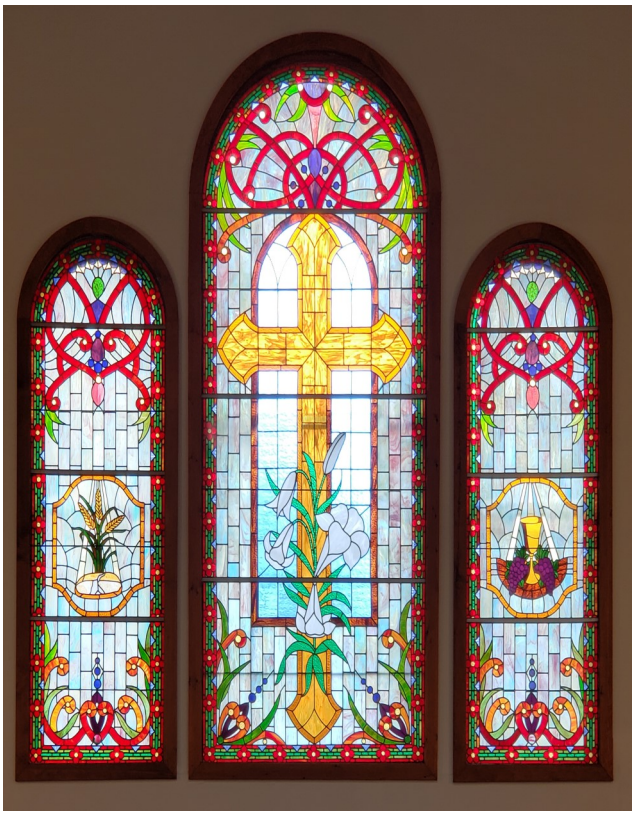
UNITED CHURCH OF CHRIST



PRESBYTERIAN CHURCH (USA)

That We All May Be One in Unconditional Christian Love

Fairfield Glade Community Church

Annual Report
2021

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

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

Rev. Dr. James E. Janecek, Pastor

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2022 Official Board, Appointments and Staff

Pastor
The Rev. Dr. James E. Janecek

Church Officers

President:	Jerry King
Vice-President:	Bob Walsh
Secretary:	Patty Smith
Treasurer:	Marty Smith
Minutes Clerk:	Patty Smith

Official Board Members

Class of 2022
Jim Kime
Richard Garrett
Cheron Stenson

Class of 2023
Don Eppelheimer
Jerry King
Candy Sutton-Weber
Bob Walsh

Class of 2024
Carole Danielson
Jamie Freels
Mary Demeulenaere
Polly McArthur

Board Appointments
( ) Official Board Liaisons

Presbytery Delegates
(Rev. Janecek)
John McArthur
Carole Danielson

United Church of Christ Delegates
(Rev. Janecek)
Bonnie Hansen
Jan Ginter

Fairfield Glade Council of Churches Representatives
(Rev. Janecek)
Bonnie Hansen
Jan Ginter

Staff

Pastor:	The Rev. Dr. James E. Janecek
Choir Director:	Angela Anderson
Organist:	Mary Hirst/ Brenda Moore
Office Manager:	Patricia Benegar/ Julie Jordan
Administrative Assistant:	Laurie Davis

2022 BOARD– CONTACT INFORMATION

NAME	ADDRESS	HME PHONE	CELL PHONE	EMAIL	2022 LIAISON COMMITTEE APPOINTMENT	TENURE ENDS
Jerry King (President)	11 Leaf Lane		856-904-4409	kingclan1@comcast.net	Finance & Strategy	2023
Bob Walsh (Vice-President)	38 Marquette Terrace		479-372-3110	bwalsh48@yahoo.com	Human Resources	2023
Patty Smith (Board Secretary)	43 Brummel Lane	931-484-6784	513-805-2712	pattysmith683@gmail.com	n/a	n/a
Marty Smith (Treasurer)	43 Brummel Lane	931-484-6784	513-805-2711	mfsmith683@gmail.com	n/a	n/a
Danielson, Carole	137 Trentwood Drive		708-567-2821	cdanlson@comcast.net	Worship & Music	2024
Demeulenaere, Mary	147 Lisa Lane	931-287-0846	931-787-8181	mary.de21@gmail.com	Missions	2024
Eppelheimer, Don	324 Snead Drive		507-450-6069	doneppelheimer@gmail.com	Property & Facilities	2023
Freels, Jamie	34 Bingham Lane		972-978-4737	jamiefreels@rocketmail.com	Congregational Ministry	2024
Garrett, Richard	145 Anglewood Drive	931-456-4750	931-210-4159	rang41@peoplepc.com		2022
Kime, Jim	120 Hickory Ridge Lane		920-217-0452	kimokime@gmail.com	Pastor/Parish Relations	2022
McArthur, Polly	21 Sinclair Terrace		865-560-6963	pmcarthur2012@yahoo.com		2024
Stenson, Cheron	318 Stonehenge Drive	931-456-6212		mycherona@comcast.net	ERT	2022
Sutton-Weber, Candy	270 Rotherham Drive		931-265-8270	jsmsutton@gmail.com	Spiritual Transformation	2023
Patty Smith (Recording Secretary-temporary)	43 Brummel Lane	931-484-6784	513-805-2712	pattysmith683@gmail.com	n/a	n/a

2022 Community Church Committee Chairs & Board Liaisons		
Committee	**Committee Chairperson**	**Board Liaisons**
Community Outreach	Don Eppelheimer (acting)	Polly McArthur
Congregational Ministry	Stephanie King	Jamie Freels
Finance & Strategy	Marty Smith (acting)	Jerry King
Human Resources	Jim Hansen	Bob Walsh
Missions	Ed Freels	Mary Demuelenaere
Pastor/Parish Relations	Tove Thomas , Sue Moss (acting)	Jim Kime
Property & Facilities	Alan Joseph	Don Eppelheimer
Spiritual Transformation	Pastor James	Candy Sutton-Weber
Technology Support	Jerry King (acting)	Jerry King
Worship & Music	Bonnie Hansen	Carole Danielson
Non-Committee		
ERT	Gene Pino	Cheron Stenson

Proposed 2022 Committee Chair/Member Listing

Community Outreach – Don Eppelheimer

Congregational Ministry - Stephanie King

Finance & Strategy – Marty Smith (acting chairperson)

Human Resources– Pat Benegar, Pastor James Janecek, Jerry King, Bonnie Hansen, Marty Smith, Jim Hansen, Nancy Nowacki, Ed Freels, Bob Walsh

Missions – Ed Freels, Kathy Allard, Caroline Rau, Sue Ginter, John McArthur, Mary Demeulenaere, Linda Eppelheimer

Pastor-Parish Relations – Tove Thomas, Sue Moss (acting chairperson), Nancy Joseph, Nancy Powell, Charlie Rau, Fred Wong

Personnel Committee - Gene Pino (Chair), Nancy Nowacki, Pat Benegar, Pastor James Janecek, Jim Hansen, Patty Smith

Properties and Facilities – Al Joseph, Steve Thomas, Jim Kime, Don Eppelheimer

Spiritual Transformation – Pastor James Janecek, Jan Ginter, Bonnie Hansen, Candy Sutton, John McArthur, Sonny Weber, Charles Tollett, Carole Danielson, Glenn Baja

Technology Support – Jerry King (acting chairperson), Marty Smith

Worship & Music – Bonnie Hansen, Nancy Burleson, Carole Danielson, Bonnie Hansen, Mary Hirst, Pastor James Janecek, Gary Kitchen, Brenda Moore, Nancy Nowacki, Candy Sutton-Weber, Cindy Ziegler

2021 Pastor's Report
The Rev. Dr. James E. Janecek

The beginning of the year in 2021 was challenging enough with COVID, but I also had some personal challenges. My mother passed on January 11. She had been ill for several years and had rapidly declined in 2020. I'm grateful for the prayers and support the congregation offered me and my family. Supporting my father during the remainder of 2021 was difficult due to the significant geographic distance between us (he lives in Corpus Christi, Texas) as well as the problems from COVID. What helped immensely is that I was surrounded by a church family that is full of care and love.

One of the blessings to come out of the COVID pandemic has been the impetus to improve our church's audio-video capabilities for the worship service. When we had to cancel a worship service in the winter because of dangerous road conditions, I was able to provide on our church's YouTube channel a time of prayer and a sermon for folks to watch from the safety and comfort of their homes. This is an example of the many benefits we are receiving by investing in enhanced technology for our church family.

