



Fairfield Glade Community Church

Annual Report 2018

Fairfield Glade Community Church
521 Snead Drive
Fairfield Glade, TN 38558
Church Office: 931-484-7412 and 931-456-9529

E-mail: ffgcomchurch@frontier.com
www.ffgcomchurch.org

Rev. Dr. James E. Janecek, Pastor

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2018 Official Board, Appointments and Staff

Pastor

The Rev. Dr. James E. Janeczek

Church Officers

President: Jim Hansen
Vice-President: Dwight Wages
Corresponding Secretary: Sheila Banik
Treasurer: Marty Smith
Minutes Clerk: Linda Cronwell

Official Board Members

Class of 2018

Nancy Marshall
Ralph Seeh
Nancy Shepler
Dwight Wages

Class of 2019

Dennis Flynn
Jim Hansen
Susan Milledge
Fred Wong

Class of 2020

Alan Joseph
Nancy Nowacki
Roy Koskinen
Judy Moore

Board Appointments

() Official Board Liaisons

Presbytery Delegates

(Rev. Janeczek)
Ralph and Phyllis Seeh

United Church of Christ Delegates

(Rev. Janeczek)
Charles and Carolyn Rau

Fairfield Glade Council of Churches

Representatives

(Rev. Janeczek)
Ralph Seeh

Nominating Committee

Dwight Wages, Chair
Barbara Lamb, Nancy Burleson,
John Zanichelli
(Board Rep.)

Staff

Pastor: The Rev. Dr. James E. Janeczek
Choir Director: Vicki Berns
Organist: Mary Hirst
Administrative Assistant: Patricia Benegar
Secretarial Assistants: Nancy Marshall
Sextons: Tom Wilkinson
Barbara Dudek

2018 Committee Chairpersons and Members

Christian Response

Chairperson: Barb Miles

Board Liaison: Judy Moore

Members: Nancy Powell, Louise Wirbel, Janiece Pino, Mary DeMeulenaere, Bonnie Hansen.

Women's Fellowship (Nancy Burleson), Men's Fellowship (Dennis Flynn) Tape Ministry

Members: Paul & Joan Kennedy, Roy & Judy

Koskinen, Dick & Jan Homan, Ben & Jean

Dempsey, Bonnie Hansen, Susan & Hank

Milledge, Milt & Anne Tack, and Phil & Nancy Marshall

Columbarium Trust

Chairperson: Jerry Allard

Board Liaison: Nancy Shepler

Treasurer: Steve Thomas

Members: Barbara Miles, Fred Weller, Sheila Banik, Paul Kennedy

Community Enrichment

Chairperson: June Mansfield

Board Liaison: Dwight Wages

Members: Gretchen Harvell, Tove Thomas, Dwight Wages

Finance

Chairperson: Dennis Flynn

Vice-Chair: Dennis Tyron

Board Liaison: Jim Hansen

Members: Kay Moyer, Hank Milledge, Marty Smith, Gene Pino, Janiece Pino, Roy Koskinen, Greg Rydz, and Jim Buxton

Sub-Committee: Endowment Fund

Chairperson: Hank Milledge

Members: Treasurer, Asst. Treasurer, Finance Chair, Stewardship Chair, Endowment Fund Custodian/Chair.

Sub-Committee: Stewardship

Chairperson:

Members: Greg Rydz, Kathryn Rydz, Don Eppelheimer and Carroll Reusch

Memorial

Chairpersons: Dwain Graham;

Co. Chair: Linda Browning

Board Liaison: Dennis Flynn

Members: Judy Anderson, Arlene & Bob Fawcett, Jean & Ben Dempsey, Rosemary Gildemeister,

Judy Moore, Gene Pino & Janiece Pino, Patty Smith, Judy Weller, Louise Wirbel, Fred Wong & Vicky Wong, Milt Tack & Anne Tack, Cheron Stenson and Barbara Miles

Missions

Chairperson: Sue Moss

Board Liaison: Ralph Seeh

Members: Bonnie Hansen, Kathy Allard, Carolyn Rau, Karen Flynn, Sue Ginter and Nancy Joseph

Nominating Committee

Chairperson: Dwight Wages

Members: Nancy Burleson, Carroll Reusch, John Zanichelli, Fred Wrong (Board Rep)

Parish Life

Chairperson: Mary Zanichelli

Board Liaison: Nancy Marshall

Sub-Committees

Faith Development: Pastor James

Fellowship: Mary Zanichelli

Hanging of the Greens:

John & Deborah Schaefer

Historian/ Photographer:

Frank Wade

Hospitality:

Lyle and Bernice Durbin

Library: Sue Moss

Parish Nurse: Kay Moyer

(blood pressure only)

Messenger Editor: Pat Benegar

Thanksgiving Dinner:

Betty Wilkinson

Pastor Parish Relations

Chairperson: John Zanichelli

Board Liaison: Roy Koskinen

Members: Nancy Marshall, Susan Milledge, Mike Nowacki, Nancy Powell, Charlie Rau, Diana Wages

Personnel

Chairperson: Eugene Pino

Board Liaison: Al Joseph

Members: Hank Milledge, Tove Thomas, Pat Benegar, Pastor James and Dennis Flynn

2018 Committee Chairpersons and Members

Property & Facilities

Chairperson: Hank Milledge

Board Liaison: Al Joseph

Members: Rick Dennis, Steve Thomas, John Zanichelli, Tom Wilkinson, Ralph Seeh

Sub-committees

Fire detection and monitoring:

Steve Thomas

Grounds: outside vendor

General Maintenance: Ralph Seeh

Heating & Cooling: Ralph Seeh,
Tom Wilkinson

Painting & Carpentry:

outside vendor

Insurance-Property: Steve Thomas

Inventory: Hank Milledge

Kitchen: Betty Wilkinson

Plumbing: outside vendor

Electrical: outside vendor

Sextons: Tom Wilkinson,
Betty Wilkinson

Interior Furnishing:
Betty Wilkinson

Strategic Planning

Chairperson: Gene Pino

Board Liaison: Fred Wong

Members: Jim Buxton, Sue Moss, Ron Cronwell, Mike Nowacki and John Zanichelli

Sub-Committee:

Marketing/Publicity:

Chairperson: Ron Cronwell

Members: John Zanichelli, Dennis Tryon, Dwight Wages, Bernice Durbin, Frank Wade, John Bogle, Gene Skipworth

Technology and Communications

Chairperson: Ron Cronwell

Board Liaison: Roy Koskinen

Members: Roy Koskinen (Sound and Video), Frank Wade, Pat Benegar.

Sub-Committee:

Website

Chairperson: Ron Cronwell

Members: Dennis Tryon, Frank Wade, John Bogle

Visitor & Member Outreach

Chairperson: Judy Koskinen

Board Liaison: Sue Milledge

Members: June Mansfield, Paul Anderberg, Mary Jane Buxton, Mary DeMeulenaere, Rosemary Gildemeister, Nancy Nowacki, and Don Eppelheimer.

Worship & Music

Chairperson: Tove Thomas

Vice - Chair: Milt Tack

Board Liaison: Nancy Nowacki

Sub-Committees:

Chancel: Patty Smith

Communion: Gerry & Kathy Allard

Greeters: Gladys Zaenger

Liturgy: Bonnie Hansen

Sound: Roy Koskinen

Bell Choir Director: Nancy Burleson

Ushers: Kathryn Rydz

Organist: Mary Hirst

Choir Director: Vicki Berns

Choir Reps: Gretchen Harvell

2019 Official Board, Appointments and Staff

Pastor

The Rev. Dr. James E. Janeczek

Church Officers

President: Jim Hansen
Vice-President: Al Joseph
Secretary: Bernice Durbin
Treasurer: Mike Nowacki
Minutes Clerk: Linda Cronwell

Official Board Members

Class of 2019

Dennis Flynn
Jim Hansen
Susan Milledge
Fred Wong

Class of 2020

Alan Joseph
Nancy Nowacki
Roy Koskinen
Judy Moore

Class of 2021

John Schaefer
Ed Freels,
Marty Smith
John Zanichelli

Board Appointments

() Official Board Liaisons

Presbytery Delegates

(Rev. Janeczek)
John and Polly Mc Arthur

United Church of Christ Delegates

(Rev. Janeczek)
Mike and Nancy Nowacki

Fairfield Glade Council of Churches

Representatives

(Rev. Janeczek)
Bonnie Hansen

Staff

Pastor: The Rev. Dr. James E. Janeczek
Choir Director: Angela Anderson
Organist: Mary Hirst
Office Manager: Patricia Benegar
Administrative Assistant: Laurie Davis
Custodian: Betty Wilkinson

2019 Committee Chairpersons and Members

Board approved Dec. 13, 2018

Christian Response – Linda Cronwell (Chair), Barbara Miles (3+), Nancy Powell, Bonnie Hansen, Janiece Pino, Susan Milledge, Wendy Pachla and Gracie Mangan

Columbarium Trust - Jerry Allard (Chair), Steve Thomas (Treasurer), Sheryl Broderick (Secretary), members at large- Paul Kennedy, Barb Miles, Gary Kitchen

Community Enrichment - June Mansfield (Chair), Dwight Wages, Rick Dennis, John Anderson, Gretchen Harvell, Nancy Joseph, Nancy Shepler, Gary Pachla

Finance – Dennis Flynn (Chair), Kay Moyer (3+), Hank Milledge (3+), Marty Smith (3+), Janiece Pino (3+), Gene Pino (3+), Greg Rydz (3+), Steve Thomas, Mike Nowacki, Ron Sutch

Memorial – Susan Milledge (Chair), Meredith Gaffney, Ann Tack (3+), Milt Tack (3+), Dwain Graham (3+), Linda Browning (3+), Rosemary Gildemeister (3+), Fred Wong (3+), Vicki Wong (3+), Gene Pino (3+), Janiece Pino (3+), Barbara Miles, Cheron Stenson, Dennis Flynn, Derith Skipworth, Ben Dempsey, Jean Dempsey, Nancy Shepler, Patty Smith

Missions – Nancy Joseph (Chair), Kathy Allard, Karen Flynn, Sue Ginter, Carolyn Rau, John McArthur, Gene Skipworth

Nominating – Board VP (Chair), Board Member (As Appointed), Carroll Reusch, Jim Oswald, Charlie Rau

Parish Life –Karen Flynn (Chair), Mary Zanichelli (3+), Betty Wilkinson (3+), Lyle Durbin (3+), Bernice Durbin (3+), Pat Benegar (3+), Frank Wade (3+), Deborah Schaefer, John Schaefer, Linda Cronwell, Carolyn Rau, Pastor James, Jamie Freels, Angie Owen, Vera Bogel

Pastor Parish Relations – Michael Nowacki (Chair), Nancy Powell, Diane Wages, Charlie Rau, Fred Wong, Sue Moss, Nancy Joseph

Personnel Committee - Gene Pino (Chair 3+) and Hank Milledge (3+), Nancy Burleson, Pat Benegar, Pastor James

Properties and Facilities Committee - Hank Milledge (Chair 3+), Rick Dennis (3+), Tom Wilkinson (3+), Steve Thomas, John Zanichelli, John Bogle, Kay Moyer, Al Joseph

Strategic Planning – Gene Pino (Chair), Sue Moss, Ron Cronwell, Mike Nowacki, John Zanichelli

Technology & Communications – Ron Cronwell (Chair3+), Frank Wade, Dennis Tryon, John Bogle, Vera Bogle, John Schaefer, Roy Koskinen

VMO Committee - Nancy Nowacki (Chair), Mary DeMeulenaere (3+), Don Eppelheimer, Rosemary Gildemeister (3+), Judy Koskinen (3+), June Mansfield (3+), Angie Owen and Gene Skipworth

Worship and Music – Nancy Burleson (Chair 3+), Gretchen Harvell (3+), Gladys Zaenger, Nancy Nowacki, Patty Smith (3+), Bonnie Hansen, Mary Hirst, Kathryn Rydz, Choir Director (TBD) and Jerry Allard

2019 - Community Church Committee Assignments

Committee	Committee Chairperson	Board Liaison
Christian Response	Linda Cronwell	Judy Moore
Columbarium Trust	Jerry Allard	John Schaefer
Community Enrichment	June Mansfield	John Zanichelli
Finance	Dennis Flynn	Jim Hansen
Memorial	Susan Milledge	Dennis Flynn
Missions	Nancy Joseph	Ed Freels
Nominating	Al Joseph	Judy Moore
Parish Life	Karen Flynn	Marty Smith
Pastor Parish Relations	Michael Nowacki	Roy Koskinen
Personnel	Gene Pino	Ed Freels
Property & Facilities	Hank Milledge	John Schaefer
Strategic Planning	Gene Pino	Fred Wong
Technology & Communications	Ron Cronwell	Nancy Nowacki
Visitor Member Outreach	Nancy Nowacki	Sue Milledge
Worship & Music	Nancy Burleson	Roy Koskinen

2018 Pastor's Report

The Rev. Dr. James E. Janecek

Lilly and I have now been here one and a half years. How the time has flown! I'm so pleased to report that we are feeling much more settled than a year ago.

