



November 14, 2016

Dear Official Members of MCC of Our Redeemer:

I hope this finds you doing well. Following this letter, you will find the official packet for our Annual Congregational Meeting which will be held this coming Saturday, November 19, 2016 at 5:00 PM. You are asked to review all the information in the packet prior to the meeting. During the meeting we will have time for discussion and questions but we will not allow time to review the material. Thank you for looking it over before the meeting!

Just a few points to make about the packet: The financial reports include the year 2015 and January through October of 2016. Our annual meeting is held during the last quarter of the year and thus it's helpful to see how we ended the prior year and how we're doing for the current year.

Regarding those who are running for election to the board of directors: They are current members running for another term. David Brown and Lisa Mitchum have fulfilled their terms and are running again and Annette Kennedy was appointed earlier this year to fill the vacancy of James Vance. This term was expiring this year and so Annette is running for her first full term.

Everything else in the packet should be self-explanatory!

It's important that official members make every attempt to attend the meeting. Our bylaws require we have 20% of our official members to conduct business. During the meeting we will be electing board members and approving the budget for 2017 as well as discussing a minor bylaw amendment.

Please arrive a few minutes before meeting time so that you can sign in! In order to cut down on printing costs, if you would like a hard copy of this packet, please print it out and bring it to the meeting. We will NOT have hard copies available at the meeting.

Following our meeting we will have our Thanksgiving Dinner Potluck! We always have a good spread of food, so bring a dish to share and plan on staying for dinner!

After dinner we will have our second annual awards presentations. This was well received last year and I trust this year will be no exception!

I look forward to seeing you this coming weekend!

Blessings!

A handwritten signature in blue ink that reads "Rev. Rick". The signature is written in a cursive, flowing style.

**MCC OF OUR REDEEMER  
CONGREGATIONAL MEETING  
November 19, 2016 – 5:00 PM**

**AGENDA**

1. Welcome, Opening Remarks & Opening Prayer .....Rev. Rick Rhen-Sosbe, Pastor
2. Determination of a Quorum.....Susan Charron, Clerk
3. Approval of the Agenda.....Rev. Rick Rhen-Sosbe, Pastor
4. Minutes of the Previous Congregational Meeting(s).....Susan Charron, Clerk
5. Consent Agenda Reports.....Rev. Rick Rhen-Sosbe, Pastor
  - a. Pastor’s Report
  - b. Discipleship Team Report
  - c. Congregational Care Report
  - d. Outreach Team Report
  - e. Building & Grounds Committee Report
  - f. Fellowship Team Report
  - g. Music Ministry Report
6. Treasurer’s Report 2016 Year-to-Date and 2015 Final.....Vera DeVito, Treasurer
7. Old Business (none).....
8. New Business.....
  - a. Approval of Proposed 2017 Budget.....Rev. Rick Rhen-Sosbe, Pastor
  - b. Proposed Bylaw Amendments.....Rev. Rick Rhen-Sosbe, Pastor
  - c. Election of Board Members.....Rev. Rick Rhen-Sosbe, Pastor  
(Candidates: David Brown, Annette Kennedy, Lisa Mitchum)
  - d. Other (must be in the form of a motion).....Rev. Rick Rhen-Sosbe, Pastor
9. Motion to Adjourn.....
10. Closing Prayer .....Rev. Rick Rhen-Sosbe, Pastor

**MCC OF OUR REDEEMER  
CONGREGATIONAL MEETING  
November 14, 2015 – 5:00 PM**

**MINUTES**

1. Welcome, Opening Remarks & Opening Prayer .....Rev. Rick Sosbe, Pastor -- Rick opened the meeting with welcome remarks, read a devotional to encourage us to keep the vision in front of us. He then lead us in prayer.
2. Determination of a Quorum.....Jan Rogerson, Clerk – 44 members signed in which gave us a quorum.
3. Approval of the Agenda.....Rev. Rick Sosbe, Pastor – Kathleen Walsh made a motion, Randy Savi seconded, motion carried.
4. Minutes of the Previous Congregational Meeting(s).....Jan Rogerson, Clerk – Leslie Duncanson’s last name is misspelled. It will be corrected. Susan Cooper motioned, Leslie Duncanson seconded, and motion carried.
5. Consent Agenda Reports.....Rev. Rick Sosbe, Pastor – Rick thanked the team leaders for submitting the reports. Motion made by Susan Charron, Leslie Duncanson seconded, motion carried.
  - a. Pastor’s Report
  - b. Discipleship Team Report
  - c. Congregational Care Report
  - d. Outreach Team Report
  - e. Building & Grounds Committee Report
  - f. Fellowship Team Report
6. Treasurer’s Report 2015.....Vera DeVito, Treasurer – Rick thanked Vera and the Board of Directors for learning the new financial program this year. Motion made by Mary Curtis, Kathleen Walsh seconded, motion carried..
7. Old Business (none).....
8. New Business.....
  - a. Approval of Proposed 2016 Budget.....Rev. Rick Sosbe, Pastor—Motion to receive the proposed budget made by Nick Savi, seconded by Barb Smith, motion carried.



- b. Election of Board Members.....Rev. Rick Sosbe, Pastor – Ballots were passed out, counted, Susan Charron, Happy Dillard, and David Jay were elected .  
(Candidates: Susan Charron, Happy Dillard, David Jay, Annette Kennedy)
  - c. Election of Lay Delegate.....Rev. Rick Sosbe, Pastor  
(Candidates: Jan Rogerson, Nan Mooror as Alternate Lay Delegate) – Ann Willbrand made a motion to accept the candidates by acclimation, seconded by Randy Savi. Both were elected by acclimation.
  - d. Proposed Bylaw Amendments.....Rev. Rick Sosbe, Pastor – We went through the by-laws thoroughly and have some cleanup changes to be made. Ann Willbrand motioned that we accept by acclimation, Jean Hall seconded, motion carried.
  - e. Other (must be in the form of a motion).....Rev. Rick Sosbe, Pastor – Ann Willbrand asked that board minutes be posted by everyone.
9. Motion to Adjourn.....Leslie Duncanson motioned, Randy seconded, motion carried.....
10. Closing Prayer.....Rev. Rick Sosbe, Pastor – led us in closing prayer.



## **Pastor's Annual Report – 2016**

### **MCC of Our Redeemer**

Because our Annual Meeting is held in November of each year, and our fiscal year follows the calendar year, I will be providing highlights from November 2015 through October 2016, as have the others in their team reports.

Last November 2015 we held our annual meeting on a Saturday and included a Thanksgiving Potluck followed by an Annual Awards Presentation. The evening was enjoyed by those who attended which was nearly 60 people.

