Dear Friends,

Seemingly out of nowhere, July has arrived in all its summery splendor. This past month of June has left me disquieted, however. Covid-19 rages on, and we are seeing devastating spikes across the country with even more dire predictions on the way. The national outpouring of solidarity and protest over the recent killings of black men and women, mostly at the hands of police, is resulting in a crescendo of demands for an end to systemic racism in America. As I sample the news from across the globe, it is difficult to find an encouraging or hopeful word. Our required distancing and caution often leaves me feeling weighed down. I suspect I am not alone in this.

And then I scrolled through the draft of this July Tower Tidings and felt my spirits being lifted. Though our building is still closed until the end of August, the articles in this newsletter attest to the multifaceted work of the church that is going on every week. The Session Meeting Minutes chronicle the business that is being done, we are introduced to the newest member of our congregation, we read of the new General Assembly co-moderators, Amelia Kemp gives us a challenging message of continuing the Black Lives Matter movement toward racial justice, we are offered opportunities to help our college students, pack lunches for the homeless, provide school supplies through People to People, participate in VBS, plant trees and work in the church gardens. These examples of ongoing ministry do not even mention the untold work that you are doing for neighbors, strangers, and friends in staying in touch, visiting with masks and distancing, preparing meals for others, writing a note or making a phone call. It gives me great joy to witness our collective faith in action in so many ways!

On a personal note that I think will have a positive impact on our congregation, I have been elected, and as of July 1 installed, as a member of the College of Wooster Board of Trustees. This came as a most unexpected honor, and I look forward to fulfilling my responsibilities to ensure the continued flourishing of the college.

May you and your extended families continue to be well as the summer progresses. Keep up the good hope that one day we will be together again. And in the meantime, let us continue to care for one another in all ways that we can.

Blessings and Peace,

David
Session Highlights

The Session

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<tr>
<th>2020</th>
<th>2021</th>
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<th>Staff</th>
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<tr>
<td>Tammy Brooks</td>
<td>Carol Gates</td>
<td>David Earley</td>
<td>Rev. David Rice</td>
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<tr>
<td>Paul Edmiston</td>
<td>Mark Gooch</td>
<td>Bobbi Jentes-Mason</td>
<td>Nancy Young, Clerk</td>
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<tr>
<td>Jon Neill</td>
<td>Pat Miles</td>
<td>Mimi Lewellen</td>
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<td>Mary Stockton</td>
<td>Jim Webster</td>
<td>Stuart Miller</td>
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<td>Jim Tew</td>
<td>James West</td>
<td>Tom Rumbaugh</td>
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<td>Emma LoGiudice</td>
<td>Zach Miller</td>
<td>Kenzie Hancock</td>
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(year 2020)

Please keep in your prayers: your church, its needs, and those whom you have elected to serv in leadership roles.

JUNE 2020

Re-Opening the Church Team Report

- MOTION (from Re-opening team): That the church remain closed for July and August with an in-person “soft opening” for a worship service being planned for Sunday, August 30, 2020, pending guidance from public health officials. Recorded video services will continue indefinitely. **PASSED (u)**
  
  During discussion various questions were asked concerning the use of Bruch Hall with audio/visual capability added; humming hymns vs singing; will there be transportation service; might people who are not part of a family unit but friends who have been seeing each other throughout this stage of the pandemic sit together—perhaps in a separate room? The task force spoke to those things they had already considered and made note of new ideas for consideration. Jim Webster offered kudos to the task force for their comprehensive thinking and planning.

- MOTION (from Re-opening team): to allow People to People to use Bruch Hall for their Back to School initiative from 6-26-20 – 8-7-20 using the protocols (included in the session packet) which they and we have agreed to; **PASSED (u)**
  
  During discussion, Mimi Lewellen gave the background for this request from People to People and the reasons for the task force’s approval. There was agreement that in situations like this one and with Wee Care, that Tim Hall not end up being the sole monitor for best practices. Both organizations should have their own monitors and clean-up crews. To date, both entities are complying with this.