With the passage of time, Lilly and I have been experiencing new and deeper relationships with church members as well as many other folks within the larger population of Fairfield Glade and other parts of Tennessee.

As we have become more embedded in these relationships, one of the consequences is that we are feeling more personally the grief and mourning that comes with the loss of church members due to death or due to moving out of the Glade because of health reasons so they can be near an adult child caregiver.

It's not easy to see members of our church family depart us. Even so, I can report firsthand that every person who left us didn't do so feeling alone in their transition. Each person was surrounded by the love, care, and support of our church. Whether they died or moved away, they knew that they were deeply loved and sincerely appreciated.

We have lost several pillars of Community Church. They will be sorely missed. Their legacy will not be forgotten. We have and will continue to honor each and every one of them for who they were as a person and for their service to our church.

With so many church members leaving us, one might think our church is shrinking in size. But that is not the case. Due to the grace of God and the hard work of so many of you, our numbers have actually increased. We gained more people than we lost in 2018.

But this growth has also come with its challenges. It's not always easy to integrate new folks into our church family. This blending process doesn't happen automatically. We know that we must be diligent and intentional. This has been accomplished when longtime members have reached out to get to know the new folks coming to our church.

I'm excited to see that many of our new folks have already jumped into the life of the church by participating in events and selflessly serving in various ministries, including mission outreach to those most in need, providing food, clothing, tutoring, etc. This addition of activity by new folks has been very impressive and appreciated. As many of our longtime members have slowed down a bit by naturally aging and because of health issues, several of our new folks have stepped in to be the next generation of church members to join with us in carrying the torch so that Community Church continues to be a shining light of faith, hope, and love in Fairfield Glade and beyond.

As soon as new visitors have entered our church building to initially join us for worship, they have immediately felt this shining light in the smiling faces and warm welcomes that greet them at the door. And they continue to experience our friendly church, from the beginning of the service with our famous greeting "No Matter Who You Are Or Where You Are On Life's Journey, You're Welcome Here," and our heartfelt "Passing of the Peace" of Christ, to our final "Song of Blessing" and socializing in the Fellowship Hall afterwards.

As in past years, the worship service was the core of our church life in 2018, where we gathered together faithfully to glorify God and embrace the saving power of the Holy Spirit in our lives. As followers of Jesus, we were nourished in worship to embody Christ's life and teaching, united together in unconditional love. Praise God!

Pastor James

2018 Board President's Report

Jim Hansen, President

Overall, 2018 has been a very successful year...a year with successes, trials, change and loss. We started the year with 234 members and successfully grew our membership to 253 members in December. Our losses this year, either due to members moving away or due to deaths, while painful, are still something that seems to unite us. One of our more impactful losses this year was that of our Choir Director Vicki Berns. Fortunately, we were able to find Dana Beal to provide her leadership to our Choir for the remainder of the year.

The approval of the renovation project this year stirred up a bit of controversy. While not all of us agreed, ultimately the project was approved and now hopefully we can greet new guests with a fresh and united appearance.

The Office staffing provided by Pat Benegar and Laurie Davis has made my job very easy this past year. From everyone I talk to, they do their best to be as accommodating, informed and as helpful as they can to everyone visiting our office. I wish to express my thanks to you both, for a job well done.

The 2018 highlights listed below, were accomplished with cooperation from our Board members, our Committee Chairs/members and ultimately our wonderful Congregation.

- The start time for Worship Service was changed from 9:50 AM to 10:00 AM beginning Sunday February 4th, 2018.
- The Board accepted the Personnel Committee's recommendation regarding standards for employee recognition, retirement, and years of service. Service recognitions shall be observed for 10 years, 20 years and 30 years of service.
- The Board accepted 10 recommendations from the Ad Hoc Security Committee to help improve the safety of our church facilities and Congregation. These included but weren't limited to, locking all access doors after church service/functions begins, controlling and documenting who has access to the facilities, formation of an Emergency Response Team, posting Emergency Phone numbers throughout the building.
- The Board accepted the Strategic Planning Committee's recommendation for the 2019 – 2023 Strategic Plan which it developed through multiple small group meetings. We also accepted the Strategic Planning's recommendation for our new Value and Mission statement.
- We hired a new Office Assistant who has turned out to be an excellent addition to our staff.
- Pastor James held his first "Blessings for Motorcycle Riders" event in May. His hope is this will become an annual event.
- With the guidance from the Community Enrichment Committee, we sponsored 4 very successful and well attended public events: the "Three Good Looking Guys" concert in March, the "Armand and Angelina" concert in April, the "King's Brass Concert" in June, the Mark Twain Impersonator/Ice Cream Social event in August as well as the Memorial Concert with the Knoxville Choral Society in November.
- The Time and Talent Survey was distributed in May.
- The Board and the congregation supported Reverend Gene Skipworth's Doctorate Program towards his Doctor of Divinity degree by providing mentoring for Third Graders at Homestead Elementary School.
- After months of Board deliberations, the Congregation approved the renovation project to replace the carpeting in the Narthex, Sanctuary and Choir Loft and reupholstering of the pews in the Sanctuary. Also to make the Choir Loft more

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concert friendly, this project will include the leveling of some of the Choir Loft floor area, replacing the Choir Loft pews with individual chairs and making the Choir Loft vanity rail more user friendly for Concert removal. For safety concerns we are also moving the stairs leading to the Pulpit out toward the first pew and adding handrails to those stairs.

- The Prayer Shawl Ministry became a sub-committee under the Parish Life Committee as that Committee has a line item in the budget.
- The Board adopted three new policies this year:
 - One, that “Requires Board approval for any solicitation of donations from the full Congregation”.
 - Two, which “allows the sale of items or services on church grounds for church sponsored events. Non church groups using our facilities, require Board approval prior to selling items and/or services”.
 - Three, to “Clarify that items for inclusion in the Sunday messenger should be only for church sponsored events or board approved individual member events (e.g. Southern Stars Symphonic Brass discounted tickets, faith development class books, spiritual yoga classes, etc.). These announcements should be minimal and informational only (typically Event Name, Dates, and Ticket Information). All other events not meeting the above criteria, belong on the bulletin board in the Fellowship Hall. These should be submitted first to the church office for decision on whether to allow for posting”.
- The new Biannual Church Directory was distributed in May. Discussions have been held to determine if this will become an Annual event. Displaying this Directory electronically for public viewing within the church facilities has also been discussed.
- We approved and started sponsoring “Gentle Yoga Classes” on Thursdays. This has been so popular that these classes have been expanded to both Tuesdays and Thursdays.

Respectfully Submitted, Jim Hansen

Committee Reports

Christian Response

Barbara Miles, Chairperson

The Christian Response Committee has several responsibilities. In-Home Ministry (formerly Tape Ministry) delivers bulletins and a smiling face to shut-ins at home or in nursing home facilities. We deliver 40-50 bulletins a month and report back to Pastor if anyone is having a problem. The Military Card Ministry provides cards to be written in and sent to an active service person. There are general occasion cards available to anyone who needs a card to send. A special card ministry provides cards to Cumberland House Hospice. They are used to write notes to families if they are not present at the time of visit. E-Prayer has been a successful method of getting information to parishioners when prayer is requested via Pastor or Nancy Powell. Prayer Shawl Ministry is hoping to become part of the Christian Response team. Barbara Miles is retiring as chairperson, and is being replaced by Linda Cronwell. We welcome any new members who would like to help with visits, sorting cards, or making shawls or quilts.

Submitted by Barbara Miles

Columbarium Trust

Jerry Allard, Chairperson

2018 was a year of needed maintenance. Over the summer and early fall we removed a number of trees and overgrown shrubbery surrounding the Columbarium structures. The result was a much more open and appealing view from the parking surface of the church.

Additionally, all the surfaces of the Columbarium were power washed clean and then masonry was tuck-pointed where cracks had appeared and finally, all mason surfaces were sealed with a high quality sealant. The iron handrail along the walkway down to the columbarium floor was cleaned and repainted. Old wooden benches in disrepair were removed and replaced with high quality maintenance-free composite benches.

For 2019, the trust board is looking into bids to re-level some uneven areas on the walkway descending to the columbarium floor. Also, the trust board approved a bid to erect a sign designating the

Columbarium grounds.

In 2018, there have been three (3) interments and two (2) transfers. As of this writing, there are 166 of 408 niche spaces available at a cost of \$900 per niche.

Long time member Fred Weller retired from the trust board this year. We all thank Fred for his many years of service. There are currently seven (7) members on the Columbarium Trust Board that meets quarterly. Board chair- Jerry Allard, treasurer- Steve Thomas, Secretary- Sheryl Broderick, Members-at-Large- Paul Kennedy, Barb Miles, Gary Kitchen (new 2018), Nancy Schepler (new in 2019).

Submitted Nov. 2018

Jerry Allard, Board Chair.

Community Enrichment

June Mansfield, Chairperson

Other members are Dwight Wages, Rick Dennis, John Anderson, Gretchen Harvell, Nancy Joseph, Nancy Shepler and Gary Pachla.

Our mission is to further the church's image as "the friendliest church in the Glade" by presenting four programs annually that welcome the public, as well as church members.

To this end, the Committee presented 5 programs in 2018. The first was "Three Good-Looking Guys Quartet" on February 25. They are a local barbershop quartet and there was no admittance fee, but a free will offering was taken and a check was presented to the Fairfield Glade Hospice Auxiliary.

On April 25, "Armand and Angelina", inspirational speakers and performers presented a free concert. A free will offering was taken and a portion was given to the Christian Counseling Center of Cumberland County.

The third program in the series featured Stephen Hollen, storyteller and character impersonator, who shared an afternoon as Mark Twain to an audience of about 300 people. It was followed by an ice cream social, and a portion of that freewill offering went to Morgan Scott.

