vice-Chair – Bill Thurston, Secretary – Karen Collier, and Treasurer – Karen Cothran. The 2019 Board of Deacons executed the responsibilities of deacons as described by the RRCB Constitution and Bylaws. Duties included serving Communion, taking up offering, greeting those arriving for services, hosting after-worship receptions, and watching over members in Care Groups.

The 2018 Deacon Duties Survey (“Survey”) results were used to revise deacon duties for 2019 in an effort to ease the burden on deacons in hopes more members would be willing to serve on the Board.

The number of meetings was reduced from nine to five and four optional deacon dinners were held in the months without meetings. Deacons were asked to volunteer to host the deacon dinners; deacon dinners were not an assigned duty as they were in past years. The speakers at the meetings included:

March – Anna Miller, Associate Pastor for Adult Discipleship, introduced herself, shared her background, what she sees her new role to be, what plans she has for her role in the next 6-12 months, and what the deacons could do to support her in her new role

May – Sandy Rooney, Minister to Children and their Families, introduced herself, shared her background, what she sees her new role to be, what plans she has for her role in the next 6-12 months, and what the deacons could do to support her in her new role

September – Daniel Ingram, Minister of Administration, discussed the church building (its layout and entrances), communication information, the location of emergency supplies, and how to use the church’s automated external defibrillators (AEDs)

November – David Breckenridge, Minister of Pastoral Care, was scheduled to speak but was unable to attend due to a family emergency. Daniel Glaze delivered his remarks which pertained to care groups and ways to minister to care groups

Deacon dinners were held in February, April, October, and December. The speakers after the dinners included the Richmond Justice Initiative (discussed the prevention and eradication of human trafficking), Sandy Rooney, Children’s Minister, and Danielle Simone, Preschool Director (discussed ideas to bring the preschool and our children’s ministry together), and Tom Gilsdorf, Chair of Building and Property Council (discussed the renovation of the Youth area).

In response to the Survey, greeters were assigned each Sunday – four on Communion Sundays and three on other Sundays instead of assigning five greeters and two alternates each month. Two of the greeter deacons are responsible for serving communion to the nursery workers and deacons hosting the reception on Communion Sundays. Each deacon (except for choir members) was assigned three to four greeter duties. There were enough greeters to have a greeter at each of the three doors – ushers stand inside the doors, greeters stand outside the doors. No alternates were assigned. Deacons found subs for greeter duty as they would for any other duty.

The number of deacons assigned to each reception was reduced from five to four and the number of tables at the receptions was reduced by one. Each deacon was asked to bring two trays of a sweet item, two trays of a savory item, and one item for the children’s table. The goal was to reduce the food selection while still providing enough food to serve everyone in attendance. Each deacon was assigned two to three receptions. Small groups hosted the receptions in June, July, and August. A description of the small group hosting the reception was included in the worship bulletin, so members and visitors could learn more about RRCB’s small groups.

No changes were made to the Communion duties. Each deacon was assigned four to five communion duties. The number of members in each care group was redistributed so that each deacon had 14-15 members. Deacons were asked to contact their care group members at least once per quarter and for birthdays and anniversaries, at a minimum.

The Deacon Handbook was revised prior to the January 2019 meeting to reflect these changes.

A Deacon Digital Committee was formed comprised of Bill Thurston, Laura Lee Chandler, Karen Collier, and Sarah Collier to research ways technology could be used to reduce paper and streamline assignments. The Committee created a deacons-only webpage on the church’s website with Cassandra Ducca’s assistance. The Deacon Handbook and care group articles are now available online. Additionally, all assignments are posted to Sign-Up Genius (SUG) which automatically sends reminder emails the week before an assignment. Beginning in 2020, deacons will use SUG to switch assignments which will relieve the church office staff of managing assignment switches.

The Vice Chair oversaw deacon orientation in January 2019. Deacon ordination was held during the 11:00 worship service on January 13, 2019, for the six deacons new to the position.

The Fellowship Fund is managed by the Board of Deacons to discreetly provide assistance to persons in need whether within the church or the community. Total contributions in 2019 were

\$63,070.11 and 351 checks were written for a total of \$52,106.76. The Board of Missions contributed \$10,000 in December 2019 which the Board will begin disbursing in January 2020.

Deacons continued to deliver Easter lilies and Christmas poinsettias to our home bound members. Sara Heisler worked with David Breckenridge and the church staff to create a revised list of home bound members for each delivery. Dan Bagby and Ann Bagwell ordered the Christmas poinsettias previously but had asked to take a break in 2018. Sara Heisler ordered the Christmas poinsettias this year, the RRCB preschoolers made snowflake cards for each plant, and Sallie Sparks crocheted a snowflake ornament for each plant.

