

Fairmount Presbyterian Church
2757 Fairmount Boulevard
Cleveland Heights, Ohio 44118
Stated Session Meeting
Minutes
April 6, 2022, 6:30 pm
In-Person, In the Chapel

The April 6 2022, Stated Session Meeting of Fairmount Presbyterian Church was presented by the moderator, Rev. Ryan Wallace, Senior Pastor, at 6:30 pm, via Zoom.

THE ROLL

Elders Present: Rev. Lindsay Harren-Lewis, Associate Pastor; David Bosler, Rob Faxon, Grant Gannon, Chin-Tai Kim, Keith Mills, Sarah Planchon Pope, Peg Zitzner, Todd Imbler, Jeri Gype, Gordon Landefeld
Elders Excused/Not Attending: Megan Bennett
Clerk of Session: Gordon Landefeld
Moderator: Rev. Ryan Wallace, Senior Pastor
Guests: Admin, Co-Op Task Force: Susan Kent & Barbara McWilliams

QUORUM

The Moderator determined a quorum.

The Moderator reviewed the docket.

The Moderator introduced guests Tim Harren-Lewis & Elaine Price, and permitted them "privilege of voice." He noted that Susan Kent & Barbara McWilliams would arrive later for their presentation.

OPENING PRAYER

Elder Rob Faxon, Faith Statement

COMMUNION

The Moderator presented communion.

AGENDA

1. Current Business - Guests
 - a. Admin Council Sanctuary Lighting update - Tim Harren-Lewis & Elaine Price
 - b. Treasurer's Report
Ryan – finance report – February financials to come
finance cmte working on purchasing and payables policies
\$600,000 cash on hand up from last year
We should be thinking about how we're utilizing that
A good chunk from PPP loans;

2. Clerk's Report

a. Consent Agenda

i. Note: Stats this month as of Monday April 4, 2022.

- 1. On May 4 & following the stats will be effective the Sunday 10 days prior to the Session meeting. Objective: distribute Agenda no later than the Friday prior to the Session meeting.

b. Motion: Approve Consent Agenda

i. Minutes

- 1. March 9, 2022 Session Meeting - Appendix A

ii. Receive the following report of all weddings, funerals, baptisms, and communion that have taken place at the church since Session's previous meeting on Wednesday, March 9, 2022 through Monday, April 4, 2022:

iii. Communion:

- 1. Communion was served at 8:30am in the chapel on March 13, March 20, March 27 and April 3, 2022.
- 2. Communion was served on April 3, 2020 at 11:00am in the sanctuary.

iv. Weddings - none

v. Funerals

- 1. A Memorial for Robert Pfeifer was held at Fairmount in the sanctuary on April 1, 2022 2:00pm

vi. Membership statistical report through April 4, 2022

Total Membership as of March 9, 2021	574
● New Members	0
● Moved from Active Membership to "Friends of Fairmount"	0
● Removal from Rolls	0
● Removed by Letter of Transfer	0
● Deaths	-1

Anne Ginn , on Saturday, March 12, 2022

Total Membership as of March 9, 2022	573
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vii. In Person Worship Attendance (830am + 1100am)

- 1. Sunday, March 13th: 18 + 65 = 83
- 2. Sunday, March 20th 17 + 97 = 114
- 3. Sunday, March 27th: 23 + 62 = 85
- 4. Sunday, April 3rd: 15 + 96 = 111

viii. It was noted that year on year attendance numbers should include both in-church and zoom attendance numbers

Approval: Unanimous

c. Presbytery report

- i. Rev Ryan Wallace was welcomed as a Presbytery member
- ii. See his faith biography in **Appendix F**.

d. Letter to Rev Jessie MacMillan & Church of the Covenant **Appendix G**

e. Resume passing offering plates by Easter?

Discussion:

Requires at least 4, preferably 6 ushers/elders. | Health risks: transmission incredibly low at this time. | Safe to do whatever we want to do AT THIS TIME | Why do it, even though that's what we've always done | Some feel it's intimidating | The act of the putting the envelope in the plate is a good lesson for children | What proportion of our giving is online vs. handed to the office? | A basket in the back or the front demonstrates giving | Another practical thing: 62 congregants |

Need more greeters, ramp greeters etc. | We're not greeting like we used to | Jim Dakin is reviewing Elders Association Greeting.

No decision at this time.

- f. June 5, 2022 - Curtiss Paul DeYoung - "Becoming Like Creoles"
 - i. Discussion month of May – June 4th event
 - ii. June 5 - Lunch & conversation with Officers and Deacons
 - g. Future Session Devotions
 - i. July 6 (Gordon Faith Statement) and October 5th Faith Statements
 - ii. 3 Foci of Matthew 25
 - 1. Building Congregational Vitality (July 9)
 - 2. Dismantling Structural Racism (May 4)
 - 3. Eradicating Systemic Poverty (November 2)
 - h. July 9, 2022 Saturday Retreat & Stated Mtg
 - i. Developing the [7 Marks of Vital Congregations](#)
 - ii. Motion:
 - iii. Tabled: Summer is a busy time for folks.
 - i. Present Session report at worship
 - i. Tabled at last meeting – Megan Bennett was the push back, so wait til next meeting
 - ii. Discussion

 - j. You Are Called:
 - i. Elders should be in church every Sunday
 - ii. Be a Liturgist in Worship. Contact Kate McFadden [at kate@fpccle.org](mailto:kate@fpccle.org)
 - iii. If eligible, consider getting your second COVID-19 booster.
 - 4. Pastor's Report
 - 5. Pastor Lindsay
 - Lenten bags – super response, artistic programing
 - Semlet concert was incredible
 - Funerals
 - Palm Sunday Art Project in Anderson Hall – make your Easter Experience profound and connected

 - Pastor Ryan
 - Pentecost Weekend, Curtis Deyoung, public event,
 - Sat Jun 4th with Rev DeLove, UCC
 - Sunday June 5
 - Rich Anderson -25 hrs a week, plumber, electrical, carpentry
 - Replacing Vicki Mentrek
 - Increase Christine from 30 to 34 hours
 - Thinking through faith formation staffing with LHL and KMc
 - Semler concert an amazing experience
 - Raised \$5000 for 3 non-profit partners,
 - Several people said they never felt so safe in a church
 - Bob Pfeifer, Anne Ginn service later in season
 - Revs Ryan and Lindsay co-preaching on Easter Sunday

 - a. Link for Relational Meeting: <https://calendly.com/ryan-fairmount/relational-meeting>
4. Current Business
- a. Co-Op Task Force: Susan Kent & Barbara McWilliams - **Appendix E**

With Raleigh Duttweiler and Liz Boncella

- Co-op at 50 years old - 4 days a week, 11 months a year
- An all-day option seems to be what the community needs
- As is, is not meeting most people's needs
- We need to improve the FPC relationship with the Co-op
- Nursery school needs to know a year in advance if the facility cost will go up
- If we were to subsidize, that would be an option were we wishing to keep the building empty
- Starts at 9 am, stays til 11:30; lunch program some days; goes until early afternoon
- PDO (parents day out)
- Parents must help out, once a month in the classroom
- Guild has a scholarship program set up some 30 years ago
- Permits
- **Co-op is the most diverse part of FPC**
- Movement over years to "rope off" co-op from rest of church
- In early years in the building weekly; we would see the kids and the parents
- Now it's a separate entity
- They don't have church internet
- Our dream:
 - no rent,
 - real wages,
 - health ins,
 - a normal day care price with a sliding scale based on need
- One respondent: Lack of extended hours was the reason my kids didn't attend
- Coop had to hide their supplies and artwork
- Rev Ryan
 - How can we improve them now?
 - **Give them internet**
- What do we do with them and improve our relationship with them
- How do we think about this space and and use it more faithfully?
-

Motion – receive this report and disband the task force

Unanimous Approval

b. Motion : Approve Congregational Meeting: Annual Report Presentation May 1, 2022 i.

Approval: Unanimous

c. May 1 : ONE Worship service at 11 o'clock

d. Motion to change time: Approval Unanimous

e. Meal?

f.

6. Council Reports

a. Admin Council: See **Appendix B** - Minutes March 16, 2022

i .

ii . Earth Stewards - Parking Lot

- How to better utilize the space
- Have a contest of ideas; no raffle etc
- Link to the article from Sharon Core about church parking lots

c. Care Council: See **Appendix C** - Minutes February and March 2022

Went to Anne Lamott event down town

d. Faith Council

Need for Nursery Workers – reviewing how to find some

What to do when Chris Fader leaves

Semler concert; 3 nonprofit groups so happy

d. Serve Council: See **Appendix D** - Minutes March 23, 2022

6. Final Business

- Nominating committee starting in April, reaching out throughout the year.
- Chin-Tai Kim
 - Colleague is expert in philosophy of science, married muslim woman, teaches Islamic courses, office next to mine,
 - He once came to FPC and talked about Islam and interfaith dialog.
 - I think interfaith discourse is needed. Would like to invite him to FPC for a churchwide meeting. His wife is a doctor, he is a chaptalin at Oberlin for Islamic
- Carl Hoffman also interested in having

Events of Note

- April 2 to May 2 - Ramadan
- April 3 - Homeless Stand Down Shoe Collection begins
- April 7 - GCC Battle for Democracy on Zoom; Contact Ben Sperry_bxs63@case.edu
- April 9 - Cleveland Heights Police Food Drive at Zagara's 1 to 3 pm
- April 10 - Palm Sunday; Care Council Flower Delivery
- April 14 - Maundy Thursday Worship at 7:00 pm
- April 15 - Good Friday Service at St. Paul's, Noon to 3 pm.
- April 17 - Easter 9 am and 11 am; Easter Egg Hunt at 10:15
- April 15 to 23 - Judaism Passover
- April 18 - FPC closed in observance of Easter Monday
- April 24 - Congregational Meeting Annual Report (proposed date)
- April 30 – EARTH MONTH SATURDAY AT FPC

- June 5 - Pentecost & Rev. Curtiss Paul DeYoung guest preacher
- June 12 - Strawberry Festival

Closing Prayer and Adjournment --- 9:00 PM

Prayer requests

Pray for Peg

Prayer for Rob Faxon's daughter Kate re concussion in Ireland

Pray for Nicki Bush's Mom

Pray for the Wallace Family re not being able to fly from Florida

Pray for people of Ukraine

Megan's Dad

Dave Bosler

Fairmount Presbyterian Church
2757 Fairmount Boulevard
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Session Meeting, Regular
Minutes
March 9, 2022, 6:30 pm
Virtual

The March 9, 2022, Regular Session Meeting of Fairmount Presbyterian Church is presented by the moderator, Rev. Ryan Wallace, Senior Pastor, at 6:30 pm, via Zoom.

