

## LEADERSHIP COUNCIL Meeting Minutes: January 28, 2021 4:30 pm

Zoom Link: <https://us02web.zoom.us/j/86712488597>

- **In Attendance:** John Samford, President; Ron Dechert, Vice President; Jim Rowan, Treasurer; Pat Huibregtse, Pam Rutledge; Dindy Haab, Member-at-Large; John Kennedy, Pastor and ex-officio member

- **Opening Prayer** Dindy Haab

**Approval of [minutes from 11/19/20 Leadership Council meeting](#)** —there was no December 2020 meeting

- Minutes of the 11/19/20 meeting were approved

### 4. Old Business

- Status of rental of 437 S. Fourth Ave rental (the “sty”)
  - contract signed (see Google Drive Folder for January 2021)
    - asking \$1950 / month, down to \$1900 / month
    - Agent shall receive a leasing fee equal to one month's rent at the time of execution of a lease.
- In addition, Agent shall receive a management fee equal to 8% of the rents collected.
  - Facilities Ministry Team to complete final touches to be wrapped up this week
  - City changed church's property tax information
    - John Samford provided an update of the city's records and naming of the house. He also provided a further explanation of the rental agreement. He clarified that utilities are NOT included in the rent. However snow removal and lawn care will be.
- Status of lawsuit – John Samford deposed Thurs 1/28/2021 2 PM by opposing counsel in “door lawsuit”
  - John Samford told us that he was deposed today.
- BUCC Finance Information Meeting following worship 1/31/21
  - John Samford let us know that the Finance report will be provided as agreed upon prior.

- **New Business**

### 4. Gym reopening (see note1 )

- Ron updated us regarding Gym rental. No one has opted to rent at this time. Purpose of the information was to help inform everyone involved.

### 5. Approve dates: ([Link to timeline](#))

- **Budget Mtg including in-coming Ministry Team members, Sat 5/8/21 9 AM**
- **Annual Meeting: Sunday 6/13/21 following worship**
- John Samford provided us with a timeline to ensure we are kept up to date and not miss anything critical. Annual meeting date proposed and agreed upon by the

council. Budget meeting for Saturday, May 8th set and agreed upon by the council. John Samford will have them put on the church calendar.

**6. 1099-NEC form for paying David Hahn (see note 2)**

- John Samford brought the issue forward. Rev. Kennedy clarified the need for an addendum to David's current job description. He clarified there is an agreed upon pay amount as well. Rev. Kennedy added that he needs to sit down with David to go over the changes. Ron confirmed it is necessary for tax reporting purposes.

**4. Website: how to oversee? Currently David Hahn under Pastor John. Task force? Ministry Team?**

- John Samford presented the concerns about oversight of the website and the process of how to make changes or alterations to it. He explained his idea of putting together a team, group or task force to provide oversight and vision for the website.
- Ron D. suggested sending out to the ministry teams the need for finding a home for oversight and seeing who would be interested to provide the support needed.
- Further discussion of the website, how David enhances it, and other aspects of this occurred.

**5. Set meeting times of subsequent Leadership Council meetings to accommodate school schedules.**

- Tim shared encumbrances to his ability to attend by 4:30 and suggested a 4:45 start. It was agreed to move the time 15 minutes.

**6. Nonprofit Security Grant Program (NSGP) (see note 3)**

- **U.S. Dept of Homeland Security Center for Faith & Opportunity Initiatives (see notes)**
- **Recommend a Task Force be established to**
  - **Investigate grant process**
  - **Arrange for vulnerability assessment**
  - **Setup meeting with Pastor John's retired FBI contacts**
  - **Arrange ALICE (Alert, Lockdown, Inform, Counter, Evacuate) training (ushers, et al)**
  - **Ascertain what aspects uncovered by vulnerability assessment merit grant request**
  - **Prepare grant, if appropriate**
    - **Obtain bids**
    - **Assure materials used meet grant standards**
    - **Establish project schedule & dependencies**
    - **Identify project leader**
- John Samford reviewed the information regarding the grant process. He explained what the grant would pay for. Rev. Kennedy provided his insight to the issue of safety explaining he had been in contact with those who have conducted the training. Tim talked about his experience with ALICE training and provided some insights as well. Rev. Kennedy invited members to join him on a Zoom call with the trainers.

