

THE 188TH ANNUAL MEETING

At the First Baptist Church of Granville, Ohio

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At the
First Baptist Church
of Granville, Ohio

REPORT OF THE SENIOR PASTOR

The Transition Process

William Bridges, a noted authority on the process of transitions in both individual personal lives and in the lives of organizations, outlines a three-stage process of transition that he sees manifest repeatedly, regardless of the nature of the transition being undergone and whether the transition is occurring in the life of an individual, a community, or an organization. The transition begins, Bridges observes, with an ending, a time when the familiar disappears, the usual processes cease, and all but the minimal functioning needed to survive may come to a halt. After a time, when all that can end or be shut down has ended, the second stage of transition ensues which Bridges calls the “neutral zone.” As the name suggests, this is a period of time when nothing much happens, a kind of limbo or dormancy takes over, when the old is all gone but the new has yet to appear. Ultimately the transition moves into the third stage of beginnings, marked by a new energy, by experimentation, and with a fresh sense of direction. Transitions in individual lives and in the lives of organizations tend to unfold consistently in this fashion, Bridges claims, but the time required for a transition is infinitely variable.

In the best of all worlds, the transition undergone by a congregation with a change in pastoral leadership would fit neatly into a designated schedule: the period of ending would coincide with the time the congregation says goodbye to its departing pastor; the interim period would mark the time spent in the neutral zone, affording the congregation the needed opportunity to rest and regroup; and once the new pastor had arrived, the congregation would forge ahead into the beginnings stage of the transition, ready to undertake new projects and start down a new path.

But such a tidy world does not exist, not even for churches, and a transition in pastoral leadership does not move along in accordance with the schedule of departure, interim, or arrival of a new pastor; instead, the transition happens in fits and starts, and any one stage of the transition may be far longer than had been envisioned, especially when a departure, an interim, or an arrival is more complicated than usual.

So it comes as no surprise to me to find that I write this annual report in the midst of my second year at First Baptist Granville in terms of the continued experience of transition of pastoral leadership. For I see our congregation still very much in the process of transitioning from the pastorate of George Williamson, with evidences on all sides that for some members the time of ending is still their primary experience, for others a kind of resting in the neutral zone best describes their experience in the church—and for some members, there is a readiness to embark on new paths and launch new initiatives that characterizes the final transition stage of beginnings. For purposes of this report, then, I will describe the year just finished in terms of Bridges’ stages of transitions, noting areas of congregational life where I see endings, neutral zones, and beginnings. In time, the congregation will be entirely through the pastoral transition and live primarily in the final

stage of beginnings—but that time has not yet come, for this transition in the life of First Baptist Granville has been an overwhelming and complicated transition, the sort of transition that does not finish quickly, neatly, or right on schedule.

Endings

Bridges explains that a transition begins with an ending of some sort, and for our church that transition began when George Williamson announced his intent to retire. Though nearly six years have passed since his announcement, the experience of ending which comes at the outset of the pastoral transition is, for some members and in some areas of congregational life, still unfolding. While the ending began with recognizing that a change in pastor was coming, it has deepened into the recognition that the very nature and identity of our church itself is also changing. The desire often voiced to continue a program that George developed, to retain a particular style of worship or witness which characterized the church during his pastorate, the request for sermons like he preached, and the anxiety that rises whenever “it seems like we just aren’t the same church anymore”: all such responses point to places where the pastoral transition remains in Bridges’ stage of ending. The ending time, Bridges observes, is characterized by feelings of “disengagement, disidentification, disorientation, and disenchantment,” and all such characteristics can be seen in our common life. That we exhibit a marked preoccupation with internal church affairs, that our community profile is low, that, as one member described it, we are sometimes “like a balloon that has all the air let out of it,” that a sense of mission, and how to live into that mission, is missing, that, as another member put it, “church feels tired, old hat, same people doing the same things in the same way”: these evidences point to a congregation that continues to grapple with the profound experience of ending which began as George Williamson prepared to retire, and a ministry and way of “doing church,” of being a congregation, came to an end. As anyone who has ever suffered a loss of any sort knows, and as Bridges insists in discussing this stage of transition, going through the process of ending is not an experience that happens on a timetable, nor does it conclude on any particular schedule; rather, the stage of ending is finished when it is finished.

The Neutral Zone

For all the pain and loss that come with the ending stage of a transition, in many ways it can seem easier to bear than the emptiness of the stage that follows, the time in what Bridges calls “the neutral zone.” As the name suggests, the neutral zone is a place where nothing happens, at least not overtly—and that absence of activity can be alarming, since it seems to indicate that a kind of death has occurred. The fact is that a death *has* occurred, but it is the kind of the sort that presages a rebirth, a disintegration that must happen before a reintegration can begin. What has died at First Baptist is an era, an identity for which George Williamson is a symbol or shorthand, but an identity larger and more complex than any individual pastor. While some elements of that identity will remain and reappear in the next era of our church, other elements will pass away, not to be seen again.

When members talk of the church as “drifting,” or as “lacking focus,” or as “going through the motions”, they are describing typical experiences of an individual or an organization that is dwelling in the neutral zone. That we have found ourselves unable to finish the revitalization project, even though the remaining work is for the most part a series of small and relatively simple tasks, likewise suggests the inertia of a congregation that is at rest. Bridges talks of neutral zone activity as being that of “ritualized routine,” wherein one acts in ways that are part of established patterns, familiar routines that require little planning because they are so familiar. Many of the present activities in the church are ones that have been done for years in the same fashion—and even by the same people. They continue because their familiarity is comforting, and they continue even though the rationale for them may no longer be present because of changes in the congregation and its makeup. Something as simple as changing the time when an event happens or its format—for example, shifting the children’s Christmas program from Sunday evening to Sunday morning, or changing the way the annual meeting is held, or offering Sunday morning adult classes on a different schedule in different places, becomes a significant item of discussion because it represents a loss of a familiar pattern.

The neutral zone is also characterized by a pronounced inward orientation, a preoccupation with self and a diminished interest in events outside the self. In terms of organizations, this inward orientation manifests as a heightened concern with internal affairs, with maintenance of the institution and care for those within the organization, as external involvements occupy a much lower priority. Some members have worried about our church’s turn inward, the increased attention given to matters that concern only the church itself or those who are church members, while our involvement in outreach seems minimal. Although the turn inward is always in evidence when a congregation is in the pastoral search process, that we continue to be more taken with what is happening in our midst than with what is happening beyond the church walls suggests the extent to which the congregation is still working its way through the neutral zone of a transition.