During the winter season I was once again hit with a stretch of challenging days, being hospitalized in February due to gravely low levels of sodium in my body. I'm now fully recovered and feel better than I have in a very long time. First and foremost, I'm thankful for all the prayers, cards, and notes I received. I had never been admitted into the Emergency Room and in ICU at Cumberland Medical Center, so now I have a firsthand experience of being a patient where I have frequently visited many in our church family and will surely continue to do so in the future.

There was good news in March when Lilly and I received our first and second doses of the vaccine for COVID. Six months later we received the booster shot. While COVID continues to adversely impact the life of our congregation, thanks to the hard work of the ERT and the carefulness of many others in our church family we have been able to maintain a relatively safe environment on church grounds.

Even though our congregation has been traumatized by COVID throughout the year (and the previous year), and we witnessed the results in the form of a significant decrease in church membership, attendance, and vitality, we are nevertheless a resilient bunch. We are bouncing back.

This has required that we adapt and change much more rapidly and frequently than ever before. You will see in this 2021 Annual Report the many ways our church was able to adapt and change, demonstrating our resiliency and determination to remain faithful and united followers of Jesus Christ.

Like me, many of you, if not all of you, experienced difficulties and challenges in 2021, including experiences that were painful and sorrowful, even traumatic. Those experiences have changed us. It is helpful to remember that as followers of Jesus Christ, we are called to be transformed (see Romans 12:2 and 2 Corinthians 3:18). And it is also helpful to remember that within all the change the one constant is our commitment to our Mission Statement, That We All May Be One in Unconditional Love. This has kept us afloat in 2021 and I'm hopeful will be our springboard to emerge in 2022 with new energy and new vitality in our church life.

Submitted by The Rev. Dr. James E. Janecek

2021 Board President's Report
Marty Smith, President

2021 continued to be as challenging a year as 2020 because of the Covid-19 pandemic. The pandemic affected the personal lives of our church members as well as the life of Fairfield Glade Community Church.

The restricted in-person worship that was instituted in August 2020 continued until the church was re-opened in May 2021. Prior to May 2021, the only persons at Sunday worship services were those individuals supporting the recording and publishing of the worship service on YouTube. Members of our church were encouraged to view the worship service via YouTube by accessing the church's Facebook page or by going directly to YouTube. The leadership and members of the Worship & Music Committee were absolutely instrumental in keeping the worship service meaningful while the church was closed to in-person worship.

In May 2021, with suggestions from the Emergency Response Team medical group, the Board re-opened the church for in-person worship attendance. This was done so that the spiritual, emotional, and social health of our congregation would be addressed as well as their physical health. To accommodate as many church members as possible, while protecting their physical health, specific seating and masking requirements were defined for various sections of the church. There were growing pains in keeping the Covid-19 worship restrictions up-to-date as information about Covid-19 evolved and church members or their families suffered Covid-19 infections. By October 2021, the Covid restrictions for in-person worship reached a steady state and worship attendance grew to approximately 70 to 100 people each Sunday. Unfortunately, this is down from a pre-pandemic average of 140 to 170 people each Sunday.

One of the impacts of the continuing pandemic was that the church has been unable to bring very many new people into the congregation. Church members who were unable to attend in-person worship and were still reluctant to attend even after the church was re-opened. Consequently, this impacted our ability to attract new members to the church.

Although we have been fortunate to have lost very few members due to Covid-19 mortality, the pandemic has caused many members to accelerate their plans to move closer to family members away from the area. Our church membership continued to decrease and stands at 222 as of the end of 2021. The good news is attendance is expected to grow and there here has been an upswing in new members joining the church in the latter part of 2021.

Many of the Strategic Planning projects slated for 2020 were delayed with hopes that they could be resumed in 2021. However, that did not occur with a few exceptions. One of the most important Strategic Planning projects that did resume was restructuring the existing 17 committees into fewer committees and aligning them to four functional areas – Faith, Outreach, Ministry, and Church Operations.

Faith – Worship & Music Committee and Spiritual Transformation Committee
Outreach – Community Outreach Committee
Ministry – Congregational Ministry Committee, Missions Committee, Pastor/Parish Relations Committee and Stephen Ministry (operates independently, not as a committee)
Church Operations – Finance & Strategy Committee, Property & Facilities Committee, Technology Support Committee, Human Resources Committee, and Emergency Response Team (operates independently, not as a committee).
The Church by-laws were updated to incorporate the committee restructure changes along with other minor by-law corrections were approved by the congregation on August 15, 2021.

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The Committee Restructure team wrote draft Standard Operating Procedures (SOPs) for each of the new committees and these have been turned over to the "new" committee chairperson. As of the end of 2021, some committee chairperson positions remain open.

The 2022 budget was developed to match the new committee structure to easily determine where and how much of the budget will be spent in each of the four functional areas (described above).

Property & Facilities Committee took on several projects even though the church was closed or activities severely curtailed:

- Replacement of the HVAC unit for the office area that failed.
- Replacement of the roof over the office and office entry, pastor's office, library, and chair storage room. Supply chain issues delayed the completion of this project.
- Church office upgrade with new paint, carpet, and furniture. This project has extended into 2022 because of roofing project delays and supply chain problems getting carpet and furniture.
- Building a new Information Technology (IT) closet to support the IT infrastructure project. This project started in 2021and will extend into 2022 with the installation of an Ethernet backbone in the church along with WiFi throughout the facility and a new telephone system. This project will consolidate the disparate IT systems that were previously installed as reactions to a single need. The timing was such that we were able to make this consolidation now to enable us to consider future needs and growth.

Throughout the pandemic, financial support for the church has remained high. We are ending 2021 in a very strong financial position, thanks to the generosity of our congregation. Although 2021 was a year fraught with challenges, each of the challenges were met and resolved by the church members who stepped up with ideas and solutions. We owe each of them our gratitude and respect. I encourage every church member to think using a paraphrased quote from John F. Kennedy, **"Ask not what your church can do for you, but what you can do for your church". Step up with your ideas, solutions, time and talents.**

Thank you for allowing me to be your Board President and serving with enthusiastic and hard-working Board members.
God Bless You All!

Respectfully Submitted, Marty Smith

Committee Reports

Christian Response

Bonnie Hansen, Chairperson

While we have continued with our Card Ministry, we are just now doing some In-home visitation as we follow masking and safe distancing recommendations. We did not want to risk the health of our volunteers nor our vulnerable In-home members by making personal visits during the height of COVID spread.

The Greeting Card Ministry was done my me. I sent cards to members identified as struggling with illness or grief. I also sent cards to members who are sick and/or shut-in at Good Sam's and Pleasant Hill until they are able to have visitors again. Barb Miles provided an extra blessing for shut-ins by purchasing small gifts to give them during the holidays! Cards were also provided for this year's Women's Fellowship "Boxes for Soldiers" project. We are thankful for Janiece Pino who has been serving as our liaison for the Military cards portion of this ministry.

Lezlie Baja has taken on the coordinator role for the In-Home Ministry. She will coordinate visitors for the weekly/bi-weekly In-home visits to members who are sick/shut in. COVID pandemic restrictions have impacted some of the visitation efforts. We hope that in 2022 we will be able to resume regular visits.

The E-Prayer Ministry is led by Nancy Powell who has been a blessing to our church as she sends out hundreds of e-mails giving our members the opportunity to pray for those who are undergoing a life crisis. While we cannot be together in person, we can certainly add those in need to our prayers. Nancy has done a wonderful job of sharing the prayer requests with congregants who have signed up to participate in the E-Prayer ministry.

We are so thankful for Carolyn Rau's leadership in the Prayer Shawl Ministry. Many prayer shawls/ quilts were given out in 2021. She ensures that we have an ample supply of beautiful prayer shawls/ quilts available to give comfort to members and friends. When deciding to give out a prayer shawl, please be sure to look at the check-out list in the church office to ensure someone has not already given one to that person.

We are looking for someone to lead this team in 2022 as we transition to the new Congregational Ministry Team which will also include fellowship, library, and member enhancements.

Respectfully Submitted, Bonnie Hansen

Columbarium Trust Board

Jerry Allard-Chairperson

The beginning of 2021 started out pretty much as 2020 ended, with an abundance of caution due to the pandemic. All business was conducted virtually until our third quarter meeting in August.

All maintenance performed was routine in measure with the grounds crew keeping things trimmed up and a healthy power washing of the Columbarium floor performed in-house. The old split-rail fencing

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that was falling down was removed and discussions for a replacement barrier were started and to be continued in 2022. After board approval, we purchased a small stone aggregate trash receptacle, which is now located on the floor of the Columbarium.