THE ROLL

Elders Present: Rev. Lindsay Harren-Lewis, Associate Pastor; David Bosler, Chin-Tai Kim, Keith Mills, Sarah Planchon Pope, Peg Zitzner, Megan Bennett, Todd Imbler, Jeri Gype, Gordon Landefeld

Elders Excused/Not Attending: Rob Faxon, Grant Gannon

Clerk of Session: Gordon Landefeld

Moderator: Rev. Ryan Wallace, Senior Pastor

Guests: Elders Jean Sylak and Walter Ginn; Matt Hrubey, Interim Financial Administrator; Molly Brown, Treasurer

QUORUM

The Moderator determined a quorum was present. 6:33 pm

The Moderator reviewed the docket, and hearing no objections, started the meeting.

The Moderator introduced the guests, and permitted them "privilege of voice."

OPENING PRAYER

Elder Peter Bush, Faith Statement

Note: Elder Rob Faxon to present a Faith Statement as opening prayer on April 6, 2022

AGENDA

1. **Motion** :Retroactively approve increase of \$767.34 to Rev Jessie MacMillan's pay to correct an error that arose from an adjustment to Pastor Jessie's continuing education allowance.
 - a. **Unanimous Approval**
2. Treasurer's Report - Welcome Molly Brown
 - a. Financial Statements
 - i. Due to PPE loan, overage
 - ii. Rob Leffler is financial advisor for finance cmte
3. Presentation of Fairmount's recent activity in support of refugees with Jean Sylak and Walter Ginn - Appendix A - Walter Ginn presented report.
 - a. Jean added:
 - i. Update for Session Meeting on March 9. 2022:
 - ii. On 2/18/2022 current refugee was given an "Extended Stay Covenant at Fairmount Presbyterian Church's Apartment. He thanked both Rev. Jessie and Anne Hill. He can now feel comfortable knowing our church family wants him to meet his goal to become a citizen of USA. He has been receiving a \$100 stipend monthly from AMIS funds that will end in June. It was a restricted fund that

ended. Refugee is serving a real need for our church, by opening and closing doors when needed at Fairmount. AMIS has used him to interpret between patient and doctor/s as needed. He continues to improve his skills with English classes. Refugee is looking forward to warmer weather so he can get back to work with our members and their friends.

- iii. AMIS is a nonprofit, Americans Making Immigrants Safe
 - 1. Total balance of funds held by AMIS: \$84,203.12
 - 2. Of this amount, 41% or \$34,345.39 set aside restricted funds to support specific immigrants & their families, including a special fund for Refugee.
 - iv. And 59% or \$49,857.73 is in the AMIS General Fund and is available to support the needs of other immigrants and their families (those for whom a specific fund has yet to be created).
 - v. HFOI: Heights Friends Of Immigrants
 - 1. A group that works along with AMIS, HFOI are “doers” in meeting the needs of immigrants. They were instrumental in finding that Beth El Synagogue in Cleveland Heights that had space to store the basic needs for setting up a household.
 - b. A high school student that received a scholarship to attend Beaumont. She lives with her Uncle and his family in South Euclid. Transportation was needed to get to & from school. A group of women volunteered to pick her up at home & return her in the afternoon.
 - c. These are local organizations working to meet the needs of our refugee/immigrants in the Cleveland communities.
 - d. Walter suggests:
 - i. Communicate more with congregation
 - ii. Determine length of commitment
 - e. Pastor Lindsay thanks Walter
 - i. Note about Current Refugee
 - 1. Renewed Covenant - Lindsay still working on it
 - 2. Working with us and we for him
 - ii. Heard that governor is having conversation about Ukraine
 - 1. We may hear more from Walter?
 - iii. Walter agreed
 - f. Rev Ryan asked permission to share the report with Presbytery,
 - i. Walter agreed
4. Realm review with Christine Winters
- a. Have you been on Realm? There are so many tools
 - b. On YouTube Christine describes updating your Realm Profile
 - i. <https://youtu.be/KxtsVdYWiQg>
 - c. Christine will seek to answer your questions.
5. Clerk's Report
- a. Consent Agenda
 - b. Motion: Approve Consent Agenda**
 - i. Approval Unanimous**
 - ii. Minutes
 - 1. January 29, 2022 Session Retreat - Appendix B
 - iii. Receive the following report of all weddings, funerals, baptisms, and communion that have taken place at the church since session's previous meeting:
 - iv. Communion: Since the January 29, 2022 Session Retreat

1. Communion was served at 8:30am in the chapel on January 30th; February 13th, 20th, 27th & March 6th.
2. Communion was served on February 6th and March 6th in the sanctuary.
- v. Weddings - none
- vi. Funerals
 1. A Memorial for Margaret Callander was held at Fairmount in the sanctuary on March 3, 2022 at 10:30am
 2. A Memorial for Alice Webb was held at Fairmount in the chapel on March 7, 2021 at 11:00am.
- vii. Membership statistical report through March 9, 2022

Total Membership as of January 29, 2021	574
• New Members	0
• Moved from Active Membership to "Friends of Fairmount"	0
• Removal from Rolls	0
• Removed by Letter of Transfer	0
• Deaths	0
Total Membership as of March 9, 2022	574
- viii. In Person Worship Attendance (830am + 1100am)

Sunday, January 30th: 10 + 69 = 79

Sunday, February 6th (11:00am only): 124

Sunday, February 13th: 12 + 63 = 75

Sunday, February 20th: 13 + 90 = 103

Sunday, February 27th: 20 + 115 = 135

Ash Wednesday, March 2nd: 27 + 46 = 73

Sunday, March 6th: 18 + 108 = 126

6. Pastor Jessie MacMillan, as one of her final duties, announced Feb 23, 2022:
 - a. Recently the family of Rev. Kitty Borchert donated \$5000 to be used "where most needed" and directed the donation for my attention/designation. After consulting with Lindsay and Gordon, I suggest the following:
 - b. \$2500 for anti-racism efforts under direction of the Serve Council.
 - i. Gordon suggested: "The Dr Rev Kitty Borchert Racism Truth and Reconciliation Fund"
 - c. \$2500 to AMIS for support of Jonas. Contact- Anne Hill and Jean Sylak. This also comes under the Serve Council.
 - d. Molly Brown and Matt Hruby will determine how the monies are set up.
7. Online Motion Approved
 - a. February 25, 2022, Edwins Fish Fry March 11, 2022
 - i. **Motion** :Approve Fairmount hosting a Pick-Up Fish Fry on Friday March 11 from 5 to 8 pm in Anderson Hall, with Edwin's.
 - ii. **Approved** (9 approved via email, 3 did not respond).
 - iii. Information:
 1. Event to be publicized & open to the community. Masks required.
 2. Edwin's to cook the food in Fairmount's kitchen, and accept payment, and FPC staff will hand out meals.
 3. Pastor Lindsay and Rev Ryan will greet members of the church and/or community. Vicki will also be on hand to help.

