

**FCC Board Meeting Agenda**  
**November 11, 2024, 6:30 pm, on Zoom**

*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. October 14 Board meeting
- 4. Pastor's Report**
- 5. Finance Report**
- 6. Old Business**
  - a. Stewardship report
  - b. Choir/music director hiring
  - c. Nominations: vote to approve Board-appointed slate
  - d. 2025 Budget: review & vote to refer for congregational vote on Dec. 8
  - e. Review/approve revised Personnel handbook text
- 7. New Business**
  - a. Israel/Palestine discernment process: consideration for referral to congregation for consensus vote on Dec. 8 (please read related attachments)
- 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:** *No December board meeting* - Monday, January 13, 2025 on Zoom

## **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**  
**November 11, 2024, 6:30 pm, on Zoom**

**In Attendance:** Gayle Dee, Kris McLaughlin, DeeDee Blais, Allison Ruari, Graham Kislingbury, Sara Staton, Charlotte Houser, Cam Shuck, Nadine Wood, Paula Moore, Ellen Carlson, Rick Staggenborg, BB Bartholomew, Edie Koenig, Sue Stein, Judy Ross, Jared Ruari

**Motions Passed:**

The sixteen people nominated for committee positions were approved by the Board

The proposed budget for 2025 will be sent to the congregation for approval.

The section on children of staff members in the Personnel Handbook will be eliminated and a sentence allowing pastors to work from home when their children are ill was added.

The resolution on Israel/Palestine and the pastoral letter of March 2024 will be presented at the congregational meeting on December 8<sup>th</sup> for a yes/no vote.

The resolution on Israel/Palestine will require a 75 percent yes vote in order to pass.

**1. Call to Order**

Gayle called the meeting to order at 6:34.

**2. Opening Prayer**

DeeDee gave an opening prayer, giving thanks for veterans, our church members and church leaders.

**3. Receiving Minutes**

The October Board minutes were accepted as written.

**4. Pastors' Report**

**Pastoral care**

Pastor Allison continues to be thankful for the congregation. The pastors have had a heavy pastoral care workload with numerous acute care and other needs, visitations, and new members onboarding.

**Family programming**

Twenty-five were at the third family meeting. Allison expressed gratitude to Sara who has taken a lead role in working with the children. Jared has been

working with the adults and Allison has been preparing the food..  
“It has been a time of deepening relationships and friendships.”

### **Worship**

We are averaging 90 people at worship, which is a significant increase from the 53 attending when our pastors arrived. That does not include people who are watching remotely. Allison is working on creating more opportunities for people to be engaged and involved as the congregation grows.

## **5. Finance Report**

Cam said that he had another good month to report. We are still up more than \$2,000 to date on our budget.

## **6. Old Business**

### **a. Stewardship**

Charlotte shared that 41 pledge cards have been received. \$ 232,060 has been pledged. That is about 62 percent of our budget. There are 12 new pledgers. Twelve pledges are the same as last year and 14 pledges have been increased with 3 decreased.

Nineteen pledgers in 2024 have not pledged for 2025. If these pledges are renewed, we will be at 85% of our budget for the coming year.

Letters will be going out to those who have not pledged.

Gratitude was expressed to Charlotte and Nadine for all their work on the pledge work.

### **b. Choir/music director hiring**

Allison has received an email from someone who is interested in the position She will be contacting this person. Graham will be talking to the choir director at LBCC and will contact people in Salem if we get no leads.

### **c. Nominations for 2025**

Graham reported that along with Kathwren Hayes and Linda Morse, all openings have tentatively been filled except for one more member-at-large on the Board and the Board secretary.

Kathwren, Linda and Graham have agreed to be on the nominating committee again next year.

The Board needed to vote on 16 people new to their positions on the Personnel, Mission Grant, Property, Stewardship and the newly formed Hospitality committees.

Motion: DeeDee moved and Paula seconded that the Board accept the 16 people nominated for committee positions. The motion was carried unanimously.

**d. 2025 Budget: review & vote to refer for congregational vote on Dec. 8**

Cam reported that the proposed budget of \$376,561 for 2025 is a three percent increase from 2024, not counting our mission programs that have never shown up in the budget previously.

The committee estimated the dollar amount that will be given to each of these missions. The budget committee met four times to create the budget. The salaries were divided into areas of work/service rather than one lump sum.

Motion: Graham moved and DeeDee seconded to forward the 2025 proposed budget to the congregational meeting on December 8<sup>th</sup>. The motion passed unanimously.

**e. Review/approve revised Personnel handbook text**

Paula and Sara met following last month's discussion on the children of staff members mentioned in the Personnel handbook.

They proposed eliminating the entire section on children of staff members. "We want children to be welcome at church. If there are any issues regarding pastors' children, members should speak directly to the pastors."

They also proposed adding a sentence on page five: *When appropriate, pastors may work from home in lieu of taking sick leave.*

Motion: Kris moved and Sue seconded the motion that we delete the section on children of staff members from the Personnel handbook and add a statement giving pastors permission to work from home if their children are ill. The motion carried unanimously.

Sara and Paula were thanked for their work.

**7. New Business**

**Israel/Palestine discernment process on the resolution 2339, "Compelled to Witness: Answering the Cry of our Palestinian Siblings" and an accompanying letter, "A pastoral letter for a time of crisis and suffering."**

Graham reported that three meetings had taken place, led by Pastor Jared, where the resolution was discussed. Thirty-seven people attended the sessions.

The Executive Team discussed the resolution and recommended to the Board that the vote require 75% yes votes to pass, the same percentage required to bring on a new pastor.

The Board engaged in a lengthy sharing of ideas on the resolution: whether they agreed with the resolution, whether passing the resolution would have negative ramifications for the congregation, and whether the resolution should be voted on at the December 8 meeting.

Motion: BB moved and Gayle seconded the motion that we send the general assembly resolution 2339 and the pastoral letter to the congregational meeting on December 8<sup>th</sup> for a congregational consensus vote. The motion passed 7 to 4.

Motion: Kris moved and Charlotte seconded that we establish a threshold of 75% yes votes for the resolution to pass. The motion carried with 10 yes votes and one abstention.

## **8 Board Report Highlights**

Graham reported that there was good attendance at our Veterans Day Parade Hospitality Table. Logan Isaac offered copies of his book, "God is a Grunt."

## **9. Action Items**

The congregation will vote on the resolution regarding Israel and Palestine at the Congregational Meeting on December 8<sup>th</sup>.

The congregation will vote on the 2025 budget at the Congregational Meeting.

The congregation will vote to approve new officers and committee members at the Congregational Meeting.

A big thank you was given to Gayle for her leadership this past year. Gayle thanked everyone on the Board for their work, especially those who are stepping down at the end of December.

## **10. Closing Prayer**

**Gayle closed the meeting in prayer.**

**The meeting was adjourned at 8:30.**

**Next Meeting:** *No December board meeting*

*Next meeting Monday, January 13, 2025 on Zoom*

Ellen Carlson, Secretary

Pastor's Report to Board  
First Christian Church Albany  
November 2024

**Worship:** During November we are focused on the Psalms, with a series called "Everyday Prayerbook." We will be away on the 24th. Laura Isaac will fill the pulpit that Sunday. Our Advent series will be called "Good Tidings of Comfort and Joy" and with the start of Advent we will return to using the Lectionary until Ordinary Time. On Nov. 15th we will be working away from the office so that we can give sustained attention to planning our Epiphany and Lent worship themes.

