



Governing Board Meeting
Wednesday, December 9, 2020, 7:00PM – 9:00PM
Location: MS Teams

AGENDA – revised 12/5/20 *

Warm Welcome/Call to Order	Jodi Patton	7:00pm
Opening Prayer	Cydney Philbin	2 min
“Building Community First” Question	All	7 min
Sharing of Personal Joys, Pastoral Concerns	All	3 min
Approval of October * 2020 Meeting Minutes	All	2 min
 Reflection/Announcements	 Jodi Patton	 7 min
 Reports		
K-5 Council (in writing)	Becki Harr	
Membership Council (in writing)	Stacey McVey	
Personnel	Cydney Philbin	5 min
Sr. Minister	Dr. Miles	10 min
Financial/Operations/2021 Budget	Paul Anderson	15 min
 Unfinished Business		
1. Governance Review Committee	Cydney Philbin	7 min
2. 2020 Strategic Planning Process Update	Pam Shisler	7 min
3. Nominating Committee Candidate Final Report	Jamie Greene	7 min
 New Business		
1. Discussion:	Jodi Patton & All	20 min
“A Puzzle: Perceptions & Realities of FC Leadership and Giving Dynamics”		
2. Personnel Recognition	Glen Miles	5 min
3. Other New Business?		
 Closing		
Call for Final Remarks	Jodi Patton	5 min
Call for Closing Prayer	Dr. Miles	2 min
 Adjournment	 Jodi Patton	

CANCELLED (very unfortunately): GB Christmas Dinner 12/9/20

January 2021 GB Meeting: Wednesday, January 27, 2021 at 7:00pm, location TBA

FC Annual Meeting: Saturday, January 30, 2021 at 10:00am via Zoom

Thank you for your leadership!

First Community Church
December 9, 2020 Governing Board Meeting
Key Takeaways

1. The Annual Meeting will be held via Zoom. Church members will be vetted when registering. Members will be able to view the meeting on-line or will be able to attend by telephone. Members must be in attendance to vote and ballots of members who do not attend will not be counted.
2. Financially, the church is doing very well. The Bridge match was very helpful along with the cost controls that are in place. Pledges continue to be above budget. We expect to be in the black for 2020 based on our current forecast.
3. 2021 pledges are coming in slower than in prior years. Part of the reason for this is the lack of in person worship. We have received pledges of almost \$1.650m by 620 member families. Our budget assumes pledges \$1.9m. Please encourage people to get their 2021 pledge in if they have not done so.
4. The Board approved an operating budget for 2021. It is balanced with lower revenue due to uncertainty over the economy and the pandemic.
5. Mary Evans and the Early Childhood continue to operate at about 50% capacity. The Trading Post was closed for a time due to safety concerns. After modifications to the facilities, it was able to re-open. An announcement went out about the Akita 2021 summer camp which is expected to be held this year, although at a lower capacity.



**First Community Church
Governing Board Meeting
Video Conference Call – 7:00 PM
December 9, 2020**

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

Ex-officio: Glen Miles, Paul Anderson, Jason Milligan, Treasurer.

Absent: Sally Hughes, Steve Crawford

Guests: Lynne Ayres, Foundation representative

OPENING/CALL TO ORDER

Jodi Patton called the meeting to order at 7:03. She welcomed everyone and then asked Cydney Philbin to give the opening prayer. Jodi then asked each of the Board members which of the four Advent themes resonated with them this Advent season. Each member responded.

APPROVAL OF OCTOBER 28, 2020 MINUTES

Motion made by Steve Mushrush and seconded by Joe Bull to approve the October Board meeting minutes. Motion passed unanimously.

REFLECTION/ANNOUNCEMENTS

There was a sharing of joys and concerns. Jodi then thanked each Board member for their leadership in this unusual year. Jodi then pointed out the cancellation of the Board Christmas gathering and talked about the January Board meeting where new Board members will be in attendance. At that meeting we will recognize the retiring Board members.

Jodi then reviewed the details of the Annual meeting on January 30th. The Annual Meeting will be held via Zoom. Church members will be vetted when registering. Members will be able to view the meeting on-line or will be able to attend by telephone. Members must be in attendance to vote and ballots of members who do not attend will not be counted.

Jodi then reminded the Board about the Strategic Planning weekend March 6 and 7th. We hope to hold the Strategic Planning in person.

REPORTS

The K-5 Council and Membership Council report were presented in writing. Jodi asked if there were any questions on the reports.

Cydney Philbin gave a brief report on the Personnel Committee meeting which was held right before the Governing Board Meeting.

Jodi then called on Glen Miles, Senior Minister who highlighted a few items from his report. He talked about an article in the Board packet about expectations of opening churches.



Paul Anderson, Executive Director of Operations then reviewed his report and the financial dashboard for October. He announced that the Trading Post was able to reopen. He fielded a couple of questions on his report.

Paul then presented the 2021 budget. He gave a brief overview of the assumptions. Paul then answered questions about the budget and its assumptions. Paul reminded the Board that this budget was a challenge to prepare given the uncertainties as we enter 2021. The budget will need to be flexible as more information is known. Steve Mushrush made a motion to accept the budget and it was second by Pam Shisler. The motion passed unanimously.

UNFINISHED BUSINESS

Governance Review- Cydney Philbin gave a brief update on the Town Hall meeting that was held on November 30th. The meeting was not well attended but people were very positive about the process.

2020 Strategic Plan – Pam Shisler gave a brief update on the work of the planning committee in preparation for the Strategic Planning weekend on March 6th-7th.

Nominating Committee Candidates - Jamie Green introduced the slate of candidates for the Nominating Committee. A motion was made by Pam Shisler and seconded by Stacy McVey. The motion passed unanimously.

NEW BUSINESS

A discussion was held about church leadership and the perceptions of participation and giving. Jodi supplied some observations and then asked Jamie Green to speak about the Nominating Committee process. About 1/3 of the nominations were excluded for the lack of any giving to the Church and another 1/3 declined for a variety of reasons. Glen then talked about the Governing Board nominees who declined to want to accept the nomination. A discussion ensued.

Glen introduced the idea of naming Dr. Robert Griffith as Organist Emeritus. The Personnel Committee endorsed this honor. A motion was made by Cydney Philbin and seconded by Steve Mushrush. The motion passed unanimously and enthusiastically.

