

THE GOOD NEWS

A TIME OF RENEWAL



Report from the Leadership Board

The Leadership Board met on August 20, 2025, to take up various administrative matters and met twice this summer (June 21, 2025, and August 3, 2025) with the Rev. Rod Miller, who is guiding the efforts of Board members to identify, share and implement their hopes and dreams for the church.

Members of the Leadership Board and Building Integrity Team have been meeting with Keshika Dias, the new facilities manager whom we share with Rockville UMC, to orient her to our buildings and needs. The primary vision for this position is to minimize building expenses, maximize building revenue and achieve operating efficiencies (processes, communication, administration).

A primary reason for moving to a single, accountable Leadership Board was to reduce redundancies and the amount of time spent in meetings, to free up other members of the congregation to focus on their spiritual gifts and passion for ministry and contribute to the vitality of the congregation as it seeks to make a difference in our community. The Board recognizes its responsibility to identify, offer and support opportunities for those ministries. The Board expects to hold a planning/visioning session later this fall, when we will ask the congregation for input in prioritizing which ministries to expand or start (or discontinue, if necessary) so that we can provide opportunities for service for those with a passion to do more.

If you have any questions, ask any Leadership Board member: Mike Coppersmith, Rachel Hedrick, Brian Jones, Mike Kitzman, Nancy Kneisly, Jane Rall, Janelle Veazey, Jennifer Young.

Bill Maas Chair, Leadership Board



MUSIC MINISTRIES

Summer Music

Thank you to all our Faith UMC members, friends and musicians who contributed time and talent to our worship services June 15, 2025, to August 31, 2025:

- Connor Dowd, piano
- Stephen Czarkowski, cello
- Benjamin Smedberg, organ and piano
- Suzanne Smedberg, soprano
- Sonia Bosch, guitarist
- Grace Ann and Chloe Bartlow, duet
- Howard Bartlow, baritone
- Nancy Kuhn, solo handbells
- David Cope, baritone
- Alisa Machalek, oboe
- Alisa Machalek and Mosaicus String Ensemble
- André Coleman, tenor
- · Jeff Bryant, piano
- Denise and Jeff Bryant, Belinda Tilley, LeRoy and Sue Walters, hymn sing contributors

Bells of Faith Thanks You

A huge thank you to the congregation for your support of the Bells of Faith. We achieved our fundraising goal of \$8,386.75, the cost for Schulmerich Bells to refurbish our bells and cases. We will send three octaves of bells for refurbishment in January 2026 (we received a 5% discount for waiting). It will take four to six weeks, so we will probably be playing chimes in January but should have the bells back for our February anthem. Our prayers were answered, and we can continue to make beautiful music with handbells. It is very heartwarming to witness the support of the congregation for Faith's music program.

Remembering the Saints 10:00 a.m. Sunday, November 2, 2025

Our Chancel Choir, along with organist Ann Bartlow, will lead our 10:00 a.m. worship with Henry Purcell's Music for the Funeral of Queen Mary. This collection of pieces, written for the state funeral of Queen Mary II of England in 1695, will be integrated into our worship with Communion as we remember loved members and friends of Faith who have died since November 2024. Ann Bartlow will present the Funeral March and Canzona from the organ to frame the service; the anthems sung by our Chancel Choir are all based on texts from the Anglican Book of Common Prayer, capturing the themes of death, mourning and the hope for divine mercy. Humans have added music — and formal services or Requiem Masses — to commemorate the recently deceased for centuries. It helps us remember the beauty of those we have lost, and it helps us feel that mourning and hope in a beautiful light.





Since 1964, the **Chancel Choir** has been a key element of worship at Faith Church. We welcome all who are interested in contributing to our vibrant music ministry. Rehearsals take place on Thursday evenings from 7:30 to 9:00 p.m. in the Sanctuary, beginning Thursday, September 4. The choir sings regularly in Sunday worship services and offers special music during major religious holidays. Our season runs through June 14, 2026. No prior musical experience is required, and church membership is not necessary to participate. If you would like more information, please contact Michael Wu at singingwu67@gmail.com.