An unexpected opportunity came our way when the "Kings Brass" offered to do a concert on June 15. Their 9 piece professional instrumental

Committee Reports

ensemble has been in existence for over 40 years. On their way to Chattanooga, they entertained about 350 people here.

The last program was our traditional Memorial Concert, which was held on Veterans' Day, November 11. Fifty flags donated by church members were flying to greet about 250 attendees. Ten members who had passed in the previous year were honored during the Rose Ceremony and special music was provided by the Knoxville Chamber Chorale.

The Committee is working out details for programs in February and April 2019. Suggestions are being considered for at least two others.

The Committee wishes to thank ALL the volunteers who have helped make 2018 a successful and memorable year.

Submitted by
June Mansfield, Chairperson

Finance

Dennis Flynn, Chairman

A. At monthly meetings, the Finance Committee monitored each monthly income and expense report offered by the Treasurer and Financial Secretary prior to these reports being submitted to the church board.

B. The committee made proposals to the Board as changing conditions occurred with respect to church income and expenses.

C. The committee receives an updated quarterly report on the church investment Endowment and Reserve Fund accounts from the Endowment Subcommittee.

D. The committee endorsed the Stewardship Subcommittee's 2019 giving campaign. This year's campaign was **Courage in Giving Builds Faith in Living**. The campaign embodied the thought "Take your first step in faith. You don't have to see the whole staircase, just take the first step!" Generosity "Pie" Sunday was held on December 16th.

E. The committee arranged for the annual audit review of the church books and the auditing of the various other committees

financial records. A new auditor was named for the 2018 audits replacing Mike Nowacki who had performed the audits in 2017.

F. Mike Nowacki, Assistant Treasurer, will become the new Treasurer beginning January of 2019. Mike is replacing Marty Smith, who is stepping down as Treasurer after many years of respected and grateful service.

G. The committee working with the Property & Facility committee recommended to the church board that the reupholstering/carpeting project from Hammond Church Interiors be funded from the Reserve Fund. The proposed project was presented to the congregation for a vote due to the amount being over 2018 budgeted figures and for the proposed payment method.

H. The committee prepared a proposed 2019 budget for the Board consideration and later presentation to the congregation for adoption. This budget included the new Strategic Planning projects for 2019 with a new budgeted format.

I. The committee arranged for offering counters for Sunday services.

J. Two new members were recruited to join the committee in 2019. Steve Thomas and Ron Sutch will join the committee. Roy Koskinen, Jim Buxton are both stepping down after many years of service. Dennis Tryon has also decided to leave the committee.

Finance Committee members during 2018 were: Marty Smith (Treasurer); Mike Nowacki (Assistant Treasurer); Dennis Flynn (Finance Chair); Kay Moyer (Financial Secretary); Janiece Pino (Assistant Financial Secretary and Committee Scribe); Hank Milledge (Custodian & Chair of the Endowment Subcommittee); Jim Hansen (Board President and Committee Liaison); Roy Koskinen (Member and Sunday Offering Counters); Jim Buxton (Member); Gene Pino (Member); Greg Rydz (Stewardship Subcommittee Liaison); Dennis Tryon (Member).

Submitted by: Dennis Flynn, Chairman

Committee Reports

Endowment Subcommittee

Included in the Finance Report.

Stewardship Subcommittee

Included in the Finance Report

Auditor's Report

To: Dennis Flynn
Finance Committee Chairman
Fairfield Glade Community Church

From: Janis Ginter:

I have completed my review of the financial records of Fairfield Glade Community Church for the period January 1, 2018 through November 30, 2018, as recorded by Treasurer Martin Smith.

This review consisted of (1) inspection of check stubs and related substantiating documentation, (2) inspection of deposit slips, (3) comparison of check stub information and deposit slips to the bank account statements, and (4) analysis of accounts to which expenses were debited. No review was performed of the church's income records.

No discrepancies were noted for the cash disbursements during this period. Fairfield Glade Community Church uses the cash basis method of accounting. As such, the financial statements do not reflect Generally Accepted Accounting Principles. However, I believe the financial statements do accurately demonstrate the cash flow transactions of the church for use by internal decision makers.

cc: Pat Benegar, Martin Smith

(Note: The original copy of the audit is on file in the church office and may be viewed during regular business hours.)

Financial Secretary

The church Financial Secretary is responsible for receiving and recording pledges to each member's own financial record in a confidential manor. Additional amounts given to the church for special projects are also posted individually. A pledge statement is then provided for each member at the end of the year. This year, as in the past few years, these were sent by e-mail with a very positive response. Anyone who requested a hard copy of this statement was provided with one.

Currently the Financial Secretary is Kay D. Moyer, with Assistant Financial Secretary, Janiece Pino. We work closely with the Finance Committee, providing monthly financial updates, as well as working closely with the Treasurer to ensure accurate records are maintained on a weekly, monthly and yearly basis.

Respectfully Submitted,

Kay D. Moyer, Financial Secretary

Committee Reports

Memorial

Dwain Graham, Chairperson

The Memorial Committee assisted with the following services from January 1, 2018 through December 10, 2018.

Gene Stuckmann	February 17, 2018
Richard Sessler	April 14, 2018
Victoria Berns	August 4, 2018
James Woods	August 11, 2018
Claude Miles	Sept. 15, 2018
Robert Fawcett	Sept. 29 2018
Judith Anderson	November 5, 2018
Barbara Burgett	December 15, 2018

Committee meetings were held in March and August.

Susan Milledge will take over as Chairperson in 2019 with Meredith Gaffney serving as Co-chair.

Veteran's flags were flown on Flag Day, Independence Day and Veterans Day. The flags were not flown on Memorial Day due to weather.

Guidelines for Veterans Flags

1. Only U.S.A. flags provided by widows, widowers, or parents and given to them by the United States Government when a veteran dies, will be displayed.

2. Flags honoring veterans of any of the United States military forces will be displayed.

3. Each flag will be name-marked to honor the specific veteran and for identification to return the flag if necessary.

4. Flags will be on loan to Community Church in the care and custody of the Memorial Committee. Flags are to be displayed inside or outside on days selected by the Official Board. It is anticipated that the flags will be displayed on Memorial Day, Flag Day, Independence Day, Veterans' Day, and other times that may seem appropriate.

5. The only person who can request the return of the flag from Community Church is the person who initially entrusted the flag to the church. Should a flag be removed from the care of the church, the veteran's name is to be removed from the list of honor in the memorial flag cabinet.

6. Any member of Fairfield Glade Community Church qualifies should their spouse, parents, son, or daughter be a veteran and deceased.

7. Former members of Fairfield Glade Community Church will be considered by the

committee and the Official Board if they qualify under the guidelines and wish to participate.

8. The family of the deceased will be given the opportunity to give gifts toward payment of the flag poles, which cost about \$75.00 each. General funds given in memorials will be used as available

9. When a flag is to be retired because of wear, it is to be folded in the usual tri-fold and permanently retired in an honorable state in the Memorial Flag Cabinet. The name of the individual whose flag is so retired is to be added to a plaque so designated and displayed at the base of the large flag pole, when flags are displayed on individual poles.

Approved: Official Board: Sept. 2001

Missions

Sue Moss, Chairperson

The 2018 Missions committee consisted of Sue Moss, Chairperson, Bonnie Hansen, Secretary/Treasurer, Kathy Allard, Nancy Joseph, Karen Flynn, Sue Ginter, and Carolyn Rau. Ralph Seeh was our Board Liaison. We met quarterly on the first Monday of the month in February, May, September, and November.

As our year began, we prioritized the needs of the agencies we serve. We agreed that we would be doing the best for our community if we focused on those groups that dealt with the most basic of human needs (food, clothing, housing). We would use the money budgeted by the church for our regularly served agencies. We also decided to use most of the income in our "non-budgeted account" on those groups that helped children and youth, especially at Christmas. This non-budget account was also used for a one-time gift for Fairfield Glade Resident Service's and to replenish the Pastor's Discretionary Fund.

The Missions Committee also endorses three denominational offerings (One Great Hour of Sharing, Neighbors in Need/Peacemaking, and Christmas Joy). These donations are divided equally between the United Church of Christ and the Presbyterian Church, USA for distribution to their missions. We do retain 25% of the Neighbors in Need/Peacemaking offering for our local use.

The 2018 Church budget included \$14,000.00 for the Missions Committee. Due to the generosity of the Community Church congregation, the committee also had \$4,525.00 added to our non-budgeted funds from the Food

Committee Reports

City Cash Cards and the Kroger Rewards Program (As of December 2nd for the 2018 year, we have earned \$2,027.50 from sale of Food City Cards and \$240.92 from the Kroger Rewards Cards.) Also included in this additional fund were the “Dimes Offerings”, gifts from individuals, and the 25% of the congregation’s support to the “Peacemaking” and “Neighbors in Need” denominational offerings. All of this “non-budgeted money” has helped us greatly in the support of the children in our served agencies.

This year your Missions Committee has supported 17 local agencies regularly each quarter, and the onetime donation to the Fairfield Glade Resident Services. The total amounts given are \$14,000.00 from the Church budget and \$4,525.00 from the non-budgeted account for a total giving of \$18,525.00.

SUB COMMITTEES:

There are two sub committees that report to the Missions Committee: Bread of Life Meals, and Morgan Scott transport.

Bread of Life Meals – This group of dedicated people plan and serve lunch at the Bread of Life Rescue Mission on the 3rd Saturday of each month. Each month one person or couple plan the menu and with others of the group they provide the food and serve at the Mission. Food is served to 20 - 35 clients each month. These clients often include small children. This is an amazing mission opportunity. It is a service to “the least of these”. The group is always looking for new members. You are welcome to serve in any way. If you are interested, contact Sue Moss – 707-7964.

Morgan Scott Transport – On the 2nd Wednesday of each month, volunteers take a load of donated items to the Morgan/Scott Project. The items delivered are donated by the members of the congregation. Donations include the items requested by Morgan/Scott (food, cleaning supplies, etc.) and anything that members of the congregation would like to give (clothing, books, household items, etc.) The donation collection area is located at the end of the west hallway past the kitchen. All donations are very welcome. If you can help deliver these donations, please contact Lyle Durbin.

The tremendous generosity of this wonderful congregation is the reason that the Missions Committee can provide aid to those in need. We are so grateful to have your support. Thank you!

Sue Moss, Chairperson

Nominating Committee Dwight Wages, Chairperson

Committee members for 2018 were: Dwight Wages (Board VP, designated Chairperson per committee S.O.P.), Judy Moore (board member per S.O.P.), Nancy Burleson (member thru 2018), Carroll Reusch (member thru 2019), and John Zanichelli (member thru 2020).

A total of 4 meetings were held to accomplish the tasks charged to this committee which were:

(1) interview and select 4 candidates for a 3 year term for the Class of 2019 Board of Directors, (2) interview and select 1 candidate to full-fill a 3 year term as a member of the Nominating Committee, and (3) to recommend the above to the Church board for approval, and subsequently presented the recommendations to the Congregation for their approval.

Our first meeting was held in August. A Vice-Chairperson was not selected as the committee did not think this was needed. Judy Moore agreed to serve as Secretary. At this initial meeting, the committee members developed a list of potential candidates, which comprised of more names than were needed for the open positions. We agreed on the process we would use to contact these individuals and an interview form and associated questions we would ask of all of the candidates who were interested in being interviewed face-to-face for these roles. All interviews were conducted by member pairs of this committee. Finally, confidentiality was emphasized by committee members related to all discussion throughout this entire process.

