

FCC Board Meeting Agenda
September 9, 2024, 6:30 pm, Cornerstone Room

We, the congregation of First Christian Church (Disciples of Christ), find purpose in our life together as we worship, love, and serve God. Our mission is to be a faithful, growing church that demonstrates true community, deep Christian spirituality, and a passion for justice. We are an Open and Affirming congregation, rooted in Jesus' great commandment to love our neighbors as we do ourselves. We welcome all into the full life and ministry of our church, regardless of sexual orientation, gender identity, race, marital status, physical ability, mental ability, economic status, or faith background.

- 1. Call to Order**
- 2. Opening Prayer**
- 3. Receiving Minutes**
 - a. August 12 Board meeting
- 4. Pastor's Report**
- 5. Finance Report**
- 6. Old Business**
 - a. Changes to Bylaws - VOTE to bring to Sept Congregational meeting
 - b. Discernment process update*
 - c. Nominations update
 - d. Stewardship update
 - e. Choir/music director hiring
- 7. New Business**
 - a. Restructuring of Elder roles
 - b. Budget process update (begin later in Sept, notice to submit budget requests)
- 8. Board Report Highlights (~2 minutes)**
- 9. Action Items from tonight's meeting**
- 10. Tending to Community Needs** (concerns & celebrations in the Congregation)
- 11. Closing Prayer**
- 12. Adjournment**

Next Meeting: Monday, October 14, 2024, 6:30 p.m. in the Cornerstone Room

*A process of discernment on whether to endorse GA 2339 (2023), a Christian Church (Disciples of Christ) resolution concerning Israel and Palestine, and the March 20, 2024, pastoral letter on Gaza. (Documents are attached).

2024 FCC Albany Board Intentions

We treat each other as children of God. Therefore...

We each engage in group conversation from a place of good intention and transparency. We assume the same on the part of others as we do this work together.

We practice active and generous listening. We listen first and honor everyone's ideas and beliefs as valid. We accept that everyone here can teach us.

When speaking, we use "I" statements and speak from our own experience. We speak concisely while consciously holding space for the speaking of others. We acknowledge the gifts and needs of all in the Group.

We keep showing up by attending and participating with hope and faith that we will come to the best results possible.

We rely on our constitution and bylaws to guide us in doing the business of our church. We grant that these are living, changing documents and commit to keep them current.

We remember that our work is for the glory of God and the furthering of the mission of our church. We trust and know that there will be a blessing in the end.

FCC Board Meeting Minutes

September 9, 2024

Present; Gayle Dee, Graham Kislingbury, Paula Moore, Edie Koenig, Dick Busic, Ellen Carlson
Paula Moore, Cam Schuck, Vicki McClanahan, Allison Ruari, Judy Ross, Charlotte Houser

1. Call to order.

Gayle called the meeting to order at 6:30 p.m.

2. Opening Prayer

Gayle gave the opening prayer.

3. Receiving Minutes

The minutes were approved as corrected.

4. Pastor's Report-Pastor Allison

Pastoral Care has been a top priority for Jared with Allison helping as needed.

Allison thanked the Personnel Committee for their work on the staff reviews which are now all completed.

October will be our Stewardship campaign.

Fall programming is the big push for September.

Rally Day, where different programs in our church community will be highlighted, September 15th following the church service.

The first Family Programming gathering will be on September 15th from 4:30-6:30. Parents and children of all ages are invited to attend. A meal will be provided with conversation and visioning by the pastors and participants on how this monthly event will proceed. Rather than have a youth program where youth gather with two adults, the pastors want to focus on more of a family approach where families come together and then break into age groups for a time before coming back together to end the session.

Another youth faith approach will be to work with parents to better equip them to be the faith teachers in the home.

Allison talked about the different expectations of people involved in youth groups, making it difficult to please everyone.

There will be an opportunity for backyard camping on September 20th, at Deb Lamp's property in Shedd.

The 9 a.m. Christian Education programming will resume on the 22nd of September. The Cornerstone class will be working through an "Animate" curriculum from Sparkhouse, a

seven-week video/discussion series. The other group, Faith Talk, where different spiritual questions are discussed each week, was very successful last year and will continue.

5. Finance Report

Our total income year-to-date is the highest in the last five years.

We had a typical August with giving about the same as last year and for most Augusts.

The fund for staff appreciation is very low. Paula and Allison will strategize on ways to increase this fund. Paula suggested that staff appreciation funds be budgeted yearly instead of relying on once a year giving by the congregation. Cam suggested that we consider using Memorial Funds for a staff appreciation fund.

6. Old Business

A. Changes to Bylaws

We need to give the congregation a month to react/respond to the proposed changes to the bylaws. Since the proposed changes were not given to the congregation a month prior to the meeting, a vote on the proposed changes was tabled until the October Board meeting.

B. Staff Evaluations

Paula shared that the evaluation surveys and pastor self-reflection surveys had been sent to 32 church members for responses.

Committee members met with the Pastors to give feedback to them as well as to give them the opportunity to ask questions and review their self-reflections.

Annual staff evaluations, led by Pastor Allison, were also completed.

The survey/evaluation document will need but a few changes for next year.

Paula was congratulated for her committee's work on the reviews.

