

Christ Church United Methodist 2021 Charge Conference



Monday, November 29, 2021

7:00pm

*last modified 11/29 at 11:11am by Skye

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2021 Charge Conference Agenda

Call to Order - Rev. Matt Ashley, District Superintendent

Opening Prayer & Focus - District Lay Leader

Leadership Team Report - Pastor, Lay Leaders

Nominations Report - Pastor

Membership Report – Paula Jameson

Stewardship Report - Finance Chair

Clergy Appreciation - District Superintendent

Clergy Compensation - SPRC Chair

Candidates for Ministry – Pastor

Lay Servant Ministers and Certified Lay Ministers - Pastor

Charge and Blessing – District Superintendent

Report of the Pastor

“All that you touch you change. All that you change changes you. The only lasting truth is change...” This quote from Octavia Butler seems like a perfect summary of our last year! When I think of all the change we have endured together as a community since October of 2020, I find myself giving thanks to God and to each of you for your faithfulness, hope, flexibility, courage, and creativity. Look at how God has helped us to change, has shaped and reshaped us to meet the needs of our community over the last year. Now imagine all that God might do with us in 2022!

Since January 1st we have changed our entire worshiping format 5 times: Starting with 1) online only, then 2) drive in/online, moving to 3) two abbreviated in person services plus an online service, then 4) one extended in person service plus an online service, and now 5) one in person service which we live stream and record so that people can still watch us later in the week online. Despite all of this change we are gaining new members nearly every month as people find us to be the church community they have been longing for. In all my years in ministry I have never met a congregation more willing to try new things while preserving our worshiping life together, no matter what.

Perhaps the hardest change for us to endure has been the deaths we have experienced as a community. We knew that 2020 and 2021 were hard years, but our All Saints Service and 2021 membership report really show there has been so much death and grief and I want to name that here. These were our friends, our spouses, our beloved family members and while they are now part of the eternal communion of saints, their loss to us will be felt for years to come. And, it is our conviction that death is not our end, that resurrection is our life eternal, and resurrection is exactly what we are living into at Christ Church today.

Resurrection was what our reopening in May felt like. As we gathered once more in our sanctuary, as our food bank and free clothing boutique reopened their doors, it felt as if we had risen from the tomb! Our service ministries are reminding us daily what it means to be people caring for people. Our commitment to the missional needs of our community continues to be one of our defining points, you need only to read over our mission’s report to know that Christ is alive here and the Holy Spirit is on the move. Additionally, community organizations like Tucson Community Orchestra, Christian Youth Theater, and the day care Learn to Grow are continuing to use our facility to host events and continue their life changing programs for people of all ages. Our dedicated volunteers have surged back to our bell and choral music program, and our Sunday School volunteers are relaunching our children’s ministry in a totally new way. Our outdoor ministry coordinator has been gathering us together in wonderful ways.

And our online classes and gatherings continue to thrive!

The changing demographics of our congregation and our community are our biggest challenge. We are a thriving and active church, though we all remember the days when that meant kids and families, rather than empty nesters and retirees. What does it look like for us to see ourselves as the people God needs at Christ Church, to appreciate who we are now rather than mourn what we are no longer? We have named as one of our greatest challenges “bringing new people to our church, especially families” in this day and age families come in all shapes and sizes, so as we lean into this time of resurrection, we will need to be attentive to how to welcome a family of one right alongside a family of three or four. I believe if we focus on connecting each new visitor to our community of people caring for people, we will continue to grow, and God will help us reach the people God needs us to reach. If we remain attentive to our community and continue to be in dialogue with our neighbors and keep our doors, hearts, and minds open especially in new and creative ways, we will grow.

What comes next for us Christ Church? In the Gospel of Matthew chapter 28 in the days after the resurrection Jesus’ disciples came together and he said to them “Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, 20 and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age.” In this digital age of church, the world truly is our parish, and our reach can be as global as want to make it. The vision I keep coming back to lives in those words of Jesus Christ – go, make, baptize, teach, and remember – this is the pattern of our ministry in Christ. Now that we can be back out and about in the world let us go, meet others, make friends, share the life changing joy of God, teach and learn, and finally remember always that God is with us...therefore we will not be afraid.