The **Bells of Faith** handbell ensemble enriches our 10:00 a.m. Sunday worship services monthly. From September through May, ringers learn foundational techniques and prepare music that enhances the worship experience. Rehearsals are held Thursday evenings from 6:30 to 7:30 p.m. in the Sanctuary, beginning September 4. As with the Chancel Choir, no prior musical experience or church membership is required—just a willingness to learn and participate. For more information, please contact Nancy Kuhn at nancykuhn@gmail.com.

Our **Young Singers of Faith** practice following 10:00 a.m. Sunday worship and learn the rudiments of singing, pitch matching, and music literacy. The Young Singers begin September 7 and sing monthly in worship. The season runs from September to May. For more information or to sign up your child(ren), contact Michael Wu, <u>singingwu67@gmail.com</u>.

Coming This Fall:

STEP IN, STEP UP, STEP OUT

As summer winds down and we begin looking ahead to the fall, we're excited to share a glimpse of this year's stewardship theme: Step In, Step Up, Step Out.

This simple phrase invites each of us to reflect on our journey of faith and commitment.

- Step in to deeper connection through worship, fellowship and spiritual growth opportunities.
- Step up in generosity and service

 perhaps by exploring
 leadership, serving in new ways
 and increasing your financial
 commitment.
- Step out into the world as a light, an encourager, a neighbor grounded in Christ's love.



Our stewardship campaign officially launches later this month, but for now, we invite you to begin praying and wondering: Where is God calling me next? What step might I take this year? Stay tuned — we're eager to take this journey together.

It's All in the Details: The Power of Volunteering

Volunteering at Faith UMC is more than just lending a hand — it's a vital expression of faith, fellowship and shared purpose. Whether you're counting the money in the offertory, preparing a lesson for Sunday School or helping with tech during worship, each role contributes to the spiritual and communal life of the church.

DETAILS OF WORSHIP

- 12-14 volunteers support and produce worship each Sunday; even more on the Sundays we celebrate communion
- 8-10 volunteers create and facilitate Messy Church
- 25-35 volunteers sing in the chancel choir or play in the bell choir

OUR BUILDING DETAILS

- 4-5 volunteers serve on the **Building Integrity Team**
- 7-10 volunteers operate on the **Security Guard** team
- more than 6 families regularly tend to our garden

CHILDREN AND YOUTH DETAILS

- 24 volunteers teach Sunday **School**
- more than 13 volunteers assist our Nursery caregiver
- 10-12 volunteers support our youth ministry (provide dinner, co-facilitate group meetings, chaperone events)

MORE DETAILS

- 25+ volunteers serve on church boards/teams
- 10-15 volunteers perform unrecognized work, things like, changing the sign outside, preparing the memorial garden for an interment, blowing leaves in our Memorial Garden and parking lot, washing our kitchen towels, and more

As you can see from the numbers above, volunteers are the backbone of Faith. Your efforts create a welcoming environment, support ministry programs and extend care beyond the sanctuary walls. Volunteering also deepens personal connections, allowing individuals to build relationships and grow in faith alongside others.

As we enter the fall season, we invite you to continue serving in your current volunteer role, explore a new opportunity or encourage a fellow congregant to join you in service. Within this issue of The Good News, in the Sunday bulletin - and in the list below - you'll find a variety of ways to get involved in the life of your church. If any training is required for a specific role, we will let you know.

Your time and talents make a meaningful difference. We encourage you to commit today!

Contact

- A/V tech team during Sunday worship: <u>Jason</u> Spriggs
- Communion team: Nancy Kneisly
- Liturgist team: church office
- Messy Church: Curtis Osborne
- Offering counters: <u>Debbie Spriggs</u>
- Online host on Sunday mornings: Linda Pickle
- · Security guard team: church office
- Welcome host, Sunday mornings: <u>Arvina</u>

<u>Dalaya Gadre</u> or <u>Bill Beisner</u> (Not a complete list; other contacts will be found elsewhere in this newsletter. If you don't see a contact for something you want to volunteer for, contact the church office.)

Sign Up • Fellowship host

- Nurserv

Juice, Joe & Justice

September 21, 2025, following worship

Juice, Joe & Justice will continue the monthly discussion of social justice issues and how our own identity and experiences may impact how we work to expand our love for all our neighbors. These events are not a continuing series, so every conversation stands alone. Share your experience and learn alongside others on the journey.



The group meets once each month after worship in Room 206 (the youth room). The specific schedule is still to be determined. If you can't make the discussion in person, there is also an opportunity to join online (see Zoom link below).