Resource Development Ministry Report

- Information in packet

- In May, we brought in $49,494 and spent $30,940. We used $23,000 from the Payroll Protection Plan monies for salaries and utilities. Tom explained that in order for the loan to be (possibly) forgiven at some later date by the government, the money must be used in specific ways, which we are doing. Stuart Miller asked how we will know if we have to pay this money back or not and would we pay a portion or the total. Tom will check with our Treasurer, Dana Brooks, who is monitoring our use of the funds according to the government’s guidelines.
Session Highlights

Faith and Structure
• Elders mentioned once again how grateful they are to Jim and Cindy Webster for our new signage and to the Women’s Fellowship for the wonderful landscaping around the Bowman and College sign.

Personnel
• Erin Guzman, whom session has taken under care, is completing the few courses she needs for ordination. She received 50% ($1,000.00) of a grant for tuition for her Greek course this summer. This leaves her to pay $1,000.00 out of her own pocket. David, along with the Personnel team, asked session if the church might be able to offer tuition help to her since she is doing pulpit supply for us, contributing to teams, as well as acting as the COW liaison for our church. MOTION (from Personnel): to find funds in church’s budget to meet Erin Guzman’s remaining expenses for her summer studies; PASSED (u). Carol Gates will be Erin’s session rep and her liaison with presbytery when that is needed.

Other Reports
• Session decided to have a short meeting in July (session generally does not meet in July and December) in order to keep abreast of developments with the Re-Opening Task Force and to share monthly information about how the state of the coronavirus pandemic is affecting the church.
• Laura Neill, speaking on behalf of Personnel, mentioned how very proud Personnel is of the work the staff has been doing at this time keep us connected, keep the church clean, and just handling day to day problems. Session whole-heartedly agreed.

Session adjourned at 8:20 by reciting the Lord’s prayer.

First Presbyterian welcomes NOAH LEONARD to our church family! Noah was received into membership by Session at its May meeting. Noah is a rising sophomore at the College of Wooster and was introduced to our congregation by Erin Guzman. He finished the spring semester in his hometown of Upper Sandusky, and this summer is doing internships at two non-profit organizations in his community, The Salvation Army and Open Door Resource Center. He plans to major in political science and Spanish and is considering a career in law, possibly immigration law. Noah serves as treasurer of the First-Generation Student Organization and also works as an assistant in the Student Learning Center on campus. In his spare time, he enjoys reading and hiking. Noah was attracted to our church’s emphasis on social justice. He has been participating in protests in Columbus and other cities near his home this summer and is looking forward to getting involved in our congregation’s social justice efforts.
GENERAL ASSEMBLY ELECTS CO-MODERATORS

Meeting *VIRTUALLY* for the first time in denominational history, the 224th General Assembly of the Presbyterian Church (U.S.A.) last week elected two racial-minority members to lead the church for the next two years. They were elected on the first ballot from a field of three pairs of candidates, all six of whom had occupied leadership roles in their congregations and beyond.

ELONA STREET-STEWARD is a ruling elder in the Presbyterian Church. For the past several years she has served as executive of the Synod of Lakes and Prairies, which includes Minnesota, Wisconsin, Iowa, North and South Dakota, and most of Nebraska. She is a member of the Delaware Nanticoke Tribe, and is the first person of Native American descent to serve as moderator of the denomination.

GREGORY J. BENTLY is pastor of the Fellowship Presbyterian Church of Huntsville, Alabama, and is an African-American. Like Street-Stewart, he has been active in the life and work of the Presbyterian Church for many years.

Unlike most of our church’s General Assemblies, the 224th concluded the election of its moderator(s) in record time. Following nominating speeches, there was a period of questions from commissioners, which each candidate team took turns answering. With no opportunity to consult with other representatives in this new virtual setting, commissioners had to combine what they had learned of the six candidates in the months leading up to the Assembly, along with answers to questions from their colleagues, to make their determination.

During most of our denomination’s history, whose early days predate the beginnings of the United States of America, a moderator – either teaching elder (minister) or ruling elder – was elected for a one-year term, coinciding with the annual Assemblies. In recent years, the meetings have been biennial, making moderatorial terms two years. For this reason, the denomination has often chosen to divide the leadership load by electing co-moderators.
Black Lives Matter: We may get tired, but we cannot stop |
Guest Column

- AMELIA KEMP
- Jun 16, 2020

Amelia Kemp, A College of Wooster student and resident of northern Colorado Springs, is a summer intern at Black Forest Community Church.

By Amelia Kemp

Recently, at one of the peaceful protests organized in downtown Colorado Springs, I saw a sign that resonated with me. It read, "Black Lives Matter: The Church Cannot Be Silent!"