Amen.

2021 Membership Report

Name of Church: Christ Church United Methodist

Name of Person Completing the Report: Sarynne Zonoozi

Position in the Church: Office Administrator

Date of this Charge/Church Conference: November 29, 2021

Summary

Total Members reported last CC 10/26/2020 = n/a

Members Received since last CC = **8**

Members Removed since last CC = **please refer to the attached Removal List*

Total Members as of 11/24/2021 = **174**

Received into Membership = **8**

Transfers from other United Methodist Churches = **4**, listed below

Susan Schreiner, Doris Russell, Robert Ursery, Joandare Lovett

Transfers from Non-United Methodist Churches = 0

Professions of Faith = **4**, listed below

Tobin Sidles, Shawne Sidles, Cora Harkins, James Force

Reaffirmations of Faith = 0

Restored Members = 0

Celebrations

Baptisms = **2**, listed below

Ginny Gilbert and James Force

Confirmands = 0

Affiliate Members = 0

Associate Members = 0

Removed from Membership = **please refer to the attached Removal List*

Transfers to Other United Methodist Churches = 0

Transfers to Non-United Methodist Churches = **3**, listed below

Carol Anne Staton, Lanny Staton, Elizabeth Benham

Withdrawal by Request = **1**, listed below

Jackie Pitman

Full-Member Deaths = **please refer to the attached list of member deaths*

Removed by Church Conference 2020 = 0

Membership Removals to be considered

Please be prepared to share with the congregation what process was followed to reach out to the people on these two lists to invite them back to church.

**please refer to the attached People to be Contacted Regarding Membership List*

Removal List

People Removed in 2020

Jackie Pitman – withdrew - 12/31/2020

Irene Baade – died

Betty Clapp – died

Aubrey Downey – died

Rae Downey – died

Jean Faber – died

Wendell Fenn – died

Darlene Fisher – died

Terry Gautsch – died

Bob Kelch – died

Fred Maier – died

Jane Neve – died

Claire Parsons – died

Berta Riley – died

Bob Stauffacher – died

Wanda Stauffacher – died

Marianne Whitley – died

People Removed in 2021

Carol Anne Staton – transferred out

Lanny Staton - transferred out

Elizabeth Benham - transferred out

Diane Brady – died

Joan Inch – died

Bev Judd – died

Georgia Love – died

Acel Scott – died

Opal Shepler – died

Grace Simms – died

Larry Boone – died

People to be Contacted Regarding Membership

JoAnn Berry	Janice Livermon
Jane Bixler	Karen Lucas
Jeff Clark	Deanna Luzanilla
Lillian Cole	Bonnie McNeal
Christa Downey	Kathryn Monier
Ed Fagin	Tella Roddey
Glenn Flack	Deanna Smith-Fagin
Barbara Haller	Donald and Deanna Van Horn
Susie Hathaway	Mary Whetton
Jeff Heath	Gordon Whitley
Alex and Laila Hishaw	Rachelle Wilson
Judy Humphreys	Dave and Kay Hendricks
Tom and Sharon Ingram	Diane Wilkinson
Elizabeth and Evan Knepp	