CLOSING

Glen Miles offered a closing prayer. At 9:06 pm, Jodi then then adjourned the meeting.

Respectfully submitted,

Paul R. Anderson, Secretary



**First Community Church
Governing Board Meeting
Video Conference Call – 7:00 PM
October 28, 2020**

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

Ex-officio: Glen Miles, Paul Anderson, Jason Milligan, Treasurer.

Absent: Sally Hughes, Becki Harr,

Guests: Lynne Ayres, Foundation representative

OPENING/CALL TO ORDER

Jodi Patton, Chair called the meeting to order at 7:05. Molly Hagkull gave the opening prayer. Jodi then led the Board in a community building exercise by asking amid the pandemic what do you relish the most? She then called on attendees to respond. There was then a sharing of joy and pastoral concerns.

APPROVAL OF SEPTEMBER 23, 2020 MINUTES

Cydney Philbin made a motion to approve the September 23rd board minutes as presented. It was seconded by Joe Bull and passed unanimously.

REFLECTION/ANNOUNCEMENTS

Jodi reported that there is 100% participation in the 2021 stewardship campaign. She thanked the Board for their participation in so many ways. Jodi then reminded the Board of the combination of the November and December Board meeting on December 9, 2020. She also highlighted the December holiday party that we are still hoping to hold in person. She then thanked Dr. Miles, Paul Anderson, Liz Compton, and the Finance Committee for their work so far on the 2021 operating budget.

REPORTS

Dr. Miles offered a correction to his report and highlighted several items in his report regarding Advent and other upcoming activities. He mentioned the work of the Financial Review Task Force has started with the goal to bring more clarity to our financial position. Scott Glaser, Larry Anderson, Jodi Patton, Jason Milligan, Paul Anderson, and Glen Miles serve on this task force.

Paul Anderson then did a brief review of the September 2020 financial dashboard and an outlook for October. He then reviewed his operational report. Paul also mentioned the challenges we have had in streaming Sunday morning worship over the past few weeks. He told the Board that both a short term and a longer-term solution are in the works.



UNFINISHED BUSINESS

Governance Review- Jodi called on Cydney Philbin who is chairing the Governance Review Task Force's work to update the constitution revisions. Other members of the Task Force are Elizabeth Downey, Pam Shisler, Steve Mushrush and Paul Anderson. Cydney then presented the changes to the revisions since March 2020. Cydney made a motion to adopt the changes as presented and it was seconded by Alice Finley. Motion passed unanimously. A brief discussion about the planned congregational informational meeting on November 16th was then held.

2020 Strategic Plan – Jodi then called on Pam Shisler who provided an update on the strategic planning process. A meeting was held with Reverend Sarai Rice, our facilitator, and the planning committee early this past week. Reverend Rice outlined some work for the planning committee. The planning committee consists of Terry Davis, Carrie Schwab, Catherine Adams, Cydney Philbin, Randal Ott Espinoza, Jamie Green, Glen Miles, and Paul Anderson.

Nominating Committee Candidate Process – Jamie updated the Board on the process for nominations to the Nominating Committee. Of this list developed from names nominated by the Governing Board, 9 were excluded by applying the same vetting process as nominees for Governing Board and Board of Deacons. A brief discussion was held regarding why these individuals were not making a gift to the operating fund of the church. It was agreed that a discussion will be held in the future on why some in leadership roles at First Community do not contribute. Jamie will share the list of nominees with the Board and will begin the process of contacting nominees for their acceptance to run. 24 nominees are needed.

NEW BUSINESS

Safe Church Policy – Cydney, as chair of the Personnel Committee, ask Paul to present to the Board the process for development of the Safe Church Policy. The policy was developed by the Youth Team, Carrie Schwab, and Paul Anderson. It was then reviewed by both our legal counsel and insurance carrier. The policy was also reviewed against policies of other large churches. A discussion was held, and several questions were poised to Paul. Cydney then made a motion to adopt the policy as presented, and it was seconded by Stacy McVey. The motion passed unanimously.

Other – A brief discussion was held about how to show appreciation to the Foundation for the support they have shown to the Church. Jodi asked Alice Findley to determine an appropriate means to thank the Foundation. Glen said he would also send individual notes to the Foundation Board members.

FULL BOARD CLOSING

Glen Miles offered a closing prayer. At 8:31 pm, Jodi then excused the guest and the 2nd year class.

EXECUTIVE SESSION

It was then moved and second to go into executive session without the 2nd year class. Motion to do so passed unanimously. Jodi asked Glen Miles, Paul Anderson, and Jason Milligan to also attend. After a discussion, a vote was taken to elect a vice chair for the 2021-2022 year. After the vote, Jodi agreed to



call the 1st and 2nd choice and report back to the Board. There was then a motion and second to leave executive session. The motion then passed unanimously.

Jodi thanked the remaining attendees for their participation and then adjourned the meeting at 8:54 pm.

