

**Minutes of the Regional Church Council Meeting
January 26, 2019
Northwest Christian Church**

Members Present: Candis Wilson, Dave Stonebraker-Martinez, Tyler Reeve, Corey King, Matt Every, John Cox, Jack Sullivan Jr., Tomas Hernandez, Gladys Davis, Chad Delaney (web/phone), Roger McKinney, Faith Solon, John Johnson, Mary Beth Corbett

Regional Staff: Jennie Stoddart Bernard

Guests: Audrey Connor, Mark Mathis, Phil Hunt

Call to Order and Devotions- Candis Wilson
1 Peter 2:9

Approval of December 6, 2018 Minutes (Zoom Meeting)
Tyler Reeve moves to approve the minutes, Corey King second.

Regional Office Updates- Jennie Stoddart Bernard

- The Balance on the Loan per the December financials was not up to date. The \$12,924.00 was the actual year end number. The \$11,270.12 was including deposits I had made since the Year End number.
- Yearbook forms are only online. Churches may need Jennie's assistance and support to fill them out.
- Ministerial standing forms need to be completed, Jennie is currently rounding up the last of those.
- Ministry Associate Applications are posted. Al and his successor will jointly hire, if all goes to plan.
- Regional Elders and the surrounding Regional Ministers are doing a good job of assisting and keeping communication open with the region.
- Power Outage at Camp- New drainage is being put in by the county. There was an incident when a tree was felled which took out some power lines, causing a surge and outage. A man was seriously injured, but luckily not killed. The power surge knocked out the drinking water system, a backup generator. Everything was up and running in two days after some quick work by Al. The county has not yet accepted financial responsibility for these repairs. The sum is a few hundred. Conversations have been started with the county, but not resolved.
- Job Posting for Camp Food Director and Camp Supervisor will be posted online January 26th and in the local paper January 28th - February 1st.
- Jennie is currently working more than 40 hours. She doesn't have time to do a Buckeye Disciple. Bills, donations, and Regional/Camp events take priority. Yearbook and standing forms need to be completed. She receives about 100 emails per day.

Treasurer Report- Gladys Davis

We have preliminary financial reports from Treasury Services. These are subject to review by the RCC and subject to corrections & adjustments coming out of the financial audit.

Page 1 Notes

- Thrive investment of \$900,000 will go back this month. They have generously been allowing us to retain the interest of this money.
- Mortgage balance was \$40,073 at 12/31 but is currently closer to \$13,000.

Page 3

- Operating Fund negative balance of \$129,056 represents the amount that we have "borrowed" from our permanently restricted funds. We are currently "out of trust", with our donors. There is no immediate legal action pending, but we must restore these funds to be in trust with our donors and to avoid future possible legal action .
- Advance Ministries balance needs to be remedied, and is overstated. [Treasury Services is aware and will make corrections.] New Church Fund- completely on hold for the moment. Inner City/Rural Fund- These funds need to be justified as well. Reconciliation, does this include registration income? It needs to be justified.
- Interest in creating a narrative that explains the permanently restricted funds. The Finance Committee will develop the narrative.

- We are still in a hole, but we are digging ourselves out. We need to continue to run a surplus to get out of the hole. We need to continue to practice significant financial prudence as we have over the last year. I am very pleased about the new contributions regarding the mortgage. This seems to be generating new gifts.
- Any contributions that come in for the mortgage after the mortgage is paid off will be directed to “Keep the bell ringing.”
- Paying for the use of other regional ministers. Roughly 5 thousand a month between the adjoining regions. We have also reimbursed expenses related to travel cost.

Action Items:

1. Camp Christian Endowment Policy - Roger McKinney

Consideration was given to making Camp Christian a completely separate entity. Janet Long, Gladys Davis, and Roger McKinney discussed options with the president of the Christian Church Foundation, Gary Kidwell. Christian Church Foundation holds many investments on behalf of the Christian Church (Disciples of Christ). Gary Kidwell does not recommend making a separate entity. Regional Church council proposed the following changes: 2/3 majority under article V, add “in Ohio” where Camp Christian is mentioned by name, remove Camp Christian Committee from the amending portion.