C. Discernment process update

The process of deciding whether to take a stand on the Israel/Palestine resolution, GA 2339, will take considerable time according to Pastor Allison.

Consideration of the resolution will not be concluded until well into 2025.

We can come to consensus on the total resolution, parts of the resolution or none of it.

To gain better understanding of the parts of a resolution, Pastor Allison shared a resolution regarding parental leave. The General Assembly uses "Listen, Learn, Discern and Decide" as a guideline for approaching controversial issues.

She reminded us that "it is alright to disagree, but it is not alright to leave the

table. We are Disciples.”

Graham reported there will be three meetings in October to give information on the resolution, a zoom meeting, and two in-person meetings, one before and one following Sunday church services.

The Program Cabinet will be discussing GA2339 at its next meeting.

D. Nomination Update

Allison reported that there is a committee working on nominations and the committee will meet next week.

A digital nomination form went out to everyone in the congregation.

E. Stewardship Update

This will be the last year stewardship will have a trimmed down role, given the passing of the bylaw changes. Next year Stewardship will begin a much more active role in the stewardship drive.

F. Choir/music director hiring

Allison reported that there had been no real leads for a new director. She has sent out letters to a couple people and Paul is looking for candidates as well. She encouraged Board members to tell her if we have any knowledge of likely candidates.

7. New Business

A. Restructuring of elder roles

This topic was tabled until the October Board meeting.

B. Budget process update

Specific budget requests should be given to Cam by September 30th.

The Budget Committee members are the Pastor(s), Treasurer, Assistant Treasurers, Stewardship representative, Personnel representative, Financial Secretary, and Executive Chair and Co-Chair.

8. Board Report Highlights/Other reports

Dick Busic and Vicki McClanahan spoke on the newly formed group for seniors. Eighteen people came to the first meeting. Attendees spoke on how they started attending FCC. It was a congenial time of talking and laughter. The group has not come up with a name. The fourth Thursday afternoon of every month is a suggested regular time for meetings. Vicki plans on inviting speakers to some of the meetings.

Edie reported on the H.E.A.R.T meeting and the group's concerns for the people who were forced to leave Marvin Gardens, a place previously designated for

campers, but recently closed.

9. Action Items from tonight's meeting

We will vote on the proposed bylaw changes next month.

Restructuring of the role of elders will be taken up at the October meeting.

Budget requests should be sent to Cam by September 30th.

10. Tending to community needs

There will be a baby dedication for Lavelle Gerig at the Sunday service.

JoAnn Rachor was at church on Sunday, doing very well after heart surgery.

Jan Hagemester was at the Prayer Shawl gathering, doing well after falling at church.

11. Gayle offered prayer and adjourned the meeting at 7:52 p.m.

Next meeting: Monday, October 14, 2024, at 6:30 p.m. in the Cornerstone Room

Ellen Carlson, Secretary

Pastor's Report to Board

September 2024

Worship: We had a very productive Planning Retreat while in Boise this past week, finishing up plans for worship themes through the season of Advent. Our plan is to have similar Planning Retreats once per quarter, during which we will go somewhere other than the office to work for about half of the day and pursue some sort of renewal or contemplative practice for the other half. Our next planning retreat will be on Dec. 9th to plan the seasons of Epiphany and Lent.

Pastoral Care: A special thank you to Sara, Ethel, and DeeDee for providing pastoral care while we were away on vacation. Now that we are back we are following up on the concerns that came up while we were away.

Administration: Annual evaluations have been completed for all members of the church's staff.

We so far have no "nibbles" on our choir director job posting. Let's keep trying to get the word out through our various social networks.

Education: Our first Family Programming gathering will be on September 15th from 4:30 to 6:30. Parents and children of all ages are invited to attend. We will share a meal and cast the vision for what we would like Family Programming to be.

There is also an opportunity for backyard camping on September 20th, at Deb Lamp's property in Shedd.

9am Christian Education programming will resume on the 22nd of September. The Cornerstone class will be working through an "Animate" curriculum.

Ministries: Thank you to Graham and the rest of our cooling shelter volunteers. Hopefully these will be the last days that require cooling shelters for this year.

This Saturday 7th we celebrate the ribbon cutting of Hub City Village. What an achievement to celebrate!

Preschool will start next week. Pastor Allison and I had the opportunity to meet and greet families and preschool students as part of the preschool's meet the teacher open houses.

Financial highlights for September 2024

- Pg. 1 Giving for month healthy for end of summer. YTD still high.
- Pg. 2 Most expenses in line for month.
Budgetted Outreach is for two months. Someone (me) didn't pay last month.
For month Total Expenses are under Budget & Last Year.
Lower expenses and good giving resulted in a positive month of \$1,668.03.
This also brought the YTD total up to a positive \$320.64.
- Pg. 5 Reserved Funds for Staff Gifts getting very low.
- Pg. 7 Once again total income YTD is highest for 5 year period by a lot!
Nice bounce back month from summer doldrums.
YTD financial position best except for 2020.
2020 was a year of reduced staffing with \$40,000 less in expenses.