December 1, 2015 MCCOR was represented at the World AIDS Day activities with Augusta University. The event was very poorly attended. It's not easy to discern why. Poor planning? Perhaps, but a part of me feels it stems from the complacency surrounding HIV/AIDS that seems to be prevalent today. We envisioned this being a great opportunity for the church to be in the community as an outreach project and we indeed were able to talk to a number of people during the lunch hour at the college where we had a booth set up.

Our nursing home outreach in December went well with the choir delivering the collected supplies and singing for the residents. Thanks to David Brown, the Outreach Team and all who helped with both the World AIDS Day and nursing home outreach.

On January 16<sup>th</sup> a Board of Directors Training was held at my and Michael's home. All board members were in attendance. Our time together was informative. Board members were instructed on the role of a board member, etc. We ended our time with a brief meeting.

It has been the goal of the Board to create a fundraiser event that could grow and become an annual event. It has been our hope to have the event grow in popularity to the point to where people look forward to it each year. We trust we have met this goal. We had a benefit concert at Sky City on Broad Street in downtown Augusta. The owner of Sky City donated the use of the facility to us. Three entertainers/groups agreed to perform free of charge. There was a silent auction as well. The income was generated by ticket sales and silent auction bids. It was a great evening. Combined ticket sales and silent auction bids were \$1,577.00. For our first event, this was a great success. The owner of Sky City offered for us to do this event again. It is scheduled for January 21, 2017. We hope it will grow and become more popular each year.

This year I was interviewed by two different students in two different classes from Troy University. Their project was on LGBT issues. I was happy to help them with their projects. I take as many of these opportunities as possible because they give exposure to the church and I trust are helpful to the students.

Our presence at the Augusta Pride celebration was well received once again. We handed out a lot of business cards, ink pens and other items with the church logo and contact information. I was privileged to give the opening prayer again this year on Saturday. The church had two floats in the parade – the regular church float and the men's night out had a float. I thought this was a way to show that the church had other groups that were active in the community and not just Sunday worship!

July was MCC Worldwide General Conference. General Conference is held every three years. This year was in Victoria, British Columbia. Those from church who attended were: Lay Delegate, Jan Rogerson; Alternate Lay Delegate, Nan Moorer; Susan Charron, Vera Devito, Kathleen Walsh, Michael Rhen-Sosbe and myself. The church pays for the pastor and lay delegate to attend General Conference as they are the official representatives of the church and have voice and vote and the business meetings. This added expense, however, has had an impact on the bottom line of the church for this year. We had fund raisers to help offset this expense, but regular income to the General Fund has decreased this year and in the end, this influences our bottom line negatively.

Sean and Jennifer Rahner, (Jennifer is our Administrative Assistant) facilitate a PFLAG Aiken meeting here at our church once per month. Because of this meeting the need has surfaced for younger LGBT people and their allies to have a place to meet and find support and friendship. Some of our church folks have expressed a desire to be a chaperone for this group. There has been one formation meeting to discuss policies, background checks, etc. The Unitarian Church is also offering their facility for use as well. We hope this collaborative effort will help form a stable and helpful youth group for LGBT people and their allies.

The finances for our church have been a concern this year. With the General Conference expense, along with lower Sunday offerings, we are certainly feeling the financial stress. At the time of this writing I have just finished our Annual Stewardship Campaign. I trust that people will respond generously and that those who have not customarily given from a financial standpoint, that they will begin to do so. I, along with the board of directors have been carefully monitoring our finances and have trimmed the proposed budget for 2017 in places where we felt necessary. Our proposed budget for 2017 is \$2,623.00 less than the proposed budget for 2016. We are being good stewards of the finances that are contributed.

Our attendance has been on a gradual increase. We are seeing new people nearly every week and seeing more children, which is great!

I want to express my sincere gratitude to the Congregational Care Team and the follow up they provide to first and second time visitors as well as those among our congregation who are ill, have been absent, facing a life-challenge, have lost a loved one or are celebrating a birthday. Please check out the Congregational Care report in this annual meeting packet!

Thanks also to Marc Trimm, James Brooks and the choir for their dedication to the music ministry of our church.

Thanks to Michael Rhen-Sosbe and all who volunteer with the Fellowship Team. You've done a fabulous job providing great food and activities for our people to share a meal and fellowship together.

Thanks to Ann Willbrand for overseeing our Discipleship/Education and to those who facilitate and attend our educational opportunities. Our time together helps build us up and at times challenges us and teaches us new ways of seeing God and our spirituality.

Thanks to David Brown and all who volunteer with Outreach. You've done a great job getting our name out there and keeping our name out there in the community. We are being MCC in our community and I thank you for all your work!



Thank you to Leslie Duncanson for overseeing the usher and greeter ministry. Your passion for your ministry is a blessing to behold each week!

Thank you to Leo Hernandez and Mary Scott and all who help keep our building and grounds in tip-top shape! Our facility is old and beautiful and it takes a lot of work and attention (not to mention money) to keep it in good repair!

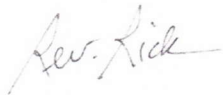
Thanks to all who serve as Acolytes, Ushers, Greeters, Lectors, PowerPoint operators during our worship services. We are only as strong as our volunteers and you help provide a welcoming and uplifting environment by your service each week.

I will end this annual report with the same encouragement as I end my report each year: As we look to a new year, I trust God's presence will be with us to illumine our path. I trust that together we can continue to strengthen our ministry and outreach and that our congregation will continue to grow and make a difference in our community.

As you consider your place in MCC of Our Redeemer, if you've not been involved with the ministries of our church, I'd like to encourage you to consider your place and how you can use your time for your church. If you've not been using your talents for our church, I'd like to encourage you to make a concerted effort to begin using the gifts God has given you for your church. If you've not been supporting the church with your finances, I'd like to encourage you to start giving today. I know it's not always easy to give of our finances, but your church needs your financial support. We've made it easy to give. You can give by check or by credit/debit card by going to our website ([www.mccoor.com](http://www.mccoor.com)).

Thank you to all who give so generously with your time, your talents and your financial resources. Your work hasn't gone unnoticed and it is appreciated more than you probably know. It takes all of us working together for the good of our church. When we work together lives are changed and our church and community is blessed because we gave.

Respectfully Submitted,



Rev. Rick Rhen-Sosbe, Pastor



Discipleship Report 2016:

The Great Courses series on Comparative Religions by Prof. Charles Kimball was completed this summer.

In September, a new book study "Wicked Women of the Bible" by Ann Spangler began. The first ten chapters have been completed and the remaining ten will be covered in January/February 2017.

There were two membership classes offered in May and August of 2016, and Homosexuality and the Bible was presented in September.

