

Governing Board Meeting
Wednesday, June 23, 2021 7-9pm
Grace Hall

Welcome/ Call to Order	Cydney Philbin	7pm
Opening Prayer	Shah Hasan	2 min
Building Community First	All	20 min
Sharing of Joys and Pastoral concerns	All	2 min
Approval of May 2021 Meeting Minutes	All	2 min
First Community Foundation Report	Ralph Griffith	10 min
Reports		
Senior Minister	Glen Miles	5 min
Financial/ Operations	Paul Anderson	5 min
Adult Learning/ Spiritual Searcher		
Burkhart Center	Shah Hasan	
Personnel Committee	Alice Finley	2 min
Chair's Remarks	Cydney Philbin	2 min
Unfinished Business - Strategic Planning		
Strategic Planning Team Prayer	Jodi Patton	2 min
Final Report of Strategic Planning Team	Pam Shisler	5 min
2021 First Community Church Strategic		
Planning Mission Imperatives and		
Mission Directives		
Discussion and Vote	Cydney Philbin	45 min
New Business		
Donor Restricted Accounting	Paul Anderson	7 min
Closing	Cydney Philbin	
Closing Prayer	Glen Miles	
Adjournment		

Next Meeting: August 25, 2021 7-9 pm

**Governing Board
Key Takeaways
June 2021**

1. The Governing Board adopted the strategic initiatives as presented by the Strategic Planning Team. These initiatives will be rolled out to the congregation shortly. Watch the emails and website for details.
2. The Governing Board received the annual report from the First Community Foundation. The Foundation earned 10.71% in 2020 and distributed almost \$650k in grants to First Community and its missions. The Foundation is approaching \$10m in assets.
3. The Church continues to experience solid financial performance. Pledge revenue continues to be above budget while expenses are running below budget. With summer camp in operation and some unexpected repairs at all campuses, expenses will most likely be above budget in June. We ask that members try to keep their pledge current during the summer.
4. The Finance Committee presented a report on changes to our donor accounting. The changes will re-enforce donor intent for all restricted gifts, is consistent with generally accepted accounting principles and employs best practices. The new procedures will be effective July 1st.

The Governing Board is not planning to meet in July. Information from the Governing Board meeting is posted under the Resources tab on www.fcchurch.com

**First Community Church
Governing Board Meeting
Grace Hall
June 23, 2021**

ATTENDEES: Cydney Philbin, Chair, Jodi Patton, Past Chair, Tricia Baxley, Molly Hagkull, Deb Humphrey, Steve Mushrush, Ryan Nicoll, Pam Shisler, Doug Torrance, Andrew Wildman, Joe Bull, Shah Hasan, Dick Wood, Jr., Stacy McVey

Ex-officio: Glen Miles, Paul Anderson, Jason Miller, Treasurer

Guests: Ralph Griffith, Chair of the First Community Foundation

Absent: April Howe, Alice Finley, Sally Hughes

OPENING/CALL TO ORDER

Chair, Cydney Philbin called the meeting to order at 7:03. Shah Hassan gave the opening devotions.

Cydney then called on Ralph Griffith, Chair of the First Community Foundation. The Governing Board applauded the work of the Foundation. Ralph reviewed the 2020 Annual Report (attached) with the Board. The Foundation has been blessed by the generosity of many families.

Cydney called on each member to answer the following question: What is your favorite worship service?

There was sharing of joys and pastoral concerns.

APPROVAL OF May 2021 MINUTES

Dick Wood, Jr. made a motion to approve the May 26, 2021 minutes. Doug Torrance seconded the motion, and the motion passed unanimously.

REPORTS

Cydney called on Glen Miles who highlighted a few items from his written report. Glen mentioned that we will have one service at South at 10:00 on July 4th. The North Sanctuary will be dedicated on September 26th with services at 9:00 and 11:00.

Cydney called on Paul Anderson who updated the Board on a few items in addition to his written report; we are waiting on the US Government to open the borders to foreign travelers to allow the Klais workers to finish their work on the North organ. The permit for the Weist Room has been approved. Construction will start this Friday and will take 2-3 weeks. We have also been hit with a series of repairs to HVAC and water systems.

In Alice's absence, Cydney gave a brief update from the Personnel Committee, which was held prior to this meeting.

UNFINISHED BUSINESS

Cydney introduced the discussion that will occur tonight. She asked for volunteers to work on the strategic initiatives which should start by August 1st. Jodi Patton then offered the prayer created by the Strategic Planning Team. Pam Shisler then introduced the Strategic Planning Team and gave a brief overview of the process.

Pam Shisler made a motion to move that the Governing Board agrees to adopt and focus on the 2021 First Community Church Strategic Planning Mission Imperatives and Operational Imperatives for the next 18-36 months with an annual review and evaluation. The motion was seconded by Jodi Patton. The Governing Board then broke into five small groups for discussion with members of the Strategic Planning Team. The Board then reconvened and held a brief discussion about the initiatives, logistics and timeline. The motion passed unanimously.

NEW BUSINESS

Review of donor restricted accounting

CLOSING

Glen Miles gave the closing prayer. Cydney Philbin adjourned the meeting at 8:57 pm.



**First Community Church
Governing Board Meeting
Grace Hall
May 26, 2021**

ATTENDEES: Cydney Philbin, Chair, Jodi Patton, Past Chair, Alice Finley, Vice Chair, Tricia Baxley, Molly Hagkull, April Howe, Deb Humphrey, Steve Mushrush, Ryan Nicoll, Pam Shisler, Doug Torrance, Andrew Wildman, Joe Bull, Shah Hasan
Ex-officio: Glen Miles, Jason Miller, Treasurer
Absent: Sally Hughes, Stacy McVey, Dick Wood, Jr., Paul Anderson

OPENING/CALL TO ORDER

Chair, Cydney Philbin called the meeting to order at 7:01. Ryan Nicoll gave the opening prayer. Cydney called on each member to answer the following question. Other than spending time with family, what is the one thing you like to do that puts a smile on your face?

There was sharing and joys and pastoral concerns.

APPROVAL OF APRIL 28, 2021 MINUTES

Deb Humphrey made a motion to approve the April 28, 2021 minutes. Doug Torrance seconded the motion, and the motion passed unanimously.