4. Tables staffed by FPC volunteers will share info about:
 - a. Fairmount worship, with Lent bags (if we have some left)
 - b. Fairmount Councils: Who they are and all they've been up to (eg Serve's partnership with Edwins, money to LMM, etc.)
5. FPC volunteers will guide traffic in the parking lot / at the ramp and into / out of Anderson Hall.
- iv. Discussion:
 1. Is there financial information about the event?
 2. Reply:
 - a. Edwins provides all the food, and takes all the proceeds.
 - b. Our cost are the utilities to cook the food and keep the lights on.
 - c. So impact on our budget is negligible, and our impact on the community is more than not doing it.
 - d. Plus we introduce staff and programming to those participating.
- v. Presbytery Meetings
 1. Gordon & Keith at each; additional currently assigned:
 - a. March 28, 2021: David Bosler & Sara Planchon Pope
 - b. May 22, 2021: Peg Zitzner & Chin-Tai Kim
 - c. July 25, 2021: Megan Bennet & Grant Gannon
 - d. September 26, 2021: Todd Imbler & Peter Bush
 - e. November 28, 2021: Rob Faxon & Jeri Gype
 2. You may attend as many Presbytery meetings as you wish.
8. Pastor's Report
 - a. Pastor Lindsay
 - i. Sign up for watercolor event with Miss Chris and Steph Washlock
 - ii. Two funerals, both powerful, both caskets
 - b. Pastor Ryan
 - i. What I'm working on
 1. Preaching and Worship
 2. Getting to know us
 3. Community and neighborhood engagement
 4. Small groups/member engagement
 5. Staff team building
 6. Maintaining stability
 - ii. Asked Sharon Core at PresWesRes Sr. Pastor hours
 1. 40 hrs a week
 2. Probably impossible
 3. Setting 45 hrs as a baseline
 4. 15 3 hr blocks
 - a. Thursday day off (LHL Friday)
 5. 9 hr days
 6. Saturdays one or two blocks
 7. Sundays 7:30 to early afternoon;
 - a. Agenda out sooner!
 8. Personnel approved once a month back to back days off for both pastors
 - c. Link for Relational Meeting: <https://calendly.com/ryan-fairmount/relational-meeting>
 - d. Plan from Session Retreat on focus items for the first six months.
 - i. Walk through each one
9. Council Reports

- a. Admin
 - i. Maintenance work done...
 - 1. Scaffolding in sanctuary eventually
 - 2. Network reset
 - 3. New website reviewed
 - a. More emphasis on Matthew 25 and More Light
 - 4. Alice Training
 - 5. Snow fills the ramp from roof
 - a. 3 hrs spent, so close ramp, piled snow in front
 - ii. Usher recruitment pep rally, schedule Alice and Defibrillator
 - iii. Pastor Lindsay - Alice training by PDA
 - b. Care
 - i. Feb 13 start of coffee hour
 - 1. Everyone bypassing it
 - 2. Agreed to coffee is self serve
 - 3. No need to have a deacon host - Vicky does it all
 - 4. Time to have Deacons resume taking flowers to housebound etc
 - a. Danielle and Jan Spalding - coordinating
 - b. Won't hand flowers, but leave at doorstep
 - 5. Big discussion for deacons to go as a group to see Anne Lamott talk March 16th at the Playhouse
 - a. We read her book last year, and fun is a good thing
 - 6. Continue a ministry of note writing
 - c. Faith
 - i. Sarah - sleepover a big success
 - 1. Semler coming up on March 30
 - 2. Looking for replacement for Chris Fader
 - 3. Kate doing confirmation
 - ii. Peter
 - 1. Preschool coop task force - gathering information
 - a. Pastor Ryan - who orgs that?
 - 2. Raleigh and Susan Kent involved
 - iii. Rev Ryan
 - 1. Amanda Wallace toured co-op
 - 2. Silas Wallace will attend co-op rest of the semester
 - d. Serve
 - i. Semler concert
 - ii. Dave: one thing we're trying to do with serve is weave a thread through the community. Synergistic.
10. Final Business
- a. **Motion** :Revise FPC masking policy (either i or ii):
 - i. While pandemic infections/deaths numbers in Cuyahoga County are not zero, they are the lowest they've been in more than seven months. Based on these numbers and the counsel of health professionals in the congregation, Fairmount lifts the mask mandate for all vaccinated persons, and removes the social distancing measure of alternate pews blocked. We ask if someone remains seated and does not rise to greet you, please take this as a sign they do not wish close personal contact. We ask that all unvaccinated or immunocompromised persons wear masks, and that anyone experiencing symptoms of COVID stay

outside the building. We also remove all size limits on groups of people, for both regularly scheduled events and weddings, funerals and special performances. We will review this policy as the pandemic landscape evolves.

- ii. Communion - pop top, or baskets of bread served with tongs, and take a personal cup
- iii. Conversation
 - 1. First Elder expert: prevalence is very low; single digits in positivity; more likely to be other viruses; part of what I looked up is the current CDC recommendation: Cuyahoga Cty prevalence does not rec masks in doors; also cultural considerations: what we feel is appropriate; culture lags reality; be respectful; creating space for personal decisions.
 - 2. Second Elder expert: First Elder expert covered it well; Pastors - what is your comfort level with unmasked.
 - a. Assistant Pastor - I will continue to wear a mask when meeting a ton o people, but not while leading worship; not sure what I'll do during week
 - b. Sr Pastor - I haven't thought about it, but may go with Assist Pstr
 - c. Elder college professor: my university requires all wear masks.
 - d. Assistant Pastor: Clev Hts Univ Hts & Shaker schools dropping masks.
 - e. Sr. Pastor - Immunocompromised Deacon says their family are prioritizing church and school and will continue to wear masks and come to church.
 - f. Elder - make Anderson Hall more inviting with some tables
 - g. Elder - if we expect people to act responsibly they'll act responsibly; esp in a church environment;
 - h. Elder: Playhouse Square dropped mask mandate

iv. Unanimous Approval

- b. Poll: What's your comfort level re: in-person Session meetings
- c. **Motion** :Will arrange for quarterly
 - i. **Motion Unanimous**
- d. **FYI:** The Semler concert will require concertgoers to provide proof of vaccination (including booster) and wear masks at the show. However, social distancing will not be enforced. Attendees, of course, may choose to hang back and distance on their own. This is in keeping with other area concert venue policies.
- e. **Omnibus Motion - Communion; Approval Unanimous**
 - i. Approve Rev. Lindsay officiate communion on Thursday March 10 during Confirmation Class.
 - 1. The topic on Thursday evening will be the Lord's Supper, and as a part of that lesson, we would like to be able to share in communion together.
 - ii. Approve Rev. Lindsay officiate communion on Sunday, April 24th during worship at the confirmation retreat.
 - 1. The service includes communion as our kiddos are learning about the sacraments.
 - 2. This retreat will likely be held at Bellwether Farm, a retreat center run by the Episcopal Diocese of Ohio.
 - iii. Approve Rev Ryan officiate communion at Session meetings:
 - 1. Apr 6, May 4, Jun 1, Jul 6, Aug 3, Sep 7, Oct 5, Nov 2, Dec 7.

2. Rev Ryan chance for congregation to feel we're being transparent
 3. Megan: I don't like it
 4. Keith: Here we are - see the bulletin -
- f. **Motion** :Initiate a monthly verbal report during worship (60 sec) recapping major decisions and conversations at the previous Session meeting.
- i. Table this
- g. Any remaining business?
- i. Prayers for Megan's parents
 - ii. Keith - Will share Green Initiative

Events of Note

- March 11 - Edwins' Fish Fry
- March 12 - Brimming with Creativity: Meditative Watercolors with Kate McFadden
- March 15, 22, 29 6:00 - 6:45 pm - Lenten Spiritual Practice Tuesdays with Revs Ryan and Lindsay
- March 22 - Lenten Spiritual Practice - Tuesday with Revs Ryan and Lindsay
- March 28 - Presbytery on Zoom, all welcome
- March 30 - 7:00 - 8:30 pm - Grace Semler Baldrige Christina LGBTQ Concert / Q&A
- April 5 - 6:00 - 6:45 pm - Lenten Spiritual Practice Tuesdays with Revs Ryan and Lindsay
- April 6 - 6:30 - 8:30 pm - Session Meeting, Stated
- April 15 - 17 - Holy Week & Easter
- April 18 - FPC closed in observance of Easter Monday

Closing Prayer and Adjournment

Rev Ryan at 9:10 pm

Respectfully Submitted by Gordon Landefeld, Clerk of Session

Draft of March 23, 2022

Administration Council Minutes March 16, 2022

Attendees:

Elder Peg Zitzner (Chair)
Elder Grant Gannon
Elder Robert Faxon (Secretary),
Victoria Mentrek
Jennifer Souers Chevraux
Steven Benton
David Gunning
Matt Hrubey (FPC)
Elaine Price
Russell C. Shaw
Christine Winters (FPC)
Rev Ryan Wallace

Meeting was called to order at 6:34 on Wednesday, February 16, 2022. The meeting was opened with a prayer by Ryan Wallace.

MINUTES APPROVAL – Minutes from February 16, 2022 Admin Council Meeting were reviewed and approved.

ADMINISTRATOR'S REPORT – Matt Hrubey

1. Last month we discussed a shared custodial position. FPC is not moving forward with shared custodian position at this time until the Church Administrator position is settled.
2. Neighbor, who had previously requested permission to run a line over the playground, will use existing conduit for power line. Subject to logistical access and being named as additional insured by contractor, this issue is resolved.
3. IT network issues: Our IT vendor went out of business during the pandemic, and held our administrative passwords. When we place new equipment, we will need to reset all passwords, which will require assistance from a new vendor. We are in the process of locating such vendor.
4. Timing of lighting needs to be settled given use of church for weddings, etc. over the summer.
5. Sewer Bill update. Sewer district is voting on reimbursing a significant piece of FPC's outstanding sewer bill (from water leak in approximately August 2020).

6. We intend to move forward with Grace Bros. as landscaping service firm, again. Motion was approved. M. Hrubey suggested that it would be a good practice, after a new administrator is hired, to review existing contracts and consider whether FPC may want to reconsider any relationships.

TREASURER'S REPORT - Molly Brown absent. M. Hrubey reports that M. Brown is settling in to her new position.

MARKETING AND COMMUNICATIONS REPORT - Christine Winters

1. Christine Winters presented two options and was authorized to enter into the second option with Dreamhouse upon completion of all items on existing contract. C. Winters will update on completion of existing contract.