**Pastoral Care:** Jared continues to work through his list of congregants who require regular visitation, while also tending to short-term needs as they present themselves.

Our Elders have adopted a new structure under which Elders will be able to serve as a Visitation Elder or Table Elder. Those Elders who feel comfortable doing so will be able to make visits and also preside at table. But now there is the option to focus on one set of tasks or the other.

**Administration:** Allison has been working with the budget and personnel committees as they are gearing up for 2025. She's taken an active role in bylaw revisions and has worked with various groups in the church to clarify our processes around statements of witness such as our discernment around GA-2339. Allison is also brushing up on best practices around church stewardship and exploring resources for churches that are in the midst of a size transition.

**Education:** Family Programming has met twice and will continue to meet most months. Both of our 9am Sunday faith formation opportunities continue to meet. The Cornerstone Class will soon finish its Animate curriculum, and then Elaine Kreuger-Young will lead lectio divina for the Cornerstone class on the 24th. We will soon select the curriculum for our Advent study in the cornerstone room.

**Ministries:** On Monday the 11th we will once again offer hospitality following the Veteran's Day Parade. We will have a Christmas caroling event on December 15th. Care Support is having a leadership transition as Dick B. has stepped away from that role, but we plan to continue convening the group.

## Financial highlights for November 2024

- Pg. 1 Giving for month healthy, but not up to last year. YTD still high.
- Pg. 2 Most expenses in line for month.  
Insurance premium due this month, but much lower than had been.  
For month Total Expenses are under Budget & Last Year.  
Lower expenses and good giving resulted in another positive month of \$2,726.45.  
This also brought the YTD total up to a positive \$5,005.35.  
YTD is over \$20,000 better than last year.
- Pg. 5 Reserved Funds for Staff Gifts made great comeback.
- Pg. 7 Once again total Income YTD is highest for 5 year period by a lot!  
Lower YTD Property expenses reflect insurance savings.  
YTD financial position best except for 2020.  
2020 was a year of reduced staffing.



**First Christian Church**  
**Profit & Loss Budget Performance**  
November 2024

	<u>Nov 24</u>	<u>Budget</u>	<u>Nov 23</u>	<u>YTD Nov 24</u>	<u>YTD Budget</u>	<u>YTD Nov 23</u>
<b>Ordinary Income/Expense</b>						
<b>Income</b>						
Regular Giving	27,507.32		36,362.46	297,993.00		266,315.36
Building Use	1,970.00		1,260.00	9,695.00		10,335.00
From Contingency Fund			0.00			0.00
Needed Income	0.00	27,453.72	0.00	0.00	325,740.92	0.00
<b>Total Budget Income</b>	<b>29,477.32</b>	<b>27,453.72</b>	<b>37,622.46</b>	<b>307,688.00</b>	<b>325,740.92</b>	<b>276,650.36</b>
<b>Expense</b>						
<b>Administration</b>						
<b>Personnel</b>						
<b>Co-Pastors</b>						
Salary - A	3,033.33	3,033.33	4,106.25	33,366.63	33,366.63	29,025.00
Salary - J	3,033.33	3,033.33	4,106.25	33,366.63	33,366.63	29,025.00
Housing - A	1,666.67	1,666.67	1,875.00	18,333.37	18,333.37	13,125.00
Housing - J	1,666.67	1,666.67	1,875.00	18,333.37	18,333.37	13,125.00
Pension - A	700.00	700.00	837.38	7,700.00	7,700.00	5,901.03
Pension - J	700.00	700.00	837.38	7,700.00	7,700.00	5,901.03
Soc. Sec. Offset - A	375.00	375.00	0.00	4,125.00	4,125.00	0.00
Soc. Sec. Offset - J	375.00	375.00	0.00	4,125.00	4,125.00	0.00
TDRA - A	300.00	300.00	0.00	3,300.00	3,300.00	0.00
TDRA - J	300.00	300.00	0.00	3,300.00	3,300.00	0.00
Health Ins - A	283.33	283.33	0.00	3,116.63	3,116.63	0.00
Health Ins - J	283.33	283.33	0.00	3,116.63	3,116.63	0.00
Books & Jrnls - A	0.00	25.00	0.00	0.00	275.00	0.00
Books & Jrnls - J	0.00	25.00	0.00	0.00	275.00	10.00
Cont. Educ. - A	0.00	25.00	0.00	0.00	275.00	100.00
Cont. Educ. - J	0.00	25.00	0.00	37.98	275.00	14.99
Assemblies - A	0.00	41.67	0.00	130.00	458.37	0.00
Assemblies - J	0.00	41.67	0.00	0.00	458.37	0.00
Prof Expense - A	59.40	62.50	0.00	304.11	687.50	0.00
Prof Expense - J	31.30	62.50	0.00	1,029.50	687.50	0.00
Search/Moving Exp	0.00	0.00	0.00	0.00	0.00	1,402.06
<b>Total Co-Pastors</b>	<b>12,807.36</b>	<b>13,025.00</b>	<b>13,637.26</b>	<b>141,384.85</b>	<b>143,275.00</b>	<b>97,629.11</b>
<b>Interim Pastor</b>						
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
<b>Total Interim Pastor</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>20,256.24</b>
<b>Office Administrator</b>						
Salary	4,429.83	4,429.83	4,366.56	48,460.18	48,728.13	47,424.32
Health Insurance	400.00	400.00	415.00	4,415.00	4,400.00	4,565.00
Pension	100.00	100.00	100.00	1,100.00	1,100.00	1,100.00
<b>Total Office Administrator</b>	<b>4,929.83</b>	<b>4,929.83</b>	<b>4,881.56</b>	<b>53,975.18</b>	<b>54,228.13</b>	<b>53,089.32</b>
<b>Music Director</b>	0.00	500.00	0.00	500.00	5,500.00	0.00
Musician	1,058.84	1,058.83	1,028.04	11,716.44	11,647.13	11,308.44
Custodian	1,206.29	960.92	1,156.95	10,897.71	10,570.12	10,713.02
Sound System Operator	248.48	291.67	201.89	1,801.49	3,208.37	1,991.74
Youth Coordinator	0.00	333.33	362.50	187.50	3,666.63	10,087.50
Nursery Care	330.00	333.33	352.50	3,363.75	3,666.63	2,572.50
Substitute Musician	0.00	62.50	100.00	600.00	687.50	650.00
Accident Insurance	0.00	66.67	0.00	1,157.68	733.37	-69.91
Unemployment Expense	0.00	0.00	0.00	0.00	0.00	0.00
Payroll Tax Expense	537.41	550.00	549.88	5,794.77	6,050.00	6,389.74
<b>Total Personnel</b>	<b>21,118.21</b>	<b>22,112.08</b>	<b>22,270.58</b>	<b>231,379.37</b>	<b>243,232.88</b>	<b>214,617.70</b>