We had five interments in 2021 and one pending. Eleanor Whiteside (6/6) , Alex Ebneth (6/22), Peggy McLennan (8/11), Betty Wilkinson (9/24) and Judy Weller (11/14). Barbara Wright passed on Dec. 9th and arrangements are pending.

The Trust board announced a price increase on niches in August from current $900 to $1000 each as of January 2022. This sparked a flurry of sales before the increase and we now stand at 132 vacancies as of this writing. At the current rate of sales we have approximately ten plus years before we would have our current inventory exhausted. There have been preliminary discussions for the next phase of expansion and will continue in 2022.

We are proud to announce John Schaefer as our newest board member starting January 2022.

John has served as our liaison to the church board for the past three years and we look forward to his more permanent addition.

On a sadder note, former Trust board member and past President Paul Kennedy passed away this month. He and his wife Joan have been long time active members of Community Church and performed in many roles. His arrangements are pending.

COLUMBARIUM TRUST COMMITTEE MEMBERSHIP ROSTER

Last Name	First Name	Office	Address	Telephone/Email	Term
Allard	Jerry	President Elect	138 Lynhurst FFG, TN 38558	931.787.3092 Ttime42@gmail.com	Term Begins January 2017
Broderick	Sheryl	Secretary	127 Lafayette Point #6 FFG, TN 38558	931.250.3457 Shared38@hotmail.com	July 2016
Kitchen	Gary	MAL	35 Chelteham Lane FFG, TN 38558	248.797.0869 ghekitchen@aol.com	
Miles	Barbara	MAL	316 Lake Catherine Circle FFG, TN 38558	931.787.4944 walterbarbara@frontier.com	
Thomas	Steve	Treasurer Elect	123 Shore Lane FFG, TN 38558	309.824.6340 stomas@yahoo.com	February 2017
Schaefer	John	MAL	11 Dalton Terr FFG, Tn 38558	931.210.0290 JDSMV@usa.com	January 2022
		Liaison			

Submitted December 2021
Jerry Allard/ Board Chair

Emergency Response Team
Annual Report 2021

Submitted by Eugene Pino, Team Leader

In 2021, the Emergency Response Team (ERT) focus centered significantly on the church response to the COVID pandemic. The team members: Jerry Allard, Jim Hansen, Gary Kitchen, Polly McArthur, Kay Moyer, Gene Pino, Steve Thomas, Al Joseph, and Fred Wong.
After the COVID 19 virus was declared a pandemic, the ERT focused totally on protecting our members from the virus and developing safety requirements that would allow church services and activities to continue. The following restrictions were implemented to allow church services to continue. Some restrictions were modified during the year and are highlighted below:

Any individual experiencing an illness of any kind or does not feel comfortable in a crowd, should not attend live church services.

1. Minimize seating in the pews for social distancing to every other pew and in the center pews limit to a maximum of 6 people per pew if they are household couples or 5 people per pew if any are singles. In the right and left pews limit to 4 people per pew if they are household couples or 3 per pew if any are singles. No one will seat themselves. **(Currently this restriction has been modified to allow 3 sections, one fully masked and distanced, one no masks but distanced, and one unmasked and no distancing. Temperatures continue to be taken prior to entry).**
2. Pews will be cleaned between services. Hand sanitizers and masks will be provided at all church and sanctuary entrances and restrooms
3. Water fountains will be closed; individuals should bring their own water bottles if needed.
4. Greeters will be the only individuals to open doors. They will hold the doors open for people to enter. The doors will then be locked during the service.
5. Because we are a large group of elderly congregants, everyone will be required to wear a face mask or covering. Masks are not only for our own protection but for others as well. Pastor, liturgist, choir, and musicians will remove masks when entering the chancel area but must maintain 6ft distancing. All attendees of the worship service should bring their own face mask or covering. No one will be allowed to remain if they refuse to wear a mask. Do not remove your masks at any time. (**This restriction has been modified. See item 1 for changes).**
6. No "Passing of the Peace" will be conducted and bibles, hymnals, prayer cards and other paper products will be removed from the pews. **(Passing of the Peace is now allowed, but crossing of aisles is prohibited).**
7. Large printed bulletins with hymns will be provided to each attendee by the ushers as they are seated. Individuals should take their bulletins home instead of leaving them in the pews.
8. Collection plates will not be passed through the pews. It is requested that individuals continue the practice of mailing their tithes to the church or using other electronic banking methods. Some collection plates will be stationed at the rear of the sanctuary for those who bring their offerings to the church. The Financial Secretary or her designee will be the only persons to handle the collection plates.
9. Sunday service should continue to be recorded and posted on YouTube or Facebook for those individuals who are not ready to attend services at the church. Individual birthdays and anniversaries will be in the bulletin, not be announced by the liturgist, but we will sing the traditional song. Prayers of the people will continue to be conducted as it has been during the recorded services.

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10. The choir will maintain social distance and limit number of choir members in order to satisfy this requirement.
11. No holding hands or touching before, during, or after the service. **(One section is now open for those wishing to hold hands during service).**
12. No fellowship hour after church. Individuals should remain in their pews after service until the ushers release each pew starting from the back of the church. Once released, they should immediately exit the church and proceed to their vehicles**. (Fellowship Hour has been reinstated for those who are comfortable socializing).**
13. Communion will be Pastor James only. Individuals can partake of bread and wine-upon their return to their homes. **(Communion has been reinstated with some re strictions).**

On several occasions members that had attended services tested positive for COVID. On these occasions the ERT recommended suspension of live church services or modifications to the above restrictions. The ERT will continue to safeguard the members of this church and have recommended many enhancements to church safety and security that will be studied further in the upcoming year, but our entire focus at this time remains COVID 19 mitigation efforts.

Submitted by Eugene Pino, Team Leader

Finance

Roy Koskinen, Chairman

- At monthly meetings the Finance Committee monitored each monthly income and expense reports offered by the Treasurer and Financial Secretary prior to these reports being submitted to the church board.
- The committee would make proposals to the Board as changing conditions occurred with respect to church income and expenses.
- The committee receives an updated quarterly report on the church investment Endowment and Reserve Fund accounts from the Endowment Subcommittee. A full report on the 2021 endowment activities will be available after the year end performance reports are received from the funds.
- The committee arranged for the annual audit review of the church books and the auditing of the various other committees' financial records. Jan Ginter continued to audit the church books for 2021.
- Pam Schwer started 2021 as the Treasurer. When she would not go through the Power Church Plus training sessions, she resigned her position. Mike Nowacki became Treasurer with the stipulation that he would resign from the position at the end of the year. Marty Smith said he would become the treasurer again in 2022.
- The committee worked with the Property & Facility committee to complete facility upgrades.
- 2013 and earlier financial records were destroyed at the August shredding event. There was no need to keep records past 7 years.
- Bernice Durbin, responding to a plea Marty Smith made at the Town Hall Meeting in July, agreed to become the new Endowment Subcommittee Chair.
- Mid-year, the church received a bequeath from the estate of Alex Ebneth that is invested with an Edward Jones Financial advisor in Cookeville. The amount of this bequeath at the end of October was $79,175.82. In late December, the church received a check in the amount of $3,897.38 for Alex's IRA RMD for 2021.

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This check was deposited into the church checking account.

- Finance & Strategy Committees were combined and approved by the Board in April.
- Direct deposit for employees was implemented in July. At the December Personnel Committee Meeting it was decided to terminate these deposits in 2022 due to costs the church is absorbing.
- Vanco Third Party Giving was implemented in July. However, it appears not to be attractive to our current congregants in that only about three giving units are using this service.
- The committee prepared a proposed 2022 budget for Board consideration, which the Board modified, and final budget proposal has been presented to the congregation for adoption.
- During the year the Financial Secretary recorded the weekly offerings that came into the church during the Sunday morning worship services.
- Starting 2022, the new church treasurer will be applying for a cash back credit card. The current debit card for the church will be discontinued.
- The Amazon Smile Charitable contribution program was investigated and it was decided that the church would decline this program due to the $600 fee charged by GuideStar to set up the program.
- The committee recommended to the Board that the church purchase Power Church On-Line so that the treasurer can access this program at home. The Board approved this request.
- The committee was again informed that during 2023, the Pastor, due to his contract with the church, will have up to a six-month sabbatical, with full and salary benefits.
- Finance Committee members starting in 2021 were: Pam Schwer (Treasurer); Michael Nowacki (Assistant Treasurer); Kay Moyer (Assistant Financial Secretary); Nancy Nowacki (Financial Secretary); Roy Koskinen (Chair); Norm Brinsley (Endowment Subcommittee Chair); Judy Moore (Stewardship Subcommittee Chair); Marty Smith (Board President and Committee Liaison); Jim Hansen (Member); Ron Sutch (Member); Steve Thomas (Member); David Freeman (Member); Judy Walsh (Member - Committee Scribe) and Pastor James Janecek (Ex-Officio Member).
- As mentioned above Pam Schwer resigned her Treasurer's position. Norm Brinsley resigned because of his time commitment to other activities he was involved with. Kay Moyer moved to Arkansas. Judy Moore and David Freeman resigned mainly due to the controversy over "Third Party Giving" to the church.