Respectfully submitted,

Paul R. Anderson, Secretary

2020 FC Master
Governance Meeting Schedule
Final Draft 1/17/20

Date	Day of Week	Start Time	End Time	Location	Meeting Type	Description	Notes
January 22, 2020	Wednesday	7:00pm	9:00pm	S - Brownlee Hall	GB		Jamie's Chair Leadership
January 25, 2020	Saturday	10:00am	11:00am	N - Grace Hall	Annual Mtg	Annual Business Mtg of Congregation	Jamie's Chair Leadership
February 8, 2020	Saturday	9:00am	11:00am	N - Rm 101	NM Orient	GB NB Orientation	Jodi, Paul Cydney, new GB class (Glen if available)
February 14, 2020	Friday	9:00am	10:30am	N - Rm 101	EC		
February 19, 2020	Wednesday	4:00pm	5:00pm	N - Rm 101	FC		
February 19, 2020	Wednesday	6:00pm	6:55pm	N - Rm 107	PC		
February 19, 2020	Wednesday	7:00pm	9:00pm	N - Grace Hall	GB		
March 18, 2020	Wednesday	3:00pm	4:00pm	Conference Call	FC		
March 18, 2020	Wednesday	4:00pm	5:15pm	Conference Call	EC		
March 25, 2020	Wednesday	7:00pm	9:00pm	Conference Call	GB		
April 15, 2020	Wednesday	3:00pm	4:00pm	MS Teams	FC		
April 15, 2020	Wednesday	4:00pm	5:15pm	MS Teams	EC		
April 22, 2020	Wednesday	6:00pm	7:00pm	MS Teams	PC		
April 22, 2020	Wednesday	7:00pm	9:00pm	MS Teams	GB		
April 29, 2020	Wednesday	4:00pm	5:15pm	MS Teams	EC		
May 20, 2020	Wednesday	3:00pm	4:00pm	MS Teams	FC		
May 20, 2020	Wednesday	4:00pm	5:15pm	MS Teams	EC		
May 27, 2020	Wednesday	6:00pm	7:00pm	MS Teams	PC		
May 27, 2020	Wednesday	7:00pm	9:00pm	MS Teams	GB		
June 10, 2020	Wednesday	4:00pm	5:15pm	TBA	PPRC		
June 12, 2020	Friday	6:00pm	6:45pm	Zoom	GB	GB event to get to know each other better Zoom Happy Hour Event	
June 17, 2020	Wednesday	3:00pm	4:00pm	N - Rm 101	FC		
June 17, 2020	Wednesday	4:00pm	5:15pm	N - Rm 102	EC		
July 15, 2020	Wednesday	3:00pm	4:00pm	MS Teams	FC		
July 15, 2020	Wednesday	4:00pm	5:15pm	MS Teams	EC		
July 22, 2020	Wednesday	6:00pm	7:00pm	MS Teams	PC		
July 22, 2020	Wednesday	7:00pm	9:00pm	Teams	GB		
August 19, 2020	Wednesday	3:00pm	4:00pm	TBA	FC		
August 19, 2020	Wednesday	4:00pm	5:15pm	TBA	EC		
August 26, 2020	Wednesday	7:00pm	9:00pm	TBA	GB		
September 16, 2020	Wednesday	3:00pm	4:00pm	N - Rm 102	FC		
September 16, 2020	Wednesday	4:00pm	5:15pm	N - Rm 102	EC		

2020 FC Master
Governance Meeting Schedule
Final Draft 1/17/20

September 23, 2020	Wednesday	6:00pm	7:00pm	MS Teams	PC		
September 23, 2020	Wednesday	7:00pm	9:00pm	MS Teams	GB	Begin Nominating Committee Process	Jamie Greene, Past Chair to lead
October 13, 2020	Tuesday	5:15pm	6:30pm	N - Rm 101	EC		
October 21, 2020	Wednesday	4:00pm	5:00pm	N - Rm 101	FC		
October 28, 2020	Wednesday	7:00pm	9:00pm	MS Teams	GB	GB Vice-Chair Election	Jodi Patton, Chair to lead
November 18, 2020	Wednesday	3:00pm	4:00pm	N - Rm 101	FC		
November 18, 2020	Wednesday	4:00pm	5:15pm	N - Rm 101	EC		
December 2, 2020	Wednesday	4:00pm	5:15pm	N - Rm 101	EC		Parliamentarian has been invited
December 9, 2020	Wednesday	7:00pm	9:00pm	MS Teams	GB	GB Vote on 2021 Budget	Paul Anderson/Jason Milligan to lead
December 11, 2020	Friday	10:00am	11:30am	MS Teams	Ann Mtg Prep	Annual Meeting Preparation	Parliamentarian & NC Chair have been invited
December 11, 2020	CANCELLED			CANCELLED	GB	GB Christmas Party	Due to COVID, unfortunately had to cancel
January 20, 2021	Wednesday	3:00pm	4:00pm	TBA	FC		
January 20, 2021	Wednesday	4:00pm	5:15pm	TBA	EC		
January 27, 2021	Wednesday	7:00pm	9:00pm	TBA	GB		
January 30, 2021	Saturday	10:00am	11:30am	ZOOM	Annual Mtg	Annual Business Mtg of Congregation	Jodi Patton, Chair to lead, in consult w/EC

NOTE: Request FC Admin to send calendr invites to all invitees

Revised on: 12/3/20

Paul Anderson

From: Becki Harr <beckiharr@gmail.com>
Sent: Tuesday, December 1, 2020 8:01 PM
To: Paul Anderson; Jodi Patton
Subject: K-12 Council Update for GB Packet

Paul and Jodi,

Here is the information about the K-12 Council for my report in the GB packet. Please let me know if you have any questions.

K-12 Council Members:

Susan Langner - Minister
Julie Richards - Staff
Maryann Hopping - Staff
Tricia Baxley
Susan Black
Krista Hartman
Laura Helland
April Howe
Heidi Orsini
Jason Poling
Lindsey Swad
Jennifer Weaver

Happenings:

- 27 Thanksgiving Baskets were delivered to Gladden Community House that were assembled by K-12 families. This project is normally done by Midweek Missions.
- Christmas Workshop is happening – Calling it Christmas Work (from home) Shop
 - Families can pick-up a packet with the materials to make 6 gifts or decorations. They will hold zoom gatherings where participants will do crafts together.
- Continue to offer Sunday school via zoom. There is a video option offered as well.
- Midweek Missions will continue through the winter and spring using video lessons and zoom gatherings. Families can pick up packets of materials for mission activities.

Youth:

- Crossroads is gathering virtually. Trying to make the gatherings fun with themed gatherings including - movie nights, cooking chili together etc.

- They gathered outside in-person as often as possible during the fall. Everyone had to wear a mask and socially distance.
- They are raising money to give gift cards to the families who would receive gifts through Adopt-a-Family. They would like to raise enough so each family has \$100 for each of their children.
- The Mexico Mission trip has been canceled for this coming March. Instead, they will offer a *Mission Un*-trip where the focus will be on local mission opportunities that can be done in small groups.

Thanks,

Becki Harr

First Community Membership Council Report

Overview

Purpose of the Membership Council: The purpose of the Membership Council is to provide a warm welcome to visitors and new members and assimilation of new members into active life at First Community. It is divided into three segments: Outreach, Membership, and Assimilation. Outreach is how we publicize and tell the story of First Community Church, as well as welcome our visitors each Sunday. Membership is the process by which we bring new people into the fellowship of First Community Church through our membership classes. Assimilation is the role we play in the first year of membership by helping new members feel welcome and become involved in the church.

