

**FCC Board Meeting Agenda**  
**October 14, 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. September 9th Board meeting
  - b. September 22nd quarterly Congregational meeting
- 4. Pastor's Report**
- 5. Finance Report**
- 6. Old Business**
  - a. Changes to Bylaws - VOTE to bring to December Congregational meeting
  - b. Nominations update
  - c. Stewardship update
  - d. Budget process update (begin later in Sept, notice to submit budget requests)
  - e. Choir/music director hiring
- 7. New Business**
  - a. Restructuring of Elder roles
  - b. Proposed addition to Personnel handbook - VOTE to approve
- 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, November 11, 2024, 6:30 p.m. on Zoom (we will meet on Zoom until March, 2025)

## **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.*

# Minutes from October Board Meeting, October 14, 2024

Present: Gayle Dee, Graham Kislingbury, Paula Moore, Judy Ross, Kris McLaughlin, Nadine Wood, Allison Ruari, Cam Shuck. Sara Staton, Charlotte Houser, Ellen Carlson.

## Motions Passed

We voted unanimously to accept the changes and additions to the Church bylaws.

### 1. Call to Order

Gayle called the meeting to order at 6:35.

### 2. Opening Prayer

Sara offered prayer asking for God's love to be present at our meeting.

### 3. Receiving Minutes

#### a. September 9th Board meeting

The minutes were approved as corrected.

#### b. September 22nd quarterly Congregational meeting

The minutes were approved as written.

### 4. Pastors' Report

We are still looking for a music director. As per Allison, "We are waiting for the right person. Filling this position is often difficult."

Jared and Allison are doing the entire work of the Stewardship Committee since a committee was not formed this year.

Gratitude was given to Sara for her work with children and youth. She is leading children's worship once a month as well as taking leadership in the family program we are getting off the ground. Over 30 attended the first family gathering.

### 5. Finance Report

We had another positive month. Giving for the month was healthy for the end of the year. For the month we were under budget and above last year's income at this time.

Personnel will have a line item in the budget for the coming year.

Several newer members of the congregation have been giving generously.

### 6. Old Business

#### a. Changes to Bylaws

An overview of the changes was presented by Pastor Allison.

New wording assures that the treasurer does not have to do all the functions but will have oversight.

Changes to the bylaws will occur every two years rather than annually. The Board will appoint a task force to receive and review potential changes and create a draft for review and adoption by the Board and congregation.

Youth members will now have the same term limits as members-at-large.

There will be more flexibility as to the number of members on the Personnel Committee. A Personnel Committee member will be added to the Finance Committee.

The names Budget Committee and Finance Committee have been used to identify the same group in the past. We will begin using the name Budget Committee exclusively.

The Property Committee will be working in coordination with the Office Manager. This addition will remind committee members that they are not working alone.

The Stewardship Committee will now be overseeing all church fundraising activities authorized by the Board and will direct the annual financial program of the Church. The committee will meet at least four times during the year.

Kris moved and Charlotte seconded that we accept the proposed changes to the bylaws. The motion was passed unanimously,

The new text of the bylaws will be voted on by members at the next quarterly meeting.

**b. Nominating Committee**

Graham reported that the Nominating Committee has been moving forward with its work. Many people have been approached and have accepted nominations for positions in the coming year(s).

**c. Stewardship**

Kris was commended for the quality of her presentation on giving at last Sunday's service. It was suggested that this presentation, which is on video, be used in the future for the stewardship drive.

Commitment Sunday will be on October 27<sup>th</sup>. There will be a paper pledge card as well as an online pledge form for members to use. The plan is to have the online form available throughout the year.

The proposed budget needs to be to the Board by November 11<sup>th</sup>.

**7. New Business**

**a. Restructuring of Elder Roles**

The Pastors, along with the Elders, are looking to divide the roles of Elders into two groups- worshipping elders and visiting elders. There will be the option of being a part of

both groups. We will continue with having twelve elders.