- Jim brought up the need for being intentional about how the improvements we propose and decide upon have to be looked at from the lens of security and safety as well.
- Ron talked about the need to set up a taskforce and they would meet with Rev. Kennedy and the trainers and to bring it back to the leadership council to inform what was learned. John Samford said he would join. Rev. Kennedy said he would reach to ask for ministry team members to join the task force he was forming as well. The leadership team agreed on this as a next step. "Safe Sanctuaries" task force.
- **Reports**
  - 4. **Five-year financial plan Task Force**
    - Jim provided an update of their meetings - shared what steps they've taken, things they've started to explore regarding finances. He noted that the plan is to develop a first draft plan to the leadership council soon.
    - Ron asked to have the caveat he proposed about tethering the rental money to the parsonage repair withdrawn due to bookkeeping difficulties. It was unanimously agreed upon by the leadership council.
  - 5. **Ministry Teams liaisons**
    - Member Care report provided by Dindy regarding 2 questions they asked. 1. Can Bethlehem be used as a location to provide Covid Vaccines? 2. Can the drive through parking lot at the church be used as a Covid Testing site?
    - Dindy raised the need of a couple of church members who are not on a vaccination list & how can we help them with this need?
    - Discussion about both questions ensued. It was noted that Washtenaw County Health department would be the route to take. Also noted that any Covid support we provide would need to be outside the building not inside.
    - Jim R. added, from the Finance Committee, that the financial review is happening 1/31/20.
    - Worship Ministry Team: John Samford talked about upcoming Lent Service and Ash Wednesday.
    - John Samford talked about the transition back to face to face worship services sharing some aspects of the transition.
      - John shared the need for liturgists.
      - Looking at BUCC's presence on the radio, reviewing the cost and other aspects that are being looked at as they review.
      - Question about live streaming services if / when services begin back at the Church. Rev. Kennedy shared what's been discussed at the Worship Ministry / Planning committees.
      - Jim R. raised the question of cost for live streaming. A discussion about what would go into the cost. The needs we have guide the cost of the stream.
      - Rev. Kennedy reminded leadership of the fact he had worked with a local cable TV streaming last year and what he learned and it was free.

## 6. Nominating Committee

- Rev. Kennedy provided an update & noted how they are ahead of schedule.

## 7. Pastor John

- Rev. Kennedy reviewed the Safe Sanctuary training he goes through and more of what we discussed previously in the meeting.
- Rev. Kennedy updated his work and efforts for the church. He shared his work with supporting members in need and the limits placed on his personal visits, how he uses phone calls and other methods.
- Stephen Ministry update. Wants to start Fall training for new Stephen Ministers.
- Working on a Lenten Theme.
- Shared that the Visitor will be sent to homes after they were so well received in the last issue.
- Wedding's are scheduled in May.

- **Notes:**

### 4. Message from Ron Dechert 1/14/2021: (new business item 1)

*Council Members,*

*The new restrictions issued this week by the Governor allow for small group gym use with proper restrictions. This takes effect on Saturday and means BUCC can resume gym rental. Julie has stated that we (BUCC) have a few groups who have expressed an interest.*

*Julie will contact those groups unless Leadership disagrees with re-opening gym rentals. There is no change in small group indoor gatherings, such as team meetings or church services at this time. Those activities will remain closed.*

*Ron*

--A majority responded affirmatively: Jim Rowan, Pat Huibregtse, Tim Authier & John Samford

### 5. Message from Betty Clarke (new business item 3)

All,

I wanted to, *once again*, express my concern about paying David Hahn his wages for doing the livestream work as an independent contractor - which he is not an independent contractor. The IRS just changed how that gets reported on the 1099's for 2020. It used to be reported on the 1099-MISC form, but they have switched to a 1099-NEC form for paying contractors. NEC stands for "Non-Employee Compensation". David is an employee of the church. The work he is completing for livestream is for the church. He should therefore be paid for that work through the payroll and it should be reported on his W-2. When the IRS receives a W-2 and a 1099-NEC for David Hahn this year, it will raise red flags. Whether or not we will get contacted about it or not remains to be seen. 2020 is over and done, there is nothing to do to change that now. But for 2021, you need to make this change. It's easy. You re-write David's (or any music director) job description to include that in the event that worship switches from in person to remote, you will pay them \$XXX for every service where they have to perform technical work. It

will be part of their twice a month payroll and be over and above the salaried pay. (JMS added emphasis.)