Growing up in Colorado Springs and the United Church of Christ tradition, I am no stranger to hardships and social justice work. Being a Black child, and now a Black woman, in Colorado Springs (especially northern Colorado Springs) is hard. I was 8 years old the first time kids really started targeting me for my race, and I've been having to fight with family, friends and strangers in defense of my human rights ever since.

I was afraid to wear my Black Lives Matter bracelet to my high school because I knew that people would try to fight with me about it (and I was right). Recent events have brought me back to 2015, the year of the Baltimore ‘riots’ over the death of Freddie Gray, a 25-year-old Black man who died of a spinal cord injury sustained while in police custody. At school, a white person I thought was friendly spent an entire lunch period telling me that the riots in Baltimore were "unwarranted" and that police brutality against Black people is "population control."
So, let’s circle back to that sign I saw earlier this month. It resonated so deeply with me because it is true. The struggle for justice is one that is deeply rooted in Jesus’ teachings, and yet the church has historically assisted in or been silent about the oppression of Black folks. I was lucky to be raised in a church community and tradition that was focused on fighting injustice of all kinds, because that’s what Jesus would have done. He would be walking side by side with the protesters in defense of Black people and Black lives.

The church cannot stay silent in situations of injustice. Now is the time to speak up, to march, to donate, to become educated on and pursue anti-racism work, because this work is integral in defeating injustice and inequality in the United States. This work is uncomfortable — it will challenge beliefs you’ve held for a long time, it will force you to deeply examine the internalized racism that we ALL have — but it is nothing compared to the discomfort of being Black in America. The time has come: everybody needs to speak up and take a stand for real, systemic change in pursuance of a "Life On Earth as it is in Heaven."

All across the city, nation and globe people are organizing, marching, and protesting in defense of Black lives. Personally, I’ve been so impressed by the number of people who continue to show up to the protests and gatherings day after day. But the reality is, while protesting is ‘trendy’ right now, this is long-term work. It will not be trendy forever. This is a marathon not a sprint, and as any runner knows, you need to have A LOT of determination to push yourself all the way through a marathon.

“But Amelia,” you say, “I have that determination! I’m ready for the marathon!”

OK, great! Can you articulate what fuels that determination? Because it has to be more than liking going out and chanting behind some organizers. It has to be more than just reposting some stuff on your Facebook or Instagram story. Because without a firm understanding of what exactly lights the fire within you to keep fighting, that fire is gonna die out, and we can’t have that. We need you to keep showing up and being loud.
Black Lives Matter: We may get tired, but we cannot stop
| Guest Column

AMELIA KEMP
Jun 16, 2020

There is so much more to this movement than just the chants of a few protest organizers. Listen to them, participate with them, always have their backs, but make sure you aren’t relying on them to light your fire. We may get tired, but we cannot stop.

History has shown that the vast majority of the people coming to these protests right now WILL get tired and stop; that’s when it’s even more important to know and be committed to your “why.” Why are you passionate about these issues? Why do you come out to protests, or donate, or sign petitions, or repost? What are the concrete changes you want to see?

So, by all means, keep protesting and signing and donating and educating yourself and others. We need your support! But, before you head out to protest, have a conversation with yourself and answer this question: what is your “why”? Hold that in your heart as we march forward.

Let’s go.

Amelia Kemp, a student at The College of Wooster in Wooster, Ohio, and a resident of northern Colorado Springs, is a summer intern at Black Forest Community Church.

Hello Mixed Company Friends

It seems like forever since we have been able to gather. Unfortunately, we are still in a holding pattern and until we get the go ahead to gather as a group, let us keep in touch! Stay safe and well.

Miss y’all
Joan Firmin
Hello,

After our recent online roundtable “8 Minutes and 46 Seconds to Revolution: Making Sense of the George Floyd and Breonna Taylor Protests” we received several requests for a reading list or bibliography that would provide more information. Working closely with our panelists we have created the attached document. While nowhere near comprehensive, we believe that it gives a good sense of both the scholarship surrounding our current moment, but also, as would be expected by a group of historians, historical context. It includes a wide variety of types of scholarly work as well as types of media.

We are so pleased to have been able to present this event and hope that you found it helpful and informative.

On behalf of the Department of History, the College of Wooster, and our distinguished panel, we thank you.