First Christian Church
Profit & Loss Budget Performance
September 2024

	<u>Sep 24</u>	<u>Budget</u>	<u>Sep 23</u>	<u>YTD Sep 24</u>	<u>YTD Budget</u>	<u>YTD Sep 23</u>
Ordinary Income/Expense						
Income						
Regular Giving	26,257.47		21,057.54	244,109.91		205,614.23
Building Use	1,295.00		925.00	7,290.00		8,070.00
From Contingency Fund			0.00			0.00
Needed Income	0.00	27,453.72	0.00	0.00	264,895.98	0.00
Total Budget Income	<u>27,552.47</u>	<u>27,453.72</u>	<u>21,982.54</u>	<u>251,399.91</u>	<u>264,895.98</u>	<u>213,684.23</u>
Expense						
Administration						
Personnel						
Co-Pastors						
Salary - A	3,033.33	3,033.33	4,106.25	27,299.97	27,299.97	20,812.50
Salary - J	3,033.33	3,033.33	4,106.25	27,299.97	27,299.97	20,812.50
Housing - A	1,666.67	1,666.67	1,875.00	15,000.03	15,000.03	9,375.00
Housing - J	1,666.67	1,666.67	1,875.00	15,000.03	15,000.03	9,375.00
Pension - A	700.00	700.00	837.38	6,300.00	6,300.00	4,226.27
Pension - J	700.00	700.00	837.38	6,300.00	6,300.00	4,226.27
Soc. Sec. Offset - A	375.00	375.00	0.00	3,375.00	3,375.00	0.00
Soc. Sec. Offset - J	375.00	375.00	0.00	3,375.00	3,375.00	0.00
TDRA - A	300.00	300.00	0.00	2,700.00	2,700.00	0.00
TDRA - J	300.00	300.00	0.00	2,700.00	2,700.00	0.00
Health Ins - A	283.33	283.33	0.00	2,549.97	2,549.97	0.00
Health Ins - J	283.33	283.33	0.00	2,549.97	2,549.97	0.00
Books & Jrnls - A	0.00	25.00	0.00	0.00	225.00	0.00
Books & Jrnls - J	0.00	25.00	0.00	0.00	225.00	0.00
Cont. Educ. - A	0.00	25.00	100.00	0.00	225.00	100.00
Cont. Educ. - J	0.00	25.00	0.00	37.98	225.00	14.99
Assemblies - A	0.00	41.67	0.00	0.00	375.03	0.00
Assemblies - J	0.00	41.67	0.00	0.00	375.03	0.00
Prof Expense - A	143.84	62.50	0.00	232.01	562.50	0.00
Prof Expense - J	9.00	62.50	0.00	962.20	562.50	0.00
Search/Moving Exp	0.00	0.00	0.00	0.00	0.00	1,402.06
Total Co-Pastors	<u>12,869.50</u>	<u>13,025.00</u>	<u>13,737.26</u>	<u>115,682.13</u>	<u>117,225.00</u>	<u>70,344.59</u>
Interim Pastor						
Salary	0.00	0.00	0.00	0.00	0.00	15,006.24
Housing	0.00	0.00	0.00	0.00	0.00	3,000.00
TDRA	0.00	0.00	0.00	0.00	0.00	2,250.00
Total Interim Pastor	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>20,256.24</u>
Office Administrator						
Salary	4,429.83	4,429.83	4,565.04	39,600.52	39,868.47	38,889.68
Health Insurance	400.00	400.00	415.00	3,615.00	3,600.00	3,735.00
Pension	100.00	100.00	100.00	900.00	900.00	900.00
Total Office Administrator	<u>4,929.83</u>	<u>4,929.83</u>	<u>5,080.04</u>	<u>44,115.52</u>	<u>44,368.47</u>	<u>43,524.68</u>
Music Director	0.00	500.00	0.00	500.00	4,500.00	0.00
Musician	1,058.84	1,058.83	1,028.04	9,598.76	9,529.47	9,252.36
Custodian	730.82	960.92	668.46	8,665.64	8,648.28	8,549.09
Sound System Operator	178.60	291.67	213.54	1,401.59	2,625.03	1,630.67
Youth Coordinator	0.00	333.33	1,000.00	187.50	2,999.97	9,400.00
Nursery Care	243.75	333.33	247.50	2,666.25	2,999.97	1,908.75
Substitute Musician	100.00	62.50	50.00	400.00	562.50	350.00
Accident Insurance	0.00	66.67	141.27	1,235.68	600.03	187.09
Unemployment Expense	0.00	0.00	0.00	0.00	0.00	0.00
Payroll Tax Expense	494.44	550.00	595.61	4,730.89	4,950.00	5,321.05
Total Personnel	<u>20,605.78</u>	<u>22,112.08</u>	<u>22,761.72</u>	<u>189,183.96</u>	<u>199,008.72</u>	<u>170,724.52</u>

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First Christian Church
Profit & Loss Budget Performance
September 2024