Current Chair: Mollie Zook

Significant Projects

- Development of Welcome Center – the council was awarded a grant from the First Community Foundation which allowed us to purchase a welcome center desk for the Narthex at North. In addition to the desk, the funds allowed us to purchase welcome signs, banners, and ministry brochures. Information from the ministry brochures was used to help develop the new FC website ministry pages.
- Hospitality Ministry – in the early months of the year we focused on developing a Sunday morning hospitality program to welcome visitors and members each Sunday with coffee and cookies.
- Building Open Door Ministry Team – we have recruited and trained more than 75 volunteers to serve on the welcoming team.
- New Member Receptions – new members were welcomed with a champagne and dessert reception in the month after joining.

Membership Activities

- Since we closed in March, we have hosted our new member orientation program called Coffee with Glen virtually on zoom. This occurs every other month.
- New Member Sundays have been hosted virtually. Before joining, we visit each new member to deliver their membership certificate and rose. Photos of new members are featured in a slideshow during worship.
- In 2020 we have welcomed 73 new members. (53 adult members and 20 Block of Wood members).
- New member outreach to folks who have joined in the past 3 years to check in and see if they have found ways to connect within the congregation.

Goals

- Clear welcome process for visitors and guest. Easy to access info on the web and at welcome centers. Develop and publish clear next steps for how to get connected.
- Implement system in database and train staff to track engagement not only at worship, but at all First Community programs. This will allow us to identify our touch points.
- Develop and grow engagement with our online programming.



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Americans want churches open but aren't attending when they are open

NEWS MARK WINGFIELD | AUGUST 12, 2020



Americans believe churches shouldn't have special privileges to be open when other similar venues are closed, but they also believe their churches should be open already — even though few people are actually attending in-person worship.

These seemingly contradictory views of American religious life in the age of coronavirus emerged from the [latest polling](#) done by the Pew Research Center.

Pew surveyed 10,211 U.S. adults between July 13 and 19 to ask their views on churches being open or closed for in-person worship and about their own current worship practices.

Debate over whether churches must abide by local or state prohibitions on mass gatherings has reached the U.S. Supreme Court twice since the pandemic's arrival in March. And prominent pastors have weighed in on both sides of the open-or-close question, with [Andy Stanley](#) of Northpoint Church in Atlanta saying his

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NEWS



2020's earth-shattering events threaten United Methodist Church's future

ANALYSIS

congregation will not meet in person the rest of this year and **John MacArthur** of Grace Community Church in Los Angeles defying government orders by opening with neither social distancing nor masks required.

An overwhelming percentage of Americans agree with the **Supreme Court** that churches should be required to follow the same mandates that apply to other large gatherings and businesses in their area.

About 80% believe churches should be subject to the same rules on being open and on requiring social distancing practices as other organizations. That's four times the number of Americans who believe churches should be given special deference. Those who want special treatment for churches are most likely to be evangelical Christians and Republicans, the poll found. However, even two-thirds of Republicans said churches should be required to follow the same public health rules as everyone else.

When the question turns to whether an individual's own house of worship should be open right now, Americans are more likely to say yes. Only 28% said they believe their own place of worship should be closed for in-person meetings, while 57% said their own churches should be open but with modifications and 13% said their congregations should be open just like before the pandemic.

The most commonly expected modifications are required social distancing, required face masks and restricting attendance. While studies have shown a significant risk of spreading infection through singing, most Americans don't seem convinced that's a problem; less than a third said communal singing should be limited in their own public worship.

About 80% believe churches should be subject to the same rules on being open and on requiring social distancing practices as other organizations.



Jack Brymer influenced a pivotal generation of Baptist news

OPINION



Why I'm a 26-year-old mother of five

OPINION

CURATED



In Georgia runoff, GOP attacks Warnock by tying him to

controversial Chicago preacher



Catholics divided as bishops examine Biden's abortion stance



Five faith facts about former President Barack Obama's new

book: 'A Promised Land'



Emboldened religious left leaders vow to keep up pressure

under Biden

Americans' views on what their churches ought to be doing closely mirror what they report their congregations actually are doing. A little more than half report their congregations are open with modifications in place, and 6% say their congregations are open with no restrictions.

Overall, the survey found mainline Protestant and historically Black Protestant churches are nearly twice as likely to remain closed as evangelical Protestant and Catholic churches. Only a quarter of evangelical Protestants and Catholics report their places of worship remain closed for in-person services.

That doesn't mean Americans are showing up to these open churches, however.

The Pew study found only 12% of American adults reporting they have personally attended an in-person worship service in the past month. That compares with 70% of American adults who believe their churches should be open in one form or another. Fewer than 1-in-6 adults who want their churches open say they are attending themselves.

Fewer than 1-in-6 adults who want their churches open say they are attending themselves.

When the latest survey is narrowed to adults who typically attended religious services at least monthly pre-pandemic, the current reported attendance rate jumps to 33% — still less than half the number who believe their churches should be open.

Participation in in-person worship differs significantly among those who live in counties with 100 or more COVID-19 deaths compared to the those who live in less-hard-hit counties. Only 26% of regular worshippers in hard-hit counties say they have attended in-person worship in the past month, compared to 47% of those who live in counties with 10 or fewer deaths.

Again, evangelical Christians and Catholics are most likely to say they have attended in-person worship within the past month. Evangelicals top that list at 44%, followed by Catholics at 32%. On the other hand, historically Black Protestants and evangelical Protestants are the most likely to have watched an online religious

service in the past month — whether they attended an in-person service or not.

That number of people saying they have attended worship in the past month becomes more important when laid against a **known confirmation bias** in polling that causes Americans to overstate their actual church attendance even in good times. Pre-pandemic research documented that for years, Americans have said they attend church much more than they actually do.

Online worship participation ranks high among all Americans who identify as regular churchgoers, with 72% of such adults accessing online services. The data seem to suggest that, at least for now, online worship continues to replace in-person worship even when church buildings reopen.

Nevertheless, Americans say they intend to resume their previous church-attendance habits just as before once the pandemic threat is gone. That includes 43% of the adult population who say they didn't attend worship before the pandemic and don't plan to afterward either. Among the other half of American adults, 42% say they intend to attend at the same rate as before — whatever that rate of attendance was.

In the meantime, most worshipers report satisfaction with the online services they are accessing now. And among adults who watched online religious services in the past month, more than half said they watched the services of a house of worship other than their own — either instead of or in addition to watching their own congregation.