PERSONNEL COMMITTEE

1. Fairmount Presbyterian Church credit cards discussion, including two cards for senior staff for educational and similar expenses to avoid reimbursement delays, and one for recurring charges. Additional cards were approved on a six-month trial basis. Elaine and Matt noted issues with payment procedures that we may want to review after transition and new treasurer is fully up to speed.
2. As noted, personnel committee has determined to prioritize church administrator role before filling custodial position.

FINANCE COMMITTEE

1. Update on Finance Committee: looking for suggestions for moderator.

ENDOWMENT COMMITTEE – Update from Mark Eisele (not present)

1. Investment returns for the 4th quarter of 2021 were 3.2%
2. Investment returns for all of 2021 were 11.9%
3. Endowment market value at 12/31/21 was \$11.6 million (\$10.9 million at 12/31/20)
4. Endowment market value at 2/28/22 was \$10.9 million.
5. From 1/1/22 to 2/28/22 there have been no Contributions to and no Distributions from the Endowment
6. The market value decline of our endowment in 2022 mirrors the overall market decline experienced in the financial markets/indices.
7. M. Hrubey reported that additional funds for columbarium (approx. \$30K) that were not immediately needed would be invested through endowment so as to generate interest.

BUILDING ISSUE

1. Vicki Mentrek brought up damage to the hallway wall across from brides room. There was never an issue on this wall until the ramp was built. I have been checking for any outside reason for this since last spring and see no standing water, etc. I'm thinking there is a drain issue from ramp construction. Contractor will look at ramp on Friday. If further investigation is needed, S Benton will coordinate. M Hrubey authorized to notice the insurance company.
2. Ceiling tiles in room 114 are starting to let go. Vicki will evaluate.
3. Vicki reported on bumpers for front doors to protect decorative brass.

SAFETY & SECURITY

1. A.L.I.C.E. follow-up with staff and further steps – Lindsay has a person who would be able to do this training soon. Discussion of the steps to moving forward and Contact person to work with training leaders. Handout of previous training available in REALM. This training outline reflected changes made to the training after our stabbing incident in Fall of 2019. V. Mentrik agreed to be point contact. Training was previously approved.

BUILDING IMPROVEMENTS

1. Sanctuary Lights were discussed, and S. Benton shared modeling of how lighting should look.
2. Outside Stucco work and painting. Color Renovation has Fairmount on its schedule, likely mid to late summer. We have not scheduled the Fairmount-facing side (which would be an additional 9-10K). The additional expenditure, if needed, was approved.
3. Bathroom Project – S Benton reports contractor is scheduled be in on Friday, 3/18 to complete punch list items. FPC is still holding retainage.

LEGAL

1. Russ Shaw reminded the council that with the transition, we need to make sure that we are observing correct work hours, etc.
2. Kate McFadden to call Russ Shaw before Sembler concert to review procedures.

The meeting was closed at 8:06 with a prayer by Peg Zitzner.

Respectfully Submitted, this 17th day of March, 2022, by Robert Faxon.

February 16, 2022 Care Council Meeting Minutes

*Devotion by Keith to start the meeting

*Discussion of coffee hour - let's keep it self-serve for now; coffee and snacks setup by staff; no Deacon hosts needed for now

*We restarted flower deliveries; Jan Spalding is our Sunday contact - please see the signup link below and deliver flowers as you are able

Greetings! Sunday flower deliveries have resumed! I am attaching the link to sign-up for flower delivery after the 11am service has concluded. Confirmed dates have been listed. As more requests are made and verified, those dates will also be added. Please re-visit the sign-up sheet at your convenience to check for updates.

<https://www.signupgenius.com/go/70A054CA4AF2CAAFC1-deacon>

Thank you for any assistance you are able to provide.

Sincerely,
Danielle Everette

*We discussed restarting small spiritual groups, such as Companions in Christ; we agreed meetings will be hybrid; and to wait for input from Rev. Ryan Wallace; these groups may be organized under Kate McFadden and Faith Formation.

*We approved the January meeting minutes

*Seven members of the Care Council attended a talk by Ann Lamott on March 16th at the Playhouse; we agreed to not hold a March meeting and those interested attend the Ann Lamott talk instead, organized by Pastor Lindsay.

*We agreed to continue a ministry of note writing, with a schedule of Deacon note writers and recipients kept by Pastor Lindsay. Jeri Gype sent out notes to 11 shut-ins that were suggested by Peter Horth.

Pastor Lindsay gave our closing prayer.

Every blessing,

Keith Mills

From Pastor Lindsay on March 24th: Good afternoon, Deacons!

I am writing with some updates about flower delivery. The first update is that we are going to plan to have a floral arrangement for each Sunday, whether or not someone has specifically contributed those flowers in honor or memory of someone (we have enough money in the flower budget to be able to do this). This means that you can now sign up to deliver flowers any Sunday you want! More options to choose from!

While it will be great to have deliverers on as many Sundays as possible, we won't fret over trying to fill each one. We can always expand and add more volunteers to the pool as we go. But I wanted you to know that you can find more dates to sign up [at this link](#).

Also, when you are delivering flowers, we ask that you take the bouquet from the sanctuary, find out from Jan Spalding how many arrangements are needed (she's usually in Andersen Hall before and after the service), and then divide the bouquet into that many arrangements. This can be done in the Care Room, which is near the Chapel. There is flower paper there and a work space and trashcan for you to utilize there. They do not have to look perfect! I know ZERO about arranging flowers, but I 100% know that people love getting them however they come - so no need to worry!

If you need help finding the care closet and supplies, please ask Jan or me.

Thanks all, and have a wonderful weekend!

~lindsay

As planned, no March Care Council meeting was held!

**Serve Council Meeting Minutes
3/23/2022 - 6:30 p.m.
Fairmount Presbyterian Church
2757 Fairmount Blvd
Cleveland Heights, OH 44118
Virtual - ZOOM Meeting -**

Mission Framework: Youth, Education, & Poverty

SERVE COUNCIL PRIORITIES From 2020: (proposed January 2020)

- Achieve a better understanding of how our current mission efforts align with recently identified mission priorities for FPC (education, youth, poverty), and begin to live into prioritizing mission efforts based on this alignment
- *Continue to move toward more Serve Sundays in the year in a way that is sustainable*
- *Incorporate staff and leadership in the work of Serve Council*

ATTENDING

Pastor Lindsay Harren-Lewis, Dave Bosler, Wrean Fiebig, Gordon Landefeld, Ray McKinney, Todd Imbler, Hedy Westra, Ulrich Hopfer

Excused: Jean Sylak

Guest: Kimberly Pride

OPENING

Opening Prayer / Check-In

Elder Dave Bosler opened the meeting at 6:38PM with a prayer.

AGENDA

REVIEW/APPROVAL OF FEBUARY MINUTES

Motion: Approve the February minutes.

Approval unanimous

GUEST SPEAKER

Kimberly Pride of Habitat for Humanity

Motion: \$10k over two years to Habitat (\$5k per year) as program to see if we can do more

Approval Unanimous

Action Items:

- Pastor Lindsay and Todd Imbler to visit Patty
- Review next steps at April Serve Meeting

- Tell Kim by end of May our decision

See Appendix A for discussion notes

REQUESTS -

Homeless Stand Down Event April 23 at First Energy Stadium - Todd

- Web page with video: <https://volunteerconnect.bvuvolunteers.org/hsdhistory>, brochures included as attachments to meeting invitation.

Motion: Contribute \$1000 and initiate shoe collection (like new, new and socks).

Unanimous Approval

Benevolence fund -

Follow-up items

CH Police Food Drive update

Pastor Lindsay: We are ready, more space for more food, Abundance will take left overs

April 9th, push will begin April 3rd

Will occur at church adjacent parking lot

Youth at Zagara's

LHL will go hang out

Drink Local, Drink Tap update

Todd Imbler

Todd had a short conversation with Keith Mills; Aaron who runs Drink Local Drink Tap just back from Uganda; more discussion to occur

REPORTS/OTHER (if any)

Food Bank update

Hedy Westra & Wrean, 2nd Monday ea month 3 hour shift, 12000 lbs of food, shelf stable boxes; rising food prices; we truck food in and out (gas prices higher); Couldn't have done it without National Guard right there. "Keep them in the budget" – IF church members involved, keep church involved. Mats on floor, 15 minute break, so may all move to the kitchen

Refugee update

Jonas update from Jean - "I have talked with Jonas and he is very settled in his apartment and values the support from our staff and church members. He has been assisting our staff by opening and closing are building when needed. He told me he is now working regular hours at a gas station and saved money to purchase a car...you may have seen it in our parking lot. He is seems so happy...and more relaxed. Keep him in your prayers!"