Links to study materials will be provided in *What's Working at Faith* the Friday before each session. We encourage everyone to review the materials, but if you don't have time, please still participate. If you have any questions, contact Bill Maas at billmaas@verizon.net.

Join Zoom Meeting:

https://us02web.zoom.us/j/6039059163?pwd=RnJiSkxqQy8yZ HhzUUtvbktFUitvdz09

Meeting ID: 603 905 9163

Passcode: 458440



scan to zoom

Saturday Workshops

As we reach the halfway point of our congregational renewal, we have had four Saturday School workshops attended altogether by more than 20 members. In these sessions, we've gone from finding our creative spark to banishing our inner critic, to listening to nudges of the Spirit and connecting with the sacred through movement and writing.

To give you a sense of where we've been, here are a few questions that have come up: Can we relearn how to be playful? What is an artist, and am I one? Can we get out of our heads and off the screens? Can we put all this together in a poem?



Rev. Wanda Duckett and some of her poetry students at Faith composed and performed spoken-word poetry.

We're bringing some of what we have learned in Saturday School into our church services and into our lives.



Discovering our creativity using various art media



Rev. Cristin Cooper shared soup, song and a powerful message



Dr. Josie Hoover, choreographer and professor of liturgical dance, led a Saturday workshop on meditative movement as part of Faith Church's renewal season

MESSY CHURCH

From Curtis A. Osborne

On Saturday August 16, we held Messy Church and the topic of discussion was the Spirit of Hope using the Bible verse Jeremiah 29:

For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope.

This reflection was also tied into the book *The Spirit of Hope*, written by author Byung-Chul Han. The reading was suggested by a Chaplain at Holy Cross Hospital while my family and I were there, going through a very difficult time with my mother. At the time, I didn't realize that it was a time for transition. This book helped me get through these challenging times, and I recommend it.

Right now, with so much anxiety and uncertainty going on in the world, hope is something that we all can lean on, both in good times and bad. You don't have to be an optimist to have a spirit of hope. You just have to rely on God and let his spirit reside in you.

As the author says in the book, "Hope counters fear. Hope presents us with a future". Hope is a very positive and powerful thing, We had fun with it and the various symbols of hope at this Messy Church.

The next Messy Church will be on Saturday, October 18, 2025. Pastor Laura is expected to be back for that one. The topic will be "the big God family," based on Genesis 15:5, which says:

"He brought him outside and said, 'Look toward heaven and count the stars, if you are able to count them.' Then he said to him, 'So shall your descendants be."

We will reflect on the art of neighboring and loving one another. There will be a prompt that asks, "Who is my neighbor?" That should be a lot of fun.

Our last Messy Church of the year will be our Christmas gathering on **Saturday**, **December 20**, **2025**. Fellowship, music, creativity, service, and dinner. All are welcome. Volunteers are needed and appreciated for help in the kitchen, setup/takedown, marketing, inspirational activities, or however you feel like blessing us with your skills and gifts. We are also looking to have more people join our small team and attend a planning meeting as you can. Please contact <u>Curtis Osborne</u>, Susan Jones, or Karen Simpson for more information.



Faith & Finance: SECOND Quarter 2025

2025 SECOND QUARTER INCOME STATEMENT		
	APPROVED BUDGET THROUGH JUNE	ACTUAL THROUGH JUNE
INCOME		
Giving	\$250,000	\$233,747
Rent	\$74,627	\$63,769
Other Income (includes donations, summer work trip, bells, music, security grant, etc.)	\$5,750	\$35,455
	\$330,377	\$332,971
EXPENSES		
Salaries/Benefits/Taxes	\$186,580	\$160,304
Mission Shares/ Apportionments	\$41,000	\$40,653
Admin.	\$16,148	\$17,221
Youth	\$3,250	\$3,753
Education	\$3,250	\$1,960
Music/Worship	\$8,030	\$3,953
Evangelism	\$15,250	\$8,195
Other Programs	\$3,750	\$3,560
Building	\$82,381	\$87,075
Outreach/Missions	\$25,200	\$17,502
	\$384,839	\$344,176
NET SURPLUS/(DEFICIT)	(\$54,462)	(\$11,204)
UNREALIZED GAIN/(LOSS)		
NET SURPLUS/(DEFICIT) AFTER UNREALIZED GAIN/(LOSS)	(\$54,462)	(\$11,204)

Giving is slightly down this quarter. If you're behind on your pledge, now is a great time to catch up.