Related articles:

[John MacArthur retains Trump lawyer in fight over COVID restrictions](#)

[How John MacArthur loves the Bible but not his neighbor](#)

[On church buildings reopening: Let love be your guide](#)

Paul Anderson

From: Camp Akita <info@campakita.org>
Sent: Wednesday, November 25, 2020 12:03 PM
To: Paul Anderson
Subject: Summer 2021 Update



camp akita | a first community ministry

SUMMER 2021 UPDATE

Hello, Akita Campers and Families!

Camp Akita typically posts a summer schedule in November and opens registration in January. Due to the pandemic, our team is taking extra time to examine best practices for Summer 2021. We appreciate your patience!

Please know that **we do plan to host on-site summer camp in 2021**. We will post our summer schedule and open registration in early 2021. You will receive an update with specific dates and details well before registration opens. In the meantime, we'd like to share what we've been working on.

UPDATED POLICIES

We anticipate that Camp Akita 2021 will look differently than summers past. Our team is leaning on national and local health experts and the [American Camp Association](#) for guidance.

We have learned a great deal from camps that held on-site sessions in 2020. They changed procedures, stayed vigilant, and saw no confirmed cases of COVID-19. We plan to implement and adapt their successful practices for Camp Akita. This includes examining and updating our procedures regarding:

- Camper check-in and health screenings
- Cabin size and cohort groups
- Cleaning and social distancing policies
- Mealtimes and food service
- Staff numbers, training, and safety
- On-site medical staff and care procedures

We recognize that knowledge about the virus is evolving. We are hopeful that widespread testing and even a vaccine might make it possible for summer 2021 to look more “normal” than we anticipate now. In the meantime, we are using current information to reimagine Camp Akita programs that are as safe (and fun!) as possible for campers and staff.

GIVE TO CAMP AKITA

Now is a wonderful time to donate to Camp Akita. Gifts large and small will help us prepare for summer 2021 by updating facilities, employing qualified staff, and funding camper scholarships.

Donations to our Giving Tuesday campaign will support **a new intercom system**. This technology will connect our camp buildings, allowing counselors to call for help without leaving the cabin. This system is more important than ever. Help us make it happen!

A generous donor is doubling all donations now through December 31. Your \$25 donation becomes \$50! Make your dollars count by donating now.

[DONATE NOW](#)

GET INVOLVED

Can't wait for Camp Akita? Don't wait! Here are ways to add camp to your life today.

[Akita Kitchen](#): order original-recipe Akita Coffee Cake, pumpkin pies, and apple pies made from scratch at Camp Akita and delivered for pick-up in Columbus.

[Akita Store](#): Camp Akita t-shirts, coffee mugs, blankets, and more are available in our online store! Have items shipped to your door or pick up from First Community.

[Cabin Rentals](#): Rent a cabin at Camp Akita for a weekend or mid-week stay. Cabins include access to hiking trails, cozy fireplaces, WiFi, and the option to order cabin catering.

[Full-Time Job Opening](#): We are looking for a Camp Akita Administrative Coordinator to work in our Columbus office. Interested? Contact **[Bobbi](#)**.

THANK YOU

Thank you for your patience, and (most of all) for being part of the Akita Family! We cherish our campers, staff, and families, and hope you are staying safe and well. We hope that our behind-the-scenes work now will allow us to return home to Camp Akita together.

With gratitude,

Sarah, Bobbi, Amy, Jimmy, Danita, Paul, and Susan
The Camp Akita Team



Camp Akita | A Ministry of First Community, 3777 Dublin Road, Columbus, OH 43221

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Financial Dashboard
October 31, 2020

	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	169,000	149,560	(19,440)	1,603,000	1,717,904	114,904	1,662,251
Sanctuary Offering	70,000	5,600	0	(5,600)	56,000	9,858	(46,142)	141,061
Fee Supported	2,131,655	130,521	140,495	9,974	1,888,848	709,912	(1,178,936)	1,773,224
Program and Facilities	243,744	46,114	57,114	11,000	200,007	147,567	(52,440)	128,824
Gifts and other Support	565,000	75,400	127,369	51,969	424,000	639,699	215,699	145,928
Total Revenue	5,016,399	426,635	474,538	47,903	4,171,855	3,224,940	(946,915)	3,851,288
Fee Supported	1,779,974	118,405	108,104	10,301	1,547,312	1,022,220	525,092	1,603,631
Ministries and Programs	574,637	52,406	31,436	20,970	471,969	333,249	138,720	464,804
Facilities and Administration	1,186,038	101,279	104,971	(3,692)	988,350	776,465	211,885	922,430
Salaries and Benefits	1,475,750	120,444	121,156	(712)	1,235,438	1,231,618	3,820	1,165,465
Total Expenses	5,016,399	392,534	365,668	26,866	4,243,069	3,363,552	879,517	4,156,330
Net Change	0	34,101	108,870	74,769	(71,214)	(138,612)	(67,398)	(305,042)

All Funds - Actual	Current Month				Year to Date			
	Operating	Donor	Capital	Total	Operating	Donor	Capital	Total
Total Revenue	474,538	34,360	10,032	518,930	3,224,940	347,005	1,591,096	5,163,042
Total Expenses	365,668	45,386	37,555	448,609	3,363,552	273,961	1,223,362	4,860,876
Net Change	108,870	(11,026)	(27,523)	70,321	(138,612)	73,044	367,734	302,166

Cash Balance	265,479	331,877	798,779	1,396,135	Prepaid 2021 Pledges	39,643
Change from prior month.	51,681	(2,602)	(24,496)	24,583		
Line of Credit			6,311,626			

Use of Pledge Dollars YTD	Revenue	Expense	Effect to Pledge \$
Pledge Revenue	1,717,904		1,717,904
Sanctuary Offering	9,858		9,858
Fee Supported	709,912	(1,022,220)	(312,307)
Program and Facilities	147,567		147,567
Gifts and other Support	639,699		639,699
Ministries and Programs		(333,249)	(333,249)
Facilities and Administration		(776,465)	(776,465)
Salaries and Benefits		(1,231,618)	(1,231,618)
	<u>3,224,940</u>	<u>(3,363,552)</u>	<u>(138,612)</u>