GCC Candidates Meeting April 7 7pm

Ulrich reminds us to attend the zoom meeting with county executives and juvenile judges

We need good turnout

Let Ben know

Member Lee Weingart is a candidate

VA Update

Ray: Update

- In May talking with Lindsay and Ryan and Raleigh Duttweiler
 - o Increased attention in helping women feel more comfortable going at VA
 - o June Knowlton is an army brat, colonel in the Navy, would like to talk with us
 - Wants to come to FPC or join us on zoom
- Ray to invite Colonel Knowlton to present to Serve

Hunger Walk Update

Hedy Westra: Hunger Walk; Peter McWilliams

Past participants: Betty Redd, Carol Giltz, Jan Spalding, Hank Doll

Semler Concert Update

Reminder - 3/30 Grace "Semler" Baldrich group - concert of contemporary Christian music

Review of Serve Council priorities -

Need to develop a matrix to look at the Listening Campaign and Revisioning Summit - how they combine. Steph will reach out to Christina to see if she will help develop how to compare the information. - tabled

NEW BUSINESS

Walter Ginn communications - Pastor Lindsay

Walter's wife Ann died. Gordon Landefeld will send a note of condolences on behalf of Serve

Hunger Walk, June 4th at the Cleveland Zoo - Hedy; Hunger Walk missions include fighting hunger and eliminating food waste

CLOSING PRAYER

Gordon Landefeld offered a poem by a Ukrainian poet:

Taras Shevchenko, Ukraine
1814 to 1861

When I die,
let me rest, let me lie
amidst Ukraine's broad steppes.
Let me see
the endless fields and steep slopes
I hold so dear.
Let me hear
the Dnipro's great roar.
And when the blood
of Ukraine's foes flows
into the blue waters of the sea,
that's when I'll forget
the fields and hills
and leave it all
and pray to God.
Until then, I know no God.
So bury me, rise up,
and break your chains.
Water your freedom
with the blood of oppressors.
And then remember me
with gentle whispers
and kind words
in the great family
of the newly free.

ADJOURNMENT

The Meeting was Adjourned at 8:10 PM

ACTION ITEMS

Task	Owner	Due Date
FPC Contribute \$1000 and initiate shoe collection	Todd	
Ray to invite Colonel June Knowlton speak to Serve on May 25 2022	Ray	
Hunger Walk		
Letter on behalf of Serve to Walter Ginn re his wife Anne	Gordon	March 30
Attend Semler	All	

Appendix A

Habitat for Humanity Discussion

Kim Pride, Habitat for Humanity

See Appendix A for notes.

Knew Charlie Forsberg,

FPC has helped sponsor homes through the year, and recently Faith Build to help build or rehab a whole house.

Habitat founded through Christian Community

Founded in Georgia, Jimmy Carter helped put it in spotlight

Sells homes to residents, but at reduced rate, zero percent interest

Buckeye Woodhill neighborhood

Rehab and new houses

100 homes by 2024m with \$13 million invested

Families build ~\$500 equity per month

Oppty:

Faith Build

- Help sponsor a house in name of Charlie Forsberg
- All Shale Ave houses need sponsorship

Q&A

Dave: Families mental well-being

Has Habitat tried this community centered transformation before over time

Kim: Started the concentrated neighborhood revitalization in about 2010

With the recession

Many families still in the homes

Some sell

Buckeye Woodhill the Greater Cleveland work

On a national level, they found that their work increased the homeowner values of neighboring houses

Our habitat affiliate has 94% success rate of people staying in their homes

LHL

Diff levels of sponsorship

\$10,000 – which we gave last year; us and 4 other sponsors

\$40,000 – us and one other sponsor

\$80,000 – just us – we name the house with a banner at dedication, and a plaque on a beam of the home.

Kim: Special requests: honor a birthdate or other event; share names with other sponsors

- We also welcome volunteers and can arrange special volunteer dates

LHL: When I met Kim a couple years ago, Charlie took me to the house, and introduced me to his “crew” who always worked together – for quite some time

They adapted the work to Charlie's physical limitations
Kim said if we sponsored a house in Charlie's name, Charlie's crew would be asked to work on that house

The "crew" is a set of volunteers

Dog is Ranger, belongs to Leighton who was a ranger in the armed services

Always looking for other regular volunteers

Regular volunteer groups overseen by a Habitat staff person.

LHL: Timing for an answer

Kim: Flexibility, I would like to know interest by May, then when you want to volunteer

Design Review with city almost there, hoping to break ground June / July, complete within a year

Funding: will be complete in 2023, so funding could end then too.

Habitat relaxed about when funding occurs

Churches and companies sponsor in name of someone

Most houses for multiple person families

Town homes can accommodate families of one

After Kim Left

Were we to do a house, we'd want to talk with Patty Forsberg

Could use Serve Funds alone or with matching campaign

If matching, loop in Ryan

Also just did a matching campaign

And strategize with other upcoming campaigns

Dave:

Attractive that we could split over two years

Hedy – have worked with other churches

Ulrich – other PCUSA churches?

LHL – I think so, but will find out

Ray: African American church, as many recipients people of color...

Dave: Set up a fund for people to contribute to

Todd: Over two years, ramp up, could probably raise \$40k per year

We could build a townhome for Jonas....

Gordon: A refugee community

LHL: \$10k due to "forgetting" why we had a surplus

Dave: strikes a chord with Matthew 25

Todd: What do we give up?

Dave: What are Ryan's thoughts on a matching campaign? What other campaigns are on the horizon?

- Carve outs of existing budget is limited
- Large donation would require extra-budget contributions.
- What's the right time to talk with Patty about this?
 - o Assess her interest level, who
 - o But don't want to disappoint her if premature.

LHL: Is talk of 40 or 80 the spirit nudging us in a direction

"We do housing"

But do we do housing?

Todd: Could argue that food bank helps more people

Just have figure out what the big picture is

LHL: Dollars to Food Bank helps more people, but LMM or Habitat could help fewer people in a more meaningful way; no right answer

Ray: If \$20k level easier to do, Habitat could be really nice, but let's not bust the budget

Wrean: I could see us raising money from congregation; and if Patty wants to.

Most important is the effect on the families: Huge benefit in strengthen people and communities

Food bank costs going up; huge support from city of Cleveland

Habitat provides a stable future for generations

Dave: resonates with me too – rather buy into something that has a durable effect

- Calvary? Hearing from them about what else is being done in that neighborhood

LHL: Neighborhood groups they've helped found

Dave: Partnerships – they

LHL – two or three churches are sponsoring the neighborhood

Todd: Park or pavilion or something everyone can enjoy

Dave: Come back with a motion

LHL: Can approach Patty with more than 10, probably not with 10 or less

**Fairmount Presbyterian Church
Fairmount Co-Op Task Force Review
March 2022**

Hi Session,

Before Jessie left, she tasked a small group of us to gather information about the Fairmount Coop Preschool (FCP) past and present, with an eye to what things might look like in the future.

Barbara McWilliams and I met with Rev. Ryan on March 21, 2022 to share some of our findings. Since we felt we were done with preliminary information-gathering, he suggested we pass this information on to you.

One note: The general impression we had from those that had used the Coop (mostly part-time and non-working parents) was how meaningful it was to them and their kids...likewise more currently, how much appreciated the Sunday We time and Fri evening programming was for current full time working parents...so the overarching questions are "how do we best support parents w young kids?" And "are these parents church members or is it open to members of the surrounding community?"

Attached are various interviews and emails we recorded. I'm recommending you start with '2/4/22 Minutes Coop Task Force' document which sets the context for discussion.

Let me know if you have any questions.

Regards,
Susan Kent

**Fairmount Presbyterian Church
Fairmount Co-Op Task Force Review
March 2022**

2/4/22 MINUTES COOP TASK FORCE MEETING

Attending: Susan Kent, Barbara McWilliams

Mtg organized around 4 questions

WHAT DO WE WANT ONGOING RELATIONSHIP BTW FAIRMOUNT AND COOP TO BE?

- In spite of past connections to church, are they more of a renter (and paying under market rate) ie more of a business relationship
- Or do we want/have more of a collaborative relationship where we offer them space in our church as part of community outreach to the neighborhood
- Or if they are a mission of church (under Serve), should they be part of our church (teachers become employees, etc)

WHAT IS CHURCH'S PHILOSOPHY ABOUT USE OF CHURCH SPACE?

- Do we want it primarily for worship and church related activities?
- Do we want church to be used 7 days a week...how do we balance desire to be open more with the cost of doing so?

IS THERE POSSIBILITY OF EXPANDING SERVICES BEYOND CURRENT COOP PRESCHOOL?

- Daycare for infants and toddlers...reflective of us being a Matthew 25 Church (sliding scale to make affordable for single parents, living wage for teachers, preferential treatment for members?)
- Longer Afterschool hours

HOW DO WE BETTER SUPPORT CHURCH MEMBERS W YOUNG KIDS? HOW DO WE ATTRACT FAMILIES W YOUNG KIDS?