Bridges observes that one of the most important tasks of the neutral zone stage of transition involves “determining what it is that you really, truly, deeply want.” Posing that question to ourselves in a variety of ways, asking what it is that First Baptist is specifically called to do and be, looking to where we want to be as a church in one year, two years, five years, and then setting out a clear strategy for getting there: this sort of identity and calling work is crucial for us as a congregation as we make our way through the neutral zone of this transition. While some of this mission/vision/purpose work occurred during the interim period, it needs to be revisited in depth, since it may have been done at a less than ideal time in the transition, and it lacks strategic “teeth,” any plan for implementation or deadlines for when different parts of it will be accomplished, or any way to evaluate how we are doing in terms of living out our mission. Simply agreeing on goals is only the first of many steps in becoming a church that knows who it is, why it exists, what it is called to do and be, and how it will live out that calling. Further, our church has much work to do in learning what it means to be in community and to act as a community: we do well in honoring and supporting a diversity of viewpoints—but we do not do well in finding common ground, common purpose, and knowing how to act in concert, as a community, to accomplish a

common end or bring a lovely vision into living reality. So doing the neutral zone work of “determining what it is that [we] really, truly, deeply want” will be challenging for us, for it will require us not only to ask ourselves questions of identity and purpose but also to discover how to answer those questions not as individuals but as a group, as a community. Until we learn how to be a community beyond simply accommodating different individual perspectives, our effectiveness as a church and as a witness for justice will be greatly diminished.

Beginnings

Bridges has found that the most common mistake made by individuals and organizations undergoing a transition is that of moving too quickly into the final stage of beginnings, of starting something new before the full transition process has run its course. Such premature efforts tend to run out of steam quickly because they were not rooted in that strengthened sense of identity which develops during the time spent in the neutral zone of a transition. When a real readiness to start anew has come, then new initiatives will find the right opportunity to take hold, and will have an energy and staying power that comes from their being grounded in a clarified purpose and vision. In addition, the beginnings that come in the final stage of a transitional process often will seem truly different, unfamiliar, the sorts of projects that had not been undertaken before—and that freshness and unfamiliarity suggest the depth of the transition that has occurred. Because of the unfamiliarity, beginnings that follow a transition may be accompanied by conflict and a sense that a certain identity, “the way we’ve always done things around here” which has characterized the organization is being threatened

In recent months, the first hints of the beginnings stage of our church transition have manifested themselves in some new energies and ideas that have started to emerge. To name a few: we have hired a new Director of Christian Education who, for the first time, was selected by a search committee and comes not from within the congregation but from another church tradition; the Staff Relations Committee has developed hiring and grievance policies, instituted mandatory background checks for staff, and set us on a course to reach fair compensation levels for all staff positions; member Carol Whitt has engaged the Board in negotiations to establish a community arts program in our long-neglected basement social hall; plans are being made to create faith formation groups, with the first such group to be launched as a Thomas Merton study group during the Lenten season; our church will be hosting a local screening of the award-winning documentary *For the Bible Tells Me So*, a study of the church and homosexuality. Perhaps the most striking evidence of beginnings came in our experience of being targeted for protest activity by the Minutemen United Group, and we saw for the first time an unsympathetic, disruptive presence in our worship services. The intense conversations that arose as we discussed how best to respond to this ongoing pressure of protesters disclosed some new thinking about our identity as a congregation, our responsibilities to our members, our witness to the community, and how we practice hospitality, the ancient church custom of welcoming the stranger. Though the Minutemen have since moved on to other targets, our reflection on how best to live out our values will continue.

Conclusion

A deep and thoroughgoing transition, of the sort our church has been experiencing ever since George Williamson announced his plans to retire, is a process that consumes considerable energy as it unfolds and spreads. It comes with pain and struggle, often with losses as well. There are times in the transition when it can appear that only pain, struggle, and loss are present, when positive change, rebirth, an energy directed toward the future are difficult to find. Despite all the challenges, however, our church has moved, and I expect will continue to move, through this transition with the creativity and grace that the people of First Baptist Granville have always shown. Poet Denise Levertov offers a hope that can keep us committed to our church and one another in those times when it seems as if the transition will never end or never carry us into a more fulfilling time:

We have only begun to know the power that is in us if
we would join our solitudes in the communion of struggle.
So much is unfolding that must complete its gesture;
so much is in bud.

May the coming year find us unfolding ever further, open ever wider to the new church that God is even now bringing into being in our very midst.

Respectfully submitted,
Kathy Fuson Hurt

Report of the Church Moderator

At this time of year I like to count my blessings and those of the church. During the year there were several changes, some highlights and a couple of bumps in the road. All in all we kept moving in positive directions and growing. It was a unique year in that all staff were offered and signed contracts; we hired a new Christian Education Director; we accepted the music director's resignation; we were picketed by a conservative-minded organization; we saw the Board add new policies; we installed our pastor Kathy Fuson Hurt and ordained Gini Lohmann Bauman; we again sent many, including several of our youth, to Nicaragua to work at Rancho Ebenezer; we produced a photographic directory for the church; we were successful raising money at the rummage sale, the Christmas auction, and bake sale; we assembled a Task Force to look into the question of Dual Affiliation with another tradition; and we started up a new list serve for a church bulletin board. It was again my pleasure to work with our talented, task-oriented, thoughtful Church Board who gave freely of themselves and their time to conduct the business of the church.

All of the committees and their chairs should be complimented for their efforts this year. The Staff Relations committee, headed by Karen Graves, arduously worked to put together contracts and evaluation tools for each staff position. They developed a plan whereby each staff position has a 5 year plan to make that salary equitable. The Christian Education committee has been working to upgrade the CE building and selected a search group to locate a new CE Director. That search committee composed of Nancy Dobbelaer, Samantha Smith, Lyn Robertson, Diane Jaquish and Kathy Hurt, worked diligently and exhaustively for months and found the capable hands and heart of Jacquie Sutton. The CE program seems balanced and poised for growth. The Worship committee, under the steady hand of Sandy Ellinger, has worked to make worship more innovative and spiritual. The Property committee, led by Dan Dobbelaer has been busy as usual making repairs and upgrading our infrastructure both inside and outside the buildings.

As was the case last year, we again saw transition within the staff of the church. Over the summer our music director, Steve Trumbull resigned his position. Within a few weeks, Sandy Ellinger stepped forward to become the interim choir director, and there will be a search for a new director in 2008. In addition, Jackie Dawson, our organist, has increased her duties to include organizing a children's choir and helping our children present music in the church service. One other transition to note was the departure of Patti Burkett as one co-chair of the CE program. Patti and Nancy Dobbelaer led us through an unsettled time, oversaw the entire CE program and did a wonderful job of planning and executing the program. In the fall at the beginning of the church year, Jean Feeney came forward as interim director of the CE program until a new director could be named. She did an admirable job of directing the program through the fall. Jacquie Sutton began her duties as CE Director on Dec. 1 and we look forward to working with her. The whole CE committee, the children and the parents are to be commended for their service to the church.

