



**Governing Board Meeting**  
**Wednesday, October 28, 2020, 7:00PM**  
**Location: MS Teams**

**AGENDA****Warm Welcome/Call to Order**

	Jodi Patton	<b>7:00pm</b>
Opening Prayer	Molly Hagkull	2 min
“Building Community First” Question	All	7 min
Sharing of Personal Joys, Pastoral Concerns	All	3 min
Approval of July 2020 Meeting Minutes	All	2 min

**Reflection/Announcements**

Jodi Patton 7 min

**Reports**

Adult Learning/Spiritual Searcher Council (in writing)	Elizabeth Downey	
Sr. Minister	Dr. Miles	10 min
Financial/Operations	Paul Anderson	10 min

**Unfinished Business**

1. Governance Review Committee	Cydney Philbin	10 min
2. 2020 Strategic Planning Process Update	Pam Shisler	5 min
3. Nominating Committee Candidate Process	Jamie Greene	20 min

**New Business**

1. Safe Church Policy – Personnel Committee	Cydney Philbin	5 min
2. Other / Misc?		

**Full Board Closing**

Call for Final Remarks	Jodi Patton	5 min
Call for Closing Prayer	Dr. Miles	2 min

**Executive Session**

Vice-Chair Election - Second Class is Excused	Jodi Patton	15 min
First & Third Classes Discussion/Election		

**Adjournment**

Jodi Patton

**December GB Meeting:** Wednesday, December 9, 2020 at 7:00pm, location TBA

*Thank you for your leadership!*

Governing Board  
Key Takeaways  
October 28, 2020

1. Revision to the constitution were reviewed and voted on. The revisions were passed unanimously by the Board. An informational meeting about the changes will be held via Zoom on Monday, November 16<sup>th</sup>. Look for more information in the Church weekly email.
2. The Board passed a safe church policy detailing guideline for volunteers that work with children. This is very common and has been implemented by most large churches. Member of the Youth staff will be reviewing the policy with volunteers to clarify the policy and answer any questions.
3. As of September 30<sup>th</sup>, the financial position of First Community was stable. The Bridge matching special ask was very successful, and the match was met. This will go a long way in helping our results for 2020. The current forecast is if pledges continue to be paid as they have been all year and if there continues to be good cost controls, we may come close to break even for the year.
4. The 2021 stewardship campaign is nearing completion. Pledges are slower in being returned this year. Compared to the past year, we are about one week behind. 100% of the Governing Board made a pledge for 2021 prior to the kickoff on October 4<sup>th</sup>. Everyone who has not done so is urged to go on-line to pledge or request a pledge card from the Business Office.



**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 23<sup>rd</sup> 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 16<sup>th</sup> 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 2<sup>nd</sup> year class.

## EXECUTIVE SESSION

It was then moved and second to go into executive session without the 2<sup>nd</sup> 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 1<sup>st</sup> and 2<sup>nd</sup> 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



**First Community Church  
Governing Board Meeting  
Video Conference Call – 7:00 PM  
September 23, 2020,**

**ATTENDEES:** Jodi Patton, Chair, Cydney Philbin, Vice Chair, Alice Finley, Pam Shisler, Jamie Green, Scott Walker, Ryan Nicoll, Steve Mushrush, Dick Wood, Jr., Elizabeth Downey, Molly Hagkull, Becki Harr.

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

**Absent:** Shah Hassan. Steve Crawford, Sally Hughes, Stacy McVey, Joe Bull.

**Guests:** None

**OPENING/CALL TO ORDER**

Jodi Patton, Chair called the meeting to order at 7:01. Ryan Nicoll gave the opening prayer. Jodi then led the Board in a community building exercise by asking what we liked to do individually in the fall. There was then a sharing of joy and pastoral concerns.

**APPROVAL OF July 22, 2020 MINUTES**

Steve Mushrush made a motion to approve the minutes. It was seconded by Cydney Philbin and passed unanimously.