Approve: Moved by Jack Sullivan Jr., Second Matt Every

Recommendation regarding undesignated gifts for Camp Christian

Council suggest changing from \$500 to \$1000 or more. Anything above that would fall to 50/50 as stated in recommendation. Add words “in Ohio” wherever Camp Christian is mentioned.

Approve as amended: Moved by Dave Stonebraker-Martinez, Second John Johnson

2. Accessible Needs Improvements at Camp Christian

- a. Gift was received to complete accessibility improvements at Camp Christian to accommodate those who have accessibility needs.

Gladys Davis made a motion to create a fund and or line item for accessibility improvement at Camp Christian in Ohio to receive the \$25,000 contributed by a generous donor and any future gifts for the improvement of accessibility for Camp Christian in Ohio. Second by John Cox.

Items for Review:

- 2019 Ministry Associates/ Camp Conference Materials
 - Goal of 10-12 Ministry Associates
 - Al and his successor will hire jointly.
 - Is there a Maximum age for Ministry Associates?
 - Further research has shown that “There is no set top age for Ministry Associates. It used to be a requirement that you had to be in College, but that hasn’t been true for nearly 20 years. Also, exceptions have been made in the past even before that. We’ve had staffers in their late 20s before. It also used to be a 3-year limit, but exceptions have been made on that as well.” It has been suggested by the Personnel Committee that an age limit of 29 be observed.
- Deep Pool Project
 - Need to hear from Al. Will wait for good weather in spring.
- Outage and Pumps at Camp Christian
 - Covered above by Jennie
- Free Store
- Jennie’s salary increase of \$5,000 due to change in position. New salary will be \$50,000 annually. \$67,600 total package including benefits and payroll taxes.

Approve: Matt Every Moved, Mary Beth Corbett Second

Committee Reports:

- Regional Elders (Phil Hunt)
 - Get Anti-Racism and Boundaries training at General Assembly.
 - Expression of appreciation to the Regional Elders who helped fund Christmas bonuses for Regional Staff.

- Regional Transition Team (RTT) (Audrey Connor)
 - Find a venue for spring assembly. The following locations were suggested:
 - Camp
 - Wadsworth

- Personnel
 - Tyler Reeve read report from Rev. Pamela Barnes Jackson.
 - Food Service Director, needs a level 2 food handling certification.
 - Camp Superintendent, will be renamed. Full time Camp Site Manager, part time Food Service Coordinator
 - Posting will be listed for 1 week, January 28-February 1
 - Current Pay: \$20,000 for Food Service, \$45,000 with housing and utilities for Superintendent.
 - Blurb is posted online, www.ccinoh.com. No formal job description.

Committee Time (If Time Allows)

(no time)

Business Items from the Floor

(no items)

Important Regional Dates

Next RCC Meeting: March 30 at Northwest Christian Church

Listening sessions listed on RTT Webpage

Pastor's Luncheon w/ Terri Hord Owens, Jan 30 at Northwest Christian Church

CYF Retreat is cancelled

UN Seminar Feb 22- Mar 2- 19 youth and 6 advisors will be attending

Chi Rho Rally February 23

Spiritual Life Retreat February 26-28

Advance Retreat April 5-7

Week of Compassion offering dates Feb 17 and 24

Closing Prayer

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**Minutes of the Regional Church Council Meeting
December 6, 2018
Via Zoom**

Members Present: Candis Wilson, Faith Solon, Mary Beth Corbett, John Cox, Roger McKinney, Pamela Barnes-Jackson, Frances Dudley, Matt Every, Cory King, Thomas Hernandez, Gladys Davis, Chad Delaney, Tyler Reeve, Dave Stonebraker-Martinez, Jack Sullivan Jr. (excused late arrival)

Regional Staff: Jennie Stoddart Bernard, Al Channell

Guests: Wendy Taylor

Excused Absences: Jack Sullivan Jr.

