

Governing Board Meeting
September 23, 2020, 7:00PM
Location: Teams

AGENDA

Warm Welcome/Call to Order	Jodi Patton	7:00pm
Opening Prayer	Ryan Nicoll	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		
Akita Council (in writing)	Scott Walker	
Personnel	Cydney Philbin	5 min
Sr. Minister	Dr. Miles	10 min
Financial/Operations	Paul Anderson	10 min
Unfinished Business		
1. Governance Review Committee	Jodi Patton & Cydney Philbin	20 min
2. 2020 Strategic Planning Process Update	Jodi Patton	5 min
New Business		
1. Approval of New FC Foundation Trustees	Paul Anderson	2 min
2. Stewardship	Molly Hagkull	10 min
3. Nominating Committee Candidate Process	Jamie Greene	20 min
4. Other?		
Closing		
Call for Final Remarks	Jodi Patton	5 min
Call for Closing Prayer	Dr. Miles	2 min
Adjournment	Jodi Patton	

October GB Meeting: Wednesday, October 28, 2020 at 7:00pm, location TBA

Thank you for your leadership!

September 2020

Governing Board Key Takeaways

1. Embrace the concept of one church. The Board believes we must be focused on supporting the operations and budget of the entire church over emphasis of individual ministries.
2. Worship will be primarily online for the time being. There are many new offerings including Route 66 Bible Study on Tuesday nights, Jim Long has a series of programs on the 7 Keys and several other offerings are available. We continue to evaluate the safety of in person worship with the possibility of one service, following strict protocols, on Sunday mornings.
3. The church continues to be financially stable. Results are being watched very closely, and we continue to evaluate every expense, including personnel costs. Financial reports and the Board packet are on the website at <https://fcchurch.com/boardnews/> within a few days of the Board meeting.
4. With the matching gift to the Bridge, we could come very close to break even. Members are encouraged to participate if they are financial able to do so. As of the Board meeting, \$22,722 has been given. Look at the weekly Wednesday email for updates. The 2021 stewardship campaign will begin in October with Board and committee leadership being encouraged to get their pledge in by October 1st.



**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. Jodi 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.

Jodi 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- Jodi 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 - Jodi reminded the Board that the strategic planning weekend will be held March 6 and 7th 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 1st.

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. Jodi 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 Housing Allowance Resolution

Whereas, ministers who own or rent their home do not pay federal income taxes on the amount of their compensation that their employing church designates in advance as a housing allowance, to the extent that the allowance represents compensation for ministerial services, is used to pay housing expenses, and does not exceed the fair rental value of the home (furnished, plus utilities); and

Whereas, the following ministers:

R. Glen Miles, Senior Minister

David S. Hett, Minister of Religious Life and Learning

James M. Long, Minister of Pastoral Care

Katherine H. Shaner, Minister of Mission

Susan Langner, Minister to Youth

Sarah Kientz, Minister to Camp Akita and Young Adults

are compensated by First Community Church exclusively for services as a minister; and

Whereas, First Community Church does not provide the above named ministers with a parsonage; and

Whereas, each of the above named ministers have submitted to Paul R. Anderson, Executive Director of Operations, the amount of their housing allowance for 2020, therefore, it is hereby

Resolved, that the Governing Board of First Community Church approves the ministerial housing allowance for 2020 for the above-named ministers.

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



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

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

Ex-officio: Glen Miles, Paul Anderson,

Absent: Jason Milligan

Guests: Lynne Ayres, Rose Konrath

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

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

REFLECTION/ANNOUNCEMENTS

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

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

APPROVAL OF MAY 27, 2020 MINUTES

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

REPORTS

The Older Adult liaison report was accepted.

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

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

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



Pastor Parish Relation Committee

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

UNFISHISHED BUSINESS

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

NEW BUSINESS

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

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

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

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

CLOSING

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

Respectfully submitted,

Paul R. Anderson
Secretary

Akita Council Governing Board Update

The Akita Council and their current conversations are looking a bit different these days. Without traditional summer camp this summer the council was significantly less busy over the summer but by no means dormant.

As we have heard in other GB communications Akita moved online with “Sweet Home Camp Akita” This, successful program concluded with another virtual gathering on what would have been the last night of Family Camp and was well “attended”. Based on the success of the virtual summer camp Sarah Kientz and the Akita team have been hard at work creating “Akita Weekends” in place of what would normally be retreats at Akita this Fall. These virtual gatherings will continue to bring the Akita Spirit into homes during age appropriate zoom sessions, with Akita style challenges, prizes and of course the staff everyone knows and loves.