The Board of Deacons co-hosted the Celebration Sunday picnic with the Board of Christian Education and Spiritual Formation. The deacons handled the picnic set up and clean up and the Board of Christian Education and Spiritual Formation oversaw the program (presentation of summer trips). Approximately 220 people attended the picnic and program. Due to the limited number of chairs, members were asked to bring chairs from the picnic back into the Fellowship Hall for the program. The youth were also asked to help move the chairs which worked well.

In November, the *ad-hoc* Deacon Nominating Committee comprised of the four deacons rolling off the Board presented a slate of officers for 2020. The Board unanimously approved the following officers for 2020: Chair – Bill Thurston, Vice-Chair – Mary Beth Scherer, Secretary – Janet Ahl, and Treasurer – Karen Cothran. Bill Thurston, as Vice Chair, was asked to form an *ad-hoc* committee to nominate five at-large members for the RRCB Nominating Committee for a two-year term beginning in 2020. Nominees included: Padgett Shoemake, Kate Knerr, Deb Gray, Dan Bagby, and Lisa Cipolletti. They were presented and approved at the November church business meeting.

The Deacon Chair serves as Chair of the Coordinating Council which consists of the Pastor and the Chairs of the Board of Deacons, the Board of Administration, the Board of Missions, and the Board of Christian Education and Spiritual Formation. The Council meets quarterly to facilitate communication among the Boards, the congregation, and the Pastor. The 2019 Coordinating Council meetings were held on Sunday afternoons, generally prior to the Board of Administration meeting.

Respectfully submitted,
Sara Heisler
2019 Deacon Chair

BOARD OF MISSIONS

The Board of Missions provides opportunities for members of the River Road Church congregation to be involved in meaningful mission activities in our community, the state, the nation, and the world.

We began 2019 by again sending a team from River Road led by Judy Collins, Joe Teefey and Norma Hays to Panama to provide medical and dental care to indigenous Panamanians. The group included CBF missionary Sue Smith as well as members from a number of other churches, including Second Baptist, and included construction activities, which significantly increased the number of participants. This program has been active for over a decade, and is conducted in

coordination with the *Fundación Cristiana Médico Social*, a Panamanian faith-based group of doctors and medical and dental students.

We also had two very successful adult mission trips within Virginia during the year. The first was a mid-summer mission trip to Nickelsville, and the second was the long-standing autumn mission trip to Bland County, both of which are in poor areas in the Western part of the state. Each of these programs works with a local sponsor organization to provide a variety of assistance, including light construction as well as assistance with local food banks, clothing distribution centers and similar projects. These missions outreach programs have continued to grow in popularity and in their impact of the communities they visit.

That outreach is in addition to our historically strong support of Camp Alkulana, which provides an outdoor camp experience for inner-city and other under-privileged children from the Richmond area. River Road members support the camp through Spring workdays at the camp, and through financial giving, including sponsorship of an annual benefit golf tournament.

Our heaviest overall emphasis, in terms of time spent and number of individuals involved, relates to our ongoing mission programs to serve people in our immediate community and the greater Richmond area. These programs take a number of forms, and provide opportunities for meaningful participation by individuals with a variety of interests and skill sets, without requiring extensive travel or extended time commitments.

For many years, River Road has regularly delivered clothing, food, and meals to the Oregon Hill, Church Hill, and South Richmond Baptist Centers run by the River City Faith Network, and our youth and adult volunteers assist those centers in the annual Christmas Stores, providing toys to needy children. Similarly, River Road provides food for Thanksgiving and throughout the year to families in our community through the Welbourne United Methodist Church food bank, the Baptist Centers, and other avenues.

Another important community-based mission is our ministry to incarcerated persons, their families, and recently-released prisoners. A volunteer team visits monthly with young offenders in the Bon Air Juvenile Correctional Center, and in partnership with Bon Air Presbyterian Church, sponsors staffing and support for a gospel choir at the Correctional Center. This program also provides Christmas presents for families of incarcerated individuals and scholarships for children of incarcerated parents to attend a special camp focused on the needs of those children. The ministry also provides items such note cards for women prisoners and undershirts for those in the Richmond jail, which may seem small but are meaningful to those receiving them.

A particularly successful and rewarding mission project is the *Circulo de Costura*, or sewing circle, which began in 2017 and operates in connection with the CrossOver Clinic. Under this program, a group of women from River Road provide sewing instructions largely for Spanish- or Portuguese-speaking women from Latin America, using sewing machines purchased by River Road. The program was expanded during 2019 to include instruction on knitting and quilting, and provides a meaningful social outlet and support group for the participants, in addition to let them learn a new skill.

Through its Micah program, River Road members led by Susan Ryan provide significant ongoing support to Oak Grove Elementary School, including tutoring, reading to students, providing food to take home over holidays, donating materials to teachers and students, and helping the school teaching and administrative staffs to improve the educational opportunities for the low-income students attending the school.