Call to Order

Opening Prayer led by Candis

Approval of October Minutes

- Attach budgets to minutes.
- Add all members of RTT.
- Add Wendy Taylor as Chair of Camp Christian Task force.

Gladys moved to approve the minutes. Matt seconded. Approved unanimously. Motion carried.

Deep Pool

- Al gave history of the deep pool, asking to eliminate the deep pool. It has been fixed numerous times at great expense. Reference was made to getting lifeguards to staff the pool.
- Question regarding the source of funds: they were given to repair the deep pool and this would not be a repair, it would be to fill in. Gladys has reached out to Kettering Central Christian Church to see if this would be acceptable.
- Recycling the stainless steel would be more expensive than what we would recover.
- The county is expanding the swale, so we can possibly have fill dirt for free. (Pool holds 96,000 gallons of water).
- The replacement of the deep pool would be a grassy area with shade, possibly restrooms. Other options: beach volleyball, splash park. Splash park would be too expensive. The concrete around the pool would remain, as it is too expensive to remove.
- Anticipated timeline is not available.
- Current cost to leave pool unfilled is \$300 some dollars for a pool license. This needs renewed every year until we fill in the pool.
- The operation of the deep pool has no effect on the shallow.

Gladys moved to fill in the deep pool and re-purpose the area at a cost up to \$12,000 donated by CCC Kettering pending approval from CCC Kettering Board. Faith seconded. Approved unanimously. Motion carries.

Camp Invention

- Link to Camp Invention <https://www.invent.org/programs/camp-invention>
- Wendy Taylor explains the idea. It is a funding stream as well as another camping option. This would not be marketed to our current camper, it would be marketed to the local community (local elementary school children). STEM focus day camp. Proposal is to do two weeks this summer as a trial run, with the

possibility to grow this if it is a good fit. Could expand to new themes such as young chefs and Legos. Would serve as enrichment to local children.

- Roger: When is this proposed to occur? Wendy: The weeks should be back to back. July 7-13, 14-20. CYF week 2 and Chi Rho Corinth.
- Pamela: What ages? Wendy: For Kindergarten through fifth grade.
- Faith: How does this fit into the mission and goal of camp? Wendy: It doesn't. It would be similar to a camp rental. A resourceful use of the space in order to generate additional income.
- Roger: What space would they use? Wendy: The homebase would be the Monroe Lodge. This would have no affect the way in which we have traditionally done camp. It would potentially use the pool, but it does not need to have access to the pool.
- Gladys: Who would provide the lifeguard? Wendy: Camp Invention would use their own lifeguard.
- Pamela: If a child were to get hurt, would they see the nurse? Wendy: Camp invention holds its own liability. They would not use our nurse. The parents would be called, or 911 if the situation was severe.
- Where would they have their meals? Wendy: We could tack on an additional fee if we include swimming and meals. If not, they would bring a sack lunch. A cart can be rolled into the lodge, or the kitchenette in the lodge could suffice. Camp Invention would not be in the dining hall with Camp Christian kids.

Do the Directors of those weeks of camp know of this? Wendy: Not yet, but I would be more than willing to work with those people.

- Chad: The region should look for ways to reach out to this group in order to build trust. This behavior should be encouraged. We should make them feel loved. Candis: This could open up an option to provide a service opportunity to our CYF campers.

Matt moves that we accept Wendy's proposal to rent space at Camp Christian, in cooperation with the directors of CYF2 and Corinth weeks of camp during July 7-20, 2019 in order to host Camp Invention. Marybeth seconded the motion. Approved Unanimously. Motion carried.

Camp Christian Staff

- Inform the Regional Church Council of the resignation of Donna Channell as Interim Food Service Director effective 1/1/2019.
- Retirement of Al Channell effective 3/1/2019 after 21 years of faithful service.
- Gladys: Advice for Al on who should replace him? Al: Superintendent is a title to imply a very high honor. I consider it to be a very high honor. I don't know if you need a full-time person. I don't know if you need a person who lives here. But there are things you learn by being here year round. You catch a lot of things by being here before they become very expensive. They need to be in here a few weeks in advance. There is a lot of behind the scenes work (ie with the EPA).
- Roger: Is there still a relevant job description for this position? Al: Yes. I have it on my computer. A request for an edited and updated version of this document.
- Al: I suggest that a potential option is to have various churches adopt certain parts of camp to maintain them.