There were two momentous occasions during the 2007 church year, one the installation of our senior pastor Kathy Hurt and the other the ordination of Gini Bauman. On March 4th, the Reverend Doctor Kathy Fuson Hurt was officially installed as our senior pastor with much pomp, fanfare and jubilation. Many local ministerium pastors and priests processed in and took part in the ceremony. Alan Newton brought the message from our affiliate the Genesee-Rochester region and one of Kathy's former colleagues delivered the sermon. Afterward we gathered in the chapel to enjoy punch, finger foods and cakes. The second joyful occasion was the ordination of Gini Lohmann Bauman on December 4th. Her ceremony brought together many beloved people, including Ellen Sims and George Williamson, who both spoke. Jim Wallis, the executive director of Sojourners, Gini's employer, made the main remarks. Many church clergy and ministerium pastors participated in the service. Afterward and true to form, we gathered in the chapel for fellowship, food and drink.

Budgetarily, we find ourselves in good financial shape for 2007. This budget was made possible primarily due to the generous pledges from all of us but was also supplemented by rent from the preschool, another generous donation from the Maker's Market, the revenues from our annual auction and rummage sale, and by all of us monitoring the church utilities and expenditures. Through a combined effort, we hear from the financial team that we will have a small carry over into the 2008 budget. This is all good news and we should all be congratulated. However, in 2008 we face an expanded budget because the Board, the Financial committee and the Staff Relations committee have decided to start the five year plan toward paying all staff an equitable wage, and we have added the CE Director to the church staff. At this point, we do not have enough money promised in pledges to cover the expanded budget but a plan has been presented to the Board wherein we can raise the additional money to fully fund this proposed budget. In addition, as we discuss the 2008 proposed budget, Carol Whitt has offered a proposal to invite the artists from the Works, who will lose their space in March, to set up shop in our basement, also known as the former social hall. With some planning and some elbow grease we can rework the space to bring in another population to the church and generate revenue from that building use. As we feel overwhelmed by the budget, another door opens with many possibilities for the future, for growth and for the outreach of the church.

As I look back over the year, I am happy to report that the Board has been very active. New policies were enacted to help us sort out liability insurance for those using our buildings and for fundraising by groups both inside and outside the church. Liability insurance coverage for events held in church spaces will be ascertained by the requestor who will be asked to fill out a questionnaire at the Church Mutual Insurance company website. As for fundraising, there is now a policy in place, whereby any group or individual, either inside or outside the church, who wish to raise funds through the church will fill out a form and have that form reviewed by both the Mission and Social Action Committee and the Financial Committee. The form will determine who will be asking to raise funds, for what purpose those funds will be raised and when that event will take place. This policy was proposed so we could have oversight and accountability for fundraising and so that two fundraisers would not happen simultaneously. All forms for this and other events will be added to the website and brief descriptions will be written for each form.

A Task Force was drawn up by the Board to investigate the idea proposed through our discernment two years ago that we examine the idea of dual affiliation. Having met several times this fall, the group has discussed the pros and cons of dual affiliation and interviewed the pastor at Judson Memorial Church in New York City, a dually-affiliated American Baptist and United Church of Christ church. The Task Force invited Forrest Hoppe, the regional minister for the southeast and central Ohio UCC churches to a dinner meeting. He spoke to the task force about the history of the UCC church and answered many questions from the members. The group will reconvene in January to construct a proposal and present their findings and proposal to the Church Board. Another group will be meeting in mid-January to discuss and take action toward finishing the renovations we began 3 years ago. At the meeting, jobs will be proposed and prioritized, and someone will be assigned responsibility for each job. Once all jobs are completed and our final building inspection is finished, we can then step back, admire our work and appreciate anew how wonderful the sacred space we call the First Baptist Church of Granville really is.

As I move past the moderator position, I wish to thank everyone who has helped me do the business of the church and who has contributed to the church over the past two years. Together we have grown, moved through some difficult times, and can see a bright future ahead. Our next moderator, Sharon Flynn, has the church in her heart and along with our pastor, staff, and a new Church Board, will capably lead us for the next two years.

Respectfully submitted,
Michael E. Robertson

Report of the Interim Director of Christian Education

Sunday School Enrollment /Attendance/ Curriculum

- Nursery for infants/toddlers through age 3 – Average attendance: 1-2 (No curriculum)
- Primary Grades serve children 4 years old through 3rd grade - Average attendance: 2-4 (Seasons of the Spirit curriculum)
- Intermediate Grades are 4th-8th grades – Average attendance: 3-5 (The Gospel According to Harry Potter – Fall curriculum, The Gospel According to Dr. Seuss – Winter curriculum)
- High School – Average attendance 3-5 (The Gospel According to Dr. Seuss, etc. series curriculum)

Note: The new DCE and CE Committee will be exploring ways to encourage more consistent attendance and greater participation in inter-generational activities.

BYF and Second Sunday – Julie and Jeff Reiswig are coordinating/mentoring our H.S. BYF group and Jodylynn Hagans is coordinating the Middle School BYF with assistance from Denison Intern, Jessie Bury. A long-range planning session with parents and advisors was held in October. Ideas generated at this meeting are being developed in more detail and should culminate in a 2-year plan with a follow-up meeting with the new DCE, advisors and Chair of CE Committee. Although Second Sunday activities have been fun and helped enhance relationships among families, attendance has been low throughout the fall. The new DCE is working with the CE Committee to develop a survey to identify needs/desires of families and congregation members at large.

Denison Intern – The student Intern from Denison University, Jessie Bury, has been a vital member of the Christian Education Team. She was active in planning and implementing activities for Second Hour, Fun Sundays, Middle School BYF and assisted with the H.S. BYF planning meeting. Jessie has also gotten involved with the group going to Nicaragua and is participating in fund-raising activities with the goal of participating in the trip this Spring. She has also worked actively with Jean, Kathy, and the CE Committee to find ways to be actively engaged in Christian Education, Family Events, and Social Justice activities. Her youthful energy and perspective has been a great asset to the program. Based on my experience with Jessie, I would strongly encourage FBCG's ongoing participation in the Internship Program with Denison.

Respectfully submitted,
Jean Feeney

Report of the Interim Choir Director

This was a transition year for our music program. Music Director Steve Trumbull left us half-way through the year to pursue other interests.

Former choir director Sandy Ellinger stepped in to lead the choir on a part-time/interim basis and will continue in that post pending the hiring of a new choir director.

Our talented organist Jackie Dawson consistently brings beautiful music to our worship services. I only wish more of us stopped to listen, and urge you to be in your seat by 10:55 the next few Sundays and hear what you've been missing. Jackie also began a children's choir this past fall. She has done an outstanding job of nurturing the talents of our youngest musicians and encouraging them to play a role in our worship services. Using voices, handbells, percussion, and strings, the children have done a musical call-to-worship for several services during the fall. We look forward to hearing them with the adult choir on Easter Sunday!