Attendance

Total Weekly Attendance at Worship Services							
Date	9:00 AM	11am	Family	Contemplative	Glen's Bible Study	Weekly Total	Average
3/15/2020		3409				3409	3409
3/22/2020		2369				2369	2889
3/29/2020		2304				2304	2867
4/5/2020		2239				2239	2580
4/12/2020		2872				2872	2638
4/19/2020		1436				1436	2438
4/26/2020		1957				1957	2369
5/3/2020		1599				1599	2273
5/10/2020		1376				1376	2173
5/17/2020		1340				1340	2090
5/24/2020		1731				1731	2057
5/31/2020		1629				1629	2021
6/7/2020	967	1598	638	681		3884	2165
6/14/2020	969	1204	667	312		3152	2235
6/21/2020	672	994	590	392		2648	2263
6/28/2020	690	1083	426	477		2676	2388
7/5/2020	583	1149	390	48		2170	2381
7/12/2020	637	1101	655	294		2687	2304
7/19/2020	944	1097	658	331		3030	2342
7/26/2020	477	1071	680	x		2228	2336
8/2/2020	602	899	x	x		1501	2297
8/9/2020	1198	1444	x	x		2642	2312
8/16/2020	648	946	x	x		1594	2381
8/23/2020	694	970	x	x		1664	2255
8/30/2020	1137	773	x	x		1870	2240
9/6/2020	779	728	x	x		1507	2212
9/13/2020	873	1198	x	x	645	2716	2230
9/20/2020	854	1034	x	x	1018	2906	2254
9/27/2020	NA	NA	x	x	NA		
10/4/2020	NA	NA	x	x	357		
10/11/2020	1196	NA	x	x	x		
10/18/2020	831	1580				2411	2260
10/25/2020	657	933				1590	2238
11/1/2020	171	1100				1271	2206

Pledge Make up

Range	Pledge Commitments							
	2020		2019		2018		2017	
\$10,000 and over	498,009	26	528,800	28	509,700	25	424,100	21
\$5,000 - \$9,999	552,481	91	538,016	89	499,866	83	504,586	83
\$2,500 - \$4,999	363,739	108	376,849	113	375,230	113	343,979	104
\$2,000 - \$2,499	133,735	62	139,365	66	137,375	63	145,899	67
\$1,500 - \$1,999	103,660	63	96,140	58	104,795	63	113,561	70
\$1,000 - \$1,499	188,002	168	181,656	159	172,737	154	157,501	138
\$500 - \$999	92,541	143	106,243	165	94,948	149	107,988	169
\$1 - \$499	43,525	202	45,773	208	47,809	195	48,362	202
Total	1,975,692	863	2,012,842	886	1,942,460	845	1,845,976	854
Overpaid	-	-	-	-	(11,233)	-	98,431	-
Total Pledges	1,975,692		2,012,842		1,931,227		1,944,407	
Pledge Goal	\$ 2,050,000		\$ 2,200,000		\$ 1,915,000		\$ 1,887,000	
(Under) Over Subscribed	74,308		187,158		(16,227)		(57,407)	
% of Budget Goal	96.38%		91.49%		100.85%		103.04%	
Avg Pledge Amt	\$ 2,289.33		\$ 2,271.83		\$ 2,285.48		\$ 2,276.82	
Change in Pledge Units	(23.00)	97.4%	41.00	104.9%	(9.00)	98.9%	(136)	80.3%
Average Pledge excluding above \$10k.	1,765		1,730		1,747		1,707	

2021 Stewardship					
Summary as of 12/3/20					
	\$	#	Change	%	Avg. \$
Pledges with increase	654,973	180	103,115	18.68%	3,638.74
Pledges with decrease	161,949	84	(79,937)	-33.05%	1,927.97
New pledges	51,228	44	51,228		1,164.27
No Change	694,262	283			2,453.22
Total	1,562,412	591	74,406	4.97%	2,643.67
2020 - as of 12/3/20	1,741,632	698			
Difference - 2021-2020	(179,220)	(107)			
2020 totals	1,972,510	863	30,059.94	1.548%	2,264.03
Net change since last report	15,215	12			1,267.92
Members who pledged in 2020, not received for 2021	495,864	307			
Possible goal	2,058,275	898			
Possible goal if increase holds	2,160,475				
Pledges in 2020 over \$2,000 not received in 2021	333,950	79	4,227		

Pledge receipt history

	2021		2020		2019	
10/6/2020	274,715	59	405,241	135	332,989	71
10/12/2020	424,489	101	833,674	78	392,459	106
10/14/2020	567,229	169	903,564	316	392,459	106
10/19/2020	694,614	211	1,014,024	382	788,818	298
10/20/2020	834,161	264	1,014,024	382	788,818	298
10/22/2020	915,626	298	1,128,573	437	807,938	305
10/26/2020	1,020,234	356	1,189,950	464	1,002,103	359
10/29/1930	1,081,364	392	1,375,522	513	1,060,583	384
11/2/2020	1,106,704	413	1,402,734	528	1,151,843	439
11/5/2020	1,226,060	438	1,487,254	566	1,203,268	455
11/9/2020	1,269,820	471	1,545,854	586	1,313,359	486
11/13/2020	1,282,060	475	1,640,532	627	1,383,039	513
11/16/2020	1,338,569	494	1,656,012	640	1,440,319	549
11/19/2020	1,367,927	511	1,693,462	664	1,494,369	572
11/23/2020	1,471,367	532	1,714,832	677	1,526,249	581
11/30/2020	1,547,197	579	1,714,832	677	1,526,249	581
12/3/2020	1,562,412	591	1,741,632	698	1,627,850	624



First Community Church

2021 Budget Presentation

Governing Board

December 9, 2019

Mission Imperatives

- First Community will broaden our worship opportunities and services, enhance and reenergize the current worship services and find new and creative ways to worship.
- First Community will design and develop a variety of small group ministries and opportunities in order to cultivate a thriving spiritual community.
- First Community will design and implement a communication plan utilizing each of the ministry areas in order to reach out to the Columbus metropolitan area.

Despite the pandemic, we have attempted to adhere to these imperatives. We also recognize that the budget must be flexible to address changes in operations due to the pandemic.

Mission Imperatives

The 2021 Budget fulfills the strategic objectives outlined by the Governing Board in the following ways:

- The budget assumes that we will probably not return to in-person worship and other activities until late spring/early summer. Until then we continue to offer robust on-line worship, educational and social experiences.
- Primarily, most of our communication will continue to be digital, even after resumption of more normal activities. We will utilize minimal worship bulletins and continue to communicate our ministries via e-mail, Facebook, our website and our mobile app. At the same time, we will strive to be inclusive to our older adults who may not be as comfortable with current technology.
- The strategic planning weekend, which is schedule for March 2021, will provide strategic direction in a post-pandemic environment. Due to the staff reductions and cost savings that have been implemented, we believe the 2021 budget is flexible to adapt to new strategic initiatives.