REFLECTIONS/ANNOUNCEMENTS

Cydney asked those attending to listen carefully to Pam's presentation of Strategic Planning Data/Research Overview. Cydney also asked everyone to listen to the link she sent from Adam Hamilton and Glen's sermon of May 23rd to be prepared to discuss the future.

REPORTS

Cydney called on Glen Miles who highlighted a few items from his report. The worship schedule changed slightly from his last report. There is now a 9 am Online Service (recorded previously), a 9 am North Tent Service, 10 am South Sanctuary in person service and 11 am North Sanctuary in person service. There is no 5:30 pm service planned for this summer. The schedule will be carefully reviewed and adjusted as needed.

Glen shared information about the upcoming BBQ that now has 187 registrations. The Foundation is covering the cost of this event.

Due to the absence of Paul Anderson, Executive Director of Operations, Jason Milligan, Treasurer, gave a brief financial report and answered questions.

Ryan Nicoll, liaison to the Early Childhood Council, shared a few items from her report and answered questions.

UNFINISHED BUSINESS

Pam Shisler presented the Strategic Planning Data/Research Overview which included Community Research, Appreciative Inquiry/Small Group Meetings, All Church Survey, Trends, Governing Board Research and Facilities Overview. There was discussion and Pam answered questions. The committee will continue to meet to finalize their report to present to the Board at the June meeting.

NEW BUSINESS

Andrew Wildman made a motion to accept Schneider Downs, as the new firm to do First Community Church and First Community Foundations audits. Steve Mushrush seconded the motion. The motion passed unanimously.

CLOSING

Glen Miles gave the closing prayer. Cydney Philbin adjourned the meeting at 8:58 pm.

FIRST COMMUNITY
FOUNDATION



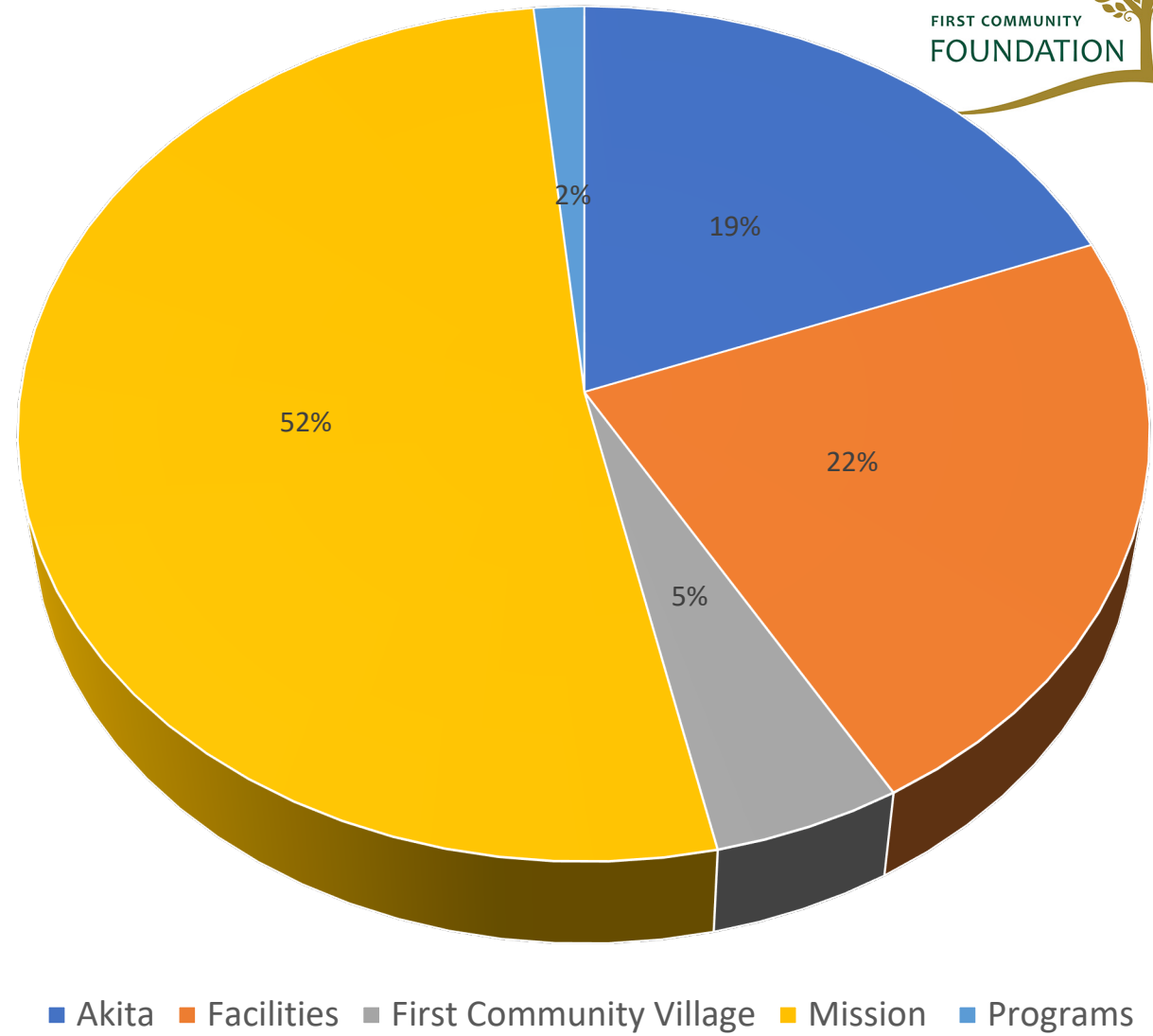
2020 Annual
Report to the
Governing Board

Key 2020 Takeaways

- Total assets grew by \$1,162,629
 - Return for 2020 was 10.6%
 - Return for 10 years ending 2020 is 7.5% per annum
- Contributions for over 80 donors were the 2nd highest in 10 years at \$865,408, including significant gifts:
 - Estate of Amanda Davis
 - Klamar Family
 - The Columbus Foundation (Dominica)
- Awarded 28 grants totaling \$628,658
- Operating expenses were reduced to \$99,366, 1.1% of total assets
 - 10-year average operating costs – 1.47%
- Increase in net assets of \$1,037,824 compared to an increase of \$641,096 in 2019