Submitted by Roy Koskinen

Investment Subcommittee (formerly Endowment Subcommittee)

Marty Smith, Finance Committee Chair and Treasurer

The name of the subcommittee has been modified to reflect that this subcommittee oversees all of the investments of the church – endowment, reserve, and a donor bequeath.

Bernice Durbin was named the new Investment Subcommittee Chair in August 2021 following the departure of Norm Brinsley as chair in March and Steve Thomas as interim chair until Bernice volunteered.

The Endowment and Reserve investments are held by United Church Funds. A third investment handled by Edward Jones was started in July 2021 with the bequest of money from the estate of Alex Ebneth. Alex left investments to the Church worth approximately $70,000. Some of the money was in an individual IRA and some was as a mutual fund account.

These monies have been converted to Fairfield Glade Community Church owned investment instruments and the Finance Committee has decided to leave this money with Edward Jones management.

As of the end of the 2021 the investment amounts are:

UCF Endowment	$63,481.63
UCF Reserve	$55,383.42
Edward Jones	$76,457.23
Total	**$191,690.41**

The Edward Jones end-of-year balance reflects a Required Minimum Distribution (RMD) from the IRA account in the amount of $3,897.38 which was deposited in the general fund to cover church operating expenses.

Continued market volatility is expected to continue through 2022 for all the Church's investment accounts.

Submitted by Marty Smith

Auditor's Report
2021

Submitted by Janis Ginter

January 8, 2022

To: Marty Smith
Finance Committee Chairman

From: Janis Ginter

I have completed my review of the financial records of Fairfield Glade Community Church for the period January 1, 2021 through December 31, 2021, as recorded by Treasurer Mike Nowacki.

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, Mike Nowacki

Audio/Visual

Roy Koskinen, Audio/Visual Engineer

During 2021, a digital recording was made for each worship service, memorial service, and other events occurring in the sanctuary. The recordings were then uploaded in the sound booth to YouTube right after the events concluded. Roy Koskinen also loaded the recordings on the church's website once he got home from the event.

The major expenditures for this activity in 2021 were the purchase of 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 2021 were: Bill Majeske, Roy Koskinen, and Marty Smith.

We are always interested in having more people serving in this capacity. Training and guidance is provided for new people. If you are interested in serving as an audio/visual engineer, please contact me.

Submitted by Roy Koskinen

MISSIONS COMMITTEE

Nancy Joseph, Chairman

The Missions Committee for 2021 was Nancy Joseph (chairman), Kathy Allard (secretary/ treasurer), Carolyn Rau (Food City/Kroger rewards), Sue Ginter, John McArthur and Ed Freels (Board Liaison).

The year 2021 was another challenge but Missions Committee was fully functioning and productive through the continued Covid crisis. Our outreach mission and financial support were more important than ever. We met in person at church on a quarterly basis.

The church budget allocated $20,000 as a line item, and through members generosity we added an additional $4,880 in non-budgeted funds (Food City card sales, Kroger Rewards, dimes offerings and 25% of Neighbors In Need).
***** That means a TOTAL $24,880.00 spent on missions for the year. *****

We supported sixteen agencies focusing on local groups dealing mainly with children and families (itemized donations included). In addition, we supported three denominational offerings through congregational mailings for the United Church of Christ (UCC) and the Presbyterian Church USA (PCUSA), dividing monies received equally. These offerings for One Great Hour of Sharing, Neighbors In Need/Peacekeeping, and Christmas Joy showed our care and concern through our affiliated church membership.

Two sub-committees continued their outreach under Missions Committee.
BREAD OF LIFE, spearheaded by Sue Moss, had volunteers provide a lunch once a month for the rescue mission shelter. The MORGAN SCOTT PROJECT headed by Lyle Durban, delivered congregational donations of goods and groceries monthly to Deer Creek Lodge, TN providing a helping hand to those less fortunate. These two groups are composed of a few dedicated church members willing to give time and talent in the name of Missions.

The Missions Committee has tried to be good stewards of church money!
Our goal was reach out to our community and provide support and care for those less fortunate than ourselves.

Respectfully submitted, Nancy Joseph

Nominating Committee

The nominating committee started meeting in June of 2021. We had quite a few meetings and had contact with many members, and it was a challenging year due to pandemic issues. We were successful in committee efforts to nominate members which resulted in 5 board positions being voted on and approved.

Many thanks go to committee members:
Bob Walsh
Polly McArthur
Jamie Freels
Sheryl Broderick
Pastor James

Respectfully submitted,
Jerry King

Parish Life

Faith Development

The Following Faith Development Sessions were held in 2021:

Feb. 17-March 31 (Lent)	Heaven and Hell: A History of the Afterlife	7 Zoom sessions
May 5, 12, 19	"God's Unconditional Love: Healing Our Shame"	3 zoom sessions
July 21-Aug 25	1 Corinthians: Searching the Depths of God	6 in person sessions
Oct. 6-Nov 10	Simon Peter: Flawed but Faithful Disciple	6 in person sessions
Dec. 1-29	Christmas Gifts that Won't Break	5 in person sessions

Fellowship Dinners

Fellowship Dinners 2021:

June 20, 2021	Pot Luck at St. George Marina
August 15, 2021	Pizza Party
November 25, 2021	Thanksgiving Dinner
December 12, 2021	Christmas Luncheon

FINANCIAL AUDIT OF
2021 FFGCC FELLOWSHIP DINNERS

Roy Koskinen

The following items were reviewed:

1. Check Book and Register for Non-Profit account ending in 9868 with Regions Bank
2. Regions Bank Statements covering transactions from 1-1-2021 to 12-31-2021
3. Receipts, Payment Requests, copies of checks

INCOME consisted of:

Proceeds collected for Fellowship Dinners held in August and October of 2021.

EXPENSES consisted of:

Food, drinks, and dinner utensils.

Bank statements were reconciled to the check account register for all months of 2021. Bank statements were generally dated the last day of the month. The monthly reconciliation by the Fellowship Dinner Chairperson/Treasurer normally occurred in the month following the date of the bank statement.

GENERAL RECOMMENDATIONS:

Request that the Fellowship Dinner Chairperson/Treasurer continue to retain the entire year of financial paperwork and bank statements for future audits. Continue to properly perform the bank statement reconciliation to the checking account register each month of the year.

Respectfully submitted,
Roy Koskinen
January 12, 2022

Messenger Editor

Laurie Davis, Editor

The monthly Messenger is produced each month by the office staff. After Covid hit, the Josephs and the Smiths took on that task. We greatly appreciate all of their dependable assistance. The Messenger is mailed to approximately 195 households each month.
We also post the monthly Messenger on the website, www.ffgcomchurch.org. It is very important that information for the Messenger be received by the office by the 15th of the month so that we can schedule the production and mailing.

Submitted by Laurie Davis, Editor

Prayer Shawl Ministry

Carolyn Rau, Coordinator

There was no meeting of Prayer Shawl contributors during the past year because of COVID restrictions. However, several knitters, crocheters and quilt makers continued to create new items, and many were distributed to deserving members, neighbors and friends. We hope to be able to meet in the coming year beginning in February 2022.

Submitted by Carolyn Rau, Coordinator

Annual Report 2021
Pastor Parish Relations Committee

Tove Thomas, Chairperson

Tove Thomas, Chair
Sue Moss, Co-chair
Nancy Joseph, Recording Secretary
Nancy Powell
Charles Rau
Fred Wong
John Zanichelli, Board Liaison
James Janecek, Pastor

This past year, the PPR committee intentionally worked on creating a more positive environment for the scope of our engagement with the Pastor and Congregation. To start this process and to solidify this goal, members read the UCC publication, *A Sure Foundation*, which outlines best practices to consider. The publication discusses healthy relationships between pastors and congregations which we found to be of tremendous support in our work. We understand that the FFGCC Board also received copies of this publication, and recommended reading.

Early in January (and repeated in July), PPR submitted an article to the Monthly Messenger, outlining our goal and procedures. We felt positive communication was key to building trust in our work. We have found this to be helpful in responding to any concerns brought to our attention.