Even though the Akita Council was not able to volunteer for summer camp check-ins and returns this summer that did not stop their desire to help out. With the help of the full-time camp maintenance staff, several projects at Akita have been completed by this wonderful group of volunteers. We started with building a new bridge to the far field and last weekend a group was power washing, painting and staining decks and porches of the rental cabins. Government mandated numbers for group gatherings limited the scope of what projects were possible, but Hocking County has recently relaxed on these restrictions and more projects are scheduled this fall.

The Memorial cabin continues to take shape and got its roof this past week. The council continues to look at the long term vision of what Akita should be and the facilities and infrastructure that it will need to carry out it's mission.

The Akita staff has also been working hard at revamping the Akita Store and have had good success with several new products that have been very popular. You can check out the store at www.campakita.org/akitastore

Finally, like with other all other departments at FCC, Akita is working on their 2021 budget. They are looking at multiple scenarios for budgeting, including: a) no summer camp; b) summer camp at 80% capacity; c) summer camp at 50% capacity. With so many unknown factors and anticipating that some restrictions will still be in place next year, budgeting will be challenging. Additional expenses will need budgeted for summer camp cleaning and PPE/medical supplies. All aspects of camp operations, including year-round and summer camp, will be evaluated over the coming months.

This loving group of volunteers is always hard at work and you can see their passion for Akita even thru a computer screen. They doing all they can to support the Akita staff and leave Akita better than they found it.

Akita Council members: Tony and Julie Keefer, Sarah Jonaus, Susan Anderson, Kendall Glasser, Nick Graves, Corey Liepelt, Martha Livingston, Scott Talmage, Brian Reynolds, Greg and Betsy McCollum, Scott and Beth Ryan, Ted Stutz, and Valarie Kearney

Friday, September 18, 2020



Here is a picture of the new bridge shortly after it was completed. The Walker kids (and new puppy Fuego) were ecstatic to be the first campers to use it!



Financial Dashboard
August 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	117,000	115,681	(1,319)	1,317,000	1,482,850	165,850	1,375,873
Sanctuary Offering	70,000	4,200	25	(4,175)	46,200	9,858	(36,342)	92,524
Fee Supported	2,131,655	102,204	75,630	(26,574)	1,634,529	477,470	(1,157,059)	1,508,786
Program and Facilities	243,744	14,375	5,344	(9,031)	139,537	84,596	(54,941)	109,372
Gifts and other Support	565,000	15,300	47,932	32,632	318,300	431,907	113,607	112,404
Total Revenue	5,016,399	253,079	244,611	(8,468)	3,455,566	2,486,681	(968,885)	3,198,958
Fee Supported	1,779,974	227,851	86,952	140,899	1,280,327	820,786	459,541	1,341,530
Ministries and Programs	574,637	43,915	22,194	21,721	365,800	274,007	91,793	377,192
Facilities and Administration	1,186,038	101,265	61,404	39,861	790,662	605,684	184,978	747,720
Salaries and Benefits	1,475,750	120,451	118,871	1,580	995,121	996,748	(1,627)	926,931
Total Expenses	5,016,399	493,482	289,421	204,061	3,431,910	2,697,226	734,684	3,393,372
Net Change	0	(240,403)	(44,811)	195,592	23,656	(210,544)	(234,200)	(194,414)

All Funds - Actual	Current Month				Year to Date			
	Operating	Donor	Capital	Total	Operating	Donor	Capital	Total
Total Revenue	244,611	6,775	53,878	305,264	2,486,681	289,686	1,566,713	4,343,080
Total Expenses	289,421	15,035	35,481	339,938	2,697,226	207,944	1,158,360	4,063,530
Net Change	(44,811)	(8,260)	18,397	(34,674)	(210,544)	81,742	408,353	279,551

Cash Balance	193,095	323,715	853,304	1,370,114
Change from prior month.	(90,376)	(16,231)	18,397	(88,210)
Line of Credit			6,311,626	

Use of Pledge Dollars YTD	Revenue	Expense	Effect to Pledge \$
Pledge Revenue	1,482,850		1,482,850
Sanctuary Offering	9,858		9,858
Fee Supported	477,470	(820,786)	(343,316)
Program and Facilities	84,596		84,596
Gifts and other Support	431,907		431,907
Ministries and Programs		(274,007)	(274,007)
Facilities and Administration		(605,684)	(605,684)
Salaries and Benefits		(996,748)	(996,748)
	2,486,681	(2,697,226)	(210,544)

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

- One note – the 9 am worship service aired twice (8/30) because of our technical issues.