Two subsequent meetings were held in September and one in October to discuss the outcome of our candidate interviews, and to come to agreement on our final recommendations to the Board. The deadline for providing our recommendations was the October board meeting, and this timing was met, which allowed sufficient time to give the Congregation notice of the Annual meeting in November where vote on these candidates would occur.

The following are the candidates that were recommended to the board for approval and subsequently were approved at the Congregational meeting on Nov. 18, 2018:

2019 - Board Members (all for 3-year terms)

Marty Smith, Ed Freels, John Schaefer, John Zanichelli

2019 - Nominating Committee Member (3-year term) Charlie Rau

Respectfully submitted by Dwight Wages

Committee Reports

Parish Life

Mary Zanichelli, Chairperson

The Parish Life Committee consists of the following sub-committees who all speak for themselves.

1. Faith Development – Pastor James Janeczek
2. Fellowship Dinners – Mary Zanichelli
3. Hanging of the Greens – Deborah & John Schaefer
4. Historical Photographer – Frank Wade
5. Hospitality – Lyle & Bernice Durbin
6. Library – Sue Moss
7. Messenger Editor – Pat Benegar/Laurie Davis
8. Parish Nurse – Kay Moyer
9. Prayer Shawl Ministry – Linda Cronwell & Carolyn Rau
10. Thanksgiving Potluck – Betty Wilkinson

Prayer Shawl Ministry was added to Parish Life in August of 2018. Karen Flynn will be the new Chairperson of Parish Life in 2019 and Mary Zanichelli will continue with the Fellowship Dinner Sub-Committee. Parish Nurse, Kay Moyer, will move to the Properties & Facilities committee/ERT sub-committee.

Submitted by Mary Zanichelli

Faith Development Subcommittee

Faith Development sessions were held on Wednesday evenings at 6:30 p.m. and on Sunday morning at 8:30 a.m. The same session was present both times so that those participating had a choice as to when to attend or to make up a session.

Study topics and dates in 2018 were:

“24 Hours That Changed the World”, a Lenten Study that began on Feb.21 and ended on April 4, 2018.

“Our Greatest Gift: A Meditation on Dying and Caring”, began on April 29 and ended on May 16, 2018.

“Meeting Jesus Again-For the First Time”, began on May 30 and ended on June 24, 2018.

“The Divine Feminine”, began on Aug. 8 and ended on Sept. 2, 2018.

“Under Our Skin: Getting Real About Race and Getting Free From the Fear and Frustration that Divide Us”, Began Sept. 19 and ended Oct. 14, 2018.

“Military and Spirituality”, a one week study, began on Nov. 14 and ended on Nov. 18, 2018.

“Exploring and Understanding the historical context of the Jewish world into which Jesus was born”, an Advent study, began on November 28 and ended on Dec. 18, 2018.

Grace and Peace, Pastor James

Fellowship Dinner Subcommittee

The Fellowship Dinner Subcommittee consists of Betty Wilkinson, Bernice Durbin, Deborah Schaefer, Karen Flynn and Mary Zanichelli. A new member is Sandra Mittica in 2019.

Fellowship Dinners by month for 2018:

January – planning meeting/no dinner

February – Fun & Games with Dennis Flynn

March – Stone Memorial High School Singers

April – Cumberland County Playhouse

“Marvelous Wonderettes”

May – Men’s Fellowship provided program

June – Mystery Dinner with Jim & Bonnie

Hansen

July – Annual Church Picnic in Fellowship Hall

August – Luau with Noelani DeRossett,

Fred Wong and Gene Pino

September –Bingo with Greg & Kathryn Rydz

October – Game Show with Jim & Bonnie

Hansen

November – Thanksgiving Potluck with

Betty Wilkinson

December – After Church Christmas Brunch

Our dinners or lunch programs are well attended by our congregation as well as prospective members and guests.

Submitted by Mary Zanichelli

Committee Reports

Hanging of the Greens Subcommittee

A group of four Church members met at the Church at 9:00AM on November 30th to remove from the attic all Christmas decorations. Upon sorting, the decorations were staged to various areas. Additional volunteers arrived at 9:30AM and the teams proceeded to decorate the Church. All decorating was completed within two hours.

Notes:

Many decorations are in poor condition. The paper mache “wise men” used in the front of the Church were damaged and were discarded. Altar trim was minimized due to upcoming concerts.

Many thanks to our very dedicated volunteers.

Submitted by:

Deb & John Schaefer, Co-Chairpersons

Historian/Photographer Subcommittee

Membership of this subcommittee now includes, Vera Bogle, as contributing photographer. Vera began assisting with our church photography in late 2017.

Before commenting on the photography events of the past year, I would like to make a few comments. My role in this area began as an event photographer in mid-2014 along with Pat Carter. By the end of 2014, Pat Carter left the congregation. In 2017, I was promoted to Historian/Photographer, after Arlene Fawcett resigned from the role of Church Historian. At the time, I assumed that new role with no particular concerns and have attempted to document events in the church mostly from a pictorial perspective. Soon afterward, in late 2017, I was enlightened by a person acting as Church Historian at another local church, that role is considered by the legal community to be one of both archivist and record historian. In other words, in some circles, I would be in charge of all the church records (or lack thereof) when legal matters are brought before the courts. In truth, I failed to be aware that the “Church Historian” has that function (either perceived or legally held) and would be in the spotlight of any legal actions directed by or on the church. I prefer a title change to “Historical Photographer”, in that I attempt to provide pictorial evidence of the activities I attend and in no way want to be identified as the depository and protector of documentation for the church. We

have others who singly or jointly hold that responsibility and I am confident they perform well in that role.

In 2018, photos were taken and posted for the following events:

Holidays: Valentine’s Day (February), Palm Sunday, Maundy Thursday & Easter (March/April), Mother’s Day [photos provided by Mary Zanichelli] and Memorial Day (May), Flag Day and Father’s Day (June), September 11 Remembrance Service (September), Veterans’ Day, Women’s Fellowship Christmas Boxes for Soldiers, Community Thanksgiving Eve Service, Thanksgiving Dinner and Hanging of the Greens (November), Choir Christmas Cantata and Christmas Eve Service (December).

Fellowship Dinners: Fun & Games, hosted by church members (February), Stone Memorial High School Singers (March), Cumberland County Playhouse Performers “Marvelous Wonderettes” (April), Ladies’ Delight Banquet with local singer Terri Utsey (May), Mystery Play put on by church members (June), [Church Picnic inside the Fellowship Hall – no pictures currently] (July), Hawaiian Luau with the Nohea Nani Hula Dancers (August), Bingo Night hosted by Greg Rydz (September), and Family Feud TV Game Show (October), the annual Thanksgiving Dinner (November) and a Christmas Dinner or Luncheon.

Guest Speakers: This is a short list with our Senior Pastor Rev. James Janeczek assuming the regular role of speaker: Rev. Gene Skipworth (January and March).

Concert & Lecture Series: Three Good-Looking Guys Barbershop Quartet (February), Armand & Angelina local recording artists (April), The King’s Brass – nationwide performers of religious music (June), Stephen Holden - Mark Twain Impersonator (August), and the Annual Memorial Concert with the Knoxville Chamber Chorale (November).

New Members: This was a very big year for new members, a huge improvement over the last few years. The following church members joined so far this year (through September): Jamie & Ed Freels, Darlene Harrison, Barb & Gary Kitchen and Darith & Rev. Gene Skipworth (January); Sandi & Jim Foreman (February); Cathy Stickelmaier & Eileen Dungey (mother & daughter) and Laurel & Jim Kime (March); Linda & Ed Gallagher and Barb & Don Davis (April); Polly & John McArthur, Heather

Committee Reports

& Jim Ostrander and Ron Sutch (August); Margo & Norman Brinsley, Daisy & Buzz Nuse (September); Angie & Bill Owen (October).

Other Events and Photos: Board Members' Installation (January), Gracie's Baptism and Palm Sunday Festivities (March), Blessing of Prayer Shawls (April, July & October), Blessing of Motorcycle Riders (May), James & Lilly Janecek Open House (June), New Stephen Ministers' Installation (July), Quilt of Valor Presentation to Tom Lusk (August); Certificates of Appreciation: Dorothy McKenzie Retirement (January), Dwight Wages Past Year Board President (February), Tom Wilkinson Retiring Sexton, Nancy Marshall Office Assistant Farewell and Sheila & Tom Banks' Farewell (March), Lanelle Sutherland Farewell and Sue & John Jay Farewell (July), Mary Hirst 20th Year Anniversary (August); Anniversaries & Birthdays – Mary Hirst's Birthday and Ralph & Phyllis Seeh's 50th Anniversary (June), Jimmie & Nedra Carter's 64th Anniversary (September).

Women's Fellowship Events: Valentine's Day Party at Good Samaritan Center (February), Threads of Hope Thrift Store Clothes Sorting (March), Morgan Scott Seed Sorting (April), Fashion Show "A Time for Fashion" (September), and Packing of Boxes for Military Personnel Serving Overseas (November-December).

Photo Albums: One photo album was printed and assembled for the year 2017. The album contained 74 pages of full page photo collections from events throughout the year. These pages were printed on archive quality paper. The album was placed in the Fireside Room and organized with the other albums from past years. An album of photos from 2013 was printed from digital photos in the Church Library/Office, containing 31 pages, and placed in the Fireside Room in December of 2017. This year, the photo albums for years 2013 through the present were published on our church website.

[From 2017 Report: During the year, the family of Jean Risner returned some missing albums for the years 2008 through part of 2011. The church still does not have printed albums for the years 2011 through 2013, although digital images exist on CD's in the church office for some or all of this period. An ongoing effort will be made to print and assemble these photos into albums over the

next several months. It is my intent to have the 2013 album printed by the end of the year.] As promised, the 2013 album was printed the end of 2017. It is my intent to prepare a printed photo album from 2012 digital photos by the end of 2018. That will leave only digital photos from 2011 that may not have been printed and included in that year's photo album, which is incomplete. I intend to finish the 2011 photo album in 2019, concluding that project.

2018 Church Family (Pictorial) Directory: In April through June of this year, 41 portraits were taken of current church members wanting to update their photos from previous directories. In addition to these, portraits taken of new members from the past two years were included in the publication of the 2018 directory which was distributed in June. In August, a one-page update to the directory was distributed which included portraits of members that joined since the directory was published.

New Equipment: In August, Ron Cronwell donated a new set of studio lights and backdrop equipment to support portrait photography at the church. This equipment has been used both for the Fashion Show in September and for photos of recently joining members. This is a welcome addition to the photography activities of the church and should be acknowledged.

Respectfully Submitted,

Frank Wade,

Fairfield Glade Community Church Historical
Photographer/ Website Contributor

Hospitality Subcommittee

The subcommittee is responsible for a fellowship following each Sunday morning worship service which includes coffee and punch. The second Sunday of each month is designated as "Cookie Sunday" and members of the congregation are asked to provide cookies to further enhance the fellowship hour.

The subcommittee consists of Bernice and Lyle Durbin, Richard Rau, and Betty Wilkinson. Others who regularly assist are Bobby Dudek and Deborah Shaffer. Other members of the congregation assist on occasion. We are fortunate to have many "regular bakers" who provide cookies and other goodies. The requests for bakers are made through the church "Sunday Messenger" or sign-up sheets on the bulletin board. Betty

Committee Reports

Wilkinson takes responsibility for church kitchen supplies which include those needed for the subcommittee activities.