We responded to the Strategic Planning committee's request for restructuring, and communicated the need for confidentiality. The decision to remain a stand-alone committee was agreed upon by the Board.

Our SOP has been updated. Changes to be noted include:
- The PPR will meet regularly, and bi-monthly.
- The PPR will meet in executive session immediately prior to the regularly scheduled meeting.
- The Pastor and Board Liaison will be invited to participate in the committee meeting immediately following executive session.
- The PPR will no longer be responsible for arranging Pulpit Supply ministers.

The continued hope of the PPR is to support both the mission of the church:
The mission of Fairfield Glade Community Church is to bring together Christians and those seeking Christ by understanding, acceptance, respect, and tolerance for their diverse Christian experiences resulting in the glorification of God through worship, stewardship, religious study, mission projects, and Christian fellowship.

And the mission of the committee:
The PPRC will strive to create a climate that nurtures and develops the Spiritual Life of the church members and the Pastor. We will respond to congregational and Pastoral concerns in an appropriate, constructive and supporting manner.

While the past year has been challenging for all, we are confident that Community Church will thrive and grow in the faith, "*That we all may be one in unconditional Christian Love*".

Approved by Committee, Jan 10, 2022
Submitted by Tove Thomas, Chair

Annual Report 2021
Personnel Committee

Jim Hansen, Chairperson

In 2021, Pat Benegar, Pastor James, Gene Pino, Marty Smith, Patty Smith, and Nancy Nowacki continued to admirably serve on the Personnel Committee and dedicated themselves to taking great care of our valued employees. Jim Hansen was excused for the first quarter due to health reasons and Richard Garrett was excused due to family matters.

Job descriptions for all non-pastoral employee positions were updated as needed and the Personnel evaluations were completed as scheduled.

The Ad-Hoc committee created in 2020 brought their recommendations for the committee restructure requirements back to the Personnel Committee in March. Using their recommendations, the Personnel Committee will be renamed as the Human Resources Committee beginning January 1st, 2022. In June, we created and submitted the new 2022 HRC SOP, along with two addendums, to govern this committee as we go forward in the coming years.

There were no pay raises in 2021 but the committee is recommending across the board 3% pay raises for 2022. The Committee also decided to transition from an Annual Bonus to a "Bonus Pool". A line item for the Bonus Pool has been created for the 2022 Budget. The intent of the Bonus Pool is to give Supervisors an option to acknowledge non-pastoral employees for performances above and beyond their normal duties, as they occur throughout the year.

2022 contracts for non-pastoral employees were developed and approved. Contracts await church approval of next year's budget.

The Finance Committee and the Board advised the Personnel Committee that the Treasures position for 2022 was going to be a paid position. The Board President provided a job description and proposed salary for the position as well as a job description and proposed salary for an Assistant Treasurer. The Treasurer will now report to the Board President as a paid employee and the Treasurer will also become the Supervisor of the Assistant Treasurer. As such, the Treasurer now becomes a full member of the Human Resources Committee with voting rights.

Finally in October, this committee was advised of critical staffing issues for 2022. Pat plans to retire effective December 31st, 2022, and Laurie will be moving to Portugal in September. The committee advised the Finance Committee and the Board of the need to hire a new Office Manager effective as soon as possible in January of 2022. An Office assistant will need to be hired upon the training completion of the new Office Manager.

No further action was required by the Personnel Committee.

Submitted by Jim Hansen, Chairperson

Property and Facilities

Alan Joseph, Chairperson

Members: Alan Joseph (Chairperson), Steve Thomas, Don Eppelheimer, Jim Kime, John Schaefer (Board Liaison).

As 2021 began, the problems with COVID continued from the previous year which curtailed our plans somewhat for the new year. However, that did not totally prohibit the committee from addressing many issues.

Following the reopening of the church after being closed for some time, the water fountain/ cooler in the hallway outside of the rest rooms was found to be inoperative. This was repaired by committee members after a few weeks research and acquiring a new part.

Next, exterior signage was added to our parking lot and our main church sign in the front yard. Signs in the parking lot were installed for better traffic control. Our main church sign was amended to reflect that Fairfield Glade Community Church was affiliated with both the Presbyterian Church (USA) and the United Church of Christ. Also, while looking at the parking lot signage, a sink hole was discovered. This was filled with concrete and will be continually monitored. In addition to this exterior work, a group was formed by Bonnie Hansen to help beautify the church by planting and caring for flowers around the church.

The HVAC unit that services the administrative office, the pastor's office, and library failed and required to be replaced in the spring. Our heating/cooling vendor who was in the process of replacing most of our thermostats immediately replaced the failed unit with a new system. Also, this spring the custodian who had been cleaning the church for 4 years gave us 3 months notice that she was moving on and a search was begun to find a replacement. Although this was a lengthy challenge, we were able to find a cleaning service suitable for our needs. "We Can Do It" cleaning service has been working for us for almost 8 months and have been performing very well.

At the present time, we have two ongoing projects. The first involves the renovation of the church's administrative office which began over 4 months ago. A portion of the roof had been leaking over the office/library area. This needed to be corrected prior to the renovation. The new roof was installed by the middle of September to forego any further water damage. After planning, serious work started in October. Lights were replaced with new LED fixtures/lights and carpeting was selected and ordered. New furniture was selected and ordered with some old furniture moved to the Stained Glass Room. Next, the room along with the vestibule was painted and new ceiling tile replaced the old. The project is presently on hold as we await the new carpet and new furniture which is being delayed by the manufacturers. The second project involves Information Technology (IT). The church is in the process of upgrading the telephone system and installing WIFI throughout the building. This requires space for adding the necessary equipment. It was determined to section off space in the storage room across the hallway from the Fireside Room. A wall was constructed to create a small room to house the needed equipment, a door was installed for access, and required electrical was added. Our portion of this project should be completed in January 2022.

Constant care and maintenance of our church facilities remains the priority of the committee as our church continues to age and requires more and more attention.

Submitted by Alan Joseph, Chairperson

Annual Report 2021
Stephen Ministry

Eugene Pino, Stephen Leader

Stephen Ministry Report

2021 continued to be a difficult year in our lives due to COVID 19. Fairfield Glade Community Church Stephen Ministry was significantly impacted by our inability to physically meet with our care receivers. Since many of our care receivers reside in nursing facilities and were unable to receive any visitors, our weekly visits became very challenging. The individual initiative of our Stephen Ministers in finding various ways to stay in contact, phone calls, emails, texts, cards, etc., was remarkable to observe and was so important to each care receiver.

The current active Stephen Ministers are Ed Broderick, Sheryl Broderick, Meredith Gaffney, Lilly Janecek, Laurel Kime, and Janiece Pino. The current Stephen Leaders are Bonnie Hansen and Gene Pino. Our greatest honor continues to be serving as caregivers for any member of our church suffering from a life crisis.

We were unable to hold our annual Stephen Ministry Sunday due to COVID restrictions. 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. Although we were not able to address the congregation about our ministry, we were still able to recruit trainees to become Stephen Ministers. This training will take place in 2022. We are very excited about this upcoming training since for the first time, we are combining our training with the Lutheran and Catholic churches. This collaboration with our sister Fairfield Glade churches will hopefully lead to greater cooperation and support for all of our care receivers.

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. Any church member that is experiencing a life crisis and would like a Stephen Minister, please contact Stephen Ministry Leader Bonnie Hansen. You can also contact Pastor James who continues to be a strong advocate for our Stephen Ministry. All of us stand ready to serve you for as long as you need them.

Submitted by Eugene Pino, Stephen Leader

Annual Report 2021
Strategic Planning Committee

Submitted by Eugene Pino

In 2021 the Strategic Planning Committee continued to oversee a significantly minimized third year of the 2019-2023 Strategic Plan due to COVID restrictions. The members of the committee are Sue Moss, Gene Pino, and John Zanichelli. Laurel Kime and Norm Brinsley resigned during the year and were replaced by Linda Eppleheimer and Roy Koskinen.

