

2020 Charge Conference Checklist

For churches with 50 or more in Worship Attendance



This page is provided for your use in preparation of the packet to send to the District Office prior to your charge conference. The next page in the packet is to be completed DURING the charge conference as the minutes, and submitted along with a complete packet after the meeting.

Church Bryant First United Methodist Pastor Rev. Susan Ledbetter

All completed forms (with attachments) are due to the district office on your assigned date, prior to the Charge Conference date.

- Pastor's Membership Report
- Signed Pastor's Compensation Page
- Signed Report of the Lay Servant
- Ministry Candidates (Form 104)
- Nominations (use either Traditional Structure Form or the Simplified Structure form, both included)
 - Lay Member to Annual Conference Form
 - Church Governing Structure Form
 - Nominations Form completed with names and contact info
- Signed Report of the Trustees
- Signed Finance Report
- Pastor's Written Report
- 200,000 More Reasons Report
- Signed Retired Clergy Report - only those not appointed
- Policy Statement on Sexual Misconduct with signatures of officers, volunteers, and staff
- Culture of Call

Policies and Documents to be submitted with this packet:

- UPDATED Local Church Leadership List -- Created by the conference database, this document is specific to your church and was sent in an email from the District Office. Update by hand (do not type) preferably with red ink
- Local Church Financial Policy (to accompany signature page from this packet)
- Local Church Safe Sanctuary Policy (to accompany signature page from this packet)
 - Local Church Accountable Reimbursement Policy (if pastor has Accountable Reimbursement in compensation package)
 - Insurance Policy Proof of Insurance or Declarations Page

2020 Charge Conference Minutes



The following church/charge held their annual Charge Conference:

Congregation name(s) FUMC Bryant

The meeting was held at (place) _____, on (date) October 18, 2020.

The Presiding elder or District Superintendent was _____.

Recording Secretary is to initial each item indicating the Charge Conference has approved each item of business.

Items that require a vote to approve:	Recording Secretary Initials
Membership Report (Including names read 1st year and 2nd year for removal) <input type="checkbox"/> Year 1 <input type="checkbox"/> Year 2	
Pastor(s)' Compensation Record(s) (All appointed or assigned pastors)	
Lay Servants (attach list if needed) Name _____ <input type="checkbox"/> Initial Yr. Approval <input type="checkbox"/> Renewal Name _____ <input type="checkbox"/> Initial Yr. Approval <input type="checkbox"/> Renewal Name _____ <input type="checkbox"/> Initial Yr. Approval <input type="checkbox"/> Renewal Certified Lay Speakers Name _____ <input type="checkbox"/> Initial Yr. Approval <input type="checkbox"/> Renewal	
Candidates for Ministry - Form 104 Name _____ <input type="checkbox"/> Initial Yr. Approval <input type="checkbox"/> Continuance Name _____ <input type="checkbox"/> Initial Yr. Approval <input type="checkbox"/> Continuance	
Nominations Committee <input type="checkbox"/> Lay Members and Alternates of Annual Conference <input type="checkbox"/> Slate of officers and committee membership (include contact information) <input type="checkbox"/> Attach and note any substitutions or nominations from the floor of the conference	

Required Written Reports:

<input type="checkbox"/> Pastor's Written Report (all appointed/assigned pastors) <input type="checkbox"/> Signed Trustee Report <input type="checkbox"/> Signed Finance Report <input type="checkbox"/> 200,000 More Reasons Report <input type="checkbox"/> Signed Policy on Misconduct of Sexual Nature <input type="checkbox"/> Culture of Call <input type="checkbox"/> Updated Local Church Leadership List (last year's list is provided by the district office for updates) <input type="checkbox"/> Retired Clergy Report(s) (if applicable)	
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Policies to Submit:

<input type="checkbox"/> Safe Sanctuary Policy <input type="checkbox"/> Financial Control Policy <input type="checkbox"/> Accountable Reimbursement Policy (if applicable) <input type="checkbox"/> Accessibility Audit and Plan (if applicable)	
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Additional business items and reports:

Recording Secretary's Signature _____

Recording Secretary's Name (Please Print) _____

Please save this completed form with the congregation's copy of the Charge Conference File.

2020 Pastor's Membership Report



This report is done on a yearly basis and is dated from Charge Conference date to Charge Conference date.

Church Bryant First United Methodist Date October 18, 2020

A. Membership at 2019 Charge Conference (Revised, if applicable, following a membership audit conducted since last charge conference. Please note any changes to the reported 2019 number on an attached membership audit page.) (A) 1,540

B. New Members (Attach as a list by each category)

Received into professing membership since the last charge conference.

- 1. On profession of faith or restored. (1) 11
- 2. Transferred from other United Methodist churches. (2) 2
- 3. Transferred from other non-United Methodist churches. (3) 1

Total Members Received (Lines 1+2+3) = (B) 14

Note: Include only the *names* of those received into baptized membership since the last charge conference on your attached list of new members.
Do not include Baptized Members in the numerical count of Professing Members.

C. Removed from Membership (Attach as a list by each category)

- 4. By action of the Charge Conference. (# of names in F) (4) 44
- 5. By trial court, or by withdrawal. (5) 4
- 6. By transfer to other United Methodist churches. (6) 8
- 7. By transfer to other non-United Methodist churches. (7) 13
- 8. By death. (*Please include date of death.*) (8) 12

Total Professing Members Removed (Lines 4+5+6+7+8)= (C) 81

D. Membership at 2020 Charge Conference (A + B - C)= (D) 1,473

E. Names of Persons Filed with Charge Conference for Next Year's Removal:
(1st year reading)

See attached

F. Names of Persons Being Recommended for Removal at this Charge Conference:
(2nd year reading - record the number in C4 above)

Note that the Discipline requires these to be considered individually!

See attached list

G. Have Membership Books Been Audited? Yes No If not, why not?

**MEMBERSHIP ADDITIONS
2020**

PROFESSING MEMBERS

CT: CERTIFICATE OF TRANSFER

1. Briggs, Jason , 01-21-2020
2. Briggs, Leah, 01-21-2020

OTHER DENOMINATIONS

1. Kellum, Anna Marie, 8-16-20

PROFESSION OF FAITH/ RESTORED

1. Eby, Riley, #2358, 8-9-2020
2. Lasage, Ericcah, #2359, 8-9-2020
3. Ledbetter, Sadie, #2361, 8-9-2020
4. Johnson, Kai, #2362, 8-9-2020
5. Green, Claire, #2363, 8-9-2020
6. Holcombe, Brayden, #2364, 8-9-2020
7. Budu, Marian, #2364 8-16-2020
8. Kellum, Ana-Maria, #2366, 8-16-2020
9. Drummond, Grant, #2367, 8-16-2020
10. Kennedy, Zachary, #2368, 8-16-2020
11. Owen, Harper, #2369, 8-16-2020

BAPTIZED MEMBERS

**PREPARATORY MEMBERS HAVE BEEN
BAPTISED**

BAPTISMS

PREPARATORY MEMBERS

FULL MEMBERS

1. Keck, Phillip, 3-16-2020
2. Owen, Harper, #2369, 8-16-2020

**MEMBERSHIP DELETIONS
2020**

DEATHS

1. Buehler, Mary, #121, 4-30-2019
2. Dobbins, Roger Lee, #68, 11-3-2019
3. Hogue, Farris Albert, Jr., #1336, 10-16-2018
4. Keating, Julia, #2212, 3-10-2019
5. Lawrence, Brenda Gail, #2168, 2-2019
6. Marsh, Terra, #120, 4-8-1998

7. Smith, C.J., #1380,
8. Sturgeon, Catherine, #1670, 5-30-2019
9. Stevens, Gay, #889, 7/26/20
10. Alexander, Van, #470, 9/3/20
11. Herring, Sara, #1447, 9/8/20

OD: OTHER DENOMINATION

1. Atkins, Paul, #1407, 2020
2. Atkins, Julia, #1408, 2020
3. Chavis, Bruce, #996, 2020
4. Chavis, Tauna, #997, 2020
5. Glover, Tammy (Crull), #1709, 2020
6. Wright, Tanya, #1220, 2020
7. Booth, Stuart, #943, 2020
8. Booth, Michelle, #944, 2020
9. Berstler, Brian, #953, 2020
10. Berstler, Amanda, #954, 2020
11. Bunten, Leigh, #283, 2020
12. Bunten, Andrew, #284, 2020
13. Burk, Susan, #1546, 2020

TRANSFER TO OTHER UMC'S

1. Baldwin, Amy, #1330, 2020
2. Baldwin, Ethan, #2237
3. Lewis, Julia Corrine, #2251, 2020
4. Lewis, Kathy, #1693, 2020
5. Lewis, Tanner, #1692, 2020
6. Lewis, Logan, #2185, 2020
7. Teeter, Courtney, #739, 2020
8. Tucker, Julie, 2020

WITHDRAWN

1. Trimble, Mark, #2252, 8/24/2020
2. Trimble, Danda, #2253, 8/24/2020
3. Trimble, Stephen, #2333, 8/24/2020
4. Trimble, Ashley, #2334, 8/24/2020

1st Year reading

September 2, 2020

Name	Year Joined	Member Number	
1. Ables, Jessica	2016	2290	
2. Adams, Kristin	2001	1403	
3. Adams, Sharon	2003	1567	
4. Alford, Teresa	1985	330	
5. Allen, Kim	1997	940	
6. Alsip, Mitchell R	1975	133	
7. Alton, Mark Alan	1985	314	
8. Altom, Sandy L	1985	315	
9. Altom, Stephanie Kay	1985	332	
10. Anderson, Jeremy	2007	1908	
11. Anderson, Paula	1996	795	
12. Anderson, Tracy	1996	794	
13. Ankney, Jessie	2002	1488	
14. Antonetti, John	1992	497	
15. Antonetti, Susan	1992	498	
16. Ardent, Gala	2004	1683	
17. Ardent, Leslie	2004	1682	
18. Armstrong, Bryan	2004	1652	
19. Arroyo, Ariane	2007	1900	
20. Arroyo, Debie	2007	1937	
21. Ashcraft, Susan	1988	398	
22. Ashcraft, Tracy	1971	106	
23. Averith, Judy	2004	1737	
24. Ayre, Lauren	2013	2179	
25. Baggett, Laura (Archer)	1994	616	
26. Baker, John	1990	437	
27. Baker, Robyn	2009	2048	
28. Baker, Samuel Christopher	2009	2028	
29. Baldrige, Blake	2005	1810	
30. Baldwin, Bo	2001	1376	
31. Baldwin, Ethan	2014	2237	
32. Baldwin, Jennifer	2005	1793	
33. Baldwin, Lisa	2001	1377	
34. Baldwin, Matthew	2018	2318	
35. Baldwin, Shane	2005	1792	
36. Ball, Lisa (Evans)	1998	1045	
37. Barber, Dennis	1987	363	
38. Barber, Heather	2004	1694	
39. Barnes, Bill	1997	882	
40. Barnes, Lydia	1997	883	
41. Bartel, Janie	2008	1969	
42. Bates, Eddie	2003	1618	
43. Bead, Michelle	2005	1752	
44. Beam, Beth	2002	1496	
45. Beam, Patrick	2002	1495	
46. Benish, Dustin	2001	1361	
47. Bennett, Bekah	2002	1439	
48. Bennett, Chris	2002	1438	
49. Bennett, Edna	2000	1219	
50. Bennett, Kimberly	2010	2091	
51. Bennett, Robert	2010	2090	
52. Berger, Allison Michelle	1992	472	
53. Berger, Seth	1986	362	
54. Best, Anthony Forrest	1999	1175	
55. Best, Cameron Michael	1999	1176	
56. Best, Jeffery Kent	1999	1177	
57. Best, Joan (Burkhalter)	1999	1178	
58. Bethell, Allison Elizabeth	2008	1944	

59. Bethell, George Lewis	1997	886			
60. Bethell, Julie Graves	1997	887			
61. Billings, Andrea R	1989	415			
62. Billings, Ashley Dell	1984	299			
63. Blacklock, Ginger	1998	1012			
64. Blanks, Carole (Stewart)	2002	1427			
65. Blanks, John	2002	1469			
66. Blanks, Kerry (Johnson)	2002	1527			
67. Bobo, Sue	2003	1596			
68. Boone, Aaron	1992	473			
69. Booth, Melissa	1995	663			
70. Booth, Tobie	2003	1613			
71. Boswell, Meredith	1967	77			
72. Bowden, Olivia	2009	2032			
73. Bowden, Steve	2004	1705			
74. Bowden, Rebecca	2004	1706			
75. Bowen, Edna	1996	791			
76. Bowman, Melissa	1996	848			
77. Boxley, Tracy	2007	1942			
78. Boyda, Rebecca	2003	1559			
79. Boyda, Thomas	2003	1558			
80. Bragg, Tracy Lynn	1985	333			
81. Breshears, Andria	2005	1768			
82. Bremer, Mark	1998	964			
83. Bremer, Shelly	1998	965			
84. Breton, Ron	2005	1757			
85. Breton, Rosemary	2005	1758			
86. Bronson, Richard	2007	1899			
87. Brown, Anita	1984	313			
88. Brown, David	1984	312			
89. Brown, David Jefferson	1988	386			
90. Brown, Garrett	1999	1173			
91. Brown, Laura	1992	474			
92. Brown, Wanda	1985	336			
			93. Brown, Hannah	1996	838
			94. Broyles, Donna	2009	2015
			95. Bryant, Amy	1995	736
			96. Bryant, Debbie	1995	737
			97. Bryant, Taylor	2007	1905
			98. Buck, Alaena	2001	1413
			99. Buck, David	2002	1529
			100. Buck, Melissa	2002	1530
			101. Bunton, Sarah	1998	1019
			102. Burge, Marian	2005	1747
			103. Burk, Andy	2003	1545
			104. Burk, Susan	2003	1546
			105. Burke, Jason	2002	1470
			106. Burke, Karri	1999	1110
			107. Burris, Robert (Bob)	1995	645
			108. Burris, Charlie	1997	923
			109. Burroughs, Angelia	2003	1597
			110. Burton, John	2000	1275
			111. Burton, Melanie	2000	1261
			112. Burtram, Alyson	2000	1275
			113. Burtram, David	1994	608
			114. Bussell, Leighann (Wilson)	2003	1593
			115. Cadman, Jeanne	2003	1626
			116. Cadman, Ken	2003	1625
			117. Cain, Mark	1999	1099
			118. Cain, Melissa	1999	1100
			119. Cain, Scott	1999	1067
			120. Cain, Wendy	1999	1068
			121. Cambell, Michelle Cordell II	1999	1086
			122. Cameron, Carrie	2011	2138
			123. Carlton, Corby	1995	644
			124. Carder, Mac III	2011	2138
			125. Carlton, Don	1995	643

126.	Caple, Cheryl Denise	1975	132	139.	Chadwick, Jordan Danyelle	2003	1614
127.	Carpenter, Chloe Ann	2010	2101	140.	Chaloupka, Addison	2008	1946
128.	Carpenter, James	1999	1104	141.	Chaloupka, Emma Grace	2011	2116
129.	Carpenter, Jeff	1999	1149	142.	Chaloupka, Kelly	1996	768
130.	Carpenter, Joyce	1999	1105	143.	Chandler, Laura	2002	1457
131.	Carroll, Nikki	1999	664	144.	Chavers, Jerry Lee	2009	2021
132.	Carter, Mark	2001	1364	145.	Cheek, Virginia	1999	1064
133.	Carter, Leah	2001	1365	146.	Chenault, Richard	1995	653
134.	Cauley, Kathy	1999	1046	147.	Chenault, Stella (Beaudry)	1995	654
135.	Cavaneau, Lily Grace	2006	1846	148.	Cheshier, Patrick	2000	1287
136.	Caver, Nicole Clayton	1993	554	149.	Childress, Donna	2002	1840
137.	Cazort, Benjamin (Ben)	1986	349	150.	Childress, Megan	2002	1513
138.	Cazort, Rhonda	1986	350	151.	Childs, Kathryn (McCreight)	2005	1815
152.	Chitwood, Martha	1992	500	153.	Christie, Dawn	2001	1414
154.	Chronister, Beehi	2014	2245	161.	Cochran, Terry Don	1971	100
155.	Chronister, Josh	2014	2246	162.	Coffman, Julie	1999	1102
156.	Clark, Dallas	1995	747	163.	Coffman, Tony	1999	1101
157.	Clark, Robert (Bob)	1994	567	164.	Coker, Sarah	2001	1389
158.	Clemens, Karen	2001	1412	165.	Cole,, Angela	1999	1111
159.	Clemens, Ronald	2001	1411	166.	Collatt, Nathan	2017	2310
160.	Clements, Michael	1986	344	167.	Collins, Quinn	2001	1323
168.	Collins, Ed	2001	1322	181.	Crain, Greg	1986	355
169.	Conder, Misty Buehler	1973	122	182.	Crain, Jordan	2003	1569
170.	Cook, Andera	2004	1643	183.	Craine, Alicia (Hippler)	1994	626
171.	Cook, Jeff	2004	1642	184.	Crowder, Carla	1995	696
172.	Cook, Pamela	2003	1574	185.	Crowder, Mark	1995	695
173.	Cook, Ross	2003	1573	186.	Crumpton, Ted	1988	378
174.	Covey, Cindy	2002	1538	187.	Cypert, Nancy	1984	304
175.	Covey, Justin	2003	1615	188.	Cypert, Nancy	1995	695
176.	Covey, Shawn	2002	1537	189.	Cypert, Virgil	1984	305
177.	Cox, Hunter	2004	1727	190.	Daly, Lexis	1999	1055
178.	Cox, Teresa	2004	1732	191.	David, Jerry	2001	1378
179.	Crain, Beverly	2003	1568	192.	Davidson, (Cassil) Carol	1985	323
180.	Crain, David William	1968	87	193.	Davidson, Jonathan Edwin	2009	2026

194.	Davis, Aaron	1992	475	228.	Fannon, Debbie	2004	1641
195.	Davis, Neil	2003	1585	229.	Fannon, Lee	2004	1663
196.	Davis, Tammy	2003	1586	230.	Felton, Deborah	2002	1531
197.	Dearing, Shelbi Burks	2010	2092	231.	Fenton, Don	2004	1632
198.	Debusk, Bonnie	2008	1953	232.	Fenton, Tina	2004	1633
199.	Debusk, Sarah	2005	1802	233.	Ferguson, Tracy	1995	710
200.	Denker, Alexander Carlton	2009	2037	234.	Ferrell, Kristin	2000	1203
201.	Denker, Bryce	2008	1947	235.	Finney, Heather	2004	1696
202.	Denker, Kel	1999	1120	236.	Fisher, Jakob Dee	1995	670
203.	Denker, Lynn	1999	1121	237.	Fisher, Justin Grant	1995	671
204.	Denton, Charles Clinton	2012	2152	238.	Fitts, Brandon	1994	593
205.	Dial, Gina	1980	216	239.	Fitzhugh, Phillip	2013	2207
206.	Dill, Kristin	1989	416	240.	Fortner, Samantha	1997	916
207.	Disilvestro, Joseph	1995	738	241.	Foster, Ashley	1996	840
208.	Disilvestro, KellyThomas	1995	707	242.	Foster, Janet	1994	586
209.	Dobbins, Lexi	1965	50	243.	Foster, Roy	1994	585
210.	Doshier, Jim	1999	1092	244.	Foster, Stacy	1995	719
211.	Dovish, Alex	1996	844	245.	Frances, Craig	1995	762
212.	Dovish, Peggy	1996	859	246.	Freeman, Korbryn	2005	1811
213.	Dugas, Lillith	2001	1368	247.	Freeze, John Paul Scott	2010	2085
214.	Ekrut, Fiona	2000	1221	248.	Friedin, Rhonda	1998	995
215.	Ekrut, John	2000	1220	249.	Friedin, Rob	1998	994
216.	Ellington, Jennifer Eryn	1995	662	250.	Fuller, Christopher	1988	385
217.	Ellis, Ben	2000	1276	251.	Fuller, Nikki	1988	384
218.	Esry, Shelby	1999	1174	252.	Galloway, Catherine	2001	1333
219.	Eudy, Hayley	1997	908	253.	Garrett, Stacy	2000	1222
220.	Eudy, Penny	1997	937	254.	Garrett, Terri	2000	1223
221.	Eudy, William	1997	936	255.	Garrett, Tiffany	2000	1283
222.	Evan, Chris	2008	1976	256.	Gentry, Jeff	2003	1599
223.	Evans, Christopher Reed	2008	1997	257.	Gilliland, Matthew Rogers	2010	2088
224.	Evans, Lisa (Ball)	1998	1045	258.	Gilliland, Melissa	1998	1039
225.	Evan, Nan	2008	1977	259.	Gilliland, Mitch	2007	1912
226.	Evans, Stephan Cole	2008	1998	260.	Ginnavin, Ellen	1995	761
227.	Everhart, Lisa	2001	1369	261.	Glnnavin, Robert	1995	760

262.	Gladden, Aric	2003	1612	296.	Gross, Natalie	2000	1472
263.	Gladden, Michelle	1999	1181	297.	Groves, Cindy	1994	588
264.	Gladden, Steve	1999	1180	298.	Groves, Jonathan	1994	587
265.	Goines, Joann	1998	968	299.	Guest, Crystal	1996	860
266.	Gollhofer, Erin	1992	477	300.	Guest, Sharon	1974	129
267.	Gollhofer, Libby	1992	478	301.	Guthrie, Cynthia Lynn	1998	955
268.	Gonzales, Frank	2001	1346	302.	Guthrie, Lana	2002	1463
269.	Gonzales, Tammy	2001	1347	303.	Guynes, Hayley	2005	1809
270.	Good, Charlie	1995	697	304.	Guynes, Kimberly Rene	2005	1797
271.	Good, Kiyoko	1995	698	305.	Guynes, Michael T	2005	1798
272.	Goodin, Gerry	1996	766	306.	Haggie, Carol	1991	464
273.	Gay, Kathryn	2000	1273	307.	Haggie, Jennifer	1996	841
274.	Graves,Linda	2013	2209	308.	Haggie, Mark	1991	463
275.	Graves, Roy	2013	2208	309.	Hagood, Steve	1999	1182
276.	Green, Brittany	2004	1647	310.	Hagood, Vickie	1999	1183
277.	Green, Chase William	2008	1954	311.	Haley, Samuel Scott (Sam)	1998	969
278.	Green, Fred	1994	589	312.	Haley, Susan (Denice)	1998	970
279.	Green, Jessica	1997	910	313.	Hall, Louise	1983	276
280.	Green, Paula	1995	759	314.	Halsell, Ann	2005	1763
281.	Green, Robert	1957	47	315.	Halsell, Roland	2005	1762
282.	Green, Ronald	1957	48	316.	Hancock, Danny	2003	1581
283.	Greenwood, Mike	2000	1238	317.	Hancock Terry Baker	2003	1582
284.	Greenwood, Tracy	2000	1239	318.	Harbert, Kelly	1999	1057
285.	Greer, Sheri	1976	153	319.	Harbert, Nathan	1999	1056
286.	Griffith, Donna	1992	490	320.	Harbert, Nick	1999	1058
287.	Griffith, Maggie	2000	1290	321.	Harbour, Connie	2001	1354
288.	Griffith, Sarah	2001	1305	322.	Harbour, Michael	2001	1353
289.	Griffith, Steve	1992	489	323.	Hardy, Melody Brady	1968	89
290.	Griffiths, Anna Gayle	2010	2080	324.	Harris, Dottie	1988	399
291.	Griffiths, Cayley	2003	1610	325.	Harris, Emily	2000	1281
292.	Griffiths, Graham	2000	1278	326.	Harris, Katie	2000	1268
293.	Grimmett, Lora	2015	2262	327.	Harris, Terrah	1988	388
294.	Grimmett, Mark	2015	2261	328.	Harrison, Angelia Keedy	2009	2038
295.	Grimmett, Rhett	2015	2263	329.	Harrison, Chris	1996	815