There has not yet been consistent attendance by children/youth to revive the Children's Sunday School Program.

Respectfully Submitted,

Ann Willbrand

## Congregational Care Team Annual Report

The primary mission of the Congregational Care Team is to develop ministry that enables members of the congregation of MCC of Our Redeemer to know they are cared for within the church. Congregational Care accomplishes this mission as it:

- Provides transportation to doctor appointments
- Sends birthday, get well, sympathy, thinking of you and Christmas cards to members and friends
- Sends emails and welcome notes to first and second time visitors and follow-up notes, phone calls or emails to members and friends who have been absent from church worship for 3 consecutive Sundays
- Has bereavement teams that provide a meal for the family upon the death of a family member
- Supports the Pastor in visiting those members and friends who are hospitalized or are in nursing homes/extended care facilities
- Several members of the Team make/deliver Prayer Bracelets for members/friends who are facing surgery, coping with loss of a loved one, or are ill and in need of this support

As co-chair of the Congregational Care Committee, I am glad to report it has been a busy 2016 for all of us on the team! With the Connection Cards, we have more easily been able to track attendance, initiate contact with first time visitors, follow-up with and welcome back second time and returning visitors, and follow up with members who have been absent. Feedback from those various modes of contact throughout the year has proven that we are making a difference. From handwritten notes and emails to cards and phone calls, hospital visits, the Prayer Bracelet Ministry, and meals for those who are grieving the loss of a loved one, we are reaching out and touching the lives of many members and friends of MCC of Our Redeemer more than ever before.

As co-chair of the Congregational Care Team, I logged 123 hours of Volunteer time in writing notes to first and second time visitors, making phone calls, sending notes to members and friends who have been absent, driving people to doctors appointments, visiting people in the hospital, supporting and communicating with other team members in sending cards, and supporting the pastor in his ministry to tend to the needs of this growing congregation. People are realizing they truly are missed when they are not here on Sunday worshipping with us. Those who are ill, facing surgery or other life challenges know they are in our thoughts and prayers, and we are walking with them through these challenges. Those who have lost a loved one know they are not alone.

Thank you to everyone on the Congregational Care Team for their commitment and work in building this ministry to the blessing it has been to so many! It has definitely taken the whole team to accomplish all we have this year and we are looking forward to a busier 2017 as we

grow and reach out farther than we ever have before! The following chart provides an overview of our work from November 2015 through October 23, 2016.

**Susan Charron- Co-Chair**

November 2015 - 17 Notes: 5 first time visitors

December 2015 - 22 Notes: 4 first time visitors, 4 second time visitors

January 2016 - 28 Notes: 15 first time visitors

February 2016 - 27 Notes: 3 first time visitors, 6 second time visitors

March 2016 - 28 Notes: 18 first time visitors, 4 second time visitors

April 2016 -14 Notes: 5 first time visitors, 1 second time visitor

May - 15 Notes: 3 first time visitors

June - 44 Notes: 11 first time visitors, 2 second time visitors

July - 37 Notes: 21 first time visitors, 2 second time visitors

August - 25 Notes: 13 first time visitors, 2 second time visitors

September - 15 notes: 10 first time visitors, 5 second time visitors

October – 29 Notes through 10/23/2016: 12 first time visitors, 5 second time visitors

**TOTAL: 301** Of those 301, 120 were first time visitors, 31 were second time visitors, and the remainder were Follow-Up, Thinking of you/Encouragement, or Get Well cards.

**Vera DeVito**

Sympathy Cards, Christmas Cards, Bereavement Team Leader

8 Sympathy Cards, 5 Bereavement Team Calls

**Mary Curtis**

Birthday Cards

**Kathleen Walsh**

Thinking of You and Get Well Cards

Respectfully Submitted,

Susan Charron, Co Chair, Congregational Care Team



## **MCCOR OUTREACH MINISTRY TEAM REPORT – NOV 2016**

**BOARD MEMBER LIAISON:** David Brown

**CHAIR:** David Brown

The Outreach Ministry Team has continued to be busy during the past year. A special thanks for all the hard work, enthusiasm, and dedication by the team members and the congregation who has shown overwhelming support to each endeavor. During the 2016 reporting period we have completed or have planned:

Nov 7- Dec 5, 2015 Nursing Home Adoption Project. MCCOOR collected Christmas gifts for nursing home residents and sponsored the PruittHealth Nursing Home (behind Bon Aire on Walton Way). Conducted a nursing home christmas social for the residents and Christmas Caroling for the residents.

1 Dec 2015 World AIDS Day. Participated with Augusta University in several events leading up to WAD to include setting up an MCCOOR information booth on the AU campus in Summerville; participate4d in a luminary lighting event at AU; conducted an MCCOOR open house public display of two panels from the AIDS Memorial Quilt and had the panels on display in our sanctuary for 30 days.

Outreach Team meetings – Jan 10; Jan 24; March 13; April 1; June 12; Sept 18; Oct 9

Jan 30, 2016 MCCOOR Fund Raiser at Sky City (Mardi Gras Theme)

Feb 7 – March 6, 2016 Downtown Cooperative Church Ministries Snack Pack Food Drive at MCCOOR

March 6, 2016 – DCCM speaker gives presentation at MCCOOR during church service

April 1, 2016 – PRIDE speaker gives presentation at MCCOOR during church service

June 24-26, 2016 – MCCOOR PRIDE Events to include MCCOOR PRIDE advertising Sponsorship, MCCOOR Parade float, and MCCOOR Information Booth. We also handed out MCCOOR information, set up a pet Oasis and just had a good time representing MCCOOR. We also made our church available for the PRIDE organization to meet.

July 31 – August 28<sup>th</sup>, 2016 Pet Food Collection Drive for Noah's ARC Pet Rescue, N. Augusta, SC.

October 8, 2016 MCCOOR Blessing of the Animals event

MCCOOR participated in the annual Historic Tour of Churches.

November 6 – December 11, 2016 Nursing Home Adoption and gift collection.

November 27, 2016 World AIDS Day Service

November 4 – December

December 1, 2016 World AIDS Day Names Memorial Quilt public display at MCCOOR;  
Movie showing of "The Normal Heart" at MCCOOR.

Continued to promote our church and events through our weekly newsletters and our MCCOOR webpage.

Continued to support the DCCM through our financial support.

Respectfully submitted:

David Brown, Outreach Ministry Team

## **MCCOR BUILDING AND GROUNDS REPORT – OCT 2015 to OCT 2016**

**BOARD MEMBER IN CHARGE:** David B

**CHAIR:** Leo H   **ASSISTANT CHAIR:** Mary S

The last year has been a very busy time for the B&G volunteers. As always, we encourage members to assist with maintenance. Exterior maintenance for grass cutting, bush trimming has been a challenge this year due to few people volunteering to do the work. This is one area we need your help! Maintenance of this historic building and grounds requires lots of time, attention, and money. There are several people in the congregation who gave their time, talents and financial support to help maintain our church home and we are thankful for their support.