**b. Proposed additions to Personnel Handbook**

There was a push back to the proposed additions as well as any of the of the present wording in the handbook that mentions Pastors' children. Paula and Sara will meet to discuss the handbook policy on children of staff members with the goal of bringing this topic and their recommendations back to the Board by the end of the year.

**8. Action Items from tonight's meeting**

The budget will be presented to the board at the November meeting. We will revisit the Personnel Handbook. The bylaws will be updated.

**9. Tending to Community Needs (concerns & celebrations in the Congregation)**

Jan Hagemester will be coming home from the hospital today. She will be needing more assistance at home.

Our members with memory concerns continue to rise. More members will be needing rides to church in the next months.

**10. Closing Prayer**

Gayle offered a prayer of thankfulness and caring for one another.

**11. Adjournment**

Gayle closed the meeting at 7:45.

**Next Meeting: Monday, November 11, 2024, 6:30 p.m. on Zoom. We will be meeting on Zoom until March 2025.**

Ellen Carlson, Secretary

## Pastor's Report October 2024:

- **Worship:**

- October will conclude our stewardship theme "Festival of Faithfulness" where we'll be exploring labor, harvest, and feast through the lens of parables. November's sermon series is titled "Songs we Sing to God" where preachers will pick a favorite Psalm. Laura Isaac will preach 11/24 when we're out of town for my brother's wedding. December will begin Advent. It's also when we hop back onto the lectionary. Based on lectionary scriptures, our theme will be "Good Tidings of Comfort and Joy." Some lectionary cycles are pretty "doom and gloom" and it was refreshing to study these scriptures and find that's not the case for this year.
- We're continuing to work on inviting folks into worship leadership who aren't the kind of folks to sign up themselves but are happy to do it if asked.

- **Pastoral Care:**

- We've been made aware of several acute pastoral care concerns and have been working diligently to check in with folks. Jared also continues to visit with folks who consider this congregation home but are unable to attend worship or other programming regularly.

- **Administration:**

- Allison continues to work with various committees to facilitate and maintain church processes. She's working with the Budget committee to determine the budget for next year. Nominating is continuing its work—many thanks to that team! We're grateful for folks who have already said yes and for the folks who will say yes over the next few weeks.

- **Education:**

- Attendance for our 9 am programming continues to be small in number but large in participation and meaning making. The Cornerstone Class continues its study on the Bible through the use of a video series called "Animate." They will be doing a group Lectio Divina on 11/17 and 11/24 (following the conclusion of the study on 11/3 and an Israel-Palestine discernment conversation on 11/10) and have an Advent study beginning on 12/1.
- We had over thirty attend our inaugural family programming conversation. Our next one will be on 10/20 throughout the building.
- Resolution Discernment conversations continue. Based on the three initial conversations, executive team and program cabinet will determine if there is consensus either to 1.) hold a vote and determine possible dates 2.) continue conversations with the possibility for a future vote in 2025 3.) determine that is is not something to vote on. If a vote is to happen, will most likely be in the first quarter of 2025 in order to give enough time and conversation for this topic.

- **Ministries:**

- The preschool is back in session. 56 families are enrolled. Mondays and Wednesdays are particularly busy with our two 4 year old classes having 16 and 18 kiddos in them.
- Rally Day was well represented. While there weren't a ton of folks signing up, it is an important function to make sure newer folks are able to plug in and get involved with ongoing ministries and groups.

Respectfully submitted,  
Allison (and Jared)

Financial highlights for October 2024

Pg. 1 Giving for month healthy. YTD still high.

Pg. 2 Most expenses in line for month.  
No insurance premium due this.  
For month Total Expenses are under Budget & Last Year.  
Lower expenses and good giving resulted in another positive month of \$1,958.26.  
This also brought the YTD total up to a positive \$2,278.90.

Pg. 5 Reserved Funds for Staff Gifts went into negative.

Pg. 7 Once again total Income YTD is highest for 5 year period by a lot!  
Only year with fewer expenses was 2022 when there were reduced personnel costs.  
YTD financial position best except for 2020.  
2020 was a year of reduced staffing.