- Thomas: What is the process for finding a new Superintendent and Food Director for camp? Al: Margot Connor was the Chair of the Committee when I was hired. This will be handled by the personnel committee. Candis: The goal is to find someone before Al leaves so that he can transition out.

Pamela moves to accept the retirements of Donna Channell (1/1/2019) and Al Channell (3/1/2019). Seconded by Tyler. Unanimously approved. Motion carries.

Immediate need is for a Food Service Director. If this has not been handled, a cater can be found. Wendy Taylor offered her services during the search period for a Food Service Director.

Commission on Ministry

Commission on Ministry would like to add three members to team three in order to handle an influx of people seeking standing.

“Be it resolved that page 8, lines 181 and 182, be amended to read, “The team will be composed of no less than five (5) nor more than eight (8) members.”

Roger moved to accept the motion. John seconded. Approved unanimously. Motion carries.

Nominations:

Team Two (Commissioned)

Rev. Philip Hunt	Coshocton	Retired Minister
Re. Todd Cosart	Southside Lima	Minister

Team 3 (Standing)

Rev. Audrey Connor	Columbus	Hospital Chaplain
Rev. Robert Boyte	Columbus	Retired Minister
Rev. Beckie Linn Gregory	Cincinnati	Interim Minister
Rev. Jonathan Rumburg	Stow	Minister
Re. Michele Moreland	Cleveland	Minister

Roger moved to accept the motion to accept these nominees. Marybeth seconded. Approved unanimously. Motion carries.

Ohio Council of Churches and Ohio Conference of United Church of Christ Representative

Candis: We need to find a new UCC appointee to our board. We also serve as the ecumenical representative on their board. Reverend Sullivan Jr. was our representative, but we now need a new person to serve on that body. Faith volunteers for the position.

2019 Camp Christian Marketing Materials

Gladys and Wendy: There is a need for marketing materials to use outside of our own denomination.

Jennie: I have some items that fit that description.

Jack: If camper narratives of newsletter quality could be created for dissemination that would be helpful.

As a collective, we will assemble the miscellaneous camp promotion materials in order to see what needs remade and what gaps need to be filled.

Committee Assignments

- **Personel:** Chair Pamela Barnes Jackson. Members: Marybeth Corbett, Frances Dudley, Tyler Reeve, Lorenzo Thomas.
 - Meet during the week of December 16-22.
 - Handle the search for Food Service Director. This person needs a level 2 food handling certification. (Seat in class reserved for March 2019 with UCHD)
 - Handle search for new Camp Superintendent.
- **Vision:** *to be filled*
- **Finance:** Chair Gladys. *to be filled*
- **Membership:** *to be filled*

Task Forces

- **Communication: Chair Anna Headly. Corey King**
- **Camp *to be filled***

Business Items from the Floor

- **Memorandum of Understanding to be taken care of before or during January meeting.**

Important Regional Dates

Camp Christmas December 14-16

Christmas Offering December 16 and 23

Registration of the UN Seminar deadline is December 12. There is currently not enough students. Papers will be accepted after the registration deadline.

CYF winter retreat registration deadline is January 18.

Ethical Boundaries training December 24, Anti-Racism in December 25.

Advance winter retreat Jan 4-6.

Pastoral Luncheon on January 30th at Northwest Christian Church.

Next Meeting January 26 starting at 9 am at Northwest Christian Church.

Snow date of February 9.

Closing Prayer led by Rev. Pamela.

CAMP CHRISTIAN ENDOWMENT FUND POLICY
CHRISTIAN CHURCH IN OHIO (Disciples of Christ)

Approved by the Regional Church Council, January 26, 2019

I. PURPOSE

The primary purpose of the Camp Christian Endowment Fund is to provide a permanent source of income for maintenance, care and development of Camp Christian in Magnetic Springs, Ohio (referred to in the policy as "Camp Christian"). It is the goal of this Fund to provide a perpetual source of income that can help keep fees reasonable particularly for summer church camp ministries of the Christian Church in Ohio (Disciples of Christ) at Camp Christian.