### **Interior Work**

- Brass plaques for window restoration sponsors were donated and installed
- Refurbishing of the stained glass windows continues BUT is 50% complete; ore donations welcome
- Painted front entrance doors
- Carpet in sanctuary and fellowship hall steam cleaned
- Repaired sanctuary floor
- Fellowship Hall entrance door threshold repaired and sealed
- Several door handles replaced/dead bolt repair in pastor's office
- AC repairs done
- Oct 2014 and Oct 2015 cleaning days were a successful with many people helping to spruce up our church home

### **Exterior work:**

- Special thanks to Leo for his work maintaining the exterior grounds
- Screens installed on all exterior vents to prevent animals from entering the crawl space under the structure
- Graffiti removed from front of the building thanks to volunteers (pressure wash scheduled)

### **Plans for Oct 2016-Oct 2017:**

- Get three estimates on roof/brick repair for the building exterior
- Upgrade front bathroom (all upgrade items donated by congregation members)
- Continue to scrape, prime, paint peeling walls (this is always ongoing)
- Upgrade choir room (ex. raise the bar for hanging the choir robes)
- Procure and install landscape type lights front of the building (estimate from Zapata electric was \$850; B&G looking at more inexpensive alternatives)
- Schedule two "deep cleaning" events (spring and fall)



FELLOWSHIP TEAM REPORT  
November 2015-October 2016

The Fellowship Team coordinated our first Thanksgiving Potluck in conjunction with the annual congregational meeting and awards recognition. It was well attended and a bounty of great food was provided by our congregation!

The annual Christmas Party was held at the Sand Hills Community Center. There were approximately 75-80 people in attendance. The ticket sales helped cover the cost of food and the food was all prepared/provided by the Fellowship Team. The Craft Night group provided the center pieces for the table which were later donated to the Children's Hospital and Nursing home. The entertainment was a DJ whose fee was underwritten by a member of the church. The DJ provided music while we ate as well as music for dancing after dinner. Those in attendance seemed to enjoy the party.

In January, the Fellowship Team and the Outreach Team along with other church members organized and planned a Mardi Gras party at Sky City on Broad Street. The owner of Sky City donated the facility for us. The entertainment was also provided free of charge. The church receive income from ticket sales and a silent auction. The silent auction has numerous items that were donated by our church family and friends. It was a great evening!

Our Annual Easter breakfast was a breakfast potluck held before our worship service. It was well attended.

Two Bingo Nights were sponsored by the Fellowship Team and were a huge success. Proceeds went to defray the cost of General Conference and the General Fund.

Our monthly first Sunday potlucks have gone very well. Most have had a theme of some kind to help folks come up with ideas for food items to bring.

I have enjoyed serving as the chair of the Fellowship Team, however, because of my work schedule, I felt it necessary to step down as chair. I am still serving as a member of the team, and am grateful to Terry Ellis for stepping in and taking the chair position.

Respectfully Submitted,

Michael Rhen-Sosbe

Monday, October 24, 2016

## MCC of Our Redeemer Choir in Review

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### Recap of 2015-2016

- As Director of Music it was my goal to add to our extensive list of music and songs of worship for the year of 2016. The Choir reached and surpassed the goal of 20 additional songs. These songs were applied as repeated worship songs, communion and reflective songs and specials
- The Choir, since the budget meeting of 2015, had a successful Christmas Season by learning and performing the Annual Christmas Cantata. The Choir also participated with the Outreach team in spending in the Nursing Home, singing traditional favorites as well as a portion of the 2015 Christmas Cantata
- The Music ministry hosted 4 Nights of Worship and Prayer. These evenings were filled with songs of praise and worship with moments of reflective meditation and prayer.
- Each week the Choir and Music ministry brought specials to our congregation through Choir, individual and guest musical talents
- The Choir saw growth this year by adding two new members to help lead the congregation during our services

### Goals for 2016-2017

- The Choir will again reach to add to the already diverse selections. It will be our goal to add at least 25 songs that will touch and enhance the worship experience at MCCOR
- We will again offer an evening(s) of worship throughout this coming year to touch and reach those who are seeking healing or a deeper experience with God.

Monday, October 24, 2016

- It will be the goal of the Choir to offer a spirit-filled Christmas experience and Evenings of worship for the coming year. Such evenings in worship will be to perform songs of yesteryear that still have deep and powerful meanings. In conjunction with singing, we will offer a night of meal and fellowship to grow the wonderful friendships our congregation enjoys.
- The Budget needs of the choir should be on pace but slightly higher than the previous fiscal year. With the need of to expand our music selection and the Annual Christmas Cantata. I would recommend to the Board and Congregation of budget of no less than \$850.00 for the new year

Respectfully submitted,

Marc Trimm



9:47 AM  
11/14/16  
Accrual Basis

**MCC of Our Redeemer**  
**Balance Sheet**  
As of October 31, 2016

	<u>Oct 31, 16</u>
<b>ASSETS</b>	
Current Assets	
Checking/Savings	
Building Fund	2,918.42
Business Checking	3,486.40
Endowment Fund	2,434.07
Total Checking/Savings	<u>8,838.89</u>
Total Current Assets	<u>8,838.89</u>
<b>TOTAL ASSETS</b>	<b><u>8,838.89</u></b>
<b>LIABILITIES &amp; EQUITY</b>	
Equity	
30000 · Opening Balance Equity	5,926.01
32000 · Unrestricted Net Assets	8,943.49
Net Income	<u>-6,030.61</u>
Total Equity	<u>8,838.89</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b><u>8,838.89</u></b>