Membership Status Unknown List

Sharon Butler

Mary Chartos

Bob Christian

Rachel Jiminez

Mary Jane Lyon

Freda McCabe

Becky Moore

James and Donna Walker

James Warren

Members

Rick Aaberg	Ned Crary	Alice Gooding
Christina Aaberg	Ruth Crary	Christine Gorder
Danial Abel	Leanna Crosby	Debra Haddock
Janet Abel	Peter Daniels	Valerie Hammons
Ellie Adams	Michael Davis	Don Harclerode
Phyllis Allen	Joe Delapast	Cora Harkins
Linda Andersen	Dan Droski	Frances Harper
Edith Bailey	Faye Droski	Clarine Haslag
David Baird	Bernice Edwards	John Hay
Kathy Baish	Michael Edwards	Debbie Hoster
Jacqueline Baldwin	Regina Edwards	Virgina Hubbard
Joseph Barkenbush	Naomi Ellsworth	Leslie Hunter
Mercedese Bartlett	James Entwistle	Mary Beth Hunter
Janet Bentley	Louise Entwistle	Joe Jameson
Ric Biddlecome	Katharine Ferguson	Paula Jameson
Brad Biddlecome	Don Finch	Gary Jay
John Blanchard	Joanne Finch	Mona Jenkins
Connie Bloom	Patricia Flanders	Dorothy Jensen
Paul Bol	Mary Follet	Marquita Jensen
Dorothy Boone	James Force	Fred Jervis
James Britt	Paul Ford	Joan Jervis
Doris Brown	Kara Ford	Linda Jones
Sara Jean Byers	Jane Furr	Hailey Kopac
Carol Carithers	Helen Gilbert	Mary Kundrat
Georgia Carmichael	Virginia Gilbert	Joyce Kunkel
Betty Crane-Rice	Katherine Gilbert	Elizabeth Kuyper

Don Laufenburger	John Neve	Paul Saul
Clarence Laughman	Darrell Obert	Barbara Sawyer
James Lear	Judy Obert	Susan Schreiner
Lisa Lear	Allen O'Dell	Joyce Seitz
Bernice Lenz	Betsy O'Dell	Tobin Sidles
George Lewis	John Olwine	Shawne Sidles
Beverly Lewis	Barbara Parkinson	Patricia Spoonamore
Lillie Lingle	Barbara Perkins	Evelyn Stevenson
Gretchen Lofgren	William Polk	Jim Stevenson
Karl Lorenz	Angela Powell	Harold Stites
Sandra Lorenz	Jo Ann Powell	Sharon Stites
Joandare Lovett-Jay	Ardith Powell	Carol Swango
Kristal Lowe	Cassandra Prescott	Daniel Swango
Dianne Maier	Rozella Price	Charles Syers
David Mellgren	Bob Ratledge	Janice Syers
Carol Mellgren	Sherry Ratledge	Donna Taylor
Thomas Messmore	Kurt Reinke	Oved Taylor
Karen Messmore	Cat Reinke	David Templin
Marie Metzler	Bob Rice	Pamela Templin
Dean Miller	Audrey Ricker	Ron Thompson
Laura Monier	Earlene Ridge	Laurence Tilton
Eric Moore	John Roberts	Carol Tilton
Ida Moore	Louis Rojo	Janet Tolman
Jack Moore	Jean Rojo	Harold Tretbar
Cynthia Moore	Charles Rozelle	Brian Trusty
Brian Murray	Lenora Rozelle	Renee Trusty
RosaLee Murray	Doris Russell	Lynda Turrentine
Ted Nanassy	Sandy Sargent	Charles Tutty

Rosemary Tweet

Lyle Tweet

Janet Ulery

Robert Ursery

Iris Washburn

Steve Washburn

Don Waugaman

Janet Waugaman

Paul Waugaman

Dot Waugaman

Alisa Weems

Linda Weems

Jim Wheelock

Mary Williams

Martha Williams

Dorothy Williamson

Freida Wright

Deloris Yockey

2022 Nominations

Due to the irregular years of 2020 and 2021, pastor Beth requested, and the Covenant Council voted on 11/23/21 to recommend the following to the Christ Church Conference. Therefore, we ask that the Church Conference of Christ Church adopt this nominations report for 2021, and leadership for 2022.

Several ministry teams and work areas, as well as finance and trustees will remain the same other than the changes listed below – with regular rotation of classes to begin in Jan. 2023.

The chairs of Missions and Covenant Council have requested to serve in an interim (one year) capacity.

Due to our current membership, the fact that we only have one pastor, and our budget limitations we recommend the Christ Church Conference elect two lay delegates to Annual Conference, plus an alternate, if we need additional delegates we may hold a special election for that process.

Nominations/Lay Leadership development be reorganized as listed below.