330.	Harrison, Diane	2007	1939	364.	Hollowell, Jason	1999	1158
331.	Harrison, Jonathan	1996	798	365.	Hollowell, Michelle	1991	457
332.	Harrison, Jonathan	2008	1980	366.	Holmes, David Gerald	2004	1657
333.	Harrison, Kristian Michelle	1996	816	367.	Holmes, Jodi	2004	1658
334.	Harrison, Macy	2013	2181	368.	Hood, Jan	1993	522
335.	Harrison, Valerie (Guest)	1995	636	369.	Hood, Mike	1993	521
336.	Hawthorne, Shannon Spencer	2002	1473	370.	Hovorka, Kelly	2001	1433
337.	Hayne, Patrick	2008	1986	371.	Hoyts, Joe	2001	1350
338.	Hefley, Glenda (Carol)	1998	1003	372.	Hoyts, Paige	2003	1611
339.	Helfley, Jackie (Laffayett)	1998	1002	373.	Huber, Haley	2000	1260
340.	Hefner, Christopher	1998	1027	374.	Huber, Steven	2000	1259
341.	Henry, Marianne	2001	1379	375.	Huckaby, Brock	2011	2134
342.	Hensley, John	1995	721	376.	Hudman, Jim	1995	665
343.	Hensley, Jon	1995	721	377.	Hudman, Josep	1995	668
344.	Herrman, Richelle	2001	1421	378.	Hudman, Nick	1995	667
345.	Herring, Ginie	1998	1037	379.	Hudman, Pat	1995	666
346.	Herring, Mark	1998	1036	380.	Hudson, Ashley	2002	1517
347.	Herring, Meredith	2007	1902	381.	Hudson, Michelle	1999	1160
348.	Hethcox, Daryl	2001	1381	382.	Hudson, Robert	1999	1161
349.	Hewitt, Jackie	1983	266	383.	Hudson, Ronnie	1999	1159
350.	Hicks, Sheila	2010	2104	384.	Humbar, Allen	2007	1914
351.	Hicks, William (Bill)	2010	2103	385.	Humbar, Melissa	1995	763
352.	Higginbotham, Gene	2003	1548	386.	Humbar, Morgan	2004	1723
353.	Higgins, Ronald II	2003	1624	387.	Hunter, Gene	1997	899
354.	Hill, Robby	1996	855	388.	Hunter, Joan	1997	900
355.	Hill, Ryan	1999	1165	389.	Hunter, Corey	1997	912
356.	Hippler, Kayla	1995	672	390.	Hunter, Kynsey	1997	925
357.	Hodges, Courtney	2003	1594	391.	Hutchinson, Lorene	2001	1419
358.	Hodson, Dan	2004	1650	392.	Isbell, Betty	2000	1306
359.	Hodson, Mona	2004	1651	393.	Isbell, Don	1996	772
360.	Hoffmans, David	2002	1464	394.	Izard, Brittany	2006	1843
361.	Hoffmans, Seth	2008	1949	395.	Izard, Carter	2006	1845
362.	Holland, Alisha	2005	1749	396.	Izard, Jake	2006	1844
363.	Holland, Frances	1995	755	397.	Izard, Mark	2006	1841

398.	Izard, Rhonda	2006	1842	432.	Jones, Roger	2002	1505
399.	Jackson, Joan	2005	1753	433.	Jones, Steve	2002	1486
400.	Jackson, Julie	1993	538	434.	Justice, Lori	2006	1885
401.	Jackson, Keith	2001	1331	435.	Karkos, Jerie Beth Ellington	1995	661
402.	Jackson, Laura (Bunton)	1993	546	436.	Keel, William James (Jas)	1988	389
403.	Jackson, Mike	1993	537	437.	Kelley, Clay	2005	1801
404.	Jackson, Shelly	2001	1332	438.	Kelley, Gavin James	2006	1853
405.	Jacobson, Shawn	1994	575	439.	Kelley, Megan	2005	1800
406.	Jacuzzi, Kim	1995	722	440.	Kelly, John David	1991	439
407.	Jamison, Lauren	2006	1828	441.	Kennedy, Lauren	1999	1171
408.	Jefcoate, Amy	2005	1746	442.	Kennedy, Rachel	1995	731
409.	Jefcoate, Catherine	2001	1415	443.	Key, David	1995	745
410.	Jefcoate, Debbie	2000	1254	444.	Key, Marcia	1994	628
411.	Jefcoate, Rex	2000	1253	445.	Key, Steven	1994	627
412.	Jeffers, Jim (James)	2004	1666	446.	Kidd, Chance	2003	1608
413.	Johnson, Arian (Haley)	1998	1008	447.	Kidd, Ken	2003	1576
414.	Johnson, Cherrmane Renee	2010	2100	448.	Kidd, Madeline	2003	1577
415.	Johnson, Collette Renee	2009	2011	449.	Kilgore, Jenna	1997	909
416.	Johnson, Elaine	1999	1133	450.	Kilgore, Ray	1997	870
417.	Johnson, Jake Michael	2009	2013	451.	Kilgore, Terri	1997	871
418.	Johnson, Jarred Armstrong	1993	555	452.	King, Brittany	1998	1024
419.	Johnson, Jesse Andrew	2009	2012	453.	King, John	1997	905
420.	Johnson, Kerry (Blanks)	2002	1527	454.	King, Karen	1997	906
421.	Johnson, Randell	2014	2224	455.	King, Kathryn	1997	917
422.	Johnson, Scott	1996	819	456.	Kirtley, Leah	2003	1589
423.	Johnson, Scott Allen	2009	2010	457.	Kirtley, Phyllis	2002	1468
424.	Johnson, Tawana R (Mattox)	2012	210	458.	Kirtley, Odie	2005	1745
425.	Jones, Robert Curtis (Kurt)	1979	203	459.	Kix, Triska	2004	1659
426.	Jones, Emily	1993	562	460.	Knowlton, Kris	1990	432
427.	Hones, Holly	2002	1522	461.	Knowlton, Krystal	1990	433
428.	Jones, Kevin	1971	105	462.	Koch, Brian Allen	2013	2204
429.	Jones, Linda	1992	493	463.	Koch, Kimberly C	2013	2202
430.	Jones, Melanie	2002	1506	464.	Kohl, Teresa (Tish?)	1999	1191
431.	Jones, Nathen	2002	1507	465.	Koon, Betty	2007	1925

466.	Korejko, Tammy	1995	746	500.	Marlow, Robin	1996	805
467.	Krupicki, Debbie	1992	512	501.	Martin, Josh	2002	1508
468.	Kuhlmann, Zachary	1989	413	502.	Martin, Marilyn	2002	1504
469.	Lambert, Paul	1997	903	503.	Martinez, Eddie	1997	866
470.	Lambert, Stacy	1997	904	504.	Mattox, Stacy	2003	1588
471.	Lamonica, Anita (Butram)	1994	609	505.	Mattox, Duffy	2003	1587
472.	Landers, Brianna	2003	1549	506.	Matyia, James	2006	1821
473.	Landers, Josh	1989	412	507.	Matyia, Jena	2006	1822
474.	Langford, Erinn	2004	1627	508.	Maulden, Mallory	1996	839
475.	Langley, Chris	2001	1374	509.	Maulden, Rebecca	1961	58
476.	Langley, Kim	2001	1375	510.	Maxwell, Anna	2015	2255
477.	LeDaux, Amanda	1997	901	511.	Maxwell, Mabel (Dunavant)	2003	1565
478.	Leigh, Gloria (Grooms)	1955	42	512.	Maxwell, Ryan	2015	2254
479.	Lessenberry, Ashlyn (Boyd)	2008	2001	513.	May, Christie	1996	814
480.	Lessenberry, J'Ann Boyd	2008	2000	514.	Maynard, Amanda	2008	1974
481.	Lessenberry, Lauren Elizabeth	2011	2119	515.	Maynard, Kenneth	2008	1970
482.	Lessenberry, Lee	2008	1999	516.	Maynard, Shawn Wesley	2009	2047
483.	Lessenberry, Robert Ryan	2013	2184	517.	Mayo, Bryan	2006	1873
484.	Lewis, Haven Savanna	2010	2081	518.	Mays, Jan	1999	1049
485.	Lewis, Kyle	2000	1298	519.	Mays, Lainey	2004	1718
486.	Littleton, Gale	2000	1269	520.	Mays, Tim	1999	1048
487.	Littleton, Michael	2000	1292	521.	McClellan, Julius Alan	2010	2075
488.	Loftin, Wesley	1993	559	522.	McClellan, Michael Dale	2010	2073
489.	Lofton, Aaron	1995	727	523.	McClellan, Natalie Jean	2014	2074
490.	Loibner, Steve Allen	1988	390	524.	McConnell, Dr. Jason	2011	2130
491.	Losito, R J	1996	828	525.	McConnell, Laney	2011	2131
492.	Mahan, Billy	1984	306	526.	McCormack, Harrison	2014	2242
493.	Mallett, Kevin	1998	1000	527.	McCormack, Meredith	2014	2240
494.	Mallett, Stacy	1998	1001	528.	McCormack, Almeda	2014	2241
495.	Manes, Melissa (Powell)	1992	507	529.	McCoy, Clinton Dale	2010	2076
496.	Mannus, Barbara	2002	1477	530.	MCCoy, Dee Ann	2010	2077
497.	Mannus, Jim	2004	1742	531.	McCoy, Mark	1980	214
498.	Marks, Kathy	1996	769	532.	MCCoy, Matthew	1980	215
499.	Marlow, Megan	1999	1155	533.	McCoy, Natalie Ann	2010	2078

534.	McCoy, Rosemary	1974	123	568.	Morrison, Ann (Suzanne)	2002	1450
535.	McGavran, Joe	2000	1280	569.	Morrison, Charles Edward	2002	1449
536.	McGavran, Sarah	2000	1270	570.	Morrison, Eric	2001	1308
537.	MaGavran, Theresa	2000	1204	571.	Morrissey, Christa	2002	1521
538.	McJunkin, Carl	2004	1648	572.	Moseley, Brittany Belle	2010	2096
539.	McKinney, Becky	2004	1734	573.	Moseley, Fran	1996	776
540.	McKinney, Tom	2004	1733	574.	Moseley, Jack	1996	777
541.	McLain, Linda	2007	1922	575.	Moseley, Jackson	1996	842
542.	McMains, Amanda	2004	1669	576.	Moseley, Jackson Thomas	1996	842
543.	McMains, Gina	2004	1668	577.	Moseley, Andrew	1997	911
544.	McVay, Diane	1996	812	578.	Moskow, Amber	2002	1516
545.	Melton, Barbara	2001	1321	579.	Moskow, Ashley	2000	1282
546.	Melton, Kelly	1975	146	580.	Moskow, Rob	1995	678
547.	Melton, Marilyn	1993	525	581.	Moskow, Tina	1995	679
548.	Melton, Ted	1975	145	582.	Mosley, Courtney	2002	1524
549.	Menard, John	1997	927	583.	Mosley, Pike	2002	1440
550.	Menard, Kay	1997	928	584.	Moss, Randy	1989	420
551.	Miller, Daniel	1980	222	585.	Moss, Sherri	1989	421
552.	Miller, Gisela	2004	1674	586.	Mote, Andrew	2004	1725
553.	Miller, Kimberly Kay	1993	536	587.	Mote, Catie	2008	1951
554.	Miller, Laura	1980	223	588.	Mote, Mitchell	2004	1730
555.	Miller, Sandy	2005	1751	589.	Mote, Rosemary	2004	1731
556.	Miller, Steven	1987	367	590.	Moulder, Chris	1999	1187
557.	Miller, Susan	1987	541	591.	Mull, Joni	1998	957
558.	Milliken, Jan	2002	1492	592.	Mull, Loretha	2007	1930
559.	Mills, Gari	1983	288	593.	Mull, Sandra	1987	377
560.	Mills, Tracy	1983	287	594.	Mullins, Justin	2002	1518
561.	Mitchell, Jessie	2000	1216	595.	Murphy, Clara	2002	1434
562.	Mitchell, Josh	2000	1215	596.	Murphy, Darren	1979	200
563.	Montague, Catesby	2008	1978	597.	Murphy, Heather	2002	1437
564.	Montague, Victoria	2008	1979	598.	Murry, Ashley	2002	1479
565.	Morgan, Blake	1995	726	599.	Murry, Caitlin	2002	1520
566.	Morgan, Donna	1994	623	600.	Murry, Steve	2002	1478
567.	Morris, Sydnee	1979	206	601.	Naftzger, Karen	2001	1315

602.	Nation, Jan	1994	614	636.	Parrish, Phyllis	1999	1131
603.	Nation, Rick	1994	613	637.	Parrish, Tim	1999	1130
604.	Neighbors, Misty	1994	591	638.	Patton, Kristi	2002	1512
605.	Newcomb, Ashley	1998	1006	639.	Patton, Patrick	2002	1511
606.	Newcomb, Pam	1997	879	640.	Paulovich, Jon	1995	733
607.	Newell, Kaylee Jane	2009	2023	641.	Paulus, Eric	1975	137
608.	Newson, John	1993	557	642.	Peak, David	2001	1366
609.	Newton, Norma Jean	1995	681	643.	Peak, Nichole	2001	1367
610.	Newton, Samantha	1995	682	644.	Pendergrass, Mike	2001	1317
611.	Noach, Lee	2003	1621	645.	Pendergrass, Traci	2001	1318
612.	Noach, Tiffanee	2003	1622	646.	Penfield, Hank Rogers	2018	2322
613.	Nooner, Ken	1999	1125	647.	Penfield, Hart	2015	2272
614.	Nooner, Michelle	1999	1126	648.	Penfield, Layne	1977	171
615.	Nowlin, Vickie	1967	80	649.	Penfield, Leslie	2003	1580
616.	O'Briant, Hurshall	2002	1534	650.	Penfield, R.C.	2003	1579
617.	O'Briant, Nancy	2002	1535	651.	Perry, Chris	2008	1984
618.	O'Gary, Lucas	2010	2106	652.	Perry, Monika	2008	1985
619.	O'Gary, Tiffany	2010	2105	653.	Peterson, Verna	2006	1833
620.	Ohlendt, Kinley Taylor	2014	2232	654.	Phelps, Brenda	2007	1940
621.	Onyett, Dona	2007	1888	655.	Phelps, Charles	2007	1936
622.	Ouellette, Beth	2000	1252	656.	Phelps, Doug	2007	1938
623.	Ouellette, David	2000	1251	657.	Phelps, Dug	2005	1820
624.	Ouellette, Grace	2000	2187	658.	Phelps, Jackie	2005	1821
625.	Pace, Joey	2005	1795	659.	Phillips, Dwayne	1998	962
626.	Palmer, Cheri	2005	1760	660.	Phillips, Teresa	1998	963
627.	Palmer, Joe	2005	1759	661.	Pingel, Beth	2005	1765
628.	Palmer, Nancy	2008	2002	662.	Pingel, Jon	2005	1764
629.	Pamplin, Cecilie	2001	1394	663.	Pitonyak, Tracy	1999	1072
630.	Pamplin, Parker	2007	1904	664.	Pitonyak, Mike	1999	1071
631.	Parker, Guy	2011	2124	665.	Plumb, Linda Duncan	1954	32
632.	Parker, Shannon	2011	2125	666.	Pomtree, Anthony	1988	392
633.	Parker, Teresa	2001	1383	667.	Pomtree, Marcia	1981	250
634.	Parrish, Larry	1998	1025	668.	Pomtree, Robert	1981	251
635.	Parrish, Mattie (Madeleine)	2004	1717	669.	Poore, Samantha Nicole	2011	2120

670.	Pope, Beth	1999	1097	704.	Rogers, Charlene	2007	1924
671.	Pope, Bill	1999	1090	705.	Rogers, Dylan	2005	1804
672.	Pope, Lorraine	1999	1091	706.	Rogers, Jason	1992	484
673.	Prachick, Marie	2004	1711	707.	Rogers, Lynda	1997	868
674.	Pritchett, Andrea	1996	843	708.	Rollans, Kami	1991	458
675.	Pritchett, Jack	1994	574	709.	Romines, Carrie	2005	1786
676.	Pritchett, Libby	1999	1152	710.	Romines, Matt	2005	1785
677.	Ragsdale, Lori (MCGhee)	1997	892	711.	Rook, Connie	2006	1882
678.	Raines, Jenny	1991	453	712.	Ross, Leanne	1996	785
679.	Raines, Lori	2008	2005	713.	Rout, Valerie	2003	1555
680.	Raines, Marilyn (Ann)	2008	2004	714.	Rowlan, Cindy	1995	649Shci
681.	Ramsey, Zack	1990	690	715.	Rowlan, Jeff	1995	650
682.	Randazzo-Resender, Victory	2006	1823	716.	Rowlan, Tiffany	1997	918
683.	Ray, Alicia	1980	220	717.	Ruff, Gracie Rae	2009	2065
684.	Ray, Jeremy	2001	1362	718.	Ruff, Heather Rae	2009	2064
685.	Ray, Misty	2001	1363	719.	Ruff, Spencer Wilson	2009	2066
686.	Ray, Steve	1980	221	720.	Rumley, Geraldine	2000	1232
687.	Reece, Megan	2013	2189	721.	Russell, Bob	2002	1474
688.	Reed, Blake	2008	1956	722.	Russell, Linda	2002	1475
689.	Reed, Brian	2008	1966	723.	Sammons, Donna	1988	401
690.	Reed, Lauren	2008	1957	724.	Sammons, Paul	1992	485
691.	Reed, Sheri	2008	1967	725.	Sanders, Fran Rudder	1983	264
692.	Rhoden, Cameron	2006	1849	726.	Savage, Larry	1998	1043
693.	Rhoden, Clinton	2006	1847	727.	Schelle, Monique (Fryar)	1997	890
694.	Rhoden, Michelle	2006	1848	728.	Schiff, Stephanie	2001	1395
695.	Rhoden, Spencer	2006	1850	729.	Schiff, Melissa	2002	1523
696.	Richards, Jeff	1995	638	730.	Schiff, Michael	1998	998
697.	Richardson, Barbara	2006	1874	731.	Schiff, Tammy	1998	999
698.	Rinehart, Andrea	2003	1591	732.	Schneider, Robin	2004	1697
699.	Rinehart, Trace	2003	1590	733.	Schomaker, David	1989	417
700.	Roache, Kristie	1995	730	734.	Schuller, Mike	2013	2198
701.	Roache, Mona Lynn	1995	694	735.	Schuller, Patty	2013	2199
702.	Roberts, Beck	1997	874	736.	Schwartz, Betty	2004	1640
703.	Roe, Jason	1992	483	737.	Schwartz, Greg	2004	1639

738.	Scoggins, Celeste (Pritchett)	1976	155	772.	Sims, Karen	2005	1772
739.	Scott, Steve	2001	1338	773.	Sisco, Crystal	2000	1218
740.	Seale, Ben Howard	2010	2071	774.	Sisco, Jason	2000	1217
741.	Seale, Hayward Larry Jr	2010	2069	775.	Skinner, Georgia Elizabeth	2012	2146
742.	Seale, James Territt	2010	2072	776.	Skinner, Joel	2011	2128
743.	Seale, Tara Earlene	2010	2070	777.	Skinner, Martha	2011	2129
744.	Selig,Jack	2013	2193	778.	Sledge, John	1993	520
745.	Selig, Jeannie (Fetting)	2000	1211	779.	Smith, Glynda	2002	1499
746.	Selig, Lacy	2001	1400	780.	Smith, David	2002	1498
747.	Selig, Mary Catherine	2013	2194	781.	Smith, Dawn (York)	1991	448
748.	Sexton, Mary	1988	404	782.	Smith, Jared	1990	427
749.	Sharp, Shanna (Herman)	2001	1420	783.	Smith, Jennifer Paige (Neville)	1990	426
750.	Shaw, Andrew Caleb	2012	2145	784.	Smith, Kenneth	1986	339
751.	Shaw, Brad	1999	1192	785.	Smith, Lisa	1991	446
752.	Shaw, Chase	2004	1631	786.	Smith, Mary	1986	338
753.	Shaw, Chris	2001	1430	787.	Smith, Misty	2002	1533
754.	Shaw, Deborah	2013	2195	788.	Smith, Robert	2002	1532
755.	Shaw, Janna (Standfill)	2002	1536	789.	Smith, Scott	1998	941
756.	Shaw, Stephanie	1999	1193	790.	Smith, Tony	1991	447
757.	Shaw, Tammy (Felton)	2002	1436	791.	Smith, Vivian	1991	445
758.	Sheppard, Amos	1987	371	792.	Sohn, Arielle	2004	1645
759.	Sheppard, Sylvia	1987	372	793.	Sohn, Daniel	2004	1644
760.	Shirron, Clyde	1987	373	794.	Sorrow, Kellie	1995	749
761.	Shirron, Dianne	1987	374	795.	Sorrows, Margaret	1992	496
762.	Shirron, Lance	1995	741	796.	Sorrow, Taylor	1998	1023
763.	Shirron, Tracey Elizabeth	1993	550	797.	Sorry, Chris	2003	1542
764.	Short, Drew	1999	1154	798.	Sorry, Joann	2003	1541
765.	Short, James	1999	1093	799.	Sorry, Ken	2003	1540
766.	Short, Vicki	1999	1094	800.	Southerland, James Claude	1993	545
767.	Shuler, Marilyn	2000	1267	801.	Speck, Angela	2000	1264
768.	Shumate, Linda	1996	809	802.	Speck, Scott	2000	1263
769.	Sievers, Michelle	2007	1941	803.	Speer, Cheryl Lynne Smith	1986	337
770.	Simmons, Patrick	2017	2306	804.	Spring, Madeline	2001	1424
771.	Simpson, David	1994	603	805.	Spring, Melissa	2001	1423

