

Belmont UMC
Charge Conference Minutes
January 28, 2018

I. Welcome: Rick Keuler, Administrative Board Chair

II. Spiritual Centering and Prayer: Scott Aleridge, District Superintendent

III. Approval of November 19, 2017 Minutes: Rick Keuler
Minutes approved.

IV. Pastor's Report on the Present and Future State of Mission and Ministry: Paul Purdue, Senior Pastor

Purpose of this report: To report state of the church as it relates to providing support, guidance, and training to the lay membership of the church; and to how we are ministering to the congregation and to the world (BOD).

Challenges:

- We need to become better at reaching the many people moving into our village by sharing our progressive understand of the Gospel in an age when many are disillusioned by a loud, politicized pseudo-Christianity.
- Will we evaluate our programs and activities in the light of our mission? Need to prioritize our ministries through the lens of our mission statement.
- Will we plan focusing on our core values?
 - Hospitality
 - Nurturing
 - Diversity
 - Mission
- Will we invite others to come and hear the good news of God's inclusive love? Will we be intentional in helping our neighbors hear our hopeful and progressive message?
- Last year we struggled to set a budget and looked to our Trust Fund for a \$50K infusion to help us meet our outsized budget. The leadership pledged to right-size our budget in 2018. Although we finished 2017 strong and paid 100% of our apportionments, we need to address the \$120,000 increase in our staff budget over the past 5 years. The transition to fewer clergy will stretch us all.
- State of the church always depends on how each of us answers God's call to engage our hands in the work of ministry. Staff exists to preach/teach and equip the saints for ministry (Eph. 4:12), and each member promises to uphold the church with our prayers, presence, gifts, service and witness.
 - Need to have an ongoing parking team
 - Stewardship (Many Hands, Many stories; one church):
 - Advocacy ministries:
 - We will be part of an Interfaith Immigration experience with Congregation Micah and Ebenezer
 - Reconciling Ministries: We need to proclaim that God loves everyone. Believe that this is God's call for us — to proclaim God's love to everyone.
 - Sharing a Lent study with St. John's in Memphis (John Jeffords)
 - 2014 Ministry architects: We don't have a shared vision with the Golden Triangle congregation. Told us that we needed to create an intentional plan to move forward.
- Wesley: "Though we cannot think alike, may we not love alike? May we not be of one heart, though we are not of one opinion? Without all doubt, we may."
- King quote from Letter from a Birmingham Jail: "...What kind of people worship here? Who is our God?"

We need to ask ourselves these questions: What kind of church will we be? Will we do the risky work of Jesus? Will we offer the love of God to everyone? Will we stand with the stranger? Will we seek to reach the college students and young adults right outside our doors? Will each of you who are called to lead engage in the ministries God calls us into?

V. Membership Report: Paul Purdue, Senior Pastor

Reading of Lost Members

- First Reading of names (18)
- Second reading of names (6)

VI. Report on the endorsement or continuation of Candidates for Ordained Ministry and the certification of Lay Speakers: Paul Purdue, Senior Pastor

Candidates for ordained ministry

- Linda Furtado
- Carolina Archer
- Darren Wright

Lay Speaker

- June Batsel

Action: These persons were endorsed by the board.

VII. Nominations / Election of Officers Report: Bill Cooper, Lay Leader

Nominations committee is tasked to identify gifts and strengths of members, deploy them in service and provide training and support.

Committee: Paul Purdue, chair; Bill Cooper, lay leader; Pat Sagen, Kristen Riley, Jerome Del Pino, Arnell Willis, Chris Cropsey, Steve Riley, Susan Utley, Andrew Jordan.

Nominations by the numbers:

- 1 new senior pastor chaired committee
- 47 committee chairs queried
- 92 new BUMC members (2015-2017) reviewed
- 349 individual committee membership slots filled

A list of the slate of candidates for 2018 will be circulated and members asked to provide corrections and updates.

Rev. Aleridge:

- If there is an opening in middle of the year, admin board can approve and appoint a replacement.
- There was no list presented, but approved trusting that if there are corrections, board has the authority to make these.

Action: Nominations Approved.

VIII. Introduction to 2018 Budget Process: Rick Keuler, Administrative Board Chair

Expenses have gone up \$200K in the last 10 years, but pledges only \$50K. We cut budget last year, but need to continue to look at our expenses. This has inhibited our ministry because we spend every dollar we bring in. Makes us not very flexible when ministry opportunities arise or a maintenance issue crops up. Leadership came up with guidelines for thinking about how we spend money:

- Our future is tied directly to continuing to grow and expand our church family and making disciples of Jesus Christ. As such, ministries and programs that help us do so are a priority.
- As a church, we seek to advocate for justice, help the sick and the poor, and welcome the unwelcomed. In choosing ministries that accomplish these goals, priority should be given to those that actively engage our congregation (as opposed to simply supporting ministries financially). Such ministries can create transformative experiences for both our members and those whom we serve.
- Whole budget has to be considered; both stream of giving (revenue) and expenses. For example, apportionments represent many ministry priorities and so should be considered as a part of our work as well as those ministries funded through the ministry council budget. Nor should we neglect our physical property or personal capital as both are crucial for the continuation of all we do at Belmont.