We are blessed with a musically talented congregation, any number of whom have stepped forward at various times throughout the year to share their talents and enrich our worship. We'd like to say "Thank you!" in this public way for their gifts.

Finally, a word about the adult choir. These singers have a special kind of dedication to the church. Year after year, they've stuck it out through week-night rehearsals, 9:00 a.m. Sunday-morning rehearsals, requests to sing this, that, or the other thing, songs they love, and songs they don't. They are unfailingly cheerful, and brave enough to try anything. Whether there are 20 or 14 or 8 of them on a given Sunday, they produce the most beautiful sound. Please take the time to tell them when their music touches your heart or your soul or your smile.

As always, we welcome singers to join the choir. Skill level isn't nearly as important as heart.

Respectfully submitted,
Sandy Ellinger

Minutes of 2005 Annual Meeting
First Baptist Church of Granville
January 21, 2007
1:20 PM

Approximately 45 persons were in attendance.

Rev. Kathy Hurt opened in prayer.

Dick Lucier moved to accept the minutes from the previous year's annual meeting, Nancy Dobbelaer seconded, vote unanimous in favor.

Jan Hoffman moved to accept the committee reports, Lyn Robertson seconded.

Acknowledgment was given to last year's Governing Board members for their service to the Church during 2006. The Nominating committee corrected the information that Jan Hoffman is going to be Financial secretary, not the assistant. There was recognition for the last 20 years of service that Eloise DeZwarte has given to the Board. The new Board members were announced. Ken Klatt moved to accept, Pat Forman seconded, vote was unanimous in favor.

Applause was given to those agreeing to serve on the Governing Board for 2007.

- Budget

Mike Robertson acknowledged the positive gifts to the church. Consequently, we will be entering 2007 with a budget surplus.

Budget questions were fielded and there was discussion about the budget.

The suggestion was made to provisionally accept the budget and clarify questions in 2-6 months after committees address the issues. Dave Martin moved to accept the budget as is, Lyn Robertson seconded and discussion followed. The motion was then withdrawn in favor of more discussion. Vote to accept, 2-nay, 3 abstention, all others in favor—vote passed.

- Green task force is an ongoing process/project.

- Christian Education program task force (Nancy Dobbelaer, Patti Burkett, Carol Whitt, Jan Hoffman and Dick Lucier) report given by Dick. Need and finance both reviewed. Will there be a search committee? Volunteers can keep program running but outreach is lacking. Motion by Nancy D. to seek a C.E. director, Gwynyth Chmara-Huff seconded, vote passed with 0-nay, 2 abstaining, all others in favor.

Motion by Karen Graves for financing the C.E. director's position at first with salary surplus from 2006 then to seek the Finance committee's recommendation on how to cover the expense. Discussion followed. Vote passed with 1-nay, 4- abstention and all others in favor.

Amendment—to give the Finance committee leeway to seek out alternate funding sources and not be tied to only the surplus for the C.E. position. Amendment vote passed 0-nay, 2-abstention, all other in favor.

How to proceed from here? Form a search committee? Board will establish one with input from C.E. committee and task force.

Motion to adjourn—vote unanimous in favor.

Respectfully submitted,
Sheila Lafferty, Church Clerk

Report of the Church Clerk

Resident Members

Additions: 10 Total

By Baptism (3)

Rachel Danielle Dobbelaer
Barbara Anne Jaquish
Leah Marie Hare Dobbelaer

By Letter / Christian Experience (7)

Rev. Jodylynn Hagans
Felicia Fagg
Beth Bryson
Rita A. Potts
Amy L. Canini
Mary (Maggie) Agnes Hall Burkett
Rev. (Lisa) Faith Callison

Losses: 9 Total

By Death

Evelyn Alexander
Alice Brown
William F. Keucher
John Seaton
Kimberlea Snow
John F. (Jack) Williams

By Letter

J. Richard Carter
Mary Ellen Hare
Sharon Snyder (Hillis)

Membership Summary December 31, 2006

Resident Members	252
Associate Members	13
Non-Resident Members	<u>65</u>
	330

Membership Summary December 31, 2007

Resident Members	258
Associate Members	13
Non-Resident Members	<u>60</u>
	331

Average Attendance

	2003	2004	2005	2006	2007
January	86	58	74	72	86
February	70	99	88	77	95
March	89	135	96	78	91
April	94	86	89	83	102
May	69	79	67	69	80
June	52	68	65	90	62
July	48	57	48	43	69
August	54	60	44	43	62
September	96	83	100	83	94
October	89	76	87	85	72
November	73	78	75	98	78
December	88	69	63	75	68

Average Sunday Attendance

2003 - 75
2004 - 79
2005 - 75
2006 - 75
2007 - 80

Highest Attendance for a Sunday

2003 (127) - April 20
2004 (275) - March 14
2005 (113) - September 11
2006 (146) - November 5
2007 (132) - April 8

In Ministry & Mission

Report of the Christian Education Committee

2007 has been another transition year for the Christian Education Program as we have seen multiple changes throughout the year. We started the year with Patti Burkett as chair of this committee and Nancy Dobbelaer serving as the unofficial co-chair. Our committee members included Diane Jaquish, Tom Burkett, Samantha Smith, Gini Lohmann Bauman, Jean Feeney and Kathy Fuson Hurt as an ex-officio member. Patti ended her term as chair at the end of June and Nancy became chair. For the first 6 ½ months of 2007 we relied solely on volunteers for all aspects of the CE Program and enjoyed having a variety of members take on various responsibilities. In July we welcomed Jean Feeney as our Interim CE Director, a role she held until mid December. In late August we welcomed Jessica Bury, our Denison Lily Intern, who works about 5 hours a week. Jacqueline Sutton started as our new CE Director on December 1st and will work 15 hours a week. Our committee membership changed mid-year and at the end of 2007 the committee included Diane Jaquish, Samantha Smith, Beth Bryson, Felicia Fagg, Jean Feeney, Julie Reiswig, Jessica Bury, Nancy Dobbelaer (chair), Jacquie Sutton and Kathy Fuson Hurt, ex officio.

Looking back...

We have continued our once a month Fun Sunday activities on the 2nd Sunday of each month. These events are planned for all and have been attended mostly by families with young children. We have made Valentine cookies, picnicked at Wildwood, painted pottery, played board games, gone putt putt golfing, hunted Easter Eggs, gone Christmas caroling and most importantly provided adults and children a chance to interact.

Our Middle School BYF has continued under the leadership of Jodylynn Hagans with help at points from Jessica Bury. This group has met either the 2nd or 3rd Sunday of the month. Their activities have included ice skating, eating pizza, spending time getting to know each other, talking about the CROP walk, painting pottery and Christmas caroling.

