

Governing Board
Key Takeaways
August 2020

1. For the present time, we are planning to continue to hold most worship and other activities on-line. We periodically reassess this decision based on the COVID exposure trends for Ohio and Franklin County as well as through discussions with clergy at other large churches.
2. As disclosed in Jason Milligan's letter to the congregation, we are challenged financially right now. While pledging has been strong, our fee-based ministries have been significantly impacted by closure and reduced capacity. Every effort has been to reduce expenses. Our Governing Board documents, including our financial reports and Jason's letter can be found at <https://fcchurch.com/boardnews/>.
3. As noted in the Board report, attendance for worship has been very steady throughout the summer. We are planning currently for the Fall programming.
4. Progress is being made on the Akita cabin and it is scheduled to be completed by late fall. The Foundation has monies restricted for facilities maintenance and repairs that is being used for repair of rotting doors at South, improvements at Akita and the sealing of both parking lots. The monies donated for the new cabin and the monies for facilities are restricted and cannot be used for operations, however by making such improvements, operations are positively impacted.

**First Community Church
Governing Board Meeting
Video Conference Call – 7:00 PM
July 22, 2020**

ATTENDEES: Jodi Patton, Cydney Philbin, Alice Finley, Elizabeth Downey, Pam Shisler, Jamie Green, Molly Hagkull, Scott Walker, Shah Hassan, Ryan Nicoll, Stacy McVey, Becki Harr, Steve Crawford, Steve Mushrush, Dick Wood, Jr., Sally Hughes, Joe Bull

Ex-officio: Glen Miles, Paul Anderson,

Absent: Jason Milligan

Guests: Lynne Ayres, Rose Konrath

Meeting called to order by Jodi Patton at 7:02 P.M

Steve Mushrush offered the opening prayer. Jodi then started the Board in an opening exercise of asking the Board how they relieve stress. Each Board member offered a response. There was then a sharing of personal joys and concerns.

REFLECTION/ANNOUNCEMENTS

Jodi announced that the Govern Board would be meeting via video conferencing for the foreseeable future. She also talked about the anxiousness we all feel during this time.

Jodi reviewed the Governing Board Member Engagement handout that was included in the Board packet. She then thanked Dr. Miles and Paul Anderson for their service to First Community.

APPROVAL OF MAY 27, 2020 MINUTES

Pam Shisler made a motion to approve the minutes. It was seconded by Dick Wood Jr. and passed unanimously.

REPORTS

The Older Adult liaison report was accepted.

Cydney Philbin gave a brief report on the Personnel Committee that met at 6:00, prior to this meeting. There was also a written report from the May Personnel Committee meeting included in the Board packet.

Glen Miles gave a brief update to his written report. He corrected his report to mention that Jim Long's program on the 7 Keys will be starting in September. He mentioned that worship will be online only through the end of September. This is something that senior leadership is continually monitoring.

Paul Anderson then updated his written report by discussing the fall opening of MECDC and updating the Board on other operational matters. He then reviewed the waterfall analysis that was provided in the Board packet. There were several questions that were answered.



Pastor Parish Relation Committee

Jamie Green updated the Board on the work of the Committee. They meet with Dr. Miles to review feedback obtained from the Board and to discuss the work of the past six months. Dr. Miles has then provided new goals for the next six months that the Committee is reviewing.

UNFISHISHED BUSINESS

Jodi stated that the Governance Review is on hold. Provide we are able; the Strategic Planning is scheduled for September 19th and 20th. More information will be forthcoming.

NEW BUSINESS

Adoption of Staff Handbook Pandemic Addendum – There was a brief review of addendum to the Staff Manual adopted by the Board in February 2019. After discussion, Cydney Philbin made a motion to adopt the addendum. Shah Hassam seconded the motion and it passed unanimously.

Approval of New First Community Foundation Trustees - Resumes of Nancy Rummel and Katie Ocasio were introduced by Paul Anderson. Lynne Ayres, Foundation Board liaison, also offered comments. There was no further discussion. Steve Mushrush made a motion and it was seconded by Alice Finley. The two candidates were unanimously approved as trustees of the First Community Foundation.

Nominating Committee Discussion- Jodi Patton introduced the response from the Nominating Committee. She called on Rose Konrath, Chair of the Nominating Committee, who offered brief comments. Jodi then called on Dr. Miles and Paul Anderson for their comments. A discussion followed. After the discussion, Jodi suggested that the Executive Committee review the language with the thought of loosening of the guidelines that were passed in May.

Design Inquiry Discussion - Pam Shisler introduce the three questions that were in the handout in the Board packet for discussion the by the Board. She then led a discussion where all Board members participated. Pam will summarize the thoughts that were offered.