**First Christian Church**  
**Profit & Loss Budget Performance**  
November 2024

	<u>Nov 24</u>	<u>Budget</u>	<u>Nov 23</u>	<u>YTD Nov 24</u>	<u>YTD Budget</u>	<u>YTD Nov 23</u>
<b>Travel</b>						
Auto Allowance Staff	0.00	62.50	0.00	91.77	687.50	0.00
General Assembly	0.00	0.00	0.00	0.00	0.00	400.00
<b>Total Travel</b>	<b>0.00</b>	<b>62.50</b>	<b>0.00</b>	<b>91.77</b>	<b>687.50</b>	<b>400.00</b>
<b>Office Expenses</b>						
Copier Lease & Equipment	0.00	291.67	265.11	3,036.24	3,208.37	3,081.39
Miscellaneous Administrative	0.00	41.67	25.00	94.80	458.37	945.12
Office Supplies	216.68	208.33	181.19	2,405.09	2,291.63	2,041.88
Online Giving Fee	5.77	0.00	0.00	7.45	0.00	0.00
Postage	367.55	62.50	213.50	571.18	687.50	404.70
Technology Equip. & Supplies	0.00	20.83	0.00	0.00	229.13	0.00
Technology Fees & Software	452.31	208.33	212.68	5,988.24	2,291.63	2,146.57
Telephone	357.70	312.50	-26.00	4,039.79	3,437.50	4,322.92
<b>Total Office Expenses</b>	<b>1,400.01</b>	<b>1,145.83</b>	<b>871.48</b>	<b>16,142.79</b>	<b>12,604.13</b>	<b>12,942.58</b>
<b>Property</b>						
Building Maintenance	173.51	666.67	744.24	7,469.85	7,333.37	7,178.49
Elevator Maintenance	0.00	270.83	264.86	2,929.22	2,979.13	2,801.05
Garbage	168.44	166.67	166.79	1,880.69	1,833.37	1,822.21
Insurance	1,344.25	0.00	0.00	13,065.75	23,750.00	21,595.00
Janitorial Supplies	289.63	83.33	127.95	1,153.17	916.63	1,089.44
Utilities	1,622.15	1,583.33	1,361.67	18,612.27	17,416.63	17,892.69
<b>Total Property</b>	<b>3,597.98</b>	<b>2,770.83</b>	<b>2,665.51</b>	<b>45,110.95</b>	<b>54,229.13</b>	<b>52,378.88</b>
<b>Total Administration</b>	<b>26,116.20</b>	<b>26,091.24</b>	<b>25,807.57</b>	<b>292,724.88</b>	<b>310,753.64</b>	<b>280,339.16</b>
<b>Education (Funded by Reserved Accounts)</b>						
Children's Resources	0.00	0.00	0.00	24.82	0.00	0.00
Nursery Resources	0.00	25.00	0.00	80.96	275.00	30.65
Youth Resources	0.00	37.50	243.52	105.84	412.50	629.63
Adult Education Resources	0.00	20.83	0.00	0.00	229.13	0.00
Camp/Conf. Scholarships	0.00	208.33	670.00	1,510.00	2,291.63	670.00
<b>Total Education</b>	<b>0.00</b>	<b>291.66</b>	<b>913.52</b>	<b>1,721.62</b>	<b>3,208.26</b>	<b>1,330.28</b>
<b>Worship</b>						
Music & Musicians	0.00	33.33	0.00	123.38	366.63	350.66
Worship Resrc(Includes Greens)	24.93	83.33	47.26	976.67	916.63	1,171.78
<b>Total Worship</b>	<b>24.93</b>	<b>116.66</b>	<b>47.26</b>	<b>1,100.05</b>	<b>1,283.26</b>	<b>1,522.44</b>
<b>Congregational Life</b>						
Congregational Activities	-5.76	250.00	43.76	989.20	2,750.00	1,288.56
Public Relations	40.50	83.33	40.50	396.90	916.63	388.80
Pastor's Ministry Fund	0.00	33.33	78.57	0.00	366.63	907.05
Reiki Ministry	0.00	4.17	0.00	0.00	45.87	0.00
Stewardship Campaign	0.00	8.33	0.00	0.00	91.63	0.00
<b>Total Congregational Life</b>	<b>34.74</b>	<b>379.16</b>	<b>162.83</b>	<b>1,386.10</b>	<b>4,170.76</b>	<b>2,584.41</b>
<b>Budgetted Outreach</b>						
Disciples Mission Fund(DMF)	525.00	525.00	525.00	5,250.00	5,775.00	5,775.00
Ecumenical Ministries of Oregon	50.00	50.00	50.00	500.00	550.00	550.00
<b>Total Budgetted Outreach</b>	<b>575.00</b>	<b>575.00</b>	<b>575.00</b>	<b>5,750.00</b>	<b>6,325.00</b>	<b>6,325.00</b>
<b>Total Expense</b>	<b>26,750.87</b>	<b>27,453.72</b>	<b>27,506.18</b>	<b>302,682.65</b>	<b>325,740.92</b>	<b>292,101.29</b>
<b>Net Ordinary Income</b>	<b>2,726.45</b>	<b>0.00</b>	<b>10,116.28</b>	<b>5,005.35</b>	<b>0.00</b>	<b>-15,450.93</b>

**First Christian Church**  
**Profit & Loss Budget Performance**  
November 2024

	<u>Nov 24</u>	<u>Budget</u>	<u>Nov 23</u>	<u>YTD Nov 24</u>	<u>YTD Budget</u>	<u>YTD Nov 23</u>
<b>Outreach/Missions</b>						
<b>Offerings</b>						
<b>Designated Mission Offerings</b>						
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	0.00		520.00	519.00		1,632.00
Thanksgiving	70.00		150.00	70.00		150.00
Week of Compassion	101.13		7.78	1,867.56		5,814.41
<b>Total Designated Mission Offerings</b>	<u>171.13</u>		<u>677.78</u>	<u>2,841.56</u>		<u>7,954.41</u>
<b>Non-Budget Mission Income</b>						
Disciples Mission Fund	0.00		0.00	0.00		0.00
Jackson St. Youth Shelter	0.00		0.00	0.00		0.00
<b>Total Non-Budget Mission Income</b>	<u>0.00</u>		<u>0.00</u>	<u>0.00</u>		<u>0.00</u>
<b>Total Offerings</b>	<u>171.13</u>		<u>677.78</u>	<u>2,841.56</u>		<u>7,954.41</u>
<b>Expenses</b>						
<b>Mission Special Goals</b>						
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	445.00		520.00	519.00		1,632.00
Thanksgiving	0.00		150.00	0.00		150.00
Week of Compassion	200.70		7.78	1,766.43		5,814.41
<b>Total Mission Special Goals</b>	<u>645.70</u>		<u>677.78</u>	<u>2,670.43</u>		<u>7,954.41</u>
<b>Mission Expense</b>						
Disciples Mission Fund	0.00		0.00	0.00		0.00
Jackson St. Youth Shelter	0.00		0.00	0.00		0.00
<b>Total Mission Expense</b>	<u>0.00</u>		<u>0.00</u>	<u>0.00</u>		<u>0.00</u>
<b>Total Expenses</b>	<u>645.70</u>		<u>677.78</u>	<u>2,670.43</u>		<u>7,954.41</u>
<b>Total Outreach Missions</b>	<u>-474.57</u>		<u>0.00</u>	<u>171.13</u>		<u>0.00</u>
<b>Checking Account Balance</b>						
Undesignated Funds				-19,665.82		-39,507.42
Reserved Funds				144,370.07		132,026.20
<b>Balance</b>				<u>124,704.25</u>		<u>92,518.78</u>