River Road also participates actively in the Rise Against Hunger project, and sponsors two programs each year in which over 100 volunteers of all ages come together at River Road to package several thousand dry-food meals for distribution to areas in serious need around the world.

River Road participates with project:HOMES through its Renew Crew project to build access ramps for handicapped individuals in the Richmond area. Crews from River Road meet with Renew Crew staff members on an increasing number of Saturday mornings to construct these wooden ramps.

Similarly, we have continued to actively support CARITAS, which provides food and shelter for the homeless in the Richmond community. In the past, this has involved housing groups of men or women for a week in our facilities several times a year. That pattern was in transition during 2019, as CARITAS moved into larger, permanent facilities allowing participants to remain in one place. River Road continues to actively participate by providing food and material support, including a successful furniture drive for the new facilities.

In addition to the efforts of our members, River Road also provides significant financial support to many of the organizations that sponsor the mission activities in which River Road members participate, including CrossOver, CARITAS, Meals on Wheels, Rise Against Hunger and the River City Faith Network Ministries, which is the parent organization for the three Richmond centers and Camp Alkulana.

There are also a number of other organizations for which our support is largely or completely financial, including the Baptist General Association of Virginia (BGAV), the Cooperative Baptist Fellowship (CBF), the Virginia Baptist Women in Ministry, River City Faith Network Ministries, GraceInside, and as a number of other organizations. These partnerships not only allow River Road to expand the scope of its mission activities, but also foster strong Christian relationships with our other partners. We are continuing to evaluate the ways to promote good stewardship of our contributions, including a re-evaluation of our substantial funding for the River City Faith Network and the re-allocation of funds used in past years to support the Baptist Theological Seminary in Richmond (BTSR), which ceased its operations at the beginning of the year.

It has been an exciting year in missions, and we look forward to increasing the impact of our mission projects in 2020.

Stephen Larson, Chair

BUILDING AND PROPERTY COUNCIL

Projects for the B&PC began with wrap-up of several projects that were started in 2018. These included:

1. Audio / Visual Project: Bill Rusher worked to complete the system in the Fellowship House. In addition, cabinetry for two 80" Flat Screen TVs by Custom Woodwork Inc. were installed in the Assembly Room and Chapel Hall.
2. Chapel Boiler replacement: A modulating burner was installed in accordance with the initial scope of work. Punchlist items to finalize this project were completed.

3. Wi-Fi expansion project: Daniel Ingram led the installation in conjunction with FIXERS. This project was completed on schedule and under budget. It resulted in a significant improvement to connectivity in the facility.
4. Campaign Surplus Projects:
 - a. Stage Lighting: Council members developed a written scope of work and have executed a contract with a designer. This project will be completed in 2020.
 - b. Elevators: Thyssenkrupp Elevator Co. completed the renovation of the Fellowship Hall and Sanctuary elevators. Punchlist items were completed, and final inspections completed early 2019. Protective blankets were purchased to protect the newly renovated elevator cabs. Priority Elevator was selected for elevator maintenance. This is a five-year, full-service contract with remote monitoring
 - c. New folding chairs: These were purchased for the Fellowship Hall. In coordination with the FIXERS, ten storage carts were constructed to enable storage under the stage area.
5. New Projects for 2019
 - a. Sealing and striping parking lots: Jericho Asphalt was selected to seal and stripe the north and south parking lots. There were numerous pavement cracks and patch areas especially in the north parking lot. Additional pavement was added adjacent to the front plaza to prevent damage due to large vehicles running off of the paved area.
 - b. Auto door openers for HDCP access were installed at the Porte Cochere and lower level Fellowship Hall entrance adjacent to the elevator.
 - c. Marnie Fisher-Ingram proposed a renovation of the Youth Area adjacent to Lower Commons. A scope of work, and budget were developed. The budget was presented to and approved by the Finance Committee. This work will be completed in 2020.
6. Not completed in 2019
 - a. Fan Coil Units (FCU): While there were several FCUs that while inoperable did not result in a significant impact. Functional FCUs in the areas effectively maintained HVAC conditions. Replacement of FCUs will resume in 2020.
 - b. Lights for stained glass window: George Davis led continued efforts to find a satisfactory solution to this issue. In December, a LED fixture was tested. The south wall adjacent to the window was well illuminated. However, the interior appearance was not satisfactory. This effort will continue in 2020.

Submitted by
Tom Gilsdorf, Chair

ARTS COMMITTEE

The mission of the Arts Committee is to educate our congregation in the importance of the Arts in forming and expressing our Christian faith. The committee tries to accomplish this with exhibits and classes benefitting our members and those of the community.

In the year 2019 we had four meetings at the church and other communications electronically. At that time, we organized the date and details of the *Circulo de Costura* fiber art exhibit and the

Watercolor Art Party. We also had some paintings of a deceased member, Lois Creamer donated which we evaluated for display.