Yours sincerely,
Jeff Roche
Professor of History
College of Wooster
jroche@wooster.edu

8 Minutes and 46 Seconds to Revolution
A Selected Bibliography

This document was created by our panelists and organizers and represents a wide collection of sources and media to give greater context on our panel and the protests surrounding the killing of George Floyd and Breonna Taylor. It contains scholarly books and articles, fiction, short stories, lectures, documentaries, and other material.

The Abolitionists (PBS documentary)
Michelle Alexander, The New Jim Crow
Kabria Baumgartner, In Pursuit of Knowledge: Black Women and Educational Activism in Antebellum America

The Black Lives Matter Syllabus Fall 2016
http://www.blacklivesmattersyllabus.com/fall2016/
Eduardo Bonilla-Silva. *Racism without Racists: Color-Blind Racism and the Persistence of Racial Inequality in America*

Octavia Butler, *Kindred* (novel)

Aime Cesaire, *Discourse on Colonialism*

Chisholm ’72: Unbought and Unbossed (documentary)


Robin DiAngelo, *White Fragility: Why It’s So Hard for White People to Talk About Racism*

Ejeris Dixon and Leah Lakshmi Piepezna-Samarasinha, *Beyond Survival: Strategies and Survival from the Transformative Justice Movement*

Frederick Douglass, *Narrative of the Life of Frederick Douglass, an American Slave*

W.E. B. DuBois, *Souls of Black Folk*

Rudolph Fisher, “The City of Refuge,” (short story)

Yaa Gyasi, *Homegoing* (novel)


Matthew Horace and Ron Harris, *The Black and the Blue: A Cop Reveals the Crimes, Racism, and Injustice in America’s Law Enforcement*

Gerald Horne, *The Counter-Revolution of 1776*

Nora Zeale Hurston, *Their Eyes Were Watching God* (novel)

*I Am Not Your Negro* documentary on James Baldwin

Michelle A. Jacobs, "The Violent State: Black Women's Invisible Struggles with Police Violence." Fall 2017. UF Law Scholarship Repository

Ibram X. Kendi, *Stamped from the Beginning*

Ibram X. Kendi, *How to Be an Antiracist*

Martin Luther King, Jr., *Where Do We Go From Here: Chaos or Community?*

Shannon King, *Whose Harlem is it Anyway?*
Katherine McKittrick and Clyde Woods eds. *Black Geographies and the Politics of Place*

Jonathan M. Metzl, *Dying of Whiteness: How the Politics of Racial Resentment is Killing America’s Heartland*

Toni Morrison, *The Bluest Eye* (novel)

Toni Morrison, “The Color Fetish” (essay)

Toni Morrison, *The Pieces I Am* (documentary)

National Museum of African American History and Culture, “African American Women and the Struggle for Equality” (online exhibit)

National Museum of African American History and Culture, *Being Antiracist*


Ersula J. Ore, *Lynching: Violence, Rhetoric, and American Identity*

Charles Peterson, *DuBois, Fanon, Cabral and the Limits of Anti-Colonial Leadership*


Dorothy Roberts, *Fatal Invention: How Science, Politics, and Big Business Recreate Race in the Twenty-First Century*


Nicosia Shakes, *Gender, Race and Performance Space: Women’s Activism in Jamaican and South African Theatre*

*Slavery by Another Name* (documentary)

Shannon Sullivan, *Good White People: The Problem with Middle-Class White Anti-Racism*

Clarence Taylor, *Fight the Power: African Americans and the Long History of Police Brutality in New York City*

8 Minutes and 46 Seconds to Revolution
A Selected Bibliography

Emily L. Thuma, *All Our Trials: Prisons, Policing, and the Feminist Fight to End Violence*

Keeanga-Yamahtta Taylor, *From #BlackLivesMatter to Black Liberation*

Alex S. Vitale, *The End of Policing*

Richard Wright, “Big Boy Leaves Home” 1938 (short story)

Franklin Zimring, *When Police Kill*

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*The College of Wooster’s International Student Services, Wayne Center for the Arts and Main Street Wooster have teamed up to provide a fun opportunity for College of Wooster students who are on campus for the summer due to COVID-19.*