806.	Spring, Ok-Soon	2001	1422	840.	Sweat, Kellen	2008	1960
807.	Stacy, Greg	1999	1163	841.	Talley, Brooke	1993	553
808.	Stacy, Jane	1992	509	842.	Talley, Debbie	1993	524
809.	Staggs, Jill	2004	1736	843.	Talley, Jessica	1995	732
810.	Staggs, Brady	2004	1735	844.	Talley, Rick	1993	523
811.	Stangeby, Allison	2000	1271	845.	Tanner, Missy	2007	1918
812.	Starnes, Martin	1995	714	846.	Taylor, Kristi	1972	109
813.	Steed, Beverly	1999	1144	847.	Taylor, Larry	1995	655
814.	Steed, Stephanie	2000	1274	848.	Taylor, Martha (Marty)	2008	1988
815.	Steed, Terry	1999	1143	849.	Taylor, Monica	1995	656
816.	Steiner, Kristen	2001	1345	850.	Taylor, Teresa	1972	110
817.	Steiner, Peter	2001	1343	851.	Tedford, Amiee	2004	1719
818.	Steiner, Kathy	2001	1344	852.	Tedford, Sandra	2000	1200
819.	Stewart, B.J.	2001	1428	853.	Tedford, Ted	2000	1199
820.	Stewart, Kara	2005	1778	854.	Teeter, Abbie	2001	1391
821.	Stewart, Linda	2005	1777	855.	Terry, Butch	1998	990
822.	Stewart, Sharon	2002	1539	856.	Thomas, Helen Miller	1977	179
823.	Stewart, Steven	2005	1776	857.	Thompkins, Blair (Boswell)	1997	947
824.	Stoll, Allie (Allison)	2017	2308	858.	Thompson, Barbara (Kennedy)	1995	709
825.	Stoll, Autumn Kaylie	2014	2236	859.	Thompson, John	1996	771
826.	Sturgeon, Mary Catherine	2004	1670	860.	Thompson, Keith	2000	1255
827.	Suddreth, Dara	2003	1619	861.	Thompson, Scott	1997	880
828.	Sullivan, Blake	2000	1277	862.	Thompson, Tiffany Givens	2000	1300
829.	Sullivan, Jennie	1995	692	863.	Thompson, Tracy	2000	1256
830.	Sullivan, Lindsey	1996	858	864.	Thompson, Vanessa	1997	881
831.	Sullivan, Nikki	1995	693	865.	Tidwell, Jennifer	2002	1452
832.	Sullivan, Randy	1995	691	866.	Tindall, Jim	1983	273
833.	Summerlin, Jack Alexander	2009	2045	867.	Tindell, Brian Gregory	1986	345
834.	Summerlin, Jay	2008	1962	868.	Tindell, Marilyn	1983	274
835.	Summerlin, Jennifer	2008	1963	869.	Toler, Thomas	2013	2196
836.	Summerlin, Lindsey	2008	1958	870.	Townsend, Jennifer	2008	1990
837.	Summerlin, Tanner	2014	2235	871.	Trigleth, Jennifer	2005	1807
838.	Swain, Ruth	1999	1112	872.	Trigleth, Jessica	2003	1607
839.	Sweat, Elizabeth	2008	1961	873.	Trigleth, Jessie	2003	1556

874.	Trigleth, Jody	2003	1557	908.	Ward, Megan	2003	1606
875.	Trindell, Logan	2005	1816	909.	Ward, Ronald	2001	1327
876.	Triplett, Chris	2000	1279	910.	Warner, Marty	2003	1560
877.	Trotier, Rebecca	2003	1620	911.	Warner, Steffanie	2003	1561
878.	Tucker, Paige	2003	1595	912.	Washburn, Shelly	2002	1456
879.	Turley, Brandon	1999	1166	913.	Washington, Susan (Rios) Boone	1993	527
880.	Turley, Chuck	1999	1167	914.	Watkins, Kayli	2000	1284
881.	Turley, Sherry	1999	1168	915.	Webb, Trent	1987	365
882.	Turner, Brad	1991	454	916.	Werner, Mitzi	2006	1881
883.	Turner, Dianna M	1991	455	917.	Whaley, Cameron	2002	1519
884.	Turner, Dylan	2005	1805	918.	White, Josh	1997	919
885.	Turner, Nancy	1999	1070	919.	White, Loren Michelle (Snow)	2005	1806
886.	Turner, Scott	1999	1069	920.	White, Tammy	2001	1418
887.	Uzzell, John	2002	1493	921.	White, Whitley	2001	1398
888.	Uzzell, John Jacob	2010	2083	922.	Whittaker, Stacy	1997	913
889.	Uzzell, Mary	2002	1494	923.	Whittaker, Trevor	1995	754
890.	Vance, Carey	2008	1974	924.	Williams, Amanda	1996	835
891.	Vanderpool, Mechan	1996	850	925.	Williams, Charles Michael	2001	1313
892.	Vandlanding, Kelly	2004	1678	926.	Williams, Chris	2002	1461
893.	Vandlanding, Pauls	2004	1679	927.	Williams, Shannon	1973	115
894.	Varner, Greg	1980	239	928.	Williams, Sharon	2000	1224
895.	Varner, Peggy Linker	1959	52	929.	Williams, Tiffany	2002	1462
896.	Vint, Carrie	2005	1744	930.	Williams, Zach	1997	920
897.	Vint, Larry	2004	1741	931.	Williamson, Cory	1995	632
898.	Vint, Stephanie	2004	1743	932.	Wills, Meg	2000	1304
899.	Wagner, Kenny	1995	683	933.	Wilson, Parker	2013	2197
900.	Wagner, Sue	1995	684	934.	Wilson, Steve	2003	1592
901.	Walker, Dennis	1999	1079	935.	Wingard, Austyn	1996	836
902.	Walker, Derrick	1997	875	936.	Wingard, Whitney	1998	1015
903.	Walker, Kristin	1999	1170	937.	Witonski, Alicia	1998	977
904.	Walker, LouAnn	1999	1080	938.	Witonski, Jeff	1998	976
905.	Walker, Mary Ellen	2005	1770	939.	Wood, Jessica (Hitt) (Clements)	1996	822
906.	Walker, Shannon	1997	876	940.	Woods, Matthew Alexander	2010	2086
907.	Ward, Cherie	2001	1328	941.	Worrell, Kim	1994	612

942.	Wright, Greg	2000	1221
943.	Wylie, Letitia	2004	1662
944.	Wylie, Lisa	2004	1699
945.	Wylie, Marla	1989	418
946.	Wyrick, Natalie	2004	1671
947.	Wyse, Kay	1996	784
948.	Yarberry, Laura	2008	2009
949.	Yarberry, Evan	2008	2008
950.	Yarbrough, Dennis	2003	1617
951.	Yarbrough, Susan	2003	1032
952.	Younts, Don	1995	648
953.	Younts, Karen	1995	647
954.	Zimmerebner, Kristen	1997	932
955.	Zimmerebner, Lynn	2007	1891
956.	Zimmerebner, Michael	1997	933

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Name	Year	Member Number		
Jones, Jane	2002	1487		
Jones, Kristen Kay	2009	2022		
Kennedy, Jackson	2004	1724		
Kinsey, Angelica	1983	260		
Kinsey, Bethany	1983	261		
Landers, Mary Jack	1983	278		
Landers, Nick	1983	277		
Landers, Nickolus Colby	1998	1028		
Lawrence, Gwen Odom	1987	368		
Lawson, Seith	1999	1185		
Lawson, Sue	2001	1502		
Lawson, Tim	1999	1186		
Leigh, Walter	1971	102		
Mabray, Sara	1996	826		
Martin, Jeannie	1988	393		
Martin, Wesley	1998	1018		
Martin, Zackrey	1995	751		
McGinnis, Joanne	2005	1781		
McGinnis, Tim	2005	1780		
McMains, Ryan	2005	1775		
McCullough, Valisa	1993	543		
Moon, Meloney	1997	938		
Morrow, Dennis	1985	329		
Morrow, Sara	1985	328		
Mosley, Cindy	2001	1441		
Murphy, Army	1979	201		
Nickols, Teresa	2010	2157		
Nickols, David	2001	1401		
Nickols, Lori	2001	1402		
Pampkin, Frank	2000	1226		
Pampkin, Jennie	2000	1227		
Penfield, Carolyn	1986	160		
Penfield, Lance	1997	172		
Penfield, Lana Carol	1978	184		
Plummer, Nancy	2002	1497		
Power, Patricia	2001	1406		
Richards, Brian	1994	639		
Rogers, Joni (null)	2000	1206		
Shepard, Laurie	2005	1766		
Bias, Jim	2007	1931		
Hopkins, Nathan	1985	334		
Hudson, Heather Michelle	1999	1230		
Johnston, Army	1996	831		
McCrelight, Mellisa	1988	391		

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17 Year reading

Name	Year Joined	Member Number			
1. Ables, Jessica		2016	2290		
2. Adams, Kristin		2001	1403		
3. Adams, Sharon		2003	1567		
4. Alford, Teresa		1985	330		
5. Allen, Kim		1997	940		
6. Alsip, Mitchell R		1975	133		
7. Alton, Mark Alan		1985	314		
8. Altom, Sandy L		1985	315		
9. Altom, Stephanie Kay		1985	332		
10. Anderson, Jeremy		2007	1908		
11. Anderson, Paula		1996	795		
12. Anderson, Tracy		1996	794		
13. Ankrey, Jessie		2002	1488		
14. Antonetti, John		1992	497		
15. Antonetti, Susan		1992	498		
16. Ardent, Gala		2004	1683		
17. Ardent, Leslie		2004	1682		
18. Armstrong, Bryan		2004	1652		
19. Arroyo, Ariane		2007	1900		
20. Arroyo, Debbie		2007	1937		
21. Ashcraft, Susan		1988	398		
22. Ashcraft, Tracy		1971	106		
23. Averith, Judy		2004	1737		
24. Ayre, Lauren		2013	2179		
25. Baggett, Laura (Archer)		1994	616		
26. Baker, John		1990	437		
27. Baker, Robyn		2009	2048		
28. Baker, Samuel Christopher		2009	2028		
29. Baldridge, Blake		2005	1810		
30. Baldwin, Bo		2001	1376		
31. Baldwin, Ethan		2014	2237		
32. Baldwin, Jennifer		2005	1793		
33. Baldwin, Lisa		2001	1377		
34. Baldwin, Matthew		2018	2318		
35. Baldwin, Shane		2005	1792		
36. Ball, Lisa (Evans)		1998	1045		
37. Barber, Dennis		1987	363		
38. Barber, Heather		2004	1694		
39. Barnes, Bill		1997	882		
40. Barnes, Lydia		1997	883		
41. Bartel, Janie		2008	1969		
42. Bates, Eddie		2003	1618		
43. Bead, Michelle		2005	1752		
44. Beam, Beth		2002	1496		
45. Beam, Patrick		2002	1495		
46. Benish, Dustin		2001	1361		
47. Bennett, Bekah		2002	1439		
48. Bennett, Chris		2002	1438		
49. Bennett, Edna		2000	1219		
50. Bennett, Kimberly		2010	2091		
51. Bennett, Robert		2010	2090		
52. Berger, Allison Michelle		1992	472		
53. Berger, Seth		1986	362		
54. Best, Anthony Forrest		1999	1175		
55. Best, Cameron Michael		1999	1176		
56. Best, Jeffery Kent		1999	1177		
57. Best, Joan (Burkhalter)		1999	1178		
58. Bethell, Allison Elizabeth		2008	1944		

59. Bethell, George Lewis	1997	886							
60. Bethell, Julie Graves	1997	887							
61. Billings, Andrea R	1989	415							
62. Billings, Ashley Dell	1984	299							
63. Blacklock, Ginger	1998	1012							
64. Blanks, Carole (Stewart)	2002	1427							
65. Blanks, John	2002	1469							
66. Blanks, Kerry (Johnson)	2002	1527							
67. Bobo, Sue	2003	1596							
68. Boone, Aaron	1992	473							
69. Booth, Melissa	1995	663							
70. Booth, Tobie	2003	1613							
71. Boswell, Meredith	1967	77							
72. Bowden, Olivia	2009	2032							
73. Bowden, Steve	2004	1705							
74. Bowden, Rebecca	2004	1706							
75. Bowen, Edna	1996	791							
76. Bowman, Melissa	1996	848							
77. Boxley, Tracy	2007	1942							
78. Boyda, Rebecca	2003	1559							
79. Boyda, Thomas	2003	1558							
80. Bragg, Tracy Lynn	1985	333							
81. Breshears, Andria	2005	1768							
82. Bremer, Mark	1998	964							
83. Bremer, Shelly	1998	965							
84. Breton, Ron	2005	1757							
85. Breton, Rosemary	2005	1758							
86. Bronson, Richard	2007	1899							
87. Brown, Anita	1984	313							
88. Brown, David	1984	312							
89. Brown, David Jefferson	1988	386							
90. Brown, Garrett	1999	1173							
91. Brown, Laura	1992	474							
92. Brown, Wanda	1985	336							
93. Brown, Hannah	1996	838							
94. Broyles, Donna	2009	2015							
95. Bryant, Amy	1995	736							
96. Bryant, Debbie	1995	737							
97. Bryant, Taylor	2007	1905							
98. Buck, Alaina	2001	1413							
99. Buck, David	2002	1529							
100. Buck, Melissa	2002	1530							
101. Bunton, Sarah	1998	1019							
102. Burge, Marian	2005	1747							
103. Burk, Andy	2003	1545							
104. Burk, Susan	2003	1546							
105. Burke, Jason	2002	1470							
106. Burke, Karri	1999	1110							
107. Burris, Robert (Bob)	1995	645							
108. Burris, Charlie	1997	923							
109. Burroughs, Angelia	2003	1597							
110. Burton, John	2000	1275							
111. Burton, Melanie	2000	1261							
112. Burtram, Alyson	2000	1275							
113. Burtram, David	1994	608							
114. Bussell, Leighann (Wilson)	2003	1593							
115. Cadman, Jeanne	2003	1626							
116. Cadman, Ken	2003	1625							
117. Cain, Mark	1999	1099							
118. Cain, Melissa	1999	1100							
119. Cain, Scott	1999	1067							
120. Cain, Wendy	1999	1068							
121. Cambell, Michelle Cordell III	1999	1086							
122. Cameron, Carrie	2011	2138							
123. Carlton, Corby	1995	644							
124. Carder, Mac III	2011	2138							
125. Carlton, Don	1995	643							

126.	Caple, Cheryl Denise	1975	132				
127.	Carpenter, Chloe Ann	2010	2101				
128.	Carpenter, James	1999	1104				
129.	Carpenter, Jeff	1999	1149				
130.	Carpenter, Joyce	1999	1105				
131.	Carroll, Nikki	1999	664				
132.	Carter, Mark	2001	1364				
133.	Carter, Leah	2001	1365				
134.	Cauley, Kathy	1999	1046				
135.	Gavaneau, Lily Grace	2006	1846				
136.	Caver, Nicole Clayton	1993	554				
137.	Cazort, Benjamin (Ben)	1986	349				
138.	Cazort, Rhonda	1986	350				
139.	Chadwick, Jordan Danyelle	2003	1614				
140.	Chaloupka, Addison	2008	1946				
141.	Chaloupka, Emma Grace	2011	2116				
142.	Chaloupka, Kelly	1996	768				
143.	Chandler, Laura	2002	1457				
144.	Chavers, Jerry Lee	2009	2021				
145.	Cheek, Virginia	1999	1064				
146.	Chenault, Richard	1995	653				
147.	Chanault, Stella (Beaudry)	1995	654				
148.	Cheshier, Patrick	2000	1287				
149.	Childress, Donna	2002	1840				
150.	Childress, Megan	2002	1513				
151.	Childs, Kathryn (McCreight)	2005	1815				
152.	Chitwood, Martha	1992	500				
153.	Christie, Dawn	2001	1414				
154.	Chronister, Beehi	2014	2245	160.	Clements, Michael	1986	344
155.	Chronister, Josh	2014	2246	161.	Cochran, Terry Don	1971	100
156.	Clark, Dallas	1995	747	162.	Coffman, Julie	1999	1102
157.	Clark, Robert (Bob)	1994	567	163.	Coffman, Tony	1999	1101
158.	Clemens, Karen	2001	1412	164.	Coker, Sarah	2001	1389
159.	Clemens, Ronald	2001	1411	165.	Cole, Angela	1999	1111

166.	Collatt, Nathan	2017	2310	200.	Denker, Alexander Carlton	2009	2037
167.	Collins, Quinn	2001	1323	201.	Denker, Bryce	2008	1947
168.	Collins, Ed	2001	1322	202.	Denker, Kel	1999	1120
169.	Conder, Misty Buehler	1973	122	203.	Denker, Lynn	1999	1121
170.	Cook, Andera	2004	1643	204.	Denton, Charles Clinton	2012	2152
171.	Cook, Jeff	2004	1642	205.	Dial, Gina	1980	216
172.	Cook, Pamela	2003	1574	206.	Dill, Kristin	1989	416
173.	Cook, Ross	2003	1573	207.	Disilvestro, Joseph	1995	738
174.	Covey, Cindy	2002	1538	208.	Disilvestro, Kellythomas	1995	707
175.	Covey, Justin	2003	1615	209.	Dobbins, Lexi	1965	50
176.	Covey, Shawn	2002	1537	210.	Doshier, Jim	1999	1092
177.	Cox, Hunter	2004	1727	211.	Dovish, Alex	1996	844
178.	Cox, Teresa	2004	1732	212.	Dovish, Peggy	1996	859
179.	Crain, Beverly	2003	1568	213.	Dugas, Lillith	2001	1368
180.	Crain, David William	1968	87	214.	Ekrut, Fiona	2000	1221
181.	Crain, Greg	1986	355	215.	Ekrut, John	2000	1220
182.	Crain, Jordan	2003	1569	216.	Ellington, Jennifer Eryn	1995	662
183.	Craine, Alicia (Hippler)	1994	626	217.	Ellis, Ben	2000	1276
184.	Crowder, Carla	1995	696	218.	Esry, Shelby	1999	1174
185.	Crowder, Mark	1995	695	219.	Eudy, Hayley	1997	908
186.	Crumpton, Ted	1988	378	220.	Eudy, Penny	1997	937
187.	Cypert, Nancy	1984	304	221.	Eudy, William	1997	936
188.	Cypert, Nancy	1995	695	222.	Evan, Chris	2008	1976
189.	Cypert, Virgil	1984	305	223.	Evans, Christopher Reed	2008	1997
190.	Daly, Lexis	1999	1055	224.	Evans, Lisa (Ball)	1998	1045
191.	David, Jerry	2001	1378	225.	Evan, Nan	2008	1977
192.	Davidson, (Cassil) Carol	1985	323	226.	Evans, Stephan Cole	2008	1998
193.	Davidson, Jonathan Edwin	2009	2026	227.	Everhart, Lisa	2001	1369
194.	Davis, Aaron	1992	475	228.	Fannon, Debbie	2004	1641
195.	Davis, Neil	2003	1585	229.	Fannon, Lee	2004	1663
196.	Davis, Tammy	2003	1586	230.	Felton, Deborah	2002	1531
197.	Dearing, Shelbi Burks	2010	2092	231.	Fenton, Don	2004	1632
198.	Debusk, Bonnie	2008	1953	232.	Fenton, Tina	2004	1633
199.	Debusk, Sarah	2005	1802	233.	Ferguson, Tracy	1995	710

234.	Ferrell, Kristin	2000	1203	268.	Gollhofer, Libby	1992	478
235.	Finney, Heather	2004	1696	269.	Gonzales, Frank	2001	1346
236.	Fisher, Jakob Dee	1995	670	270.	Gonzales, Tammy	2001	1347
237.	Fisher, Justin Grant	1995	671	271.	Good, Charlie	1995	697
238.	Fitts, Brandon	1994	593	272.	Good, Kiyoko	1995	698
239.	Fitzhugh, Phillip	2013	2207	273.	Goodin, Gerry	1996	766
240.	Fortner, Samantha	1997	916	274.	Gay, Kathryn	2000	1273
241.	Foster, Ashley	1996	840	275.	Graves, Linda	2013	2209
242.	Foster, Janet	1994	586	276.	Graves, Roy	2013	2208
243.	Foster, Roy	1994	585	277.	Green, Brittany	2004	1647
244.	Foster, Stacy	1995	719	278.	Green, Chase William	2008	1954
245.	Frances, Craig	1995	762	279.	Green, Fred	1994	589
246.	Freeman, Korbyn	2005	1811	280.	Green, Jessica	1997	910
247.	Freeze, John Paul Scott	2010	2085	281.	Green, Paula	1995	759
248.	Friedin, Rhonda	1998	995	282.	Green, Robert	1957	47
249.	Friedin, Rob	1998	994	283.	Green, Ronald	1957	48
250.	Fuller, Christopher	1988	385	284.	Greenwood, Mike	2000	1238
251.	Fuller, Nikki	1988	384	285.	Greenwood, Tracy	2000	1239
252.	Galloway, Catherine	2001	1333	286.	Greer, Sheri	1976	153
253.	Garrett, Stacy	2000	1222	287.	Griffith, Donna	1992	490
254.	Garrett, Terri	2000	1223	288.	Griffith, Maggie	2000	1290
255.	Garrett, Tiffany	2000	1283	289.	Griffith, Sarah	2001	1305
256.	Gentry, Jeff	2003	1599	290.	Griffith, Steve	1992	489
257.	Gentry, Marc	1983	254	291.	Griffiths, Anna Gayle	2010	2080
258.	Gilliland, Matthew Rogers	2010	2088	292.	Griffiths, Cayley	2003	1610
259.	Gilliland, Melissa	1998	1039	293.	Griffiths, Graham	2000	1278
260.	Gilliland, Mitch	2007	1912	294.	Grimmett, Lara	2015	2262
261.	Ginnavin, Ellen	1995	761	295.	Grimmett, Mark	2015	2261
262.	Ginnavin, Robert	1995	760	296.	Grimmett, Rhett	2015	2263
263.	Gladden, Aric	2003	1612	297.	Gross, Natalie	2000	1472
264.	Gladden, Michelle	1999	1181	298.	Groves, Cindy	1994	588
265.	Gladden, Steve	1999	1180	299.	Groves, Jonathan	1994	587
266.	Goines, Joann	1998	968	300.	Guest, Crystal	1996	860
267.	Gollhofer, Erin	1992	477	301.	Guest, Sharon	1974	129

302.	Guthrie, Cynthia Lynn	1998	955	336.	Harrison, Valerie (Guest)	1995	636
303.	Guthrie, Lana	2002	1463	337.	Hawthorne, Shannon Spencer	2002	1473
304.	Guynes, Hayley	2005	1809	338.	Hayne, Patrick	2008	1986
305.	Guynes, Kimberly Rene	2005	1797	339.	Hefley, Glenda (Carol)	1998	1003
306.	Guynes, Michael T	2005	1798	340.	Hefley, Jackie (Laffayett)	1998	1002
307.	Haggie, Carol	1991	464	341.	Hefner, Christopher	1998	1027
308.	Haggie, Jennifer	1996	841	342.	Henry, Marianne	2001	1379
309.	Haggie, Mark	1991	463	343.	Hensley, John	1995	721
310.	Hagood, Steve	1999	1182	344.	Hensley, Jon	1995	721
311.	Hagood, Vickie	1999	1183	345.	Herrman, Richelle	2001	1421
312.	Haley, Samual Scott (Sam)	1998	969	346.	Herring, Ginie	1998	1037
313.	Haley, Susan (Denice)	1998	970	347.	Herring, Mark	1998	1036
314.	Hall, Louise	1983	276	348.	Herring, Meredith	2007	1902
315.	Halsell, Ann	2005	1763	349.	Hethcox, Daryl	2001	1381
316.	Halsell, Roland	2005	1762	350.	Hewitt, Jackie	1983	266
317.	Hancock, Danny	2003	1581	351.	Hicks, Shelia	2010	2104
318.	Hancock Terry Baker	2003	1582	352.	Hicks, William (Bill)	2010	2103
319.	Harbert, Kelly	1999	1057	353.	Higginbotham, Gene	2003	1548
320.	Harbert, Nathan	1999	1056	354.	Higgins, Ronald II	2003	1624
321.	Harbert, Nick	1999	1058	355.	Hill, Robby	1996	855
322.	Harbour, Connie	2001	1354	356.	Hill, Ryan	1999	1165
323.	Harbour, Michael	2001	1353	357.	Hippler, Kayla	1995	672
324.	Hardy, Melody Brady	1968	89	358.	Hippler, Marsha	1994	625
325.	Harris, Dottie	1988	399	359.	Hodges, Courtney	2003	1594
326.	Harris, Emily	2000	1281	360.	Hodson, Dan	2004	1650
327.	Harris, Katie	2000	1268	361.	Hodson, Mona	2004	1651
328.	Harris, Terrah	1988	388	362.	Hoffmans, David	2002	1464
329.	Harrison, Angela Keedy	2009	2038	363.	Hoffmans, Seth	2008	1949
330.	Harrison, Chris	1996	815	364.	Holland, Alisha	2005	1749
331.	Harrison, Diane	2007	1939	365.	Holland, Frances	1995	755
332.	Harrison, Jonathan	1996	798	366.	Hollowell, Jason	1999	1158
333.	Harrison, Jonathan	2008	1980	367.	Hollowell, Michelle	1991	457
334.	Harrison, Kristian Michelle	1996	816	368.	Holmes, David Gerald	2004	1657
335.	Harrison, Macy	2013	2181	369.	Holmes, Jodi	2004	1658