**First Christian Church**  
**Outreach/Missions Activity**  
November 2024

	Nov 2024		Year To Date 2024		Yr. Rec.
	Receipts	Expenses	Receipts	Expenses	2023
<b>Outreach/Missions</b>					
<b>Designated Mission Offerings</b>					
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	0.00	-445.00	519.00	-519.00	2,010.00
Thanksgiving	70.00	0.00	70.00	0.00	341.60
Week of Compassion	101.13	-200.70	1,867.56	-1,766.43	3,831.72
<b>Total Designated Mission Offerings</b>	<u>171.13</u>	<u>-645.70</u>	<u>2,841.56</u>	<u>-2,670.43</u>	<u>7,313.32</u>
<b>Non-Budget Mission Income</b>					
Disciples Mission Fund	0.00	0.00	0.00	0.00	120.00
<b>Total Non-Budget Mission Income</b>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>120.00</u>
<b>Missions in Reserved Funds</b>					
Anti-Racism	0.00	0.00	0.00	0.00	75.00
Care Cupboard (Oodles of Comfort)	0.00	-99.15	1,235.00	-2,321.97	5,195.00
Children & Youth	0.00	0.00	449.66	-116.71	747.13
Christian Education	0.00	-65.98	1,008.14	-458.04	1,506.81
Community Meal	490.00	-553.58	10,297.22	-8,824.50	7,417.47
Emergency Fund (Starfish)	75.00	-373.04	4,555.00	-3,484.77	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
Loads of Love	220.00	-170.00	1,930.00	-1,073.94	2,755.00
LBGTQ Ministries	0.00	0.00	1,030.00	-424.13	0.00
Pre-Primary	0.00	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
<b>Total Missions in Reserved Funds</b>	<u>785.00</u>	<u>-1,261.75</u>	<u>25,000.53</u>	<u>-22,454.06</u>	<u>35,694.21</u>
<b>Total Outreach/Missions</b>	<u>956.13</u>	<u>-1,907.45</u>	<u>27,842.09</u>	<u>-25,124.49</u>	<u>43,127.53</u>

**First Christian Church**  
**Other Funds Activity & Balances**  
 November 2024

	Nov 2024		Year To Date		Balance
	Receipts	Expenses	Receipts	Expenses	
<b>Special Funds</b>					
<b>Activity &amp; Balances</b>					
<b>Designated Funds in Foundation</b>					
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
<b>Total Designated Funds in Foundation</b>	<b>0.00</b>	<b>0.00</b>	<b>48,329.89</b>	<b>-10,531.01</b>	<b>362,401.61</b>
<b>Reserved Funds Balance on Hand</b>					
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
Care Cupboard (Oodles)	0.00	-99.15	1,235.00	-2,321.97	3,406.30
Children & Youth	0.00	0.00	449.66	-116.71	612.95
Children's Library	0.00	0.00	0.00	-65.49	-202.88
Christian Education Program	0.00	-65.98	1,008.14	-458.04	550.10
Community Meal Fund	490.00	-553.58	10,297.22	-8,824.50	4,789.61
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)	75.00	-373.04	4,555.00	-3,484.77	7,976.95
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
Loads of Love	220.00	-170.00	1,930.00	-1,073.94	4,605.08
LGBTQ Ministries	0.00	-7.99	1,030.00	-432.12	597.88
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	0.00	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	1,173.00	-73.00	1,173.00	-1,006.00	1,042.51
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
<b>Total Reserved Funds Balance on Hand</b>	<b>1,958.00</b>	<b>-1,342.74</b>	<b>41,397.58</b>	<b>-36,636.88</b>	<b>109,406.04</b>

**First Christian Church**  
**Other Funds Activity & Balances**  
November 2024

	Nov 2024		Year To Date		Balance
	Receipts	Expenses	Receipts	Expenses	
<b>In and Out</b>					
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
<b>Total In &amp; Out</b>	<u>0.00</u>	<u>0.00</u>	<u>210.00</u>	<u>-210.00</u>	<u>300.00</u>
<b>Memorial Funds</b>					
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 Gisler	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	0.00	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
<b>Total Memorial Funds</b>	<u>0.00</u>	<u>0.00</u>	<u>870.00</u>	<u>-2,381.28</u>	<u>34,664.03</u>
<b>Grand Total Reserved Funds</b>	<u>1,958.00</u>	<u>-1,342.74</u>	<u>42,477.58</u>	<u>-39,228.16</u>	<u>144,370.07</u>
<b>Total Other Income</b>	<u>1,958.00</u>	<u>-1,342.74</u>	<u>90,807.47</u>	<u>-49,759.17</u>	<u>506,771.68</u>

**5 Year Comparative  
November 2024**

<u>Month</u>	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>
Total Income	29,477	37,622	29,559	25,396	22,139
Expenses:					
Personnel	21,118	22,271	13,103	20,747	20,019
Travel	0	0	0	0	0
Office	1,400	871	614	1,186	1,174
Property	3,598	2,666	2,313	1,328	1,295
Education	0	914	0	0	0
Worship	25	47	222	71	0
Congregational Life	35	163	259	194	177
Outreach	<u>575</u>	<u>575</u>	<u>575</u>	<u>815</u>	<u>712</u>
Total Expenses	26,751	27,506	17,085	24,341	23,378
Budget Income/Loss	2,726	10,116	12,474	1,055	-1,239
Bldg Loan Offering	0	0	0	3,602	2,445
Bldg Loan Payment	0	0	0	0	-2,359
Net Financial Change	2,726	10,116	12,474	4,657	-1,153

**Year To Date**

Total Income	307,688	276,650	272,489	276,035	268,021
Expenses:					
Personnel	231,379	214,618	218,210	229,034	200,454
Travel	92	400	55	50	0
Office	16,143	12,943	13,282	14,174	13,894
Property	45,111	52,379	45,300	39,243	33,742
Education	1,722	1,330	307	0	0
Worship	1,100	1,522	1,479	1,737	1,547
Congregational Life	1,386	2,584	3,347	3,612	3,152
Outreach	<u>5,750</u>	<u>6,325</u>	<u>6,325</u>	<u>9,142</u>	<u>7,956</u>
Total Expenses	302,683	292,101	288,306	296,992	260,745
Budget Income/Loss	5,005	-15,451	-15,817	-20,957	7,276
Bldg Loan Offering	0	0	0	34,698	36,723
Bldg Loan Payment	0	0	0	-15,965	-33,384
Net Financial Change	5,005	-15,451	-15,817	-2,224	10,615

# 2025 FCC Nominations

Names of nominees in bold to be approved by the congregation on Dec. 8.