- For parttime working parents: 1 morning a week parenting class w childcare
- For parttime working parents: weekday playgroup meeting at church
- For full time working parents: Parents Night Out (PNO) 1 night a month

We left with assignments for information gathering:

- Barbara McW to talk to Church of Saviour on Lee Rd to find out more about their Daycare (they used to have Coop Preschool); also she will talk to church admin to get more accurate sense of real cost of Coop's use of Church; talk to Sarah Vliek re extended days at Coop
- Susan K to talk to a couple of young families at Church to find out what they want/need

**Fairmount Presbyterian Church
Fairmount Co-Op Task Force Review
March 2022**

INTERVIEW WITH FCP 2021-2 BOARD PRESIDENT JENNY METZER

- Coop size at capacity for current space according to state regs...42,43 families, 3 classes spanning ages 3-5
- Tuition 4 day (9-11 am) \$2,100 may be increasing to \$2,500?; 3 day \$1,575 increasing to \$1,875?
- Rent currently \$400/month?...verify
- Fundraiser in normal year can raise \$4-10,000; but last year went thru a lot of savings during Covid trying to cover teachers' salaries when they were doing partial reopening....verify/clarify this w FCP Administrator

COVID YEAR CHALLENGES

- Currently limited electricity in PreK room next to Elevator, not able to use bathroom there bc too dark; were told it would be restored when construction in 1st floor Women's Bathroom done, but nothing yet
- During Covid, they worked out w Nancy a successful separate entrance using Scarborough door closest to parking lot with lockbox, keeping church members/staff and Coop kids/staff separate
- During Covid (and since Toby left on medical leave) they have been doing their own cleaning and buying their own cleaning products
- They could use a bigger muscle room space inside when bad weather (they aren't currently using the Undercroft space, they stay in Ed wing); they are hoping to replace old tricycles/trucks in outdoor playground no longer in working condition
- They value enrichment activities; bring in librarian, metro parks educator, music/dance class, etc

OTHER

- She was glad we/church were reaching out; she personally loves the Coop model and Coop families; has a 9 yr old (I'm not sure whether a Coop member then?) and now a 3 or 4 yr old, plans to be President next year too
- She is a person of faith, thinks that church/spiritual setting a positive thing, Coop model of learning thru play is good foundation

**Fairmount Presbyterian Church
Fairmount Co-Op Task Force Review
March 2022**

Interview NC, Retired, Long Time Church Administrator

Has been long term conundrum what to do w Coop Preschool

- Use of Christian Education (CE) wing for Church (Sunday) School: expenses involved justified bc part of Church mission
- Use for Coop Preschool: no longer any church families using Coop; hard to justify expenses to church when really just serving families in area that like Coop model and reduced expenses of Coop
- Discussion w other Coop Preschool(s) in neighboring church(es): Coop Preschools are notorious drain on church finances (described as 'parasitic')
- History of Coop: was spinoff of Church to support families w young children; made sense to be 'underwritten' by Church; eventually became 501c3, independent entity using church space, 6-8? yrs ago church and Coop formalized relationship w License Agreement, raised rent from \$150? to \$400/ month

Current expenses to church

- Church staff member has to be in church whenever Preschool in bldg; hypothetical example: 8-3 pm, 7 hrs x \$20/hr= \$140 minimum (school yr license/contract Aug1 - June 30)
- Since bldg used for Preschool, more involved fire standards, inspections, insurance, more wear and tear/repairs; more utility use: water and lights; Church Administrator time (for ex worked out separate entrance for Coop during Covid, Chapel door entrance by Garth, now Scarborough door nearest parking lot w lock box)
- Preschool currently doing own cleaning, saving estimated cost \$495/ mo (Toby was doing cleaning, but had medical leave and w Covid, Coop took over)
- Current Coop rent \$400/mo, doesn't begin to cover expenses,
- Current CE wing space Coop uses: Room1, Rm 2 next to Elevator, Rm 3 Polly Schied Rm, Rms 4 &6 Kent Organ Rm, Rms 5 & 7 (for big muscle activity); the space under sanctuary (Undercroft) not currently used

Another offer to use church as Preschool, not Coop

- Preschool teacher/friend of Chris Fader (Children's Ministry) looked at space bc she needs larger, she presented business plan w rent in thousands (\$2500-3500/mo range *verify this, not sure I recorded this correctly)

Alternate model would be to pull Preschool under church umbrella

- Advantage: more efficient, currently Coop Preschool has to do own payroll, insurance,etc thus duplicates what church already does; if employees of church might have health insurance (as way to compensate for low wage?)
- Challenge: how could we make this something that serves church families as well as larger community

**Fairmount Presbyterian Church
Fairmount Co-Op Task Force Review
March 2022**

February 2, 2022

Interview w TC, Retired Coop Preschool Teacher at Church of the Saviour

Comparison to Another Church's Coop Preschool

- She was longtime coop preschool teacher at Church of the Saviour; she retired in the early 2000's around time church closed preschool.
- Church of the Saviour on Lee Rd put on huge addition, whole new wing that allowed it to do daycare. Now it does only daycare (no preschool); no church affiliation
- She's certain Fairmount doesn't have a big enough space to offer daycare, even if they wanted to. Requirements for higher staffing ratio for daycare, and specific health code requirements (changing diapers) makes it onerous on facility.

Question: How do we best support young families w children at Fairmount?

- She mentioned Parents Day Out (PDO) extending preschool hours later in afternoon, Plymouth Church offered such a program
- Similar objective: Parents Night Out (PNO) Amy Kim was doing 5:30-9:30pm? one Fri per month. How to recruit church members as well as staff to help?

**Fairmount Presbyterian Church
Fairmount Co-Op Task Force Review
March 2022**

February 18, 2022

Hi Susan,

Thanks for reaching out to ask my perspective. A few quick thoughts - hope it is helpful.

1. I knew there was a preschool co-op housed at Fairmount, but I never knew much more about it. And what little I did hear made it feel/sound like it wasn't for Fairmount members, so I never explored or considered the Fairmount preschool co-op. If the preschool is interested in having Fairmount members at its school, considerably more advertising and invitations could be done. Open houses, notices in the bulletins, 1:1 reach out to families, etc. would all help encourage members to consider the preschool. For us, having hours that support working families would be required. Our current day care/preschool is open from 7am to 6 pm. We need 8am to 5:30 pm.

2. We love the church's educational program for children and the emphasis they place on treating children and young adults as members of the congregation, people to be included in the service, etc. We love WE time led by Ms. Chris and Parents Night Out was AMAZING!!!! An absolute FANTASTIC service by the church, and we used it as a way to introduce other families to the church a couple of times. Although our kids are too young to take advantage of it yet, we love the mission trips that are a part of junior and senior high kids experience at Fairmount.

Hope that helps. Thanks again for asking.

GK

**Fairmount Presbyterian Church
Fairmount Co-Op Task Force Review
March 2022**

March 5, 2022

Hi P and N,

Before Jessie left, she commissioned a small group of us to look at the Fairmount Coop Preschool.

As part of information gathering, the Task Force wanted feedback from our current members with young kids, how the church might better serve you. I started w Gina and am now emailing you.

I wish we could offer Daycare at the church, but that's probably not something in our immediate future.

Instead, we wanted to ask you 2 questions

1. What would make the Coop Preschool something you would consider, ie longer hours to accommodate work schedule?
2. What other activities has the church offered in the past where you felt supported? Was Fri night Parents Night Out something you valued?

Thanks for getting back to me when you have a moment. The Task Force meets again this Fri, so I was hoping to have your feedback, even just a cursory response by then!

Warm regards,

Susan

**Fairmount Presbyterian Church
Fairmount Co-Op Task Force Review
March 2022**

March 8, 2022

Hello Susan:

When you say "daycare at the church" I am not sure what you mean by that. One thing I think would be incredibly supportive for members with young children would be to have childcare available during worship. Crowding the kids in the back room is not sustainable.

Because we already have childcare, we would not consider the Coop Preschool, but when we were looking at daycare, we did not consider it because the hours were not long enough...so yes, I think longer hours to accommodate work schedules would be helpful for many families.

Other activities the church offered in the past that were helpful were Parents Night Out, We Time, Children's choir, We Time during worship (in -person), Craft time for children (usually during We Time and related to the worship lesson). Amy Kim did an amazing job of making parents feel supported and the church felt very family and child centered. Of course, the pandemic interrupted that, but hopeful to reinstate some of those things or ALL of them when that is possible.

Thank you.

Yours truly,

NB

[Note: Respondent was unclear what we meant by 'daycare'...we meant children younger than preschool, kids still in diapers.]

**Fairmount Presbyterian Church
Fairmount Co-Op Task Force Review
March 2022**

January 24, 2022

AG re Parenting Group at Fairmount

Importance of Drop-off/Drop-in Space for Parents of Young Children

- Joined church late 80's and used Coop for our daughter when we were brand new to Cleve. We had moved here for my spouse's university job
- Became part of Parenting Group at Church sponsored by Guild. Parents Day Out option (PDO) for drop off of kids (Guild hired caregivers); later became drop-in place for moms to hang out w kids, (no longer needed caregivers)
- Formed lifelong friendships there, met LG who had 2 adopted kids; one of reasons I and my spouse eventually adopted two girls
- Parenting Group was what supported me most as a young mom new to Cleveland

**Fairmount Presbyterian Church
Fairmount Co-Op Task Force Review
March 2022**

March 2022

Email from MF, church member and former coop parent

My years with the preschool were approximately 1999-2008. I was on the board most of the time and co-president twice, so I know most people who were in the school over those years. It was my experience that you were more likely to have children of people from church who would maybe use the preschool, than people from the preschool who would then come to the church to inquire about attending or membership, but joint events with a child focus were welcome, such as Halloween activities (I think there used to be a pumpkin carving with hot chocolate), Holiday Bazaar type of things if there were just fun kid activities that weren't necessarily only Christmas focused, sometimes the preschool would have a booth at the Strawberry Festival. Preschool families might come to that, They would do bake sales at church. For a while they had an event at the church that was a bike parade and fundraiser. I think if the church and preschool held child-focused events together and invited outside families, you might get a few, but these events would like be more for the kids of both entities. Still, it would strengthen the bond between the church and the school which is good. So there could be cookie decorating, or music based things, etc.. You could have entertainers in that would appeal to both groups, etc.

Although the preschool was started initially as a church nursery school, very much attached to the church, the independent co-op was started in the mid-1970s is my recollection. It is non-denominational and tries to be respectful in teaching about a broad spectrum of holidays. In addition to Heights families, there were sometimes children of grad students or international families that would use the preschool and families of various religious backgrounds, so we were always careful to be respectful of that. There was a while in the mid 2000 decade where we had several Mormon families from Case Dental School but found that that wasn't a good match generally because they weren't based in Cleveland and would all leave after a couple of years, so we didn't get siblings or ongoing support or involvement. They also tended to keep to themselves socially outside of school and weren't involved in the greater community.