**REFLECTION/ANNOUNCEMENTS**

Jodi discuss her current reflections about embracing change and challenged the Board to think about change and how best to be comfortable with change. She then thanked the Board members for their gifts to celebrate Susan Langer's ordination. She read a thank you note from Susan. Jodie also thanked the Board for their participation in the Bridge supplemental operating gift campaign. Paul Anderson was asked to give a quick update on the matching gift.

Jodie then reviewed the calendar changes with the Board, pointing out the combination of the November and December Governing Board meetings and a Christmas celebration in December.

**REPORTS**

Cydney Philbin gave a brief report on the Personnel Committee that met at 6:00, prior to this meeting. She mentioned the safe church policy that will be sent to the Board in early October. The plan will be to discuss this policy in our October meeting.

Glen Miles gave a brief update to his written report. He mentioned how good it was to be doing his bible study with members of the congregation present. He mentioned that worship will be online only through the end of October. This is something that senior leadership is continually monitoring.

Paul Anderson then updated his written report by discussing the financial results from August, the 2021 budget process, and an update on the Akita cabin construction. He then discussed the 2020 housing



allowance. A motion was made (see attached) by Steve Mushrush and seconded by Cydney Philbin to approve the ministerial housing allowances. The motion passed unanimously.

### **UNFISHED BUSINESS**

**Governance Review-** Jodie opened the discussion by reviewing the process to date on the 2019 revisions to the constitution. The newly constituted Committee has met twice to review the 2019 revisions and plan to meet once more time to finalize any revisions. The Board had been previously encouraged to review the documents on the First Community website. A brief discussion led by Cydney Philbin was held and any questions of the Board were discussed.

**2020 Strategic Plan** - Jodie reminded the Board that the strategic planning weekend will be held March 6 and 7<sup>th</sup> of 2021. Jodi then announced that Cydney Philbin will be chair of the Governing Board and will be taking an active role in the strategic planning process. Pam Shisler will lead the Planning Committee, all of whom have agreed to stay involved.

### **NEW BUSINESS**

**Foundation Board** - Alice made the motion, which was second by Dick Wood, Jr. to approve David Nickel as a member of the First Community Foundation Board. It passed unanimously.

**Stewardship 2021: Faithful, Hopeful and Loving** - Molly Hagkull gave a presentation on the 2021 Stewardship Campaign. She talked about why she gives and how Faithful, Hopeful and Loving is embodied in her family. Board members were encouraged to submit their pledge by October 1<sup>st</sup>.

**Nominating Committee Candidate Process Update** – Jamie Green gave a brief update on the process for selection of candidates for the Nominating Committee. Approval of a slate will occur in our October meeting.

**Other** – Alice made a comment about our strong momentum we had prior to the pandemic and encouraged us to have the strategic planning in March. It will be helpful to have some indication of the strategic planning process to be able to adequately prepare the 2021 budget. Jodie is talking with Sarai Rice, our consultant, about some preliminary work this fall. A discussion followed about the outlook for 2021 and how do we embrace the once church concept considering the passion that is embraced by members towards specific ministries and programs.

### **CLOSING**

Jodi asked for any final remarks. Cydney Philbin made a comment on the great discussion tonight. Dr. Miles echoed that comment and then led the Board in a closing prayer. Jodi Patton then declared the meeting adjourned at 8:29.