During 2021, the following actions have been taken by the committee to oversee the successful completion of the current 2019-2023 Strategic Plan:

1. Mission Statement: "That We All May Be One in Unconditional Christian Love" is now well established in our church theology and literature. The Pastor refers to it regularly as the pillar of our church.
2. Our First Values Statement: "Fairfield Glade Community Church is a welcoming and friendly Church for all people, accepting diverse beliefs, experiences, and backgrounds; watching over and affirming one another; reaching out to those in need, and encouraging spiritual growth" continues to portray who we are as a church of God.
3. Vision Statement: During these five years, we will continue to empower new church initiatives, foster growth, and strive for continuous improvement.
4. Strategic Plan Goals active status at the end of 2021: Initiatives Goals: Outdoor Services and Events, Retreats, Mentoring Volunteer Program. Church Growth Goals: Enhance Church Presence in Community Events, Outreach Program for Visitors and those not attending a church, Expand Faith Development Program, Non-Faith Tutorial and Services. Church Improvement Goals: Church Exterior and Landscaping Improvements, Modernize Church Interior and Furnishing, Conduct Committee Restructure Review, and Home Ministry continue to form the foundation of each specific project undertaken as part of satisfying our objectives.
5. The following highlights the status of our Action Projects that were approved for 2021 to enable the 3 strategic goals:
    a. Celebration of Life Live Streaming: Unfunded for the second year and has been dropped as a strategic plan project.
    b. Outdoor Service: Planned for September 2021 but cancelled due to the COVID and severe weather. It will be an annual event sponsored by the Worship and Music Committee and has been dropped as a strategic plan project
    c. Retreat: Planned for October 2021 but cancelled due to the pandemic. The retreat project will be overseen in the future years by the new Spiritual Transformation Committee.
    d. Diversity Day was planned for April but was cancelled due to the pandemic. It will be rescheduled for 2022.
    e. Mentoring: Mentoring was cancelled due to the pandemic.
    f. Media Boards: one temporary electronic media board was developed, but overall project was unfunded for the second year and was dropped as a strategic plan project.
    g. Faith Development: Islam study was planned for August 2020 but was cancelled due to the pandemic.
    h. Non-Faith Tutorials: Tutorials on smart phones and computers were cancelled due to the pandemic.
    i. Property Exterior: Roof repairs and landscaping were conducted in 2021. All other exterior projects were postponed until 2022.
    j. Property Interior: Office upgrade and interior painting were the major interior projects. Many projects were postponed until 2022.
    k. Home Ministry: Resource booklet completed.

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(Continued from page 28)

l. Committee Restructure: New structure developed and approved by the Board. Transition to new committee structure was completed in 2021 and takes effect in January 2022.

The projects that were cancelled for 2021 will be rescheduled for 2022. Each goal and each specific action projects were monitored by the committee for funding and execution during the year and will continue through the life of the strategic plan.
The committee began initial planning for the 2024-2028 Strategic Plan.

Submitted by Gene Pino

Veteran's Flag Program

Ron Sutch, Chairman

For nearly 20 years, Fairfield Glade Community Church has maintained and flown on special national holidays Veterans Flags of deceased church members and or their relatives. We protect and preserve and respectfully maintain these special flags in a glass case in the hallway of the church. We currently have a total of 84 Veterans Flags. 30 of these flags have been retired and will not be flown due to age and wear and tear. We have a Flag-Raising Ceremony on Memorial Day, Flag Day, Independence Day and Veterans Day to properly honor 54 active Veterans Flags. Each flag is tagged with the veteran's name and service dates. We may raise a smaller number of flags for other special occasions when requested. The coordinator of the Veterans Flag program was Dennis Flynn. His responsibilities are the maintenance of all of the equipment for proper installation of the flag poles and making sure the Flags/Case and data are maintained properly. Volunteers are recruited from the congregation each holiday to help in raising, lowering and proper storage. Dennis has stepped down as the coordinator and Ron Sutch will take over the coordinator's position for 2021.

Report Submitted by Ron Sutch, Chairman

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.

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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 trifold 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 flagpole, when flags are displayed on individual poles.

Approved: Official Board: Sept. 2001

Annual Report 2021
Visitor Member Outreach Committee

Randy Moore, Chairperson

The Visitor Member Outreach Committee fosters ministry of welcome, nurture, and assimilation of visitors and the assimilation of members of the church into the life and ministry of Fairfield Glade Community Church.

Our 2021 committee members were Mary DeMeulenaere, Don Eppelheimer, Judy Koskinen, Randy Moore, Marie Moran, and Candy Sutton-Weber. Meredith Gaffney and Steve Thomas were our board liaisons.

Due to Covid-19 there were no monthly meetings the first three months. On May 23, 2021, Friendship Pads were ushered into the sanctuary by committee members during worship service. Greeting of visitors and returning church members resumed within Covid-19 church restrictions. Distribution of visitor bags and bean soup jars to first-time visitors also resumed.

Committee members participated in the Shredding Event (August 23, 2021) and the “Care for God’s Creatures: A Tennessean Saving Rhinos in Africa” Faith Development Event (December 1, 2021). They greeted participants and handed out pens and brochures.

Committee members helped with the installation of six new members joining the church. Those new members include Bill Little, Carol Siracusa, Cindy Ziegler, Sonny Weber, Charles and Jane Tollett. Two more new members will join the church the second week in January 2022.

Due to the church restructuring of committees in year 2022, the Visitor Member Outreach Committee will be dissolved at the end of 2021. All tasks for the visitor portion of the committee will be included in the Community Outreach Committee. Member tasks will be included in the Congregational Ministry Committee.

Submitted by Randy Moore

WORSHIP AND MUSIC
2021 Annual Report

Nancy Nowacki, Chairperson

The worship and Music Committee serves as a lead in the worship experience. Our mission is to create a spiritual experience for the worship service. Included in this committee are the following subcommittees: Chancel, Choir, Communion, Handbell Choir, Greeters, Liturgists, and Ushers.

The 2021 year was again an unusual challenge for the committee. The church continued to implement COVID restrictions. On February 21st in-person services resumed, following the ERT recommended and Board approved safety precautions. Effective May 23rd the Sanctuary was sectioned in three areas for all services. Communion was served and Fellowship Hour was resumed. The Sunday services are still being recorded and are available on YouTube to watch after the service is over. We have continued these three sections as of the end of 2021.

On September 19th the committee had prepared to hold an Outdoor Sunday Morning Service at St George Marina. Due to weather the service was moved back to the church.

I wish to express my gratitude to all the Worship and Music subcommittees, the Sound Engineers, the front office, Pastor James and the ERT team for helping the church continue to hold worship services during another difficult year. Attached are the subcommittee reports.

Submitted by Nancy Nowacki, Chairperson

2021 Annual Report
Joyful Jubilee Bells

Bell Ringers: Nancy Burleson, Tove Thomas, Brenda Moore, Joyce Sessler, Jan Ginter, Gloria Lusk, Linda Eppelheimer, Toni Kim, Angela Anderson

Rehearsal: Thursdays, 3pm

Bell rehearsal reconvened in May 2021. Scheduled Sunday ringing commenced in June. Then due to inconsistent summer attendance and due to the covid virus, rehearsal was postponed until September. JJB rang again in October, November, and December.

The months that the full JJB choir could not meet, small ensembles of solo, duet, trio, and quartet rehearsed and rang.

The $200 budget was used for music purchases for small bell ensembles, an additional table stand, and a few percussion instruments.

Submitted by,
Nancy Burleson, Director/Coordinator

ANNUAL REPORT FOR 2021
Chancel Subcommittee

WORSHIP & MUSIC COMMITTEE

The January Sunday service with communion was cancelled due to Covid-19. The February Sunday service with communion was cancelled due to inclement weather. In March, only the Pastor would partake of communion. Bread was distributed to the congregation on Maundy Thursday and Easter Sunday in April. In May, both bread and juice were served to the congregation, and this continued through the end of the year. These (sometimes last minute) changes proved to be a challenge for the preparation of communion, but it was handled effortlessly.

Since services would be shown on YouTube, the chancel area décor was enhanced, especially for events such as Palm Sunday, Maundy Thursday, Easter, Patriotic Holidays, Advent, and Christmas. The large cross was draped in black during Lent. The draping was removed and the cross filled to overflowing with flowers for Easter. A few poinsettias were added to the "Hanging of the Greens" Christmas decorations in the chancel area. The dedication of flowers for both Easter and Christmas were again cancelled this year because of complications brought about by the pandemic.

Paraments were changed according to the liturgical color calendar, floral arrangements were changed with the seasons, a rose was displayed in memory of each passing member of our church, articles for the *Messengers* were written, and needed supplies were purchased.

Worship & Music made the decision to split the Chancel duties. Communion preparation and clean-up will be handed over to the Communion Stewards in 2022. Time was spent in the last quarter of the year training the Stewards.

A heartfelt "thank you" to subcommittee members Deb Schaefer, Tove Thomas, and Vicky Wong who adapted to and worked around the pandemic restrictions and seamlessly prepared communion and decorated the chancel area respectfully and beautifully. Thank you also to Nancy Burleson, who continued to bake communion bread for the congregation, and to Marty Smith, who efficiently repaired whatever was needed, including our quirky candelabras.