Awarded Grants of \$628,658 in 2020





+

Akita	\$	
Pickup truck	20,235	
Dining Hall roof	26,108	
Internet improvements	17,603	
Tractor	22,900	
Dogwood replacement furniture	11,743	
Sound system	2,957	
COVID hygiene equipment	18,849	
	120,394	

Specific Grant Details

Programs	
Operating pledge	7,000
South playground equipment	2,957
	9,957

First Community Village	
Resident assistance	18,500
Security system upgrade	12,500
	31,000



North and South Facilities		
South Library furniture	1,922	
South Annex HVAC replacement	10,970	
North and South coffee brewers	4,500	
North HVAC control hardware and software	8,000	
South Memorial Garden doors	25,000	
Annex HVAC and fire door replacement	8,000	
South media screens	24,000	
North and South parking lot sealing	23,500	
North Modular painting	3,500	
South 2nd floor flooring replacement	<u>32,000</u>	
	141,392	



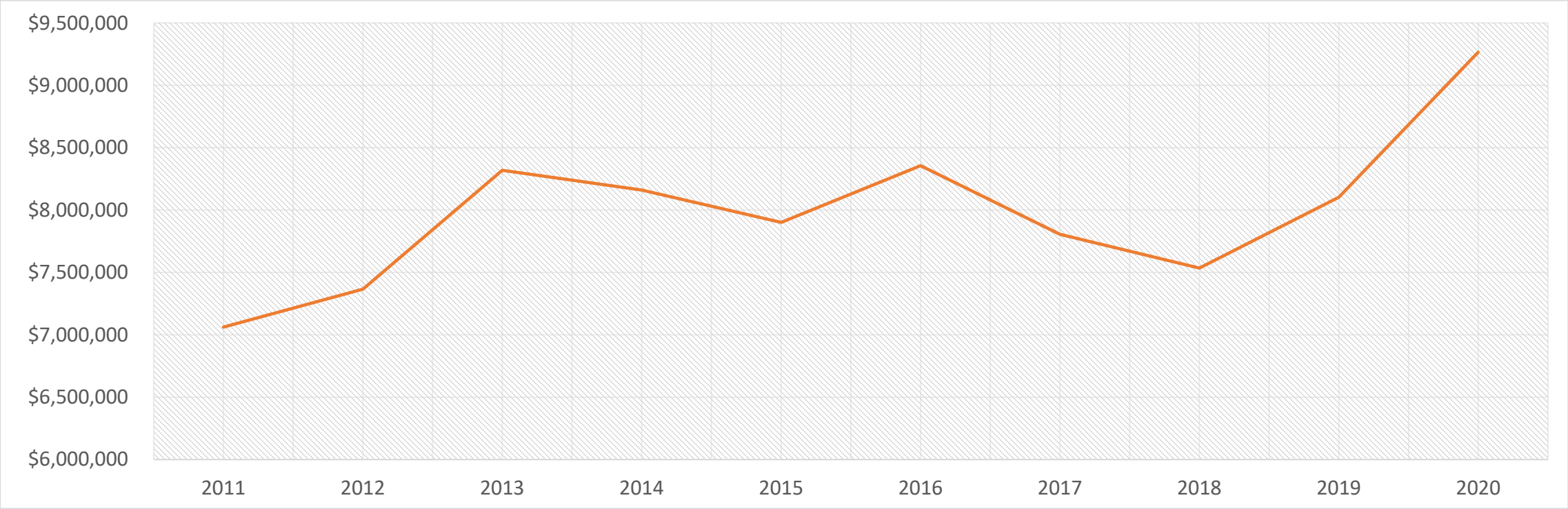
Specific Grant Details

Mission	
Domenica School and Orphanage	291,000
Hilliard Food Pantry	2,000
Mt. Carmel School of Nursing - scholarship	6,200
Community Shelter Board	2,000
Mexico mission trip	8,000
Heart to Heart	6,715
COVID-19 emergency rent assistance	<u>10,000</u>
	325,915