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

	<u>Oct 24</u>	<u>Budget</u>	<u>Oct 23</u>	<u>YTD Oct 24</u>	<u>YTD Budget</u>	<u>YTD Oct 23</u>
<b>Ordinary Income/Expense</b>						
<b>Income</b>						
Regular Giving	26,375.77		24,263.67	270,485.68		229,952.90
Building Use	435.00		1,005.00	7,725.00		9,075.00
From Contingency Fund			0.00			0.00
Needed Income	0.00	33,391.22	0.00	0.00	298,287.20	0.00
<b>Total Budget Income</b>	<u>26,810.77</u>	<u>33,391.22</u>	<u>25,268.67</u>	<u>278,210.68</u>	<u>298,287.20</u>	<u>239,027.90</u>
<b>Expense</b>						
<b>Administration</b>						
<b>Personnel</b>						
<b>Co-Pastors</b>						
Salary - A	3,033.33	3,033.33	4,106.25	30,333.30	30,333.30	24,918.75
Salary - J	3,033.33	3,033.33	4,106.25	30,333.30	30,333.30	24,918.75
Housing - A	1,666.67	1,666.67	1,875.00	16,666.70	16,666.70	11,250.00
Housing - J	1,666.67	1,666.67	1,875.00	16,666.70	16,666.70	11,250.00
Pension - A	700.00	700.00	837.38	7,000.00	7,000.00	5,063.65
Pension - J	700.00	700.00	837.38	7,000.00	7,000.00	5,063.65
Soc. Sec. Offset - A	375.00	375.00	0.00	3,750.00	3,750.00	0.00
Soc. Sec. Offset - J	375.00	375.00	0.00	3,750.00	3,750.00	0.00
TDRA - A	300.00	300.00	0.00	3,000.00	3,000.00	0.00
TDRA - J	300.00	300.00	0.00	3,000.00	3,000.00	0.00
Health Ins - A	283.33	283.33	0.00	2,833.30	2,833.30	0.00
Health Ins - J	283.33	283.33	0.00	2,833.30	2,833.30	0.00
Books & Jrnls - A	0.00	25.00	0.00	0.00	250.00	0.00
Books & Jrnls - J	0.00	25.00	10.00	0.00	250.00	10.00
Cont. Educ. - A	0.00	25.00	0.00	0.00	250.00	100.00
Cont. Educ. - J	0.00	25.00	0.00	37.98	250.00	14.99
Assemblies - A	130.00	41.67	0.00	130.00	416.70	0.00
Assemblies - J	0.00	41.67	0.00	0.00	416.70	0.00
Prof Expense - A	12.70	62.50	0.00	244.71	625.00	0.00
Prof Expense - J	36.00	62.50	0.00	998.20	625.00	0.00
Search/Moving Exp	0.00	0.00	0.00	0.00	0.00	1,402.06
<b>Total Co-Pastors</b>	<u>12,895.36</u>	<u>13,025.00</u>	<u>13,647.26</u>	<u>128,577.49</u>	<u>130,250.00</u>	<u>83,991.85</u>
<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>	<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>
<b>Office Administrator</b>						
Salary	4,429.83	4,429.83	4,168.08	44,030.35	44,298.30	43,057.76
Health Insurance	400.00	400.00	415.00	4,015.00	4,000.00	4,150.00
Pension	100.00	100.00	100.00	1,000.00	1,000.00	1,000.00
<b>Total Office Administrator</b>	<u>4,929.83</u>	<u>4,929.83</u>	<u>4,683.08</u>	<u>49,045.35</u>	<u>49,298.30</u>	<u>48,207.76</u>
<b>Music Director</b>	0.00	500.00	0.00	500.00	5,000.00	0.00
<b>Musician</b>	1,058.84	1,058.83	1,028.04	10,657.60	10,588.30	10,280.40
<b>Custodian</b>	1,025.78	960.92	1,006.98	9,691.42	9,609.20	9,556.07
<b>Sound System Operator</b>	151.42	291.67	159.18	1,553.01	2,916.70	1,789.85
<b>Youth Coordinator</b>	0.00	333.33	325.00	187.50	3,333.30	9,725.00
<b>Nursery Care</b>	367.50	333.33	311.25	3,033.75	3,333.30	2,220.00
<b>Substitute Musician</b>	200.00	62.50	200.00	600.00	625.00	550.00
<b>Accident Insurance</b>	-78.00	66.67	-257.00	1,157.68	666.70	-69.91
<b>Unemployment Expense</b>	0.00	0.00	0.00	0.00	0.00	0.00
<b>Payroll Tax Expense</b>	526.47	550.00	518.81	5,257.36	5,500.00	5,839.86
<b>Total Personnel</b>	<u>21,077.20</u>	<u>22,112.08</u>	<u>21,622.60</u>	<u>210,261.16</u>	<u>221,120.80</u>	<u>192,347.12</u>