## **Board Co-Chairs**

(2-year term)

Graham Kislingbury ('25)

**Dianne Hargrove ('26)**

## **Secretary (need 1)**

(1-year term)

## **Treasurer**

Cam Shuck ('25)

## **Assistant Treasurer**

(1-year term)

**Meg Herman ('25)**

## **Financial Secretaries**

(1-year term)

**Nadine Wood, lead ('25)**

**Ethel Ellingson ('25)**

**Judy Ross ('25)**

## **Trustees**

(3-year term)

Mac McClanahan ('25)

Kris McLaughlin ('26)

**John Hayes ('27)**

## **Members At Large (5) (need 1 more)**

(2-year term)

Edie Koenig ('25)

**Paula Moore ('26)**

**JoAnn Rachor ('26)**

**Vicki McClanahan ('26)**

## **Elders (13)**

(3-year term)

Dave McCorkle, chair ('25)

Les Peterson ('25)

Gayle Dee ('25)

Sue Stein ('25)

Tony Wilson ('26)

Rick Staggenborg ('26)

Chet Houser ('26)

**Nickie Frisch Taylor ('27)**

**Jeff Taylor ('27)**

**Judie Weissert ('27), visiting elder**

**Maura Wilson ('27) table elder**

**Deb Lamp ('27) either visiting or table**

**Lura Kidner-Miesen ('27)**

## **Program Cabinet (5)**

(2-year term)

**Dianne Hargrove, chair ('26)**

Edie Koenig ('25)

Mike Mayers ('25)

Stacey Bartholomew ('25)

**Elaine Krueger-Young ('26)**

**Pam Nelson ('26)**

## **Memorial Committee (3)**

(3-year term)

Judie Lindley ('25)

Stacey Bartholomew ('26)

**Wendy Anderson ('27)**



**Names of nominees in bold were approved by the FCC Board on Nov. 11.**

**Personnel (5)**

**Gayle Dee ('27)**

Sue Stein ('25)

Clay Baxley ('26)

Laura Isaac ('26)

**Sara Staton ('27)**

**Jeff Taylor ('27)**

**Mission Grant**

Chet Houser

Dianne Hargrove

**Jen Rouse**

**Property**

Gary Goby

Mac McClanahan

Marshall Smith

Jerry Blais

Bert Gupstill

Stacey Bartholomew

**Nick Anderson**

**Stewardship**

**Kris McLaughlin**

Mary Dail

Jay Grenard

**Chris Norman**

**Hospitality**

**Ellen Carlson**

**Marge Wright**

**JoAnn Rachor**

**Ellen Taylor**

# FCC Albany 2025 Proposed Budget

	2025 Proposed Budget	2024 to 2024 Change		2023 Actual	2024 Budget	2023 Budget	2024 Actual thru Oct	2024 Actual Extended
<b>REVENUE</b>								
Giving to General Fund	366,211	13,016 *		323,625	353,195	334,490	270,486	324,583
Building Use	10,350	10,350 *		0	0	0	7,725	9,270
Endowments	18,000	18,000 *		0	0	0	0	0
Designated Reserves	20,700	20,700 *		0	0	0	0	0
<b>TOTAL REVENUE</b>	<b>415,261</b>	<b>62,066</b>		<b>323,625</b>	<b>353,195</b>	<b>334,490</b>	<b>278,211</b>	<b>333,853</b>
<b>ADMINISTRATION</b>								
Personnel								
Pastoral Staffing	0				0	153,000		
Senior Pastor								
Salary	0	0		0	0	0	0	0
Books & Journals	0	0		0	0	1,350	0	0
Continuing Education	0	0		0	0	1,000	0	0
Search/Moving Expense	0	0		1,402	0	0	0	0
Total	0	0		1,402	0	155,350	0	0
Co-Pastors								
Salary- A	37,000	600		33,131	36,400		30,333	38,546
Salary - J	37,000	600		33,131	36,400		30,333	38,546
Housing - A	20,000	0		15,000	20,000		16,667	20,000
Housing - J	20,000	0		15,000	20,000		16,667	20,000
Pension - A	8,652	252		6,738	8,400		7,000	8,400
Pension - J	8,652	252		6,738	8,400		7,000	8,400
Soc. Sec. Offset - A	4,500	0		0	4,500		3,750	4,500
Soc. Sec. Offset - J	4,500	0		0	4,500		3,750	4,500
TDRA - A	4,800	1,200		0	3,600		3,000	3,600
TDRA - J	4,800	1,200		0	3,600		3,000	3,600
Health Ins - A	3,604	204		0	3,400		2,833	3,400
Health Ins - J	3,604	204		0	3,400		2,833	3,400
Books & Jrnls - A	0	-300 *		0	300		0	0
Books & Jrnls - J	0	-300 *		10	300		0	0
Cont. Educ. - A	300	0		100	300		0	0
Cont. Educ. - J	300	0		15	300		38	46
Assemblies - J	250	-250 *		0	500		130	0
Assemblies - A	250	-250 *		0	500		0	0
Prof Exp - A (Endowments)	750	0		0	750		245	294
Prof Exp - J (Endowments)	750	0		0	750		998	1,198
Total	159,712	3,412		109,864	156,300		128,577	158,429
Interim Pastor								
Salary	0	0		15,006	0	0	0	0
Housing	0	0		3,000	0	0	0	0
TDRA	0	0		2,250	0	0	0	0
Sabbatical Fund	600	600 *		0	0	0	0	0
Total	600	600		20,256	0	0	0	0

	2025 Budget	2024 to 2025 Change	2023 Actual	2024 Budget	2023 Budget	2024 Actual thru Aug	2024 Actual Extended
<b>Office Administrator</b>							
Salary	54,753	1,595	51,754	53,158	51,600	44,030	52,836
Health Insurance	5,088	288	4,980	4,800	4,200	4,015	4,818
Pension	1,200	0	1,200	1,200	1,200	1,000	1,200
Total	61,041	1,883	57,934	59,158	57,000	49,045	58,854
<b>Other Personnel</b>							
Music Director	8,000	2,000 *	0	6,000	6,000	500	500
Musician	12,706	0 *	12,336	12,706	12,336	10,658	12,775
Youth Coordinator	0	-4,000 *	10,513	4,000		188	188
Custodial Services	11,877	346	11,861	11,531	11,195	9,691	11,630
Nursery Care	4,000	0	2,910	4,000	3,000	3,034	3,641
Audio/Visual Operators	5,000	1,500 *	2,143	3,500	3,039	1,553	1,864
Substitute Musician	1,125	375 *	850	750	600	600	720
Substitute Office	0	0	0	0	0	0	0
Substitute Pastor	600	600	0	0	0	0	0
SAIF Workers Comp	800	0	-70	800	800	1,158	1,158
Staff Appreciation	750	750 *	0	0	0	0	0
Unemployment Expense	0	0	0	0	0	0	0
Payroll Tax Expense	6,600	0	6,947	6,600	6,000	5,257	6,309
Total Personnel	272,811	7,466	236,947	265,345	255,320	210,261	256,066
<b>Travel</b>							
Auto Allowance Staff	750	0	0	750	750	92	110
General/Regional Assembly	0	0	400	0	0	0	0
Total Travel	750	0	400	750	750	92	110
<b>Office</b>							
Copier Lease & Equipment	3,500	0	3,081	3,500	3,500	3,036	3,643
Miscellaneous Administrative	500	0	945	500	500	95	114
Office Supplies	2,500	0	2,130	2,500	3,500	2,188	2,626
Online Giving Fee	200		0	0		2	2
Postage	500	-250	405	750	1,500	204	244
Technology Equipment & Supplies	1,500	1,250 *	0	250	250	0	0
Technology Fees & Software	5,000	2,500 *	2,176	2,500	2,000	5,536	6,643
Telephone	5,000	1,250 *	4,460	3,750	3,900	3,682	4,419
Total Office	18,700	4,950	13,197	13,750	15,150	14,743	17,691
<b>Property</b>							
Building Maintenance	10,000	2,000 *	7,867	8,000	6,000	7,296	8,756
Elevator Maintenance	3,350	100	3,066	3,250	3,250	2,929	3,515
Garbage	2,150	150	1,989	2,000	1,900	1,712	2,055
Insurance	20,000	-3,750 *	21,595	23,750	21,595	11,722	14,066
Janitorial Supplies	1,200	200	1,089	1,000	1,000	864	1,036
Utilities	22,000	3,000	18,830	19,000	15,000	16,990	20,388
Total Property	58,700	1,700	54,437	57,000	48,745	41,513	49,816
<b>TOTAL ADMINISTRATION</b>	<b>350,961</b>	<b>14,116</b>	<b>304,981</b>	<b>336,845</b>	<b>319,965</b>	<b>266,609</b>	<b>323,683</b>