II. TYPES OF GIFTS

Unless otherwise specified by the donor, all end of life gifts to Camp Christian will be added to this Fund and be governed by this policy. Such gifts may come in the form of bequests, the residual value of charitable trusts and charitable gift annuities, life insurance and other such end-of-life gift instruments.

Cash or other gifts to the Camp Christian Endowment Fund may be made by anyone at any time, including congregations, groups, or individuals.

All assets received by the Camp Christian Endowment Fund shall be considered permanent. Donor-restricted gifts will be held and accounted for separately from this Camp Christian Endowment Fund, but may, on consent of the donor, be added to the Camp Christian Endowment Fund and considered permanent.

Gifts to the Camp Christian Endowment Fund may come in a variety of forms, including stocks, bonds, real estate, tangible property and cash. All unrestricted bequests and gifts received in any form other than cash will be converted to cash at its fair market value as soon as practical. On some rare occasions, the Christian Church in Ohio (Disciples of Christ) may want to refuse a gift or bequest to the Camp Christian Endowment Fund. This should be done by the Regional Church Council upon the recommendation of the Regional Minister or Camp Christian Committee.

All gifts designated for the Camp Christian Endowment Fund shall be considered permanent and therefore cannot be spent. It is only the income which can be spent for ministry. Permanent funds do not generally include memorial funds, reserve funds or building funds. Separate policies govern these gifts.

III. CAMP CHRISTIAN ENDOWMENT FUND MANAGEMENT

All assets of the Camp Christian Endowment Fund shall be held by and invested with the Christian Church Foundation of the Christian Church (Disciples of Christ). They shall be invested in the Common Balanced Fund, or its successor, of the Christian Church Foundation.

Funds will be disbursed from the Camp Christian Endowment Fund on an annual basis according to the policies of the Christian Church Foundation. The annual payout percentage shall be the Joint Investment Trust income rate set by the Christian Church Foundation. Income has historically been within the 3-5% range.

IV. ANNUAL SPENDING FOR MINISTRY

Each year the income from the Camp Christian Endowment Fund will be added to the annual budget of Camp Christian and used for its overall ministries. Income is defined as a fixed percentage of the total market value the Fund.

V. AMENDING PROCEDURES

This policy governing the Camp Christian Endowment Fund may be amended by recommendation of the Regional Church Council to a Regional Assembly of the Christian Church in Ohio. Any changes to this policy must be approved by two-thirds of those present and voting at the Regional Assembly.

VI. TERMINATION

In the event that Camp Christian in Ohio should cease to be a ministry of the Christian Church (Disciples of Christ), used for the benefit of congregations and members of the Christian Church (Disciples of Christ), the assets of the Fund shall become part of the general assets of the Christian Church in Ohio (Disciples of Christ) or its successor, and used for ministries to and for youth, and leadership development.

In the event that the Christian Church in Ohio (Disciples of Christ) should terminate its ministry or cease to be affiliated with the Christian Church (Disciples of Christ), and is not replaced by a successor ministry with the same mission of supporting congregations of the Christian Church (Disciples of Christ) in Ohio, the assets of the Camp Christian Endowment Fund shall be held by the Christian Church Foundation, Inc., of the Christian Church (Disciples of Christ) and maintained for the benefit of Camp Christian in Ohio.

If both Camp Christian and the Christian Church in Ohio (Disciples of Christ) should cease to exist, or cease to be affiliated with the Christian Church (Disciples of Christ), the assets of the Camp Christian Endowment Fund shall become the property of the Christian Church Foundation, and shall be designated for use to benefit youth ministries and leader development across the whole Christian Church (Disciples of Christ).