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

	<u>Oct 24</u>	<u>Budget</u>	<u>Oct 23</u>	<u>YTD Oct 24</u>	<u>YTD Budget</u>	<u>YTD Oct 23</u>
<b>Travel</b>						
Auto Allowance Staff	0.00	62.50	0.00	91.77	625.00	0.00
General Assembly	0.00	0.00	0.00	0.00	0.00	400.00
<b>Total Travel</b>	<u>0.00</u>	<u>62.50</u>	<u>0.00</u>	<u>91.77</u>	<u>625.00</u>	<u>400.00</u>
<b>Office Expenses</b>						
Copier Lease & Equipment	277.95	291.67	278.77	3,036.24	2,916.70	2,816.28
Miscellaneous Administrative	0.00	41.67	0.00	94.80	416.70	920.12
Office Supplies	313.97	208.33	93.59	2,188.41	2,083.30	1,860.69
Online Giving Fee	0.00	0.00	0.00	1.68	0.00	0.00
Postage	0.00	62.50	0.00	203.63	625.00	191.20
Technology Equip. & Supplies	0.00	20.83	0.00	0.00	208.30	0.00
Technology Fees & Software	267.34	208.33	49.48	5,535.93	2,083.30	1,933.89
Telephone	394.01	312.50	560.92	3,682.09	3,125.00	4,348.92
<b>Total Office Expenses</b>	<u>1,253.27</u>	<u>1,145.83</u>	<u>982.76</u>	<u>14,742.78</u>	<u>11,458.30</u>	<u>12,071.10</u>
<b>Property</b>						
Building Maintenance	295.05	666.67	366.75	7,296.34	6,666.70	6,434.25
Elevator Maintenance	545.48	270.83	264.86	2,929.22	2,708.30	2,536.19
Garbage	168.44	166.67	166.79	1,712.25	1,666.70	1,655.42
Insurance	0.00	5,937.50	5,398.75	11,721.50	23,750.00	21,595.00
Janitorial Supplies	102.66	83.33	66.68	863.54	833.30	961.49
Utilities	1,212.16	1,583.33	964.25	16,990.12	15,833.30	16,531.02
<b>Total Property</b>	<u>2,323.79</u>	<u>8,708.33</u>	<u>7,228.08</u>	<u>41,512.97</u>	<u>51,458.30</u>	<u>49,713.37</u>
<b>Total Administration</b>	<u>24,654.26</u>	<u>32,028.74</u>	<u>29,833.44</u>	<u>266,608.68</u>	<u>284,662.40</u>	<u>254,531.59</u>
<b>Education (Funded by Reserved Accounts)</b>						
Children's Resources	0.00	0.00	0.00	24.82	0.00	0.00
Nursery Resources	22.98	25.00	0.00	80.96	250.00	30.66
Youth Resources	0.00	37.50	133.20	105.84	375.00	386.11
Adult Education Resources	0.00	20.83	0.00	0.00	208.30	0.00
Camp/Conf. Scholarships	0.00	208.33	0.00	1,510.00	2,083.30	0.00
<b>Total Education</b>	<u>22.98</u>	<u>291.66</u>	<u>133.20</u>	<u>1,721.62</u>	<u>2,916.60</u>	<u>416.76</u>
<b>Worship</b>						
Music & Musicians	0.00	33.33	0.00	123.38	333.30	350.66
Worship Resrc(Includes Greens)	6.48	83.33	160.53	951.74	833.30	1,124.52
<b>Total Worship</b>	<u>6.48</u>	<u>116.66</u>	<u>160.53</u>	<u>1,075.12</u>	<u>1,166.60</u>	<u>1,475.18</u>
<b>Congregational Life</b>						
Congregational Activities	128.29	250.00	-113.57	994.96	2,500.00	1,244.80
Public Relations	40.50	83.33	32.40	356.40	833.30	348.30
Pastor's Ministry Fund	0.00	33.33	294.88	0.00	333.30	828.48
Reiki Ministry	0.00	4.17	0.00	0.00	41.70	0.00
Stewardship Campaign	0.00	8.33	0.00	0.00	83.30	0.00
<b>Total Congregational Life</b>	<u>168.79</u>	<u>379.16</u>	<u>213.71</u>	<u>1,351.36</u>	<u>3,791.60</u>	<u>2,421.58</u>
<b>Budgetted Outreach</b>						
Disciples Mission Fund(DMF)	0.00	525.00	525.00	4,725.00	5,250.00	5,250.00
Ecumenical Ministries of Oregon	0.00	50.00	50.00	450.00	500.00	500.00
<b>Total Budgetted Outreach</b>	<u>0.00</u>	<u>575.00</u>	<u>575.00</u>	<u>5,175.00</u>	<u>5,750.00</u>	<u>5,750.00</u>
<b>Total Expense</b>	<u>24,852.51</u>	<u>33,391.22</u>	<u>30,915.88</u>	<u>275,931.78</u>	<u>298,287.20</u>	<u>264,595.11</u>
<b>Net Ordinary Income</b>	<u>1,958.26</u>	<u>0.00</u>	<u>-5,647.21</u>	<u>2,278.90</u>	<u>0.00</u>	<u>-25,567.21</u>