I have no idea why leadership has not been willing to make this change, but if you continue, you need to know that Bethlehem is not compliant with the IRS rules of paying employees.

Betty

Proposed addition to [Music Director's Job Description](#):

**REMOTE WORSHIP**

In the event that worship switches from in person to remote, pay will be \$XXX for every service where technical work is performed, as part of the twice a month payroll, over and above the salaried pay.

6. Fiscal Year (FY) 2021 Nonprofit Security Grant Program (NSGP) Eligible Applicants: (new business item 6)



ALYSSA DUHR-VANNELLI & PAUL LOUNSBERRY | JANUARY 8, 2021

## WHAT IS NSGP?

NSGP is a federal grant program offered through FEMA and administered in Michigan by the Michigan State Police Emergency Management and Homeland Security Division (MSP/EMHSD) that provides funding support for target hardening and other physical security enhancements to nonprofit organizations that are at risk of a terrorist attack.

- Competitive
- Reimbursement-based
- 36-month period of performance

The Michigan State Police Emergency Management and Homeland Security Division (MSP/EMHSD) will be hosting a webinar on *"Preparing to Submit an Application for the Fiscal Year 2021 Nonprofit Security Grant Program"* on Tuesday January 26, 2021 at 2 pm and Thursday February 11, 2021 at 11am. These webinars are designed to help you prepare for completing and submitting a FY 2021 NSGP application.

**Funding for FY 2021 NSGP has not been appropriated by Congress at the time of this announcement. FY 2021 NSGP is not guaranteed until the funding is appropriated.**

Nonprofits described as being under section 501(c)(3) of the Internal Revenue Code (IRC) are eligible. Organizations not required by the Internal Revenue Service to receive a recognition of exemption under section 501(c)(3), but which meet 501(c)(3) requirements, are also eligible.

To prepare for the FY 2021 NSGP, we recommend reviewing last year's grant guidance, the FY 20 NSGP Notice of Funding Opportunity (NOFO) and the Federal Emergency Management Agency (FEMA) Preparedness Grants Manual, both are attached to this email. Also attached is a copy of the FY 20 NSGP Investment Justification for your reference. Please note, there may be changes to the FY 2021 grant in relation to the FY 2020, but most elements remain fairly consistent from year to year.

--Electronic handouts from the webinar are in the [January 2021 Google Drive folder](#).

## **FINANCE MINISTRY TEAM**

**January 14, 2021**

**Finance Ministry Team:** Karen Samford-Chair, Tom Krell, Edgar Vasquez, Jim Rowan-Leadership Council Representative and Rev. John Kennedy

**MI Workplace Safety Grant** – The church received a check in the amount of \$1,264.43. This covered purchases of supplies needed to protect against COVID.

**Cares Act Payroll Protection Program (PPP) loan** – The church has received the official letter of forgiveness for the loan of \$47,734 we received last May.

**Second round of PPP loans** – To be eligible, an organization must have a 25% loss of income in any one quarter from 2019 to 2020. We are generally around 20% or less and therefore are not eligible.

**Unbudgeted Funding Request** – A request from Julie, our Parish Administrator, for \$2,048.57 for a server, was approved. Funds will be taken from Memorials and Gifts, Finance General Memorial Fund. This covers the costs to install a server to replace the obsolete computer tower, provide additional space for file storage, and give the staff secure, remote access to the electronic files.

**Mid-Year Financial Review for the Congregation** – We spent some time going over the presentation for Sunday, January 31.

**Bank Reconciliation** – Tom reported about half of the outstanding checks from last month had cleared. He found one check had a check number off by one number but it has cleared.

**Leadership Council** – Jim Rowan reported there was no Leadership Council last month, thus nothing to report.

**Next meeting**, Thursday, February 11, 2021 at 7:00 pm – Later changed to be a 5 Year Task Force Meeting.

**FACILITIES MINISTRY TEAM - BUCC**  
**Meeting Minutes of 01/12/2021**

Present: Tom Ziesemer, John Irwin, Michelle Loukotka, Ron Dechert, Julie Rhodes

Absent: Pastor John Kennedy, Steve Darr

The meeting was called to order at 3:00 pm.

There were no minutes to approve, the 12/08/2020 meeting was cancelled.