First Community Church Governing Board
Governance Review Committee

Friday, September 11, 2020 @ 2:30 pm
Zoom Call

Meeting Minutes

Those Present: Jodi Patton, Cydney Philbin, Pam Shisler, Elizabeth Downey, Steve Mushrush (Paul Anderson absent)

1. Changes to Governance Review Committee

Cydney Philbin will take over as Chair. Jodi Patton will consult and assist with Town Hall Meetings. Steve Mushrush joined the committee, so that each GB class is represented.

2. Review of February 6, 2020 Minutes

3. Old Business

All new changes were thoroughly reviewed by Counsel. The final recommendations of the GRC were presented to the GB on 2/19/2020. The GB voted and approved these changes to the Constitution. A notice was sent to the congregation on 3/3/20 to explain the need for the Special Meeting to be held on 3/29/2020 to vote on the Proposed Constitution Amendments. The new FC membership brochure was also sent to delineate membership qualifications. Then mid-March the special meeting was canceled due to the Covid-19 pandemic.

4. Governance Review Committee Continuation

The committee was resurrected today to continue the work from March 2020. The committee began to review the Proposed Constitution Amendments in light of the current times. The committee is charged with making recommendations to the GB at the September 23 meeting. A possible vote for GB support of the proposed changes may occur at the October 28 meeting. If so, Town Hall meetings will be planned for the congregation online and hopefully in person. The hope is that the Proposed Constitution Amendments can be voted on at the Annual Meeting January 30, 2021 at 10 am.

5. FAQ

Using the FAQ posted on the FC website under Constitutional Changes, the committee reviewed the purpose for the Constitutional changes, the sources and the individual changes in detail.

6. Next Steps

The Governance Review Committee will meet Monday, September 21, 2020 at 12:00 pm by Teams. The purpose will be to thoroughly discuss each of the six changes and to determine if there needs to be any additional changes in light of the pandemic. If possible, the recommendations of the GRC will be presented to the GB on September 23, 2020.

Respectfully Submitted by,
Cydney Philbin
Chair, Governance Review Committee
9/11/2020

First Community Church Governing Board
GOVERNANCE REVIEW COMMITTEE

Monday, September 21, 2020 @ 12:00 pm
Microsoft Teams

MEETING MINUTES

Those present: Cydney Philbin, Jodi Patton, Paul Anderson, Pam Shisler, Elizabeth Downey, Steve Mushrush

1. Review of the proposed changes to the Constitution.

The committee reviewed and discussed each of the changes that had previously been voted on and approved by the Governing Board. The committee felt that after extensive research and discussion with the GB and Congregation last year, the changes were still consistent with church practices and appropriate relative to the pandemic. The committee unanimously approved recommending these changes to the GB.

2. Major Changes

Article IV, Section 2 – Reducing the number of Governing Board members from 17 to 14

Article V, Section 1 – Clarification of Senior Minister's responsibilities, including he or she consult with the Chair of the Governing Board or the Executive Committee of the Governing Board if the Senior Minister is proposing the hiring or termination of an ordained person or the Executive Director of Operations

Article VII- Adjusting the Treasurer position to be voted in by the Governing Board

Article VIII – Nominating Committee to be better representative of the congregation

Article III, Section 7 – Requires a vote of the Congregation if the Governing Board is proposing selling a property owned by First Community

Minor changes primarily correcting punctuation/ grammar and substantive consistency

3. Next Steps

The GRC is prepared to discuss questions or concerns with the Governing Board on Wednesday, September 23, 2020. The GRC hopes to have a vote on the Constitutional changes at the GB meeting October 28, 2020. The GRC will then plan Town Hall meetings, and digital and paper communications with the Congregation in preparation for the vote on the Constitutional update at the Annual Meeting January 30, 2021 at 10 am.

4. **By-laws**

The GRC will next review the GB By-Laws with respect to the Constitutional changes to see if any update is needed in procedure, especially in relation to the pandemic.



The Foundation Board is submitting the name of Dave Nickel for approval by the First Community Church Governing Board as a member of the Foundation Board for a term beginning immediately upon approval.

Dave and his wife, Jennie, have been members of a First Community since 1989. He has been active with Adult Learning, the Burkhardt Center, Pastoral Care Outreach, and the Gun Violence event held in 2019.

Professionally, Dave holds a PhD in Chemistry and Higher Education Administration. He has taught at the Ohio State University, Otterbein University, Ohio Dominican University, Franklin University and Huazhong Agricultural University (Wuhan, China). He has also worked at Goodyear and the University of Wisconsin in administrative positions, primarily focused on corporate education and development.