There have been some difficulties between the preschool and church staff over the years which has meant that the relationship has sometimes been strained. The building administrator at one time was known by the preschool to be a witch on wheels. I think Kent Organ was generally supportive as was Louise. She specifically let me know that the church would support the preschool if needed during a couple of rough financial patches. Eric and Betsy had high requirements for the shared spaces and required that the preschool make itself disappear more behind closed shelving and take down art and minimized visual distractions in the rooms. That was very, very hard. During my tenure, the general feeling within the school was that if you try to get along with church staff and be accommodating as much as possible, if there is someone who is difficult to work with, the preschool generally outlasted church staff, so they would try to grin and bear it if things were hard. My dream job in the preschool was always to be simply the

**Fairmount Presbyterian Church
Fairmount Co-Op Task Force Review
March 2022**

"Church Liaison", but there was always a need to do more. Sometimes, however, that can be a hard job.

**Fairmount Presbyterian Church
Fairmount Co-Op Task Force Review
March 2022**

Hi Susie,

We talked a while ago about the Coop at Fairmount. I really hope that it can continue and alot of the attraction for it will be in the quality of the teachers who work there.

I also wonder if a small daycare might be able to use the room next to the elevator? I think it would have to go thru licensing and inspections and might be more than Fairmount would want to take on. So many parents of very young children are looking for help, particularly if the facility does not require children being there every day of the week.

Let me know if any more discussion has been going on since Pastor Ryan arrived.

TC

**Fairmount Presbyterian Church
Fairmount Co-Op Task Force Review
March 2022**

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Barbara McWilliams and I met with Rev. Ryan on March 21, 2022 to share some of our findings. Since we felt we were done with preliminary information-gathering, he suggested we pass this information on to you.

One note: The general impression we had from those that had used the Coop (mostly part-time and non-working parents) was how meaningful it was to them and their kids...likewise more currently, how much appreciated the Sunday We time and Fri evening programming was for current full time working parents...so the overarching questions are "how do we best support parents w young kids?" And "are these parents church members or is it open to members of the surrounding community?"

Attached are various interviews and emails we recorded. I'm recommending you start with '2/4/22 Minutes Coop Task Force' document which sets the context for discussion.

Let me know if you have any questions.

Regards,
Susan Kent

**Fairmount Presbyterian Church
Fairmount Co-Op Task Force Review
March 2022**

2/4/22 MINUTES COOP TASK FORCE MEETING

Attending: Susan Kent, Barbara McWilliams

Mtg organized around 4 questions

WHAT DO WE WANT ONGOING RELATIONSHIP BTW FAIRMOUNT AND COOP TO BE?

- In spite of past connections to church, are they more of a renter (and paying under market rate) ie more of a business relationship
- Or do we want/have more of a collaborative relationship where we offer them space in our church as part of community outreach to the neighborhood
- Or if they are a mission of church (under Serve), should they be part of our church (teachers become employees, etc)

WHAT IS CHURCH'S PHILOSOPHY ABOUT USE OF CHURCH SPACE?

- Do we want it primarily for worship and church related activities?
- Do we want church to be used 7 days a week...how do we balance desire to be open more with the cost of doing so?

IS THERE POSSIBILITY OF EXPANDING SERVICES BEYOND CURRENT COOP PRESCHOOL?

- Daycare for infants and toddlers...reflective of us being a Matthew 25 Church (sliding scale to make affordable for single parents, living wage for teachers, preferential treatment for members?)
- Longer Afterschool hours

HOW DO WE BETTER SUPPORT CHURCH MEMBERS W YOUNG KIDS? HOW DO WE ATTRACT FAMILIES W YOUNG KIDS?

- For parttime working parents: 1 morning a week parenting class w childcare
- For parttime working parents: weekday playgroup meeting at church
- For full time working parents: Parents Night Out (PNO) 1 night a month

We left with assignments for information gathering:

- Barbara McW to talk to Church of Saviour on Lee Rd to find out more about their Daycare (they used to have Coop Preschool); also she will talk to church admin to get more accurate sense of real cost of Coop's use of Church; talk to Sarah Vliek re extended days at Coop
- Susan K to talk to a couple of young families at Church to find out what they want/need

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INTERVIEW WITH FCP 2021-2 BOARD PRESIDENT JENNY METZER

- Coop size at capacity for current space according to state regs...42,43 families, 3 classes spanning ages 3-5
- Tuition 4 day (9-11 am) \$2,100 may be increasing to \$2,500?; 3 day \$1,575 increasing to \$1,875?
- Rent currently \$400/month?...verify
- Fundraiser in normal year can raise \$4-10,000; but last year went thru a lot of savings during Covid trying to cover teachers' salaries when they were doing partial reopening....verify/clarify this w FCP Administrator

COVID YEAR CHALLENGES

- Currently limited electricity in PreK room next to Elevator, not able to use bathroom there bc too dark; were told it would be restored when construction in 1st floor Women's Bathroom done, but nothing yet
- During Covid, they worked out w Nancy a successful separate entrance using Scarborough door closest to parking lot with lockbox, keeping church members/staff and Coop kids/staff separate
- During Covid (and since Toby left on medical leave) they have been doing their own cleaning and buying their own cleaning products
- They could use a bigger muscle room space inside when bad weather (they aren't currently using the Undercroft space, they stay in Ed wing); they are hoping to replace old tricycles/trucks in outdoor playground no longer in working condition
- They value enrichment activities; bring in librarian, metro parks educator, music/dance class, etc

OTHER

- She was glad we/church were reaching out; she personally loves the Coop model and Coop families; has a 9 yr old (I'm not sure whether a Coop member then?) and now a 3 or 4 yr old, plans to be President next year too
- She is a person of faith, thinks that church/spiritual setting a positive thing, Coop model of learning thru play is good foundation

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Interview NC, Retired, Long Time Church Administrator

Has been long term conundrum what to do w Coop Preschool

- Use of Christian Education (CE) wing for Church (Sunday) School: expenses involved justified bc part of Church mission
- Use for Coop Preschool: no longer any church families using Coop; hard to justify expenses to church when really just serving families in area that like Coop model and reduced expenses of Coop
- Discussion w other Coop Preschool(s) in neighboring church(es): Coop Preschools are notorious drain on church finances (described as 'parasitic')
- History of Coop: was spinoff of Church to support families w young children; made sense to be 'underwritten' by Church; eventually became 501c3, independent entity using church space, 6-8? yrs ago church and Coop formalized relationship w License Agreement, raised rent from \$150? to \$400/ month

Current expenses to church

- Church staff member has to be in church whenever Preschool in bldg; hypothetical example: 8-3 pm, 7 hrs x \$20/hr= \$140 minimum (school yr license/contract Aug1 - June 30)
- Since bldg used for Preschool, more involved fire standards, inspections, insurance, more wear and tear/repairs; more utility use: water and lights; Church Administrator time (for ex worked out separate entrance for Coop during Covid, Chapel door entrance by Garth, now Scarborough door nearest parking lot w lock box)
- Preschool currently doing own cleaning, saving estimated cost \$495/ mo (Toby was doing cleaning, but had medical leave and w Covid, Coop took over)
- Current Coop rent \$400/mo, doesn't begin to cover expenses,
- Current CE wing space Coop uses: Room1, Rm 2 next to Elevator, Rm 3 Polly Schied Rm, Rms 4 &6 Kent Organ Rm, Rms 5 & 7 (for big muscle activity); the space under sanctuary (Undercroft) not currently used

Another offer to use church as Preschool, not Coop

- Preschool teacher/friend of Chris Fader (Children's Ministry) looked at space bc she needs larger, she presented business plan w rent in thousands (\$2500-3500/mo range *verify this, not sure I recorded this correctly)

Alternate model would be to pull Preschool under church umbrella

- Advantage: more efficient, currently Coop Preschool has to do own payroll, insurance,etc thus duplicates what church already does; if employees of church might have health insurance (as way to compensate for low wage?)
- Challenge: how could we make this something that serves church families as well as larger community

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February 2, 2022

Interview w TC, Retired Coop Preschool Teacher at Church of the Saviour

Comparison to Another Church's Coop Preschool

- She was longtime coop preschool teacher at Church of the Saviour; she retired in the early 2000's around time church closed preschool.
- Church of the Saviour on Lee Rd put on huge addition, whole new wing that allowed it to do daycare. Now it does only daycare (no preschool); no church affiliation
- She's certain Fairmount doesn't have a big enough space to offer daycare, even if they wanted to. Requirements for higher staffing ratio for daycare, and specific health code requirements (changing diapers) makes it onerous on facility.

Question: How do we best support young families w children at Fairmount?

- She mentioned Parents Day Out (PDO) extending preschool hours later in afternoon, Plymouth Church offered such a program
- Similar objective: Parents Night Out (PNO) Amy Kim was doing 5:30-9:30pm? one Fri per month. How to recruit church members as well as staff to help?

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February 18, 2022

Hi Susan,

Thanks for reaching out to ask my perspective. A few quick thoughts - hope it is helpful.