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

	<u>Oct 24</u>	<u>Budget</u>	<u>Oct 23</u>	<u>YTD Oct 24</u>	<u>YTD Budget</u>	<u>YTD Oct 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	445.00		377.00	519.00		1,112.00
Thanksgiving	0.00		0.00	0.00		0.00
Week of Compassion	200.70		104.60	1,766.43		5,806.63
<b>Total Designated Mission Offerings</b>	<u>645.70</u>		<u>481.60</u>	<u>2,670.43</u>		<u>7,276.63</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>645.70</u>		<u>481.60</u>	<u>2,670.43</u>		<u>7,276.63</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	0.00		377.00	74.00		1,112.00
Thanksgiving	0.00		0.00	0.00		0.00
Week of Compassion	0.00		104.60	1,565.73		5,806.63
<b>Total Mission Special Goals</b>	<u>0.00</u>		<u>481.60</u>	<u>2,024.73</u>		<u>7,276.63</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>0.00</u>		<u>481.60</u>	<u>2,024.73</u>		<u>7,276.63</u>
<b>Total Outreach Missions</b>	<u>645.70</u>		<u>0.00</u>	<u>645.70</u>		<u>0.00</u>
<b>Checking Account Balance</b>						
Undesignated Funds				-21,386.95		-41,429.98
Reserved Funds				143,754.81		133,948.76
<b>Balance</b>				<u>122,367.86</u>		<u>92,518.78</u>