**FINANCIAL REPORTS:**

- a. Our overall budget continues to be in good shape with just 35% of M&R and Utilities spent thus far. The parsonage utilities have only 8.25% remaining through June.
- b. The standard charges were made to the McKay funds this month. No invoice has been received from Butcher & Butcher for the roof work or from CMR for the furnace in the 4<sup>th</sup> Avenue parsonage. We anticipate these will be paid from the Feldkamp Fund; Julie is monitoring this. She is also continuing to ask Brad for an invoice for lawn care.

**OLD BUSINESS:**

- a. CMR is still investigating the heating system in the FH where the thermostats stay at 68 degrees constantly. They worked on this in February, July and December of 2020. On January 8, 2021 Mike Park advised that CMR and Bryant are still checking issues. Ron has advised Phoenix of the situation.
- b. Precision will inspect the thermostats in the 1966 addition on January 15 and will calibrate them if necessary.
- c.

**NEW BUSINESS:**

- a. Two spotlights at the front of the building are not working. Jim Stadel ordered new bulbs from Gross Electric; when informed that they would cost \$485.00 each, we chose to look into alternatives through Vedder electric.
- b. Mike Haab is helping with the daily building walkthroughs. The current schedule is John I—Sunday/Thursday, Mike Monday/Friday, Tom Wednesday/Saturday, and Julie—Tuesday.
- c. We have three fogging units to use for COVID-19 disinfection—1 electric and 2 battery operated. There is also a UVC sterilizing room lamp which is used in the office. Steve suggested putting a UV lamp in the air intake and output chamber of the forced-air heating system. Ron did some research and determined that it is expensive to install. We will not undertake this since our current actions with foggers and UVC lamp plus frequent changes of the heating system filters meet the suggested protocols from the CDC.
- d. Julie had a telephone request from Hartford Steam Boiler to schedule their bi-annual external inspection of the boiler. According to them it was done in January 2019 and is paid for by our insurance plan. None of us was aware of this and Julie was unable to locate an invoice [which would make sense if the insurance company paid for it]. John I. will check with the insurer to verify if this is legitimate. Precision did the required CFD1 inspection in March 2020.
- e. Tom and John I. are going to attempt to do a light scraping of the west wall of the Gym landing; the paint has blistered and is starting to fall again. If they are successful there, they intend to do the SW corner of the sanctuary as well. We hope the work Butcher & Butcher has done on the scupper at the southwest corner of the building on 4<sup>th</sup> Avenue and the work yet to be done



on the scupper on the northwest corner near the bell tower. This may require scaffolding which would mean waiting for spring in order to do it safely. The project manager, Mike, concurs that some of the previous work was not up to par. We have not paid anything on the work thus far.

#### **4<sup>th</sup> Avenue Parsonage**

- a. Jim Stadel repaired the toilet and replaced the sink with a vanity.
- b. The front storm door closer was replaced
- c. We have been unable to locate anyone to repair the rope/pulley window mechanics.
- d. The storm/screen on the back door will be replaced.
- e. Two window shades will be replaced.
- f. A padlock will be put on the sauna.

#### **ESSENTIAL MAINTENANCE TASK LISTE**

- a. Change filters in heating/air conditioning units in the sanctuary
- b. Clean air conditioning filters in lounge, chapel, cinema room, and classroom E
- c. Floor buffing: 1<sup>st</sup> & 2<sup>nd</sup> floor halls, choir and youth room, FH
- d. Carpet cleaning
- e. In April/May schedule roof inspection by B&B for September 2021.

The meeting adjourned at 3:55 pm.

**NEXT MEETING:** Tuesday, February 9<sup>th</sup> at 3:00pm.

Respectively submitted,  
Michelle Loukotka

## **EDUCATION MINISTRY TEAM**

**January 5, 2021**

**Present:** Eileen Koprowski-Chair, Jan Eadie, Julie Feldkamp, Nancy Pieske, Karen Samford, Jane Schmerberg and Christina Wilk.

### **Keeping in Touch –**

Craft project to send out – Christina will send items for a dream catcher for MLK Day, instructions and coffee filters and paper for making cutout snowflakes. She will add a letter as well.

### **Sunday School –**

The next Sunday School session will be on January 10<sup>th</sup>. Eileen thinks Kelsey will lead it with her Zoom. If she is not available, Eileen will do it. Julie will help.