	<u>Sep 24</u>	<u>Budget</u>	<u>Sep 23</u>	<u>YTD Sep 24</u>	<u>YTD Budget</u>	<u>YTD Sep 23</u>
Travel						
Auto Allowance Staff	0.00	62.50	0.00	91.77	562.50	0.00
General Assembly	0.00	0.00	180.00	0.00	0.00	400.00
Total Travel	0.00	62.50	180.00	91.77	562.50	400.00
Office Expenses						
Copier Lease & Equipment	263.12	291.67	286.94	2,758.29	2,625.03	2,537.51
Miscellaneous Administrative	0.00	41.67	0.00	50.00	375.03	920.12
Office Supplies	257.74	208.33	112.74	1,874.44	1,874.97	1,767.10
Online Giving Fee	1.11	0.00	0.00	1.68	0.00	0.00
Postage	0.00	62.50	0.00	203.63	562.50	191.20
Technology Equip. & Supplies	0.00	20.83	0.00	0.00	187.47	0.00
Technology Fees & Software	265.29	208.33	49.48	5,313.39	1,874.97	1,884.41
Telephone	368.01	312.50	559.70	3,288.08	2,812.50	3,788.00
Total Office Expenses	1,155.27	1,145.83	1,008.86	13,489.51	10,312.47	11,088.34
Property						
Building Maintenance	498.66	666.67	481.11	7,001.29	6,000.03	6,067.50
Elevator Maintenance	264.86	270.83	252.37	2,383.74	2,437.47	2,271.33
Garbage	168.44	166.67	166.79	1,543.81	1,500.03	1,488.63
Insurance	0.00	0.00	0.00	11,721.50	17,812.50	16,196.25
Janitorial Supplies	0.00	83.33	15.99	760.88	749.97	894.81
Utilities	1,290.44	1,583.33	1,050.86	15,777.96	14,249.97	15,566.77
Total Property	2,222.40	2,770.83	1,967.12	39,189.18	42,749.97	42,485.29
Total Administration	23,983.45	26,091.24	25,917.70	241,954.42	252,633.66	224,698.15
Education (Funded by Reserved Accounts)						
Children's Resources	24.82	0.00	0.00	24.82	0.00	0.00
Nursery Resources	0.00	25.00	0.00	57.98	225.00	30.65
Youth Resources	0.00	37.50	252.91	105.84	337.50	252.91
Adult Education Resources	0.00	20.83	0.00	0.00	187.47	0.00
Camp/Conf. Scholarships	0.00	208.33	0.00	1,510.00	1,874.97	0.00
Total Education	24.82	291.66	252.91	1,698.64	2,624.94	283.56
Worship						
Music & Musicians	117.39	33.33	0.00	123.38	299.97	350.66
Worship Resrc(Includes Greens)	403.41	83.33	106.21	945.26	749.97	963.99
Total Worship	520.80	116.66	106.21	1,068.64	1,049.94	1,314.65
Congregational Life						
Congregational Activities	172.97	250.00	204.01	866.67	2,250.00	1,358.37
Public Relations	32.40	83.33	32.40	315.90	749.97	315.90
Pastor's Ministry Fund	0.00	33.33	7.25	0.00	299.97	533.60
Reiki Ministry	0.00	4.17	0.00	0.00	37.53	0.00
Stewardship Campaign	0.00	8.33	0.00	0.00	74.97	0.00
Total Congregational Life	205.37	379.16	243.66	1,182.57	3,412.44	2,207.87
Budgetted Outreach						
Disciples Mission Fund(DMF)	1,050.00	525.00	525.00	4,725.00	4,725.00	4,725.00
Ecumenical Ministries of Oregon	100.00	50.00	50.00	450.00	450.00	450.00
Total Budgetted Outreach	1,150.00	575.00	575.00	5,175.00	5,175.00	5,175.00
Total Expense	25,884.44	27,453.72	27,095.48	251,079.27	264,895.98	233,679.23
Net Ordinary Income	1,668.03	0.00	-5,112.94	320.64	0.00	-19,995.00

First Christian Church
Profit & Loss Budget Performance
September 2024

	<u>Sep 24</u>	<u>Budget</u>	<u>Sep 23</u>	<u>YTD Sep 24</u>	<u>YTD Budget</u>	<u>YTD Sep 23</u>
Outreach/Missions						
Offerings						
Designated Mission Offerings						
Christmas	0.00		0.00	0.00		0.00
Easter	0.00		0.00	245.00		58.00
Pentecost	0.00		0.00	140.00		300.00
Reconciliation	54.00		735.00	74.00		735.00
Thanksgiving	0.00		0.00	0.00		0.00
Week of Compassion	103.05		158.67	1,565.73		5,702.03
Total Designated Mission Offerings	<u>157.05</u>		<u>893.67</u>	<u>2,024.73</u>		<u>6,795.03</u>
Non-Budget Mission Income						
Disciples Mission Fund	0.00		0.00	0.00		0.00
Jackson St. Youth Shelter	0.00		0.00	0.00		0.00
Total Non-Budget Mission Income	<u>0.00</u>		<u>0.00</u>	<u>0.00</u>		<u>0.00</u>
Total Offerings	<u>157.05</u>		<u>893.67</u>	<u>2,024.73</u>		<u>6,795.03</u>
Expenses						
Mission Special Goals						
Christmas (DMF)	0.00		0.00	0.00		0.00
Easter	0.00		0.00	245.00		58.00
Pentecost	0.00		0.00	140.00		300.00
Reconciliation	54.00		735.00	74.00		735.00
Thanksgiving	0.00		0.00	0.00		0.00
Week of Compassion	205.05		158.67	1,565.73		5,702.03
Total Mission Special Goals	<u>259.05</u>		<u>893.67</u>	<u>2,024.73</u>		<u>6,795.03</u>
Mission Expense						
Disciples Mission Fund	0.00		0.00	0.00		0.00
Jackson St. Youth Shelter	0.00		0.00	0.00		0.00
Total Mission Expense	<u>0.00</u>		<u>0.00</u>	<u>0.00</u>		<u>0.00</u>
Total Expenses	<u>259.05</u>		<u>893.67</u>	<u>2,024.73</u>		<u>6,795.03</u>
Total Outreach Missions	<u>-102.00</u>		<u>0.00</u>	<u>0.00</u>		<u>0.00</u>
Checking Account Balance						
Undesignated Funds				-22,630.45		-43,935.83
Reserved Funds				144,998.31		136,454.61
Balance				<u>122,367.86</u>		<u>92,518.78</u>