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

	Oct 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	445.00	0.00	519.00	-74.00	2,010.00
Thanksgiving	0.00	0.00	0.00	0.00	341.60
Week of Compassion	200.70	0.00	1,766.43	-1,565.73	3,831.72
<b>Total Designated Mission Offerings</b>	<b>645.70</b>	<b>0.00</b>	<b>2,670.43</b>	<b>-2,024.73</b>	<b>7,313.32</b>
<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>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>120.00</b>
<b>Missions in Reserved Funds</b>					
Anti-Racism	0.00	0.00	0.00	0.00	75.00
Care Cupboard (Oodles of Comfort)	200.00	-347.99	1,235.00	-2,222.82	5,195.00
Children & Youth	0.00	0.00	449.66	-116.71	747.13
Christian Education	0.00	-65.89	1,008.14	-392.06	1,506.81
Community Meal	312.45	-1,257.33	9,807.22	-8,270.92	7,417.47
Emergency Fund (Starfish)	425.00	-450.84	4,480.00	-3,111.73	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	170.00	-150.00	1,710.00	-903.94	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>	<b>1,107.45</b>	<b>-2,272.05</b>	<b>24,215.53</b>	<b>-21,192.31</b>	<b>35,694.21</b>
<b>Total Outreach/Missions</b>	<b>1,753.15</b>	<b>-2,272.05</b>	<b>26,885.96</b>	<b>-23,217.04</b>	<b>43,127.53</b>

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

	Oct 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	345.20	0.00	801.24	0.00	6,018.35
Desig - Children & Youth Fund	748.03	0.00	1,768.69	-449.66	13,259.03
Desig - Living Memorial Fund	16,773.61	0.00	39,657.38	-10,081.35	297,293.49
Desig - Pastor's Prof. Fund	1,848.36	0.00	4,290.32	0.00	32,218.47
Desig - Property Endow. Fund	780.87	0.00	1,812.26	0.00	13,612.27
<b>Total Designated Funds In Foundation</b>	<b>20,496.07</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)	200.00	-347.99	1,235.00	-2,222.82	3,505.45
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	-65.89	1,008.14	-392.06	616.08
Community Meal Fund	312.45	-1,257.33	9,807.22	-8,270.92	4,853.19
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)	425.00	-450.84	4,480.00	-3,111.73	8,274.99
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	170.00	-150.00	1,710.00	-903.94	4,555.08
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	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	0.00	-78.90	0.00	-933.30	-57.49
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>1,107.45</b>	<b>-2,350.95</b>	<b>39,439.58</b>	<b>-35,294.44</b>	<b>108,790.78</b>

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

	Oct 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, Carl & 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>1,107.45</u>	<u>-2,350.95</u>	<u>40,519.58</u>	<u>-37,885.72</u>	<u>143,754.81</u>
<b>Total Other Income</b>	<u>21,603.52</u>	<u>-2,350.95</u>	<u>88,849.47</u>	<u>-48,416.73</u>	<u>506,156.42</u>

**5 Year Comparative  
October 2024**

<u>Month</u>	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>
Total Income	26,811	25,269	22,770	29,602	23,895
Expenses:					
Personnel	21,077	21,623	14,440	21,113	19,866
Travel	0	0	0	0	0
Office	1,253	983	1,176	1,423	1,139
Property	2,324	7,228	6,428	5,599	4,638
Education	23	133	0	0	0
Worship	6	161	310	110	0
Congregational Life	169	214	344	77	31
Outreach	<u>0</u>	<u>575</u>	<u>575</u>	<u>815</u>	<u>731</u>
Total Expenses	24,853	30,916	23,274	29,136	26,405
Budget Income/Loss	1,958	-5,647	-504	467	-2,510
Bldg Loan Offering	0	0	0	2,410	1,950
Bldg Loan Payment	0	0	0	-1,561	-2,359
Net Financial Change	1,958	-5,647	-504	1,316	-2,919