370.	Hood, Jan	1993	522	404.	Jackson, Laura (Bunton)	1993	546
371.	Hood, Mike	1993	521	405.	Jackson, Mike	1993	537
372.	Hovorka, Kelly	2001	1433	406.	Jackson, Shelly	2001	1332
373.	Hoyts, Joe	2001	1350	407.	Jacobson, Shawn	1994	575
374.	Hoyts, Paige	2003	1611	408.	Jacuzzi, Kim	1995	722
375.	Huber, Haley	2000	1260	409.	Jamison, Lauren	2006	1828
376.	Huber, Steven	2000	1259	410.	Jefcoate, Amy	2005	1746
377.	Huckaby, Brock	2011	2134	411.	Jefcoate, Catherine	2001	1415
378.	Hudman, Jim	1995	665	412.	Jefcoate, Debbie	2000	1254
379.	Hudman, Josep	1995	668	413.	Jefcoate, Rex	2000	1253
380.	Hudman, Nick	1995	667	414.	Jeffers, Jim (James)	2004	1666
381.	Hudman, Pat	1995	666	415.	Johnson, Arian (Haley)	1998	1008
382.	Hudson, Ashley	2002	1517	416.	Johnson, Cherrmane Renee	2010	2100
383.	Hudson, Michelle	1999	1160	417.	Johnson, Collette Renee	2009	2011
384.	Hudson, Robert	1999	1161	418.	Johnson, Elaine	1999	1133
385.	Hudson, Ronnie	1999	1159	419.	Johnson, Jake Michael	2009	2013
386.	Humbard, Allen	2007	1914	420.	Johnson, Jarred Armstrong	1993	555
387.	Humbard, Melissa	1995	763	421.	Johnson, Jesse Andrew	2009	2012
388.	Humbard, Morgan	2004	1723	422.	Johnson, Kerry (Blanks)	2002	1527
389.	Hunter, Gene	1997	899	423.	Johnson, Randall	2014	2224
390.	Hunter, Joan	1997	900	424.	Johnson, Scott	1996	819
391.	Hunter, Korey	1997	912	425.	Johnson, Scott Allen	2009	2010
392.	Hunter, Kynsey	1997	925	426.	Johnson, Tawana R (Mattox)	2012	210
393.	Hutchinson, Lorene	2001	1419	427.	Jones, Robert Curtis (Kurt)	1979	203
394.	Isbell, Betty	2000	1306	428.	Jones, Emily	1993	562
395.	Isbell, Don	1996	772	429.	Hones, Holly	2002	1522
396.	Izard, Brittany	2006	1843	430.	Jones, Kevin	1971	105
397.	Izard, Carter	2006	1845	431.	Jones, Linda	1992	493
398.	Izard, Jake	2006	1844	432.	Jones, Melanie	2002	1506
399.	Izard, Mark	2006	1841	433.	Jones, Nathen	2002	1507
400.	Izard, Rhonda	2006	1842	434.	Jones, Roger	2002	1505
401.	Jackson, Joan	2005	1753	435.	Jones, Steve	2002	1486
402.	Jackson, Julie	1993	538	436.	Justice, Lori	2006	1885
403.	Jackson, Keith	2001	1331	437.	Karkos, Jerie Beth Ellington	1995	661

438.	Keel, William James (Jas)	1988	389	472.	Koch, Brian Allen	2013	2204
439.	Kelley, Clay	2005	1801	473.	Koch, Kimberly C	2013	2202
440.	Kelley, Gavin James	2006	1853	474.	Kohl, Teresa (Tish?)	1999	1191
441.	Kelley, Megan	2005	1800	475.	Koon, Betty	2007	1925
442.	Kelly, Ana	1998	1034	476.	Korejko, Tammy	1995	746
443.	Kelly, Jesse	1998	1010	477.	Krupicki, Debbie	1992	512
444.	Kelly, John David	1991	439	478.	Kuhlmann, Zachary	1989	413
445.	Kelly, Nanci (Rudder)	1981	242	479.	Lambert, Paul	1997	903
446.	Kelly, Steve	1998	1033	480.	Lambert, Stacy	1997	904
447.	Kelly, Tim	2007	1903	481.	Lamonica, Anita (Butram)	1994	609
448.	Kennedy, Lauren	1999	1171	482.	Landers, Brianna	2003	1549
449.	Kennedy, Rachel	1995	731	483.	Landers, Josh	1989	412
450.	Key, David	1995	745	484.	Langford, Erin	2004	1627
451.	Key, Marcia	1994	628	485.	Langley, Chris	2001	1374
452.	Key, Steven	1994	627	486.	Langley, Kim	2001	1375
453.	Kidd, Chance	2003	1608	487.	LeDaux, Amanda	1997	901
454.	Kidd, Ken	2003	1576	488.	Leigh, Gloria (Grooms)	1955	42
455.	Kidd, Madeline	2003	1577	489.	Lessenberry, Ashlyn (Boyd)	2008	2001
456.	Kilgore, Jenna	1997	909	490.	Lessenberry, J'Ann Boyd	2008	2000
457.	Kilgore, Ray	1997	870	491.	Lessenberry, Lauren Elizabeth	2011	2119
458.	Kilgore, Terri	1997	871	492.	Lessenberry, Lee	2008	1999
459.	King, Brittany	1998	1024	493.	Lessenberry, Robert Ryan	2013	2184
460.	King, John	1997	905	494.	Lewis, Haven Savanna	2010	2081
461.	King, Karen	1997	906	495.	Lewis, Kyle	2000	1298
462.	King, Kathryn	1997	917	496.	Littleton, Gale	2000	1269
463.	Kirtley, Leah	2003	1589	497.	Littleton, Michael	2000	1292
464.	Kirtley, Phyllis	2002	1468	498.	Loftin, Wesley	1993	559
465.	Kirtley, Odie	2005	1745	499.	Lofton, Aaron	1995	727
466.	Kix, Triska	2004	1659	500.	Loibner, Steve Allen	1988	390
467.	Knauf, Parmala	1994	597	501.	Losito, R J	1996	828
468.	Knauf, Sara Nicole	2010	2099	502.	Mahan, Billy	1984	306
469.	Knauf, William	1994	596	503.	Mallett, Kevin	1998	1000
470.	Knowlton, Kris	1990	432	504.	Mallett, Stacy	1998	1001
471.	Knowlton, Krystal	1990	433	505.	Manes, Melissa (Powell)	1992	507

506.	Manus, Barbara	2002	1477	540.	MCCoy, Dee Ann	2010	2077
507.	Mannus, Jim	2004	1742	541.	McCoy, Mark	1980	214
508.	Marks, Kathy	1996	769	542.	MCCoy, Matthew	1980	215
509.	Marlow, Megan	1999	1155	543.	McCoy, Natalie Ann	2010	2078
510.	Marlow, Robin	1996	805	544.	McCoy, Rosemary	1974	123
511.	Martin, Josh	2002	1508	545.	McGavran, Joe	2000	1280
512.	Martin, Marilyn	2002	1504	546.	McGavran, Sarah	2000	1270
513.	Martinez, Eddie	1997	866	547.	MaGavran, Theresa	2000	1204
514.	Mattox, Stacy	2003	1588	548.	McLunkin, Carl	2004	1648
515.	Mattox, Duffy	2003	1587	549.	McKinney, Becky	2004	1734
516.	Matyia, James	2006	1821	550.	McKinney, Tom	2004	1733
517.	Matyia, Jena	2006	1822	551.	McLain, Linda	2007	1922
518.	Mauden, Mallory	1996	839	552.	McMains, Amanda	2004	1669
519.	Maulden, Rebecca	1961	58	553.	McMains, Gina	2004	1668
520.	Maxwell, Anna	2015	2255	554.	McVay, Diane	1996	812
521.	Maxwell, Mabel (Dunavant)	2003	1565	555.	Melton, Barbara	2001	1321
522.	Maxwell, Ryan	2015	2254	556.	Melton, Kelly	1975	146
523.	May, Christie	1996	814	557.	Melton, Marilyn	1993	525
524.	Maynard, Amanda	2008	1974	558.	Melton, Ted	1975	145
525.	Maynard, Kenneth	2008	1970	559.	Menard, John	1997	927
526.	Maynard, Shawn Wesley	2009	2047	560.	Menard, Kay	1997	928
527.	Mayo, Bryan	2006	1873	561.	Miller, Daniel	1980	222
528.	Mays, Jan	1999	1049	562.	Miller, Gisela	2004	1674
529.	Mays, Lainey	2004	1718	563.	Miller, Kimberly Kay	1993	536
530.	Mays, Tim	1999	1048	564.	Miller, Laura	1980	223
531.	McClellan, Julius Alan	2010	2075	565.	Miller, Sandy	2005	1751
532.	McClellan, Michael Dale	2010	2073	566.	Miller, Steven	1987	367
533.	McClellan, Natalie Jean	2014	2074	567.	Miller, Susan	1987	541
534.	McConnell, Dr. Jason	2011	2130	568.	Milliken, Jan	2002	1492
535.	McConnell, Laney	2011	2131	569.	Mills, Gari	1983	288
536.	McCormack, Harrison	2014	2242	570.	Mills, Tracy	1983	287
537.	McCormack, Meredith	2014	2240	571.	Mitchell, Jessie	2000	1216
538.	McCormack, Almada	2014	2241	572.	Mitchell, Josh	2000	1215
539.	McCoy, Clinton Dale	2010	2076	573.	Montague, Catesby	2008	1978

574.	Montague, Victoria	2008	1979	608.	Murry, Ashley	2002	1479
575.	Morgan, Blake	1995	726	609.	Murry, Caitlin	2002	1520
576.	Morgan, Donna	1994	623	610.	Murry, Steve	2002	1478
577.	Morris, Sydnee	1979	206	611.	Naftzger, Karen	2001	1315
578.	Morrison, Ann (Suzanne)	2002	1450	612.	Nation, Jan	1994	614
579.	Morrison, Charles Edward	2002	1449	613.	Nation, Rick	1994	613
580.	Morrison, Eric	2001	1308	614.	Neighbors, Misty	1994	591
581.	Morrissey, Christa	2002	1521	615.	Newcomb, Ashley	1998	1006
582.	Moseley, Brittany Belle	2010	2096	616.	Newcomb, Pam	1997	879
583.	Moseley, Fran	1996	776	617.	Newell, Kaylee Jane	2009	2023
584.	Moseley, Jack	1996	777	618.	Newson, John	1993	557
585.	Moseley, Jackson	1996	842	619.	Newton, Norma Jean	1995	681
586.	Moseley, Jackson Thomas	1996	842	620.	Newton, Samantha	1995	682
587.	Moseley, Andrew	1997	911	621.	Noach, Lee	2003	1621
588.	Moskow, Amber	2002	1516	622.	Noach, Tiffanee	2003	1622
589.	Moskow, Ashley	2000	1282	623.	Nooner, Ken	1999	1125
590.	Moskow, Rob	1995	678	624.	Nooner, Michelle	1999	1126
591.	Moskow, Tina	1995	679	625.	Nowlin, Vickie	1967	80
592.	Mosley, Courtney	2002	1524	626.	O'Briant, Hurshall	2002	1534
593.	Mosley, Pike	2002	1440	627.	O'Briant, Nancy	2002	1535
594.	Moss, Randy	1989	420	628.	O'Gary, Lucas	2010	2106
595.	Moss, Sherri	1989	421	629.	O'Gary, Tiffany	2010	2105
596.	Mote, Andrew	2004	1725	630.	Oholendt, Kinley Taylor	2014	2232
597.	Mote, Catie	2008	1951	631.	Onyett, Dona	2007	1888
598.	Mote, Mitchell	2004	1730	632.	Orman, Gray Matthew	2009	2042
599.	Mote, Rosemary	2004	1731	633.	Ouellette, Beth	2000	1252
600.	Moulder, Chris	1999	1187	634.	Ouellette, David	2000	1251
601.	Mull, Joni	1998	957	635.	Ouellette, Grace	2000	2187
602.	Mull, Loretha	2007	1930	636.	Pace, Joey	2005	1795
603.	Mull, Sandra	1987	377	637.	Palmer, Cheri	2005	1760
604.	Mullins, Justin	2002	1518	638.	Palmer, Joe	2005	1759
605.	Murphy, Clara	2002	1434	639.	Palmer, Nancy	2008	2002
606.	Murphy, Darren	1979	200	640.	Pamplin, Cecilie	2001	1394
607.	Murphy, Heather	2002	1437	641.	Pamplin, Parker	2007	1904

642.	Parker, Guy	2011	2124	676.	Plumb, Linda Duncan	1954	32
643.	Parker, Shannon	2011	2125	677.	Pomtree, Anthony	1988	392
644.	Parker, Teresa	2001	1383	678.	Pomtree, Marcia	1981	250
645.	Parrish, Larry	1998	1025	679.	Pomtree, Robert	1981	251
646.	Parrish, Mattie (Madeleine)	2004	1717	680.	Poore, Samantha Nicole	2011	2120
647.	Parrish, Phyllis	1999	1131	681.	Pope, Beth	1999	1097
648.	Parrish, Tim	1999	1130	682.	Pope, Bill	1999	1090
649.	Patton, Kristi	2002	1512	683.	Pope, Lorraine	1999	1091
650.	Patton, Patrick	2002	1511	684.	Prachick, Marie	2004	1711
651.	Paulovich, Jon	1995	733	685.	Pritchett, Andrea	1996	843
652.	Paulus, Eric	1975	137	686.	Pritchett, Jack	1994	574
653.	Peak, David	2001	1366	687.	Pritchett, Libby	1999	1152
654.	Peak, Nichole	2001	1367	688.	Pudinas, Kyle	2000	1302
655.	Pendergrass, Mike	2001	1317	689.	Pudinas, Sandra	1999	1087
656.	Pendergrass, Traci	2001	1318	690.	Pudinas, Trey	2004	1729
657.	Penfield, Hank Rogers	2018	2322	691.	Ragsdale, Lori (McGhee)	1997	892
658.	Penfield, Hart	2015	2272	692.	Raines, Jenny	1991	453
659.	Penfield, Layne	1977	171	693.	Raines, Lori	2008	2005
660.	Penfield, Leslie	2003	1580	694.	Raines, Marilyn (Ann)	2008	2004
661.	Penfield, R.C.	2003	1579	695.	Ramsey, Zack	1990	690
662.	Perry, Chris	2008	1984	696.	Randazzo-Resender, Victory	2006	1823
663.	Perry, Monika	2008	1985	697.	Ray, Alicia	1980	220
664.	Peterson, Verna	2006	1833	698.	Ray, Jeremy	2001	1362
665.	Phelps, Brenda	2007	1940	699.	Ray, Misty	2001	1363
666.	Phelps, Charles	2007	1936	700.	Ray, Steve	1980	221
667.	Phelps, Doug	2007	1938	701.	Reece, Megan	2013	2189
668.	Phelps, Dug	2005	1820	702.	Reed, Blake	2008	1956
669.	Phelps, Jackie	2005	1821	703.	Reed, Brian	2008	1966
670.	Phillips, Dwayne	1998	962	704.	Reed, Lauren	2008	1957
671.	Phillips, Teresa	1998	963	705.	Reed, Sheri	2008	1967
672.	Pingel, Beth	2005	1765	706.	Rhoden, Cameron	2006	1849
673.	Pingel, Jon	2005	1764	707.	Rhoden, Clinton	2006	1847
674.	Pitonyak, Tracy	1999	1072	708.	Rhoden, Michelle	2006	1848
675.	Pitonyak, Mike	1999	1071	709.	Rhoden, Spencer	2006	1850

710.	Richards, Jeff	1995	638	744.	Schiff, Michael	1998	998
711.	Richardson, Barbara	2006	1874	745.	Schiff, Tammy	1998	999
712.	Rinehart, Andrea	2003	1591	746.	Schneider, Robin	2004	1697
713.	Rinehart, Trace	2003	1590	747.	Schomaker, David	1989	417
714.	Roache, Kristie	1995	730	748.	Schuller, Mike	2013	2198
715.	Roache, Mona Lynn	1995	694	749.	Schuller, Patty	2013	2199
716.	Roberts, Beck	1997	874	750.	Schwartz, Betty	2004	1640
717.	Roe, Jason	1992	483	751.	Schwartz, Greg	2004	1639
718.	Rogers, Charlene	2007	1924	752.	Scoggins, Celeste (Pritchett)	1976	155
719.	Rogers, Dylan	2005	1804	753.	Scott, Steve	2001	1338
720.	Rogers, Jason	1992	484	754.	Seale, Ben Howard	2010	2071
721.	Rogers, Lynda	1997	868	755.	Seale, Hayward Larry Jr	2010	2069
722.	Rollans, Kami	1991	458	756.	Seale, James Territt	2010	2072
723.	Romines, Carrie	2005	1786	757.	Seale, Tara Earlene	2010	2070
724.	Romines, Matt	2005	1785	758.	Selig, Jack	2013	2193
725.	Rook, Connie	2006	1882	759.	Selig, Jeannie (Fetting)	2000	1211
726.	Ross, Leanne	1996	785	760.	Selig, Lacy	2001	1400
727.	Rout, Valerie	2003	1555	761.	Selig, Mary Catherine	2013	2194
728.	Rowlan, Cindy	1995	649Shci	762.	Sexton, Mary	1988	404
729.	Rowlan, Jeff	1995	650	763.	Sharp, Shanna (Herman)	2001	1420
730.	Rowlan, Tiffany	1997	918	764.	Shaw, Andrew Caleb	2012	2145
731.	Ruff, Gracie Rae	2009	2065	765.	Shaw, Brad	1999	1192
732.	Ruff, Heather Rae	2009	2064	766.	Shaw, Chase	2004	1631
733.	Ruff, Spencer Wilson	2009	2066	767.	Shaw, Chris	2001	1430
734.	Rumley, Geraldine	2000	1232	768.	Shaw, Deborah	2013	2195
735.	Russell, Bob	2002	1474	769.	Shaw, Janna (Standfill)	2002	1536
736.	Russell, Linda	2002	1475	770.	Shaw, Stephanie	1999	1193
737.	Sammons, Donna	1988	401	771.	Shaw, Tammy (Felton)	2002	1436
738.	Sammons, Paul	1992	485	772.	Sheppard, Amos	1987	371
739.	Sanders, Fran Rudder	1983	264	773.	Sheppard, Sylvia	1987	372
740.	Savage, Larry	1998	1043	774.	Shirron, Clyde	1987	373
741.	Schelle, Monique (Fryar)	1997	890	775.	Shirron, Dianne	1987	374
742.	Schiff, Stephanie	2001	1395	776.	Shirron, Lance	1995	741
743.	Schiff, Melissa	2002	1523	777.	Shirron, Tracey Elizabeth	1993	550

778.	Short, Drew	1999	1154	812.	Sory, Joann	2003	1541
779.	Short, James	1999	1093	813.	Sory, Ken	2003	1540
780.	Short, Vicki	1999	1094	814.	Southerland, James Claude	1993	545
781.	Shuler, Marilyn	2000	1267	815.	Speck, Angela	2000	1264
782.	Shumate, Linda	1996	809	816.	Speck, Scott	2000	1263
783.	Sievers, Michelle	2007	1941	817.	Speer, Cheryl Lynne Smith	1986	337
784.	Simmons, Patrick	2017	2306	818.	Spring, Madeline	2001	1424
785.	Simpson, David	1994	603	819.	Spring, Melissa	2001	1423
786.	Sims, Karen	2005	1772	820.	Spring, Ok-Soon	2001	1422
787.	Sisco, Crystal	2000	1218	821.	Stacy, Greg	1999	1163
788.	Sisco, Jason	2000	1217	822.	Stacy, Jane	1992	509
789.	Skinner, Georgia Elizabeth	2012	2146	823.	Staggs, Jill	2004	1736
790.	Skinner, Joel	2011	2128	824.	Staggs, Brady	2004	1735
791.	Skinner, Martha	2011	2129	825.	Stangeby, Allison	2000	1271
792.	Sledge, John	1993	520	826.	Starnes, Martin	1995	714
793.	Smith, Glynda	2002	1499	827.	Steed, Beverly	1999	1144
794.	Smith, David	2002	1498	828.	Steed, Stephanie	2000	1274
795.	Smith, Dawn (York)	1991	448	829.	Steed, Terry	1999	1143
796.	Smith, Jared	1990	427	830.	Steiner, Kristen	2001	1345
797.	Smith, Jennifer Paige (Neville)	1990	426	831.	Steiner, Peter	2001	1343
798.	Smith, Kenneth	1986	339	832.	Steiner, Kathy	2001	1344
799.	Smith, Lisa	1991	446	833.	Stewart, B.J.	2001	1428
800.	Smith, Mary	1986	338	834.	Stewart, Kara	2005	1778
801.	Smith, Misty	2002	1533	835.	Stewart, Linda	2005	1777
802.	Smith, Robert	2002	1532	836.	Stewart, Sharon	2002	1539
803.	Smith, Scott	1998	941	837.	Stewart, Steven	2005	1776
804.	Smith, Tony	1991	447	838.	Stoll, Allie (Allison)	2017	2308
805.	Smith, Vivian	1991	445	839.	Stoll, Autumn Kaylie	2014	2236
806.	Sohn, Arielle	2004	1645	840.	Sturgeon, Mary Catherine	2004	1670
807.	Sohn, Daniel	2004	1644	841.	Suddreth, Dara	2003	1619
808.	Sorrow, Kellie	1995	749	842.	Sullivan, Blake	2000	1277
809.	Sorrows, Margaret	1992	496	843.	Sullivan, Jennie	1995	692
810.	Sorrow, Taylor	1998	1023	844.	Sullivan, Lindsey	1996	858
811.	Sory, Chris	2003	1542	845.	Sullivan, Nikki	1995	693