10 Year Perspective



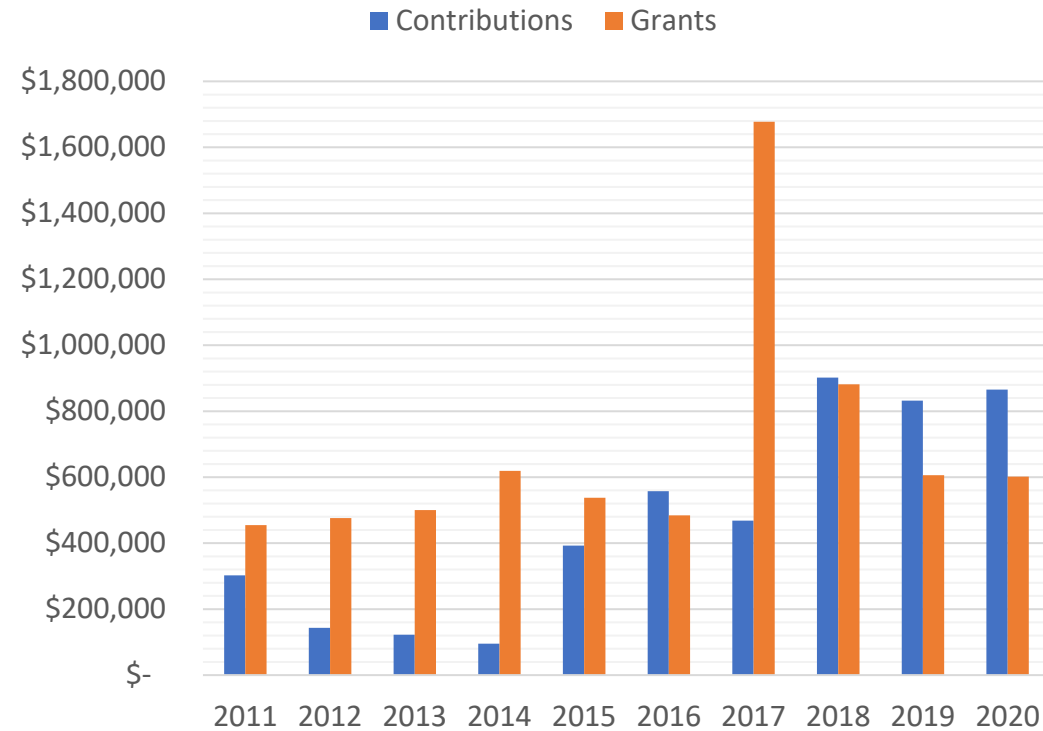
Total Assets



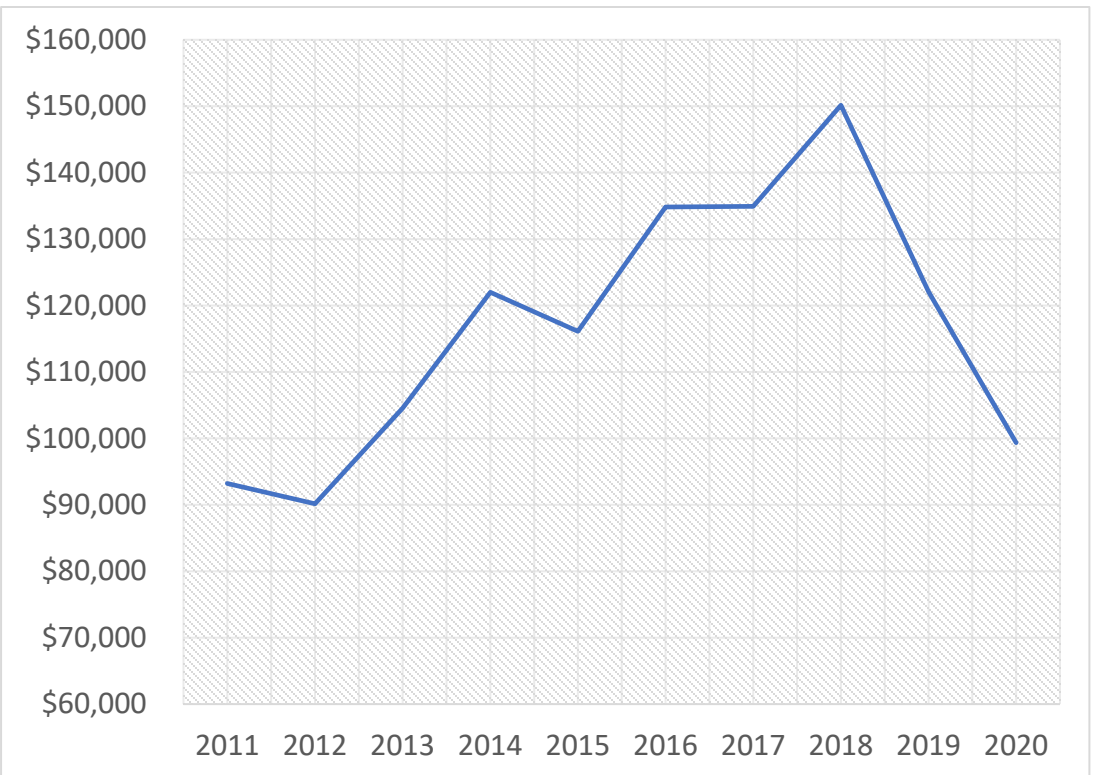
10 Year Perspective



Contributions Compared to Grants



Annual Fund Expenses



Board of Trustees



- Ralph Griffith, Chair
- Karl Klamar, Past Chair
- Katherine Tucker, Treasurer
- Chris Montgomery, Secretary
- Greg Dupont
- Brad Griffith
- Dave Nickel
- Katie Ocasio
- Nancy Rummel
- Darian Torrance
- Cheryl VanDeusen
- Chuck Webb
- Larry Woods
- Joe Bull, Governing Board Liaison
- Paul Anderson, Executive Director



Updated COVID Ministry Plan

The details listed below will go into effect on **Wednesday, June 2** and are subject to change based on the most current CDC and Ohio Department of Health guidelines.

1 PUBLIC WORSHIP

- Face masks are no longer required if fully vaccinated.
- No longer need to RSVP for a worship service.
- Social distancing of 6' between households is at discretion of individuals, if vaccinated.
- Individuals who have heightened health concerns, are at risk or with unvaccinated children and youth are encouraged to continue to be masked and practice social distancing.

2 INDOOR PROGRAMMING (Sunday school, small groups, other events)

- Face masks are no longer required if all participants are fully vaccinated. If a participant is unvaccinated, all participants should consider being masked.
- All are required to be masked if around children or unvaccinated youth (regardless of being fully vaccinated).
- Social distancing of 6' between households is at discretion of individuals, if vaccinated.
- Individuals who have heightened health concerns or are at risk are encouraged to continue to be masked and practice social distancing.

3 YOUTH OUTDOOR PROGRAMMING

- No masks required as long as there's space for distancing.

4 AKITA CHECK-IN

- All are required to be masked.

5 OUTDOOR LARGE GATHERINGS

- No longer require face masks for all. (Masks for youth is at the discretion of their parents.)



	Budget Annual	Budget for This Month	Actual for This Month	Variance for This Month	Budget YTD	Actual YTD	Variance YTD	2020 YTD
Pledge Revenue	1,915,000	112,500	110,144	(2,356)	952,500	1,122,929	170,429	1,090,018
Sanctuary Offering	35,000	2,072	650	(1,422)	17,269	1,110	(16,159)	9,833
Fee Supported	1,893,783	162,209	490,913	328,704	874,996	1,157,131	282,135	300,008
Program and Facilities	176,495	9,368	91,944	82,576	64,147	159,309	95,162	59,806
Gifts and other Support	503,237	19,530	59,259	39,729	177,230	358,599	181,369	250,025
Total Revenue	4,523,515	305,679	752,910	447,231	2,086,142	2,799,079	712,937	1,709,690
Fee Supported	1,784,094	126,362	163,846	(37,484)	586,759	642,897	(56,138)	539,757
Ministries and Programs	419,791	30,219	27,847	2,372	148,743	142,981	5,762	196,980
Facilities and Administration	1,027,251	84,567	64,090	20,477	432,702	339,333	93,369	394,336
Salaries and Benefits	1,292,379	107,874	103,314	4,560	540,179	538,940	1,239	632,140
Total Expenses	4,523,515	349,022	359,096	(10,074)	1,708,383	1,664,152	44,231	1,763,213
Net Change	0	(43,343)	393,813	437,157	377,759	1,134,927	757,168	(53,523)