	2025	2024 to		2023	2024	2023	2024	2024
	Budget	2025		Actual	Budget	Budget	Actual	2024
		Change					thru Aug	Actual
								Extended
<b>Education</b>			*					
Children's Resources	250	250		0	0	0	25	30
Nursery Resources	150	-150		43	300	75	81	97
Youth Resources	200	-250		797	450	450	106	127
Adult Education Resources	250	0		0	250	250	0	0
Family Programming	750	750	*	0	0	0	0	0
Camp/Conf. Scholarships	2,000	-500		670	2,500	500	1,510	1,510
<b>Total Education</b>	<b>3,600</b>	<b>100</b>		<b>1,510</b>	<b>3,500</b>	<b>1,275</b>	<b>1,722</b>	<b>1,764</b>
<b>Worship</b>								
Music & Musicians	400	0		511	400	400	123	148
Worship Resources	2,000	1,000	*	1,283	1,000	1,400	952	1,142
<b>Total Worship</b>	<b>2,400</b>	<b>1,000</b>		<b>1,794</b>	<b>1,400</b>	<b>1,800</b>	<b>1,075</b>	<b>1,290</b>
<b>Congregational Life</b>								
Congregational Activities	2,000	-1,000		1,359	3,000	3,000	995	1,194
LGBTQ+ Affirming	500	500	*	0	0	0	0	0
Public Relations	500	-500	*	421	1,000	1,000	356	428
Pastor's Ministry Fund	0	-400	*	914	400	400	0	0
Reiki Ministry	50	0		0	50	50	0	0
Stewardship Campaign	100	0		0	100	100	0	0
<b>Total Congregational Life</b>	<b>3,150</b>	<b>-1,400</b>		<b>2,694</b>	<b>4,550</b>	<b>4,550</b>	<b>1,351</b>	<b>1,622</b>
<b>Outreach/Missions</b>								
Disciples Mission Fund	6,300	0		6,300	6,300	6,300	4,725	5,670
Ecumenical Ministries of Oregon	0	-600	*	600	600	600	450	540
Care Cupboard	1,500	1,500	*	0	0	0	0	0
Community Meal	5,000	5,000	*	0	0	0	0	0
Emergency Fund	2,750	2,750	*	0	0	0	0	0
Loads of Love (Laundry)	900	900	*	0	0	0	0	0
<b>Total Outreach</b>	<b>16,450</b>	<b>9,550</b>		<b>6,900</b>	<b>6,900</b>	<b>6,900</b>	<b>5,175</b>	<b>6,210</b>
<b>Total General Fund Budget</b>	<b>376,561</b>	<b>23,366</b>		<b>317,879</b>	<b>353,195</b>	<b>334,490</b>	<b>275,932</b>	<b>334,569</b>
<b>Excess/Shortfall</b>	<b>0</b>			<b>5,745</b>	<b>0</b>	<b>0</b>	<b>2,279</b>	<b>-716</b>
<b>Additional Outreach</b>								
Chance	0		*					
Creating Housing	0		*					
Fish of Albany	0		*					
Health Care for All	0		*					
Helping Hands	0		*					
Jackson Street Youth Shelter	0		*					
Pre-Primary								
<b>Total Additional</b>	<b>0</b>							

## **Israel-Palestine Discernment Meeting**

*Oct. 7, 2024, on Zoom; 8 in attendance, including Jared, who moderated the meeting*

### Question 1—previous experience with processes of discernment

Paula M: O&A process felt (overly) long; patience was difficult

Graham: During O&A process people experienced major reversals in perspective and we needed time to achieve that. Heard many voices and had good processes.

Nadine: O&A process was about a year of active work, but the lead up to the formal process made it feel longer than that. Decided as part of process that vote needed to be high %

Graham: we would've registered more opposition to O&A if the vote wasn't a voice vote

Paula: thinks that fewer people were actively supportive or engaged with HCA process than the O&A process, but that may have been because of less intense bias and opposition.

Nadine: was mildly concerned about low turnout to HCA informational meetings

Rick: felt like he was on his own with HCA process; appreciates wider involvement (program cabinet) in this process

### Question 2—temperature check on resolution/ pastoral letter

1) I have reservations with the church taking political or witness positions (2 hands raised)

*Comments: "too political for my comfort, mixed feelings, no objection to content of it. Question of what endorsing it will do."*

2) I have reservations about the content of this particular resolution (1 hand raised)

*Comments: (1 and 2) "some reservation about political positions; working through reaction to how heavily the resolution leans on Christian perspectives), whether O&A was political in the same sense, or if there's some sort of meaningful distinction to be made."*

- 3) I have mixed feeling; I'm uncertain or have questions. (No hands raised)
- 4) I'd like for the church to endorse the content of this resolution (1 hand raised)
- 5) I'd like the church to endorse this resolution and the pastoral letter of March 2024 "A pastoral letter for a time of crisis and suffering. (5 hands raised)

Question 3—sense of what is at stake

Judy: someone might be upset

Paula: someone might leave

Rick: there's often a conflict between unity and justice

Nadine: concern with one sidedness, lack of balance in the resolution's perspective.  
Sees O&A as hospitality and welcome issue with special relevance for life of our local church

Paula: importance of continuing to distinguish between anti-semitism and anti-zionism

## Israel-Palestine Discernment Meeting

*Oct. 20, 2024, in Fellowship Hall 15 in attendance, including Jared, who moderated the meeting*

### 1) Introduction by Jared

How did this discernment process come about? The Israel-Palestine Advocacy Team asked the Program Cabinet to have discernment process and the Program Cabinet agreed. We're trying to decipher where people's thoughts are sitting at the moment?

**What is discernment?** A way of careful decision-making that reflects the best aspects of our faith," Jared said. "It's putting more thought and care into the conversation

**What is consensus?** A middle way between raw majority and unanimous consensus. Not exact figures. "If 80 percent of people are 80 percent on board with something, I would consider that a consensus," Jared said.

### 2) Three sets of questions:

#### A) What's your past experiences with resolutions and processes of discernment?

**Anne Peltier** said she's encouraged by the process because it does take long. Different folks expressing different ideas allows her to think about perspectives she hasn't thought about.

**Jay Grenard:** "Being a veteran, I have a little different perspective on this. I understand pain and agony Palestinians are going through. In Vietnam, we didn't go after them (the Viet Cong) the way Israel is going after Hamas (in tunnels). Where do we draw the line with rooting out Hamas. This (resolution and pastoral letter) is looking at one point of view and not the whole avenue."

**Kris McLaughlin** noted the experience with the Open and Affirming discernment process in 2011-12. "It affirmed things happening here," she said. "It was well attended and well done. When we took the vote on Health Care for All a few years ago, not that many people were involved."