The latter part of May we hung and organized a fiber art exhibit. Our church members work in a mission outreach capacity with CrossOver Ministry teaching sewing, knitting, quilting, and crocheting to a group of ladies. These ladies exhibited their work of apparel, coverings, and accessories to be viewed in our exhibit. Fifteen ladies participated and were invited as guests to our service on Sunday morning. This group is called *Circulo De Costura* which meets weekly. The exhibit was up for two weeks and received well by our congregation and invited guests, many were unaware this group existed.

Our Watercolor Art Party took place October 25 with 31 attending. It was advertised as "Painting and Pie." The committee made assorted pies which were available throughout the evening as the participants took a break from their painting. The class was taught by our member Judy Dixon and assisted by other members of the committee. The committee spent one afternoon tracing a design and securing it on board for each participant. All supplies were donated to each participant paid for by a donation from The Mary Ann Brandt art educational fund. This project was most successful and requested to do more often by church members and guests.

Cassandra Ducca, our staff liaison advertises all our activities in the *Explorer* and *e-Spire*. This allows members to be educated in our endeavors and mission plus invite friends in the community.

The year we were included in the budget for \$500.00. We did not use or need this as our projects were self-sustaining or donated.

Beverly Evans, Chair, Arts Committee

Committee members: Judy Dixon, Margaret Almond, Letty Wood, Nancy Anderson, Sherry Sorrell, Michelle Harman-Gulick, and Gladys Fleming

CHANCEL COMMITTEE

The Chancel Committee is made up of the following subcommittees: Flower Teams and Special Events, Weddings, Funeral, Parament, and Flower Ministry. Betsy Lowery and Julia Tyler co-chair the Chancel Committee.

Margaret Almond and Julia Tyler chair the Flower Teams and Special Events Committee. The new storage room for all artificial decorations continued to be helpful during Christmas decorating time. The FIXERS were actively involved this year. All decorating took place in a very organized and timely fashion.

The Wedding Committee is led by Margaret Almond, Bonnie Way, and Betsy Lowery. One wedding took place this year.

Ann Bagwell, Kitty Davis, and Janet Bagby chair the Funeral Committee. These ladies provide excellent care to families going through the loss of a loved one.

Betsy Lowery is the chair of the Paraments Committee. New paraments were purchased for the Chapel this year.

Georgia Mayo continued to chair the Flower Ministry this year. Georgia organized monthly teams to break down alter flowers and make small arrangements to be shared with church members going through celebratory or difficult times.

The four candelabras were refinished by Colonial Plating and are now in excellent condition. New spring loaded candles were also purchased.

In addition to the chairs of these committees, the Chancel Committee is blessed to have so many dedicated women and men who offer their time to support all chancel jobs.

Betsy Lowery, Chancel Chair

COLUMBARIUM COMMITTEE

The Columbarium Committee is charged with the oversight of the Columbarium and its associated gardens. The members of the committee are Fred Bagwell, Caroline Brown, George Davis, Gladys Fleming, Anne Kirkup, Steve Lessels, and Dick Morris, chair of the committee.

The Columbarium is composed of 368 niches. There are 48 large niches and 320 smaller niches. Each larger niche will hold up to four urns while a smaller niche will hold up to two urns. There is also a "common ground" where ashes can be buried. Currently there are 279 niches available for purchase.

The committee meets as needed and this year we met once in October and once in November. At the October meeting we discussed the weeding and feeding of the common ground. It was noted that some sort of weed seems to have infested the common ground. Because of the lateness of the season, the committee suggested the re-planting of grass be deferred until spring. The committee appreciates the assistance that the FIXERS provide to help maintain both the Columbarium's physical structure and its associated gardens.

At this meeting the committee also considered a question from a church member as to the possibility of placing markers in the common ground to identify the location of those interred. The committee decided against the suggestion for several reasons. One, some ashes are scattered in the common ground and not just placed in one location. A second reason is that markers in the common ground would significantly complicate maintenance of the area. There are plaques with the names of those interred in the common ground on the back wall of the Chapel directly behind the grass plot. In addition, there is a record in the church office of the location of interred ashes if someone is interested.

At the November meeting, the committee reviewed the policy as to who is eligible to be interred in the Columbarium. The By-Laws of the Columbarium state specifically that members, past and present, and their immediate families are the only ones who are eligible. It was decided not to revise that policy.

The Columbarium is a beautiful and important addition to River Road Church, Baptist and the Columbarium Committee strives to ensure its lasting and meaningful value.

Dick Morris, Chair

COMMUNICATIONS COMMITTEE

Communications is a very broad subject that can encompass all kinds of activities. In 2019, the Communications Committee continued to work with the various boards, committees, and small groups trying to extend their participation and outreach. We also could not accomplish our work without the support of our church's Communication Specialist Cassandra Duca and other staff.