The following training, recruitment, and rotation plan be implemented in 2022 for 2023:

Beginning in the spring of 2022 Christ Church will do education for anyone interested about our ministry areas, leadership positions, as well as some exploration of changing and combining some of our ministry teams with the goal of letting people know what these ministries are and what they do and how folks can get involved. We are hoping this will encourage new people from throughout our congregation to participate in an open nominations and self-nomination process we hope to launch the end in the middle of spring. Our hope is that people will express interest in areas of leadership and service they are passionate about and people in current leadership seeking change can explore new ways of being in service. Then the nominations team will then engage in a recruitment process in August/September of 2022 and report to covenant council and the congregation our progress at the end of September.

Covenant Council

Chairperson: Don Finch
Secretary: Paula Jameson
Treasurer: Carol Swango
Lay Leader Michael Edwards

Annual Conference Members: 1. Paula Jameson
2. Michael Edwards

Annual Conference Alternates: Gretchen Lofgren

UMW President: Debbie Hoster

Committee Chairpersons:

Board of Trustees: David Templin

Finance: Jane Furr

Staff-Parish Relations: Paula Jameson

Ministry Work Area Chairpersons:

Congregational Care: TBD

Family Ministries: TBD

Missions: Dot Waugaman

Worship: Tom Haslag

Stephen Ministry Leader: Michael Edwards

Historian: TBD

Youth Representative: TBD

Staff:

Pastor: Rev. Beth Rambikur

Members at Large:

Class of 2022

Janet Waugaman

Les Hunter

Don Finch

Class of 2023

Karen Messmore

Debra Haddock

Class of 2024

Linda Jones

Robert Ursery

Committees

Board of Trustees

Chairperson: Elected by Trustees

Vice Chairperson: Elected by Trustees

Secretary: Elected by Trustees
Pastor: Rev. Beth Rambikur
Lay Leader: Michael Edwards

Class of 2022
Ron Thompson
Peter Daniels

Class of 2023
Larry Tilton
Mary Williams

Class of 2024
Paul Ford
Karen Messmore
Dave Templin

Finance

Chairperson: Jane Furr
Co-Chairperson: _____
Treasurer: Carol Swango
Pastor: Rev. Beth Rambikur
Secretary: _____
Lay Leader: Michael Edwards
Staff Parish Representative: Paula Jameson
Board of Trustees Representative: TBD
Financial Secretary: Staff – Candi Eppley

Class of 2022
Gary Jay
Jane Furr
Dan Droski

Class of 2023
Don Waugaman

Class of 2024
Tom Haslag
Jack Olwine

Staff Parish Relations

Chairperson: Paula Jameson
Vice-Chairperson: Unfilled
Pastor: Rev. Beth Rambikur
Lay Leader: Michael Edwards

Class of 2022

Ellie Adams
Lee Crosby
Joan Jervis

Class of 2023

Paula Jameson
Kara Ford

Class of 2024

Bob Ursery
Carol Tilton
Lynda Turrentine

Nominations/Lay Leadership

Pastor – Chairperson: Rev. Beth Rambikur
Lay Leader: Michael Edwards
Chair of SPRC: Paula Jameson
Chair of Covenant Council: Don Finch
Members at large: Ellie Adams, Mary Williams, Bob Kuyper

Ministry Work Areas

Congregational Care

Chairperson: TBD
Pastor: Rev. Beth Rambikur
Lay Leader: Michael Edwards
Members at Large: Brian Murray, Cat Reinke

Family Ministries

Coordinator: Staff - Unfilled
Lay Leader: Michael Edwards
Children's Sunday School Teachers: Janet Waugaman, Alisa Weems

Outdoor Ministry: Karen Messmore, Tom Messmore
Members at Large: Dan Abel, Les Hunter, Elizabeth Kuyper,

Missions

Chairperson: Dot Waugaman
Pastor: Rev. Beth Rambikur
Asylum Ministry: Jack Olwine
Clothing Boutique: Judy Obert
Food Bank Director: Katherine Gilbert
Food for Life: Dot Waugaman
Primavera Coordinator: Don Waugaman
Lay Leader: Michael Edwards
Members at Large: Ardith Powell, Cassandra Prescott, Angela Powell,
Joann Finch, Cora Harkins