**Nancy Anderson** said she was on staff during the Open and Affirming discernment process. It was a controversial topic. "Our congregation did a good job of letting all voices be heard."

**Gayle Dee** mentioned the Circle Way process "where all voices are heard. ... The center of circle is the presence of the divine. In these processes that can get left out. ... Whatever discernment we do ... what is it we're hearing?"

**Les Peterson:** "My experience with resolutions is mixed. ... Some disappeared, others became policy for the church through consensus and deciding."

**Kathy Frost** recalled that there was a feeling that "we really don't need to do that (adopted resolution) with anti-racism (efforts at the church in recent years), that it didn't really affect us personally here. That's the risk with this resolution (that we say) that it really doesn't affect us here. ... We've got to be honest: Are we going to do something about it?"

**Anne Peltier:** A hopeful part is what Rick and the group (Israel-Palestine Advocacy Team) have done. Resolutions speak to the fundamentals of who we are as a church."

### **B) Where thoughts are sitting with this resolution?**

- 1) I have reservations with the church taking political or witness positions in general. (1 hand raised)
- 2) I have reservations about the content of this particular resolution (No hands raised)
- 3) I have mixed feelings; I'm uncertain or have questions. (2 hands raised)
- 4) I'd like church to endorse this resolution. (No hands raised)
- 5) I'd like the church to endorse this resolution as well as the pastoral letter of March 2024: "A pastoral letter for a time of crisis and suffering." (5 hands raised)
- 6) Abstain. (2 hands raised)

**Kris:** It leaves out a lot of history. ... My problem is with the resolution itself. ... I would not like to put any barriers up — (that) you have to endorse this or endorse that. I've been subjected to some political pressure (at church in the past)."

**Kathy:** "If I don't know what you stand for, then there's nothing for me to come here for."

**Nancy:** "I just want peace, resolution or no resolution. I want the suffering to end. That's our common ground. We want the actual events on the ground to stop,"

**Jay:** If the church passes this, how does it affect other churches? Does it affect what we believe here?"

**Jared:** General Assembly resolutions aren't meant to be binding on any Disciples congregations. It shapes what our general minister and president do."

**Anne:** I want this war to end. This seems like an avenue to start to get the discussion going. I can't imagine that anyone wants war to continue. How do we come to a consensus about what we all want? There are some things that are a yes for everybody and I would like to get to that."

**Les:** This whole situation with the war is very complicated in my thinking. It seems like the churches are powerless in changing the situation. It seems like Hamas and the leaders are throwing barriers to peace. Hamas wants to win and Israel wants to win...same thing with Hezbollah and Israel...it seems like they won't stop fighting until the Hamas and Israel war is settled. Everything is confusing to me ... I'm not sure what we as Christians can do."

### **C) What is your sense of what is at stake?**

One person said the "dark side" of FCC taking a stance could be retribution against the church.



Another person said the resolution give everyone an opportunity to make themselves heard about what their concerns are. I believe in everything that the resolution says, for humanitarian reasons.

**Kathy** said the civil rights movement wouldn't have happened without churches standing up and taking a stance. What morally can I live with in myself. It took a long time to stop the Vietnam War and is lot of churches took heat (for opposing the war.

**Anne:** What are the next steps? Have we had enough input for us to be OK with the outcome?

**Jared:** Another discernment meeting is scheduled for 9 a.m. Sunday, Nov. 10, in Fellowship Hall. He has also received feedback from people who couldn't make it to a discernment meeting. "I want as much input to be reflected as possible," said Jared, adding that the Program Cabinet will work on next steps in the process.

**Nancy:** If it were adopted, what would happen with it? How would anyone know we've adopted it?

**Jared** said there would be something on our website, and the church position would be part of its public-facing advocacy — a position that people can take to the broader community.

**Someone asked,** Has any Oregon church adopted this resolution or similar ones?

**Rick Staggenborg:** "A lot of churches are discussing it, particularly UCC churches."

**Les:** It (the resolution) has a lot of good things to say. I don't think it would be a divisive thing:" He noted that the resolution was adopted in 2022, long before the Israel-Hamas war. "If it could be updated, it would be more relevant," he said.

**Gayle** mentioned Week of Compassion and its partners on the ground in Gaza, such as Global Ministries. "A lot of people are doing a lot of good work" Contributions to Week of Compassion "support the work of people already there." she said.

Jared ended the discernment meeting with a prayer.

## Israel-Palestine Discernment Meeting

Nov. 10, 2024, in Fellowship Hall; 14 in attendance, including Jared Ruari, who moderated the meeting, Allison Ruari and three people who attended previous discernment meetings.

### 1) Question of experience with discernment

**Stacey Bartholomew** said she didn't go through either of the processes with Open and Affirming or Health Care for All Oregon, "but I liked the outcome."

**Nadine Wood:** Education that happened in the process was really important.

### 2) Where are your thoughts sitting as relates to the resolution "Answering the Call of Our Palestinian Siblings"?

- 1) I have reservations mostly to do with the church taking political positions in general (2 hands raised).
  - 2) I have reservations about the content of this particular resolution. (No hands raised)
  - 3) I have mixed feelings; I'm uncertain or have questions. (No hands raised)
  - 4) I would like for the church to endorse the content of this resolution (No votes)
  - 5) I'd like for the church to endorse this resolution as well as the more recent pastoral letter "A letter for a time of crisis and suffering." (3 hands raised)
  - 6) Abstain (1 hand raised)
- (Three people did not raise their hands.)

**Elaine Kruger Young:** "My concern is most people don't understand the issue and the difference between the Jewish religion and the Israeli government. I think they see them as one. This congregation would be perceived as being in conflict with our Jewish brethren in our area. I'd hate for us to be perceived as antisemitic."

**Charlotte Houser** described it as a "very complex issue with blame on both sides. A vote, no matter which way it goes, can cause divisiveness within the congregation. I don't understand what happens after we vote. Is it worth taking sides?"

**Ellen Carlson:** What happens if it passes?

**Jared:** You'd probably expect about the same as our ONA commitment or Health Care for All. It's part of how we identify ourselves. It also informs how we represent ourselves to the broader community. Pastors of the church can take that commitment out to the community.

**Stacey:** Endorsement of the General Assembly resolution would help us align with the U.N. (United Nations resolutions are mentioned in the resolution.) "A worldwide body has made this declaration and we are affirming that we're in line with that with our endorsement. ... We're not alone in making that choice. It's a worldwide response, and that's how I see the situation."

**Charlotte** asked if other Oregon Disciples congregations are going through this process.

**Allison** said, "My hunch is probably not." The Israel-Palestine conflict doesn't have as much bandwidth in other congregations as it does here because we have an active Israel-Palestine Advocacy Team.

**Stacey** said this is about policy — about “a nation that doesn’t have a say in how it’s governed. They have to submit to an authority that’s trying to eradicate them. We’re saying that’s not OK, and I think that’s worth taking a vote on.”

**Mary Roth** asked how it’s going to impact congregations and our cooperative relationships? “What would it do? Who would it influence?”

**Jared:** “It’s a valid concern to think about interfaith relationships being strained.” He noted, for example, that the Presbyterian Church’s vote on divestments “caused some strain.”

**Ellen** said she is not fearful about a vote. “My fears have more to do with retaliation against churches like us.”

**Carole Sparks** said It seems a little political ... with the church becoming involved. “I think its a very complex thing.”