During 2019, some initiatives for improving communications for the church included:

1. **Improvements behind-the-scenes of our website.** The committee identified some features that were in the original quote from Faithlab but had not yet been implemented. The addition of these plug-ins should produce a better ranking in search engines for people searching for a home like RRCB and what we offer to our community. In addition, we now have access to Google Analytics and hope to use this data in the future to improve the website experience for members and visitors.
2. **Exploring data.** Through our standard church activities and concerts, data is collected such as attendance of Sunday School and Worship each week. There is potential to sift through this general data and learn about trends in attendance of different activities. With this information we can consider and implement targeted communication plans. The committee had just started to work more on this topic and will plan to continue this path in 2020.
3. **Improving interior church signage.** As our church has developed over the years, nomenclatures have evolved as well as how people traverse the church to get to their intended destination. We have contracted with Image360 to review all our interior signage and recommend improvements so guests can easily navigate from one end to the other. We are also researching dynamic signage to use indoors for easily promoting our many church activities to visitors and members.

We are excited about the opportunities that are ahead for River Road Church, Baptist and look forward to the opportunity to help communicate the great things going on at our church. If you have a communication need, please remember we are here to help you craft your strategy.

Respectfully submitted,
Laurie Gray, Chair (2019)

HISTORY COMMITTEE

The History Committee continued key responsibilities in the Archives but also developed a number of new initiatives to allow use of existing technology at the church.

Continuing responsibilities for the History Committee included:

- Filing hard copies of documents currently maintained in the Archives.
- Creating displays in the History Cabinet in the Lower Commons (ex. Easter, Christmas and other topics during the year). A special display celebrating the 50th Anniversary of the Consecration of the Sanctuary was featured in the Fellowship Hall.
- Reorganizing some holdings in the Archives

New initiatives for 2019 included:

- Adding Rev. Daniel Ingram, Minister of Administration, and Cassandra Ducca, Communications Specialist, as staff liaison to the History Committee, bringing their special expertise.
- Creating an account for history files with access to cloud storage at RRCB.
- Beginning to scan selected documents to history files using the copier in the church office.
- Merging older photos, print and digital, to the SmugMug account managed by Cassandra Ducca. Goal in 2020.
- Visiting one off-site location, The Beth Ahabah Museum and Archives, for ideas.
- Establishing a series titled "Historical Hallmark" presenting large and small items of historical information in both the monthly and quarterly *Explorer* publications.
- Working on organization in the Archives to include an index and room schematic.
- Refining guidelines for what is archivable.

A *continuing focus* for the History Committee will be to develop an indexing system for holdings in the Archives to provide easier access for the user.

Carole Royall
Chair, 2019

Members: Marguerite Bostic; Harold Gibson; Steve Pugh; Fred Anderson; Sallie Sparks; Brenda Holland; Tuckie Paxton; Chuck Todd; Martha Lou Green; Byrd Latham; Liz Seward; Daniel Ingram and Cassandra Ducca, Staff Liaisons.

THE HOUSE AND GROUNDS COMMITTEE

The House and Grounds Committee worked very closely with the church staff and the Building and Property Council to keep the facilities in excellent condition. Major activities included two work days to spread mulch remove dead trees, and general yard work. This year Daniel Ingram changed contractors for yard maintenance and the new contract includes leaf removal. This allows the committee to remove this item from our workdays. The committee is working to document the maintenance procedures so they become more automatic and improved.

The church has spent a lot of time and resources to have the heating and cooling systems operate properly. Overall the church is in good condition and we will concentrate on the interior areas that are not as pristine as they should be. Daniel Ingram, Minister of Administration, has been extremely helpful and a pleasure to work with. The volunteers that help on work days are very important to this committee and I appreciate all the assistance they have provided.

A personal note: I visited five of the most beautiful cathedrals in England last summer. One of those cathedrals stood out in my mind. It was not the architecture even though it was wonderful, it was the cleanliness and the fact that everything looked and worked as it should. This is my vision for our River Road Church.

Russ Collins, Chair

MEMBER ENGAGEMENT COMMITTEE

Goals of the Committee:

- Reach out to current members of the church and keep them engaged
- Reach out to community members to welcome them to our church

Current Avenues of Bringing in New Members:

- Preschool Development Center
- RRCB Choir
- Vacation Bible School
- Word of mouth
- Inviting friends and family
- Hosting community events
- Church website
- Social media (Facebook, Instagram, Twitter)

Outreach Attempts/Events

- Notes to visiting members from the ministerial staff
- Dessert in the Parlor held by Daniel Glaze to welcome new and prospective members in small groups
- Several Mystery Dinners were hosted involving matching members with other members who requested the same type of food. Typically, 40 members have attended each Mystery Dinner and had the opportunity to get to know people outside of their typical Sunday School classes and committees.
- New and Prospective Member Orientation (Next is planned for Spring 2020)
- Two summer concerts on the Plaza with dessert food trucks

Submitted by
Emily Phillips Carretto, Chair

MUSIC COMMITTEE

The Music Committee has the responsibility of overseeing and assisting in the planning of programs, and of supporting the Minister of Music, Dr. Robert Gallagher, in fulfilling the goals of the music program at River Road Church, Baptist.