RECOMMENDATION TO REGIONAL CHURCH COUNCIL REGARDING UNDESIGNATED GIFTS FOR CAMP CHRISTIAN:

Unspecified gifts designated for Camp Christian in Ohio will be used to pay off any mortgage debt or other capital debts. Once capital debts are paid in full, unspecified gifts designated for Camp Christian in Ohio of \$1000 or more will be directed with 50% to the Camp Christian Operating Fund and 50% to the Camp Christian Endowment Fund. Any unspecified gifts designated for Camp Christian in Ohio under \$1,000 will go to Camp Christian Operating Fund.

The Regional Minister or other Regional or Camp Christian (in Ohio) designee shall request clarification from the giver regarding intent for all undesignated gifts (apart from regular offerings received for Camp Christian Operating expenses) received for Camp Christian in Ohio.

From Gary Kidwell:

Advent greetings! Thanks for all you and other leaders are doing to recover the witness of the Christian Church in Ohio.

As I said on the phone yesterday, I do not recommend that CCIO create a separate foundation. Back in the 1980's a few of our Regions created foundations and most of them have lived to regret it. The extra administrative duties and the added layer of bureaucracy stresses staff and confuses donors. Conflict between the Region and the foundation is inherent in the relationship, so it must always be managed. The biggest frustration I hear from regional colleagues who deal with separate foundations is transparency. And the protections sought from creating a separate foundation do not always hold. Foundation trustees can breach their fiduciary responsibilities too. ODEC is an unfortunate example.

There are ways to protect against fiscal irresponsibility that would not add an additional burden for the Region. For example, after a major breach of trust at the Historical Society, we helped them develop special provision agreements on their investment accounts at CCF. If any future DCHS board wants to spend above the payout rate set by CCF for our investment pools, the action must be approved by the Administrative Committee of the CC (DOC). We could develop something for CCIO that is similar yet unique for your setting.

Please know that we are glad to help in whatever ways we can. Thanks.

Regional Elders' Report
RCC- January 26, 2019

In December 2018 the Regional Elders had a Zoom meeting. Those in attendance gave reports on their districts. We decided to give \$200. Christmas bonuses to Jennie Stoddart Bernard, and Al and Donna Channell. As there was no money for this we decided to fund these bonuses ourselves through Treasury Services. Regional Ministers: Rick Spleth, Thad Allen and Greg Alexander participated in the meeting.

The Regional Elders had a Zoom meeting on January 22. 11 Regional Elders participated along with Regional Ministers Rick Spleth and Greg Alexander. Reports were given on the Districts. Regional Elders are in the process of setting up RTT listening conferences. \$500 is still needed to fund the UN Seminar bus. We could use more youth. See Ralph Wearstler.

We have these questions for the RCC:

1. We need dates for anti-racism and boundaries training.
2. What is the present amount of Camp Christian debt?
3. Who is recruiting for summer camp staff?
4. Where do we stand on replacements for Donna and Al Channell?

Rick Spleth shared about Generosity Plus- a program to help congregations in Ohio with Stewardship. Bruce Barkhauer (Office of Faith and Giving - OGMP) and Janet Long are in charge. A \$10,000 grant from the Lily FOundation is paying the expenses of the participants. Recruiting 12-24 congregations to participate - pastor and 2 laypersons each. Retreats: May 17-18 and November 8-9, 6 webinars, onsite visit of consultant to assist the congregations. There is an application. All information is on Basecamp.

Pastors' (Spouses welcome) Luncheon on Wednesday, January 30 at Northwest Christian Church in Columbus at Noon. Rev. Terri Hord Owens, General Minister and President of the Christian Church (Disciples of Christ) is the speaker.

The Annual Spiritual Life Retreat is being held at Camp Christian, February 26-28, beginning on Tuesday at 1 p.m. and ending on Thursday at noon. Ron Allen is the speaker.

Respectfully submitted.

Regional Transition Team (RTT)
Report to the Regional Church Council, Christian Church in Ohio (Disciples of Christ)

January 26, 2019

The twelve Regional Transition Team members are Amanda Blaine, Audrey Connor, Chrissy Stonebraker-Martinez, Eric Brown, Jeannine Hoover, Jim Rivers, Josh Baird, Keely Veatch, Kevin Greenwald, Tomas Hernandez, Vanessa Myers-Dudley, and Willie Barnes-Jackson.