**Year To Date**

Total Income	278,211	239,028	242,930	250,638	245,882
Expenses:					
Personnel	210,261	192,347	205,108	208,287	180,435
Travel	92	400	55	50	0
Office	14,743	12,071	12,668	12,987	12,720
Property	41,513	49,713	42,988	37,915	32,447
Education	1,722	417	307	0	0
Worship	1,075	1,475	1,257	1,666	1,547
Congregational Life	1,351	2,422	3,088	3,419	2,975
Outreach	<u>5,175</u>	<u>5,750</u>	<u>5,750</u>	<u>8,327</u>	<u>7,243</u>
Total Expenses	275,932	264,595	271,221	272,650	237,367
Budget Income/Loss	2,279	-25,567	-28,291	-22,012	8,515
Bldg Loan Offering	0	0	0	31,096	34,278
Bldg Loan Payment	0	0	0	-15,965	-31,025
Net Financial Change	2,279	-25,567	-28,291	-6,881	11,768

# Board Report October 2024

## Executive Team

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

- Agenda for the October 14 board meeting
- Nominations for 2025 leadership; co-chair position for 2025-26
- Stewardship theme, timing and process
- 2025 Budget process
- Recruiting/hiring choir/music director
- Israel/Palestine discernment conversations - October 7, 20, November 10
- Sermon series/worship themes for October through Advent
- Program Cabinet upcoming events - Sept-Dec

-Gayle Dee

## Program Cabinet

Our FCC Food Drive for Fish of Albany continues through Sunday, Oct. 20. Nonperishable food can be brought to church from 8:30 a.m. to 4:30 p.m. weekdays or before the worship services Oct. 13 or 20. First Christian will also be one of many drop sites during the citywide Fish Food Drive on Saturday, Oct. 19. We'll staff the drop site, outside the Community Room, from 10 a.m. to 1 p.m. that day. Thanks in advance to our volunteer staffers: Edie Koenig, Randy Peckham, Pam Nelson and Judie Weissert.

In other Program Cabinet news:

- The process of discernment continues on whether FCC will affirm the Christian Church (Disciples of Christ) 2023 General Assembly Resolution 2339 concerning Israel and Palestine, and the March 20, 2024, pastoral letter on Gaza. A discernment meeting led by Pastor Jared Ruari was held Oct. 7 on Zoom. Eight people, including Jared, attended. Two other discernment meetings are scheduled: after church Sunday, Oct. 20, led by Mike Mayers in Fellowship Hall; and at 9 a.m. Sunday, Nov. 10, in Fellowship Hall, led by Stacey Bartholomew. Copies of both documents are available at church and on our website.

After the worship service Oct. 6, more than 30 people heard two Israeli speakers — one Jewish, the other from a Palestinian family — share their perspectives on present-day Israel, where both lived until relatively recently. The talk was hosted by the Israel-Palestine Advocacy Team.

- We had a good turnout for our Sept. 15 Rally Day, which kicked off our new program year. Folks signed up for a variety of "FCC opportunities."
- Trunk or Treat is scheduled for 11 a.m. to 1 p.m. Saturday, Oct. 26, in our parking lot. We're still looking for more people to decorate their trunks. The sign-up clipboard is on the rolling cart next to the elevator.
- Our Veterans Day Hospitality Table will be set up on the Ferry Street side of the building from 9:45 a.m. to 1:45 p.m. Monday, Nov. 11, before and during the Veterans Day Parade. We'll serve doughnut holes, coffee and hot chocolate, and we'll once again allow the public to use our restrooms near the Ferry Street entrance. Our volunteers will work in two shifts. Sign-ups will start Oct. 19.
- A presentation and special offering for Albany Helping Hands is scheduled for Sunday, Nov. 10.

-Graham Kislingbury

## **Young Adult Group**

The Young Adult Group met at Los Tequilas for dinner on October 1. There were four adults at dinner and five children who were at the nursery with two nursery attendants.

-Elysse Delgado

## **Covenant Group**

Nothing new to report.

-Chet Houser

## **Care Support Group**

Will give a verbal report.

-Dick Busic

## **Community Meal**

The last two weeks of September broke records since reopening in September of 2022. We are seeing new faces which means we are reaching more people in need.

Big Town Hero sandwich shop, both downtown and in the Heritage Mall, willingly shares leftover bread with us for our meals. Please give them your business when possible.