Our High School BYF has continued under the leadership of Jeff and Julie Reiswig. The first several months of the year the main focus was raising money to help underwrite the cost of those going on the Nicaragua Mission Trip (in February, they took some time out for "Broomball" on the Reiswigs frozen pond). This group also did yard work as their contribution to the Candlelight Bazaar, went out for ice cream, volunteered at the Salvation Army, have gone apple picking, watched movies and had discussions, visited The Columbus Museum of Art and fixed a pancake breakfast together. After a leader, parent, youth brainstorming session in October this group is now meeting twice a month, the 2nd Sunday of the month they meet after church and the 4th Sunday of the month they meet during Sunday School and Worship.

In March, 9 of our youth went on the Nicaragua Mission Trip. These youth not only went on the trip, they also participated in the fundraising for the trip, creating a power point presentation about the trip, planning 2 worship services (one at our church and another at Dan and Gabe Rainwater's church in West Lafayette) as well as writing thank you notes and talking to church

members about their experience.

June was a busy month as we enjoyed our annual Youth Sunday which included the baptism of 3 youth, recognition of graduates, honoring those who had volunteered in the CE program since September, marveling as youth participated in all aspects of the worship and welcoming 4 youth as members of our church. The week after Youth Sunday our church was once again an active participant in the Granville Ecumenical Bible School. We had youth and adult volunteers as well as children who attended.

In July, Julie Reiswig and 2 of our youth attended Baptist Youth Camp in North Carolina. This camp has been sponsored by 7 Alliance churches and in November our church was invited to become the 8th participating church involved in this camp. This camp provides an opportunity for our youth to spend time with others their own age who are also a part of progressive churches.

The Coop Preschool continues to rent space in our building. The downstairs room is used 5 mornings a week and the nursery room is used 2 mornings a week.

Carol Whitt organized lots of kid activities during the Candlelight Walking Tour. The gym was an active place to be as cookies got decorated and eaten, pottery was painted, people visited and kids had the opportunity to dress up as characters from the nativity scene.

Our annual Christmas Program which was held during the 3rd Sunday of advent and included lots of participants from the congregation as well as the sharing of various youth music talent, liturgical dancing, singing of Christmas carols and ending with a festive coffee hour.

Looking forward...

It is an exciting time in the CE building as we once again have a CE Director. We will soon finish turning one of the 2nd floor rooms into an office/workroom so that Jacquie has a space to work and we can put all of our resources in the same space. The Christian Ed Committee and Jacquie will spend time brainstorming things that will create a welcoming and positive attitude in our program, as well as ways to create new energy and programs. We look forward to involving many members in our Christian Education Program and involving our youth in all aspects of our church.

Respectfully submitted,
Nancy Dobbelaer

Report of the Mission and Social Action Committee

From the 2007 budget of \$17,805, MSAC spent \$10,175 for our institutional commitments, at 2006 levels. In addition we agreed to allocate \$3000 for the Coalition of Care, \$500 for First Love HIV/AIDS project, and \$500 for New Beginnings Women's Shelter. At the end of the year, it was agreed to donate \$750 to the Coalition of Care, \$750 to the Food Pantry, and the remaining \$230 to Oxfam America.

MSAC 2006 Benevolences

\$	17,805.00	STARTING BUDGET
\$	1,250.00	Licking County Housing Coalition
\$	250.00	Nicaragua donation
\$	400.00	East Mound Community Center
\$	6,500.00	ABC/USA
\$	1,800.00	Assoc of Welcoming/Affirming
\$	100.00	Colgate Rochester Seminary
\$	25.00	National Council of Churches
\$	25.00	Ohio Council of Churches
\$	25.00	World Council of Churches
\$	1,100.00	Baptist Peace Fellowship of North America
\$	200.00	Fellowship of Reconciliation
\$	400.00	Alliance of Baptists
\$	3,000.00	Coalition of Care
\$	500.00	First Love
\$	500.00	New Beginnings Women's Shelter
\$	750.00	Coalition of Care (December)
\$	750.00	Licking County Food Pantry
\$	230.00	Oxfam USA
<hr/>		
\$	0.00	Balance

- Not reflected in this budget is the \$1727.69 raised for Nicaragua via the rummage sale.
- The news of the forthcoming \$9,523.24 from the Revitalization fund is a welcome commitment. MSAC would like to give the use of these funds additional thought and reflection, with more direct input from the congregation. Although we do not expect the priority areas identified consistently in our discernment activities (international, women's issues, housing & food, justice, etc.) to vary much, there may be some unique opportunities or challenges we could address with these funds.

- MSAC continued to work with the FBC Board to identify a way for prioritizing and streamlining social action and mission work, including fundraisers. New administrative forms and review are designed to attenuate competition and duplication between various FBC sponsored events and fundraisers. This review responsibility will be shared primarily with Finance, as a way to better follow up on activities and their impact.

Respectfully submitted,
Laura Joseph

Report of the Outreach and Membership Committee

The Outreach committee decided on several projects this year. Feeling the need for "marketing materials" we made a church postcard for general information to hand to visitors, and a business card sized church invitation to pass out at the gay pride parade. These have been found to be helpful and can be reordered as needed.

Our big project was a new picture directory. As it has been 6 or 7 years since our last one, we started from scratch by choosing a new company to work with, and followed their directives to get people photographed, information organized, and our "ministry pages" designed. We are hoping to have our printed copies in hand in January as well as a component on our website; and that this material becomes a valuable tool for outreach.

Respectfully submitted,
Carol P. Whitt

Report of the Social Committee

The social committee has been busy this year.

We began on January 21, 2007 at the Annual Meeting by assisting with the preparation of the Nicaraguan fundraiser.

Our next organized function was for the installation of Kathy Fuson Hurt on March 4, 2007. We gathered all the silverware and plates of china from the basement and washed and sterilized everything before it was used. We set up tables, put together centerpieces, and prepared the drinks. We also tried to organize the CE kitchen to better accommodate a mission of preparation and serving food.

On April 8, 2007 the social committee served an Easter Pancake breakfast (not potluck) and we would like to do more of this kind of activity in the future.

We advertised and set up a congregational potluck for Reverend George Williamson when he came and preached in September.

We made the coffee and served snacks during the summer for coffee hour. We also initiated serving a monthly Birthday cake on the third Sunday of the month.

This committee consists of the following people:

Jerry Mercer
Tess Calley
Sarah Burkett
Beth Bryson
Nancy Reeb

Respectfully submitted,
Nancy Reeb

Report of the Staff Relations Committee

In 2007 Pastor Kathy Fuson Hurt (KFH) suggested that the Staff Relations Committee (SRC) organize itself to meet its constitutional mandate to provide input and assistance regarding staff working relationships, evaluate the performance of staff, and make salary recommendations. SRC outlined an agenda for the year that included filing job descriptions for all staff, obtaining signed letters of agreement from all staff, initiating a system of performance review, conducting a compensation study, and being available to resolve conflicts involving staff. For the first time in recent memory SRC expanded its purview beyond serving merely as a grievance committee for staff related issues.