First Christian Church
Outreach/Missions Activity
September 2024

	Sep 2024		Year To Date 2024		Yr. Rec.
	Receipts	Expenses	Receipts	Expenses	2023
Outreach/Missions					
Designated Mission Offerings					
Christmas	0.00	0.00	0.00	0.00	520.00
Easter	0.00	0.00	245.00	-245.00	610.00
Pentecost	0.00	0.00	140.00	-140.00	0.00
Reconciliation	54.00	-54.00	74.00	-74.00	2,010.00
Thanksgiving	0.00	0.00	0.00	0.00	341.60
Week of Compassion	103.05	-205.05	1,565.73	-1,565.73	3,831.72
Total Designated Mission Offerings	157.05	-259.05	2,024.73	-2,024.73	7,313.32
Non-Budget Mission Income					
Disciples Mission Fund	0.00	0.00	0.00	0.00	120.00
Total Non-Budget Mission Income	0.00	0.00	0.00	0.00	120.00
Missions in Reserved Funds					
Anti-Racism	0.00	0.00	0.00	0.00	75.00
Care Cupboard (Oodles of Comfort)	65.00	-218.71	1,035.00	-1,874.83	5,195.00
Children & Youth	0.00	-52.55	449.66	-116.71	747.13
Christian Education	0.00	-63.60	1,008.14	-326.17	1,506.81
Community Meal	714.00	-665.99	9,494.77	-7,013.59	7,417.47
Emergency Fund (Starfish)	135.00	-262.63	4,055.00	-2,660.89	5,727.00
Emergency Fund (Starfish II)	0.00	0.00	0.00	0.00	2,000.00
Health Care Oregon	0.00	0.00	0.00	0.00	270.00
Helping Children & Families Aid Fund	0.00	0.00	0.00	0.00	0.00
Jackson St. Youth Shelter	0.00	0.00	340.00	-340.00	102.00
In & Out - Creating Housing Coalition	0.00	0.00	210.00	-210.00	1,125.00
In & Out - FISH Youth	0.00	0.00	0.00	0.00	0.00
In & Out - Refugee and Immigration Minist	0.00	0.00	0.00	0.00	0.00
Laundry Love	185.00	0.00	1,540.00	-753.94	2,755.00
LBGTQ Ministries	0.00	0.00	1,030.00	-424.13	0.00
Pre-Primary	25.00	0.00	165.00	-200.00	3,875.00
Tents and Tarps	0.00	0.00	0.00	0.00	1,000.00
World & Local Missions	0.00	0.00	3,780.51	-5,000.00	3,898.80
Total Missions in Reserved Funds	1,124.00	-1,263.48	23,108.08	-18,920.26	35,694.21
Total Outreach/Missions	1,281.05	-1,522.53	25,132.81	-20,944.99	43,127.53