846.	Sullivan, Randy	1995	691	880.	Tindall, Jim	1983	273
847.	Summerlin, Jack Alexander	2009	2045	881.	Tindell, Brian Gregory	1986	345
848.	Summerlin, Jay	2008	1962	882.	Tindell, Marilyn	1983	274
849.	Summerlin, Jennifer	2008	1963	883.	Toler, Thomas	2013	2196
850.	Summerlin, Lindsey	2008	1958	884.	Townsend, Jennifer	2008	1990
851.	Summerlin, Tanner	2014	2235	885.	Trigleth, Jennifer	2005	1807
852.	Swain, Ruth	1999	1112	886.	Trigleth, Jessica	2003	1607
853.	Sweat, Elizabeth	2008	1961	887.	Trigleth, Jessie	2003	1556
854.	Sweat, Kellen	2008	1960	888.	Trigleth, Jody	2003	1557
855.	Talley, Brooke	1993	553	889.	Trindell, Logan	2005	1816
856.	Talley, Debbie	1993	524	890.	Triplett, Chris	2000	1279
857.	Talley, Jessica	1995	732	891.	Trotter, Rebecca	2003	1620
858.	Talley, Rick	1993	523	892.	Tucker, Paige	2003	1595
859.	Tanner, Missy	2007	1918	893.	Turley, Brandon	1999	1166
860.	Taylor, Kristi	1972	109	894.	Turley, Chuck	1999	1167
861.	Taylor, Larry	1995	655	895.	Turley, Sherry	1999	1168
862.	Taylor, Martha (Marty)	2008	1988	896.	Turner, Brad	1991	454
863.	Taylor, Monica	1995	656	897.	Turner, Dianna M	1991	455
864.	Taylor, Teresa	1972	110	898.	Turner, Dylan	2005	1805
865.	Tedford, Amiee	2004	1719	899.	Turner, Nancy	1999	1070
866.	Tedford, Sandra	2000	1200	900.	Turner, Scott	1999	1069
867.	Tedford, Ted	2000	1199	901.	Uzzell, John	2002	1493
868.	Teeter, Abbie	2001	1391	902.	Uzzell, John Jacob	2010	2083
869.	Terry, Butch	1998	990	903.	Uzzell, Mary	2002	1494
870.	Thomas, Helen Miller	1977	179	904.	Vance, Carey	2008	1974
871.	Thompkins, Blair (Boswell)	1997	947	905.	Vanderpool, Mechan	1996	850
872.	Thompson, Barbara (Kennedy)	1995	709	906.	Vandlanding, Kelly	2004	1678
873.	Thompson, John	1996	771	907.	Vandlanding, Pauls	2004	1679
874.	Thompson, Keith	2000	1255	908.	Vарner, Greg	1980	239
875.	Thompson, Scott	1997	880	909.	Vарner, Peggy Linker	1959	52
876.	Thompson, Tiffany Givens	2000	1300	910.	Vint, Carrie	2005	1744
877.	Thompson, Tracy	2000	1256	911.	Vint, Larry	2004	1741
878.	Thompson, Vanessa	1997	881	912.	Vint, Stephanie	2004	1743
879.	Tidwell, Jennifer	2002	1452	913.	Wagner, Kenny	1995	683

914.	Wagner, Sue	1995	684					
915.	Walker, Dennis	1999	1079	948.	Wilson, Parker	2013	2197	
916.	Walker, Derrick	1997	875	949.	Wilson, Steve	2003	1592	
917.	Walker, Kristin	1999	1170	950.	Wingard, Austyn	1996	836	
918.	Walker, LouAnn	1999	1080	951.	Wingard, Whitney	1998	1015	
919.	Walker, Mary Ellen	2005	1770	952.	Witonski, Alicia	1998	977	
920.	Walker, Shannon	1997	876	953.	Witonski, Jeff	1998	976	
921.	Walston, Colby Blake	2016	2284	954.	Wolfe, Betty	2001	1386	
922.	Ward, Cherie	2001	1328	955.	Wood, Jessica (Hitt) (Clements)	1996	822	
923.	Ward, Megan	2003	1606	956.	Woods, Matthew Alexander	2010	2086	
924.	Ward, Ronald	2001	1327	957.	Worrell, Kim	1994	612	
925.	Warner, Marty	2003	1560	958.	Wright, Greg	2000	1221	
926.	Warner, Steffanie	2003	1561	959.	Wylie, Letitia	2004	1662	
927.	Washburn, Shelly	2002	1456	960.	Wylie, Lisa	2004	1699	
928.	Washington, Susan (Rios) Boone	1993	527	961.	Wylie, Marla	1989	418	
929.	Watkins, Kayli	2000	1284	962.	Wyrick, Natalie	2004	1671	
930.	Webb, Trent	1987	365	963.	Wyse, Kay	1996	784	
931.	Werner, Miltzi	2006	1881	964.	Yarberry, Laura	2008	2009	
932.	Whaley, Cameron	2002	1519	965.	Yarberry, Evan	2008	2008	
933.	White, Josh	1997	919	966.	Yarborough, Dennis	2003	1617	
934.	White, Loren Michelle (Snow)	2005	1806	967.	Yarborough, Susan	2003	1032	
935.	White, Tammy	2001	1418	968.	Younts, Don	1995	648	
936.	White, Whitley	2001	1398	969.	Younts, Karen	1995	647	
937.	Whittaker, Stacy	1997	913	970.	Zimmerbner, Kristen	1997	932	
938.	Whittaker, Trevor	1995	754	971.	Zimmerbner, Lynn	2007	1891	
939.	Williams, Amanda	1996	835	972.	Zimmerbner, Michael	1997	933	
940.	Williams, Charles Michael	2001	1313					
941.	Williams, Chris	2002	1461					
942.	Williams, Shannon	1973	115					
943.	Williams, Sharon	2000	1224					
944.	Williams, Tiffany	2002	1462					
945.	Williams, Zach	1997	920					
946.	Williamson, Cory	1995	632					
947.	Wills, Meg	2000	1304					

2ND year reading

List - i

Oct. 8th 2019

Name	Year	Member Number
Jones, Jane	2002	1487
Jones, Kristen Kay	2009	2022
Kennedy, Jackson	2004	1724
Kinsey, Angelica	1983	260
Kinsey, Bethany	1983	261
Landers, Mary Jack	1983	278
Landers, Nick	1983	277
Landers, Nickolus Colby	1998	1028
Lawrence, Gwen Odom	1987	368
Lawson, Seth	1999	1185
Lawson, Sue	2001	1502
Lawson, Tim	1999	1186
Leigh, Walter	1971	102
Mabray, Sara	1996	826
Martin, Jeanne	1988	393
Martin, Wesley	1998	1018
Martin, Zackrey	1995	751
McGinnis, Joanne	2005	1781
McGinnis, Tim	2005	1780
McMahn, Ryan	2005	1775
McCullough, Vallisa	1993	543
Moon, Meloney	1997	938
Morrow, Dennis	1985	329
Morrow, Sara	1985	328
Mosley, Cindy	2001	1441
Murphy, Army	1979	201

Nickols, Teresa	2010	2157
Nickols, David	2001	1401
Nickols, Lori	2001	1402
Pampkin, Frank	2000	1226
Pampkin, Jennie	2000	1227
Penfield, Carolyn	1986	160
Penfield, Lance	1997	172
Penfield, Lana Carol	1978	184
Plummer, Nancy	2002	1497
Power, Patricia	2001	1406
Richards, Brian	1994	639
Rogers, Joni (mull)	2000	1206
Shepard, Laurie	2005	1766
Bias, Jim	2007	1931
Hopkins, Nathan	1985	334
Hudson, Heather Michelle	1999	1230
Johnston, Army	1996	831
McCreight, Mellisa	1988	391

2021 Pastor's Compensation Form



Pastor: Rev. Susan Ledbetter

Church: Bryant First United Methodist

For Period of: January 1, 2021 through December 31, 2021

		2020	2021	
Housing	Parsonage Provided – Write Yes or No	No	No	
	Date of (S)PPRC chairperson parsonage inspection	N/A	N/A	
	Housing Allowance - May only be used in lieu of parsonage	19,200	19,200	
Payment	Church Contribution to Pastor Compensation (Salary from Church)	1	88,596	88,596
	Equitable Compensation or Mission Local Church Support - Compensation support received from the Annual Conference	2		
	Cash Allowances paid directly to pastor without documentation required (non-accountable plans not already included in line 1)	3		
	Utilities and Appurtenances – Amount paid to pastor for utilities and other housing related expenses under designation by the church. See IRS Publication 517 for more information.	4		
	TOTAL OR GROSS CASH PAYMENT - Add Lines 1-4	5	88596	88596
Deductions	Flexible Spending Plan - This is a FSP that the pastor sets following IRS Cafeteria Plan Section 125 Rules. This may NOT be used for health insurance premiums. It is a before tax payroll deduction which is elected annually and is a Use it or Lose it amount.	6		
	UMPIP Contribution - This is a voluntary amount elected by the pastor to be paid into UMPIP. FOR CHURCH MATCH, PASTOR MUST CONTRIBUTE AT LEAST 1% OF COMPENSATION.	7	1,200	6,000
	UMPIP Contribution - Is this tax-deferred? Write Yes or No	7b		
	403B Contribution to Other than UMPIP - This is a contribution to an IRA held with a bank or investment firm. There must be a voluntary compensation reduction agreement on file with the church and you may elect it to be tax-deferred.	8		
	Total Payroll Deductions - Add lines 6-8	9	1200	6000
Net	Net Compensation - Subtract Line 9 from Line 5	10	87396	82596
Total	TOTAL CASH COMPENSATION - Transfer from Line 5	11	88596	88596
Reimburse	Accountable Reimbursement - This is only paid out via voucher, with receipts required, and represents maximum available. Written Reimbursement Policy Must Be Agreed Upon and On File at Church	12	2,400	2,400
Appointment	TOTAL COMPENSATION AND REIMBURSEMENTS - Add Lines 11 and 12	13	90996	90996
Benefits	Does the church provide group insurance for the staff in which the pastor participates? Write Yes or No	14	No	No
	How many weeks of vacation time will the pastor receive this year? (p.437, 2019 Arkansas Conference Journal)	15	4	4

For all full-time pastors, the church will be responsible for a pension benefit of 14% of total comp (line 11) plus housing and will be billed directly by the conference office. This is a benefit and not included in the total compensation paid to the pastor.

The Pastor Parish Relations Committee recommends compensation after consultation with the pastor and the District Superintendent. The recommendation is reported to the Finance Committee and the Administrative Board/Council for discussion and agreement. The Charge Conference sets compensation. The church is obligated to compensate the pastor at this level until the end of the conference year. (¶1624.1)

Rev. Susan Ledbetter
Pastor

Treasurer

[Signature]
S/PPRC Chairperson

District Superintendent

Pastor's 2021 Compensation Form Instructions



Housing

- **Parsonage Provided** – If your church provides a parsonage answer "Yes" otherwise answer "No"
- **Date of Parsonage Inspection** – Write the date of the last inspection of the church owned parsonage. If the church does not provide a parsonage then leave this line blank.
- **Housing Allowance** – List the amount of money the church provides for the pastor's housing allowance. This is only in lieu of a church owned or leased parsonage. The pastor does not have to provide the church receipts for reimbursements and these funds. This amount may be reported on box 14 of the pastor's W2.

Payment

- **Church Contribution to Pastor Compensation** – List the total pastor's salary as approved by the charge/church conference prior to any deductions. Do not include other compensation items listed below (Equitable Compensation, Cash Allowances, or Utilities and Appurtenances).
- **Equitable Compensation or Mission Local Church Support** – List all funds received from the Conference for the support of the salary for the pastor.
- **Cash Allowances** – List any amount paid to the pastor for non-accountable cash allowances. This may include, but not limited to car or travel allowance, discretionary funds, and/or expense accounts.
- **Utilities and Appurtenances** – List funds designated for use by the pastor for housing related expenses as provided for by IRS section 107. This may include utilities, furnishings, or other non-consumable housing related expenses. More information on this topic can be found in IRS Publication 517 or by visiting www.umc.org/gcfa/tax-packet.

Deductions

- **Flexible Spending Plan** – These plans sometimes referred to as Cafeteria 125 plans may only be used in conjunction with a bona fide group health care plan. If the church does not offer the pastor health care coverage through a group plan, then flexible spending plans may not be used for health care reimbursements. In other words, these plans cannot be used to reimburse medical expenses, including premiums for plans bought through the medical exchange.
- **UMPIP Contribution** – This is the voluntary contribution by the pastor to the United Methodist Personal Investment Plan (UMPIP). These funds may be withheld on either a tax-deferred or tax-paid basis. At least 1% of plan compensation (Line 5 plus housing) must be contributed in order to receive a 1% matching contribution.
- **UMPIP Contribution Tax Deferred** – If the contribution from the prior line is contributed on a tax-deferred basis then write "Yes" on line 7b. If the contribution is being made after-tax write "no."
- **403B Contribution Other Than UMPIP** – List any amount being contributed to a retirement fund for the pastor other than UMPIP. Please indicate whether this is being made on a tax-deferred basis.

Reimbursements and Benefits

- **Accountable Reimbursement** – Fund established to reimburse the pastor for expenses. This should only be established with a written policy set by the church and requires written documentation of expenses. For more information and sample policies visit www.umc.org/gcfa/tax-packet.
- **Does the Church Provide Group Insurance for You** – Please write yes or no if the church provides group insurance for the staff for the next calendar year in which YOU participate.

Minimum Compensation for Full Time Clergy (p.304, 2019 Arkansas Conference Journal)

- Minimum compensation for full time clergy is set by the Annual Conference, as recommended by the Conference Commission on Equitable Compensation.
- Minimum compensation for full time clergy appointments in church settings must be set at or above the standards (as noted on line 11 of the compensation form). **A parsonage or housing allowance in lieu of a parsonage shall be provided in addition to the figures listed below:**

Full Connection \$48,330

Provisional, Associate Member, \$47,280

Local Pastor, \$46,230

Appointed pastors serving a charge that provides a group health insurance plan shall be subject to the following minimum compensation support:

Full Connection \$36,330

Provisional, Associate Member, \$35,280

Local Pastor, \$34,230

**THE UNITED METHODIST CHURCH
DECLARATION OF CANDIDACY FOR ORDAINED MINISTRY
CHARGE CONFERENCE RECOMMENDATION
(or equivalent body)**

This form is to be completed on all new or continuing candidates for ministry.

Candidate Name:
(please print) Jordan Ables **Charge:** _____ **Date:** _____

For Continuing Candidates: I hereby request **continuation** of my candidacy for ordained ministry in The United Methodist Church and request support and recommendation of the Charge Conference for continued certification as a candidate for:

Order of Deacons Order of Elders License as Local Pastor

For New Candidates:
I hereby declare my candidacy for ordained ministry in The United Methodist Church and request the support and recommendation of the Charge Conference or equivalent body as specified by the district committee on ordained ministry for certification as a candidate for:

Order of Deacons Order of Elders License as Local Pastor

CHARGE CONFERENCE RECOMMENDATION (or equivalent body)

Let those who consider recommending persons for candidacy as ordained ministers in The United Methodist Church ask themselves the following questions which were first asked by John Wesley at the third conference of Methodist preachers in 1746. (See Discipline ¶310)

1. Do they know God as a pardoning God? Have they the love of God abiding in them? Do they desire nothing but God? Are they holy in all manner of conversation?
2. Have they gifts, as well as grace, for the work? Have they a clear, sound understanding; a right judgment in the things of God; a just conception of salvation by faith? Do they speak justly, readily, clearly?
3. Have they fruit? (Elder and Local Pastor) Have any been truly convinced of sin and converted to God, and are believers edified by their preaching? (Deacon) Are others edified by their service?

Believing that _____ is called of God and is a suitable candidate for ordained ministry in the United Methodist Church, (the recommending body) _____ recommends him/her for certification as a candidate to the District Committee on Ordained Ministry. In making this recommendation, we attest to the fact that the declared candidate has been a professing member in good standing of The United Methodist Church or a baptized participant of a recognized United Methodist campus ministry or other United Methodist ministry setting for a minimum of one (1) year, has graduated from an accredited high school or received a certificate of equivalency, and has received by written ballot a two-thirds vote of this body.

Signed _____ Date _____
Signature of authorized elder, district superintendent, or bishop

Conference _____ District _____

This Declaration of Candidacy for Ordained Ministry should be sent to the district office for the candidate's file.

BOM Handbook, Chapter 3, BOM Registrars

Jordan Ables

9/2/20

AR Form 104/2019MC

NOMINATIONS:



Election of Lay Member and Alternate Lay Member to Annual Conference

Lay Member Elected by Each Charge - From ¶32, 2016 Book of Discipline of the United Methodist Church

“Each charge served by more than one clergy shall be entitled to as many lay members as there are clergy members. The lay members shall have been for the two years next preceding their election members of The United Methodist Church and shall have been active participants in The United Methodist Church for at least four years next preceding their election. If the lay membership should number less than the clergy members of the annual conference, the annual conference shall, by its own formula, provide for the election of additional lay members to equalize lay and clergy membership of the annual conference.”

Lay and Alternate Lay Members of the Arkansas Annual Conference from your church or charge **are the church members elected at this charge conference**. Every church or charge is allowed a set number of lay members and alternate lay members to vote at Annual Conference, depending upon the number of clergy eligible to vote who are serving in the congregation or charge. A church in “to be supplied” status has a vote and will need to elect a Lay Member to Annual Conference. **To ensure each charge is represented, clergy are asked to contact lay and alternate lay members from the church or charge during late January and ask them to confirm again that they will be able to attend for all days of the session.** If there is a reason the lay member cannot attend one day, or even a portion of a day, ensure the alternate lay member is informed and will be present. Please note: Your Lay Leader is not automatically considered your Lay Member to Annual Conference; you will need to elect a Lay Member to Annual Conference and list them accordingly. During Annual Conference, only the votes of the official lay member elected at charge conference (or the elected alternate in the lay member’s absence) may be counted on the church or charge’s behalf. One’s vote cannot be transferred to someone else except by having another charge conference and selecting them as the lay member.

The Annual Conference Lay Member and Alternate Lay Member to Annual Conference for

Charge/Church: Bryant First United Methodist is/are as follows:

Annual Conference Lay Member and Alternate (one Lay Member per appointed/assigned Clergy)

	Name	Email	Phone	Address
Lay Member	Kelly Curran	blairkelly89@yahoo.com	501-442-5974	711 Boswell Rd Bryant, AR 72022
Alternate	Anna Elizabeth Ogden	aeogden47@sbcglobal.net	501-847-9572	904 Flametree Dr. Bryant, AR 72022

Additional Lay Members and Alternates, based upon additional appointed clergy

Lay Member				
Alternate				

Nominations Report: Church Governing Structure



Church Bryant First United Methodist

Select ONE:

This church uses the Traditional Structure for governance.

(The traditional structure has separate Disciplinary committees for Church Council, Finance, Trustees, and SPRC.)

Continue to page 11 (and skip page 12) to complete the Traditional Structure Nominations page OR submit your own Nominations list. Then update the Local Church Leadership page emailed from the district office. PLEASE make certain that the names on the Nominations Form match the names and contact information on the updated Local Church Leadership form.

OR

This church uses the Simplified Structure for governance.

(The Simplified Structure, which must be approved by the DS and is based on ¶247.2 of the 2016 Book of Discipline, usually operates with a nominations committee and a single governing board that fulfills the Disciplinary functions of Church Council, Trustees, Finance, and Staff/Pastor-Parish Relations Committee. Some congregations operate on a variation of this model approved by the DS)

Skip to page 12 and complete the Simplified Structure Nominations OR submit your own Nominations list. Then update the Local Church Leadership page emailed from the district office. PLEASE make certain that the names on the Nominations Form match the names and contact information on the updated Local Church Leadership form.

District Superintendent approval is required to transition to the Simplified Structure. Variants of the Simplified Structure may be required by your DS, such as organizing a separate and independent S/PPRC.

The congregation requests approval from the District Superintendent to transition from a traditional structure to an alternate simplified structure for 2021.

Nominations - Complete EITHER the Traditional Structure OR the Simplified Structure Form

You may use this page to list your Nominations or submit your own Nominations list.

Nominations - Simplified (Alternative) Structure

Church Bryant First United Methodist

The use of this Simplified Structure is based on ¶247.2 of the 2016 Book of Discipline. District Superintendent approval is required to transition to the Simplified Structure. Variants of the Simplified Structure may be required by your DS, such as organizing a separate and independent S/PPRC. Elect 9-15 persons and indicate which member is serving as Chair, Lay Leader, Lay Member to Annual Conference, SPPR Contact & Trustee Chair. It is HIGHLY recommended that the CHAIR serve as the SPPR Contact and Trustees Chair.

The following persons will serve as the governing board, fulfilling the Disciplinary functions of Church Council, Trustees, Finance, and Staff/Pastor-Parish Relations Committee.

Term to Serve	Person's Name	Phone Number	Person's Email	Role [Board Chair; SPPR; Trustee]
Class of 2021	Don Balch	501-940-6795	donaalbalch99@att.net	S/T/F
	Charlie Staggs	501-658-2232	charlie.w.staggs@gmail.com	S/T/F
	Mandy Spicer	903-748-5790	mandyspicer@gmail.com	S/T/F
Class of 2022	Lily Cheak	501-213-6325	lillian.cheak@att.net	S/T/F
	Preston Lewis	501-813-7868	prestonlewisARK@gmail.com	S/T/F
	Mark Edwards	501-944-5447	westfraser@ol.com	S/T/F
Class of 2023	Christina Drummond	501-626-7329	cbdrummond80@gmail.com	S/T/F
	Zetha Bone	501-519-0810	z.bone@yahoo.com	S/T/F
	Michael Block	501-377-7341	michaelblock5754@att.net	S/T/F
Ex Officio Members MAY BE ELECTED (with vote)				
UM Women Rep.	Darlene Millard			
UM Men Rep.	Mark Edwards			
UM Youth Rep.	Youth under 18 is not a Trustee			

CHURCH OFFICERS

Treasurer	NAME	Email	Phone	Address
Sissy LaSage		ldl.sissy04@gmail.com	501-837-7616	14000 Zuber Road Alexander, AR 72002
Lay Leader	NAME	Email	Phone	Address
Kelly Curran		blairkelly89@yahoo.com	501-442-5974	711 Boswell Rd Bryant, AR 72022
Trustee Chair	NAME	Email	Phone	Address
Mandy Spicer		mandyspicer@gmail.com	903-748-5790	301 Fair Oaks Dr
SPPR Contact	NAME	Email	Phone	Address
Mandy Spricer		mandyspicer@gmail.com	903-748-5790	

COMMITTEE ON NOMINATIONS AND LEADERSHIP DEVELOPMENT

¶258.1 – The committee is composed of not more than nine persons in addition to the pastor and lay leader. It shall include at least one young adult, and may include one or more youth.

Pastor (Chairperson)	Susan Ledbetter	
Lay Leader	Kelly Curran	
Class of 2021	Class of 2022	Class of 2023
David Guest	Connie Olson	Jill Johnson
Pat Donson	Cindy Fleming	Michael Johnson
Jamey Johnson	Ray Howard	Brandon Guynes

2020 PASTOR'S WRITTEN REPORT

In churches with appointed associate pastors or deacons, each clergyperson should complete a report.

Pastor's Name: Rev. Susan Ledbetter **Church:** Bryant First United Methodist **Date:** 08/31/2020

2020 Charge Conference Pastor's Report

There is no way to sum up the ministry year since Charge Conference 2019. The emotional and spiritual roller coaster that this year has produced within my heart a certain gratitude to serve the congregation of First UMC Bryant that surpassed my level of gratitude from the year before. Before the pandemic upended ministry as we knew it, we were circling the potential tipping point of the denominational split. This time last year, the Lay Leader and I were going from small group to small group to openly discuss what we perceived to be the possible unfolding of a congregational decision to align with a new Wesleyan denominational movement or remain in The United Methodist Church. All of that anxiety seems so far removed from the different anxieties of today. What has been postponed for 2021, however, remains a looming storm.

And everything was going so well...

Between October 2019 and March 2020 our Leadership Team was continuing to hone in on our role and streamline our work. We had developed our Guiding Principles and were focused on trying some congregational conversations on the 5th Sundays of 2020. Our solicitation of ministry needs and outreach ideas provided a framework for our vision for 2020. "All 3" was designed to focus our attention in three areas. "All Included," "All Together" and "All Over" were the three pathways for our ministry vision. "All Included" was an intentional naming of pouring into our mission statement, "Making a home for all of God's children." Driving our ministry efforts to be inclusive and diverse is an important vision for our congregation. Finding ways for our multi-generational church to be "All Together" for events where congregants from both worship services and different Sunday School classes could gather and bear witness to and be invested in our church life together. Finally, the third pathway was named "All Over" as a reference toward expanding our efforts of ministry and outreach well beyond the walls of the church to truly be all over the community of Bryant and throughout Saline County. This happened- though not in the way we imagined.