1. In the first quarter of the year SRC reviewed job descriptions for staff members drafted by KFH and filed signed letters of agreement for all staff members.

Part-time Music Director Stephan Trumbull resigned in July.

Part-time Director of Christian Education Jacqueline Sutton signed a letter of agreement in December.

2. SRC designed a performance review schedule and evaluation form for staff assessment in the spring. SRC reviewed staff evaluations conducted by KFH in November. SRC conducted a performance review of the Pastor in December.

3. SRC adopted the following policies:

- Personnel Evaluation—To provide assessment for staff and to pay staff fairly.
- Grievance Procedures—To set forth the procedure for congregation members and staff who wish to file a grievance regarding professional responsibilities or other employment matters.
- Professional Responsibilities of Pastor—To set forth expectations for professional behavior of the Pastor.
- Responsibilities of Professional Staff—To set forth expectations for professional behavior of members of the professional staff.

- Responsibilities of Staff—To set forth expectations for professional behavior of members of the staff.
- Pastor's Advisory Board—To establish an institutional mechanism to:
 1. serve as liaison between the Pastor and congregation;
 2. serve as a sounding board for the Pastor.

- Employment Checks—To assist in comprehensive assessment of qualifications of staff in accordance with insurance policy coverage.
- Insurance Coverage—To provide health insurance benefits for staff.

4. SRC engaged in a compensation study in the fall, relying on the 2008 Unitarian Universalist Association (UUA) guidelines for Fair Compensation Work. According to this study only 3 denominations offer comprehensive guidelines. The American Baptist Churches only disclose average salary information for senior pastors, for instance. Working in alignment with UUA guidelines allows SRC to ground its salary recommendations in national data in a reliable and consistent manner.

The UUA guidelines are subdivided by region (based on cost of living factors), size of congregation (ranging from Small to Large II), and salary range (minimum, midpoint, and maximum). The minimum figure represents the 25th percentile of salaries in the study. The midpoint figure represents “where a competently performing staff member would be after mastering the requirements of the position.” The spread between the three points is adjusted to allow for growth in salaries commensurate with expertise and experience. For each part-time staff position we provide the UUA recommendation for full-time work at a small congregation set at the minimum salary point and adjust for part-time positions.

Organist, 2008

UUA recommendation = \$19, 400

One-third time = \$6, 467

2007 compensation = \$3, 600

We recognize we can’t afford the UUA salary at this time and suggest the following plan to work up to the compensation guideline, with an estimated 3% increase each year.

FBC Target = \$6, 467 + 3% increase each year

	2007 = \$3, 600
Y1 = \$6, 467	2008 = \$4, 520
Y2 = \$6, 661	2009 = \$5, 440
Y3 = \$6, 861	2010 = \$6, 360
Y4 = \$7, 067	2011 = \$7, 280
Y5 = \$7, 279	

2008 recommendation = \$4,520

Custodian

UUA recommendation = \$9.81 per hour

15 hours per week X 50 weeks = 750 hours

2008 = 750 hours X 9.81 = \$7, 358 [plus \$50 per special event paid by outside parties]

2007 compensation = \$6, 304

2008 recommendation = \$7, 358 [plus \$50 per special event paid by outside parties]

Office Administrator

UUA recommendation = \$23, 600

Seven-tenths time = \$16, 520

2007 compensation = \$16, 469 (salary) + \$11, 600 (insurance) = \$28, 069

2008 recommendation = \$16, 520 + Health Insurance capped at \$11, 600

Christian Education Director

UUA recommendation = \$28,300

One-third time = \$9, 434

2007 compensation = None until December; \$15 an hour for December

2008 recommendation aligned with decision at 2007 Annual Meeting.

Senior Pastor, 2008

UUA recommendation for salary + housing = \$51, 900

ABC average for OH region for salary + housing = \$44, 429

2007 compensation for salary + housing = \$40,000; professional reimbursement = \$1,000

2008 recommendation for salary + housing = \$44, 000; professional reimbursement = \$3,000

Half-time Music Director (Future consideration)

UUA recommendation = \$29, 800

One-half time = \$14, 900

2007 compensation for part-time Music Director = \$3,152

2008 recommendation = None

Part-Time Choir Director, 2008

2008 recommendation = \$3000

Respectfully submitted,

Karen Graves, Chair

Committee members: Joe Fleming, Karen Graves, Dick Lucier, Judith Thomas

Report of the Worship Committee

As always, planning worship services for our eclectic congregation is a joy and a challenge.

Kathy has assumed the major leadership role in these efforts. Her judgment of what we need and her guidance about how to provide it has been much appreciated. She has asked the committee for guidance in return, preferring feedback about the services to participation in the myriad details of planning. We are also asked to encourage members of the congregation to speak with her directly about their worship needs and preferences.

The committee pools its efforts to ensure that the Sanctuary is prepared for worship on every occasion—setting out communion elements, altar candles, joys-and-concerns candles, microphones, and the like—and see that everything is put away, cleaned up, and/or turned off, etc., after worship. As a group we have taken ownership of the Christmas decorations and will be responsible for the hanging, and de-hanging, of the greens each year. Finally, we routinely arrange for guest pastors when Kathy is gone.

Since music is such an integral part of the worship services, we established the following schedule for use while we have an interim/part-time choir director:

- 1st and 3rd Sundays – adult choir sings
- 2nd and 4th Sundays – special music by children’s choir/organist/soloists/ensembles, etc.
- 5th Sundays (4 times per year) – HymnSing!

Once a new director has been hired, the schedule will be reviewed and adjusted as necessary.

Finally, we have found it productive to have a full-day retreat at least twice a year for a big-picture exploration of ways to enrich the worship life of the congregation. In between these retreats, we meet fairly regularly to check in with each other and address any immediate issues.

As always, we appreciate the opportunity to serve you all in ways large and small, and hope we are providing a worship experience that deepens faith in ways meaningful to each and every one of you.

Respectfully submitted,
Sandy Ellinger & Jan Hoffman, Co-Chairs

To Be Good Stewards
of What I Have
Entrusted To You

Report of the Property Committee

Committee Members: Bill Brown, Gery Bauman, Dan Dobbelaer, Jack Esslinger, Lou Jaquish, Ken Klatt, Dave Martin, Amy Mock, Charles Van Ness.
Support and Assistance: Louise Gemmell.

We have had a smooth year overall. Committee members worked to keep our buildings in repair. We have done various projects ourselves and hired outside contractors as needed.