**MCC of Our Redeemer**  
**Profit & Loss**  
 January through October 2016

	Jan - Oct 16
<b>Ordinary Income/Expense</b>	
<b>Income</b>	
Paytek	100.00
<b>43400 · Donations</b>	
43410 · Contributions to General Fund	103,236.09
43420 · Benevolence Fund	1,240.00
43430 · Outreach Donations	1,900.00
<b>43440 · Contributions to Building Fund</b>	
43441 · Stained Glass	400.00
43440 · Contributions to Building Fund - Other	3,018.00
<b>Total 43440 · Contributions to Building Fund</b>	3,418.00
<b>Total 43400 · Donations</b>	109,794.09
<b>45000 · Investments</b>	
45030 · Interest-Savings, Short-term CD	7.00
<b>Total 45000 · Investments</b>	7.00
<b>49000 · Special Events Income</b>	
49020 · Special Events Sales (Nongift)	300.00
<b>Total 49000 · Special Events Income</b>	300.00
<b>Total Income</b>	110,201.09
<b>Gross Profit</b>	110,201.09
<b>Expense</b>	
<b>60300 · Awards and Grants</b>	
60310 · Benefits Paid To or For Members	175.00
60320 · Cash Awards and Grants	255.95
<b>Total 60300 · Awards and Grants</b>	430.95
<b>60900 · Business Expenses</b>	
60910 · Bad Debts	570.00
60920 · Business Registration Fees	463.00
<b>Total 60900 · Business Expenses</b>	1,033.00
<b>62100 · Contract Services</b>	
62110 · Accounting Fees	369.00
62130 · Fundraising Fees	1,469.34
<b>62150 · Outside Contract Services</b>	
62151 · Pest Control	285.00
62150 · Outside Contract Services - Other	395.00
<b>Total 62150 · Outside Contract Services</b>	680.00
<b>Total 62100 · Contract Services</b>	2,518.34
<b>62800 · Facilities and Equipment</b>	
62840 · Copier Rental US Bank	894.87
62850 · Janitorial Services	800.00
62870 · Property Insurance	1,713.75
62890 · Mortgage	11,847.70
62900 · Window Renovation	1,881.00
<b>Total 62800 · Facilities and Equipment</b>	17,137.32
<b>65000 · Operations</b>	
65010 · Books, Subscriptions, Reference	63.22
65020 · Postage, Mailing Service	111.40
65030* · Printing and Copying	980.00
<b>65040 · Supplies</b>	
65041 · Office Depot	172.85
65042 · Costco	84.74
65040 · Supplies - Other	590.10
<b>Total 65040 · Supplies</b>	847.69

9:49 AM  
11/14/16  
Accrual Basis

MCC of Our Redeemer  
Profit & Loss  
January through October 2016

	Jan - Oct 16
65050 · Telephone, Telecommunications	
65051 · Constant Contact	378.00
65052 · LogMein	99.00
65050 · Telephone, Telecommunications - Other	1,241.65
Total 65050 · Telephone, Telecommunications	1,718.65
Total 65000 · Operations	3,720.96
65060 · Building Maintenance	
65063 · Piano	100.00
65060 · Building Maintenance - Other	35.00
Total 65060 · Building Maintenance	135.00
65080 · Utilities.	
65081 · Electric	3,152.15
65082 · Gas	1,442.47
65083 · Water & Sewage	663.59
65084 · Trash collection	434.70
Total 65080 · Utilities.	5,692.91
65090 · Payroll	
65091 · Rev Rick Sosbe	
65093 · Music Leader Mark Trimm	
65094 · Pianist James Brooks	
69095 · Deborah Johns	
69096 · @ Square LLC	
Total 65090 · Payroll	59,689.73
65100 · Other Types of Expenses	
65130 · Donations and Gifts	1,864.60
65150 · Benevolence	242.88
65160 · Other Costs	415.20
65170* · Staff Development	200.00
65100 · Other Types of Expenses - Other	146.66
Total 65100 · Other Types of Expenses	2,869.34
65200 · Teams	
65201 · Outreach	1,096.40
65202 · Worship	46.14
65203 · Congragational Care	186.79
65204 · Discipleship	91.80
65205 · Fellowship	75.00
Total 65200 · Teams	1,496.13
66000 · Payroll Expenses	
66100 · State	1,755.15
66200 · Federal	3,315.51
Total 66000 · Payroll Expenses	5,070.66
68300 · Travel and Meetings	
68310 · Conference, Convention, Meeting	4,010.21
Total 68300 · Travel and Meetings	4,010.21
Total Expense	103,804.55
Net Ordinary Income	6,396.54



9:49 AM  
11/14/16  
Accrual Basis

**MCC of Our Redeemer**  
**Profit & Loss**  
January through October 2016

	Jan - Oct 16
Other Income/Expense	
Other Expense	
65170 · 10% Tithe	11,181.15
65180 · Pensions	951.00
80000 · Ask The Pastor	295.00
Total Other Expense	<u>12,427.15</u>
Net Other Income	<u>-12,427.15</u>
Net Income	<u><u>-6,030.61</u></u>

4:35 PM  
10/26/16  
Accrual Basis

**MCC of Our Redeemer**  
**Balance Sheet**  
**As of December 31, 2015**

	<u>Dec 31, 15</u>
<b>ASSETS</b>	
Current Assets	
Checking/Savings	
Building Fund	4,414.18
Business Checking	8,024.01
Endowment Fund	2,431.31
Total Checking/Savings	<u>14,869.50</u>
Total Current Assets	<u>14,869.50</u>
<b>TOTAL ASSETS</b>	<b><u>14,869.50</u></b>
<b>LIABILITIES &amp; EQUITY</b>	
Equity	
30000 · Opening Balance Equity	5,926.01
32000 · Unrestricted Net Assets	-933.10
Net Income	9,876.59
Total Equity	<u>14,869.50</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b><u>14,869.50</u></b>

**MCC of Our Redeemer**  
**Profit & Loss**  
 January through December 2015

Jan - Dec 15

Ordinary Income/Expense	
Income	
Paytek	75.00
43400 · Donations	
43410 · Contributions to General	2,580.00
43410 · Contributions to General	1,495.00
43410 · Contributions to General	1,113.00
43410 · Contributions to General	2,774.00
43410 · Contributions to General	3,238.00
43410 · Contributions to General	2,974.00
43410 · Contributions to General	745.00
43410 · Contributions to General	2,448.00
43410 · Contributions to General	1,705.00
43410 · Contributions to General	2,014.00
43410 · Contributions to General	1,536.00
43410 · Contributions to General	3,452.51
43410 · Contributions to General	1,494.00
43410 · Contributions to General	2,509.00
43410 · Contributions to General	1,458.00
43410 · Contributions to General	675.00
43410 · Contributions to General	2,809.00
43410 · Contributions to General	740.00
43410 · Contributions to General	3,736.00
43410 · Contributions to General	3,598.00
43410 · Contributions to General	1,725.00
43410 · Contributions to General	1,448.00
43410 · Contributions to General	1,965.00
43410 · Contributions to General	5,622.00
43410 · Contributions to General	1,278.00
43410 · Contributions to General	1,592.00
43410 · Contributions to General	938.00
43410 · Contributions to General Fund	84,259.55
43420 · Benevolence Fund	1,600.00
43430 · Outreach Donations	1,471.50
43440 · Contributions to Building	125.00
43440 · Contributions to Building Fund	
43441 · Stained Glass	100.00
43442 · Contributions to Security	5,168.31
43440 · Contributions to Building Fund - Other	425.00
Total 43440 · Contributions to Building Fund	5,693.31
43400 · Donations - Other	4,262.95
Total 43400 · Donations	155,073.82
43400* · Direct Public Support	
43420* · Donated Art	100.00
Total 43400* · Direct Public Support	100.00
45000 · Investments	
45030 · Interest-Savings, Short-term CD	11.53
Total 45000 · Investments	11.53
Total Income	155,260.35
Gross Profit	155,260.35
Expense	
60300 · Awards and Grants	
60310 · Benefits Paid To or For Members	50.00
Total 60300 · Awards and Grants	50.00