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 14, 2020	Wednesday	4:00pm	5:15pm	TBA	EC		
October 21, 2020	Wednesday	4:00pm	5:00pm	TBA	FC		
October 28, 2020	Wednesday	6:00pm	7:00pm	TBA	PC		
October 28, 2020	Wednesday	7:00pm	9:00pm	TBA	GB	GB Vice-Chair Election	Jodi Patton, Chair to lead
November 18, 2020	Wednesday	3:00pm	4:00pm	TBA	FC		
November 18, 2020	Wednesday	4:00pm	5:15pm	TBA	EC		
December 2, 2020	Wednesday	4:00pm	5:15pm	TBA	EC		
December 9, 2020	Wednesday	7:00pm	9:00pm	TBA	GB	GB Vote on 2021 Budget	Paul Anderson/Jason Milligan to lead
December 11, 2020	Friday	10:00am	11:30am	TBA	Ann Mtg Prep	Annual Meeting Preparation	Invite Parliamentarian (Price?) & NC Chair
December 11, 2020	Friday	7:00pm	9:00pm	TBA	GB	GB Christmas Party!	Hosts: Glen & Julie & Executive Committee
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	11:00am	TBA	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: 9/17/20**



# What Makes a GOOD BOARD MEMBER?

While all effective board members understand and meet their basic responsibilities, truly exceptional board members do more. They go beyond the basics and pay attention to *how* they approach board service. These six characteristics build on straightforward board duties and focus on key traits of exceptional board members.



## BOARD CHAIRS: CREATE A PARTNERSHIP WITH THE EXECUTIVE DIRECTOR OR CEO.

The partnership between a nonprofit's board chair and CEO is one of the most important elements of a strong board and a successful organization. However, developing this relationship takes work and commitment from both individuals.

The role of chief executive can be lonely, so having a trusted colleague in the board chair is invaluable. A good board chair ensures lines of communication are open and serves as a much-needed sounding board for the CEO.



**Don't Do:** Board chairs shouldn't shy away from, or overreact to, bad news. A strong board chair-CEO relationship is built on trust. The CEO should be just as comfortable sharing bad news as good.



## FOCUS ON LISTENING, NOT JUST PARTICIPATING.

To encourage robust discussion during board meetings, board members must be prepared to listen as well as engage. Exceptional board members are careful not to dominate discussions and ensure that everyone, including quieter board members, have a chance to share their opinions. Additionally, it is important to understand the reasoning behind individuals' comments, even when board members do not agree. After listening carefully to others' views, the board can work together to build consensus.



**Don't Do:** Avoid creating a homogenous board in which consensus is based solely on similar experiences and opinions. Diversity enhances decision making, so incorporating a number of different perspectives in discussions helps the board arrive at the best result.



## UNDERSTAND THE BALANCE BETWEEN GIVING THE CEO AMPLE ROOM TO MANAGE THE ORGANIZATION AND ENSURING THAT ETHICAL STANDARDS ARE MET.

Board members are overseers, not implementers. The chief executive is in charge of managing the day-to-day activities of the organization, and the board should be careful not to [micromanage](#). Instead, board members are responsible for bringing complex, big-picture questions and opportunities to the organization.

However, the board must also ensure adherence to legal standards and ethical norms. Adopting a “hands-off” management approach does not mean that board members can turn a blind eye to ethical improprieties. All board members should be familiar with the organization’s bylaws and understand how best to respond to any ethical issues that might arise.



### **Don't Do:**

When introducing issues or programs for the board

to consider, board members should be careful not to push their personal agendas. The needs of the organization should always come before personal connections and pet projects.



## ASK “NAÏVE” QUESTIONS THAT OTHERS WANT TO ASK BUT MAY SHY AWAY FROM.

One of the most important roles of nonprofit board members is to ask questions. The board should constantly assess current and proposed projects to ensure they serve the organization’s mission and are setting the organization up for success.

In addition to bigger picture questions, exceptional board members are not afraid to ask what may seem to some as simple, more straightforward questions as well. Oftentimes, a more nuanced organizational business practice can take time to understand, or a new board member might not be familiar with the organization’s history. Good board members are not afraid to ask naïve questions because they trust their own instincts and want to improve their knowledge of the organization.



**Don't Do:** While asking questions is beneficial, board members must be prepared for rigorous discourse by reading all the materials provided to them during new board member orientation and in advance of a board meeting.

Posing a question that has been answered in the materials provided may show a lack of attention or interest.