Worship

Chairperson: Tom Haslag
Pastor: Rev. Beth Rambikur
Secretary: Michael Edwards
Choir Director: Staff – Sinamar Respicio
Altar Guild:
Banner Placement: Tom Haslag
Communion Servers: Ellie Adams
Parameters: Tom Haslag
Greeter Coordinator: Georgia Carmichael
Usher Coordinator: Tom Haslag
Youth Representative: TBD
Lay Leader: Michael Edwards
At Large: TBD
Communion Preparers: Michael Edwards, Tom Haslag

Memorial Prayer Garden

Gretchen Lofgren, Ron Thompson

Memorial Remembrance

Kathy Ferguson, Jackie Baldwin, Betty Rice

Devon Gables – Nursing Home Ministry

2nd and 4th Tuesdays of the Month
(On hiatus during COVID-19 Pandemic)

Pastor: Rev. Beth Rambikur

Worship Organizer: Men's Fellowship Breakfast

Speakers: Michael Edwards, Debra Haddock,
Rev. Bob Kuyper, Jack Olwine, Tom Messmore

Pianist: Scott Jones

Volunteers Elizabeth Kuyper, Brenda Visotski

Work Areas

Earl Miller Special Needs Karen Messmore

Church Librarian: Katherine Gilbert

Church Pew Stewards: Karl Lorenz, Sandy Lorenz

Church Kitchen: Becky Gooding, Beth Hunter,
Karen Messmore, Earlene Ridge

Board of Trustees Annual Report

The Board of Trustees is the caretaker of the physical plant of the church. We are responsible for the building upkeep, remodeling, and use of the buildings. We also look at the safety of the the building and property and that they are used safely. The church is incorporated making the board also the Board of Directors of the corporation. From that we are responsible that the church is run as a legal business and that its practices are done in a legal manner.

This past year has been a struggle with the Covid Pandemic. It has required us to limit the use of the buildings to prevent spreading the disease to others around us. A good part of last year, an outdoor parking lot service was provided using a radio broadcast system with microphones and an electronic keyboard.

We have been able to open up some of the in-person services and are now having live services in the Sanctuary with measures in effect to keep social distancing. We have also started live-streaming the service so that the service can be enjoyed at home or on the road. Measures have been taken to ensure fresh air circulation and proper sanitation. Our repaired/ungraded air conditioning system has helped us maintain a comfortable environment.

Many of our air conditioning units are old, so we will be replacing older units as they fail. With limited use of the campus, this has been extended and delayed which has helped our finances. We continue to evaluate areas of need. With the winter and summer rains came some roofing problems. We have now re coated most of the roofs and repaired defective areas to minimize any further leaks and potential damage.

Parking lots and mainline sewer repairs remain on our watch list. We encourage anyone who sees something that needs repair or upgrading to let us know.

Always know that our Trustee meetings are open to all. Please feel free to talk to any of the trustees to let them know what they might have missed. We are from many talents which adds to our ability to make judicious decisions.

Respectively submitted,
David Templin, Chair of Trustees

Finance Annual Report

*please see the attached Balance Sheet, Profit and Loss sheet, and Treasurer's Report

Leadership Team/Covenant Council Report

Respectfully Submitted by Pastor Beth Rambikur

As our chairperson has moved.

Vision and Mission of Christ Church United Methodist of Tucson remains: to be people caring for people, called by God to be a courageous church, loving like Jesus, acting for justice and united in hope.

Despite the unprecedented challenges of 2020 and 2021 we are open and growing once again! Our congregations' strengths are keeping our commitments, our resilience, loyalty to one another and our heritage, our outreach and service to our community and city, our supportive members, our music program, our staff, and finally the resource of our campus. Our greatest challenges are our aging facility and congregation, redefining what it means to be an active and thriving church given our demographics and community, our struggle to retain family groups with children, and recruiting developing and deploying new leaders across our ministries. Over the next year our Covenant Council hopes to begin meeting regularly to address these challenges and engage the congregation in conversation around re animating our visioning and missioning process so that we can continue to leverage our strengths and grow as a congregation of people caring for people.