Some of the fix-up projects we have completed throughout the year are:

- Installed a Bare Bolt on the Preschool door so they can have a “lock down.”
- Patched the sanctuary roof in several places.
- Removed the rusted out dishwashing unit from the social hall kitchen.
- Repaired the ceiling in the room next to the choir loft due to a roof leak.
- Filled a pot hole with gravel in the driveway.
- Replaced kitchen faucet in the CE kitchen.
- Installed weather stripping on doors.
- Cleaned gutters.
- Minor carpeting repairs.
- Dealt with flood in the boiler room and the preschool.

Building Use Fee Schedule: This year we updated the building use fee schedule to bring the building use fees up to date.

Environmental Issues: We have purchased non toxic, non petroleum based cleaning supplies. We have replaced many incandescent light bulbs with the florescent ones. We purchased recycled toilet paper. We have also sealed cracks in drafty doors with weather stripping.

The congregation is encouraged to keep energy costs down by turning off lights when they are not being used especially after meetings, and keeping the foyer doors, and the sanctuary to chapel doors closed during the winter. Keeping the heat turned down as low as possible would help as well.

Projects In The Works:

There are many:

- CE building classroom upgrades.
- Repair the sanctuary window wells.
- Painting.
- Carpentry repairs...The list goes on.

Task Forces:

The board has put together a task force to work on prioritizing the renovation projects and a task force to work on possibilities for currently unused social hall space.

Ken Klatt is our heating specialist and continues to monitor the boiler activity.

Rod Williams is our building supervisor and continues to clean the buildings, mow the grass, shovel the snow, take out the trash and many other important things which keep us going.

This will be my last year as committee chair and I will continue to be part of the Property Committee.

Respectfully submitted,
Dan Dobbelaer

Report of the Finance Committee

We ended 2007 with a surplus of \$6,737.08. We did a great job controlling our expenses during 2007, here are some highlights of our finances:

- 2007 Income was \$199,898, while expenses were only \$193,161.
- The December candlelight walk raised \$6,492.
- We used \$18,000 of dividend income from the endowment as income.
- We received additional income from Interest (CD's, checking account and loan payments) of \$3,176.14
- The endowment increased from \$424,715.12 at the end of 2007 to \$453,632.85, plus \$5892.41 which was 2007 repayment of our revitalization loan, for a total of \$459,524.26.

The 2008 budget will be a little more challenging then our 2007 budget. The 2008 budget expense will increase by 3% while our pledges dropped by 3%. The increase to 2008 budget expenses includes salary increases to our staff and utilities (energy) increases. We will need to manage our expenses well during the New Year.

Respectfully submitted,
Sharon Flynn, chairperson and Treasurer

Report on Building Renovation/Restoration Work

No significant work was completed in calendar 2007. The board discussed final expenditures on the plaza construction and driveway paving without reaching any definitive conclusion. Items remaining incomplete from the original renovation list are

- install one handrail in the chapel
- install a new curtain on the CE gym stage*
- hang sliding doors between the chapel and the chapel kitchen area
- complete the plaza and driveway paving
- construct a screen for the sanctuary front (handicap) entrance
- install tower lighting*
- run network wiring from sanctuary building to CE building
- miscellaneous painting and drywall/plaster repair

*these items removed from the original list by board action

Respectfully submitted,
Tom Burkett

Revitalization Project Financial Report

Report Date: 1/07/2008

WORK CATEGORY	BUDGET	\$\$ SPENT	AMOUNT OFF BUDGET	PAYMENT COMPLETE?
			() = overspent	
SAFETY				
Window Well Repair	\$ 10,000.00	\$ 10,000.00	\$ -	May. 04
CE gym outdoor stair replacement	\$ 4,600.00	\$ 4,175.00	\$ 425.00	Jan. 04
Sidewalk repair	\$ 4,400.00	\$ 2,500.00	\$ 1,900.00	
Subtotal	\$ 19,000.00	\$ 16,675.00	\$ 2,325.00	
HANDICAP ACCESS				
Sanctuary HCP entrance upgrade	\$ 1,000.00	\$ -	\$ 1,000.00	
Privacy screen in sanctuary	\$ 500.00	\$ -	\$ 500.00	
Stair lift and awnings (2)	\$ 4,450.00	\$ 3,101.67	\$ 1,348.33	
Basement access repair / widen	\$ 5,400.00	\$ 1,400.00	\$ 4,000.00	Jan. 04
Subtotal	\$ 11,350.00	\$ 4,501.67	\$ 6,848.33	
EXTERIOR ENHANCEMENT				
Plaza flatwork, stone facing, walls	\$ 5,000.00	\$ -	\$ 5,000.00	
Tower light installation	\$ 2,000.00	\$ 986.29	\$ 1,013.71	
Driveway paving/trash pad	\$ 6,000.00	\$ -	\$ 6,000.00	
Subtotal	\$ 13,000.00	\$ 986.29	\$ 12,013.71	
REPAIR & MAINTENANCE				
Stone and step repair	\$ 2,500.00	\$ -	\$ 2,500.00	
Stone cleaning and sealing	\$ 32,000.00	\$ 36,040.00	\$ (4,040.00)	Aug. 04
Wood trim repair	\$ 5,000.00	\$ 5,000.00	\$ -	Aug. 04
Exterior painting	\$ 36,100.00	\$ 36,300.00	\$ (200.00)	Aug. 04
Stained glass window repair	\$ 29,000.00	\$ 22,905.00	\$ 6,095.00	Sep. 05
Storm windows - remove/replace	\$ 6,900.00	\$ 7,400.00	\$ (500.00)	Nov. 04
Carpet repair	\$ 1,300.00	\$ 1,300.00	\$ -	Nov. 03
Subtotal	\$ 112,800.00	\$ 108,945.00	\$ 3,855.00	
CE BUILDING IMPROVEMENTS				
Stage curtain replacement	\$ 800.00	\$ 256.56	\$ 543.44	
Gym ceiling fans	\$ 450.00	\$ 668.33	\$ (218.33)	Nov. 03
Floor removal	\$ 3,800.00	\$ 3,270.00	\$ 530.00	Dec. 03
Floor installation	\$ 15,700.00	\$ 15,135.75	\$ 564.25	Dec. 03
Kitchen cabinets and dishwasher	\$ 1,000.00	\$ 472.08	\$ 527.92	Nov. 03
Electrical upgrades	\$ 2,500.00	\$ 361.27	\$ 2,138.73	Dec. 03
Bathroom improvements	\$ -	\$ 1,141.26	\$ (1,141.26)	Nov. 03
Subtotal	\$ 24,250.00	\$ 21,305.25	\$ 2,999.23	