The subcommittee, with assistance from the church staff, provide for the cakes and other items for the celebration of 50th anniversaries. We also obtain cakes and other appropriate items for other special occasions of church members at the individual member's expense. In 2018, there was one 50th anniversary cake, one cake for Mary Hirst and two cakes ordered by church members.

Betty Wilkinson submitted the proposed subcommittee budget for 2018.

Submitted by

Lyle and Bernice Durbin, Chairpersons

Library Subcommittee

The library continues to grow and improve. Books are now in an easier to find topic order, not just in the Dewey Decimal System. We are continuing to remove outdated books and those that do not appear to belong in a church library. There will be a new committee beginning in the new year. Angie Owen is the new Chairperson for 2019. Committee members are Nancy Shepler, Gene Skipworth, and Mary DeMeulenaere. Look for new ways the library will continue to improve: book club, monthly book review, and extra hours. The committee does ask that you continue to check with a member before donating a book to the library.

Submitted by Sue Moss

Parish Nurse Subcommittee

The Fairfield Glade Community Church parish nurse is available to take blood pressures on an as needed basis for all members and guests during regular worship service days and times. The parish nurse is also available to respond to medical emergencies before, during, and after regular worship services, and at special events held by the church, as requested by the Board or the Board President. Starting in 2019, the Parish Nurse will become a member of the church Emergency Response Team.

Currently there are several retired nurses in the congregation who act as parish nurse as the need arises. A list of these nurses is available at the back of the church.

Kay D. Moyer, RN
Parish Nurse

Messenger Editor Subcommittee

The monthly Messenger is produced each month by the office staff. Dwain Graham is in charge of bringing a group of helpers in at the end of the month to fold and mail the Messenger. We greatly appreciate their dependable help. We mail the Messenger to approximately 216 households each month. We have been including more information in the monthly Messenger, it has expanded.

We also post the Messenger on the website, www.ffgcomchurch.org, each month. It is very important that information for the Monthly Messenger get to the office by the 15th of the month, so that we can schedule the production and mailing.

Submitted by Laurie Davis, Editor

Thanksgiving Dinner Subcommittee

Thanksgiving dinner was held November 22, 2018. We had 160 attending this year. Cost was \$3.00 per person, plus a dish to pass.

Everyone enjoyed our Pot Luck this year. We had delicious turkey, dressing, etc. plus all the wonderful side dishes that were brought.

Outstanding as usual. Many thanks to all who pitched in to help to make this another successful year. I thank each and every one of you.

Submitted by Betty Wilkinson

Pastor—Parish Relations

John Zanichelli, Chairperson

Members: John Zanichelli, Chairman 2018, Roy Koskinen Board Liaison, Nancy Powell, Susan Milledge, Michael Nowacki, Charles Rau and Diane Wages. New members for 2019 are Fred Wong, Sue Moss and Nancy Joseph. Departing members Susan Milledge and John Zanichelli. New Chairman in 2019 is Michael Nowacki.

SOP was revised in 2017 and approved in 2018.

PPR Committee continued to call on Rev. Gene Skipworth to provide pulpit supply throughout the year.

PPRC meetings are based on need as indicated by the pastor or church member. Our committee continues to strive to create a climate

Committee Reports

that nurtures and develops the spiritual life of the church members and our pastor. We respond to congregational and pastoral concerns in an appropriate, private, constructive and supportive manner.

Submitted by John Zanichelli

Personnel Committee **Eugene Pino, Chairperson**

In 2018, Pat Benegar, Pastor James, Hank Milledge, Gene Pino, and Tove Thomas continued to admirably serve on the Personnel Committee and dedicated themselves to taking great care of our valued employees. Tove has served her last term on the committee and will be missed. Nancy Burleson will be her replacement. Our employee management system created continues to serve us well. The committee successfully recommended and instituted a 1.5 % pay raise for all non-clergy employees for 2018 and 2019. Each year the new contracts are effective from January 1 to December 31 and include all approved salary changes. This cycle will continue each year with the same timelines as a key part of our cyclical employee management system.

The committee instituted standardized employee service recognitions at 10, 20, 30 years of service, and retirement. In 2018, Dorothy McKenzie retired as office assistant, Nancy Marshall ended her service as office assistant, and Tom Wilkinson retired as sexton. The committee initiated a service contract for cleaning the church and will phase out the salaried sexton positions. Laurie Davis was hired as the new office assistant. Later in the year, the office staff positions were changed to Office Manager (Pat Benegar) and Administrative Assistant (Laurie Davis). These changes were made to better qualify the duties for each position. Our beloved choir director, Vicki Berns, passed during 2018. Dana Beal was hired as the interim choir director. A search will continue for a permanent hire.

Committee SOPs were updated, reviewed by the Personnel Committee, and approved by the Board. The Time and Talent Survey was completed and all member areas of interest were updated.

Finally, the Employee Handbook will undergo a major review and revision in 2019.

Respectfully submitted:

Gene Pino, Chairperson

Property and Facilities **Hank Milledge, Chairperson**

The property and facilities committee was quite busy this year maintaining the building and grounds. The planned maintenance projects that were completed by our outside services companies included opening, closing and repairing the irrigation system, maintaining the grounds, annual window cleaning inside and outside, pest control and termite inspections, tree trimming, HVAC maintenance, fire control system inspection and repair, and sealing the base of the wall that separates the bathrooms from the carpeted hallway to prevent possible liquid seepage onto the carpet in the future.

Maintenance projects that were surprises this year include replacing a broken window wall in the sanctuary, repairs to the wood door connecting the Fireside Room to the Sanctuary, removing broken concrete benches and the old biblical garden in the parking lot, chasing critters inside the fellowship hall walls and ceiling, exterior door repairs, pressure washing the stone surrounds around the HAVC units for the sanctuary, and replacing a heat exchanger on one of the sanctuary units.

There were several property improvement projects this year. The Sanctuary renovation project pre-work was completed to prepare for start January 3. The rest of the broken car stops were replaced. Stop signs were placed at all the exits from the parking lot. The corner beside the office entrance was landscaped. The old quarry chips around the various beds were replaced with river rock. New junipers were added to the south end of the building. We continued the process of converting ceiling lighting in the church interior to LED, and also replacing the spotlights in the choir area with led to lower the heat and provide better lighting there. This particular project required use of three scaffolds to get to the lights which also enabled us to repair and reposition the can

Committee Reports

directions. The six main entrance double doors were converted to a new key and another key lockbox at the entrance to the office area was added.

Projects that were budgeted for 2018 that were not completed are: convert the four thermostats in the Sanctuary and front entrance area to digital to better control temperatures and reduce HVAC energy costs, add vinyl siding to the west wall of office area, and replace office furniture in admin. and pastors office. These projects were delayed due to budget considerations.

Hank Milledge, Property Chair

Stephen Ministry Eugene Pino, Stephen Leader

2018 was a blessed year for the Fairfield Glade Community Church Stephen Ministry. The highlight of the year was the honor of training and commissioning 5 new Stephen Ministers to serve our congregation. The new Stephen Ministers are Barbara Davis, Meredith Gaffney, Lilly Janecek, Jim Oswald, and Charlie Rau. In addition, Donna Walk returned to serving as a Stephen Minister. These new ministers join our current Stephen Leaders, Barbara Miles and Gene Pino, and our Stephen Ministers, Ed Broderick, Sheryl Broderick, Bonnie Hansen, and Janiece Pino in serving as caregivers for all members of our church suffering from a life crisis.

In February, we conducted our annual Stephen Ministry Sunday. This event is designed to inform the congregation of the Stephen Ministers' calling to walk hand in hand with members that are experiencing a crisis in their lives and to recruit new Stephen Ministers. 14 church members attended the seminar. The next Stephen Ministry Sunday will be held in February 2019. After the information seminar, those interested in becoming Stephen Ministers will receive 50 hours of dedicated training and hopefully join our 5 new ministers in serving the congregation.

Nancy Powell retired as an active Stephen Minister during 2018. She served our members in crisis admirably and will be missed. Our Stephen Ministry also hosted the annual Christmas Luncheon attended by Shepard of the Hills Lutheran Church, Christ Lutheran Church, United Methodist Church, and St. Francis of Assisi

Catholic Church.

Our Stephen Ministers continue to work tirelessly with multiple members in crisis, some for several years. Countless church members have received and continue to receive amazing care from our Stephen Ministers. The Church cherishes our Stephen Ministers and this ministry continues to be an invaluable asset to our church. Any church member that is experiencing a life crisis and would like a Stephen Minister please contact Stephen Ministry Leaders, Gene Pino or Barbara Miles. All of your Stephen Ministers stand ready to serve you for as long as you need them.

Submitted by Eugene Pino,

Stephen Leader

Strategic Planning Eugene Pino, Chairperson

The Strategic Planning Committee oversaw the execution and completion of the current 2014-2018 Strategic Plan and developed the new Fairfield Glade Community Church 2019-2023 Strategic Plan. The members of the committee are Ron Cronwell, Sue Moss, Mike Nowacki, Gene Pino, and John Zanichelli.

During this year, the following actions have been taken by the committee to oversee the successful completion of the current 2014-2018 Strategic Plan:

There were 10 (Not Completed) Action Tasks. The committee reviewed all 10 for achievability and consolidated and reduced the number to 4 tasks. The 4 tasks are: 1. Develop a community awareness marketing plan for our church that will foster new membership. 2. Inspire current members through the remaining life span of the current plan to honor their covenant with the church. 3. Produce a new church brochure, update annually, provide to every visitor at service and church events and link to marketing plan in task one. 4. Schedule one committee per month to highlight their committee duties and projects to the congregation during service, in the Monthly Messenger, and the website. All 4 tasks were completed and closed.

The Committee established the framework for the new 2019-2023 Strategic Plan. It consists of the following steps that were developed in order to present the new plan during 2018:

1. Mission Statement Review: Why do we

Committee Reports

- exist?
2. Values: What do we stand for and believe in?
 3. Conduct assessment of our strengths, weaknesses, opportunities, and threats.
 4. Advantages: What do we do best?
 5. Vision Statement: Where do we want to be in 5 years?
 6. Organization Wide Strategy: How will we get to our vision?
 7. Objectives: Strategic priorities to achieve vision
 8. Goals: Conversion of strategic objectives into specific performance targets.
 9. Actions: Specific action projects to implement goals
 10. Supervision: What are the performance measures of action and how will we track it?

The committee's first step was a survey to the congregation to gage the congregation's sense of our church's strengths, weaknesses, opportunities, and threats. We have also established a sub-committee, Community Relations, under Ron Cronwell to better oversee our marketing plan. Publicity has been moved from the Parish Life Committee to this sub-committee.

After review of the survey and after several face to face meetings with the congregation, the following strategic plan was developed and approved by the Board for 2019-2023:

New Mission Statement: "That we all may be one in unconditional Christian love."

New Values Statement: "Fairfield Glade Community Church is a welcoming and friendly church for all people; accepting of diverse beliefs, experiences, and backgrounds; watching over and affirming one another; reaching out to others in need; and encouraging of spiritual growth"

New Vision Statement: "During the next five years, empower new church initiatives, foster growth, and strive for continuous improvement."

New Objectives: (Initiatives) Develop and oversee new initiatives that empower our mission and values. (Church Growth) Grow in membership, fellowship, diversity, and education. (Church Improvements) Improve

volunteerism, church facilities, and outreach to the community.