CLOSING

Jodi asked for any final remarks. There were none. Dr. Miles then led the Board in a closing prayer. Jodi Patton then declared the meeting adjourned at 9:05.

Respectfully submitted,

Paul R. Anderson
Secretary

Governing Board
Council report out 8/26/20
Board of Deacons

The Board of Deacons (also known as the Diaconate) is a group of elected members of the church who volunteer their time for instrumental activities at First Community. They are selected by the Nominating Committee members and elected by the church congregation. Deacons serve three-year terms and their tasks are distributed through a calendar organized by the chair. The chair is also responsible for leading their monthly meetings. The Board of Deacons has several sub-committees to assist them in their organization and distribution of representatives to various activities. Jim Long and Robin Hood are the church staff representatives and Andrew Wildman is the current chair.

Deacons are responsible for facilitating communion during worship services, providing essential liaison services to families and clergy during baptismal ceremonies, and completing follow up bereavement calls for church members who have lost loved ones. They also participate in several activities throughout the year including assisting with various church lunch/dinners, volunteering at a local men's shelter, and facilitating the in-person distribution of roses to women in the older adult community during the holidays (formerly known as Sweetheart Roses). The Board of Deacons also provides spiritual support to any church members who are enrolled in seminary or theological education.

The Board of Deacons has continued to meet (via Zoom) during the Covid 19 pandemic and although they are currently unable to participate in many of their activities due to in-person church events and worship being temporarily cancelled, they continue to be diligent with bereavement calls and are essential as leaders of First Community.

Respectfully submitted by Ryan Nicoll



| | Budget Annual | Budget for This Month | Actual for This Month | Variance for This Month | Budget YTD | Actual YTD | Variance YTD | 2019 YTD |
|-------------------------------|------------------|-----------------------|-----------------------|-------------------------|------------------|------------------|------------------|------------------|
| Pledge Revenue | 2,006,000 | 97,500 | 99,734 | 2,234 | 1,200,000 | 1,367,170 | 167,170 | 1,264,510 |
| Sanctuary Offering | 70,000 | 3,500 | 0 | (3,500) | 42,000 | 9,833 | (32,167) | 85,056 |
| Fee Supported | 2,131,655 | 78,909 | 54,593 | (24,316) | 1,532,325 | 401,840 | (1,130,485) | 1,433,266 |
| Program and Facilities | 243,744 | 14,354 | 5,938 | (8,416) | 125,162 | 79,253 | (45,909) | 101,659 |
| Gifts and other Support | 565,000 | 12,750 | 108,418 | 95,668 | 303,000 | 383,975 | 80,975 | 105,540 |
| Total Revenue | 5,016,399 | 207,013 | 268,683 | 61,670 | 3,202,487 | 2,242,071 | (960,416) | 2,990,031 |
| Fee Supported | 1,779,974 | 230,835 | 89,932 | 140,903 | 1,052,476 | 733,834 | 318,642 | 1,156,492 |
| Ministries and Programs | 574,637 | 43,770 | 27,828 | 15,942 | 321,885 | 253,713 | 68,172 | 348,822 |
| Facilities and Administration | 1,186,038 | 96,399 | 79,063 | 17,336 | 689,397 | 544,281 | 145,116 | 659,907 |
| Salaries and Benefits | 1,475,750 | 119,874 | 125,227 | (5,353) | 874,670 | 877,877 | (3,207) | 806,790 |
| Total Expenses | 5,016,399 | 490,878 | 322,050 | 168,828 | 2,938,428 | 2,409,704 | 528,724 | 2,972,011 |
| Net Change | 0 | (283,865) | (53,367) | 230,498 | 264,059 | (167,634) | (431,693) | 18,020 |

| All Funds - Actual | Current Month | | | | Year to Date | | | |
|--------------------|-----------------|---------------|------------------|------------------|------------------|---------------|----------------|----------------|
| | Operating | Donor | Capital | Total | Operating | Donor | Capital | Total |
| Total Revenue | 268,683 | 28,617 | 18,369 | 315,668 | 2,242,071 | 287,746 | 1,512,835 | 4,042,653 |
| Total Expenses | 322,050 | 9,060 | 129,957 | 461,067 | 2,409,704 | 193,456 | 1,122,879 | 3,726,040 |
| Net Change | (53,367) | 19,556 | (111,588) | (145,399) | (167,634) | 94,290 | 389,957 | 316,613 |