### **Lenten Mission Projects –**

We decided to go with Doctors Without Borders, pending Lily's approval and buy in from the youth.

Next meeting, Tuesday, February 2 at 7:00

Submitted by Karen Samford

## WORSHIP MINISTRY TEAM

### Minutes

Jan 19, 2020

1. Opening Prayer Pastor John
2. Old Business
  - a. Advent & Christmas Eve Jennifer
    - i. Review services 11/29-12/24
    - ii. Advent wreath project: well received, pictures and videos
    - iii. Christmas Eve kits: 100 bags assembled, some had materials for multiple people; some delivered to those unable to pick up; about 20-25 kits shared with youth
    - iv. Bulletin: grateful for receiving in the mail
    - v. Christmas Eve "attendance": 5pm, 7:30pm, 11pm  
5:30 FB: 13 YT: 11 Total: 24  
  
8:05 FB: 29 YT: 19  
8:15 FB: 32 YT: 19 Peak Total: 51  
8:35 FB: 28 YT: 22  
  
11:10 FB: 7 YT: 9  
11:30 FB: 7 YT: 8  
11:45 FB: 6 YT: 10 Peak Total: 16
  - b. Radio Service: about a dozen people have called in saying that radio is important to them, and we believe more are using that as a primary source based on other conversations. Gwen does have a list of names so that we can leverage that for future discussions about what we want to do with the radio service long term. Lily expressed her sense that there is renewed urgency for discussion about the WAAM radio broadcast.
  - c. Ringing of the Bells: Jim Stadel's recording; Matt Perros to make another; recording of Tom Z & Julia K ringing the bells and send to David; can we get youth involvement?
  - d. January Services Pastors
    - i. Jan 3 Epiphany
    - ii. Jan 10 Baptism of Christ
    - iii. Jan 17 MLK Weekend (invite contributions from white privilege class members)
    - iv. Jan 24 Antiracism theme, being led by members of our classes focused on white privilege and antiracism. Service will feature voices of class members as liturgists and reflections. Theme draws on Dr. King and building of the beloved

community. Invites other members of the congregation into this work. Tim & Chloe leading this effort. Gail & Katie finalizing music selections with Pastor Lily.

v. Jan 31

### 3. New Business

#### a. Leadership Council Update

John Samford

- i. Continued restrictions on activities at church, by appt only (COVID-related restrictions); small groups in the gym will be allowed
- ii. 437 S. 4th Ave Rental: firming up a contract with Reinhart to rent this house to bring in rental income
- iii. FEMA grant to “harden”: seeking a grant to “harden” our facility to make us have a “safe church” in light of some religious intolerance or other opponents/threats to our mission. Pastor John offered to us the opportunity to participate in free training in “safe church” practices.

#### b. Planning for return to sanctuary for worship

- i. Technology needs
- ii. Streaming & Recording
- iii. Call for committee to plan our strategy (may include other MTs): David Hahn, Caroline Ashenfelter, Gary Rogers. Jennifer & Pastor John to seek members from Welcome and Member Care.

#### c. Creative Worship Planning Update

Pastors, David,

Jennifer

- i. [Liturgists](#)
- ii. Musical Contributions (contact David)
- iii. Seeking personal videos of past BUCC services/segments to be used on website or promotional videos
- iv. John Samford’s video for the radio campaign: add to last Sunday of the month

#### d. Lent

Pastors

- i. February--Ash Wednesday is Feb 17
- ii. Ashes: potential distribution, Zoom service to self-administer
- iii. Labyrinth
- iv. Theme

#### e. Visitor Articles for next few months

- i. Jennifer Vasquez for March
- ii. Gary Rogers for future article about radio

### 4. Closing with Lord’s Prayer

Next Meeting: February 16, 2020

## **MEMBER CARE MEETING MINUTES**

**1/27/21**

**3:30pm**

Attendees: Judy C., Jenny F, Dindy H, Mary Jean R., Julie S.

### **Chairperson Updates**

Jenny will be in AZ for month of February. The Member care moment has been scheduled out for all of February and Jenny will continue to provide the list of names on a weekly basis. Karen S. is continuing to cleanup membership list so that we have an accurate list for birthday announcements. Jenny is currently sending the grief series to Jamie, Vicki, Marsha and Mary Ann. Also, Jenny let Kathy W. that she will not continue as member care chair for another term. Jenny asked whether anyone else on the team is interested in chairing the team or if they have someone they would like to recommend.