## SERVE AS AMBASSADORS FOR THEIR ORGANIZATIONS AND UNDERSTAND THE RESPONSIBILITY THAT COMES WITH THAT ROLE.

As ambassadors, board members represent the board outside the boardroom. This can range from talking with colleagues and friends about the good work the organization does to attending meetings with legislators. Board members serve as a link between the organization and its members, stakeholders, constituents, and clients and are responsible for educating influencers and the community about the importance of the organization's work. For more information on board members' roles as advocates, visit [the Stand for Your Mission campaign](#).



**Don't Do:** While it is important to discuss the organization's work outside of the boardroom, board members must be careful not to gossip about confidential matters. No matter how informal the situation might seem, internal matters of the organization should remain just that — internal.



## REMAIN ENERGETIC IN LEARNING ABOUT AND HELPING THE ORGANIZATION.

Above all else, good board members enjoy their role. They are passionate about the work of the organization and interested in learning more about its mission and the community served. Board meetings should not be seen as a chore; instead, they can help board members connect with their peers and maintain enthusiasm for their important responsibilities.



**Don't Do:** Be wary of board members who have lost their excitement for board service. Occasionally, fatigued or irritable board members can be a sign of problems with the staff or board processes, but a lack of enthusiasm might also mean it is time for certain members to roll off the board.

*Adapted from a featured speech at the 2007 BoardSource Leadership Forum by Susan V. Berresford, then president and CEO, Ford Foundation.*



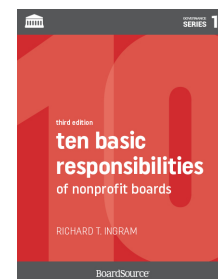
## HELPFUL RESOURCES



### [Board Fundamentals](#)



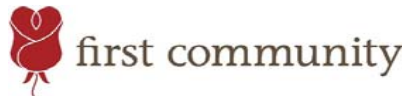
### [Culture of Inquiry](#)



### [Ten Basic Responsibilities of Nonprofit Boards](#)



### [The Board Chair Handbook](#)



Financial Dashboard  
September 30, 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	117,000	85,493	(31,507)	1,434,000	1,568,343	134,343	1,482,147
Sanctuary Offering	70,000	4,200	0	(4,200)	50,400	9,858	(40,542)	117,705
Fee Supported	2,131,655	123,798	91,947	(31,851)	1,758,327	569,417	(1,188,910)	1,644,632
Program and Facilities	243,744	14,356	5,857	(8,499)	153,893	90,453	(63,440)	117,038
Gifts and other Support	565,000	30,300	78,151	47,851	348,600	512,331	163,731	121,047
<b>Total Revenue</b>	<b>5,016,399</b>	<b>289,654</b>	<b>261,448</b>	<b>(28,206)</b>	<b>3,745,220</b>	<b>2,750,402</b>	<b>(994,818)</b>	<b>3,482,570</b>
Fee Supported	1,779,974	148,580	93,329	55,251	1,428,907	914,116	514,791	1,480,098
Ministries and Programs	574,637	53,763	27,806	25,957	419,563	301,813	117,750	411,274
Facilities and Administration	1,186,038	96,409	65,809	30,600	887,071	671,494	215,577	824,833
Salaries and Benefits	1,475,750	119,873	113,714	6,159	1,114,994	1,110,462	4,532	1,045,527
<b>Total Expenses</b>	<b>5,016,399</b>	<b>418,625</b>	<b>300,659</b>	<b>117,966</b>	<b>3,850,535</b>	<b>2,997,885</b>	<b>852,650</b>	<b>3,761,732</b>
<b>Net Change</b>	<b>0</b>	<b>(128,971)</b>	<b>(39,211)</b>	<b>89,760</b>	<b>(105,315)</b>	<b>(247,482)</b>	<b>(142,167)</b>	<b>(279,162)</b>