Summary

	2021 Budget	2020 Forecast	2020 Actuals thru 10/31/20	2020 Budget	2019 Actuals
Pledge Revenue	1,915,000	1,917,903	1,717,904	2,006,000	2,044,915
Sanctuary Offering	35,000	13,842	9,858	70,000	42,535
Fee Supported	1,915,923	886,769	730,233	2,207,222	2,056,864
PPP Loan Forgiveness		550,000			
Program and Facilities	174,355	274,446	242,393	258,177	234,744
Gifts and other Support	483,236	520,965	524,552	475,000	321,991
Total Revenue	4,523,515	4,163,925	3,224,940	5,016,399	4,701,049
Fee Supported	1,763,265	1,263,182	1,038,898	1,857,461	1,872,831
Ministries and Programs	419,463	393,536	311,492	477,150	551,386
Facilities and Administration	1,075,492	949,246	781,545	1,206,038	1,131,916
Salaries and Benefits	1,265,296	1,477,918	1,231,618	1,475,750	1,467,053
Total Expenses	4,523,515	4,083,882	3,363,552	5,016,399	5,023,186
Net Change	0	80,043	(138,612)	0	(322,137)

Pledge and Other Revenue

	2021 Budget	2020 Forecast	2020 Actuals thru 10/31/20	2020 Budget	2019 Actuals
Pledge Revenue	1,915,000	1,917,903	1,717,904	2,006,000	2,044,915
Offerings	35,000	13,842	9,858	70,000	42,535
Contributions/Special Gifts	323,236	393,965	397,552	305,000	201,672
Grant for Ministry and Staff	110,000	120,000	120,000	120,000	70,000
Foundation Annual Gift/Other	50,000	7,000	7,000	50,000	50,319
Gifts and other Support	483,236	520,965	524,552	475,000	321,991
Ministries	130,272	105,091	78,744	122,177	149,756
Facilities and Other Revenue	44,083	169,355	163,650	136,000	84,988
Program and Facilities	174,355	274,446	242,393	258,177	234,744

- 2021 pledge revenue is expected to trend lower than 2020 budget and 2019 actual due to economic conditions.
- Contributions and special gifts were higher in 2020 due to the Bridge initiative. While we expect the need for special giving, it is expected to be less than 2020.
- 2021 is the last year of a grant covering the Minister to Youth and other compensation costs. In 2022, these costs will be absorbed in the budget.
- Ministries revenue anticipated the resumption of some in-person activities.
- Facilities and other revenue assumes no timber sales in 2021 and increased rental activity, primarily at North.

Fee Supported Ministries

	2021 Budget	2020 Forecast	2020 Actuals thru 10/31/20	2020 Budget	2019 Actuals
Mary Evans					
Tuition and Other Income	806,093	530,971	412,625	712,085	679,205
Direct Expenses	701,249	620,210	513,291	647,411	649,362
Net	104,844	(89,239)	(100,666)	64,674	29,843
Early Childhood					
Tuition and Other Income	120,372	115,683	91,929	200,400	199,066
Direct Expenses	112,250	147,273	118,101	174,508	178,567
Net	8,122	(31,590)	(26,172)	25,892	20,499
Akita					
Summer Camp	695,478	4,396	4,397	816,970	751,051
Cabin/Lodge Rentals	157,250	90,738	79,238	207,000	180,672
Other Income	51,590	76,278	75,278	105,200	118,255
Total Revenue	904,318	171,412	158,913	1,129,170	1,049,978
Direct Expenses	870,925	434,847	359,589	914,211	962,700
Net	33,393	(263,435)	(200,676)	214,959	87,278
Trading Post					
Revenue	63,000	46,444	46,444	90,000	89,811
Direct Expense	56,700	31,369	31,237	43,844	30,143
Net	6,300	15,075	15,207	15,075	6,300
Burkhart Center					
Revenue	22,140	22,189	20,321	75,567	38,804
Direct Expense	22,140	29,484	16,678	77,487	52,059
Net	0	(7,292)	3,643	(1,920)	(13,256)
Total					
Revenue	1,915,923	886,699	730,233	2,207,222	2,056,864
Direct Expense	1,763,265	1,263,182	1,038,898	1,857,461	1,872,831
Net	152,658	(376,483)	(308,664)	349,761	184,033

Mary Evans (MCDC) and Early Childhood (EC)

- Both programs are assumed to operate at 50% capacity for the remainder of the school term. For the Fall 2020 term, both programs are expected to operate at 75% capacity.
- MECDC is operating two additional classroom to accommodate increased demand. EC is operating with one less classroom.
- Both programs benefited from state grants in 2020 for operating at reduced capacity. There is no assumption these grants will continue into 2021.
- Expense increase for MECDC includes additional teacher costs to reduce use of floaters to cover breaks and other absences. Costs also include additional cleaning costs being incurred on a nightly basis.
- EC expenses are lower due to the reduce number of classrooms, partially offset additional teacher cost to eliminate the use of floaters.

Akita

- Summer camp is expected to operate at 75% capacity with the same number of sessions as in the past.
- Cabin/lodge rentals are expected to continue to be robust through the start of camp. The new cabin will come online February 1 which will supplement rental income. It is expected some rental groups will return in Fall 2021.
- Other income consists primarily of Foundation and other grants.
- Summer camp expenses, predominately staffing costs, are budgeted as if capacity will be 100%. Costs for additional cleaning and changes in operations due to COVID have been considered and budgeted.

Trading Post

- Trading Post will continue to operate at reduced hours (three days a week) but will also continue to be closed through January 31st.
- Net from the Trading Post, except for 10% of revenue to cover occupancy costs, will go to support mission activities given the elimination of the garage sale.
- Expenses are reduced as a result of Rebecca Wolfe's duties being absorbed by volunteers and overseen by Kate Shaner and Amy Caskie.