All Funds - Actual	Current Month				Year to Date			
	Operating	Donor	Capital	Total	Operating	Donor	Capital	Total
Total Revenue	752,910	5,444	11,600	769,953	2,799,079	122,261	42,021	2,963,360
Total Expenses	359,096	83,977	6,901	449,974	1,664,152	185,446	205,985	2,055,583
Net Change	393,813	(78,533)	4,699	319,979	1,134,927	(63,185)	(163,964)	907,778

Cash Balance	539,124	1,053,321	461,117	2,053,562
Change from prior month	(81,472)	(15,468)	11,100	(85,840)
Line of Credit			5,711,626	

Use of Pledge Dollars YTD	Effect to Pledge		
	Revenue	Expense	\$
Pledge Revenue	1,122,929		1,122,929
Sanctuary Offering	1,110		1,110
Fee Supported	1,157,131	(642,897)	514,234



Financial Dashboard
May 31, 2021

Program and Facilities	159,309		159,309
Gifts and other Support	358,599		358,599
Ministries and Programs		(142,981)	(142,981)
Facilities and Administration		(339,333)	(339,333)
Salaries and Benefits		(538,940)	(538,940)
	<u>2,799,079</u>	<u>(1,664,152)</u>	<u>1,134,927</u>

Attendance

In Person

Date	Special Service	In Person - 9 am	In Person - 10 am	In Person - 11am	Weekly Total	Average
5/2/2021	70		120		190	184
5/9/2021			118		118	171
5/16/2021	110		124		234	181
5/23/2021			121		121	172
5/30/2021			118		118	165
6/6/2020	240	91	69	145	545	208
6/13/2021		83	81	112	276	214

Online

Date	9 AM	10 AM	11 AM	Streaming 9	Streaming 10	Streaming 11	Special Service	Weekly Total	YTD Average
5/2/2021	486	210	249	84	48	95	210	1382	1986
5/9/2021	451	296	379	86	86	136		1434	1957
5/16/2021	455	221	198	76	45	67	291	1353	1927
5/23/2021	483	207	269	83	35	54		1131	1889
5/30/2021	395	234	481	120	31	88		1349	1864
6/6/2021	507	496	130	83	63	144		1423	1845
6/13/2021	523	250	447	74	58	103		1455	1829

Report of The Burkhart Center
to the Governing Board of First Community

Shah Hasan
June 18, 2021

This report is based on my personal observation and engagement with the inspiring leaders of the FC communities of people known as Spiritual Searchers – (no longer a traditional committee but rather an experiential and idea generation group), the Adult Learning Council, and other educational projects operating under the rubric of The Burkhart Center. In the past several months all programming in these areas have been collectively unified around The Burkhart Center (TBC), led by a “Steering Committee,” that is in turn led by Chair Rose Konrath and Vice Chair Abbey Jo Griffith, and guided by the Rev. David Hett, who serves in the role of the chief educational program leader – or Dean – of The Burkhart Center.

The Burkhart Center (TBC) has had many recent accomplishments. Despite the pandemic, the programming generated by the various subcommunities of TBC in the past several months have been varied, frequent, and encouraging. Programming that has included major speakers, lecture series, book discussions, and facilitated topical conversations – all initiated, fund-raised, and coordinated by peer leaders working with David Hett. Recent programs have generated increasing participation by new people who join because of their particular interest in the programming. In addition to the Father Gregory Boyle virtual event, David Hett recently led a multi-part Sermon on the Mount series that included a virtual visit from the author and Biblical scholar, Amy-Jill Levine. An Event Planning Calendar of TBC programming is attached to this Report.

TBC remains committed to finding opportunities to partner with other areas of First Community to reach additional audiences with their programming experience. For example, Abbey Jo Griffith and Julie Richards recently co-hosted a multi-session parenting program. Each month TBC receives several names of new interested participants. In addition, new attendees also frequently present themselves as new participants at programs. During a recent book discussion of Glennon Doyle’s *Untamed*, two participants shared reflectionsthat they didn’t know “there were churches like this.” This program was their introduction to First Community. It is conceivable that TBC could be the gateway experience for potential members of First Community.

Fundraising for programming continues to be strong, as programs are generally funded by donors who have generously contributed funds directly to support programs. In fact, as a matter of practice, programs are not typically confirmed until at least 40% of the budget has been raised. The Steering Committee has continued its emphasis on financial discipline, and on stewardship and recognition of the donor community. Rose Konrath and Jim Hutchins recently delivered several thank you cards and books to donors who made significant gifts in 2020 which generated many conversations with recipients. There was universal gratitude for David Hett’s work, and the freedom David creates to search and share. One person asserted that David Hett “allows people to be and discover who they are.”

Much of TBC’s organizational meetings and programming have transitioned to virtual and Zoom-enabled formats in the past months. The question of whether and when to return to in-person formats remains open for discussion. Participants report having gotten familiar with

much of the convenience and ease provided by virtual formats. The current discussion has focused on finding ways to re-introduce in person programs with a virtual component so that new attendees from afar are retained. The *Much Matters* book discussion now has a regular participant from London, England. With an aim to improve volunteer effectiveness, the Steering Committee has continued ongoing efforts to provide for more orientation and training to assist leaders in their roles as program “producers.”

Some continuing challenges for The Burkhart Center include the absence of administrative staff support for organizational activities, and the reduction and future limited availability of Rev. David Hett. At a time when David Hett is now half-time, and on his way to retiring at the end of 2023, his guidance and facilitation of programming continues at the same levels as in previous years. The TBC volunteers on TBC Steering Committee, Adult Learning Council, and the Spiritual Searchers are working to support David Hett in programming most important to him during the next 30 months. David Hett, Abbey Jo Griffith, and Rose Konrath met in April with Dr. Glen Miles to address the future of TBC. Ideally, TBC would like to see a new person hired so that she/he could work collaboratively with David Hett for six or more months before his 2023 retirement. TBC has also been evaluating the hiring of a part or full time Administrator or Director in the near term.