*On Saturday, July 11th, we are having an event for students to chalk and decorate downtown Wooster just outside the Wayne Center for the Arts. We think it will be a great way for students to have a creative outlet during these uncertain times while connecting with the greater Wooster community. We look forward to having this event, but we need your help to make it happen! We are currently asking friends and folks in the community to donate sidewalk chalk for our students to use. If you are interested in donating chalk to the College of Wooster students, please email Mackenzie Bowen (mbowen@wooster.edu) or Melanie Garcia (mgarcia@sssnet.com) or simply drop it off at Wayne Center for the Arts, 237 S. Walnut St., Wooster, OH. There will be a collection box on the front steps, at the main Walnut Street entrance.*

*We will be taking donations until Wednesday, July 8th. We hope you consider helping make this event a fun way for students to get involved in the community.*

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*Faith and Practice is still providing a meal for the homeless on a sack lunch basis. Please remember us by donating to our account at the church. Mark your check Dz at 6. We look forward to providing a hot meal when the quarantine is lifted.*
I am SUPER excited to announce our at-home VBS called Compassion Camp by Illustrated Ministry. This will take place over a series of days through videos, downloadable resources, and bags of goodies picked up at the church. More details with dates will be provided soon! If you would like to participate in this fun event, or have family and friends that would like to participate, please email me at amybaxstrom@gmail.com. Below you will find a list of the topics and stories we will go through! Each session will have music, yoga, crafts, and a lesson all done at your own home! These sessions are for preschool through YOUTH!!!
Thanks to Jim and Cindy Webster for our new signage and to the Women’s Fellowship for the wonderful landscaping around the Bowman and College sign.
Thanks to Marian Cropp and Gordon Collins for landscaping around the Beall Avenue sign, and to Ruby Newcomer for planting annuals along the north side of the church.
Joyce and Kent Murphy joyfully announce the birth of their newest granddaughter, Cordelia Gage Prentice born January 12th. Proud parents, Jillian Murphy and Mitchell Prentice live in Buxton, NC.

People to People’s Back to School project needs your help! This year things are different, of course. Rather than donating school supplies and clothing, we are asking you to adopt a child for starting their school year. For $35, you can provide what a child needs to start the school year with clothing and a fully-equipped backpack of supplies. Donations of any amount will be appreciated. Any questions, contact Carla Hall at 614-761-3906. You may give directly to People to People (mail a check or through https://ptpm.net/donate/) or send a check to the church with "People to People" in the memo line. THANK YOU, THANK YOU, THANK YOU!!!

2020 PHOC MAPLE SYRUP - The Pleasant Hill Outdoor Camp maple syrup program to support the youth programs was very successful again this year with good weather and great volunteers! Quality was excellent and we have plenty of pints, quarts, half-gallons, and gallons for sale. Unfortunately, we cannot sell it in the welcome center between and after services on Sundays in July. So you will have to call The Shorts (Ted's cell: 330-466-2763; Karen’s cell: 330-466-3404) for special orders and pick-ups at their home at 935 Fenwick Circle. It will be valuable to have a check made out to PHOC for the exact amount to minimize cash exchanges. Pints will again be $9, quarts $16, half-gallons $28, and gallons $50. Please call Ted or Karen if you have questions or special needs.
Ministry of Plants and Trees - A new ministry at First Pres combines our missions of outreach and Earth Care. Members are invited to donate "starts" of native plants and trees and place them on the vegetable stand for our neighbors - or other church members - to share. This week I placed ten Black-eyed Susan plants, two oak tree and one American elm sapling there. Earlier this spring, we shared an excess of flowers and vegetable plants from Secrest Arboretum with our neighbors. I happened to be there when one neighbor with two children stopped to look and were very appreciative of the tomato plants. Loaves and fishes. Teach a man to fish. When you are weeding at home, if you pull up saplings of maples, oaks, or other native trees, please feel free to share them in this way. Each tree planted in this world saves tons of carbon, continuously converts carbon dioxide to fresh oxygen, and provides food and shelter for insects, animals, and birds. Contact Carla Hall at 614-761-3906 for more information.
Vegetable Garden - Keith Brown and our vegetable garden are unsung heroes. Keith, age 90+, plants the seeds in the spring and raises them through harvest, with very little help. He is amazing! He harvests the vegetables weekly and places them on a stand outside the church for neighborhood people to take as needed, a part of our mission outreach. We also receive vegetables from A Whole Community, an organization that receives excess harvest from a group of local Amish farmers and redistributes them to food pantries. Bill and I are a host family to a student from Vietnam who is stuck here for the summer and has time on her hands. Jamie has helped Keith pull weeds and also participates in veggie sorting for A Whole Community with me. Thank you to Keith for all you do!
EARTH CARE

Plastic Free July Pledge!