-Dulca Bailey

## **Care Cupboard**

Every Thursday from 5-6 p.m. our Care Cupboard volunteers distribute personal care items to those in need. For the first nine months of this year, visits to the Care Cupboard were up 348 over the same period in 2023. Thanks to your generous donations we continue to be able to meet those needs. As the cooler weather arrives, our Thursday Care Cupboard will give out winter items including hats. Charlotte Smith has created a pattern for how to sew a warm fleece hat with simple sewing skills. If you are interested in volunteering by sewing simple fleece hats for our Care Cupboard, please talk to Nancy Anderson. She can send you the pattern and instructions.

-Nancy Anderson

## **Health Care Justice**

- Discussion group continues monthly. We would like to add a description of the topics each month to be out in the Weekly Word as well as the monthly bulletin.
- Mushroom Festival attracted 10,000 people, so we had lots of great conversations tabling at the HCAO booth there

-Rick Staggenborg



## **Israel-Palestine Advocacy Team**

- 41 people attended the talk by our two Israeli speakers. Lots of great information, some very challenging questions from the audience.
- First discernment session was held on the 7<sup>th</sup>, facilitated by Jared. This is designed to be a “temperature check” of how the congregation feels about the resolution and taking a position on it, as well as eliciting specific concerns. It went well, but there was no one present who hadn’t taken part in any of the group activities yet. At least one person has approached Jared to express reservations privately. We are hoping that others with concerns will show up for the other two sessions. We are hoping that we will be able to ask a separate question about the Disciples pastoral letter calling for the US to use pressure to obtain a ceasefire.

-Rick Staggenborg

## **Elders**

The Elders met September 23rd via zoom. We made a list of possible replacements for 4 three year terms as elder to be submitted to the nominating committee. We also encouraged someone to step up as lead elder and had 2 volunteers. We also shared news with our care folks and I closed the meeting.

-DeeDee Blais

## **Personnel**

The Personnel Committee did not meet during September. However, we completed our summaries of the Pastoral Evaluation Surveys and the Pastor’s self-evaluations and discussed the summaries/ feedback with Allison and Jared, as well as with the Board during September’s meeting. We reviewed the entire evaluation process and made recommendations for next year. The committee approved the Proposed Additions to the Personnel Handbook, which is brought to today’s meeting for a vote by the Board (see separate Proposed Additions to Personnel Handbook). We also planned Pastor’s Appreciation Sunday on October 13th and coordinated with the coffee hour hosts.

-Paula Moore

## **Financial Secretaries**

Quarterly Financial Statements are being prepared and will be sent out by email soon. If you have questions or concerns about the statements, please contact Charlotte, Nadine, Ethel, or Judy Ross.

-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**

The Tech Team will meet on Sunday, October 20 at 1:00 PM.

-Gayle Dee

## PROPOSED ADDITIONS TO PERSONNEL HANDBOOK

### SICK LEAVE FOR PASTORAL STAFF, p. 5

Pastors will be allocated up to 10 days off in a calendar year to be used for illness of self or family member. Sick days cannot accumulate from year to year. In the event of extended illness, two weeks or more, sick leave (paid or unpaid) would be negotiated with the Church Co-Chairs, Personnel Committee, and the Church Board. **In the case of co-parenting co-pastors, one parent may on occasion choose to work from home in lieu of taking sick leave to care for a child/children.**

### CHILDREN OF STAFF MEMBERS, p. 9

It is expected that children of staff members will not be at the church during staff work hours. Occasionally, circumstances may arise where an exception to this is needed. With the approval of the employee's supervisor exceptions can be made assuming the child is not disruptive. If a Pastor has a child, the Co-Chairs of the Executive Team in consultation with the Personnel Committee will make this determination. **Should a pastor bring a child/children to the office, the pastor will keep the child/children in their office with the door closed. Pastors will not bring their children to work if they are showing visible signs of being sick, if they have thrown up within the previous 24 hours, or if they are contagious.**