We look forward to new stability as we normalize our current COVID-19 reality, work with our current and in coming leadership to address our challenges and continue to forge new ways of being in ministry with people both online and in-person. We want to remind each of you hearing or reading this report...this is our church and your voice, vision, service, and leadership matter. We thank God for you, for who we are together, and hope that 2022 can be a year of growth and renewal for all of us as we continue to be Christ Church United Methodist, God's people caring for all.

SPRC Annual Report

The Staff Parrish Relations Committee (SPRC) has successfully met several challenges during the current year, many arising from the pandemic and two personnel changes.

Choirs Director Hired

The Staff Parrish Relations Committee reviewed the Choir Director job description and made appropriate changes. During the summer, an ad-hoc subcommittee, headed by Diane Wilkinson, included choir members who were SPRC members conducted a search for a choir director. After narrowing the candidates, they conducted interviews via teleconferencing and in-person meetings. Sinamar Respicio was offered the position and accepted; she started on August 16, 2021.

Office Administrator

Catherine Shaw, the office administrator for the last 4 ½ years submitted her resignation effective July 27, 2021. The committee reviewed the job description and made appropriate changes. Pastor Beth headed the search committee since she would be working closely with this person along with other members of the committee. Several candidates were interviewed, mostly by Zoom, and then in person. Skye Zonoozi was offered the position and she accepted.

Pastor

Since Pastor Beth was in her first year of pastoring Christ Church United Methodist, and all of it during the pandemic with a portion of the year under pandemic lockdown, SPRC worked to make the transition as smooth as possible. The church is now open on a limited basis, and names and faces are being matched. It is functioning well, and Pastor Beth's many talents and enthusiasm are appreciated. It is SPRC's recommendation that we retain Pastor Beth as our pastor.

Year-end performance reviews for all staff are underway. Pastor Beth's has been completed.

Respectfully submitted,

Carol M. Swango.

Chair, Pastor Parish Relations Committee

Kitchen Committee Annual Report

Kitchen usage has declined this year due to Covid-19 safety protocols. As of this writing, neither Social Hall or Fellowship Hall kitchens are open for food service, but in late September though, a memorial reception was held in the Fellowship Hall with bottled water being served to participants.

Our vision of updating the Fellowship Hall kitchen still remains as a future wish. The new kitchen would open up new possibilities, update old equipment and bring us up to current city codes.

As we continue our progress working through the Covid-19 pandemic, we are hopeful that our kitchens will once again see many more luncheons, dinners, receptions and other opportunities that people are accustomed to and have missed due to Covid-19. We look forward to a new year, a new plan of action and a renewed bond of fellowship and friends.

The Kitchen Committee

Beth Hunter, Becky Gooding, Earlene Ridge, Karen Messmore

Mary Williams (Funeral/Memorials)

Earl Miller Special Needs Committee

Welcome to 2021....life in 2021 is a little like life in 2020....still in a pandemic situation, but inching back to fewer limitations. Yes, for the first part of 2021, we weren't allowed to meet as a congregation, but we did have the technology of recording our service and presenting it online for those who had access to computers. As the year progressed, COVID-19 cases diminished allowing us to reopen up the church with certain precautions. Congregates were once again allowed back to worship in person, once again using familiar equipment....golf cart transportation, elevator, ramp, pew cut-outs just to name a few. While enjoying the in person worship, the online service still remains as an option for those who suffer from mobility or hearing issues or for those who have found that online worship allows them to worship at any time in any place.

As we move forward in our new phase of church life and technology, EMSNC new role may be to support, working along with other church teams, to assure that all can be included in fellowship and worship.

Respectfully submitted,

Karen Messmore

Memorial Prayer Garden Annual Report

Founded in 1990, the CCUM Memorial Prayer Garden remains financially independent due to donations. Funding for the Garden is not included in the church budget.

Five plaques have been added to the Memorial Garden in 2021: Jane E. Neve, Betty J. Clapp, Charles Washburn, Chris Allen and Opal L. Shepler.

Thanks to Ron Thompson, (Co-Trustee of the Memorial Garden), the garden was recently weeded, raked, and all plants trimmed. A new firecracker bush and a small Palo Verde were added. In addition, the garden was re-rocked with 5 ton of new rock.