The Burkhart Center continues as a valuable and growing part of First Community, offering a unique set of programs and services to members of First Community and many others. What is needed is a First Community commitment to match the interest and commitment of volunteer leaders and participants. The largest challenge for TBC is that the current circumstance will entail a long-lasting limitation of the programming of The Burkhart Center in a time when commitment to self-generated programming has experienced interest and surging growth.

Attachment: Event Planning for The Burkhart Center 2021-2022

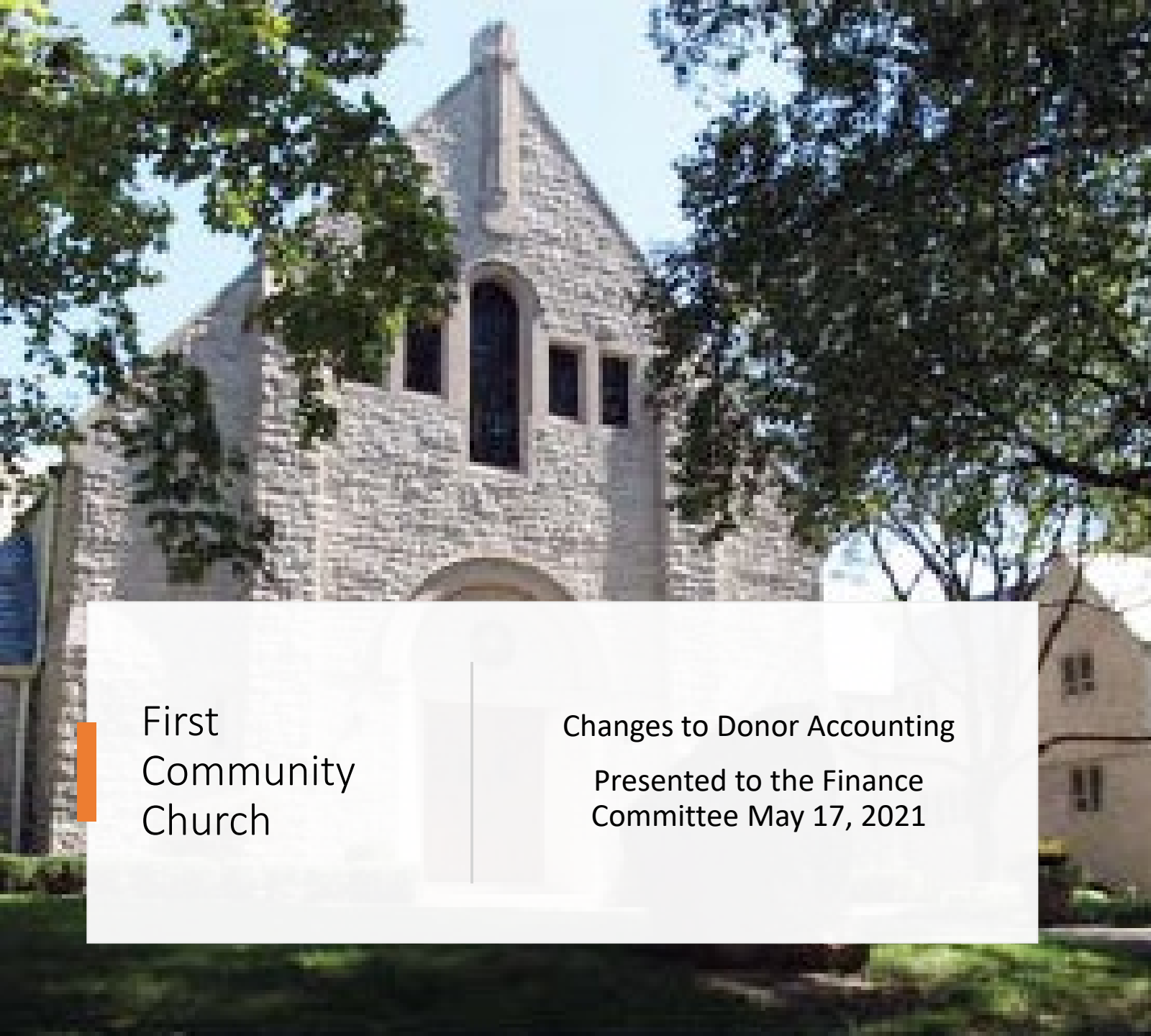
Event Planning for The Burkhardt Center 2021-2022