**Stacey:** “This is what is happening over there and we want to be part of the voices that say it’s not OK. It’s a moral statement.”

### 3) What is your sense about what its at stake?

**Carole:** What would God want me to do. Not knowing as much as I should, I would feel uncomfortable about influencing someone else’s life.”

**Stacey** asked, “How would it (a vote) hurt people?”

**Carole:** “Lots of ways. It depends on how far it goes.”

**Elaine:** “When you take a vote on local actions, there are local implications. It becomes local, so what does it mean?” Consider how much misinformation and lack of information there is around the issue. “It’s kind of like what happened in Amsterdam,” where Israeli soccer fans were attacked last week.”

“Has anybody talked to the rabbi” in Corvallis?

**Rick Staggenborg:** “He’s not open to dialogue”

**Jared** said he does not have a relationship with the rabbi. My guess is most (rabbls) probably have their hands full (with internal conflict over this issue) and are walking a tightrope on this situation. Those concerns would take precedence over the wider community concern.

**Charlotte** said that when she was a teenager the church didn’t take political stands. (Someone said sources of divisiveness or conflict are not just political things.)

**Jared:** How do you make room for differences in opinion and conviction and still have norms. ... This is a concern that we always need to be thinking about ... the tension between making room for freedom of conscience and beliefs and having a norm, speaking with one voice. What does it mean for the church to speak with one voice?

**Carole:** “We can talk until we’re blue, but they’re (the Palestinians) living it.”

**Jo Ann Rachor:** “What if I was there? What if I had no choice and was being starved to death. Would I want other countries to stand up for me?”

**Ellen:** A vote endorsing the resolution is not antisemitism.

# Board Report November 2024

## Executive Team

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

- Agenda for the November 11 board meeting
- Preparation for Congregational Meeting on December 8
- Nominations for 2025 leadership - elected and Board-appointed
- Stewardship progress
- 2025 Budget finalization
- Recruiting choir/music director
- Israel/Palestine discernment conversations (October 7, 20, November 10) and a proposal for Board consideration during the Nov. 11 meeting

-Gayle Dee

## Program Cabinet

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 continued in October. Discernment meetings were held Oct. 7 and 20, with a third meet scheduled for 9 a.m. Nov. 10 in Fellowship Hall.

We have also received several comments from congregants via email and Google form. Links to notes from the discernment meetings and individual feedback is provided in this month's digital board packet. The PC also asks that the board consider forwarding the resolution and pastoral letter to the congregation for an endorsement vote at the Dec. 8 Congregational Meeting.

Other items coming before coming before the Program Cabinet:

- **Giving out Bibles** — We get periodic requests for Bibles, mostly at Community Meal, but also at other times. We agreed to ask FCC members for donations of Bibles they have on their shelves but don't use. Whatever Bibles we receive, we would give away upon request. We will use word of mouth for this request, as well as a brief story in the November newsletter. It was suggested that the Bibles we receive be stored in two places: top shelf of the cupboard in the Cornerstone Room; and in the office.
- **History of the church** — Thanks to the good work Les Peterson, the early history of First Christian Church will soon be available digitally and in print.
- **Trunk or Treat** — We had six nicely decorated trunks for our second annual Trunk or Treat in the parking lot. We had lots of costumed visitors. Thanks to everyone who hosted a trunk.
- **Albany Helping Hands'** presentation and special offering, is scheduled for Sunday, Nov. 10. The organization has a new executive director, Jessica Becker.
- **Veterans Day Hospitality Table** — Monday, Nov. 11. We we're scheduled to provide hot chocolate, coffee and doughnut holes from 9:45 to 1:30 p.m. Thanks to those who volunteered.
- **Planting Day** — Weather permitting, we will plant daffodil and tulip bulbs and osmanthus shrubs from 9 a.m. to noon Saturday, Nov. 16. We'll also do a bit of weeding. Volunteers are welcome.
- **Fish Food Drive Drop Site** — We had no food donations during shifts from 10 a.m. to 1 p.m. Saturday, Oct. 19. The Program Cabinet recommends that we not be a drop site next year but continue to do our internal food drive for Fish and invite a Fish representative to a presentation and special offering on a fall Sunday before the annual food drive. ... Thanks to everyone who donated food.

-Graham Kislingbury

## **Young Adult Group**

The Young Adult Group met at the church on November 5 for an Election Watch Party and Potluck. There were eight adults, six kids, and two nursery attendants.

-Elysse Delgado

## **Covenant Group**

Covenant Group continues to meet upstairs on first and third Tuesday of each month.

-Chet Houser

## **Care Support Group**

Will give a verbal report.

-Dick Busic

## **Community Meal**

The donations during the Thursday evening meal are definitely less now that we are not allowed to put the donation box out. A volunteer donated \$100 on October 10th which was greatly appreciated. Those who donate through their tithing is what keeps this wonderful outreach going. Thank you all so much.

-Dulca Bailey

## **Care Cupboard**

During November and December, Care Cupboard will collect warm socks and gloves to keep our neighbors warm during the cold winter ahead. There is a basket at the back of the sanctuary ready to receive your donations. If you are clearing out a drawer and have used socks or gloves that are clean and in good condition, those are also welcome. If you have questions, please ask Nancy Anderson or Alice Newbould.

-Nancy Anderson

## **Health Care Justice**

Discussion group continues to meet monthly on the second Tuesday at 1:00 on Zoom.

-Rick Staggenborg

## **Israel-Palestine Advocacy Team**

The "temperature check" on support for affirming the 2023 GA resolution will conclude on the 11th with the final listening session at 9 am.

I have just been informed that there is a question as to whether there will even be a vote, let alone a chance for us to present our arguments in advance of the congregational meeting in December, when we were hoping to have it.

It is also unclear whether if a vote is held, a separate question about the Disciples pastoral letter calling for the US to use pressure to obtain a ceasefire will be asked. That has been our expectation from the beginning of this process. From what I've been told, affirming both statements is the most popular choice among those in the informal polling from the "temp check" process.

I apologize for not being able to make a more definitive report, but it appears my assumptions of how and what decisions were being made were incorrect. I hope to clarify the facts at the Board meeting so that we will have a common understanding of how to proceed, if that is what the Board wants to do.

-Rick Staggenborg

### **Elders**

Jared led the last meeting and will report on it.

-DeeDee Blais

### **Personnel**

The committee met last Monday at its regularly scheduled meeting. Sara Staton attended and we listened to her input regarding the Proposed Additions to the Personnel Handbook that were submitted to the Board at last month's meeting. After discussion, the committee voted to withdraw the previous submission and to instead submit a new proposal for a vote by the Board.

-Paula Moore

### **Financial Secretaries**

On-Line Giving is now available. Currently we have 7 members who are using On-Line Giving. It is also possible to provide one's pledge information for 2025 with the On-Line Giving options (QR code or Website Give Now).

The Financial Secretaries are tracking the 2025 Pledge Cards (paper and On-Line). The Stewardship Drive will be completed on Nov. 17.

-Charlotte Houser

### **Trustees**

Nothing new to report.

-Kris McLaughlin

### **Prayer Shawl**

Prayer Shawl knitters remain faithfully creating beautiful knit shawls which can be distributed to those who are experiencing illness or loss. Please let Jan Hagemeister know of a need.

-Jan Hagemeister