### **Member Updates**

Arlene F. suffered a stroke on Monday. She is at St. Joe Hospital.

Luize K. is having an issue with her thyroid and will be getting a biopsy to determine course of treatment.

Marj A. is very anxious about Eugene's surgery. The surgery is scheduled for Feb 10th. He needs to be there at least 2 days. May need meal support. They love Buddy's pizza. Jenny will check in with Marj to see if they would like our team to set up a meal train for them.

Fritz and Evelyn P. - Jenny will check in with them to see how they are doing and whether they could use more support with meals.

### **Upper Room Devotional distribution**

Early in the COVID-19 pandemic, the Upper Room decided to make their daily devotionals available for PDF download. Members can request the PDF version from Lily via email. Dindy will investigate status of distributing devotionals to those who do not have a computer with Tom and the office staff. Maybe we can add something to the next visitor about how to receive the devotionals.

### **COVID Vaccines for Members**

We discussed how we could help members with scheduling their COVID 19 vaccination and whether BUCC could be a potential COVID 19 vaccination site.

Dindy will check with leadership on whether our building might be utilized in some way at the next leadership meeting.

Judy C. learned that anyone without a computer can call the health department to inquire about vaccines and schedule them. Their phone number is (734)-544-6700. Otherwise you can take the WCHD survey to determine if you are eligible for the vaccine to schedule an appointment:

<https://survey.alchemer.com/s3/6135145/covidvaccine>

Maybe this information can be printed in the next Visitor. Jenny will check with Gwen.

### **Worship Ministry Team Task Force**

Jennifer V. shared with Jenny that the Worship Ministry team is forming a subcommittee to explore the issues and impact of our eventual return to sanctuary-based services. A big emphasis of this team will be on the technology required for live streaming or recording these services. They also want to explore the radio service and how it can still address the needs of people who primarily use the radio for services

right now. Julie S. agreed to represent Member Care on this task force. Caroline A. is the lead person and will be scheduling the first meeting.

### **Member Care Planning**

Jenny asked for ideas from the group on where our team can focus our ministry in the upcoming months.

- Member care will purchase Valentines cards (5 boxes) and Lily will work with the youth to prepare and send out to homebound seniors.
- Ash Wednesday - social distanced ash distribution. (The Worship Ministry team already planned to do this and the Member Care team helped distribute kits to homebound and senior members).
- Holy Week Drive Thru - Palm Sunday - distribute palm branches or palm crosses (make ahead of time, make it yourself or purchase from website). Serrv may be a source for purchased crosses. Include Bulletins for all upcoming services as well. Jenny will contact Jennifer V. about this idea and how we can work together with the Worship Ministry Team to coordinate deliveries.
- Blessing box - another idea for our homebound seniors. Things we could include in the box:
  - A Small Devotional
  - A Journal or Pad of Paper (we can offer a prompt of 5 positives that have happened during their day)
  - A Bookmark
  - A Sweet Treat
  - A Personal note of blessing, sharing a story of Jesus' love.

Jenny discussed it with Lily after the meeting and she loved the idea and suggested we save it for the future and not combine it with Holy week. We will discuss further at our next meeting.

### **Next Meeting:**

February 24th 3:30 pm.

**Bethlehem United Church of Christ**  
**YOUTH AND YOUNG ADULT MINISTRY TEAM Minutes**  
**January 27, 2021**

Phone Meeting: Katie Rowan, Lily Tinker Fortel

**Valentines**

Youth will partner with member care to send Valentine cards to our shut-in members. Lily will find out which youth are willing to send cards. Katie will deliver the cards and mailing labels to those that volunteer.

**Programming for Second Half of the Year**

Lily emailed the youth asking how Bethlehem can be supportive to them and received no responses. In order to solicit ideas from a broader group, we decided to invite youth, their parents, and selected congregation members to participate in Listening/Brainstorming sessions. Katie will draft an email invitation and Lily will create a RSVP/scheduling google form and zoom link. We will hold 3 zoom sessions the week of Feb. 7. We will meet on Feb. 3 to plan them. It is our hope that those that participate may also consider joining the YYA ministry team.

Our next meeting will be Feb. 3 at 1PM.

Submitted by Katie Rowan, Chair