Submitted by Patty Smith

Choir Subcommittee

January, choir was resuming as much as possible, with more and more members coming in.

March, we continue choir rehearsals in the sanctuary to allow more space to spread out per CDC guidelines, resuming choir as regular.

September, we have had several members drop out, some new members come in. Work resumes all this time on choir filing project, nearing completion.

December, instead of having a big choir cantata, we did a Hymn sing with a few anthems from the choir. Sonny Weber lead the Christmas Eve service.

Submitted by Angela Anderson

Communion Subcommittee

There were 16 communion services scheduled for the 2021 calendar year. Twelve of these were our regularly scheduled first Sunday of the month services. The January 3rd communion was canceled due to Covid 19.

In addition, there were communion services scheduled for: April 1 (Maundy Thursday), April 4 (Easter Sunday), May 23 (Pentecost) and December 24 (Christmas Eve).

There was a small number of servers for 2021.

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.

A new communion team will be taking over the preparations of communion, and also clean up the day of communion in 2022.

Respectfully submitted,

Carole Danielson, Communion Team Leader

Greeter Subcommittee

Greeters for 2021-22. Mostly myself serving as a greeter plus some various church members filling in for me at the back door and other church staff filling in for me when I am traveling.

Submitted by Candy Sutton-Weber

Liturgists Subcommittee

During 2021 we were blessed to have 11 volunteers on our Liturgist team. Despite the COVID concerns we did much better this year with our scheduled liturgists each month. This year I put together the Advent readings/readers working off the theme of Pastor James' "unbreakable gifts" sermons.

We are so fortunate to have so many members 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 the liturgists help to set the tone for a meaningful worship for the whole congregation. I am happy to announce that Linda Eppelheimer and John McArthur joined our team this past year!!

In 2022 Cindy Ziegler will be transitioning into my role as chairperson for the Liturgist team. I am happy to welcome her on board!

Submitted by Bonnie Hansen

Memorial Subcommittee

During the 2021 year due to Covid there were very few memorial services held in-person in the church and at the Columbarium. Several members were honored during Sunday morning Services.

The Worship and Music Committee oversaw the Memorial Rose Concert. The committee decided to rename the event as the Rose Remembrance Service. It was held November 14th, at 2:00PM. The service was limited to church members, family and close friends of the honored. The service included a total of 28 members being remembered. Jeff and Sue Duffield sang a selection of favorite hymns.

Usher Subcommittee

As we started the church year, we had the virus going around, so we directed the people which pew to sit in. In doing this we kept the people in the social distance requirements. Later in the year we marked off the pews with red tags to show the people where to sit for the social distance. Now we let the people pick out their seats as they know to sit only where the red tags are. Since we don't do the collections, we need only 2 ushers at this time. That may change if the attendance increases. At the beginning of the year, we were working with volunteers. Thanks to Al & Nancy Joseph, Bob & Judy Walsh, Ed & Jamie Freels whom did a lot of ushering during that time. In 2002 we will trying a new system where we will have teams and they will schedule every 6 weeks.

Submitted by Jerry King and Gary Kitchen

Church Office Report 2022

As we have continued to be under the influence of the Pandemic, the office staff continued to maintain office hours, helped committees prepare for mailings, sent out phone tree messages, kept the membership database up to date, prepared materials for Board meetings, created weekly Sunday Service bulletins, weekly newsletters, and monthly newsletters, produced the annual report, and sent out correspondence.

Some committees continued to use Zoom as their meeting platform and the Worship service was recorded on YouTube and posted on our website.

The Weekly Messenger is emailed to the congregation on Friday along with the text of the worship service.

The IT Committee began working on the internet and wi-fi infrastructure for our entire building.

We moved our PowerChurch Plus database from the desktop version to the online version. 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. If you are going to be out of town for an extended period of time, please let us know so that we can use an alternate address for you. We have to pay 62 cents for every bulk mailing item that is returned to us because bulk mailing is not forwarded.

We are asking that everyone provide the church office with current emergency contact information. That is very helpful to Pastor James in the event he needs that information.

E-mail is our preferred method of receiving reports or information in the office. Our e-mail addresses are ffgcomchurch@ffgcomchurch.org, for Pat Benegar, and ffgcomsec@ffgcomchurch.org for Laurie Davis.

We are in the midst of the office renovation. The office was painted in October. The carpet was ordered and should be installed the first of the year. The new furniture is on order. The office will be beautiful when it is all finished.

Pat Benegar announced that she will be retiring at the end of 2022. Laurie Davis will be moving to Portugal in the fall of 2022. We began the search process for personnel for the position of Office Manager. We hired Julie Jordan to begin in January 2022. Pat and Laurie will continue through the year to lend training and support to Julie, as she prepares to assume all the duties of Office Manager.

Submitted by: Patricia Benegar, Office Manager
Laurie Davis, Administrative Assistant

Delegate Reports

United Church of Christ Southeast Conference Delegate Report

The United Church of Christ Southeast Conference's 2021 annual meeting was held this year on June 8th and 19th. Our church's UCC delegates who attended the conference via Zoom sessions were Pastor James, Lilly Janecek, Bonnie Hansen, and Jan Ginter.

The opening worship service's theme was Healing Forward. Significant events of this past year were remembered, including the covid pandemic, job losses, the murder of George Floyd and destructive weather patterns. It was emphasized that while healing does not erase or rewrite the past, we can heal from trauma through God's love.

The delegates attended various virtual seminars including topics on incarceration, non-binary inclusiveness, mental health issues and planning for the next generation of members. The seminars stressed the need for being inclusive with our words and actions, to being open to change and to being involved in our communities if we wish to remain a relevant and vibrant church.

During the business session the treasurer's report was presented, various changes were approved to the Conference's constitution and bylaws, and next year's budget was approved. Bonnie listed the names of our 15 church members who died this past year. The conference voted unanimously to call Rev. Kimberly Anne Wood as the new Southeast Conference Minister, replacing Rev. Char Burch. Rev. Wood previously served as an Associate Conference Minister for the Illinois Conference and as a UCC pastor for 29 years in various ministerial and leadership roles. Rev. Wood visited our church this past December to learn about our congregation. She impressed us with her listening skills, intelligence, experience, and desire to be of service to our conference. Rev. Wood was particularly interested in hearing how she could assist our congregation in the future.

God is still speaking, y'all.

Submitted by Jan Ginter, UCC Delegate

Presbytery of East Tennessee
Delegate Report for Year 2021

The year 2021 was met with some of the same challenges that faced the Presbytery in 2020. Covid was again a major factor. The first two quarterly meetings were held exclusively on Zoom and worked remarkably well but the personal fellowship of in-person meetings was missing. Long time General Presbyter Judd Law retired in the summer of 2020 and died a short time later in a tragic automobile accident. Rev. James McTyre has been serving as the Transitional General Presbyter and Stated Clerk since that time. A search for a new Presbyter is underway.

As usual, much of the business of the quarterly meetings were taken up with administrative issues such as examination and acceptance of new pastors, retirement of pastors, sale of some smaller church properties, and financial reports. In August, a proposal from the Serve Committee recommending the Presbytery of East Tennessee become a Matthew 25 Presbytery was passed.

(Continued on page 37)

This was originally an initiative adopted by the General Assembly and it encourages churches and Presbyteries to become actively engaged in their communities in addressing issues such as poverty, homelessness, and racism.

Despite Covid, Camp John Knox had active in-person summer programs with attendance up greatly over the previous year. It was all accomplished without any Covid infections. Camp John Knox is located in our neighboring Roane County and is a resource available to our Church and congregation for retreats and programs.

There is currently an effort underway to update the Presbytery's website and we encourage you to check it out. The quarterly meetings for 2022 will occur on February 12, May 10, August 13 and November 15.

Respectfully submitted
John McArthur and Carole Danielson

Fairfield Glade Council of Churches 2021 Annual Delegate Report

Our Council representatives are Bonnie Hansen and Jan Ginter along with Pastor Janecek. The council is composed of our church, Christ Lutheran LCA, FFG United Methodist, St. Francis of Assisi Catholic and Westminster Presbyterian churches. Each meeting also includes representatives from FGRS, Good Samaritans Society, and Peavine Care Center. The council normally has three events each year, Easter Sunrise service, National Day of Prayer and Thanksgiving service. We were unable to host the Easter Sunrise Service this year because of COVID restrictions.

We were able to sponsor a Valentine's Day recognition for the healthcare workers at Good Samaritan Society. We used some of the remaining money from the 2020 Christmas thank you fund raised by all 5 churches. 5 baskets (1 for each breakroom) were put together with a variety of Valentine snacks. They were happily received by the staff at Good Sam's. We agreed to give the remaining $684.23 in that fund to help sponsor prizes for Good Sam's employee picnic last summer.