2019 was an excellent year for music programs for adults, youth, and children at RRCB. Our choirs and directors were as follows:

Cherub Choir (Pre-K and Kindergarten) – Claire Krouse, Rev. Dr. Kenneth Wilson, Cathy Wilson, and Rose Browning
Carol Choir (1st and 2nd grades) - Suzanne Spicer

Crusader Choir (3rd-5th grades) - Bob Gallagher
Youth Choir (6th-12th grades) – Bob Gallagher
River Road Camerata (5th-12th grades) – Bob Gallagher
Chancel Bell Choir - Charles Todd
Chancel Choir (Adults) – Bob Gallagher

Appreciation is expressed to these music directors for outstanding leadership. We also thank the choir parents and volunteers for their help and support.

The children's choirs sang for several worship services including the 4:00 Christmas Eve Family service. The Youth Choir led the music on Youth Sunday and Christmas Eve, and they joined with the Youth Choir of Quioccasin Baptist Church to sing two Gospel songs in our shared Thanksgiving Service at Quioccasin. They also sang for Baptism services in the Chapel. On November 22 and 23, members of our Youth Choir joined youth choirs from more than a dozen other churches for the annual Youth Choir JAM directed by Mark Miller, renowned conductor, organist, pianist, and prolific composer. This weekend of music workshops and fellowship involved more than 120 6th- to 12th-grade singers from youth choirs from regional churches (including five River Road Youth Choir members), from Northern Virginia, and North Carolina. The event ended with a concert on Saturday afternoon.

On May 15, the children's music ministry presented the musical *Malice in the Palace (The Story of Esther)* by Tom Long and Allen Pote. Although children in grades 1-5 participated, it should be noted that we had an abundance of enthusiastic fifth graders involved. (By the end of the summer, they had all graduated to Youth Choir.) All the children took great joy in working with director and producer, Suzanne Spicer. The Cherub Choir presented a delightful selection of songs just before the start of the musical. These young children are fortunate to be receiving excellent "basic training" in music and hymn singing from their inspired and dedicated leaders, Claire Krouse, Ken Wilson, Cathy Wilson, and Rose Browning.

The Chancel Choir continued to lead virtually all worship services, including singing Schubert's *Mass in G major* with orchestra on All Saints' Sunday. The Chancel Choir sang throughout the year with the exception of August and the first week of September - this summer break allowed choir members to attend all of Dr. Michael Hawn's lectures on hymns for the Holland lectures. The Chancel Bell Choir, directed by Charles Todd, enhanced our worship services throughout the year. Chuck Todd's love of handbells shines through, and his dedication to his special vocation at River Road is deeply appreciated. At both Christmas Eve services, our choirs were joined by flutist Hannah Hammel, who now serves as Principal Flute of the Detroit Symphony Orchestra.

Members of our Chancel Choir, guest singers, and non-singing travelers participated in a pilgrimage to the West of England in August 2019. Every member of this meaningful musical and spiritual journey was deeply moved to have the opportunity to worship or to lead worship in four cathedrals and abbeys in the cities/towns of Bath, Bristol, Gloucester, and Tewkesbury. Tours of Wells Cathedral and the ruins in Glastonbury filled out a tour that will inspire and feed our faith and vision for years to come. Our organist for the pilgrimage was the renowned Huw Williams, who provided skillful and sensitive accompaniments to the psalms, canticles, and anthems that we sang at each of those monumental houses of worship.

The Choral Scholars Program continued to sponsor singers who are enrolled full-time in college or university. The goal is to offer them the opportunity to experience great music with excellent direction as they share their talents in a church choir setting.

After discussion among the clergy and the music committee, River Road purchased the online version of the hymnal *Glory to God*, which gives us permission to reproduce and to sing hymns with more recently written texts. The hymnal we currently have in the pews was published in 1990.