**MCC of Our Redeemer**  
**Profit & Loss**  
 January through December 2015

	Jan - Dec 15
60900 · Business Expenses	
60910 · Bad Debts	586.80
60920 · Business Registration Fees	300.17
60930 · Fines	72.00
60900 · Business Expenses - Other	10.49
<b>Total 60900 · Business Expenses</b>	<b>969.46</b>
62100 · Contract Services	
62110 · Accounting Fees	420.00
62150 · Outside Contract Services	
62151 · Pest Control	1,191.90
62152 · Security	842.00
62150 · Outside Contract Services - Other	2,305.55
<b>Total 62150 · Outside Contract Services</b>	<b>4,339.45</b>
<b>Total 62100 · Contract Services</b>	<b>4,759.45</b>
62800 · Facilities and Equipment	
62840 · Copier Rental US Bank	1,089.51
62850 · Janitorial Services	1,000.00
62870 · Property Insurance	2,150.75
62890 · Mortgage	14,217.24
62900 · Window Renovation	2,131.00
<b>Total 62800 · Facilities and Equipment</b>	<b>20,588.50</b>
65000 · Operations	
65010 · Books, Subscriptions, Reference	26.96
65020 · Postage, Mailing Service	110.34
65030 · Printer Maintenance Pollock	121.56
65030* · Printing and Copying	606.03
65040 · Supplies	
65041 · Office Depot	657.37
65042 · Costco	692.31
65140 · Stewardship Supplies	480.43
65040 · Supplies - Other	230.68
<b>Total 65040 · Supplies</b>	<b>2,060.79</b>
65050 · Telephone, Telecommunications	
65051 · Constant Contact	497.38
65050 · Telephone, Telecommunications - Other	1,639.89
<b>Total 65050 · Telephone, Telecommunications</b>	<b>2,137.27</b>
<b>Total 65000 · Operations</b>	<b>5,062.95</b>
65060 · Building Maintenance	
65061 · Special Project Projector	2,726.52
65062 · Choir Speaker	266.71
65063 · Piano	95.00
65064 · General Maintenance	486.43
65065 · Special Project Security Camera	3,754.84
65060 · Building Maintenance - Other	1,663.63
<b>Total 65060 · Building Maintenance</b>	<b>8,993.13</b>
65080 · Utilities.	
65081 · Electric	3,718.25
65082 · Gas	2,189.76
65083 · Water & Sewage	680.57
65084 · Trash collection	434.70
<b>Total 65080 · Utilities.</b>	<b>7,023.28</b>

**MCC of Our Redeemer**  
**Profit & Loss**  
 January through December 2015

	Jan - Dec 15
65090 · Payroll	
65091 · Rev Rick Sosbe	
65092 · Secretary Ranie Neislar	
65093 · Music Leader Mark Trimm	
65094 · Pianist James Brooks	
<b>Total 65090 · Payroll</b>	<b>69,209.14</b>
65100 · Other Types of Expenses	
65110 · Advertising Expenses	40.00
65130 · Donations and Gifts	2,867.18
65140* · List Rental	200.00
65150 · Benevolence	1,093.55
65150* · Memberships and Dues	175.00
65160 · Other Costs	761.66
65170* · Staff Development	61.73
<b>Total 65100 · Other Types of Expenses</b>	<b>5,199.12</b>
66000 · Payroll Expenses	
66100 · State	1,705.53
66200 · Federal	5,076.54
<b>Total 66000 · Payroll Expenses</b>	<b>6,782.07</b>
68300 · Travel and Meetings	
68310 · Conference, Convention, Meeting	690.00
<b>Total 68300 · Travel and Meetings</b>	<b>690.00</b>
<b>Total Expense</b>	<b>129,327.10</b>
<b>Net Ordinary Income</b>	<b>25,933.25</b>
Other Income/Expense	
Other Expense	
65170 · 10% Tithe	13,681.71
65180 · Pensions	924.00
80000 · Ask The Pastor	1,450.95
<b>Total Other Expense</b>	<b>16,056.66</b>
<b>Net Other Income</b>	<b>-16,056.66</b>
<b>Net Income</b>	<b>9,876.59</b>

<b>MCC of Our Redeemer Proposed Budget 2017</b>	
	Proposed 2017 Budget
<b>Personnel - Salaries/Benefits</b>	
Salary Pastor	\$32,280.00
Housing Allowance Pastor	\$19,740.00
Administrative Assistant	\$9,360.00
Music Coordinator	\$4,800.00
Pianist	\$3,600.00
<b>Total Personnel</b>	<b>\$69,780.00</b>
<b>Building</b>	
Mortgage	\$14,218.00
Insurance	\$2,106.00
Elevator Inspection	\$145.00
Maintenance	\$4,150.00
Pest control	\$400.00
Alarm service	\$198.00
Property Tax	\$740.00
Fire Extinguishers	\$150.00
Window Restoration	\$2,200.00
<b>Total Building</b>	<b>\$24,307.00</b>
<b>Utilities</b>	
WOW Business	\$1,140.00
Augusta Utilities	\$600.00
GA Gas & Light	\$2,700.00
Pastor's Cell Phone	\$1,200.00
Georgia Power	\$3,300.00
<b>Total Utilities</b>	<b>\$8,940.00</b>
<b>General Operations</b>	
Annual Fees	\$275.00
Copier	\$1,000.00
Accountant	\$360.00
Office Supplies	\$1,000.00
Constant Contact	\$153.00
Other GF Expenses	\$750.00
Pension	\$1,000.00
Church Cleaning	\$1,040.00
Postage	\$150.00
<b>Total General Operations</b>	<b>\$5,728.00</b>