Our first "All Together" fifth Sunday congregational conversation in March became, instead, a live streamed, one-sided presentation that I did alone in the sanctuary.

Due to the pandemic, our "all over" emphasis became a virtual based reality. Entering people's homes for worship apart but together and closing down all ministries at our physical address meant that we had to find other ways to stay connected and be "all together." After conducting a reopening worship survey in May and doing trial runs for welcoming persons back in the church for worship in August, we once again learned to adapt. Making sure that our congregants feel included and engaged is at the forefront of my mind now. We are going to endorse online small group Bible studies and events that will not be long-term and will be open for individuals to tune in and participate as their new "normal" schedules allow. We have reinstated a weekly email newsletter type communication and recently started a postal mail version twice a month for those who are technology averse. Another new effort is to circulate 20 yard signs at the homes of our congregants that say, "My church loves me." We do. And we miss each other. The goal is to keep people engaged even if they are not yet physically present in the church building.

I am so grateful for the newest staff at First UMC- Jake Pitts and Jessica Butler as our youth and children's ministers respectively. Both Jake and Jessica started serving our church at the end of August 2019. There was no way to know that just as they were hitting a good flow and developing relationships their efforts would have to go online only. Both made such efforts to stay connected and keep our children and youth feeling loved.

Financially we have weathered this pandemic well as we received the benefit of the Payroll Protection Plan funds (mostly to aid our preschool teachers) and in that our week-to-week giving has been consistent with pre-pandemic levels. Remarkable. I am grateful, because this reflects a confidence in the direction and future of the church and its ministries. I am grateful, because it means that God is providing for our needs.

Ministry planning is week-to-week and month-to-month as we wait for the pandemic to make decisions for us. We will, however, continue to do all that we can to make this church be a home- a refuge from the storm- even if we cannot be in the church together. I give God thanks and all the glory for the positive spirit and persistent faith of the people of First UMC Bryant.

200,000 More Reasons Report for 2020

(Churches that worship 50 and over)

page 1 of 2



CHURCH: Bryant First United Methodist

200,000 More Reasons: Nutrition, Literacy, Stability is an initiative of the ARUMC where local churches provide or support ministries around accessing food and reading at grade-level as well as offer programs that promote a healthy, stable family life for food insecure children and their families. Please report any ministry provided or supported by your congregation that helps low-income children and their families. There is not a specific designation as a 200,000 More Reasons ministry; if you are providing or supporting a ministry then it is counted!

Nutrition: Please list the types of ministries which you provide or support (financially, volunteers, or space, etc.) that help feed children and their families who are hungry or at-risk for going hungry? (check all that apply)

- | | |
|---|--|
| <input type="checkbox"/> Food Pantry for the community | <input type="checkbox"/> Food Pantry at a school |
| <input type="checkbox"/> Backpack/Bag of food for the weekend | <input checked="" type="checkbox"/> Blessing Box/Little Free Pantry |
| <input type="checkbox"/> Other <i>Emergency</i> food distribution | <input type="checkbox"/> Food collection for own or a local pantry |
| <input type="checkbox"/> Commodities distribution | <input type="checkbox"/> Afterschool snack program or distribution |
| <input type="checkbox"/> Meal served at the church | <input checked="" type="checkbox"/> Meal served away from the church |
| <input type="checkbox"/> Cooking classes or Cooking Matters | <input type="checkbox"/> SNAP Application Assistance |
| <input checked="" type="checkbox"/> Support, volunteer or member of a regional food bank agency (banks distribute food to pantries) | |
| <input type="checkbox"/> Garden (produce is given to those in need or to a food distribution program) | |
| <input type="checkbox"/> Gleaning (leftover produce from fields or farmer's markets is gathered & distributed) | |
| <input type="checkbox"/> Public Witness or advocacy for policies that assist hungry children | |
| <input checked="" type="checkbox"/> Other <u>Partner with Jr High - food, clothing and toiletries</u> | |

Please provide contact information for the leader of each of your Hunger and Nutrition ministries:

Name of Ministry: Blessing Box Contact Person Clergy or Lay

Contact Person	Email	Phone	Address
Rev Susan Ledbetter	susan@fumcbryant.org	501-847-0226	508 N Reynolds Rd., Bryant, AR 72202

Name of Ministry: Mission Committee Contact Person Clergy or Lay

Contact Person	Email	Phone	Address
Greg Pelton			508 N Reynolds Rd., Bryant, AR 72202

LITERACY: Please list the types of ministries which you provide or support (financially, volunteers, or space, etc.) that work to encourage literacy skills of children who are hungry or at-risk for going hungry. (Check all that apply)

- | | |
|--|---|
| <input type="checkbox"/> After school tutoring or homework help <i>onsite</i> at church | <input type="checkbox"/> Little Free Library or similar |
| <input type="checkbox"/> After school tutoring or homework help <i>offsite</i> | <input type="checkbox"/> Summer literacy program |
| <input type="checkbox"/> Members serve as reading tutors at a local school | <input type="checkbox"/> Book club for young readers, ages 0-18 |
| <input type="checkbox"/> Reading time as a group or individually with kids as part of a feeding ministry | <input type="checkbox"/> Book distribution |
| <input type="checkbox"/> Imagination Library support or assistance with sign up | <input type="checkbox"/> Partner in Education with local school |
| <input type="checkbox"/> Other _____ | |

Please provide contact information for the leader of each of your Literacy ministries:

Name of Ministry: _____ Contact Person Clergy or Lay

Contact Person	Email	Phone	Address

Name of Ministry: _____ Contact Person Clergy or Lay

Contact Person	Email	Phone	Address

200,000 More Reasons Report 2020

page 2 of 2

CHURCH: Bryant First United Methodist



STABILITY: Please list the types of ministries for families at-risk for hunger that support their mental or physical health and/or a stable family life. (Check all that apply)

- Healthy eating or dieting
- Opioid and other Substance Abuse Crisis Support
- Mental Health Support, such as counseling or group work
- Work related skills development (job, interviewing, etc.)
- Child fostering or adoption programs
- Support groups for single parents, grandparents raising kids or other at-risk factors
- Other physical health ministries
- Exercise
- Drug and Alcohol Recovery Support
- Resourcing/Referring to other services
- Parenting, marriage, or financial skills development
- Other mental health ministries

Please provide contact information for the leader of each of your Family Stability ministries:

Name of Ministry: _____ Contact Person Clergy or Lay

Contact Person	Email	Phone	Address

Name of Ministry: _____ Contact Person Clergy or Lay

Contact Person	Email	Phone	Address

PLANS FOR NEXT YEAR:

Please share plans for ministries of nutrition, literacy, and/or family stability for low-income/at-risk children and their families in the next year?

Invite 200,000 More Reasons to come and share about these parallel initiatives in literacy and family stability. We need to build awareness in these areas.

Our support of local food bank, Blessing Box, and providing meals at two area agencies on a monthly basis will continue.

Report of the Trustees

Page 1 of 3



Churches with 50 or more in average attendance

The trustees are amenable to the Charge Conference and as such are required to make an annual report.

Church: Bryant First United Methodist Charge: _____

District: Central Conference: Arkansas

Period beginning (prior Charge Conf. date) _____ and ending (current Charge Conf. date) _____

1. Is the local church incorporated (§2529.1)? Yes No
2. Name or names in which title to each piece of property is recorded, as shown by civil land records (§2538, 2536) Does each deed contain Trust Clause (§2503)?

	Name(s)	Trust Clause	County Clerk Office	Book	Page
Church Buildings	First United Methodist Church of Bryant	<input checked="" type="radio"/> Yes <input type="radio"/> No	Saline	202	139
Church Buildings	First United Methodist Church of Bryant	<input checked="" type="radio"/> Yes <input type="radio"/> No	Saline	264	453
Parsonages		<input type="radio"/> Yes <input checked="" type="radio"/> No			
Land	First United Methodist Church of Bryant	<input checked="" type="radio"/> Yes <input type="radio"/> No	Saline	284	790
Other		<input type="radio"/> Yes <input checked="" type="radio"/> No			

3. Who is the custodian of deeds/other legal papers? Leadership Team

4. Where are they kept? Regions Bank Safe Deposit Box

(It is recommended these documents be kept in a safety deposit or lock box, or contact the district office for guidance.)

5. Do you have a long-term plan for the maintenance and replacement of facilities and equipment?
 Yes No
6. Have the buildings been inspected for fire, mold, and other safety hazards within the past year?
 Yes No If not, what are your plans for addressing safety hazards?

7. Has an accessibility audit for church properties been conducted and placed on file in the church office (§2533.6) and submitted to the District Office?

Yes No (Accessibility Audit Form may be found at: <http://www.gcfa.org/forms>).

If not, what are your plans for creating accessibility?

Eagle Scout projects in the works to expand our handicap access in the parking lot.

8. Insurance (§2533.2, 2550.7). Please list the results of the annual review as required by The 2016 Book of Discipline.

Item Insured/ Insurance	Replacement Value	Amount of Coverage	Company	Policy Number	Coinsurance %	Expires When
Church Buildings	5,540,200	5,540,200	Guide One	1424-308	80%	12/4/20
Parsonage(s)	N/A					
Church Furnishings & Equipment	INCL					
Parsonage Furnishings & Equipment	N/A					
Vehicle(s)	ACV	INCL				
General Liability		1M				
Worker's Compensation			AMTrust	TWC34760	90%	4/17/21
Directors/Officers/Errors & Omissions/Crime		1M				
Professional Liability Coverage (Including Sexual Misconduct)		1M				

9. Provide a detailed list of endowments, income-producing and permanent funds.

Item	Date Received	Amount	Where Invested	Income
United Methodist Foundation of AR Endowment Fund		7188.07		
Edward Jones		1357.71	Entergy Corp	

Trustee Chair (printed) Michael Johnson Signature  Date 9/30/20

Report of the Trustees

Page 3 of 3

**A copy of the Safe Sanctuary Policy is to be submitted
along with this signature page
indicating a current review and approval.**

Safe Sanctuary Policy

The Safe Sanctuary Policy has been reviewed (and revised, if necessary) and approved.
A copy is on file in the church office and district office.



Pastor's Signature

Susan Ledbetter

Printed Name



Trustee Chair Signature

Michael Johnson

Printed Name

AMENDED AND READOPTED
September 15, 2020

Safe Sanctuaries Policy
First United Methodist Church, Bryant, Arkansas

The General Conference of the United Methodist Church adopted a resolution aimed at eliminating any potential for child sexual abuse in the church.

Our Christian faith calls us to offer both hospitality and protection to the little ones, the children. The Social Principles of The United Methodist Church state that "...children must be protected from economic, physical and sexual exploitation and abuse."

Child Abuse incidents are devastating to all who are involved: the child, the family, the local church and its leaders. Increasingly, churches are torn apart by the legal, emotional, and monetary consequences of litigation following allegations of abuse.

God calls us to make our churches safe places, protecting children and other vulnerable persons from sexual and ritual abuse. God calls us to create communities of faith where children and adults grow safe and strong. (From *The Book of Resolutions of the United Methodist Church, 2016 P. 113-118*)

Thus, in covenant with all United Methodist congregations, First United Methodist Church of Bryant, Arkansas adopts this policy for the prevention of child abuse and neglect in our church.

Purpose

Our purpose for establishing this Children, Youth, and Vulnerable Adult Abuse Prevention Policy and accompanying procedures is to demonstrate our total and unwavering commitment to the physical, emotional and spiritual safety of all the children, youth, and vulnerable adults God has entrusted to our care.

Covenant Statement

First United Methodist Church of Bryant, Arkansas hereby pledges to conduct the ministry of Jesus Christ in ways that assure the physical and emotional safety and spiritual growth of all of our children, youth, and vulnerable adults as well as all of our workers with them. We will follow reasonable safety measures when selecting and recruiting workers; we will implement appropriate operational procedures in all areas of programming and care; we will train our workers with children, youth, and vulnerable adults on our procedures and policies; and we will have a clearly defined procedure for reporting a suspected incident of abuse consistent with Arkansas state law.

I. Definitions of Child Abuse and Neglect (Arkansas Code 9-30-103)

- A. Arkansas Code defines a child as being any person under eighteen (18) years of age.
- B. Child abuse is any non-accidental physical injury, mental injury, sexual abuse, or sexual exploitation inflicted by those legally responsible for the care and maintenance of the child, or an injury which is at variance with the history given. The term encompasses both acts and omissions.
- C. Neglect refers to
 - 1. Failure to provide, by those legally responsible for:
 - a. The care and maintenance of the child and the proper or necessary support;
 - b. Education, as required by law; or
 - c. Medical, surgical, or any other care necessary for his/her well-being; or
 - 2. Any maltreatment of the child. The term includes both acts and omissions.

Definitions of specific types of child abuse and neglect are further delineated in the Arkansas Code.

II. Volunteer and Staff Recruitment and Selection Guidelines

A. Age

In recruiting and hiring volunteers and paid staff to work with children and youth in any position of authority, they must be at least 14 years of age (if staffing the nursery and only when an adult supervisor is present) or 18 years of age and at least 4 years older than the age of the persons they are working to serve or a minimum age of 21 in order to work with Senior High youth or vulnerable adults.

This standard allows persons to be separated by enough years so as to better have perspective and recognition as an authority figure with the group they are serving. Persons not meeting these standards may not serve in a role of authority; however, they may be utilized as assistants to those in leadership positions. Student helpers should be at least 10 or usually twelve (12) years old, but shall not count towards the two-adult or leader-to-child ratios, and must be at least five (5) years older than the oldest member of the group(s) with which they are working.

B. Six Month Hospitality Rule and Check of References

First United Methodist Church of Bryant, Arkansas will not use anyone as a worker for Children, Youth or Vulnerable Adults in the church unless they have been a regular attendee of the church for at least six (6) months or if the interested person has not regularly attended First United Methodist Church of Bryant, Arkansas for six (6) months, they shall have two (2) positive personal references, and an interview must be conducted by the senior pastor or his or her designee. In the case of paid staff workers, the applicant may have been a member of another United Methodist Church at least six (6) months prior to employment.

The Six Month Hospitality Rule allows a time for those new to the life of our church family to get to know people and explore the ministries our church offers. This interaction between ministry leaders and the applicant allows leaders to better evaluate the suitability of an applicant for work with children, youth, and/or vulnerable adults.

C. Application

Applicants must complete and sign an application and the related waivers giving permission to check references and background information. Failure to do so would exclude a person from volunteering with children, youth, and vulnerable adults. Youth volunteers are screened in the same manner but if the youth is under 18 years of age his/her application must be signed by parent/guardian. (See attached forms).

D. Reference Checks

Paid staff shall provide at least three (3) professional references as part of the application process which shall be checked and maintained as part of their employee file. The references will be done by phone, mail, or in person. Two (2) references must be checked for each applicant that has not been a regular attendee of First United Methodist Church of Bryant, Arkansas for at least six (6) months. References should include: one person who has known the applicant well for an extended period of time and a former supervisor. For applicants for compensated positions, additional former supervisors may be checked.

The "Children, Youth Worker and Vulnerable Adult's Reference" form will be filled out by the person conducting the reference check.

E. Background Checks

Criminal background checks shall be made prior to employment and annually of all clergy, paid staff, and volunteers who have supervisory program responsibility for youth (e.g. youth group leaders) and all other church employees, to the extent permitted by law, prior to employment, to determine current or historic child abuse or sexual misconduct, criminal records, violent or pedophilic behavior. Child maltreatment checks shall be made prior to

employment of all clergy, paid staff, and volunteers who have supervisory program responsibility for youth (e.g. youth group leaders) and all other church employees, to the extent permitted by law, prior to employment, to determine current or historic child abuse or sexual misconduct, criminal records, violent or pedophilic behavior. Background checks shall be valid for not more than four (4) years from the date on which the check is completed for volunteers.

F. Prior Convictions

Individuals who have been convicted of physical or sexual abuse or neglect or other violent offenses shall not work in any church-sponsored activity or program for preschoolers, Children, Youth or Vulnerable Adults. Other criminal records will be examined by the clergy and may prevent persons from serving as volunteers or paid staff at the discretion of the clergy.

G. Interview

Applicants may be interviewed either by telephone or in person for suitability for the work they desire to do. Interviews will be conducted by the leader of the program in which the applicant will work, or by other persons designated by the program leader. A team of interviewers may be used. Church policy and guidelines should be discussed during the interview.

H. Child Abuse Survivor Applicants

Adult survivors of childhood physical or sexual abuse need the love and acceptance of this church family. A person's experience with abuse and their recovery process may be pertinent to their suitability as youth, children's, and vulnerable adults ministry workers. Applicants who are survivors of abuse should discuss this in confidence with the person who conducts the confidential interview. If an applicant is uncomfortable doing so, he/she may have the interview conducted by a pastor.

I. Applicants with Substance Abuse Backgrounds:

An applicant in a substance abuse recovery or "clean" (i.e. not utilized any controlled substances) less than two years will not be permitted to work directly with youth, children, or vulnerable adults.

J. Confidentiality of Information

The church will keep confidential all information received in the applicant selection process. Selection information will be marked as such and stored in a locked location with limited access afforded only to church staff and others with a need to know. The paid staff who directly supervise ministries involving children, youth, and vulnerable adults are responsible for the implementation of these policies as well as the maintenance of confidential records.

K. Transportation- Persons who will be transporting children, youth or vulnerable adults as part of any church sponsored event must have a valid driver's license and insurance. Proof of both must be collected and maintained by the church. If the person will be driving a church owned vehicle, the vehicle as well as the driver are covered under the church's insurance policy. Children under the age of 6 or who weigh less than 60 pounds will be restrained in a safety seat.

L. Required Forms and Signatures

As part of the application process, the following forms will be completed and signed:

- 1) Application
- 2) Participation Covenant Statement
- 3) Authorization and Request for Criminal Background Check & Child Maltreatment Registry Check
- 4) Volunteer Worker Confidentiality Agreement
- 5) Safe Sanctuary Policy Certification

III. Staff Supervision Guidelines

All meetings, outings, and trips of children, youth, and/or vulnerable adults affiliated with First United Methodist Church of Bryant, Arkansas will be governed by the following guidelines:

A. Two adult rule

Two (2) non-related, certified adults or one (1) adult with the door open and a “floater” (adult) monitoring frequently must be present. This applies to classroom activities, activities away from the church facility, and when transporting children, youth, and vulnerable adults. Other church-sponsored or community groups of Children, Youth or Vulnerable Adults who meet at the church should have two or more leaders present whenever possible. When feasible, both male and female leaders would be present. If the group stays overnight at the church, or if a church-sponsored group leaves the premises, two or more leaders must be present and must include at least one non-related male and female if the group is mixed gender. See additional specifications for youth overnight outings in section III-I of this document. In the event that fewer than necessary adult volunteers are available to help provide sufficient ratios, different age group program ministries may need to meet in shared space such as the Family Life Center, in order to share adult volunteer supervisors. In extreme cases, the program ministry may elect to video record activities in rooms where children, youth and vulnerable adults are present should volunteers fail to arrive for a scheduled event and provide adequate adult supervision.

B. Goals for Worker-to-Child Ratios

First United Methodist Church of Bryant, Arkansas has a goal of maintaining the following ratios of ministry workers to children whenever feasible. These ratios are goals. The church recognizes that in some circumstances achieving these ratios may not be feasible, such as an unexpected number of children at an event.

Program	Adult Workers	Children
Nursery	2	12
Pre-school	2	12
Elementary	2	20
Youth	2	25

C. Checkout Procedure

All families utilizing the church nursery, childcare, Sunday school, and all other children and youth ministries shall observe the following check-in/checkout procedure:

1. All parents or guardians of minor children shall complete an annual registration form to be kept on file with the Children’s Minister or Youth Minister. The form will include the minor’s name, the name of the parent or guardian, contact and medical information (e.g., allergies and medical conditions). Parents or guardians of youth (6th grade and up) may permit their children to check themselves in and out.
2. All minors shall wear a nametag if deemed necessary by program director and pastor.
3. At the time of check-in, the parent, guardian, or youth shall complete the sign-in sheet, which will include the minor’s full name, the full name of the parent or guardian, and an emergency phone number. If the parent will be on the church campus while the child is in the church’s care, they shall list where they will be (e.g. the sanctuary or Room 122).
4. Parents or guardians must sign their minor children out upon pick-up. Only the parent or guardian who signs the minor in shall be allowed to check them out, unless other

arrangements are made at check-in. If the person who checks the child out is unknown to the children's or youth ministry department workers, she/he must present a valid photo I.D. to the workers, which matches the name designated by the parent or guardian at check-in.

D. Open Door Policy

Further protection for the children requires that an open door policy be followed. This policy shall state that the parents of the children served, the clergy, administrative and professional staff of the church have the right to visit and observe the children's, youth's, and vulnerable adult's activity, classroom, or church-sponsored program at any time, unannounced. All others must obtain permission or be accompanied by a staff member who supervises that program.

E. Outside Access

There must be access to a landline or cell phone when groups are at or away from the church facility. The church office or authorized church representative will be given this number prior to the groups' departure from church property.

F. Doors and Windows

All classroom and office doors will have a window or visibility from the hallway or remain open while occupied. Windows will be kept free from adornment and kept locked at all times.

G. Individual Counseling:

One-on-one interactions are sometimes necessary and appropriate but care must be taken that they be conducted in an environment that provides visibility by other adults. If at all possible, another adult is to have knowledge of a staff member's or volunteer's whereabouts and with whom they are meeting. Whenever feasible, one-on-one counseling should take place during normal hours of operation. Children and youth receiving individual counseling should be told they are free to discuss any aspects of the counseling process with a parent or other adult, especially if they are uncomfortable about anything that occurs in counseling. All incidents of suspected abuse and neglect revealed during the session will be reported in accordance with section IV of this policy.

H. Touch

Physical affection should be appropriate to the age of the child, youth, or vulnerable adult. (For example, it is generally appropriate for a four-year-old to sit in a nursery worker's lap and give a kiss on the cheek, but it is not appropriate for a teenager and youth leader to behave this way).

Touching should be initiated by the child, youth, or vulnerable adult and should be a response to the person's need for comforting, encouragement, or affection. It should not be based upon the emotional need of the ministry worker.

Ideally, touching and affection should only be given when in the presence of other ministry workers. It is much less likely that touches will be inappropriate or misconstrued as such when two adult workers are present and the touching is open to observation. This is especially important when diapering a baby or helping a young child or vulnerable adult change clothes or use the restroom.

Touching behavior should not give even the appearance of wrongdoing. As ministry workers, our behavior must foster trust at all times; it should be above reproach.

A person's preference not to be touched should be respected. Do not force affection upon a reluctant person. Church workers are responsible to protect children, youth, and vulnerable adults under their supervision from inappropriate touching by others.

Church workers must promptly report inappropriate touching or other questionable behavior by other workers to their ministry leader, staff member, or pastor.

During seasons when highly contagious viruses are potentially transmitted by touching and close proximity, guidelines reducing or eliminating touching such as handshakes, hugs, and games or activities where persons are too close, shall be followed according to recommendations from the Arkansas Department of Health.

I. Outings Away From Church Property:

All children and youth participating in out-of-town and over-night outings must have written consent and a medical release form. There must be a medical release form present at each outing for each child and youth participant. Medical release and consent forms may be completed for a one-year period and must be renewed annually.