Initiatives Goals: Festivals and Church Events, Celebration of Life Support, Outdoor Services and Events, Retreats, Mentoring Volunteer Program.

Church Growth Goals: Enhance Church Presence in Community Events, Outreach Program for Visitors and Unchurched, Expand Faith Development Program, Non-Faith Tutorial and Services.

Church Improvement Goals:

Church Exterior and Landscaping Improvements, Modernize Church Interior and Furnishing,

Improve Stewardship Program, Conduct Committee Structure Audit, Enhance Home and Transportation Ministry.

Each goal has been developed into specific projects that will be pursued for funding and execution during the life of the strategic plan.

Submitted by Eugene Pino.

Marketing Sub-committee

Publicity Sub-Committee

Visitor-Member Outreach Committee

Judy Koskinen, Chairperson

Our committee members this year were Mary Jane Buxton, Mary DeMeulenaere, Rosemary Gildemeister, June Mansfield, Nancy Nowacki, Don Eppelheimer, Gene Skipworth, and Judy Koskinen, chair. Assisting us during the year with friendship pad duty were Bobbie Dudek and Betty Wilkinson. Mary Jane is retiring from VMO. Sadly, we lost our IT man and chief Michigan Rooter, Paul Anderberg.

Angie Owen has become an active member of this committee this fall. Also, the plans are for Nancy Nowacki to become the new chair of the Visitor-Member Outreach Committee. Judy will continue on the committee to insure continuity.

We have continued tabulating the friendship pads, giving out gift bags, sending cards and letters to visitors, and delivering soup to first-time Glade visitors. Thirty-two people joined or reinstated membership this year. Several other people attend regularly and have indicated the desire to join early next year.

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There was enough interest in the “blue crew shirts” that we made them available again. Most of the choir members now have a blue shirt.

Our Adopt -A-Highway crew did litter pickups on our adopted stretch of Peavine Road in April and early October. We can always use more volunteers. Driving on Peavine and seeing the signs that FG Community Church is keeping that part of the road clean has been a source of pride this year.

I thank Pastor James for his suggestions that have expedited and smoothed the process of becoming members of Community Church, and Laurie Davis and Pat Benegar for helping us streamline information gathering from the Friendship Pads. I especially want to thank the hardworking members of this committee and our congregation for making Community Church a welcoming place.

Submitted by Judy Koskinen

Technology and Communication Committee

See page 29

Ron Cronwell, Chairperson

Worship and Music

Tove Thomas, Chairperson

The Worship and Music Committee is charged with providing a pleasing setting for our weekly worship services. This includes the work of sub-committees: Chancel, Communion, Greeters, Ushers, Audio-Visual and Choir. As of June, the Audio-Visual was moved to another committee. Staff members are also included in our monthly meetings to provide additional input: Choir Director, Organist, Bell Choir Director and Pastor. Our Choir Director’s illness and subsequent passing has left that position vacant until a permanent director is hired. Non-voting members are those who are not members of the church, and the Pastor. Bonnie Hansen and Nancy Nowacki (Board Liaison) began working with the committee in January.

This year, the Committee worked with the Board and others in adjusting to a new time for the start of Sunday Worship Services, as well as

assisting in the development of safety measures.

We worked on a transition plan to move the A-V Subcommittee work to the Tech Committee. Our Usher volunteers were present for this year’s Enrichment Series events. At the request of Strategic Planning Committee, two groups were formed from within W & M to develop plans for the areas of Outdoor Services and Retreats. As preliminary budget figures appear to delay further Retreats planning, we will be moving forward with plans for an outdoor service in 2019.

Holy Week reestablished a Maundy Thursday evening service, as well as opening the sanctuary on Good Friday for a time of reflection. The flower cross, was also brought back in time for our Easter Service and was a delightful addition to the celebration of the Resurrection.

We are ever thankful for the work of the Chancel sub-committee, who plan for and prepare our sanctuary. Every detail is coordinated with the church liturgical calendar, as well as with special national observances, i.e. 9/11 and Veteran’s Day. This year, additionally, a special Flag Folding ceremony and the playing of “Taps” gave a very appropriate ending to the November 11th service.

We assisted in the planning and execution of the Ecumenical Thanksgiving Worship Service, as FFGCC was host church. We provided a variety of musical selections to enhance the service.

Last year, we helped to plan a wedding within the Sunday service, and this year, very special Baptism for a young member of the church. Our Congregation seemed to appreciate these rare occasions to celebrate our family’s joys.

We were greatly saddened at the passing of our Choir Director, Vicki Berns. The choir, the W & M Committee, and the entire congregation deeply felt the void left. Vicki touched us all.

During the time of transition with the Choir Director vacancy, we have supported the substitute Director, Jim McNutt and Interim Director, Dana Beal. As we look toward the coming year, we eagerly await the hiring of a director, and look forward to developing relationships with the new staff member.

Committee Reports

We conclude our year with thanks for those who have served: Jerry and Kathy Allard, Nancy Burleson, Bonnie Hansen, Gretchen Harvell, Mary Hirst, Roy Koskinen, Kathryn Rydz, Patty Smith, Gladys Zaenger, and Pastor James Janeczek. Nancy Nowacki will be joining the committee as Member at Large/Minutes Clerk for 2018.

We wish to extend gratitude to those church family members who have graciously volunteered to serve as ushers, greeters and communion servers. You have made a difference in our approach to hospitality, where all are welcome!

As I complete my three year term as Chair of this committee, I humbly ask the congregation for the support of the new chair, Nancy Burleson. I have complete confidence in Nancy's leadership, and know that all members of the committee will continue to keep the mission of the church in their hearts and minds.

It has been my honor to serve.

Tove Thomas, Chair

Joyful Jubilee Bells

The Joyful Jubilee Bells had a year of change and growth. Earlier this year, JJB took a break due to schedules and unexpected issues. After several changes in number of ringers, we finish 2018 as a full three octave choir. JJB added 1 ringer, then 3 dropped out. We ended with 3 new additional members. Our rehearsal day changed from Tuesday to Thursday. This was to eliminate extra time taken for rehearsals. Also, to help combine times for music ensembles. The 2019 JJB goal is stability in attendance and a return to regularly ringing.

Submitted by Nancy Burleson

Choir

Our choir continues to give quality music each Sunday whether we have a full choir or a mini choir. We all love to sing and some of us have been singing for more than 50 years. Unfortunately we lost both Judy Murphy and our director Vicki Berns to cancer and they are sorely missed. Our member Jim McNutt directed us while we were waiting for our interim director Dana Beal. Dana has done a wonderful job of keeping us focused and she is exciting to work

with. She has decided not to continue as our permanent director. We have gained one new member this year. We have some volunteer singers joining us for the Christmas Cantata which we will present on Dec. 9

Submitted by Gretchen Harvell

Greeters

A greeter is a member of our church that is at the door to provide a "welcome to our church" for members and visitors. A sincere welcome is the basis for the "extravagant hospitality" that our community church has as a primary goal. It is a great way to welcome your friends and make new ones. Thanks to all our greeters who were stationed at the three doors in our sanctuary. We encourage our members to contact me so they can sign up to greet. There also is a sign-up sheet in the Fellowship Hall.

The Greeter List has gone down due to several couples that have moved away and several deaths. Fortunately, several people have stepped up often. I had approximately 100 greeters throughout the year. One difficulty was getting people to commit for the entire month. Special thanks to Linda Browning for stepping in when I am not in town.

Two items to note: Guest sign in books have been removed for regular worship services, and greeters are posted at each main door, to allow latecomers to enter the sanctuary for Sunday worship.

Submitted by Gladys R. Zaenger

Chancel

This Subcommittee prepares the chancel area for worship each Sunday. Communion is prepared for the first Sunday of the month and other designated days. Paraments are changed in accordance with the liturgical color calendar. Florals are changed monthly and for special occasions. Easter flowers are arranged and cared for during the season, and a dedication list is prepared for publication. A rose is displayed in memory of each passing member of our church the week following their memorial service. The Advent candelabra is assembled and displayed during the season. The poinsettia tree is assembled, and Christmas poinsettias are displayed and cared for during the season. A dedication list of honorees

Committee Reports

is prepared, and battery-operated candles are maintained and distributed for the Christmas Eve service.

The chairperson purchases chancel supplies needed throughout the year, prepares and adheres to the annual budget, keeps the SOP and inventory up-to-date, prepares *Messenger* articles, removes and replaces chancel items for all memorial services and events held in the sanctuary, interfaces with and provides support for other committees as requested, and participates in monthly WMC meetings.

This year, the duty of arranging for Advent readers and candle lighters was transitioned to the Liturgist Subcommittee.

A most sincere “thank you” to subcommittee members Sandra Mittica, Judy Moore, Julie Oswald, Deb Schaefer, and Vicky Wong – who are dedicated and diligent in keeping the chancel area beautiful throughout the year. We miss subcommittee members Judy Anderson, who passed away this year and Judy Weller, who felt she was no longer able to serve on the committee. Special thanks to Nancy Burleson for providing communion wafers and Marty Smith for all his help and support.

The subcommittee continues its efforts to find a replacement for its chairman.

Submitted by Patty Smith

Communion Steward

There were 14 total communion services in the 2018 calendar year. Twelve of these were our regularly scheduled first Sunday of the month service. In addition, there was a communion service on March 29 (Maudy Thursday) and Dec. 24 (Christmas Eve).

Several months (6) were serviced by church groups- the Board (April & Oct.), Men’s Fellowship (May), Women’s Fellowship (June), Stephens Ministers (Sept.) and Missions (Nov.). There were a total of 81 servers for 2018. Some served multiple times and there were a few first time servers.

A special “thank you” to Lyle Durbin and the ladies of chancel for your efforts in set up and clean up for each of the communion services.

Submitted by Jerry Allard

Ushers

This was my second year as the Usher Chair. I am grateful for the people who stepped up

to be Usher Captains and Ushers. Ushers are not hard to find, but it still can be a challenge finding Usher Captains. So, much of the time I filled in.

The Usher Captain arrives at 9:15 a.m., or shortly after, and then will stay well until the service is over to turn off the lights. Since the doors are now locked at the beginning of the service, and remain locked after the service, it is not as important for the Usher Captain to stay until after everyone has left. So I have decided not to split the Usher Captain job.

71 people indicated that they were willing to be ushers on the Time and Talent Survey. Based upon this number, there are enough people as volunteers as long as they sign up for 5 weeks. I believe if someone signs up to be an Usher Captain for 4 weeks, they should not need to usher for the rest of the year. Maybe this will be a way to motivate people to sign up to be an Usher Captain.

The Usher sign-up sheet has worked, although it does take some cajoling. The good news is that fewer phone calls have been needed to fill each month.

We now close the Fellowship Doors during the Passing of the Peace, so it is less noticeable.

I hope what we have learned this year and last year will continue to make the Usher Program at Community Church run smoothly into 2019.

Submitted by Kathryn Rydz

Liturgists

During 2018 we were blessed to have 11 different liturgists, with 2 of them being new to the role. We had four women and seven men serve as liturgists. We also provided the Advent readers for the 5 Sundays in December. I have been so pleased at how willing people are to take on this important service to our church. I would like to see a few more women on our liturgist team and will work on that in 2019.

We are a congregation of many who are well qualified to do the liturgist role with ease and great enthusiasm. I truly appreciate each and every one of them for their dedication and willingness to serve our church in this role. This is such an important job as they help to set the tone of meaningful worship for the whole service.