The second half of the 2018-2019 season (our 48th) of the *E. Carl Freeman Concert Series at River Road Church* included the following concerts:

- March 10, 2:30 p.m., - Harpsichord Recital by Daniel Sañez. Mr. Sañez is the Director of Music and Liturgy at the Cathedral of the Sacred Heart in Richmond, and he is known as an authentic interpreter of Baroque music. He was the recipient of a Fulbright Fellowship that allowed him to study at Bach's church in Leipzig, St. Thomas Church. He performed on Bob Gallagher's Hubbard French Double harpsichord, which is also the instrument that is used for our *Messiah* performances in alternate years.
- March 19, 8:00 p.m. - Concert by the Choir of the College of William and Mary. This fine college choir sang under the direction of Dr. James Armstrong. The choir also sang Buxtehude's *Gloria* under the direction of then college senior, Virginia Tilley, who has sung as at River Road as a choir member and a soloist, also joining our choir for both of our pilgrimages to England.
- April 1, 7:30 p.m., - Organ Recital by Bruce Stevens, concert organist, recording artist, and instructor of organ at the University of Richmond. Mr. Stevens, who organizes and leads annual late-summer tours of important European organs, and who has distinguished himself as a performer on historic 19th century American organs, brought unique and significant insights to his performances of classic organ works in his recital here.
- May 5, 2:30 p.m. - Vocal Recital by soprano, Victoria Jackson. Ms. Jackson, a valued soprano section leader and soloist here at River Road, sang a wide variety of vocal repertoire, including spirituals, German lieder, opera arias, and Jaromir Weinberger's difficult and poignant solo cantata, *The Way to Emmaus*.
- June 2, 11:00 a.m. and 4:00 p.m. - River Road welcomed the acclaimed Welsh guest conductor, Huw Williams, to the podium both for our morning Holy Communion service and for an Evensong service celebrating Christ's Ascension. The Chancel was overflowing with singers both in the morning and for Evensong, and the River Road Camerata joined the Chancel Choir for the Evensong service, singing challenging canticles and anthems with great skill. Mr. Williams educated and enlightened our choirs during that weekend, bringing with him the great knowledge and experience he has gained as choral director and organist at Hereford Cathedral, St. Paul's Cathedral (London), and Bath Abbey, where he is currently Director of Music and Organist.

The 49th season, 2019-2020, started with the following programs:

- August 25, 7:00 p.m., - Concert by The Choirs of Boys and Girls of Washington National Cathedral, Michael McCarthy, Choirmaster. Each year, these hard-working children and youth, who regularly lead worship at our national house of worship, grace our church with a concert that serves and a preview of choral works that they are preparing for worship at their beautiful cathedral. It is always a wonderful start to our concert season, attracting many listeners who have not been to River Road before.
- October 6, 4:00 p.m. - Organ Recital by Bob Gallagher. This recital served as the opening event of the 47th Annual Convention of the American Institute of Organbuilders, and was designed to demonstrate the variety and versatility of our restored and enlarged Möller

pipe organ. Dr. Gallagher's recital included works by two female composers: Dorothy Papadakos and Richmond-based organist and composer, Dr. Mary Beth Bennett.

- November 12, 7:30 p.m. – The world-famous, award-winning all-male vocal ensemble, Chanticleer, presented a stunning concert as the final concert of their extensive East Coast tour. This was a high-profile - and highly publicized - event that brought many newcomers into our Sanctuary.
- November 24, 2:30 p.m. - America's premiere all-female brass quintet, under the leadership of trumpeter, Mary Bowden, performed in concert.
- December 8, 7:30 p.m. - Annual Advent/Christmas Concert with the Chancel Choir, Brass, Organ, and Percussion. This concert featured seasonal choral masterworks by several leading American composers from period of time ranging from Colonial times into the 21st century. River Road Camerata had worked diligently to learn difficult sections of the Pinkham *Christmas Cantata* and the Randall Stroepe *Hodie*. This concert gave them the opportunity to shine in performance in collaboration with a professional brass ensemble. Guest conductors David Gulick, Rev. Paul Honaker, and Rev. Dr. Ken Wilson each directed the choir and brass for portions of the concert. The concert was received with overwhelming enthusiasm and praise.

The *E. Carl Freeman Concert Series* continues to be self-sustaining through individual contributions and with supplemental support from the Endowment Fund of RRCB. In recent years, Bob Gallagher has assumed the responsibility for formatting and printing the programs. Members of the Music Committee served as ushers and hosted "Meet the Artist" receptions following concerts which were part of the regular concert series.

River Road Church is the beneficiary of a music program and a musical tradition of the highest caliber. This committee extends its heartfelt thanks to all the musicians and members of this congregation who have provided leadership and support for our worship experience.

Prepared by Sallie Sparks, chair

2019 Music Committee members: Rose Browning, Tom Gilsdorf, David Gulick, Kara Harman-Barrios, Tyler Hays, Beth Hooker, Anne James, Georgia Mayo, Don Robertson, Jane Terry.

PRESCHOOL DEVELOPMENT CENTER COMMITTEE

In 2019, the Preschool Committee consisted of Lisa Cipolletti, Jack Heisler, Caroline Koskinen, Cynthia Macturk, Sandra Marshall, Miggie Mustian, Steve Newsome, Tara Savedge, and Mary Beth Scherer as Chair.