First Christian Church
Other Funds Activity & Balances
 September 2024

	Sep 2024		Year To Date		Balance
	Receipts	Expenses	Receipts	Expenses	
Special Funds					
Activity & Balances					
Designated Funds in Foundation					
Desig - Children's Library Fund	0.00	0.00	801.24	0.00	6,018.35
Desig - Children & Youth Fund	0.00	0.00	1,768.69	-449.66	13,259.03
Desig - Living Memorial Fund	0.00	0.00	39,657.38	-10,081.35	297,293.49
Desig - Pastor's Prof. Fund	0.00	0.00	4,290.32	0.00	32,218.47
Desig - Property Endow. Fund	0.00	0.00	1,812.26	0.00	13,612.27
Total Designated Funds in Foundation	0.00	0.00	48,329.89	-10,531.01	362,401.61
Reserved Funds Balance on Hand					
Anti-Racism	0.00	0.00	0.00	0.00	1,933.97
Audit Fund	0.00	0.00	0.00	0.00	3,527.05
Bequest	0.00	0.00	0.00	0.00	11,558.69
Books	0.00	0.00	0.00	0.00	-636.53
Building Maintenance Fund	0.00	0.00	0.00	0.00	8,601.62
Building Repair Fund	0.00	0.00	3,780.51	-2,500.00	19,928.09
Camp Registrations	0.00	0.00	0.00	0.00	0.00
Care Cupboard (Oodles)	65.00	-218.71	1,035.00	-1,874.83	3,653.44
Children & Youth	0.00	-52.55	449.66	-116.71	612.95
Children's Library	0.00	0.00	0.00	-65.49	-202.88
Christian Education Program	0.00	-63.60	1,008.14	-326.17	681.97
Community Meal Fund	714.00	-665.99	9,494.77	-7,013.59	5,798.07
Contingency Fund	0.00	0.00	0.00	0.00	22,950.83
Day Camp (Adventure Week)	0.00	0.00	0.00	0.00	255.40
Disciples on Wheels	0.00	0.00	0.00	0.00	169.47
Emergency Fund (Starfish)	135.00	-262.63	4,055.00	-2,660.89	8,300.83
Enlighten FCC	0.00	0.00	0.00	0.00	2,305.00
Family Camp	0.00	0.00	0.00	0.00	270.37
Health Care Oregon	0.00	0.00	0.00	0.00	1,155.00
Helping Children & Families Aid Fund	0.00	0.00	0.00	0.00	1,256.74
Jackson St. Youth Shelter	0.00	0.00	340.00	-340.00	0.00
Kingdom Fund	0.00	0.00	0.00	0.00	47.39
Laundry Love	185.00	0.00	1,540.00	-753.94	4,535.08
LGBTQ Ministries	0.00	0.00	1,030.00	-424.13	605.87
Living Memorial	0.00	0.00	10,081.35	-10,081.35	0.00
Nursery Project	0.00	0.00	0.00	0.00	47.10
Parish Nurse	0.00	0.00	0.00	0.00	50.80
Prayer Shawl Ministry	0.00	0.00	0.00	0.00	96.02
Pre-Primary	25.00	0.00	165.00	-200.00	65.00
Reiki Sponsorship	0.00	0.00	60.00	-227.94	247.05
Sanctuary Improvement	0.00	0.00	0.00	0.00	390.74
Staff Gifts	0.00	-82.80	0.00	-854.40	21.41
Starfish II	0.00	0.00	0.00	0.00	972.90
Tents and Tarps	0.00	0.00	0.00	0.00	0.00
Transportation Fund	0.00	0.00	0.00	0.00	2,146.62
Unbudgeted Items	0.00	0.00	1,008.14	0.00	3,086.80
Verne Catt McDowell	0.00	0.00	504.05	-504.05	0.00
World & Local Missions	0.00	0.00	3,780.51	-5,000.00	4,297.19
Youth Mission Trip	0.00	0.00	0.00	0.00	1,304.23
Total Reserved Funds Balance on Hand	1,124.00	-1,346.28	38,332.13	-32,943.49	110,034.28

First Christian Church
Other Funds Activity & Balances
September 2024

	Sep 2024		Year To Date		Balance
	Receipts	Expenses	Receipts	Expenses	
In and Out					
Creating Housing Coalition	0.00	0.00	210.00	-210.00	0.00
Refugee Kits	0.00	0.00	0.00	0.00	300.00
Total In & Out	<u>0.00</u>	<u>0.00</u>	<u>210.00</u>	<u>-210.00</u>	<u>300.00</u>
Memorial Funds					
Alexander, Capi & Leigh	0.00	0.00	0.00	0.00	100.00
Don Albright	0.00	0.00	0.00	0.00	145.00
Marge Brash Scholarship	0.00	0.00	0.00	0.00	534.75
Frank Bricker	0.00	0.00	240.00	0.00	240.00
Mike Busic	0.00	0.00	0.00	0.00	100.00
Mike Busic Youth & Music)	0.00	0.00	0.00	0.00	5,386.90
Sharon Glsler	0.00	0.00	0.00	0.00	350.00
Jan Goby	0.00	0.00	0.00	0.00	2,395.00
Ben Green	0.00	0.00	0.00	-354.31	207.93
Elizabeth Haddan	0.00	0.00	0.00	0.00	387.61
Ray Lindley-Choir	0.00	0.00	0.00	0.00	25.00
Ray Lindley-Youth	0.00	0.00	0.00	0.00	3,637.06
Loy Marshall	0.00	-12.18	0.00	-32.10	9,336.18
MaryLou McCorkle	0.00	0.00	0.00	0.00	184.01
Georgia Parker	0.00	0.00	0.00	0.00	75.00
Deanna Peterson	0.00	0.00	630.00	0.00	630.00
Stephen Selvage	0.00	0.00	0.00	0.00	50.00
JoAn & LeonWidmer	0.00	0.00	0.00	-155.84	7,169.16
Memorial Funds - Undesignated	0.00	0.00	0.00	-1,839.03	3,710.43
Total Memorial Funds	<u>0.00</u>	<u>-12.18</u>	<u>870.00</u>	<u>-2,381.28</u>	<u>34,664.03</u>
Grand Total Reserved Funds	<u>1,124.00</u>	<u>-1,358.46</u>	<u>38,482.13</u>	<u>-35,534.77</u>	<u>144,998.31</u>
Total Other Income	<u>1,124.00</u>	<u>-1,358.46</u>	<u>86,812.02</u>	<u>-46,065.78</u>	<u>507,399.92</u>