Burkhart Center

- Expense are the direct costs of various programs and are offset by fee revenue.
- David Hett's salary and benefits are absorbed elsewhere in the budget, although a predominate part of his responsibilities will be overseeing the Burkhart Center activities

Ministries Expenses

	2021 Budget	2020 Forecast	2020 Actuals thru 10/31/20	2020 Budget	2019 Actuals
Early Childhood	10,594	6,510	3,617	14,914	15,270
Children's	4,636	2,425	1,585	5,239	5,319
Youth	12,400	4,519	3,035	15,900	10,716
General Ministry	0	0	0	0	16,588
Member and Volunteer Eng.	2,815	3,167	2,642	3,150	4,020
Media	133,578	118,092	95,146	112,219	100,587
Older Persons Ministry	0	473	473	2,380	2,015
Pastoral Care	6,150	3,829	2,757	7,550	4,376
Worship and Arts	129,369	128,094	93,963	178,976	199,854
Marketing and Communication	60,950	68,860	60,019	77,995	134,760
Missions	58,971	57,567	48,254	58,827	57,881
Total	419,463	393,536	311,492	477,150	551,386

- Various ministries have included costs of various in-person activities beginning July 1.
- Media cost include additional payroll costs to cover needs while predominately online. These costs are expected to reduce once in-person worship starts, but such additional costs are not completely eliminated.
- Worship and Arts cost increases are due to the resumption of in-person worship in July. Additional costs for special services, including Christmas Eve are budgeted along with choir section leaders and additional soloists. These additional costs are offset by reduced printing costs due to elimination or reduction of bulletin printing.
- Marketing and Communications costs have declined from 2019 by ½ due to the effort to be completely digital in our communications.
- Mission costs consist primarily of salary costs. Although Lamar Graham's position was eliminated, ½ of Kate Shaner's compensation is charged to Mission.

Administrative, Accounting and Facilities

	2021 Budget	2020 Forecast	2020 Actuals thru 10/31/20	2020 Budget	2019 Actuals
Affiliations/Denomination	4,000	4,000	1,000	10,000	5,000
Administration	158,183	132,927	114,548	216,936	145,109
Stewardship	4,500	6,239	4,573	10,000	10,616
Finance	245,643	217,782	174,678	234,410	290,279
Facilities - South	306,166	265,856	220,347	369,757	318,024
Facilities - North	356,999	322,442	266,399	364,935	362,888
Total	1,075,492	949,246	781,545	1,206,038	1,131,916

- Denomination costs are voluntary contributions to the United Church of Christ and Christian Church.
- Administrative costs consists of Senior Minister, Governing Board, payroll processing and IT costs. IT costs continue to rise as improvements are made to our system and hardware.
- Finance costs consist of the cost of operating the Business Office, including payroll. It includes audit/legal, ½ of credit card processing fees and certain software costs. Payroll costs are lower due to the reduction of a .70 FTE and the reduced cost for the Stewardship/Foundation administrative position.
- Facilities costs, primarily utilities, will increase once in-person services and meetings resume. It is anticipated that additional Facilities staff will need to be hired and at a higher hourly cost. Additionally, South and the older parts of North are experiencing higher maintenance and repair costs.

Compensation

	2021 Budget	2020 Forecast	2020 Actuals thru 10/31/20	2020 Budget	2019 Actuals
Ministerial Staff	544,199	635,751	529,400	605,407	601,019
Program Staff	483,901	559,600	464,756	550,637	545,952
Support Staff	237,195	282,567	237,461	319,706	320,082
Total	1,265,296	1,477,918	1,231,618	1,475,750	1,467,053
Total Compensation	3,118,739	3,038,966	2,532,472	3,521,902	3,562,422
% of Expenses	69%	73%	75%	70%	71%

- Total Compensation is approximately \$400k less than 2019 Actuals and 2020 Budget due to head count reductions during 2020.
- The budget considers some compensation increases, but no across the board increase. Almost all staff, except some part time personnel, are at \$15 per hour or greater.
- Health insurance costs increased by approximately 6% which was passed on to those staff that participate in our plan. Last year First Community absorbed the increase 100%.
- No reductions in headcount are anticipated in 2020. We will continue to evaluate each position based on turnover.

First Community Church Governing Board
Governance Review Committee

Monday, November 30, 2020 @ 7pm
Zoom Presentation

Meeting Minutes

Those present: Cydney Philbin, Jodi Patton, Paul Anderson, Pam Shisler, Elizabeth Downey and six members from the congregation.

A letter was sent to the congregation approximately 3 weeks prior to the meeting inviting any interested member to register for the Zoom call, read the 2010 Constitution and the 2020 redlined Constitution and send in any questions in advance of the meeting. Due to the small number of registrants (9) the presentation was given, then the committee was open for questions. There were no questions and several positive comments about the thoroughness of the original GRC in consulting outside sources, subcommittees and professional counsel in reviewing the recommended updates to the Constitution. The meeting was recorded and is available under Governing Board Documents on the church website, FCchurch.com under resources. The constitutional updates will be brought before the congregation for a vote at the annual meeting, January 30, 2021 at 10:00 am.

AGENDA
2020 Proposed Constitutional Revisions

Presentation to the Congregation
Monday, November 30, 2020
7 pm
Zoom

Governance Review Committee: Cydney Philbin, Jodi Patton, Pam Shisler, Elizabeth Downey, Steve Mushrush, Paul Anderson – Executive Director of Operations

Introduction and Presentation process – Cydney Philbin, Chair
Governance Review Committee

History and Process of Constitutional Review- Jodi Patton,
Governing Board Chair

Presentation of Major Changes

Article IV, Section 2 – Reducing the number of Governing Board members from 15 to 12 – Pam Shisler

Article IV, Section 7 – Congregational approval for sale of a property – Steve Mushrush

Article V, Section 1 – Clarification of Senior Minister’s responsibilities – Jodi Patton

Article VII – Adjusting the Treasurer position to be voted in by Governing Board – Elizabeth Downey

Article VIII – Nominating Committee to be better representative of the Congregation – Cydney Philbin

Review of congregational questions

Nominating Committee Candidates 2020

28-Nov-20

Name	Telephone	Email
Paula Russell	614-361-5869	prussell218@gmail.com
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Bob Fennner	614-499-0798	bobfennner@tfwinsurance.com
Lenny Smith	614-832-1401	lwsmith440@att.net
Amy Baugcum	(614) 406-4546	amy.baughcum@nationwidechildrens.org
Beth Ratajczak	(614) 203-7254	bratajczak@deloitte.com
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Kathy Tagliaferri	614-530-9598	kmtaglia@gmail.com
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