Submitted by Bonnie Hansen

Committee Reports

Prayer Shawl Ministry

Under the leadership of Linda Cronwell and Carolyn Rau, the membership of this committee has grown to 22 active members, which includes returning members and members new to our church. Through donations of materials and money seventy-seven items, including knitted, crocheted, and quilted items, have been collected and blessed by Pastor James this year. We have had several work days to work on lap quilts. Sixty items have been signed out by church members to give to friends, relatives, and neighbors in need. This has been a very active year for Prayer Shawl Ministry, both in items made and items distributed.

Submitted, Linda Cronwell

Church Office Report

**The church office has regular office hours from
8:00 a.m. to 12:00 noon,
Monday- Friday.**

The office staff in 2018 consisted of Pat Benegar, Administrative Assistant, who is in the office Tuesday through Friday. Office assistant, Nancy Marshall who moved to Florida. We began a search for a new office assistant. We were very fortunate to be able to hire Laurie Davis as an office assistant

In 2019, Pat Benegar will become the Office Manager and Laurie Davis will become the Administrative Assistant.

It has been another busy year in your church office. As our church programs flourish, more use is made of the office staff in producing special programs, helping committees prepare for mailings, sending out phone tree messages, keeping the membership database up to date, preparing materials for Board meetings, weekly Sunday Service bulletins, monthly newsletters, keeping the church calendar and scheduling meetings, producing the annual report, and sending out correspondence. We anticipate producing another photo church directory in 2019.

With so much going on in this church (which is a good thing) it is important to get your projects to the office staff as early as possible.

Remember to let the office know what materials you will need for your "project" so that they will be available when you need them.

Our church building is used by many groups within our congregation and by community groups. It is very important to be sure that your meeting is on the calendar so every group has an appropriate place to meet.

Committees and the Board can be regularly reminded of their meetings through the phone tree or by emails. If you wish to have that done, be sure that the office has an up-to-date list of your committee members and when you want the messages to go out.

We have subscribed to an on-line phone tree system which will be used **only** for emergency calls such as canceling a Sunday service because of weather conditions. Our regular phone tree will continue to be used for all other messages to the congregation.

We try to keep the church membership database up to date and with your help we can. Please remember to notify the church office of any change in address, home phone numbers, cell phone numbers, and email addresses.

E-mail is our preferred method of receiving reports or information in the office. Our e-mail address is ffgcomchurch@frontier.com

We would like to thank everyone who has cooperated by getting reports and projects to the office in a timely fashion.

Thank you for another great year!!

Submitted by: Patricia Benegar,

Administrative Assistant

Committee Reports

Technology and Communication Committee (T&C) 2018 Annual Report Ron Cronwell, Chairperson

The members for 2018 were: Ron Cronwell, Roy Koskinen, Board Liaison, Frank Wade, Dennis Tryon, John Bogle, Vera Bogle, John Schaefer, and Pat Benegar. There were two subcommittees; 1) Social Media and 2) Audio-Visual. The Audio-Visual function moved under T&C in June, Roy Koskinen remained the subcommittee chair.

The 2018 edition of the Church Photo directory was completed and distributed in the 3rd quarter. Due to the increase in new members during the year, the committee voted to produce a new directory annually. A pocket was added to the back of the directory to accept a photo/ bio of new members. Each month, in the monthly Messenger, a Photo/bio of recent new members was included.

Computer updating continues. With the office personnel changes came the need for a business capable desktop pc and larger screen. The displaced desktop is destined for the Library. Business software compatibility was next. A software grant was submitted to the Microsoft Foundation. Approval was finally granted late in the year. This provides the church with very low-cost access to many Microsoft products such as MS Office 365 for all of the church's various computers. This ensures file transfer and format compatibility across lan, wan and the cloud.

Under Social Media, the web site continues to grow. John Bogle began coordinating the information updates during the year. The Blog function was added to the site for development in 2019. Several new connections to third party community information links were added. The site does not have enough capacity to store a video of our church services, so alternatives are under consideration. The Church "business" Face Book page is under development.

A large Media screen was purchased late in the year which will ultimately reside in the Fire side room, in the near term, it will be used as a demonstration unit for various media and photo presentations.

Submitted by: Ron Cronwell, Chair

Audio-Visual Subcommittee

During 2018, one DVD recording was made for each worship service along with the appropriate number of DVD's that were needed for people being visited by the **"In Home Ministry"** committee.

The major expenditures for this activity in 2018 were the purchase of DVD's, paper sleeves for the DVD's, and batteries for the wireless microphones that are used in the Sanctuary, Fellowship Hall, and the hearing assist units provided to those parishioners with hearing impairment.

Operators of the audio-visual equipment for 2018 were: Gary Burleson, Rick Comshaw, Roy Koskinen, Bill Majeske, Gary Moss, Marty Smith, and Dwight Wages.

We are always interested in having additional people serving on this subcommittee. Training and guidance is provided for new members. For additional information on becoming a sound engineer, please contact Roy Koskinen.

Submitted by Roy Koskinen,

Subcommittee Chair

Delegate Reports

United Church of Christ Annual Report of the Southeast Conference

Presbytery of East Tennessee 2018 Delegate Report

Your new delegate to the Presbytery of East Tennessee is John McArthur. John was appointed in the Fall of 2018. The Presbytery meets quarterly. There continue to be financial issues facing the Presbytery. A significant issue has been the loan made some years ago to Camp John Knox which has not been repaid in full. A motion to forgive the remaining debt was tabled until further study by the Finance Committee can be completed.

At the November meeting a special guest, William McConnell, from the Presbyterian Mission Agency gave a presentation about the numerous missions currently undertaken and the opportunities for local church engagement. Presentations were also made by representatives from the student programs at UTK and Maryville College.

Much of each meeting is dedicated to receiving committee reports and administrative action.

Respectfully submitted,
John T. McArthur, Presbytery Delegate

Fairfield Glade Council of Churches 2018 Delegate Report

Women's Fellowship

Women's Fellowship 2018 Annual Report

The Women's Fellowship continues to meet for regular meetings on the second Wednesday of each month. Attendance has been consistent. As we see some long time members less, we see new members more. All ladies are welcome.

Officers serving are: Nancy Burleson, Jamie Feels, Judy Koskinen, and Mary Zanicelli. The continuing projects are Compassion Meals, Nursery, Nursery closet, Youth Activity bags, record or minutes, mission donations, Messenger articles, and monthly activities.

Our activities include:

January: general meeting and installation of officers. Nancy Burleson

February: Good Samaritan Society visits with delivery of bags stuffed with baked valentine cookies and a carnation. Jamie Feels

March: Threads of Hope Thrift Store mission work and lunch at Gondola. Nancy Burleson

April: Sorting seed packets at Morgan/Scott Project. Judy Koskinen

May: general meeting Nancy Burleson

June: Ecumenical Luncheon at Christ Lutheran Church. Judy Koskinen, Nancy Burleson

The Women's Fellowship served communion on June 3rd.

Backpacks and school supplies were collected for Morgan-Scott Project

July: Lunch at Cumberland State Park. Lilly Janecek

August: Planning for Fashion Show. Kathryn Rydz, Jamie Feels, Nancy Burleson

September: Annual Fashion Show mission for House of Hope. WF

October: field trip to Pioneer Hall and lunch at Beef and Barrel. Nancy Burleson, Jamie Feels

November: military box packing mission. Patty Smith

December: Christmas program, white elephant gift, lunch at church. Officers

Submitted: Nancy Burleson, President

Men's Fellowship

The main goal of the Men's Fellowship is to socialize with friends and make new ones. We will provide services for the church and the congregation. Examples are transportation, handy man jobs, and coordination with the Women's Fellowship when asked or needed. The Men's Group is self-sustaining. We receive no funding from the church budget. At the first of each year we send letters to the men members of the church asking for a \$25 donation to support our efforts. We encourage all men to participate in our weekly breakfasts. We meet every Thursday morning at 8 AM at Red's Ale House for breakfast. We have a general discussion, receive updates on church members who are ill or need assistance, send notes of encouragement and get well cards, and have guest speakers for presentations. If the guest speaker represents a charitable program, we may make a donation for their cause. We have a tradition of showing appreciation for the ladies of the church by presenting "Ladies Delight" dinner and entertainment in May. This year's event was well attended, and enjoyed by many ladies. The Men take great fun in serving the ladies this special event.

We average 15 to 20 men each Thursday. A volunteer moderator is assigned the monthly program. They are responsible for inviting guest speakers, giving self-presentations or discussions. We will arrange possible tours of local points of interests and other activities for our group. For 2018 some of our guests were, Brad Allamong President of the Crossville-Cumberland County Chamber of Commerce, Alan Foster - Mayoral elect for Cumberland County, Sandra Davis -Cumberland County Mayor candidate, Mark Richie - FFG Trails, Bobbie Randolph - Area Manager for VEC, Bob Willis - who gave a tax presentation, Bob Wilson - Covenant Health System, John Patterson - Cumberland County Commissioner, Ken Taylor - Hospice of Cumberland County, Terry McCarty – FFG Fire Department, Mimi Barnes – Tennessee Wildlife Resource Agency, Jeff Keagle – Edward Jones, Steve Payne – Head Basketball Coach at Tennessee Tech., Josh Stone – Cumberland County School Board, Candace Cook – Principal of Homestead Elementary School, Cumberland County Playhouse presentation, Mike Wilkeel – Peavine Care Center, Todd Nash – Rogers Group Inc. – Peavine Road Report, David Brunch – Cumberland CMC. We had many member presentations such as Stevens Ministry, to SPC projects throughout the year culminating with a November military presentation each week from our veterans in the group. Marines, Air Force, Navy and Army presentations were given and enjoyed by all.

We encourage all male church members of the church to join in on the fun and friendship.

Submitted by Dennis Flynn

Byron Buell (Secretary), Roy Koskinen (Treasurer) and Alex Ebneth (Attendance)

Financial Report:

We started out the year with a balance of \$314.40 in the bank. In the early part of the year, 50 men gave us \$25.00 dues Three men gave us more than \$25.00. Our biggest expense during the year was our Ladies Delight luncheon in May. Our total cost for this event was \$1,349.65. During the year we made \$100 donations to the VIS Group of Cumberland County; FGRS;Morgan Scott Project; Good Samaritans; and Kids On the Rise. \$150 donations were made to Cumberland County Habitat of Humanity and Cumberland County Playhouse. The Fairfield Glade Fire Department received a \$200 donation and the Peavine Care Center received \$250. Our balance as of December 5th, 2018 was \$127.50.

Submitted by Roy Koskinen, Treasurer

Congregational Meetings

Fairfield Glade Community Church Congregational Meeting January 21, 2018 Minutes

Call to Order

Declaring a quorum, President of the Board Jim Hansen called the Congregational Meeting to order immediately following Sunday service.

Approval of Minutes

Jim read the minutes of the Congregational Meeting held on June 25, 2017. There being no corrections, a motion was made by Dwight Wages that the minutes be approved as written. The motion was seconded by Anne Tack and approved by the congregation.

Jim also read the minutes of the Congregational Meeting held on November 12, 2017. There being no corrections, a motion was made by Marty Smith that the minutes be approved as written. The motion was seconded by Jim Buxton and approved by the congregation.