Event Planning for The Burkhardt Center 2021-2022						
Other Possible Events Not Yet Confirmed:						
Parenting Classes				Weekly Events are Highlighted in Orange		
Glen Miles-led classes				Monthly Events are Highlighted in Green		
Small Groups						
An event with the Refugee Task Force/Social Justice Task Force				Questions to Ask Ourselves?		
Start Your Own Spiritual Path with David Hett (Mindfulness 101?)				- Which events contribute most to our mission and vision?		
Donor Appreciation Event				- How much programming is realistic given our staffing and volunteer capacity?		
Retreat at Camp Akita?				- Should our calendar be open enough to insert programming based on world/local happenings that arise?		
Brene Brown/Glennon Doyle Podcast Discussions?				- Is there an optimal balance between in-person and virtual programming?		
June 2021 (11 events)						
Date	Day of the Week	Time of Day	Time	Event	Location	Host
June 7, 2021	Monday	Evening	7:00 PM - 8:30 PM	Mystic Mondays - Anne Lamott	Virtual	David Hett
June 9, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
June 12, 2021	Saturday	Daytime	9:30 AM - 11:30 AM	Progressing Spirit	Virtual	David Hett
June 14, 2021	Monday	Evening	7:00 PM - 8:30 PM	Mystic Mondays - Richard Rohr	Virtual	David Hett
June 16, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
June 17, 2021	Thursday	Evening	6:00 PM - 8:00 PM	Much Matters (The Happiness Hypothesis)	Virtual	Shah Hasan
June 20, 2021	Sunday	Evening	5:00 PM - 6:30 PM	Summer Solstice Outdoor Labyrinth Walk	Outdoor	Adult Learning Council?
June 21, 2021	Monday	Evening	7:00 PM - 8:30 PM	Mystic Mondays - Elizabeth Lesser	Virtual	David Hett
June 23, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
June 28, 2021	Monday	Evening	7:00 PM - 8:30 PM	Mystic Mondays - Rabbi Rami	Virtual	David Hett
June 30, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
July 2021 (7 events)						
Date	Day of the Week	Time of Day	Time	Event	Location	Host
July 7, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
July 10, 2021	Saturday	Daytime	9:30 AM - 11:30 AM	Progressing Spirit	Virtual	David Hett
July 11, 2021	Sunday	Daytime	3:00 PM - 4:30 PM	Ice Cream Social for all TBC Committee Members + Family	Outside	TBC
July 14, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
July 15, 2021	Thursday	Evening	6:00 PM - 8:00 PM	Much Matters	Virtual	Shah Hasan
July 21, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
July 28, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
August 2021 (13 Events)						
Date	Day of the Week	Time of Day	Time	Event	Location	Host
August 4, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
August 5, 2021	Thursday	Evening	7:00 PM - 8:30 PM	Gender & Theology Studies	Virtual	David Hett/Yvonne Zimmerman
August 7, 2021	Saturday	Daytime	9:30 AM - 11:30 AM	Progressing Spirit	Virtual	David Hett
August 11, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
August 11, 2021	Wednesday	Evening	7:00 PM - 8:30 PM	Spiritual Searcher	Virtual	David Hett
August 12, 2021	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
August 12, 2021	Thursday	Evening	7:00 PM - 8:30 PM	Gender & Theology Studies	Virtual	David Hett/Yvonne Zimmerman
August 18, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
August 19, 2021	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
August 19, 2021	Thursday	Evening	6:00 PM - 8:00 PM	Much Matters	Virtual	Shah Hasan
August 19, 2021	Thursday	Evening	7:00 PM - 8:30 PM	Gender & Theology Studies	Virtual	David Hett/Yvonne Zimmerman
August 25, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
August 26, 2021	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
September 2021 (19 Events)						

Date	Day of the Week	Time of Day	Time	Event	Location	Host
TBD	TBD	TBD	TBD	Rainbow Eagle Program		
TBD	TBD	TBD	TBD	Rainbow Eagle Program		
TBD	TBD	TBD	TBD	Rainbow Eagle Program		
September 1, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
September 2, 2021	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
September 4, 2021	Saturday	Daytime	9:30 AM - 11:30 AM	Progressing Spirit	Virtual	David Hett
September 8, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
September 8, 2021	Wednesday	Evening	7:00 PM - 8:30 PM	Spiritual Searcher	Virtual	David Hett
September 9, 2021	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
September 14, 2021	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group (Brian MacLaren's Book - Faith After Doubt)		
September 15, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
September 16, 2021	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
September 16, 2021	Thursday	Evening	6:00 PM - 8:00 PM	Much Matters (The Happiness Hypothesis)	Virtual	Shah Hasan
September 21, 2021	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group (Brian MacLaren's Book - Faith After Doubt)		
September 22, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
September 23, 2021	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
September 28, 2021	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group (Brian MacLaren's Book - Faith After Doubt)		
September 29, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
September 30, 2021	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
October 2021 (20 Events)						
Date	Day of the Week	Time of Day	Time	Event	Location	Host
TBD	TBD	TBD	TBD	Rainbow Eagle Program		
TBD	TBD	TBD	TBD	Rainbow Eagle Program		
TBD	TBD	TBD	TBD	Rainbow Eagle Program		
TBD	TBD	TBD	TBD	Pre-Event for Pat McCabe: Native book study		
TBD	TBD	TBD	TBD	Pre-Event for Pat McCabe: in-person song & drumming event		
October 2, 2021	Saturday	Daytime	9:30 AM - 11:30 AM	Progressing Spirit	Virtual	David Hett
October 5, 2021	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
October 6, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
October 7, 2021	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
October 12, 2021	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
October 13, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
October 13, 2021	Wednesday	Evening	7:00 PM - 8:30 PM	Spiritual Searcher	Virtual	David Hett
October 14, 2021	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
October 19, 2021	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
October 20, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
October 21, 2021	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
October 21, 2021	Thursday	Evening	6:00 PM - 8:00 PM	Much Matters	Virtual	Shah Hasan
#####	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
October 27, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
October 28, 2021	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
November 2021 (17 Events)						
Date	Day of the Week	Time of Day	Time	Event	Location	Host
November 2, 2021	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
November 3, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
November 4, 2021	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
November 5, 2021				Spiritual Searcher Weekend: Pat McCabe	TBD	Cindy Lanese
November 6, 2021				Spiritual Searcher Weekend: Pat McCabe	TBD	Cindy Lanese
November 7, 2021				Spiritual Searcher Weekend: Pat McCabe	TBD	Cindy Lanese
November 9, 2021	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
November 10, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
November 10, 2021	Wednesday	Evening	7:00 PM - 8:30 PM	Spiritual Searcher	Virtual	David Hett
November 11, 2021	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
November 13, 2021	Saturday	Daytime	9:30 AM - 11:30 AM	Progressing Spirit	Virtual	David Hett
November 16, 2021	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
November 17, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
November 18, 2021	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
November 18, 2021	Thursday	Evening	6:00 PM - 8:00 PM	Much Matters	Virtual	Shah Hasan
November 23, 2021	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		