Join us, along with over a million people around the world, by participating in Plastic Free July.

Together we can create a healthier environment, not only for ourselves, but for those most impacted by the harm caused by extraction, production and consumption of single use plastics.

This month we will send you weekly emails that dive deeper into the issue of single use plastics, and how we can achieve healthier communities.

Make sure to spread the word about the Plastic-Free Pledge!

Click on this link for your weekly emails:

https://docs.google.com/forms/d/e/1FAIpQLSdaA_9XpogXypP6DDiXSChRzat8njzFhXGd0duLSG1aiCWTSa/viewform
Jacob Gooch unfortunately will be leaving us in August to return to Otterbein University.

We have been so blessed to have him record and edit our worship services.

Jacob has greatly simplified the recording of our worship services.

We are in need of volunteers to help with the recording.

Please contact David Rice or the church office at 330-264-9420 if interested.

Thank you so much for your consideration.
WCDJFS PRC PLAN COMPAIRSON

CAR REPAIR

PRC Plan
10% Co-Payment, $3,000.00 available in a 12-month period

COVID-19 Disaster Response Plan
10% Co-Payment is waived, $3,500.00 available

RENT/MORTGAGE

PRC Plan
Eviction notice is required; rent can be no more than 50% of gross monthly income

COVID-19 Disaster Response Plan
No eviction notice is required, 50% rule is not in effect

UTILITIES

PRC Plan
Disconnect notice is required, payment made 2 out of 4 months (not a voucher from a social service agency) immediately preceding the month of application

COVID-19 Disaster Response Plan
No disconnect notice is required, nor payment 2 out of 4 months

For both plans, the household must be under 200% of the Federal Poverty Level and have a minor child in the home or be paying child support.

COVID-19 Disaster Plan – Household must have been affected by COVID-19. Funds are limited and the plan is available while state of emergency exists related to COVID-19.

*Please call 330-287-5800 for more information.*
Wayne County Job and Family Services
356 W North St. Wooster, OH 44691 Phone: 330-287-5800 Fax: 330-287-5899
Wee Care is super excited to be open! We reopened on June 1st, and are having so much fun!

- We are currently looking for donations of Lysol wipes/spray, Clorox wipes/spray, hand sanitizer and gloves to continue our extra cleaning policy!

Katie was asking about the bugs in the tree!

Landon telling friends how gas makes cars drive!

We have opened our playground in accordance to governor DeWine and the kids could not be more excited to be outside exploring nature!

Ani getting sunscreen and learning to stay safe in the sun and heat, while also enjoying time outside! We’re also building relationships with our teachers that are teaching us safety!
JULY BIRTHDAYS

July 1      Jane Blake, Mattie Dunlap
July 3      Dave Tugend
July 5      Norma Shaffer
July 6      Julie Pooler
July 7      Marian Cropp, Carolyn Newton
July 10     Gary Thompson, Pat Arn
July 12     Valerie Wobser
July 15     Bobbi Jentes-Mason, Joel Beckler
July 16     Susan Nielsen, Jane Mesure
July 18     Jim Tew, Bobby Compton, Emily James
July 20     Kris Evans, Sarah Davis
July 21     Joyce Gorrell, Emily Neill
July 22     Pat Bare
July 24     Sarah Schonauer, Tom Buch, Jane Buch, Charles Baker
July 26     Fran Cammer, Debbie Sidle
July 27     George Spencer, Peter Gooch
July 29     Elsa Boen, Cameron Edmiston
July 30     Mary Alice Streeter, David Wilkin
July 31     MaryAnn Wellington
First Presbyterian Church
621 College Avenue
Wooster, OH 44691

Phone: 330-264-9420
Fax: 330-262-7305

Address Service Requested

Firstpresbyterianchurch-wooster.ohio
www.firstpreswooster.org

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Deadlines

**FPC News Flash**
Tower Tidings
Bulletin
Session
Session Packets

**Submission Deadline**
Wednesday by noon
15th of each month
Wednesday
2nd Monday of the month
2nd Monday of the month

**Approximate Delivery**
End of Week
End of Month
Weekly
4th Wed. of each month
3rd Sunday of the month