| | | | | |
|--------------------------|---------|----------|-----------|-----------|
| Cash Balance | 283,471 | 339,946 | 834,907 | 1,458,324 |
| Change from prior month. | 20,850 | (80,895) | (111,588) | (171,634) |
| Line of Credit | | | 6,311,626 | |

| Use of Pledge Dollars YTD | Revenue | Expense | Effect to Pledge \$ |
|----------------------------------|------------------|--------------------|--------------------------------|
| Pledge Revenue | 1,367,170 | | 1,367,170 |
| Sanctuary Offering | 9,833 | | 9,833 |
| Fee Supported | 401,840 | (733,834) | (331,994) |
| Program and Facilities | 79,253 | | 79,253 |
| Gifts and other Support | 383,975 | | 383,975 |
| Ministries and Programs | | (253,713) | (253,713) |
| Facilities and Administration | | (544,281) | (544,281) |
| Salaries and Benefits | | (877,877) | (877,877) |
| | <u>2,242,071</u> | <u>(2,409,704)</u> | <u>(167,634)</u> |

| <u>Date</u> | <u>9:00 AM</u> | <u>11am</u> | <u>Family</u> | <u>Contemplative</u> | <u>Weekly Total</u> |
|-------------|----------------|-------------|---------------|----------------------|---------------------|
| 3/15/2020 | | 3409 | | | 3409 |
| 3/22/2020 | | 2369 | | | 2369 |
| 3/29/2020 | | 2304 | | | 2304 |
| 4/5/2020 | | 2239 | | | 2239 |
| 4/12/2020 | | 2872 | | | 2872 |
| 4/19/2020 | | 1436 | | | 1436 |
| 4/26/2020 | | 1957 | | | 1957 |
| 5/3/2020 | | 1599 | | | 1599 |
| 5/10/2020 | | 1376 | | | 1376 |
| 5/17/2020 | | 1340 | | | 1340 |
| 5/24/2020 | | 1731 | | | 1731 |
| 5/31/2020 | | 1629 | | | 1629 |
| 6/7/2020 | 967 | 1598 | 638 | 681 | 3884 |
| 6/14/2020 | 969 | 1204 | 667 | 312 | 3152 |
| 6/21/2020 | 672 | 994 | 590 | 392 | 2648 |
| 6/28/2020 | 690 | 1083 | 426 | 477 | 2676 |
| 7/5/2020 | 583 | 1149 | 390 | 48 | 2170 |
| 7/12/2020 | 637 | 1101 | 655 | 294 | 2687 |
| 7/19/2020 | 944 | 1097 | 658 | 331 | 3030 |
| 7/26/2020 | 477 | 1071 | 680 | x | 2228 |

*7-26 The 9 am service didn't go live because of tech problems it was aired later in the day.

DESIGN THINKING INQUIRY DISCUSSION

Governing Board Meeting 7.22.20

The Governing Board was given homework prior to our July meeting to reflect on three questions outlined below and provide their thoughts and feedback.

1. In light of everything we've learned from the pandemic and recent protests, what practices of self-understandings might we need to let go of as we move forward?

- We need to let go of doing church in a rote and familiar way, we need to be flexible. We need to tend to what is arising in this moment in time.
- Let go of our self understanding, suspend the "it always works this way" attitude . We need to focus on how we can uncommit to tradition
- Let go of OK, everything is not OK, and in that reality can be clarity
- Free ourselves of tradition
- Acknowledge the challenge of letting go of what's comfortable. Change will be uncomfortable.
- How do we fund 4 campuses and our staffing model? Does something need to let go? We have lots of physical facilities, how are those utilized in a virtual environment?

2. What has the church done in response to the pandemic that should be continued in the future?

- Virtual church can take many formats, the staff has done a fantastic job of being creative and offering lots of options and ways for people to connect. This new virtual "church" should be our 4th Campus. This is a great way to connect with snowbirds, relocated members, etc.
- Virtual Akita should be all year long, it is a great way to connect with a larger youth audience
- Keep the creativity going! Keep creating content that will speak to all members of the church
- Maintain the older adult outreach, keep them connected, phone calls, teach them technology
- Can we create a new programming subcommittee for virtual church to keep the new content going? Speed of implementation is key here.

3. In light of everything we've learned from the pandemic and recent protests, what unique role might our congregation play in local and national conversations in the next few years?

- As an example, we were one of the first local churches to perform commitment ceremonies, we need to bring attention to our mission and belief statements, they are even more pertinent now.
- We need to bring back Take it to the Streets, it is both a timely and needed, and a visible community relations builder
- LOCAL – we need to keep our mission work local
- Support and enhance our conversations about race, maybe another task force like the Gun Violence task force
- Our leadership need to act locally and be heard nationally