<b>Finance</b>	
FICA/Medicare Pastor	\$3,979.53
Med Ins Reimburse Pastor	\$3,536.00
<b>Total Finance</b>	<b>\$6,276.00</b>
<b>Outreach</b>	
Pride	\$1,000.00
DCCM	\$1,000.00
World AIDS Day	\$580.00
Fort Gordon Ad	\$0.00
Flyers & Brochures	\$200.00
Nursing Home	\$0.00
<b>Total Outreach</b>	<b>\$2,780.00</b>
<b>Worship</b>	
Altar Supplies	\$200.00
Guest speakers	\$500.00
Christmas decorations	\$0.00
Easter decorations	\$0.00
<b>Total Worship</b>	<b>\$700.00</b>
<b>Music</b>	
Music & Books	\$300.00
Piano Tuning	\$200.00
CCLI & Song Select	\$278.00
<b>Total Music</b>	<b>\$778.00</b>
<b>Congregational Care</b>	
Stamps	\$0.00
Cards & Stationery	\$0.00
Bereavement Flowers	\$200.00
Meals for Bereaved	\$250.00
<b>Total Congregational Care</b>	<b>\$450.00</b>
<b>Discipleship</b>	
Membership	\$100.00
<b>Total Discipleship</b>	<b>\$100.00</b>
<b>Fellowship</b>	
Congregational Functions	\$250.00
<b>Total Fellowship</b>	<b>\$250.00</b>

<b>Travel &amp; Conferences</b>	
General Conference	\$0.00
Gatherings/Summits	\$0.00
Local Functions for Pastor	\$0.00
Scholarships	\$0.00
Pastoral Continuing Education	\$150.00
<b>Total Travel &amp; Conferences</b>	<b>\$150.00</b>
<b>Tithes</b>	
UFMCC Tithe	\$13,710.00
<b>Total Tithes</b>	<b>\$13,710.00</b>
<b>Total Proposed Budgeted Gross Income</b>	<b>\$133,949.00</b>
<b>Total Proposed Budgeted Expenses</b>	<b>\$133,949.00</b>
<b>Monthly Income Required</b>	<b>\$11,162.42</b>
<b>Weekly Income Required</b>	<b>\$2,575.94</b>

**PROPOSED BYLAW AMMENDMENTS**  
**Metropolitan Community Church of Our Redeemer 2016**  
*(Require approval by 2/3 (two-thirds) majority vote of the Members in good standing present.)*

**How to read the Bylaw Amendment Proposals:**

**CURRENT LANGUAGE:**

- The column labeled "Current Language" shows how the Bylaws currently read.
- Any words that appear in **black bolded underlined** text will be deleted. Example: **This is how deleted words appear.**

**PROPOSED LANGUAGE:**

- The column labeled "Proposed Language" shows how the particular Article from the Bylaws would read if the Bylaw amendment proposal is approved by the congregation.
- Any words that appear in **red bold** text are to be added. Example: **This is how added words appear.**

**THERE IS ONE PROPOSAL FOR ARTICLE V - MEMBERSHIP**

Current Language	Proposed Language/Rationale/Impact
<p align="center"><b>ARTICLE V – MEMBERSHIP</b></p> <p>C.4. <u>Membership classes shall be scheduled at least one per quarter at a designated time and place which shall be announced in Church calendar/bulletin.</u></p>	<p align="center"><b>ARTICLE V - MEMBERSHIP</b></p> <p>C.4. <b>Completion of a church membership class is required for church membership.</b></p> <p><b>RATIONALE:</b> To require a membership class be held once per quarter is presumptuous that there are people who want to become members every quarter. We routinely have on the Connection Card for people to indicate their interest in church membership. The office keeps a list of those who have expressed an interest. When there are 5 or more on the list, a class is tentatively scheduled and the people who indicated an interest are notified. Guidelines for when/where and frequency of classes will be in the church SOP.</p> <p><b>IMPACT:</b> Allows for flexibility for membership classes to be held when there is adequate interest in membership rather than bylaw requirement.</p>
<p>C.6. <u>New Members will be asked to sign a release permitting their inclusion in the Church directory.</u></p>	<p><b>RATIONALE:</b> New members complete a "New Member Data" form at Membership Class which includes an opt-in for the church directory; however, this should not be a bylaw but rather an SOP. New members and non-members always have the option to be included in the directory and they often indicate their wishes as such on the Sunday Connection Card.</p> <p><b>IMPACT:</b> N/A</p>



**Application for Board of Director Member**  
**Metropolitan Community Church of Our Redeemer, Augusta, Georgia**  
(Type or print clearly; use separate sheet if needed)

Name Annette Kennedy Length of Membership \_\_\_\_\_

Explain how or why you feel God is calling you to serve in this position.

I thought alot about this - I was told to consider it I never felt I belonged anywhere until now. The more I thought about it, the more I embraced the idea I want to give back to my church and help in any way I can.

Share your experience in the following areas:

Financial Planning I take care of my own finances. I am also good in math I work alot with numbers & analyze them. In my current position I do orders and must keep with my budget.

Administration In previous positions I organized many travel for board of directors, I planned & arranged their meeting materials.

Policy Development In policy development I assist with employees handbook updating policies from location to another location also back work against other companies to stay current.

Are you supporting MCC of Our Redeemer with your time, talent, finances and truth? Yes If no please explain why.

Have you read the Job Description and Qualifications of the Board Directors found in the MCC of Our Redeemer bylaws? yes

What is your present occupation? Hudson Avenue Administration

Do you acknowledge that this position may require time in addition to counting the offering and attending the monthly meeting? yes Do you have the time to serve in this position?

Are you willing to sign and follow the guidelines found in the "Covenant of Communication" and "Leadership Covenant" documents? yes

Are you familiar with our Mission Statement & Bylaws and will you make decisions that support them?

yes

Do you acknowledge that in this position you will be representing the members of the church and not yourself, or individuals, or groups of people within the church? yes

Are you aware of the need for confidentiality pertaining to personnel and church matters and are you willing to keep such confidential matters in confidence – only to discuss with other members of the Board? yes

Do you consider yourself a team player and are you willing to agree to follow the majority of the board as the decision of the board even if your vote is in opposition to the majority? yes

Are you familiar with Roberts Rules of Orders in regard to meetings? yes

Are you willing to have a criminal background check performed on you? yes

What do you see as our (MCCOR) greatest strength? inclusion, faith,

fellowship

What do you see as our (MCCOR) greatest weakness and what – if anything could we do about it? \_\_\_\_\_

at this moment, I do not see a weakness things have changed for the better, more programs have put in place - there has been more involvement in the congregation

Share anything else you would like us to know. \_\_\_\_\_

**NOTE: David Brown's application was submitted in 2014 when Rev. Lisa Heilig was the interim pastor at MCC of Our Redeemer and before the application form was revised. His current term is expiring and he is running for another term.**

***David Brown***  
***Member At Large – MCCOOR Board of Director's Resume***

Reason(s) for tossing my hat into the ring:

1. Paraphrased quote from the Color Purple "I may be old, poor, I may even be ugly but I'm here."...meaning I'm willing to serve my God and my church.
2. I will NOT sit on the sidelines if I can add stability to my church until God in his many faceted ways tells me it's time to shut up, sit down or step aside.