IX. Finance Committee Report: John Pearce, Finance Committee Chair

Review of 2017

- Funds (6):
 - Trust Fund:
 - \$79K in gifts,
 - debt service (-\$120K)
 - Grants for ministry and building maintenance (\$204K)
 - Interest earned: \$327K (10.88%)
 - Balance: \$3,086,559 (12/31/17)
 - Capital Fund
 - \$19,500 in contributions
 - \$196K in debt service payments
 - \$120K Trust Fund support
 - \$115K Rental property support
 - \$108K Principal reduction for loan (Refinanced our loan with Wilson Bank and Trust rather than SunTrust.)
 - \$2,545,136 million balance: Offered 20-year amortization; 5 year fixed rate of 3.95%. This is our second largest expense, behind apportionments. So this is important. We want to pay this down over 15 years so we don't have to keep refinancing every 5 years.
 - Non-budget Giving:
 - Memorials: \$19,283
 - Benevolence Fund: \$11,693
 - Music ministry: \$17,041
 - UMCOR: \$14,195
 - O.N.E: \$5,777
 - Altar guild: \$5,377
 - Christmas Miracle, Village at Glenclyff: \$26,986 (Goal: \$20K)
 - Africa University: \$4,663
 - Other special offerings: \$14,114
 - Other local church projects: \$20,142
 - TOTAL: \$139,271
 - Weekday School:

Had a good year. Ended up with \$7,227 surplus and contributed \$24K in custodial costs and also helped pay for some of the flooring. Will use half of surplus to replace tarp on playground
 - Rental property:
 - Income: \$121,491

- Expenses: \$121,178
 - Property taxes: \$6,178
 - Surplus to Capital fund: \$115,000
- Surplus for 2017: \$313
- Closing balance: \$27,352

Operating Budget highlights:

- Contributions:
 - Pledges: \$1,264,274; exceeded budget by \$30,068
 - Loose offering: \$132,185; exceeded budget by \$12,184
 - Misc: \$22,178; \$1,271 under budget
 - Gifts that Change the World: \$44,424; exceeded budget by \$4,424
 - Total income: \$1,590,270; exceeded budget by \$63,261
- Expenses:
 - Properties: \$30,026 over budget (planned to transfer this from Capital Fund).
 - Administration: \$5,091 over budget
 - Staff: \$15,237 under budget
 - Ministry Council: \$8,869 under budget
 - Apportionment: \$25,000 over budget (represents 100% of conference askings)

Bottom line: Revenues exceeded expenses by \$44,518, \$7227 of which was surplus from the Weekday School.

Paid 100% of apportionments for 2017. With the exception of 2016 (paid 81.8%), we have paid 95-100% for the last 13 years. Rev. Aleridge thanked us for this.

X. Ministry Council: Steve Deppen, Ministry Council Chair

- Last year, we asked all program ministries to cut 15% of their budgets across the board.
- This year, we want to make our budget and ministry reflect our mission. So we want to find ways to integrate what we do in ministry (both inside and outside walls) with our participation. For instance, for Room in the Inn, we only have \$500 budgeted, but we give much more.
- Our plan is to go to the congregation with more direct requests for participation and money. Experiment in getting our congregation engaged in ministry outside walls of church.

XI. Staff Parish Report on 2018 Changes and Salary Approval: John Lesesne, Staff Parish Relations Committee Chair

- Staff parish budget has been where most of our expense has been.
- Committee had difficult decisions to make to reduce the budget. With obligations that necessitated increases, they effectively had to reduce the SPRC budget by \$90K.
- Increases
 - We have made it a priority to get everyone to a living wage, using 3 step process
 - Healthcare increases
 - Darren becoming full time
 - Salary obligations

Therefore, will be taking the following actions:

- No salary increase for staff in 2018.
- Eliminating 2 associate minister positions by June 30 (Susan Groseclose and Jin Kim);
- Reducing administrative support;
- Filling vacant custodian position with a half-time position;
- Cutting continuing education budget in half.

Details are available for review upon request.

Action: Salaries Approved.

XII. Review and Approval of the 2018 Operating Budget: John Pearce, Finance Committee Chair

- 2018 Operating campaign:
 - 295 Pledges, 28 new; 150 increased; 90 same; 21 lost; 18 no response = \$1,277,245
- Concerns:
 - No Gifts that Change the World campaign; rather 4-5 missional emphasis campaigns
 - Loose offering and pledge collection
 - Auditable General ledger
 - Weekday School integration
 - Deferred maintenance needs funding and Trust Fund priorities
 - New and effective communication of financial information
- Reviewed and approved 2018 budgets for
 - Rental Property
 - Weekday School
 - Capital
 - Operating

Action: Budgets Approved.

XIII. Charge and Sending Forth by the Superintendent: Scott Aleridge, District Superintendent

XIV. Benediction: Paul Purdue, Senior Pastor