November 30, 2021	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
December 2021 (10 Events)						
Date	Day of the Week	Time of Day	Time	Event	Location	Host
December 1, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
December 2, 2021	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
December 4, 2021	Saturday	Daytime	9:30 AM - 11:30 AM	Progressing Spirit	Virtual	David Hett
December 7, 2021	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
December 8, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
December 9, 2021	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
December 14, 2021	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Daytime Study Group		
December 15, 2021	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
December 16, 2021	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
December 16, 2021	Thursday	Evening	6:00 PM - 8:00 PM	Much Matters	Virtual	Shah Hasan
January 2022 (15 Events)						
Date	Day of the Week	Time of Day	Time	Event	Location	Host
TBD	TBD	TBD	TBD	Pre-Event(s) for Rabbi Rami		
January 4, 2022	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
January 5, 2022	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
January 6, 2022	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
January 8, 2022	Saturday	Daytime	9:30 AM - 11:30 AM	Progressing Spirit	Virtual	David Hett
January 11, 2022	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
January 12, 2022	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
January 13, 2022	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
January 18, 2022	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
January 19, 2022	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
January 20, 2022	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
January 20, 2022	Thursday	Evening	6:00 PM - 8:00 PM	Much Matters	Virtual	Shah Hasan
January 25, 2022	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
January 26, 2022	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
January 27, 2022	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
February 2022 (16 Events)						
Date	Day of the Week	Time of Day	Time	Event	Location	Host
TBD	TBD	TBD	TBD	Pre-Event(s) for Rabbi Rami		
February 1, 2022	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
February 2, 2022	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
February 3, 2022	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
February 5, 2022	Saturday	Daytime	9:30 AM - 11:30 AM	Progressing Spirit	Virtual	David Hett
February 8, 2022	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
February 9, 2022	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
February 9, 2022	Wednesday	Evening	7:00 PM - 8:30 PM	Spiritual Searcher	Virtual	David Hett
February 10, 2022	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
February 15, 2022	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
February 16, 2022	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
February 17, 2022	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
February 17, 2022	Thursday	Evening	6:00 PM - 8:00 PM	Much Matters	Virtual	Shah Hasan
February 22, 2022	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
February 23, 2022	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
February 24, 2022	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
March 2022 (20 Events)						
Date	Day of the Week	Time of Day	Time	Event	Location	Host
TBD	TBD	TBD	TBD	Spiritual Searcher Weekend - Rabbi Rami?		
TBD	TBD	TBD	TBD	Spiritual Searcher Weekend - Rabbi Rami?		
March 1, 2022	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
March 2, 2022	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
March 3, 2022	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
March 5, 2022	Saturday	Daytime	9:30 AM - 11:30 AM	Progressing Spirit	Virtual	David Hett

March 8, 2022	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
March 9, 2022	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
March 9, 2022	Wednesday	Evening	7:00 PM - 8:30 PM	Spiritual Searcher	Virtual	David Hett
March 10, 2022	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
March 15, 2022	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
March 16, 2022	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
March 17, 2022	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
March 17, 2022	Thursday	Evening	6:00 PM - 8:00 PM	Much Matters	Virtual	Shah Hasan
March 22, 2022	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
March 23, 2022	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
March 24, 2022	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
March 29, 2022	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
March 30, 2022	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
March 31, 2022	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
April 2022	(15 Events)					
Date	Day of the Week	Time of Day	Time	Event	Location	Host
April 2, 2022	Saturday	Daytime	9:30 AM - 11:30 AM	Progressing Spirit	Virtual	David Hett
April 5, 2022	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
April 6, 2022	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
April 7, 2022	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
April 12, 2022	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
April 13, 2022	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
April 13, 2022	Wednesday	Evening	7:00 PM - 8:30 PM	Spiritual Searcher	Virtual	David Hett
April 14, 2022	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
April 19, 2022	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
April 20, 2022	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
April 21, 2022	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
April 21, 2022	Thursday	Evening	6:00 PM - 8:00 PM	Much Matters	Virtual	Shah Hasan
April 26, 2022	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
April 27, 2022	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
April 28, 2022	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
May 2022	(16 Events)					
Date	Day of the Week	Time of Day	Time	Event	Location	Host
May 3, 2022	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
May 4, 2022	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
May 5, 2022	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
May 7, 2022	Saturday	Daytime	9:30 AM - 11:30 AM	Progressing Spirit	Virtual	David Hett
May 10, 2022	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
May 11, 2022	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
May 11, 2022	Wednesday	Evening	7:00 PM - 8:30 PM	Spiritual Searcher	Virtual	David Hett
May 12, 2022	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
May 17, 2022	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
May 18, 2022	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
May 19, 2022	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
May 19, 2022	Thursday	Evening	6:00 PM - 8:00 PM	Much Matters	Virtual	Shah Hasan
May 24, 2022	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		
May 25, 2022	Wednesday	Daytime	9:30 AM - 11:00 AM	Women Living the Questions	Indoor	Linda Baldeck
May 26, 2022	Thursday	Daytime	11:45 AM - 1:00 PM	Contemplative Way	Virtual	David Hett
May 31, 2022	Tuesday	Daytime	9:30 AM - 10:45 AM	Tuesday Morning Study Group		



First
Community
Church

Changes to Donor Accounting
Presented to the Finance
Committee May 17, 2021



Why make changes?

First Community's recently adopted Statement of Financial Values covenants:

- One Church, One Budget
“Our operating budgets and financial strategies and reporting are all-inclusive, capturing the totality of the church's activities (revenues & expenses) in support of maximum transparency and effective prioritization and decision making”
- Donor intent
“Our systems accurately track donor restrictions, and our spending fully reflects the intent of our donors”
- Financial Responsibility
“While we're committed to living within our means and are responsible stewards of the church's resources, we also aspire to and plan for growth and greater service to our congregation and the community”

Why make changes?

Putting our Financial Values into practice

Adherence to Generally Accepted Accounting Principles (GAAP)

Adopting best practices

Simplify the accounting functions

Improve our financial reporting by having all activity in the operating accounts

Accountability for all financial resources managed

Currently

Operating

Recognizes revenue and expenses

Subject to budgetary controls

Reports operating activity only

Donor Designated (Restricted)

Recognizes revenue and expenses

Not subject to budgetary controls

Reports change in donor designated activity only

Donor restrictions are loosely defined and controlled by staff

Effective July
1st

Operating

Recognizes all revenue
and records expenses

Subject to budgetary
controls

Reports all activity of
First Community other
than capital campaigns

Donor Restricted (Designated)

Repository for all donor
restricted contributions

Releases contribution to
Operating once
restriction is met

Restrictions are based
on donor intent and
must be in writing

Plan is in place to fully
fund all donor
designated
contributions

When is it appropriate to designate monies as donor restricted?

When a donor restricts a gift to First Community for a specific purpose (use) or when it can be used (time).

First Community makes a written ask that is restricted by use or time and donors make a gift in response.

Best practice is always to get a gift intent in writing. Especially if the donor is being very specific.