Kay Starke served as the Interim Director of our Preschool from January to June 2019, and the Preschool Committee worked with her to make decisions regarding the school. Early in the year, the school was challenged by a family who wished their child to be enrolled in the school without our required vaccinations. Our committee felt strongly that in order to protect our students and teachers, our vaccination policy should remain in force, and this was communicated to the family.

During the budgeting process for 2019, our committee determined that more research needed to be done in terms of our tuition. The overall thought was that we are at a competitive level without

an increase for the upcoming year. It was decided to hold tuition rates at the current level for 2019-2020 until a new director could be hired to weigh in on this issue.

Our committee was concerned that our teachers had worked very hard over the course of the year with an Interim Director and had not received an increase in wages for several years. We recognized that it is difficult to offer teacher raises without an increase in tuition. For that reason, it was determined that an end of the year gift would be made. Each teacher was given the amount that would net \$150. This was presented at the end of the year luncheon, and we expressed our heartfelt thanks for providing a wonderful year for our River Road Preschool children. We felt that due to the hard work on behalf of Kay, our Interim Director, and her staff of teachers, our families had the very same quality experience from our school as they have always had.

The Preschool Committee worked hand in hand with the committee that was charged with hiring a new director for our school. We had several committee members who served on both committees, and this helped us develop our thoughts for the future of River Road and hire a new Director that could carry out our vision. We recognized that the community around us has changed over the years. Most families in the community and in our church now need quality childcare and a quality preschool experience that will support a home with two working parents. The Preschool Committee fully supported the Preschool Director Search Committee in its vision to hire a new Director for our school that would help to grow the school and adapt to changes in the world around us while maintaining the nurturing, play based and developmentally appropriate program for which we are known.

The Preschool Committee met with our new Director, Danielle Simone in October to tour the school and discuss our 2020-2021 school year. Danielle proposed a revision to our tuition rates that provided for a slight increase but helped to balance out the rate across all of our programs. She requested that our Junior Kindergarten program have a 2:00 pm dismissal time as opposed to the current dismissal at 11:45 a.m. in order to better prepare our children for their next year in Kindergarten. Danielle requested that she be allowed to use the Wilson Language PK Curriculum for this class. Both Caroline and Miggie had experience with this program and felt it was excellent. The Preschool approved the tuition rate, budget, and provisions for the Junior Kindergarten class.

Respectfully Submitted,
Mary Beth Scherer

USHERS COMMITTEE

The 2019 Ushers Committee served for all Sunday Services; Special, Easter, and Christmas Services; and concert series programs.

Average monthly attendance figures for the 11:00 a.m. Sunday Services are:

January	253	May	254	September	246
February	264	June	270	October	265
March	276	July	245	November	288
April	388	August	217	December	288

Average attendance for all 11:00 a.m. Sunday Services: 271

Attendance for Special Services:

Maundy Thursday	208
11:00 a.m. Easter Service	681
4:00 p.m. Christmas Eve Service.	500
8:00 p.m. Christmas Eve Service	355

Submitted by John A. Hays
Chair, Usher Committee

WOMEN'S MISIIONARY UNION (WMU)

WMU Connectors Theme: Friends Helping Friends

WMU Connectors has been led admirably by Wyatt Heisler for many years. She stepped down from the leadership role in the spring of 2019. Three members stepped up to Co-Chair for the rest of 2019 in to 2020. Betty Damon, Ray Nelson, and Peggy Pruden met over the summer to plan programs and mission efforts for the remainder of our Connectors calendar.

We began 2019 with 31 members and have added three additional ones since September bringing current membership to 34.

Our ladies group continues to be active in supporting the Oregon Hill Baptist Center. We have four assigned dates to feed the homeless there. Snack bags are also provided to all after their meal. We also provide gas cards, bus tickets, school supplies, and other needs of this ministry.

Other groups we support include Nicklesville, Camp Alkulana, Lambs Basket, River City Faith Network, Meals on Wheels, the South Richmond Baptist Center, and Hilliard House. The Doorways is a new outreach ministry to us. It was introduced by member, Dolly Hintz. This organization provides housing for families who are in Richmond for medical needs. We plan to get more involved with this mission effort going forward into 2020.

We also hope to extend our current involvement with the Virginia Correctional Center for Women in Goochland through the Virginia Chaplain Service.

Three of our members shopped with monetary donations from Connectors for a family through Crossover Ministries.

Connectors celebrated the holidays at the house of Peggy Pruden. As is our usual custom, we completed Christmas cards for church members who are shut ins, heard a Christmas story read by Peggy Stevens, and enjoyed being together.

Communication concerning our activities continues to be placed in church publications and online. We welcome new church members at any time.

Ray Nelson
WMU Connectors Co-Chair