1. I knew there was a preschool co-op housed at Fairmount, but I never knew much more about it. And what little I did hear made it feel/sound like it wasn't for Fairmount members, so I never explored or considered the Fairmount preschool co-op. If the preschool is interested in having Fairmount members at its school, considerably more advertising and invitations could be done. Open houses, notices in the bulletins, 1:1 reach out to families, etc. would all help encourage members to consider the preschool. For us, having hours that support working families would be required. Our current day care/preschool is open from 7am to 6 pm. We need 8am to 5:30 pm.

2. We love the church's educational program for children and the emphasis they place on treating children and young adults as members of the congregation, people to be included in the service, etc. We love WE time led by Ms. Chris and Parents Night Out was AMAZING!!!! An absolute FANTASTIC service by the church, and we used it as a way to introduce other families to the church a couple of times. Although our kids are too young to take advantage of it yet, we love the mission trips that are a part of junior and senior high kids experience at Fairmount.

Hope that helps. Thanks again for asking.

GK

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March 5, 2022

Hi P and N,

Before Jessie left, she commissioned a small group of us to look at the Fairmount Coop Preschool.

As part of information gathering, the Task Force wanted feedback from our current members with young kids, how the church might better serve you. I started w Gina and am now emailing you.

I wish we could offer Daycare at the church, but that's probably not something in our immediate future.

Instead, we wanted to ask you 2 questions

1. What would make the Coop Preschool something you would consider, ie longer hours to accommodate work schedule?
2. What other activities has the church offered in the past where you felt supported? Was Fri night Parents Night Out something you valued?

Thanks for getting back to me when you have a moment. The Task Force meets again this Fri, so I was hoping to have your feedback, even just a cursory response by then!

Warm regards,

Susan

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March 8, 2022

Hello Susan:

When you say "daycare at the church" I am not sure what you mean by that. One thing I think would be incredibly supportive for members with young children would be to have childcare available during worship. Crowding the kids in the back room is not sustainable.

Because we already have childcare, we would not consider the Coop Preschool, but when we were looking at daycare, we did not consider it because the hours were not long enough...so yes, I think longer hours to accommodate work schedules would be helpful for many families.

Other activities the church offered in the past that were helpful were Parents Night Out, We Time, Children's choir, We Time during worship (in -person), Craft time for children (usually during We Time and related to the worship lesson). Amy Kim did an amazing job of making parents feel supported and the church felt very family and child centered. Of course, the pandemic interrupted that, but hopeful to reinstate some of those things or ALL of them when that is possible.

Thank you.

Yours truly,

NB

[Note: Respondent was unclear what we meant by 'daycare'...we meant children younger than preschool, kids still in diapers.]

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January 24, 2022

AG re Parenting Group at Fairmount

Importance of Drop-off/Drop-in Space for Parents of Young Children

- Joined church late 80's and used Coop for our daughter when we were brand new to Cleve. We had moved here for my spouse's university job
- Became part of Parenting Group at Church sponsored by Guild. Parents Day Out option (PDO) for drop off of kids (Guild hired caregivers); later became drop-in place for moms to hang out w kids, (no longer needed caregivers)
- Formed lifelong friendships there, met LG who had 2 adopted kids; one of reasons I and my spouse eventually adopted two girls
- Parenting Group was what supported me most as a young mom new to Cleveland

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March 2022

Email from MF, church member and former coop parent

My years with the preschool were approximately 1999-2008. I was on the board most of the time and co-president twice, so I know most people who were in the school over those years. It was my experience that you were more likely to have children of people from church who would maybe use the preschool, than people from the preschool who would then come to the church to inquire about attending or membership, but joint events with a child focus were welcome, such as Halloween activities (I think there used to be a pumpkin carving with hot chocolate), Holiday Bazaar type of things if there were just fun kid activities that weren't necessarily only Christmas focused, sometimes the preschool would have a booth at the Strawberry Festival. Preschool families might come to that, They would do bake sales at church. For a while they had an event at the church that was a bike parade and fundraiser. I think if the church and preschool held child-focused events together and invited outside families, you might get a few, but these events would like be more for the kids of both entities. Still, it would strengthen the bond between the church and the school which is good. So there could be cookie decorating, or music based things, etc.. You could have entertainers in that would appeal to both groups, etc.

Although the preschool was started initially as a church nursery school, very much attached to the church, the independent co-op was started in the mid-1970s is my recollection. It is non-denominational and tries to be respectful in teaching about a broad spectrum of holidays. In addition to Heights families, there were sometimes children of grad students or international families that would use the preschool and families of various religious backgrounds, so we were always careful to be respectful of that. There was a while in the mid 2000 decade where we had several Mormon families from Case Dental School but found that that wasn't a good match generally because they weren't based in Cleveland and would all leave after a couple of years, so we didn't get siblings or ongoing support or involvement. They also tended to keep to themselves socially outside of school and weren't involved in the greater community.

There have been some difficulties between the preschool and church staff over the years which has meant that the relationship has sometimes been strained. The building administrator at one time was known by the preschool to be a witch on wheels. I think Kent Organ was generally supportive as was Louise. She specifically let me know that the church would support the preschool if needed during a couple of rough financial patches. Eric and Betsy had high requirements for the shared spaces and required that the preschool make itself disappear more behind closed shelving and take down art and minimized visual distractions in the rooms. That was very, very hard. During my tenure, the general feeling within the school was that if you try to get along with church staff and be accommodating as much as possible, if there is someone who is difficult to work with, the preschool generally outlasted church staff, so they would try to grin and bear it if things were hard. My dream job in the preschool was always to be simply the

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"Church Liaison", but there was always a need to do more. Sometimes, however, that can be a hard job.

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Hi Susie,

We talked a while ago about the Coop at Fairmount. I really hope that it can continue and alot of the attraction for it will be in the quality of the teachers who work there.

I also wonder if a small daycare might be able to use the room next to the elevator? I think it would have to go thru licensing and inspections and might be more than Fairmount would want to take on. So many parents of very young children are looking for help, particularly if the facility does not require children being there every day of the week.

Let me know if any more discussion has been going on since Pastor Ryan arrived.

TC

FPC Session 06APR2022 Appendix F

Rev. Ryan Wallace
Faith Biography
Presbytery of the Western Reserve

When I was 12 years old, I returned home from a mission trip and told my parents that I had decided to become a pastor. It stuck.

After college, I spent a few years in youth ministry learning from Rev. Mark DeVries before returning to Chicago to begin at McCormick Theological Seminary. Halfway through seminary, I felt the Spirit calling me into community-based social justice ministry. I graduated with a Master of Theological Studies and spent several years working in community organizing and public policy at two faith-based non-profits—Community Renewal Society and Interfaith Worker Justice. I worked on a wide range of justice issues at the city, county, state, and federal levels, including violence prevention, education funding reform, wage theft, restorative justice, tax policy, re-entry and recidivism, and police reform.

In addition to my community organizing experience, I have also served five PC(USA) congregations—most recently as Associate Pastor for Faith Formation at the First Presbyterian Church of Libertyville in Illinois. I love every aspect of congregational ministry, but what I love most is the people. The call of a pastor—to walk alongside people of all ages and backgrounds in their spiritual journeys—is a blessing that defies description.

I also have a strong entrepreneurial streak. I've been involved in three church plants in Chicago (including one that raised money by brewing beer), and over the past two years, I've been working to foster connections between churches and social entrepreneurs. I've served on the launch team for the Small Business Growth Initiative at the Lake County Community Foundation and I'm also the co-founder of The Spiritual Entrepreneurship Lab, an ecumenical project that aims to align the mission and resources of churches and social entrepreneurs to create new and innovative ways of doing church and cooperative business.

I have served in other leadership roles to support the Church, including a term on the Mission Committee of the Chicago Presbytery, and I serve on the Board of Directors for the Inclusive Collective, a progressive Christian campus ministry with a focus on serving LGBTQ young adults in Chicago.

Throughout my ministry, I have tried to be intentional about sustaining my own inner spiritual life. In addition to spiritual direction, I have relied on a variety of practices—silence, nature immersion, centering prayer, the *examen*, yoga, *lectio divina*, and more—to sustain me. I am also deeply grateful to be a current fellow at the Ecumenical Center for Clergy Spiritual Renewal at Holy Wisdom Monastery—an ecumenical Benedictine order in Middleton, Wisconsin. I am part of a two-year cohort of 17 pastors across the mainline spectrum who gather regularly to learn together and support one another as we grow in our own spiritual life and practices.

I am grateful and excited that God has called me to the Presbytery of the Western Reserve to serve at Fairmount Presbyterian Church.



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Rev. Jessica MacMillan
Church of the Covenant
11205 Euclid Avenue
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April 4, 2022

Dear Pastor Jessie MacMillan and Session at Church of the Covenant,

A warm congratulations to you and your congregation on the arrival of Pastor Jessie as your Covenant Pastor.

As you know, Fairmount Presbyterian Church and Pastor Jessie recently parted ways in the normal course of pastoral search and pending start of the called senior pastor. Due to the pandemic, Pastor Jessie's opportunity to lead the congregation through both pastoral transition and the pandemic turmoil we all experienced was far longer than expected, but the relationship was strong and vibrant and fruitful, and Fairmount simultaneously celebrated and mourned its loss of Pastor Jessie even while celebrating Rev Ryan's arrival.

As we walk together through life, we hold the Church of the Covenant in our hearts and lift you up in our prayers.

Peace,



Ryan J. Wallace

Rev. Ryan Wallace
Senior Pastor



Gordon Landefeld

Gordon Landefeld
Clerk of Session

Following Christ. Growing in Faith. Serving Together. Caring for All.