WORK CATEGORY	BUDGET	\$\$ SPENT	AMOUNT OFF BUDGET	PAYMENT COMPLETE?
SANCTUARY IMPROVEMENTS				
Lighting equipment	\$ 35,000.00	\$ 35,234.14	\$ (234.14)	Mar. 04
Lighting installation	\$ 8,000.00	\$ 8,000.00	\$ -	Mar. 04
Electrical upgrades	\$ 7,000.00	\$ 2,516.65	\$ 4,483.35	Mar. 04
Sound Equipment & installation	\$ 5,300.00	\$ 6,591.01	\$ (1,291.01)	Nov. 04
Painting	\$ 32,400.00	\$ 34,543.03	\$ (2,143.03)	Mar. 04
Subtotal	\$ 87,700.00	\$ 86,884.83	\$ 815.17	
CHAPEL/OFFICE/PARLOR				
Lighting equipment & installation	\$ 3,500.00	\$ 4,100.00	\$ (600.00)	Jan. 05
Insulation	\$ 3,800.00	None needed	\$ 3,800.00	Oct. 04
Heating/Ventilation/AC	\$ 24,000.00	\$ 20,284.00	\$ 3,716.00	Feb. 05
Flooring installation	\$ 6,300.00	\$ 6,414.28	\$ (114.28)	Dec. 04
Plumbing fixtures & installation	\$ 3,400.00	\$ 2,491.10	\$ 908.90	Dec. 04
Electrical / Sound	\$ 2,000.00	\$ 12,363.81	\$ (10,363.81)	Mar. 05
New construction labor, painting	\$ 12,000.00	\$ 8,109.89	\$ 3,890.11	Apr. 07
New construction materials	\$ 20,000.00	\$ 20,272.21	\$ (272.21)	Jun. 06
Subtotal	\$ 75,000.00	\$ 74,035.29	\$ 964.71	
GRAND SUBTOTALS	\$343,100.00	\$ 313,333.33	\$29,821.15	
EXTRA-BUDGET ACTIVITY				
	INCOME	EXPENSE	DIFFERENCE	
Administrative costs/ Kroger cards	\$ 1,000.00	\$ 1,009.86	\$ (9.86)	Dec. 06
Architect fees		\$ 6,345.85	\$ (2,560.85)	Mar. 03
Basement Alcove (Dunham Room)	\$ 1,000.00	\$ 966.19	\$ 33.81	Jan. 04
Choir Room Sink Area		\$ 295.97	\$ (295.97)	May. 04
Williamson window gifts excess	\$ 3,256.00	\$ -	\$ 3,256.00	Nov. 04
Mission Tithe from pledges (10%)	\$ 20,523.24	\$ 11,000.00	\$ 9,523.24	
Subtotal	\$ 25,779.24	\$ 19,617.87	\$ 9,946.37	
GRAND TOTALS	\$368,879.24	\$ 332,951.20	\$39,767.52	
CHECKING ACCOUNT BALANCE		\$ 23,558.18		
TOTAL SPENT + ACCT. BALANCE	manual calc.	\$ 356,509.38		
DEPOSITS RECORDED	should equal=	\$ 356,509.38		
CHURCH LOAN		\$ 150,000.00		
PLEDGES COMMITTED		\$ 210,387.00		
PLEDGES PAID		\$ 205,232.38	(effects mission tithe)	
PLEDGES UNPAID		\$ 5,154.62		
Julie Reisinger, Treasurer				

Note: Of the total money left, \$9,523.24 is committed to be spent on missions. This leaves \$14,034.94 available for the Revitalization Project

Report of the Stewardship Committee

First, I would like to thank the members of the Stewardship Committee for their assistance. Jeff Reiswig, Eloise DeZwarte, Lindsey Cole and Jan Hoffman were great assistants in the campaign.

We used phone contact, some direct individual contact, and weekly updates in the Beacon and bulletin to outline our progress in obtaining pledges. We were able to obtain pledges of \$128,574, which was not as much as we had hoped, but given the state of the economy and the fact that some pledging members have either passed away or moved, the result is probably as good as we could hope.

We would like to thank everyone who made a pledge and we also thank those who continue to contribute without making a pledge.

Respectfully submitted,
Dave Martin

Report of the Nominating Committee

2008 Slate of Officers

Officers

Moderator	Sharon Flynn
Vice Moderator	Mike Robertson
Church Clerk	Sheila Lafferty
Financial Secretary	Jan Hoffman
Treasurer	Rita Potts
Member-at-Large	Peter Morse
Member-at-Large	Beth Bryson

Committee Chairs

Christian Education Committee:	Nancy Dobbelaer
Finance and Endowment Committee:	Joan Novak
Mission and Social Action Committee:	Lyn Robertson
Nominating Committee:	Ken Klatt
Outreach and Membership Committee:	Tess Caley
Property Committee:	Gery Bauman
Social Committee:	Nancy Reeb
Staff Relations Committee:	Karen Graves
Stewardship Committee:	Dave Martin
Worship Committee:	Sandy Ellinger

Current Composition of Standing Committees & Board-Created Task Force on Pastoral Care

Pastoral Care Task Force:	Sheila Lafferty, Faith Callison, Dee Fontana
Christian Education Committee:	Nancy Dobbelaer (co-chair), Beth Bryson (co-chair), Felicia Fagg, Diane Jaquish, Sheila Lafferty, Julie Reiswig, Patti Burkett, Samantha Smith
Finance and Endowment Committee:	Joan Novak (chair), Jim Gordon, Rita Potts, Barbara Lucier, Jan Hoffman, Eloise DeZwarte
Mission & Social Action Committee:	Lyn Robertson (chair), Amy Mock, Mary Fleming, Jack Shuler, Laura Joseph, Dan Wolcott
Nominating Committee:	Ken Klatt (chair), Karen Graves, Nancy Reeb.
Outreach and Membership Committee:	Tess Caley (chair), Dee Fontana, Rachel Dobbelaer, Barbara (Bobbi) Jaquish
Property Committee:	Gery Bauman (chair), Lou Jaquish (assisting chair), Dan Dobbelaer (assisting chair), Bill Brown, Ken Klatt, Amy Mock, Charlie VanNess, Jack Esslinger, Jerry Mercer Ex officio member: Louise Gemmell.
Social Committee:	Nancy Reeb (chair), Beth Bryson, Tess Caley, Amy Canini, Sarah Burkett, Jerry Mercer, Jean Feeney
Staff Relations Committee:	Karen Graves (chair), Dick Lucier, Judith Thomas, Norm Gearhart
Stewardship Committee:	Dave Martin (chair), Lindsey Cole, Eloise DeZwarte, Ceciel Shaw
Worship Committee:	Sandy Ellinger (chair), Sheila Lafferty, Faith Callison, Dee Fontana, Lyn Robertson, Bill Brown, Judith Thomas. Ex officio member: Jackie Dawson.

PAGES 38-45. THE FINANCIAL REPORTS,
ARE AVAILABLE IN THE CHURCH OFFICE.
AND WILL BE AVAILABLE AT THE ANNUAL MEETING