History with MCCOOR:

- I joined MCCOOR in 2000 when I retired from the Army and have been an active member ever since.
- I have served as Chairperson of the Building and Grounds Committee
- I have served two tours as Member-At-Large on the Board of Directors
- I am currently serving as Chairman of the Outreach Team
- I have been in just about every service since joining in 2000 and participated in every congregational meeting
- I serve on the Stewardship Team
- I have done:
  - Multiple Pet Food Drives
  - Numerous Yard Sales
  - Multiple years of School supplies collection drives
  - Nursing Home Adoptions for 6 years
  - Organized multiple World AIDS Day Services
  - Represented MCCOOR on the Ryan White Steering Committee
  - Organized Blessing of the Animals
  - DCCM Food Collection Drives
  - Christmas and Thanksgiving food and gift drives
  - Helped develop training for new Board members
  - Safe Homes - ongoing
  - Helped with Ronald McDonald Project - ongoing
  - Habitat for Humanity home building project
  - Written church policies
  - Helped on developing strategic plans
  - Helped on church size summit activities
  - Choir member for about 12 years (making a joyful noise)



- **Safe Homes Project assistance**
- **Helped at the MCCOOR Booth during Pride activities**
- **Helped at the MCCOOR Booth during First Friday activities**

**Why do I serve? I believe with all my heart that MCCOOR is doing God's work in our community and serves a vital purpose. I am extremely proud that Augusta, Georgia (of all places) has a place of worship for Almighty God that truly serves as a place of safety and refuge for ALL God's children. I know that God is not done with me yet and that I have something to contribute to this great work. If the BOD is one of the ways I can contribute then I will do so.**

**Application for Board of Director**  
**Metropolitan Community Church of Our Redeemer, Augusta, Georgia**  
(Type or print clearly; use separate sheet if needed)

Name Lisa M. Mitchum Length of Membership 12 years

Explain how or why you feel God is calling you to serve in this position.

First and foremost, I believe God calls all of us in to some type of ministry or service to others. My past leadership roles in my former church and professional roles, as well as my ongoing life experiences (including professional, educational and personal) have all shaped me in to who I am today and I feel that the skills I've developed over time will serve our church well. I feel God has led me to apply for Board work. I spent weeks in prayer and in discussion with various church personnel and my partner, to better understand the role of a Board member, and to ensure this was something I should enter in to in faith. After much prayer and personal reflection, I believe he is leading me in this direction.

Share your experience in the following areas:

**Financial Planning** From a business perspective, each year I assist in the development of operating and personnel budgets for the AU Medical Center Human Resources division, as well as, development of the health system HR budget. I'm responsible for the management of budgets totaling approximately \$36M. I also have a Master's in Business Administration degree (MBA) which provided me numerous opportunities to learn about the world of accounting/finance. I also served as treasurer and in other leadership positions at my former church with responsibilities to include, but not limited to the development and monitoring of the annual budget. I also managed the AU Medical Center Payroll office for several years.

**Administration** I have 15 years of proven leadership and management of staff at the medical center and 5 years of experience with prior employers. I've also been placed in leadership roles for special projects/ assignments in which I was given the lead role in managing both projects and teams. I've been tasked over the past 15 years to provide interim management of Payroll, Training and Recruiting functional areas of HR while new directors for those areas were being recruited. I've completed several management & leadership programs in the past, and graduated from the Leadership Academy at Augusta University. Most recently I was promoted to the Assistant Vice President, Health System Human

Resources Services. I'm a planner and detail-oriented by nature. I've managed staff and functions of Records, Recruiting, Training, Payroll and Benefits over the past 20 years. I've experienced the good, the bad and the ugly. In my former church home, I've been a treasurer, Sunday school director, choir director, lead pianist and organist, youth leader, and Sunday school teacher over the years.

**Policy Development** When AU Medical Center was established as a corporation in the year 2000, I was tasked to work on a policy development team for the organization. We established all organizational-related policies for the organization as well as HR-specific policies. Since 2003, I became the "owner" of all benefits-related policies. I currently serve on the HR Policy team as well as the Corporate Policy team.

Are you supporting MCC of Our Redeemer with your time, talent, finances and truth? Yes If no please explain why.

Have you read the Job Description and Qualifications of the Board Directors found in the MCC of Our Redeemer bylaws? Yes

What is your present occupation? AVP, Health System HR Services at AU Medical Center.

Do you acknowledge that this position may require time in addition to counting the offering and attending the monthly meeting? Yes Do you have the time to serve in this position? Yes

Are you willing to sign and follow the guidelines found in the "Covenant of Communication" and "Leadership Covenant" documents? Yes

Are you familiar with our Mission Statement & Bylaws and will you make decisions that support them? Yes

Do you acknowledge that in this position you will be representing the members of the church and not yourself, or individuals, or groups of people within the church? Yes

Are you aware of the need for confidentiality pertaining to personnel and church matters and are you willing to keep such confidential matters in confidence – only to discuss with other members of the Board? Yes

Do you consider yourself a team player and are you willing to agree to follow the majority of the board as the decision of the board even if your vote is in opposition to the majority? Yes

Are you familiar with Roberts Rules of Orders in regard to meetings? Yes

Are you willing to have a criminal background check performed on you? Yes



What do you see as our (MCCOR) greatest strength? MCCOR's greatest strength are its people, history, and willingness to minister to the community and each other. We are a loving and giving church – this I've found to be very consistent over time.

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What do you see as our (MCCOR) greatest weakness and what – if anything could we do about it? As typical in most churches, we have few members doing many things. As we build relationships with each other, and new members coming in our doors, we can change this mentality in our church. We should encourage each other and be more inclusive of all. I've felt in the past that we lacked direction or focus, but I'm seeing this change with new leadership.

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Share anything else you would like us to know. Those who know me best would say the following about me – I'm unflappable during times of change or conflict. I'm loyal, detail-oriented, trust-worthy and have the ability to maintain a sense of calm and compassion when dealing with difficult matters. I maintain confidentiality (unless harm to self/others where something legally must be reported). If I commit to something I do it whole-heartedly. I have a thick skin and typically do not take things personally and I'm quick to forgive. I can sometimes be a perfectionist – wanting things to not have errors or look its best (especially reports/communication materials, etc.). My team at work would probably say AMEN to that! I want our church to grow in spirit, ministry, giving, and all other areas so that we can be a light in our community and a place where all can reach out and receive healing, love and compassion. I truly believe our church is growing spiritually in the right direction and is being led by God.

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