Approval of the 2018 Budget

A motion was made by Marty Smith, Treasurer, that the proposed 2018 Budget in the amount of \$274,115 as presented to the congregation in the December 2017 *Monthly Messenger* and reviewed at the January 14, 2017 Town Hall meeting, be approved. The motion was seconded by Alex Ebneith and approved by the congregation.

Endowment Fund

Hank Milledge, Endowment Sub-Committee Chairman, provided a status report on the Endowment Fund. The Fund was established in 2013 with a beginning balance of \$10,600. The 2017 year-end balance was \$22,620. Interest earned since inception is 22.5%. The endowment funds continue to be invested in mutual funds managed by United Church Funds.

In answer to a question from LaVerne (Skip) Killian, Hank explained that the general purpose of the Fund is to collect, manage, and grow donations to benefit the church in its current and future financial requirements. For a more detailed explanation, the Endowment Policy and Standing Operating Procedure (SOP) can be viewed on the church website.

Tri-Annual Review of New Policies and Procedures

Jim reported that no new policies were approved by the Board in 2015 and 2016.

Jim read two new policies that the Board approved in 2017 to immediately serve the church. The first is regarding the Pastor's position on the Personnel Committee. The second is regarding the requirements for permission to distribute surveys. In accordance with the By-Laws (Article 4,B,10), the tri-annual review of these two policies will take place in 2020. At that time, they will be incorporated into the by-laws, included in a committee SOP, or dropped from church records.

Adjournment

There being no further business to come before the congregation, a motion was made by Dwight Wages that the meeting be adjourned. The motion was seconded by Alex Ebneith and approved by the congregation. Thereupon, the meeting was adjourned by Jim Hansen.

Submitted by Patty Smith, Substitute Minutes Clerk

Fairfield Glade Community Church

Congregational Meeting

September 23, 2018

Draft Minutes Pending Congregation Approval

Before opening the meeting, Board members counted church members in attendance. According to the By-Laws, 20% (50 members) of the current 251 church members constitutes a quorum. 93 church members were present.

Call to Order

Declaring a quorum, President of the Board Jim Hansen called the Congregational Meeting to order immediately following Sunday service.

Congregational Meetings

New Business

Jim stated the purpose of this meeting is to ask the congregation to approve expenditures over 15% of the 2018 budget for carpeting and reupholstering. Jim summarized the four segments of the project and the cost of each segment as follows:

Removing old carpet and installing new carpet in the foyer, front hall, and sanctuary	\$24,870
Removing old upholstery and reupholstering all pews in the sanctuary with new padding and fabric	\$18,600
Adjusting the platform leading to the choir area	\$ 1,200
Removing old pews from the choir area and replacing them with new chairs.	<u>\$ 3,600</u>
TOTAL	\$48,270

He stated the project was initiated by the large stain in the front hall carpet necessitating its replacement. The project was expanded by the Strategic Planning Committee's goal to improve the appearance of the interior and exterior of the facility and by the Community Enrichment Committee's desire for the altar area to become more concert/performance friendly.

Treasurer Marty Smith stated that, when asked by the Board how this project should be funded, the Finance Committee agreed that the expenditure should be made through the Reserve Fund. The Finance Committee was not asked to comment on the merits of the project, only how it should be funded. It is the Finance Committee's understanding that \$23,900 will be expended in 2018 and the remainder of the project, \$24,370, will be expended in 2019.

Motion

A motion was made by Jim Hansen to approve the recommendation of the Property & Facilities Committee and the Board to enter into a contract to complete all four segments of the bid for sanctuary, foyer, and hall carpet replacement and reupholstering the pews in the sanctuary, as submitted by Hammond Church Interiors, Inc., for a total cost of \$48,270, and begin work within the 2018 calendar year. This expenditure will put us over 15% of the approved 2018 budget, and the congregation is further asked to approve this overage, which will be taken from the Reserve Fund. The current balance in the Reserve Fund is \$111,000.

The motion was seconded by Steve Thomas. Following comments, concerns, and questions from the congregation, ballots were distributed, votes were cast, and completed ballots were collected by Board members. Jim instructed all Board members present to meet in the Library to count the absentee and collected ballots. The congregation moved to Fellowship Hall for coffee and to await the result.

When the votes were counted, Jim announced the result. Of the 112 valid votes cast, 76 voted yes, 36 voted no. The motion was approved by the congregation.

Adjournment

There being no further business to come before the congregation, a motion was made by Roy Koskinen that the meeting be adjourned. The motion was seconded by Judy Moore and approved. Thereupon, the meeting was adjourned.

Submitted by Patty Smith, Substitute Minutes Clerk

Congregational Meetings

Fairfield Glade Community Church 2018 - November Congregational Meeting

Election of New Board Members/Nominating Committee Member
Pending Approval - November 18th, 2018

At 11:02 President Jim Hansen declared a quorum and called the meeting to order.

1) Approval of minutes:

- a) Minutes from January 21st, 2018 – Annual Meeting: Jim Hansen read the minutes from the January 21st Annual Meeting. Ron Cronwell moved to accept the January 21st minutes as read. Al Joseph seconded the motion and motion carried.
- b) Minutes from the September 23rd - Congregational Meeting: Jim Hansen read the minutes from the September 23rd meeting. Alex Ebneith moved to accept the September 23rd minutes as read. Dwight Wages seconded the motion and the motion carried.

2) New Business: Jim Hansen asked the Congregation to recognize the outgoing Board Members Ralph Seeh, Nancy Shepler, Carolyn Caldwell, and Dwight Wages who will be leaving the Board at the end of 2018 and Nancy Burleson who will be leaving the Nominating Committee.

- a) Consider the Nominating Committee's recommendations for New Board members: John Zanichelli, Marty Smith, Ed Freels, John Schaefer have been nominated for 2019 Board. Bernice Durbin moved to accept the nominees as presented. Anne Tack seconded the motion and the motion carried.
- b) Consider the Nominating Committee's recommendation for the Nominating Committee: Charlie Rau has been nominated for the 2019 Nominating Committee position. Dennis Flynn moved to accept the nominee as stated. Jim Buxton seconded the motion and the motion passed.

3) Presentation of the 2019 Budget: Treasurer, Marty Smith presented a budget of \$319,556.00 for 2109. \$268,966 will be for the General Fund, \$14,000 for Missions and \$36,590 for Strategic Planning Projects. Marty noted that there will be a Town Hall Meeting on January 6th to discuss the budget and the Annual Meeting to approve the 2019 Budget will be held on January 20th, 2019

4) There being no other business, Cheron Stenson moved to close the meeting. Hank Milledge seconded the motion and the motion passed.

Respectfully submitted, Linda Cronwell, Minutes Clerk

Policy Changes to the By-Laws Adopted by the Board in 2018

Requires Congregational Approval - 2021 Annual Meeting

1 - Approved at the January 11th, 2018 Board Meeting

(A new policy - does not currently exist in By-Laws) Fred also made a motion that the Board adopt a policy to "lock all doors except for the 2 main entrances during church services and church functions". The Ad Hoc Security Committee will provide appropriate Signage, to be placed on each locked door, directing latecomers to Open Doors. Ushers will require training in locking of doors with a goal for implementation on February 4th. The motion was seconded and approved.

#2 - Approved at the May 10th, 2018 Board Meeting

(This Policy is associated with Article VI, page 8, last paragraph) Dwight made a motion that: a Policy be established that "requires Board approval for any solicitation of donations from the full congregation". Some examples (but not totally inclusive) would be: disaster relief (local, National or International), church staff gifts, and church members. Susan Milledge seconded the

(Continued on page 35)

(Continued from page 34) Policies

motion and it passed. Dwight noted that any communication to the congregation about a solicitation of donations via phone tree, Messenger, Website, Facebook, and/or Worship Services should not begin until Board approval has been granted.

#3 - Approved at the August 9th, 2018 Board Meeting

(This Policy is associated with Article VI, page 8, last paragraph) drafted by Nancy N. and Dwight to replace By-Law (Article VI, page 8, last paragraph). The new policy states the following: "that FGCC allows the sale of items and/or services on church grounds for church sponsored events. The church committee sponsoring this event is responsible to insure that the items and/or services meet the principals of our church Values Statement. It is not required that the sponsoring committee automatically must clear this with the board. However, if they want counsel from the board, that will be welcomed. If an individual church member wants to offer items and/or services for sale on church grounds, this will require obtaining approval in advance from the board. Non-church groups (e.g. Card groups, garden club, etc.) using our facilities, would also need board approval before selling items and/or services. No solicitation will be allowed in the sanctuary." Susan Milledge moved to accept the policy as stated to amend By Law Article VI. Al Joseph seconded and the motion passed.

#4 - Approved at the August 9th, 2018 Board Meeting

(This Policy is associated with Article VI, page 8, last paragraph) Dwight Wages also presented a new policy to replace By-Law (Article VI, page 8, last paragraph, second to last sentence) restricting solicitations through the Sunday Messenger. The new policy states the following: "that items for inclusion in the Sunday messenger should be only for church sponsored events or board approved individual member events (e.g. Southern Stars Symphonic Brass discounted tickets, faith development class books, spiritual yoga classes, etc.). These items should be informational only about the event, dates, and ticket prices. All other items not meeting the above criteria belong on the bulletin board in the Fellowship Hall and should be submitted to the church office for decision on whether to allow posting." Dwight Wages moved this policy be adopted as stated. Ralph Seeh seconded the motion and it passed.

Statistical Report - 2018

Membership December 31, 2017

Members	214
Associate Members	20
Total	234

2018 Membership Activity

	Members	Associate Members
New Members	28	4
Deaths	11	1
Transfer	1	0
Inactive (Membership Review)	2	0

Membership December 31, 2018

Members	228
Associate Members	24
Total	252

2018 Average attendance	150
2017 Average Attendance	145
2016 Average Attendance	126
2015 Average Attendance	139

In Memoriam - 2018

Gene Stuckmann	February 21, 1935-January 19, 2018
Donna Prather	July 23, 1930—March 2018
Richard Sessler	May 14, 1935-March 3, 2018
Phillip Marshall	April 8, 1938-July 1, 2018
Jim Woods	October 24, 1929-July 24, 2018
Victoria Berns	April 8, 1944-July 24, 2018
Paul Anderberg	February 5, 1956-July 29, 2018
Robert Fawcett	August 6, 1927-September 1, 2018
Claude W. Miles, Jr.	April 3, 1929-September 2, 2018
Judith Anderson	November 1, 1939—October 31, 2018
Nancy Repmann	November 20, 1932-December 8, 2018
Jim Cunningham	August 19, 1927—December 21, 2018

Past Presidents of the Official Board

1976	Albert Becker
1977-1978	Marvin Werner
1979	Peter Wolf
1980-1981	Alvin Maberry
1982	W.C. Whittaker
1983	William Siemers
1984-1985	James Edwards
1986	Bryant Montgomery
1987	Donald Owen
1988-1989	Carl Andersen
1990	Robert Chapman
1991	John McNulty
1992	William Wright
1992	Delbert York
1994	Robert Cowen
1995	M.C.(Pete) Bartlett
1996	Mary Edwards
1997	Jim Taylor
1998	Wesley Farah
1999	Paul Kennedy
2000	Herb Noble

2001– 2002	Charles Rau
2003 –2004	Mer Orr
2005	Robert Musto
2006-2007	Jean Hoyt
2008-2009	Jim Buxton
2010	Sue Moss
2011	Sara Drake
2012	Gary Woodward
2013-2014	Gene Pino
2015-2016	John Zanichelli
2017	Dwight Wages
2018	Jim Hansen