We had a wonderful turnout at the National Day of Prayer on May 6th at St. George's Marina.

The Thanksgiving Service was held November 23rd at St. Francis Catholic Church. It was very well attended by 174 people allowing us to donate $697.00 to both Cumberland Good Samaritans in Crossville and the Peavine Care Center.

In 2022 our church will be responsible for the offering prayer at the Easter Sunrise service on April 17 and we will be the host church for the Thanksgiving Service on Nov 22nd. Jan Ginter will take on the role of treasurer for 2022.

Submitted by Bonnie Hansen and Jan Ginter
1/3/2022

Other Reports

Men's Fellowship Financial Report

We started out the year with a balance of $964.19 in the bank. In the middle part of the year; 23 men gave us $25 in dues and eight men gave us more than the $25 dues. During the year we made $2,100 of donations to eight charitable organizations in Cumberland County. The ending balance in our checking account is $72.02.

Roy Koskinen, Treasurer

Women's Fellowship Annual Report 2021

In adherence to the Fairfield Glade Community Church's COVID-19 plan, Women's Fellowship resumed regular meetings in June of 2021.

Meetings are regularly scheduled on the 2nd Wednesday of every month during normal church operations.

Officers for 2021 included Jamie Freels, President; Kathryn Rydz, Vice-President; Mary Zanichelli, Secretary and Sue Ginter, Treasurer.

Women's Fellowship held regular meetings the last half of the year 2021.

A special project was initiated in January to show appreciation to the staff at Good Samaritans. A contest was held to determine who could present the best poster to praise the staff at the facility for their hard work. Gloria McCracken was the winner of the contest for a poster she submitted thanking the nursing staff.

In July, the ladies volunteered at Threads of Hope to do some clothes sorting followed by lunch out at the Beef and Barrel in Crossville.

In August, a general meeting with a social occurred in which future projects for the women were discussed.

In September, the Women were invited to the house of artist Ann Walsh, sister–in-law to Judy Walsh. Ann was selling her home and offered to let the women choose pieces of art to take home with an understanding that a donation would be made to the church as payment. Some of us picked up some nice work.

In October, as a fun outing, the ladies traveled to Sweetwater Valley farms in Philadelphia, TN to tour their robotic milking facility, shop for cheese and have lunch.

In November, the Women's Fellowship helped to fill and package 100 military boxes to be sent.

A Christmas luncheon with a White Elephant Gift Exchange occurred in December.

Additional mission projects completed in 2021 included funds collected for Morgan Scott Children's Christmas.

Compassion meals continued to be provided where deemed necessary.

Submitted by Jamie Freels

Congregational Meetings

Fairfield Glade Community Church
Congregational Meeting
August 15, 2021
Minutes - Draft Pending Congregation Approval

Call to Order: Declaring more than the necessary quorum of 20% of the 226 membership, the Congregational Meeting was called to order by Board President Marty Smith, at 11:00am.

Agenda: Marty stated that the sole purpose of this meeting is to discuss changes to the By-Laws recommended by the Committee Restructure Team and approved by the Board.

In accordance with the By-Laws, this meeting was announced to the church membership via *Weekly Messengers*, the liturgist at Sunday services, the *Monthly Messenger*, and a separate mailing via USPS of the current By-Laws with proposed changes and rationale for these changes.

New Business: A motion was made by Marty Smith that the By-Laws be changed as recommended by the Committee Restructure Team and approved by the Board. The motion was seconded by Jerry King and approved by the congregation, as follows.

Marty reviewed the proposed changes to the By-Laws article by article, the rationale for these changes, and answered all questions/comments put forth by the congregation. The congregation agreed to vote on the articles individually by a show of hands. The articles and congregation's voting results follow.

Article II – Founding Principles - approved
Article III – Membership - approved
Article IV – Government - approved
Article V – Church Officers - approved
Article VI – Property - approved
Article VII – Ordinances – approved to be deleted from the By-Laws
Article VIII – Ministry - approved
Article IX – Amendments – approved

Marty stated the approved revised By-Laws will be published and distributed in the near future.

Adjournment: There being no further business to come before the congregation, a motion was made, seconded, and approved that the meeting be adjourned at 11:30am.

Submitted by
Patty Smith
Minutes Clerk

Fairfield Glade Community Church
Congregational Meeting
November 21, 2021
Minutes
Draft—Pending Congregation Approval

President Marty Smith declared a quorum of congregants present, and called the Congregational Meeting to order immediately following Sunday Worship Service at 10:50am.

Minutes:
The minutes of the January 19, 2020 Congregational meeting regarding the 2021 Budget were approved as previously published in the monthly *Messenger*.

The minutes of the August 15, 2021 Congregational meeting regarding changes to the By-Laws were approved as previously published in the monthly *Messenger*.

NEW BUSINESS
Board Nominations:
Marty stated that, along with himself, Ed Freels, John Schaefer, Steve Thomas, and John Zanichelli would be leaving the Board at the end of 2021.

A motion was made by Alan Joseph that the congregation approve the Board's and the Nominating Committee's recommendations for Carole Danielson, Mary Demeulenaere Jamie Freels and Polly McArthur to fill Board vacancies for a three-year term, and Richard Garrett for a one -year term. The motion was seconded by Jim Buxton and approved.

ADJOURNMENT
There being no further discussion, a motion was made, seconded, and approved to adjourn the meeting at 10:55am.

All Board members, with the exception of those leaving the Board at the end of 2021, were directed to meet in the library for the election of church officers.

Submitted by Patty Smith , Minutes Clerk

Policies Passed By the Board

Policy for Award of Recognition Plaques or Gifts

The Board will determine when a recognition plaque or gift will be given to a church member.

Any member of the church can nominate any other member of the church for a recognition plaque. The name of the nominee along with a brief description of the activities warranting a recognition plaque or gift may be given to any Board member. That Board member will present that nomination to the rest of the Board. The Board will vote to approve or deny the recognition plaque or gift. The Board's decision will be final. However, the nomination for recognition can be resubmitted at a later date for reconsideration.

The Board President or his/her designee will coordinate with the Office Manager on purchase of the plaque or gift, date for the presentation, and appropriate articles for the Messenger.

Recognition plaques or gifts will, normally, be presented to the church member at a quarterly Town Hall meeting so all other church members are aware of the recognition and the reasons for the award. Extraordinary circumstances may require awarding recognition plaques or gifts at times other than quarterly Town Hall meetings. The importance of letting the entire congregation know of the recognition award is paramount.

Policy Approved on March 11, 2021

Policy for Church Member Farewell Recognition

We should acknowledge the departure of any member of our church family when they leave our congregation.

As such, we will announce from the lectern that someone from our church family is leaving the area. If they are in attendance for the announcement, we will ask them to stand for recognition. They may still be members of the church but we will no longer see them routinely at our church functions. If they permit, we will inform the congregation where they are going and include their new address in the weekly and/or monthly Messenger.

Additionally, the church secretary will send a letter to the departee(s) wishing them well in their new circumstance.

Policy Approved March 11, 2021

Statistical Report - 2021

Membership December 31, 2021

Members	196
Associate Members	26
Total	**222**

2021 Membership Activity

	Members	**Associate Members**
New Members	04	0
Deaths	12	0
Transfer	00	0
Remove by Request	18	0

2021 Average Attendance 62
Due to the pandemic in-person services were cancelled or limited.

2020 Average Attendance 59
Due to the pandemic in-person services were cancelled or limited.

2019 Average Attendance 157
2018 Average Attendance 150
2017 Average Attendance 145

In Memoriam - 2021

Barbara Garner	September 7, 1929—January 17, 2021
Jean Shields	September 10, 1924—February 26, 2021
Imogene (Jean) Dempsey	July 21, 1940—March 12, 2021
Paul Shipley	June 25, 1941—March 17, 2021
Marilyn Greene	May 13, 1927—March 18, 2021
Tom Banik	March 28, 1940—April 1, 2021
Arlene Fawcett	May 31, 1929—April 4, 2021
Dale Gildemeister	December 24, 1936—April 13, 2021
Patricia Cornelius	July 23, 1935—April 23, 2021
Roger Miller	February 21, 1936—August 5, 2021
Tina Ward	December 8, 1955 — September 22, 2021
Marguerite Anderson	June 8, 1929—October 28, 2021
Paul Kennedy	September 3, 1930—December 17, 2021
Dorothy Clark	November 11, 1922—December 29, 2021

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
2018-2019	Jim Hansen
2020	Al Joseph
2021	Marty Smith