Rental income decreased due to Mad Science reducing their space usage.

Other income increased due to donations for the bell refurbishment, the summer work trip, and a \$14K security grant which makes the total income misleading. These funds will be offset by related expenses later in the year.

Salaries are under budget due to the building manager position starting in Q3 instead of Q2.

Evangelism is under budget because budgeted communications costs did not begin until late Q2.

Building expenses are over budget due to unbudgeted storm water maintenance repair.

Scheduled monthly donations are up to date. Mission Discretionary spending increases in Q3 & Q4.

Net deficit is actually larger because most of the "other income" revenue will be used for expenses budgeted for later in the year.

This year's deficit budget reflects a commitment by leadership to invest in the church's growth and outreach. Priorities include youth programming, evangelism, and the addition of a part-time Building Manager. These investments are designed to strengthen our ministry and position us for long-term impact, even as they require a short-term financial commitment beyond our current income.



SECOND Quarter Outreach Giving

Through the tithes and offerings committed to our operating budget, Faith supported the following organizations this quarter.

- Community Reach of Montgomery County
- UMCOR—Where most needed
- Montgomery County Coalition for the Homeless
- Interfaith Works—Where most needed
- Mobile Medical

Capital Improvements—HVAC Installation

Renovations are underway to convert Room 200 into a Sunday School classroom for Grades 3–5. This expansion will allow our steadily growing Sunday School program to better accommodate the increasing number of children attending each week. A major part of the renovation is the installation of a new more efficient HVAC system, similar to the one in the Main Office downstairs. This system will provide heating and cooling to Room 200 as well as



the three adjacent office spaces. Thanks to the help of volunteers including the BIT team, Room 200 will also get a new coat of paint. Once the renovations have been completed and our wonderful Sunday School teachers have had a chance to decorate, the room will be ready to welcome the children back for another year of learning and growing in Christ. Stay tuned for more information.

Security System Upgrades Underway

Faith received a grant to install an enhanced security system that will install seven new security cameras. These high-resolution cameras will provide clearer imaging, wider coverage, and improved monitoring capabilities across the property. The new cameras will be installed at the following key locations: Montrose Road, Office Entrance, Driveways, Parking Lots, and the Rear Exit.

This upgrade will expand the existing security system and will support live viewing and video playback via a web browser, giving staff easy and secure access to surveillance footage.

These improvements reflect our ongoing commitment to maintaining a safe and secure environment for everyone who visits and worships at Faith UMC.

Quarterly Giving Statements

Quarterly giving statements were emailed in July. If you made contributions but didn't receive one, or if you didn't make a pledge last fall and you would like to make a financial commitment for the remainder of 2025, please contact Kim Webster, Finance Manager, or submit your pledge online [HERE].

OTHER WAYS TO GIVE

If you're age 70% or older, you can make a Qualified Charitable Distribution (QCD)—a direct gift from your IRA to FUMC. QCDs count toward your Required Minimum Distribution (RMD) but are excluded from taxable income, offering a valuable tax benefit (especially for those who take the standard deduction). Many in our congregation give this way—it's a simple, taxsmart method to support the church.

Note: The RMD age is now 73, but QCDs are still allowed starting at age 70½. Ask your tax advisor if this option is right for you.

BENEFITS OF DONATING STOCK

If you've owned stock for more than a year and it has increased in value, donating it directly to the church can be a tax-smart way to give—if you itemize deductions. You can deduct the fair market value of the stock and avoid paying capital gains tax on the appreciation. If the stock is held for less than a year, your deduction is limited to what you originally paid for it. By donating appreciated stock instead of selling it first, your gift can go up to 20% further—thanks to the tax savings. Always consult your tax advisor to see if this option is right for you.