All Funds - Actual	Current Month				Year to Date			
	Operating	Donor	Capital	Total	Operating	Donor	Capital	Total
Total Revenue	261,448	22,958	14,351	298,758	2,750,402	312,644	1,581,064	4,644,111
Total Expenses	300,659	20,630	27,447	348,736	2,997,885	228,574	1,185,807	4,412,266
<b>Net Change</b>	<b>(39,211)</b>	<b>2,328</b>	<b>(13,096)</b>	<b>(49,979)</b>	<b>(247,482)</b>	<b>84,070</b>	<b>395,257</b>	<b>231,845</b>

Cash Balance	213,798	334,479	823,275	1,371,552			
Change from prior month.	20,703	10,764	(30,029)	1,438			
Line of Credit			6,311,626			2021 Prepaid Pledges collected	5,500

<b>Use of Pledge Dollars YTD</b>	<b>Revenue</b>	<b>Expense</b>	<b>Effect to Pledge \$</b>
Pledge Revenue	1,568,343		1,568,343
Sanctuary Offering	9,858		9,858
Fee Supported	569,417	(914,116)	(344,699)
Program and Facilities	90,453		90,453
Gifts and other Support	512,331		512,331
Ministries and Programs		(301,813)	(301,813)
Facilities and Administration		(671,494)	(671,494)
Salaries and Benefits		(1,110,462)	(1,110,462)
	<u>2,750,402</u>	<u>(2,997,885)</u>	<u>(247,482)</u>

Attendance Data has been challenging to obtain due to issues with Facebook.

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	2288
7/5/2020	583	1149	390	48		2170	2281
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	2281
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

2021 Stewardship					
Summary as of 10/22/20					
	\$	#	Change	%	Avg. \$
Pledges with increase	392,189	102	67,220	20.69%	3,844.99
Pledges with decrease	53,960	32	(41,855)	-43.68%	1,686.25
New pledges	26,979	19	26,979		1,419.95
No Change	442,498	145			3,051.71
Total	915,626	298	52,344	6.27%	3,072.57
2020 - as of 10/22/19	1,128,573	437			
Difference - 2021-2020	(212,947)	(139)			
2020 totals	1,972,510	863	30,059.94	1.548%	2264.03
Net change since last report	81,465	34			
Members who pledged in 2020, not received for 2021	1,117,588	574			
Possible goal	2,033,214	872			
Possible goal if increase holds	2,160,632				

First Community Church Governing Board  
Governance Review Committee

Wednesday, October 7, 2020 @ 2:00 pm  
Microsoft Teams

## **Meeting Minutes**

**Those present: Cydney Philbin, Pam Shisler, Elizabeth Downey, Steve Mushrush and Paul Anderson**

1. Changes to the By-Laws and Transitional Provisions of the Constitution – please see this attachment for details
2. Review of Article X of the 2010 Constitution relative to votes on Constitutional changes. Congregation needs to be informed not more than 90 days from the date of voting at the annual meeting. This plan can be completed with an affirming vote of the Governing Board at the October 28, 2020 meeting.

## **Next Steps**

1. Paul Anderson will see that the changes will be made in the updated Constitution and the By-Laws. These updated versions will be posted on the web site.
2. This version of the Constitutional and By-Law changes will be brought before the Governing Board Oct 28. When passed, the communication plan will be put in place.
3. An email or written letter will be sent to each congregant to inform them of the vote to update the Constitution early November.
4. A Town Hall meeting, most likely on Zoom, will be advertised for a November date, as part of this informative letter. Congregants will be asked to email questions in advance of the meeting, to be discussed during it. This will allow the 46 new members of the Congregation to hear about the



changes that were approved by the Governing Board and discussed with the Congregation last winter.

5. The Constitutional changes will be voted on at the annual meeting, January 30, 2021.

Respectfully Submitted by,  
Cydney Philbin  
Chair, Governance Review Committee  
10/7/2020