There must be access to a landline or cell phone when groups are away from the church property. If the outing involves water activities such as swimming, a certified lifeguard will accompany the group when feasible.

Under no circumstance is one adult (other than the parent) to take a child or children on an overnight outing alone. On children/youth overnight outings, there will be a 1:8 certified volunteer: child/youth supervision ratio observed. Female staff will supervise female children and youth in their sleeping quarters and male staff will supervise male children and youth. The "Two Adult Rule" also applies (see IIIA). With the exception of a parent/child combination, a staff and youth will not occupy the same bed or sleeping bag. Co-ed groups shall have both male and female Staff/Adult Volunteers present. Whenever possible, adults shall not share the same hotel or cabin with children/youth/vulnerable adults and at least three persons shall be assigned to each room or cabin. Adults will make frequent checks on children/youth/vulnerable adults as deemed prudent under the circumstances. All persons will conduct themselves with appropriate modesty including dressing in appropriate locations and wearing suitable sleep attire and swimwear.

J. Classroom Discipline

All staff and adult volunteers will use the following discipline measures:

1. If a child/youth is behaving inappropriately, the program staff or adult volunteers will state what the expected behavior is (e.g., "We use blocks for building").
2. If this measure is not effective, the child/youth will be guided to another activity.
3. If necessary to protect the child or other children/youth, then she/he may be given an alternate activity, away from other children/youth, accompanied by an adult.
4. If the child's/youth's disruptive behavior continues after these steps have been taken, an adult volunteers or program staff will talk with the child/youth and work with the child's/youth's parent(s) or guardian(s).
5. **No physical punishment or verbal abuse (e.g., ridicule) are to be used at any time.** If isolating the child/youth within the ministry space or removal of the child/youth from the room becomes necessary, the program staff or adult volunteers will discuss the situation with the child's/youth's parent(s) or guardian(s) as soon as possible and notify the Children's Minister or Youth Minister. The Children's Minister or Youth Minister is available to provide guidance and support.

K. Gifts

No staff, either paid or volunteer, are to give gifts to individual children or young people without the prior knowledge of the parent(s) or responsible clergy. Because gift giving can be a form of buying loyalty or silence, gift giving should be done on a group basis, or for special occasions only. Gifts may not be elaborate but should be modest and appropriate to the occasion.

L. Certification and Training

Prior to working with Children, Youth or Vulnerable Adults, workers must sign a “Participation Covenant Statement” form and an “Authorization and Request for Criminal Background Check” as part of the application process (see attached). Training sessions will be conducted annually and as needed to keep volunteers up-to-date on procedures and policies regarding ministries to children, youth, and vulnerable adults. If proper training is not attended, the volunteer may lose or be denied their Safe Sanctuaries certifications. A summary of current child abuse statutes and reporting requirements for your legal jurisdiction are to be made available to all clergy, paid staff, and volunteers who regularly supervise youth, children, and vulnerable adult activities, Church Council members, and all other church employees.

Church employees who supervise children, youth, and vulnerable adults must maintain current certification in basic first aid and basic CPR. New employees must get this certification within 90 days of the start of their employment. Nursery volunteers and others serving young children may also want training in infant and toddler CPR. Other workers are encouraged, but not required, to get training if they frequently accompany children or youth on such activities as water sports, camping, home-building mission trips, etc. Outings away from church property will require at least one staff certified in CPR and First Aid.

M. Responding to Accidents

Whenever a Child, Youth, or Vulnerable Adult sustains any accidental injury other than a transient red mark on the skin during a sanctioned church event, the following should occur:

1. Seek emergency medical care if needed or provide first aid;
2. Immediately (as soon as possible) contact Child, Youth or Vulnerable Adult’s parent or guardian whenever there are questions about suitable treatment or whenever any emergency attention is deemed necessary.
3. Immediately (within 24 hours) fill out an Accident Report Form and provide it to the parent or guardian and provide a copy to the Program Director or Senior Pastor.

N. Social Media, Technology, and the Internet

1. We will use technology, the internet, and social media tools to promote Christian community and to build authentic relationships.
 - Facebook is a wonderful tool to use in church ministry. It is highly recommended that ministry groups establish their own “page” in order to communicate with group members, as well as the parents/legal guardians of children and youth.
 - Blogs provide a platform for adults and youth to express their ideas, thoughts, and opinions, and to allow others to engage them through response.
 - YouTube and other video websites are useful for sharing video clips of church-related events, promoting an upcoming event or sharing video produced by another group for conversation, worship, or reflection.
 - Texting, Remind, GroupMe and Tweeting are effective means of communication for quickly getting a message out to an individual or group.
 - Social platforms that facilitate group conversations, such as Messenger Kids, may be utilized only with parent permission and if such applications include parental controls and supervision.
 - When using online web meetings with video conferencing, such as Zoom or any other video communication tool, there will be a second adult in the video call, or a recording should be posted in the ministry Facebook page. Invitations and links to online video conferencing shall be sent through private channels and not posted publicly.

2. We will protect the privacy and identity of all persons under 18 years of age and all vulnerable adults in online writings, postings, and discussions.
 - Adult employees and staff must not post photos or video that identify Children, Youth or Vulnerable Adults on any online site or printed publication without written consent from a parent or legal guardian.
 - All Facebook groups and pages associated with pre-schools, children's, or youth ministry areas shall be designated as "closed" groups, requiring those who wish to gain access to be approved by the page administrators.
 - All church-related Facebook groups and pages must have at least two administrators. If an administrator is no longer associated with the ministry, that individual's administrative status must be revoked.
 - Photos of minors may only be published or posted after a photo release has been signed by their parent/guardian. Photos used in other media (such as church newsletters, websites, blogs, twitpics, etc., must not include any identifying information of minors.
 - Photos may only be posted to the Facebook page by page administrators. Adults (staff, volunteers, parents, etc.) should not identify minors in photographs posted online or in print. Individuals (including minors) are welcome to identify ("tag") themselves.
 - When checking in on Foursquare, Facebook, or any location tagging social media, you may only "check in" yourself. Never check in minors. Be sensitive to tagging or revealing other participants' location without their expressed permission. Rather, create a hashtag to facilitate conversation.
 - In the case of clergy and parishioner online connections, friend requests, follow requests, circle requests, etc. should be initiated by the parishioner, especially if the parishioner is a minor or vulnerable adult.
3. We will maintain appropriate relational boundaries with minors.
 - No adult shall initiate Facebook contact with or "friend" a minor or vulnerable adult. An adult accepting the friend request of a minor is up to the discretion of the adult in charge of the ministry area, in consultation with the pastor and staff. Regardless of the decision that is reached, this practice should be uniformly practiced by all adult staff and volunteers. Any conversations with minors or vulnerable adults shall occur in open channels.
 - When emailing, texting, tweeting, or Facebook messaging a minor, adults should copy another adult (ideally a parent or guardian) on the message, or post it in a public venue (for example, a Facebook wall as opposed to a private message). This will allow adults to maintain the "two adults present" Safe Sanctuaries standard.
 - Social media, even though it offers convenient and private channels, is not an appropriate medium for counseling – especially with minors. Begin or transition a pastoral conversation into an appropriate place (see III G, above).
4. We will not engage in the creation, viewing, or distribution of pornography.
 - Engaging in the above behavior is a violation of civil laws and clergy ethics and can lead to incarceration and the revocation of clergy credentials.
5. We will not engage in, encourage, or condone cyberbullying.
 - Every children's ministry and youth ministry group, and adult volunteer training session should include in its teaching and ministry code of conduct a session on the types and consequences of cyberbullying, including how to identify it and how to report it.

- Cyberbullying is bullying through email, instant messaging, chat room exchanges, website posts, or digital messages or images sent to a mobile phone, smart device, computer, or other electronic device. Like traditional bullying, cyberbullying involves an imbalance of power, aggression, and negative action that is repeated often. As a church family, we do not condone or participate in any type of cyberbullying.
- Types of Cyberbullying (adapted from the Center for Safe and Responsible Internet Use):
 1. Harassment: Sending offensive, rude, and insulting messages repeatedly
 2. Denigration: Sharing derogatory and/or untrue information about another person by posting on a web page, sending email or instant messages, or posting digitally altered photos
 3. Flaming: Fighting online using angry or vulgar language
 4. Impersonation: Unauthorized use of someone's email or social networking account
 5. Outing and Trickery: Sharing someone's private or embarrassing information or tricking someone into revealing secrets or embarrassing information and forwarding it to others
 6. Cyber-stalking: Sending messages repeatedly, including threats or intimidation, which make a person afraid for his or her safety. In some cases, this may be illegal.
- Instances of cyberbullying should be reported to the person responsible for that particular ministry area (e.g., children's minister, youth minister) immediately. Cyberbullying and other types of abuse must be reported (see IV below). Cyberbullying is considered a Class B misdemeanor in the State of Arkansas.
- 6. We will teach young people how to use social media and technology appropriately to live out their Christian witness in what they write, post, share, and view.
 - We all must understand and teach minors and vulnerable adults, that once something is posted on the web, sent via email, or sent via text, it is impossible to fully recover or erase it. There should be no expectation of privacy or reasonable expectation that the information stops with the person for whom it was intended.
 - General Rule: if you don't want it posted on the church sign, website, or bulletin, do not text it or post it via social media.

O. Verification of Reading of Policy Statement

Upon receipt of the this policy statement, the volunteer or paid staff person will read and sign a statement that he/she has read First United Methodist Church of Bryant, Arkansas' Safe Sanctuaries Policy (see attached).

IV. RESPONSE BY CHURCH WORKERS TO ALLEGATIONS OF ABUSE

As caring Christians, we are committed to protect and advocate for children, youth, and vulnerable adults participating in the life of the church. The church is entrusted to provide an emotionally safe, spiritually grounded, healthy environment for children, youth, and adults in which they are protected from abuse. It is our legal and moral responsibility to report suspected abuse whenever it comes to our attention regardless of where that abuse takes place. We shall report suspected abuse to stop potentially existing abuse and to prevent further abuse. To report abuse is to witness to the world of the love and justice of God. Reporting abuse is a form of ministering to the needs of those crying out for help. If abuse occurs, it is our intention to act as an advocate for all affected persons, providing support, information, assistance and intervention. We seek to provide a supportive atmosphere, offering both objectivity and empathy as we seek to create a climate in which healing can take place.

If abuse is suspected by, observed by or disclosed to a volunteer and/or paid staff member of the church, that person shall report the incident immediately. Staff and volunteers must report inappropriate touching or other questionable behavior by other workers with their ministry leader, staff member, or a pastor within twenty-four (24) hours. (If the accused is the pastor, see information below). Be prepared to do the following:

- A. Ensure the protection of and tend to the immediate needs of the child, as the situation requires.
- B. **IMMEDIATELY** contact the senior pastor or pastor on call.
- C. **IMMEDIATELY** notify the proper authorities (immediate supervisor, designated church Safe Sanctuaries representative or the adult in charge of the event). This person will:
 1. provide written documentation concerning the incident on the designated form
 2. notify the Arkansas Child Abuse Hotline 1-800-482-5964 or the Arkansas Adult Abuse Hotline 1-800-482-8049. **This is a requirement of the law.** (Note: Do not attempt an investigation. This should be left to professionals who are familiar with these cases).
 3. notify the pastor in charge. If the pastor is the accused party, the designee will notify the chair of the Clergy and Staff Support Team and the District Superintendent.
 4. give written documentation to the pastor and/or Chair of the Clergy and Staff Support Team.
- D. The pastor or designee will notify the parents of the victim and take whatever steps are necessary to assure the safety of the child/youth until the parent(s) arrive. It is important to emphasize that the proper authorities must be notified even if the parent(s) does not wish the incident to be reported. (Note: If one or both of the parents is the alleged abuser, contact the proper authorities listed above. Follow their advice about notification of the parents).
- E. After having reported the suspected abuse to the proper authorities, the incident is to be reported immediately to the church's attorney, the church's insurance company, and the district superintendent. The district superintendent will report the allegation to the bishop's office. Do not try to handle this without professional assistance. If the accused is a clergy (deacon or elder) member of an annual conference, local pastor, or diaconal minister, provisions of Paragraph 359 and Paragraph 2702 of The 2016 Book of Discipline of The United Methodist Church must be followed.
- F. A list of emergency numbers will be available to the staff at all times.
- G. If the accused is working in a volunteer or paid position with children or youth in the church, immediately, yet with dignity and respect for the sacred worth of the person, remove the accused from further involvement with children and/or youth.
- H. Once the proper authorities have been contacted and the safety of the child or youth is secured, the pastor or other designated person may tell the accused that a report has been made. If the accused is a volunteer or paid staff of the church, that person shall be relieved temporarily of his or her duties until the investigation is finished. If the accused is a paid staff person of the church, arrangements should be made to either maintain or suspend his or her income until the allegations are cleared or substantiated.
- I. Any contact with the media should be handled by a pre-determined spokesperson. Care will be taken to safeguard the privacy and confidentiality of all involved. The spokesperson should generally convey that the matter is under investigation and any comments made prior to the conclusion of the investigation would be premature.
- J. A written report of the basic information shall be kept to ensure on-going ministry to, and advocacy for, victims and others involved. A form for this purpose shall be available in the church office. The report shall be brief and contain only factual information relevant to the situation. It shall be filed in a secure place in order to ensure confidentiality. It shall be written in ink or typed to prevent it from being changed. The church must also file a copy of

the report with the bishop's office of the Arkansas Conference where it shall remain confidential.

- *Arkansas Code and the United Methodist Church define children and youth as being any person under eighteen (18) years of age.
In the church we usually define children as 0 to 11 years of age and youth as 12 to 18 years of age.*
- *For the purpose of this policy, a vulnerable adult is defined as: a person eighteen (18) years or older who by virtue of age, physical injury, disability, disease, or emotional or developmental disorders may be unable to protect himself or herself from abuse, sexual abuse, neglect, or exploitation, and as a consequence thereof is at risk.*

POLICY STATEMENT ON MISCONDUCT OF A SEXUAL NATURE



*This form is to be filled out for each church, properly signed and dated. This is to be done annually. Clearly indicate the name of the church in the proper places. This policy **shall** be read by the Board/Council, Pastor(s), and staff, adopted by the local Church and signed by the pastor, all staff and volunteers in children, youth, and vulnerable adult ministry areas.*

Par. 1000 Policy Statement on Misconduct of a Sexual Nature

(Adopted by the Annual Conference on June 10, 2004; revised June 14, 2005; updated September 17, 2019)

I. Statement of Policy. The Bryant First United Methodist church affirms the 2016 Book of Resolution #2044, Sexual Abuse Within the Ministerial Relationship, and Resolution #2045, Eradication of Sexual Harassment in the United Methodist Church and Society, which state that sexual abuse within the ministerial relationship and sexual harassment within the church are incompatible with biblical teachings of hospitality, justice, and healing. In accordance with the 2016 Book of Discipline (¶161. F) all human beings, both male and female, are created in the image of God, and thus have been made equal in Christ. As the promise of Galatians 3:26-29 states, all are one in Christ, we support equity among all persons without regard to ethnicity, situation, or gender. Sexual abuse within the ministerial relationship occurs when a person within a ministerial role of leadership (pastor, educator, counselor, youth leader or other position of leadership) engages in sexual conduct or sexualized behavior with a congregant, client, employee, student, staff member, co-worker, volunteer, person being counseled or any other person to whom the minister relates in his/her capacity as a minister. Sexual harassment is any unwanted sexual advance or demand, either verbal or physical that is reasonably perceived by the recipient as demeaning, intimidating, or coercive. Sexual abuse within the ministerial relationship involves a betrayal of sacred trust, a violation of the ministerial role and exploitation of those who are vulnerable. Similarly, sexual harassment must be understood as an exploitation of a power relationship rather than as an exclusively sexual issue. Misconduct of a sexual nature within the life of the church interferes with its moral mission. The Bryant First United Methodist Church stands in opposition to the sin of misconduct of a sexual nature in the Church and society at large and commits itself to fair and expedient investigation of any charge of sexual misconduct within the church and to take action deemed appropriate and in compliance with the Book of Discipline. Further, the United Methodist Church bears affirmative responsibility to create an environment of hospitality for all persons, male or female, which is free of misconduct of a sexual nature and encourages respect, equality, and kinship in Christ.

II. Procedures

A. If you experience what you consider to be inappropriate behavior, keep a written record of your experiences including dates, times, places, and witnesses. Keep any written material you may have received from the person. You may wish to confront the person with the inappropriate behavior and demand that it cease. If you choose not to confront the person alone, you may choose to ask someone to accompany you to confront the person and seek reconciliation. If you choose not to confront the person, or if the behavior continues, report the incident to the chair of the person's appropriate evaluating committee (e.g., a pastor or church staff member would be reported to the chair of the staff/parish relations committee; a district superintendent to the chair of the committee on superintendency; a bishop to the chair of the committee on episcopacy). If the conflict is not resolved to your satisfaction, the committee chair shall convene the entire committee to meet with the accused, the person bringing accusations, and each supporting person. If the situation is not resolved to your satisfaction following these efforts, then follow the Discipline's procedures for grievances, complaints, and charges.

B. If you are confronted by someone who has experienced or observed inappropriate behavior on your part, listen to the accusation and agree to change the behavior or otherwise resolve the situation and reconcile the relationship. If you are unable to resolve the situation with your accuser, contact the chair of your appropriate evaluating committee. Ask to meet with your accuser and committee chair to resolve the conflict. The accused and the person bringing the accusation each have the right to bring a supportive person to this meeting. If the conflict remains unresolved, the committee chair shall convene the entire committee to meet with the accused, the person bringing the accusation, and each supporting person.

C. If you receive a report of inappropriate behavior, listen seriously and objectively. Help the person follow the steps outlined above. If you are a clergy/church professional in a paid supervisory position in the local church or a conference agency, and an employee is being harassed, you should immediately take corrective or preventive action. According to Arkansas law, any person receiving a report from a child under age 18, indicating sexual abuse of that child, is required to report the abuse to the proper authorities.

Date adopted by the Church Council/Administrative Board 10 / 18 / 2020

This policy shall be read by the Board/Council, Pastor(s), and staff, adopted by the local church and signed by the pastor, all staff and volunteers in children, youth, and vulnerable adult ministry areas.

Signature	Signature	Signature
		
		
		
		
		
		
		

2020 Report of the Finance Committee
Churches with 50 or more in average worship attendance
Page 1 of 3



Church: Bryant First United Methodist Charge: _____

District: Central Conference: Arkansas

Period beginning (prior Charge Conf. date) 11/7/2016 and ending (current Charge Conf. date) 10/18/2020

Employer Identification Number (EIN) 71-0503458

I. Organization

a) Has the committee been organized according to the 2016 Book of Discipline (§258.4)? Yes No

b) Names of Officers for 2020

Chairperson: _____ Vice Chairperson _____
Treasurer(s): Sissy LaSage Financial Secretary Trena Smith

II. Budget and Commitment Plan

a) How frequently does the Financial Secretary/Treasurer send members and contributors regular reports of their giving?

Monthly Quarterly Semi-annually Annually We do not send reports

b) Is the Finance Committee fulfilling its responsibility to make plans to raise sufficient funds to meet the budget adopted by the Church Council (§258.4)? Yes No

c) Does the Financial Secretary/Treasurer report regularly to the Church Council on the giving trends in the church/charge? Yes No If no, then how are giving trends reported?

III. The Handling of Church Funds

a) Does the Treasurer regularly make reports to the Committee on Finance and the Church Council on the financial position of the church (§258.4b)? Yes No
If no, how are the Committee on Finance and the Church Council informed on financial matters?

b) Will your church pay 100% of their Conference Tithe and District Apportionments this year? Yes No
If no, what is your plan to pay the Tithe and District Apportionments this next year?

Our goal is to pay 1/12 per month.

c) What bank(s) have been designated by the Church Council as a depository (§258.4d)?

Malvern National Bank

Report of the Finance Committee

Page 2 of 3

- d) Are the church offerings counted by a counting committee of at least 2 (two) unrelated individuals? (§258.4a)?
 Yes No

List names below:

Leadership Team _____

- e) Are all funds deposited promptly in accordance with procedures developed by the Finance Committee (§258.4a,d)?
 Yes No

- f) Are financial officers of the church bonded or insured (§258.4b)? Yes No
If no, why not?

- g) Have the financial records of the church and all its organizations been audited (or financially reviewed) for the prior fiscal year (§258.4d)? Yes No

a. Who conducted the audit or a financial review? Ellis, Tucker and Aldridge, LLC

b. When will you conduct an audit or financial review? _____

c. Were there any recommendations or exceptions? Yes No

d. If there were recommendations or exceptions, how has the church addressed them?

The accounting firm of Ellis, Tucker and Aldridge have reviewed and reconciled the last two years of finance records and have set up QuickBooks Accounting Software.

- h) Were all pastors and staff issued W 2's and not 1099's? Yes No

Phyllis Rogers Finance Chair (printed) Phyllis Rogers Signature 9/30/20 Date



FINANCIAL POLICIES

First United Methodist Church of Bryant, Arkansas
508 North Reynolds Road
Bryant, Arkansas 72022

Revised 09/15/2020

COLLECTION COUNT PROCESS

Adequate internal control standards require separation of duties with regard to collections. Funds should be counted by no less than two individuals prior and deposited by the Financial Secretary to ensure these safeguards are met. The following is the recommended process:

****TEMPORARY COLLECTION COUNT PROCESS DURING REDUCTION OF NORMAL OPERATIONS FOR CORONAVIRUS PANDEMIC*****

As of March 16, 2020, our temporary collection count process reflects a reduction of on-site offering collected in worship and a temporary discontinuation of Sunday worship offering. The following is the current and temporary collection count process:

- Mondays the financial secretary and another volunteer count the offering received in the postal mail and online.
- Copies of checks are made and stored with the offering count slips.
- The deposit is made on Monday afternoon.

As of September 1, 2020 our payroll and bank reconciliation processes will be conducted by the accounting firm Ellis, Tucker, and Aldridge, LLP. This arrangement shall continue until December 31, 2020. The Leadership Team shall determine whether to resume these duties with the Church Treasurer, January 1, 2021 or continue with the accounting firm.

STANDARD COLLECTION COUNT PROCESS:

- Following each Sunday service, designated offering counters (counters), scheduled on a rotational basis, or a (paid) staff member should deliver the tithes and offerings (traditional receipts) from the sanctuary or Family Life Center to the Finance Office for counting. A key will be needed to gain entry to the Finance Office. A key may be obtained from a paid staff member. Funds should never be left in the Finance Office unsecured; hence the door should not be left unlocked for any reason (e.g., if counters leave to attend a Sunday school class, etc.).
- The counting process is as follows:
 1. Separate envelopes from loose checks and cash.
 2. Open the "Sunday County Sheet" on the desktop computer or use provided hardcopy worksheet. Enter the date and names of offering counters for each worship service on the corresponding pages of the spreadsheet.
 3. Open each envelope. If cash is contained inside and a name and fund appears on the envelope, log the name and fund on the appropriate Service Count Sheet tab in the Designations section. If no fund is documented on the envelope, consider the cash appropriate for collection to the Ministry fund. Once all the cash is logged in, set it aside for counting. Any checks in the envelopes should be included with the other loose

checks. Before discarding the envelopes, go back through them to ensure no funds were overlooked.