What are your questions? Do you have questions about the church's finances? They could be questions about giving, expenses or the church budget process. We'd love to address them in a future issue. Email your ideas to Kim Webster, Financial Manager, at kwebster@faithworkshere.com

Update from Faith's Outreach Team

"Come now, let us make a covenant, you and I; and let it be a witness between you and me." — Genesis 31:44 (NRSV)

Covenants recur throughout Scripture. A biblical covenant is a relationship based on mutual obligations, cemented by ritual. The most important covenants are with God, but covenants among humans are significant, too. In contemporary Christianity, a covenant relationship is marked by partnership, commitment and mutuality as two groups work together toward a common goal. Covenants reflect the connectional nature of the United Methodist Church, which is characterized by mutual relationships as United Methodists commit to work together to make disciples of Jesus Christ for the transformation of the world. Covenant Partner Relationships draw upon these biblical and theological roots to provide an opportunity for missionaries and churches or individuals to support one another spiritually, emotionally, missionally and financially.



United Methodist missionaries depend on our support to sustain their livelihoods as they fulfill God's call to mission service. Our financial gifts and relationships help provide for the salary and benefits of more than 200 global missionaries who serve in about 60 countries in many types of professional careers, including as pastors, evangelists and church coordinators; teachers and educators; doctors, nurses and other health workers; agriculturists; development specialists; community organizers and peacebuilders.

Faith's Outreach budget includes \$5,000 to support two missionaries through annual covenants. Dr. Belinda Forbes is based in Nicaragua and serves as liaison for faith and health partnerships with *Fundacion AMOS Salud y Esperanza* in Central America. Learn more: https://umcmission.org/missionary-bio/forbes-belinda/.

Nan McCurdy, whom we supported for decades during her appointments in Nicaragua and Mexico, has retired. We are now covenanting with Kimberly Lewis, who has recently been appointed to GYTTE, which was also Nan's last assignment. Kim serves as co-director of Árbol de Vida Training Center at Give Ye Them to Eat (GYTTE) in Puebla, Mexico. Kim's husband, the Rev. Patrick Lewis, also serves at GYTTE. See http://www.gytte.org/ for more information.



learn more about Kim

learn more about Rick



Sunday School Begins

We are excited to launch a new season of Sunday School. A team of more than 25 adults is committed to teaching on a regular basis. All of these teachers are trained, screened, loving and committed to teaching God's Word.

Classes leaving and returning:

Starting in worship, leaving after the children's moment, returning **after** the sermon:

- Grades K-2 Room 203. This class will use the Godly Play approach a Montessori-based way of entering into sacred stories with joy, curiosity and wonder. Each story has been lovingly revised to follow the rhythm of our church's journey through the narrative lectionary. This summer we thoughtfully prepared this space with furniture scaled to their size and a quiet sense of welcome. Come wonder with us!
- Grades 3-5 Room 200. We set up a new room for our thirdthrough fifth-graders. These students will use the Spirit and Truth curriculum that follows the narrative lectionary used in worship. The curriculum allows these early readers to use play-acting, creative projects and social storytelling to gain a deeper understanding of the Scriptures and worship.

Starting in worship, leaving before the children's moment, returning **after** the sermon:

- Middle school (grades 6-8) Room 206. Middle school will use a curriculum that parallels the lectionary used for Sunday worship. Some lessons lend themselves to short games, crafts or exercises. Students reported that they most appreciated being able to study Scripture more thoroughly than when they were younger. This group will expand their vocabulary, consider alternative interpretations and explore what lessons might be applied to relationships with family, friends, classmates or teammates.
- High school (grades 9-12) Room 205. High School Sunday School will meet every Sunday during worship except for Communion Sunday (the first Sunday of the month). A curriculum following the lectionary that parallels the Scripture verses used for Sunday worship will be used. We will discuss the various meanings behind the Bible's words and stories, as well as the historical context, and talk about how the lessons might be applied to our lives.



YOUTH MINISTRY

Fall Kickoff

It's back-to-school time — and that means youth fellowship is beginning for the year.

Rockville Area Youth is a collaborative effort of Faith UMC and North Bethesda UMC, intended to create a community of young people in grades 6-12 for fellowship, service, faith building and relationships in the greater Rockville area. We typically meet on Sunday evenings between 5:00 and 7:00 p.m. and alternate between Faith and North Bethesda churches. Our time together consists of games, fellowship and Bible study. Dinner is provided.

Join us for our first event on Sunday, September 7, 2025, from 5:00 to 7:00 p.m. at Cabin John Park (7400 Tuckerman Lane, Bethesda, MD 20817). We will be in Picnic Shelter A — enter the parking lot off Tuckerman Road (just east of the Cabin John Shopping Center), go to the right-hand parking lot and we will be in the first pavilion on the right, slightly up the hill.