The RTT has met four times since it was created at the Regional Assembly in October. The team has split into smaller groups for various tasks as it has worked to create a multi-tiered strategy for facilitating opportunities for Disciples from across Ohio to speak to their hopes, needs, and expectations regarding the Region as it is and is becoming. Team members have also divided into pairs, with each pair taking responsibility for working with at least two Regional districts and communicating with the Regional Elders.

Responding to the resolution approved by the Regional Assembly in October, the RTT is planning for Listening Sessions to be held around Ohio as an opportunity to have dialogue with and receive input from as many Disciples as possible. In order to increase opportunities for sharing, the “5 Questions” survey (questions below) was quickly developed and sent out to congregations, posted on the Region’s website, and shared on social media. Congregations are encouraged to use that survey to stimulate discussion, to share their results with the RTT, and to send a representative with their consensus results to the Listening Sessions.

The Listening Sessions (current schedule below) will include sharing related to the 5 Questions and build from there. Through worship, a time of “appreciative inquiry light,” and small group conversation, participants will consider their assessment of congregational and regional life, reflect on positive faith experiences, and share their hopes and vision for our future together.

In addition to this dual-pronged approach to gathering input from Disciples across Ohio, RTT members are also in communication with Disciples from other regions and with ecumenical leaders to gather information about alternative models of Regional ministry.

After the Listening Sessions, the RTT will consolidate all of the information received into a report and recommendation for our future. Those results will be shared at a spring Regional Assembly (the logistical planning for which is underway).

Faithfully submitted by
Josh Baird & Audrey Connor,
Co-Chairs, Regional Transition Team

The “5 Questions”

1. What are the biggest struggles your congregation is facing? What are its strengths? Is it thriving, growing, or declining, and to what do you attribute that condition?
2. What do you expect or look for from your Region, your Regional Office, and Regional Minister?
3. What can the region do to strengthen and/or regain your congregation’s trust and inspire a more active relationship?
4. How will your church get involved with efforts to restructure the region?
5. What resources will your church commit toward helping restructure the region and for the region that emerges?

Listening Sessions scheduled:

- January 28, 6:30-8:30 pm, Carthage Christian Church, Cincinnati
- February 23, 9:00-11:00 am, First Christian Church, Wadsworth
- March 3, 2019, 2:00-4:00 pm, Woodland Christian Church, Columbus
- March 3, 2019, 2:30-4:30 pm, Niles First Christian Church

Other locations are in the works with details to be determined.

An online video conference is also being planned with time and date to be determined.

Personnel Committee Report

The Personnel Committee met on 12/17/2018 at 6:30pm. Sister Jennie set us up on Zoom.

- Personnel Committee: Chair Rev. Dr. Pamela Barnes-Jackson. Members: Marybeth Corbit, Frances Smith, Tyler Reeve, Lorenzo Thomas (Committee Secretary).

Our meeting centered around 2 agenda items:

- Handle the search for Food Service Director. This person needs a level 2 food handling certification. (Seat in class reserved for March 2019 with UCHD)
- Handle search for new Camp Superintendent.

Lorenzo Thomas agreed to be secretary.

Pastor Pamela visited Jennie Stoddart Bernard at Camp Christian on Monday, Jan. 14th, 2019 to go over camp positions and personnel issues.

The vacant position titles will be: (Full-time) Campsite Manager and (Part-time) Food Services Coordinator

Jennie Stoddart Bernard will post the positions in the Marysville Ohio Newspaper and send the postings to various Christian Churches in Ohio. The positions will be posted for (1) week (1/28-2/1/2019).

Interviews will begin the second week of February, Campsite Manager will begin February 18th, 2019 in order the individual to spend time with AI.

Wendy Taylor is suggested as a temporary Food Service Coordinator during the search period. We will keep Moderator Wilson in the loop at all times.

In His Service,

Rev. Pamela Barnes-Jackson, Dmin.
Chair, Personnel Committee, RCC