4. Count all cash, separating it into bills and coins, and enter the totals in the appropriate Service Count Sheet tab under the Cash and Coins sections. The worksheet will calculate the total dollar amount and populate the total cash and coins in the Totals section. If using the hardcopy worksheet, make sure all cash is accounted for and inserted appropriately on the sheet. Calculate totals.
 5. Run two calculator tapes of the checks to obtain a control total of checks, and enter the amount in Totals section of the appropriate Service Count Sheet tab.
 6. Separate checks by "Fund" (i.e., Ministry, Building, Special.), and enter the totals into the Designations section of the appropriate Service Count Sheet tab.
 7. Ensure the check figure at the bottom of the worksheet is zero to ensure all funds received in the Totals section agree to the fund designations in the Designations section.
 8. Print the completed Service Count Sheet and have both counters initial.
 9. Place the money (cash and checks) with the initialed Service Count Sheet and calculator tapes in the money bag. The bag should be locked in the top drawer of the safe, and the Finance Office should be locked upon exit.
- Non-traditional receipts are subject to the same reconciliation process as outlined above (using the Non-traditional Sheet tab). Examples of these non-traditional receipts include mail-in collections, Small Blessings Learning Academy (SBLA) revenues, collections for youth program activities, and any other collections received that would not be included in the "plate" as traditional receipts. Reconciliation and counting of these non-traditional receipts will be accomplished on Monday morning by the Financial Secretary and another staff member following the steps documented above. The Non-traditional Sheet shall be printed and initialed by the counters to serve as a back-up for the deposit made.
 - **To reiterate, in all cases of collections (traditional and non-traditional), the Service Count Sheet or Non-traditional Sheet should be completed, printed and initialed by both counters to serve as a standardized documentation for counting and support for deposits made.**

A sample completed Service Count Sheet is below.

8:30 Service Count Sheet

Date: September 22, 2019

Counters: Charlie/Eddie

Counter 1 Initial:

ABC

Counter 2 Initial:

EFD

Cash

Quantity	Denomination	Total
2	\$100.00	\$200.00
5	\$50.00	\$250.00
3	\$20.00	\$60.00
4	\$10.00	\$40.00
8	\$5.00	\$40.00
6	\$1.00	\$6.00
		\$596.00

Coin

Quantity	Denomination	Total
5	\$0.25	\$1.25
8	\$0.10	\$0.80
7	\$0.05	\$0.35
6	\$0.01	\$0.06
		\$0.00
		\$2.46

Totals

	Cash	\$596.00
	Coin	\$2.46
	Checks	\$500.00
	Total	\$1,098.46

*You have to enter the check totals

Designations

Building Fund		\$500.00
Other Fund A		
Other Fund B		
Other Fund C		
Ministry Fund		\$598.46
Total		\$1,098.46

CHECK \$0.00
(should be zero)

CASH DISBURSEMENTS PROCESS

Accounting for cash disbursements presents innumerable opportunities for internal control weaknesses; thus the presence of a formal, standardized recordkeeping system is imperative. Each payment must be supported by 1) authorization (normally in the form of a signed requisition), and 2) evidence of the receipt of goods or services for which the disbursement is tendered. The following information outlines the most common types of cash disbursements, and the supporting documentation required. NOTE: a sample requisition form follows.

- Recurring Bills (e.g., utility bills, insurance policies, etc.) – Backup is the recurring invoice.
- Staff continuing education – Requisition form signed by the senior minister approving the request, and receipt or invoice backing up the expenditure.
- Supplies or services (worship supplies, office supplies, food, repair services, etc.) – Requisition form signed by the staff member responsible for procuring the goods or services preauthorizing the order, and an invoice initialed by the applicable staff member to verify goods or services were received or cash register receipt, (i.e., proof of delivery).
- Youth Activities – Requisition form signed by the youth minister, backed up by receipts supporting the disbursement.
- Labor for Small Blessings Learning Academy (SBLA) – Time card signed by the director. A sample of the time card follows.
- Other Labor – Time card signed by supervising staff member. A sample of the time card follows. The services should be pre-authorized using a requisition.
- Petty Cash – At this time FUMC Bryant does not utilize a Petty Cash fund; however, a small amount of cash (\$100) is kept in the safe for purposes of making change at events for which there is a charge. The petty cash shall be reconciled each month to ensure there is proper documentation for the uses of the cash and the funds are replenished.



**Requisition Form
First United Methodist
Church
of Bryant, Arkansas**

Date: _____

Amount: _____

Pay To: _____

Purpose of Request:

Authorized Signature

CHARGE TO: _____

AMT: _____

Time Sheet

Pay Period: _____

Employee: _____

Day of Week	Time In	Time Out	Time In	Time Out	Notes	Total of Hours
Saturday						
Sunday						
Monday						
Tuesday						
Wednesday						
Thursday						
Friday						
Saturday						
Sunday						
Monday						
Tuesday						
**Wednesday						
Thursday						
Friday						

Total of Hours for Pay Period: _____

Employee Signature: _____

Coordinator Signature: _____

****Time Sheets Due**

Payroll Process

First United Methodist Church of Bryant, Arkansas utilizes a variety of personal services categories including full-time and part-time employees, and temporary or contract labor. All employees must complete a Form W-4 (with the exception of clergy).

Documentation of payments will vary according to the type of individual receiving the remuneration.

NOTE: An example of the Consolidated Time and Leave Record follows.

- **Hourly Employees** – An individual timecard should be used as the documentation for hourly employees. The same (standardized) bi-weekly timecard is used for church nursery workers, Small Blessings Learning Academy (SBLA) workers, etc. An example of the timecard is included in the cash disbursements section of this policy.
- **Contract Labor** – If the individual is paid by the hour, the same timecard may be used as for hourly employees. If the individual chooses to invoice using his/her own invoice or letterhead, the service should be pre-authorized using the requisition form (discussed in the cash disbursements section of this policy). Because contract labor is subject to IRS reporting requirements (annual filing of Form 1099), the data must be tracked by SSN or Tax ID Number.

Authorization/Approval of timecards and consolidated time and leave records should normally be delegated to employees in supervisory or leadership positions (i.e., those clearly able to monitor attendance and performance of assigned responsibilities). For example, the Nursery Coordinator would normally approve timecards for nursery workers, etc. A master list of individuals authorized to approve timecards should be retained.

Leave Requests (paid or unpaid) should be requested by the employee and approved by the applicable supervisor (not arbitrarily charged to the timecard without acknowledgment by both the employee and supervisor). Requests should be made via email, and attached to the timecard, or maintained in a separate file by pay period date. If an individual timecard is used, the leave annotation may be initialed by the employee (in lieu of an email). Due to confidentiality, however, initialing is not the best practice for a consolidated time and leave record.

Tax Withholding Submissions (reports 941 for federal withholdings and AR941M for state withholdings) must be completed within the appropriate timeframes. The state of Arkansas requires monthly filing, and payment, and IRS payments are remitted quarterly. Amounts submitted to the state and IRS should reconcile back to the totals reported on the employees' W-2 forms. Detailed information on these reporting requirements is available on the following web sites:

<https://www.irs.gov/forms-pubs/about-form-941>
<https://www.dfa.arkansas.gov/income-tax/withholding-tax-branch/withholding-tax-forms-and-instructions/>

Tracking of Contract Labor is required for IRS reporting requirements (1099s). This should be done by filing the invoices for the individuals in a central location, (apart from other invoices), and maintenance of an electronic log containing the data by name, tax ID, etc. The log should be reconciled to the invoices prior to issuance of the 1099s.

CONSOLIDATED TIME AND LEAVE RECORD

SAMPLE: October 2019

NAME	POSITION	DATE ABSENT	VACATION/ILLNESS	AUTHORIZED
David Standfill	Praise Team Leader			
Shaun Popp	Music Minister			
Jessica Butler	Children’s Minister			
Jake Pitts	Youth Minister			
Trena Smith	Administrator/ Finance Secretary			
Anthony Owen	Technology Assist			
Teresa Eby	Accompanist			
Tiffani LaSage	Childcare Coordinator			

RECONCILIATION PROCESS

Monthly Reconciliation of Collections – The QuickBooks system is the accounting system of record. To ensure the records are accurate, collections must be reconciled using the following steps:

- Run a listing of year-to-date (YTD) general ledger (GL) cash activity for each fund. The listing should be run with an ending date of the end of the accounting month.
- Run a Treasurer's Report with the same ending accounting month.
- Total the weekly Service Count Sheets, which are used as source documents

All three of the following should agree:

GL Total Collections	<u>\$XXXXXX</u>
Treasurer's Report YTD Income	<u>\$XXXXXX</u>
Sum of Collection Count Worksheets	<u>\$XXXXXX</u>

Monthly Reconciliation of Bank Statement – The bank balance must be reconciled to the accounting system’s cash balance. Reconciling items usually include outstanding checks and deposits in transit. Reconciliation of the bank statement shall be prepared monthly by the Treasurer.

Account Reimbursement Policy

First UMC, Bryant shall recognize a portion of the pastor’s compensation as professional account reimbursement for regular ministry expenses. The annual amount shall be designated by the pastor as per the annual Pastor’s Compensation Form, provided by the Annual Conference. The reimbursement account shall be an annual line item in the Church budget. It shall be in addition to the pastor’s annual salary and housing.

The following requirements for the policy are binding upon the Church and upon its pastor(s). Accordingly, the Church hereby establishes an accountable reimbursement policy, pursuant to I.R.S. regulations and upon the following terms and conditions:

The pastor shall be reimbursed from the reimbursement account for his/her ordinary, necessary and reasonable business expenses incurred in the conduct of the ministry for and on behalf of the church. The following expenses are budgeted in this accountable reimbursement policy, as suggested for the employment needs of the pastor:

- Automobile (standard federal mileage rate), parking and tolls
- Office supplies and postage
- Office equipment, computer and software
- Books, subscriptions and periodicals, such as professional journals
- Professional dues
- Religious materials, vestments, and business gifts
- Continuing education and seminars
- Entertainment required for Church business
- Travel fares, lodging and meals while on business for the Church

2. The Church Finance Secretary must be given an adequate accounting of each expense, including but not limited to a statement of expense on the Requisition Form, account book diary, or other similar record showing the amount, date, place, business purpose, and business relationship involved. Such documents shall include receipts for all items. A log of total miles per day and enumeration of their general purpose shall suffice to substantiate automobile mileage, but under no circumstances will commuting mileage between the pastor's home and Church office be reimbursed. Copies of the documentary evidence and expense report shall be retained by both the pastor and the Church.

3. Any questions about the adequacy of the substantiation and/or the appropriateness of any reimbursement will be resolved by the church Treasurer, subject to review and approval of the Leadership Team.

4. Budgeted amounts not spent must not be paid as a salary bonus or other personal compensation. If such payments are made, the entire amount of the reimbursement policy will be taxable income to the pastor. The Church will be required by law to report that amount as part of the pastor's personal compensation. Disposition of any unspent balances remains within the discretion of the Leadership Team in building the budget for the next Church year.

5. It is understood by the various parties that all elements of this resolution must be carefully followed to prevent the Church from being required by regulation to list total payments for these items on I.R.S. information reports (W-2/1099-MISC) as "includable compensation." The primary responsibility of expense reporting is the pastor to the Finance Secretary.

CREDIT CARD CHARGES

1. FUMC staff members may be issued their own FUMC VISA/MASTERCARD card only with approval of the Pastor/Leadership Team and will be held personally accountable for all purchases made with the card. A list of all church credit card holders will be held by the Financial Secretary.

2. The Church Administrator's card is available to be signed out by FUMC members. Anyone using this card should sign the check out/in sheet in the Financial Secretary's office both the day checked out and the day checked in. (See Form X)

3. Under no circumstances are credit cards to be lent out or used by anyone other than the person the card is issued to. The exception will be the Church Administrator's church card, which can be used when needed by church groups. All regular policies for the use of credit cards must be followed. Staff members who have been issued credit cards may not borrow the Church Administrator's church card.

4. Please note that under NO circumstances are FUMC credit cards to be used for personal reasons. No personal charges will be accepted. Cards may be revoked if used for personal reasons.
5. The Requisition Form (must be supplied for each credit card purchase. Attach receipts to the Requisition Form. One form may be used to account for multiple purchases on the same credit card. The person requesting approval should not be one of the persons approving the charge.
6. If receipts are unavailable for a phone purchase, a detailed description of the charge must be provided. For internet purchases please print out any type of receipt that the site provides.
7. The Requisition Form must be signed by the person making the charge, the FUMC financial secretary, or an authorized member. This form should be completed within 72 hours of the purchase.

Internal Controls/Audit Process

Monthly audits will be conducted by the Quality Review Team (a subcommittee of the Financial Management Team). The role of this team is to ensure adequate internal controls are in place within the Finance Office, and to offer constructive advice/opinions regarding the accuracy of church financial records. The audit will consist of the following reviews. Each of the areas will be covered at least once during the calendar year, and some more often.

Cash Receipts

This component will consist of validation of deposit of collections. A sample of at least one month of "Collection Count Worksheets" will be compared to the file copies of the bank deposit slips to ensure they agree. These records should also be in agreement with the bank statement. In examining the "Collection Count Worksheets," ensure a minimum of two individuals counted the funds.

Ensure required reconciliations were completed 1) "Collection Count Worksheets" to Treasurer's Report, and 2) Bank Statements. If not, perform the reconciliations at the time of the audit, and annotate any discrepancies in the audit findings. At least once-a-year, validate a sample of donations to ensure they were correctly posted to the donors' records.

Cash Payments

From one monthly bank statement, select every fifth canceled check as an initial sample. Eliminate all those that are obviously payroll checks. This should leave a reasonable random sample for review. Pull the payment vouchers for each of the remaining check numbers. Ensure that 1) the payment was authorized by a signed requisition or other appropriate documentation, and 2) the goods or services were received.

Payroll

Obtain a list of employees and current rates of pay from the Financial Secretary. Review the payroll records for the latest pay period to determine that pay was issued in accordance with the correct rate. Employee time should be documented on a timecard (either an individual timecard or a consolidated timecard). Ensure documentation of any applicable leave is present.

Review the 941 and AR941M reports and ensure they are being filed within the appropriate timeframes.

Property/Insurance/Miscellaneous

At some point in the year, audit of personal property should be conducted by the Property Stewardship Team.

Likewise, adequate insurance must be maintained for the properties, both real and personal. A review of this coverage should be conducted at least annually by the Property Stewardship Team.

Report of the Finance Committee

Page 3 of 3

**A copy of each policy is to be submitted
along with this signature page
indicating a current review and approval.**

Financial Control Policy

The Financial Control Policy has been reviewed (and revised, if necessary) and approved.
A copy is on file in the church office and district office.



Pastor's Signature

Susan Ledbetter

Printed Name



Finance Chair Signature

Phyllis Rogers

Printed Name

Accountable Reimbursement Policy

Required when compensation packages include Accountable Reimbursement

The Accountable Reimbursement Policy (if applicable) has been reviewed (and revised, if necessary) and approved. A copy is on file in the church office and district office.



Pastor's Signature

Susan Ledbetter

Printed Name



Finance Chair Signature

Phyllis Rogers

Printed Name

Culture of Call 2020



Church Bryant First United Methodist

Pastor Rev. Susan Ledbetter

List persons involved in conversations or exploring a call to lay or ordained ministry:

Name and Email Address	Age Generation	Potential Service (if known) Mark all that apply	Has person met with Pastor
Name Jake Pitts Email	<input type="checkbox"/> Elementary School <input type="checkbox"/> Middle School <input type="checkbox"/> High School _____ Grad Date <input type="checkbox"/> Generation Z (College) <input type="checkbox"/> Millennial (20s & 30s) <input type="checkbox"/> Generation X (40s & 50s) <input type="checkbox"/> Baby Boomers (60s & 70s)	<input type="checkbox"/> Lay Vocational Ministry <input type="checkbox"/> Elder <input type="checkbox"/> Deacon <input type="checkbox"/> Licensed Local Pastor <input type="checkbox"/> Beyond local church <input type="checkbox"/> Other <u>Certified Youth Ministry</u> _____	<input type="radio"/> Yes <input type="radio"/> No
Name Email	<input type="checkbox"/> Elementary School <input type="checkbox"/> Middle School <input type="checkbox"/> High School _____ Grad Date <input type="checkbox"/> Generation Z (College) <input type="checkbox"/> Millennial (20s & 30s) <input type="checkbox"/> Generation X (40s & 50s) <input type="checkbox"/> Baby Boomers (60s & 70s)	<input type="checkbox"/> Lay Vocational Ministry <input type="checkbox"/> Elder <input type="checkbox"/> Deacon <input type="checkbox"/> Licensed Local Pastor <input type="checkbox"/> Beyond local church <input type="checkbox"/> Other <u>Certified Youth Ministry</u> _____	<input type="radio"/> Yes <input type="radio"/> No
Name Email	<input type="checkbox"/> Elementary School <input type="checkbox"/> Middle School <input type="checkbox"/> High School _____ Grad Date <input type="checkbox"/> Generation Z (College) <input type="checkbox"/> Millennial (20s & 30s) <input type="checkbox"/> Generation X (40s & 50s) <input type="checkbox"/> Baby Boomers (60s & 70s)	<input type="checkbox"/> Lay Vocational Ministry <input type="checkbox"/> Elder <input type="checkbox"/> Deacon <input type="checkbox"/> Licensed Local Pastor <input type="checkbox"/> Beyond local church <input type="checkbox"/> Other _____ _____	<input type="radio"/> Yes <input type="radio"/> No

List persons from your congregation currently preparing for ordained or licensed ministry:

Name and Email Address	Age Generation	Potential Service (if known) Mark all that apply	Certified Candidate by dCOM
Name Jordan Ables Email jabels@pcso.org	<input type="checkbox"/> High School _____ Grad Date <input type="checkbox"/> Generation Z (College) <input type="checkbox"/> Millennial (20s & 30s) <input type="checkbox"/> Generation X (40s & 50s) <input type="checkbox"/> Baby Boomers (60s & 70s)	<input type="checkbox"/> Elder <input type="checkbox"/> Deacon <input type="checkbox"/> Licensed Local Pastor <input type="checkbox"/> Beyond local church	<input type="radio"/> Yes <input type="radio"/> No
Name Email	<input type="checkbox"/> High School _____ Grad Date <input type="checkbox"/> Generation Z (College) <input type="checkbox"/> Millennial (20s & 30s) <input type="checkbox"/> Generation X (40s & 50s) <input type="checkbox"/> Baby Boomers (60s & 70s)	<input type="checkbox"/> Elder <input type="checkbox"/> Deacon <input type="checkbox"/> Licensed Local Pastor <input type="checkbox"/> Beyond local church	<input type="radio"/> Yes <input type="radio"/> No

Local Church Leadership Report

Bryant First

Arkansas Conference

Church Mailing Address

508 N Reynolds Rd
Bryant, AR 72022-3026

Church Physical Address

508 N Reynolds Rd
Bryant, AR 72022-3026

Church Phone (501) 847-0226

Church Fax (501) 847-8511

Church Email info@fumcbryant.org

Name	Mailing Address	Sex	Race	Phone	Email
Senior Pastor Susan Ledbetter	608 Cottage Lane, Benton, AR 72019	F	W	(501) 847-0226	sledbetter@arumc.org
Pastor's Spouse Justin Ledbetter	608 Cottage Lane, Benton, AR 72019	M	W	(501) 316-2282	justin.ledbetter@arumc.org
Annual Conference					
Lay Member to Annual Conf. Kelly Curran	3304 Travis Parkway, Benton, AR 72015 711 Boswell Rd, Bryant, Ar 72022	F	W	(501) 442-5974	blairkelly89@yahoo.com
Alternate Member to A. Conf Ann Ogden	904 Flametree Dr, Bryant, AR 72022-2430	F		(501) 847-9572	aegden47@sbcglobal.net
Elected Positions					
Administrative/Church Council CP Mandy Spicer	301 Fair Oaks Dr, Bryant, Ar 72022	F	W	903-748-5790	mandyspicer@gmail.com
Finance CP Phyllis Rogers Mandy Spicer	605 Martin Lane, Bryant, AR 72022 301 Fair Oaks Dr Bryant Ar 72022	F	W	(501) 951-5918 903-748-5790	a.rogers05@comcast.net mandyspicer@gmail.com
Lay Leader Kelly Curran	3304 Travis Parkway, Benton, AR 72015 711 Boswell Rd Bryant, Ar 72022	F	W	(501) 442-5974	blairkelly89@yahoo.com
Staff-Parish (PISPRC) CP John Fricke Don Balen	6204 Lewiston Drive, Alexander, AR 72002 1201 South Richardson Place Bryant, Ar 72022	M	W	(870) 692-1140 501-940-6795	jfricke@plantersoil.com donaldbalen99@att.net
Treasurer Sissy LaSage	14000 Zumber Rd Alexander, Ar 72003	F	W	501-837-7614	ldl.sissy04@gmail.com

Arkansas Conference

Bryant First

Local Church Leadership Report

Name	Mailing Address	Sex	Race	Phone	Email
Trustees CP					
Michael Johnson	648 Cottage Lane, Benton, AR 72049	M	B	(504) 258-5659	michaeldeshay@sbcglobal.net
<i>Maxie Staggs 6024 Springwood Cr Bryant Ar 72022</i>					
Program Staff					
Church Secretary Trena Smith	508 N Reynolds Rd, Bryant, AR 72022-3026	F		(501) 847-0226	trena@fumcbryant.org
Church Administrator Trena Smith	508 N Reynolds Rd, Bryant, AR 72022-3026	F		(501) 847-0226	trena@fumcbryant.org
Church Financial Secretary Trena Smith	508 N Reynolds Rd, Bryant, AR 72022-3026	F		(501) 847-0226	trena@fumcbryant.org
Children's Ministry Coordinator Jessica Butler	49 Neal Cv, Bryant, AR 72022-2827	F	W	(501) 590-9370	jessica@fumcbryant.org
Youth Ministry Coordinator Jake Pitts	905 Silktree Drive, Bryant, AR 72022	M	W	(501) 213-5451	jake@fumcbryant.org
Young Adult Ministry Coordinator					
Singles Ministry Coordinator					
Adult Ministry Coordinator					
Older Adult Ministry Coordinator					
Music Ministry Coordinator Shawn Popp				(502) 931-0682	

Local Church Leadership Report

Bryant First

Arkansas Conference

Name	Mailing Address	Sex	Race	Phone	Email
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Missions/Outreach Coordinator Greg Pelton	3307 Moonlighting Place Dr., Bryant, AR 72022	M	W	(501) 590-3575	gipelton@sbcglobal.net
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Disaster Response Coordinator

Danny Steele 2501 Mills Park Rd Bryant, Ar 72022 M W 501-993-2143 danny.steele@sbcglobal.net

UMM President

Mark Edwards, 209 Richwoods Bryant, Ar 72022 M W (501) 944-5407 westfraser@aol.com

UMW President

Pam Griffin 3626 Robinwood Circle, Bryant, AR 72022-920-1541 F W (501) 943-7087 griffin8153@yahoo.com
Darlene Willard 1602 Debswood Dr. Bryant, Ar 72022 dzladyduck@yahoo.com

Historian

Ruth Ellen Epperson F W (501) 653-3434

Lay Servant Ministries

Local Church Lay Servant (Basic)

Certified Lay Servant (Advanced)

Linda Gentry 1405 Blue Bill Ln, Alexander, AR 72002-2867 F W (501) 680-2459 linda.gentry@gmail.com

Certified Lay Servant (Advanced)

Mark Trimble 2900 Justus Loop, Bryant, AR 72022 M (501) 247-3238 bk12327@gmail.com

Certified Lay Speaker (NEW per 2012 guidelines)