**5 Year Comparative
September 2024**

<u>Month</u>	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>
Total Income	27,552	21,983	19,531	25,829	25,716
Expenses:					
Personnel	20,606	22,762	12,627	20,293	19,950
Travel	0	180	0	0	0
Office	1,155	1,009	740	753	1,528
Property	2,222	1,967	2,670	3,353	1,544
Education	25	253	0	0	0
Worship	521	106	47	0	41
Congregational Life	205	244	164	102	157
Outreach	<u>1,150</u>	<u>575</u>	<u>575</u>	<u>815</u>	<u>777</u>
Total Expenses	25,884	27,095	16,822	25,315	23,999
Budget Income/Loss	1,668	-5,113	2,709	514	1,718
Bldg Loan Offering	0	0	0	1,740	2,359
Bldg Loan Payment	0	0	0	-1,561	-2,359
Net Financial Change	1,668	-5,113	2,709	693	1,718

Year To Date

Total Income	251,400	213,684	220,160	220,666	221,987
Expenses:					
Personnel	189,184	170,725	190,668	187,175	160,569
Travel	92	400	55	50	0
Office	13,490	11,088	11,492	11,565	11,581
Property	39,189	42,485	36,560	32,316	27,809
Education	1,699	284	307	0	0
Worship	1,069	1,315	948	1,556	1,547
Congregational Life	1,183	2,208	2,744	3,342	2,944
Outreach	<u>5,175</u>	<u>5,175</u>	<u>5,175</u>	<u>7,512</u>	<u>6,512</u>
Total Expenses	251,079	233,679	247,948	243,515	210,962
Budget Income/Loss	321	-19,995	-27,787	-22,849	11,025
Bldg Loan Offering	0	0	0	28,856	32,328
Bldg Loan Payment	0	0	0	-14,404	-28,666
Net Financial Change	321	-19,995	-27,787	-8,397	14,687

SUMMARY OF PASTORS ALLISON AND JARED RUARI'S 2024 EVALUATIONS

20 out of 32 people responded to Jared's evaluation and 24 of 32 responded to Allison's. The range of multiple choice questions was an average of 5.1 to 5.9 for both of them, with mostly 5's and 6's. The responses were overwhelmingly positive, both for the multiple choice questions and for the open ended questions. There was a great deal of consistency in the responses between the multiple choice questions and the open ended questions, as well as with Allison and Jared's self-assessments (the self-assessment questions were all open ended and covered similar information, as well as some different areas). We do think there was some confusion with some people as to how to answer the multiple choice questions where it was mostly or entirely the other person's responsibility.

It was quite clear that people identify Jared's and Allison's division of responsibilities as being effective and complementary of each other. They like both Allison and Jared's sermons and appreciate their planning and implementation of worship services. One of the areas mentioned over and over was how welcoming they both are and their work with newcomers and especially with children and young families. They like the way they keep our mission and values in front of them and the congregation. The respondents love Allison and Jared's enthusiasm, love for our congregation, and the growth in our congregation that they have generated.

While both Allison and Jared received positive responses in all areas, the respondents did see room for growth in working with and training lay leadership and in giving sermons that help them in biblical understanding or to apply the sermon to their own life. They also are concerned about both taking care of their health and want them to ask for and accept support when warranted. They don't want to lose them to burnout.

Everyone agrees that Allison is doing a great job and has exceeded many congregants' expectations of the administrative skills for a pastor. They see Allison as an extraordinary organizer, administrator, and manager and really appreciate her energy and enthusiasm. She has made positive changes for the church,

including initiating new ways of dealing with the church's finances, saving money on insurance, starting the Shelby program, and clarifying the roles of Program Cabinet and the Board. They notice and value Allison's work with the Region and National committees. She has created a welcoming environment for young families and demonstrates the complexities of navigating work and personal life well.

Everyone agrees that Jared is also doing a wonderful job and seems to excel in his areas of focus. They greatly value Jared's emphasis on pastoral visitation and care and the ways he shows concern and compassion for all in the community. He also contributes to hospitality and creating a welcoming environment and they appreciate his supportiveness, approachability, calm demeanor, and sense of humor. People seem to resonate deeply with his thought provoking sermons and he self-reflected this is an area he enjoys and he believes he is able to tie in his areas of focus well in his preaching.

Jared and Allison's self-reflections are consistent with those of the survey respondents. They both are very happy and grateful to be here. They say that folks have been so welcoming and caring. They both appreciate that FCC shows up and cares for the community, both within the congregation and outside its walls. They appreciate that the congregation recognizes their ¾ time status. They appreciate that folks are accepting of the way kids are. Jared appreciates the congregation's flexibility around worship and programming and that people support each other's endeavors. He values the love, joy and welcome evident on Sunday mornings and is impressed with the spiritual maturity he's encountered. Allison says that "this is the first congregation I've been a part of that I am happy to invite folks to attend worship and be a part of the community."