Have questions? Call Youth Coordinator Suzanne Smedberg at 202-436-0322 or email ssmedberg@faithworkshere.com.



YOUTH MISSION TRIP

Our youth had the opportunity this summer to volunteer with the Appalachia Service Project, an organization dedicated to making homes warmer, safer and drier in the most disadvantaged communities in the heart of Appalachia.

On July 20, 2025, four adults and 10 youth made the trip to the town of Alderson, West Virginia. Located on the Greenbrier River, Alderson is a beautiful area in the mountains just over the border from Virginia — approximately 300 miles southwest and 1,000 feet above sea level from Rockville. We, along with 45 others from Connecticut, Pennsylvania, West Virginia and Virginia, stayed at the Alderson Community Center, a repurposed elementary school. We slept on air mattresses and ate with the other groups in a school gymnasium. Each group was assigned a daily chore for the good of the whole — and our group was very excited to avoid bathroom cleanup.

Each day began bright and early at 7:15 a.m. with morning devotions outside as a whole group. From there, we had a hot breakfast together, packed lunches and headed to the work sites. ASP sets different limits on what our youth can do based on their age, so we divided our team into a middle school group and a high school group. Our middle schoolers worked on the community center that was our home for the week, cleaning, scraping and painting like experts, while our older group installed a new hardwood floor inside and did siding and soffit work outside at a private home.

We ate dinner together, did our chores and participated in evening gatherings focused on the theme for summer, "Be the Light." The kids played games, used the basketball court and discovered Nine Square in the Air — their new favorite outdoor activity. All in all, it was a week of hard work, service, community and laughter. Thank you for your prayers and gifts, and consider if you'd like to join us next year — it is a transformative experience!





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Crew #1 code-named "Unagi" working on the soffits and porch posts.



Cora, Sofia, Maddie, Greg, Aaron and Conner playing cards in the cafeteria.



Our group in front of the
WV mountains:
L-R: Adriano and Vonda
Brown (community
members who joined us on
the trip), Cora Miller,
Suzanne Smedberg,
Maddie Smedberg, Pastor
Dennis Zimmerman
(Retired UMC Clergy), Sofia
Kitzman, Micah Smedberg,
Elizabeth King, William
Hahs, Connor Dowd, Aaron
Dowd, Greg Smedberg and
Austin Fish.



Crew #1 L-R: Elizabeth King (one of our fearless adults!), Aaron, Maddie, Micah, Greg, and Adriano

Work Day

On Saturday, July 26, members of our congregation came together for service and fellowship during our annual Workday. Under the leadership of the Building Integrity Team — Michael Buckley, Mike Kitzman, Dave King and Jay Moore — we came together to enhance our church facilities and strengthen our community bonds. Through collective generosity and hard work, we accomplished key projects in the following categories:

- Building and grounds maintenance: The team addressed various maintenance tasks, ensuring our church facilities remain safe and welcoming for all.
- Landscaping/signage enhancements:
 Volunteers beautified our outdoor spaces, creating inviting areas for reflection and fellowship.
- Interior improvements: Efforts were made to refresh and organize interior spaces, enhancing the comfort and functionality of our church environment.

These accomplishments reflect the spirit of generosity that defines our congregation. We are deeply grateful for the time, energy and love invested by all who participated.







We are a reconciling community within the United Methodist tradition, walking in the footsteps of Jesus, while inviting others to journey with us as we seek to belong in community, become followers of Christ, and believe the Good News of the Gospel. As we are transformed, we are called to be love.



FAITH UMC STAFF

Rev. Dr. Laura Norvell, Pastor
Ann Bartlow, Organist
André Coleman, Tenor Section Leader
Keshika Diaz, Facilities Manager
Valerie Kunsman, Office Administrator
Curtis Osborne, Coordinator of Intergenerational Nurture
Tessa Ricketts, Nursery Staff
Suzanne Smedberg, Youth Coordinator
Kim Webster, Finance Manager
Dr. Michael Wu, Music Director

LEADERSHIP BOARD

Bill Maas, Chair Mike Coppersmith Rachel Hedrick Brian Jones Mike Kitzman Nancy Kneisly Pastor Laura Norvell Jane Rall Janelle Veazey Jennifer Young