Board Report September 2024

Executive Team

Since the August board meeting, the Executive Team has focused on:

- Agenda for the September 9 board meeting
- Agenda for the September 22 quarterly congregational meeting
- Nominations for 2025 leadership; co-chair position for 2025-26
- Stewardship theme, timing and process
- Process and schedule for affirming changes to bylaws
- Sermon series/worship themes for Sept through Advent
- Sunday faith formation resumes Sept. 22 (Faith Talk, Cornerstone class)
- Recruiting/hiring choir/music director
- September 15 Rally Day planning
- Family and youth programming for 2024-25
- Israel/Palestine discernment process and documentation
- Program Cabinet current focus and upcoming events

-Gayle Dee

Program Cabinet

This report was prepared on Sept. 5 when FCC went into cooling center mode for the second time this summer. The forecast both days was for highs in the mid- to upper 90s. We set up as one of the city cooling centers for 5 to 8 p.m. Thursday, Sept. 5, during and after Community Meal in Fellowship Hall and 5 to 8 p.m. Friday, Sept. 6, in the Cornerstone Room. Thanks to Jerry Blais, Elaine Kruger-Young, Jay Grenard and Edie Koenig for serving as cooling center hosts.

In other Program Cabinet news:

- Our annual FCC Rally Day to kick off the new program year is scheduled for Sunday, Sept. 15, in Fellowship Hall immediately following the worship service. We are doing some consolidating this year, reducing the number of program tables from 14 to nine. Once again, we'll have a Rally Day Passport for children and youth, with candy for those who visit each table.
- The Albany Peace Seekers are seeking new leadership and a continuance of cash awards to local students. They are looking to First Christian and other churches or organizations for that leadership. One suggestion is that a club from South Albany or West Albany high schools be approached about taking it over. Judy Ross, a longtime member of the Peace Seekers, will coordinate/contribute newsletter stories about the issue in coming months.
- A process of discernment is moving forward on whether FCC will affirm the Christian Church (Disciples of Christ) 2023 General Assembly Resolution 2339 concerning Israel and Palestine, and a March 20, 2024, pastoral letter on Gaza. Both documents will be available during Rally Day and at the FCC Quarterly Congregational Meeting on Sept. 22. A statement about the discernment process is posted on the church website and will appear in the September FCC newsletter, which comes out Sept. 13. One-on-one conversations have been happening, and a number of meetings are tentatively scheduled for later in the fall.

-Graham Kislingbury

Young Adult Group

The Young Adult Group took the summer off. We have planned a family camp out for September 21-22. We will resume normal meetings on the first Tuesday of the month in October.

-Elysse Delgado

Covenant Group

Nothing new to report.

-Chet Houser

Care Support Group

Will give a verbal report.

-Dick Busic

Community Meal

Plates served and take outs include guests and volunteers that eat or take a meal home. Many guests go through the meal line more than once.

Charlotte Smith not only makes desserts 2-3 times a month but she also steps in to cook when needed. A big thank you to all the volunteers that make the Community Meal a success.

Big Town Hero Sandwich Shop at both locations in Albany donate their left over sandwich bread for the Community Meal. Please give them your business as a thank you.

The Community Meal would not be a success with the donations from both church members and people who believe in the success of this outreach to the community.

-Dulca Bailey

Care Cupboard

Nothing new to report.

-Alice Newbould

Health Care Justice

- Discussion group will resume on September 12th.
- HCAO table at the annual Sweet Home Health Fair was very busy, as usual. We signed up 33 new supporters and talked to many more.

-Rick Staggenborg

Israel-Palestine Advocacy Team

- No speaker this month.
- We have begun the process of discernment to decide whether to affirm the positions outlined in the following documents with 1:1 conversations. Response has been overwhelmingly positive so far. We hope that those with concerns will come to the series of meetings we are planning so that we can discuss them.

-Rick Staggenborg

Elders

Elders met on August 26th and Jared discussed some organizing changes that might be made in the coming months. We also spent a good amount of time discussing our care partners and a list of new ones to add. Four of the elders will be going off in January, so it is time to begin thinking about new prospects and we hope to follow up with more at our next meeting.

-DeeDee Blais

Personnel

We completed the pastor evaluation surveys and pastor self-reflection surveys and sent the surveys to 32 members for their responses. We then summarized the survey results for the Board (see separate summary) and Allison and Jared. We then met with Allison and Jared to give feedback to them about the surveys, as well as to give them the opportunity to ask questions and for us to clarify some things on their self-reflections.

Annual staff evaluations for the custodian, accompanist, and office administrator have also been completed.

-Paula Moore

Financial Secretaries

With Elyse's help in developing the QR code for on-line giving, anyone who wants to contribute to the General Fund may do so on-line. The QR code can be found on the back of the Sunday bulletins. We are calling this a "soft opening" of the Shelby on-line system, by seeing if anyone uses the QR code for giving. This will give our Financial Secretaries and Cam the opportunity to check out the process before we officially announce to the congregation that this is an additional way to give. Contributors are still able to give by check, cash, and bank to church.

-Charlotte Houser

Trustees

Nothing new to report.

-Kris McLaughlin

Prayer Shawl

The group of ladies dedicated to knitting and crocheting prayer shawls continues to meet on the first and third Mondays of each month in the Cornerstone Room from 10 AM until noon to share stories and friendship with each other. Our group is very small, and we welcome anyone who does knitting or crocheting (or who would like to learn these skills). Supplies and help are available. Also, if you have health issues or a death in your family, please contact Pastor Jared or Pastor Allison to receive a shawl.

-Jan Hagemeister

Technology Team

Nothing new to report.

-Gayle Dee