The garden is open every Sunday morning for people to visit, sit and pray. If one wishes to visit during the week, stop by the office to get the combination to the lock.

The lights installed in the garden in 2017 continue to illuminate the garden and the plaque wall.
The American Flag continues to fly 24 hours a day/365 days a year.

Respectfully Submitted,
Gretchen Lofgren, Memorial Garden Trustee

Missions Annual Report

The Mission's team and the volunteers who support the various projects serving our church and community, give encouragement and inspiration to hundreds of people who come to our campus or whom we serve in off-campus efforts.

CCUM Food Bank: a partner with the Tucson Community Food Bank.

The CCUM Food Bank reopened May 11, 2021 after being closed due to Covid.
We are open 3 days a week.

So far in 2021 the CCUM Food Bank has distributed 387 food bags to households, assisting 883 people. Also, 322 households received personal hygiene items and 90 received pet food.

Through a partnership with The Diaper Bank of Southern Arizona,
we have distributed 166 packages of diapers.

It has been challenging to reopen but our volunteers are eager to help their community.
We will see what 2022 brings!

- Katherine Gilbert

Clothing Boutique

After being closed for 14 months due to the Pandemic, the FREE Clothing Boutique reopened May 4, 2021 observing all Covid procedures and policies. We are open Tuesday and Wednesday mornings from 9:30-11:30. We have 10 volunteers.

The Clothing Boutique provides clean, gently used clothing from infants through adults as well as linens and small household items. All items are free.

We have a diverse population of shoppers: young families, homeless, those seeking work related/interview clothing, marginalized, and those who prefer to recycle/repurpose clothing.

As of October 20th, we've had 568 shoppers, providing clothes for over 800 family members. Our number of shoppers varies, but we often have 15-20 or more shoppers daily. 25% are first time shoppers with us which means we are reaching a wider community. We are most grateful for your continued support of this outreach ministry.

- Judy Obert

Food for Life

The Food for Life Program is one of the Southern Arizona AIDS Foundation (SAAF) projects which delivers three meals a day to homebound clients who may have trouble preparing meals on their own. The program usually delivers more than 25,000 meals annually. Christ Church has been providing some of the baked goods for these meals since the mid-1990s. A group of 24 from CCUM provided the baked goods for these meals, seven times a year. The baked goods are used to complete the dinner meals for the recipients. The bakers supported the Food for Life program by providing baked goods for the Southern Arizona AIDS Foundation on February 2, March 23, May 11, June 29, August 10, October 12, and will provide them on December 14, 2021.

- Dot Waugaman

Primavera Men's Shelter Dinner Ministry

Through the Covid pandemic, the church has continued to support Primavera financially to assist in feeding the men staying at the shelter. During this time, capacity at the shelter has been limited to 32 guests. The shelter recently allowed groups to begin serving meals in person. This has allowed the ministry team - specifically the Stephen Ministers - to send a group down to serve in late September. We have also resumed shopping for the Primavera ministry, with the kitchen staff at the shelter preparing the meals as before. This will provide us, as people caring for people, with new opportunities to serve those around us.

- Don Waugaman

Asylum Mission

The Asylum Mission assists asylum seekers, most of whom have been targeted for assassination by their governments. Volunteers meet twice a week, Monday and Friday afternoons, with these clients mostly from Africa. The volunteers' tasks include completing asylum applications, work permits, applications for green cards and citizenship, travel documents, and sending for family members, not only for asylees but also for permanent residents and citizens. A major task, and one of the most time-consuming, is helping asylum applicants prepare their narratives, which are the part of their asylum applications in which they tell their personal stories and explain why they qualify for asylum. These take several weeks to complete and may run to 150 pages with supporting documentation. All of this work is in addition to telephone and email contacts. Volunteers are now being swamped with more Africans who are seeking asylum than they can handle expeditiously. Like last year, volunteers help with completing the applications and narratives, making copies of the applications as well as copying documents, photos, and passports. This year the volunteers also found themselves spending more and more time straightening out problems that arise because of the delays and errors that result from the current overload on the whole immigration system. COVID-19 has placed even more challenges to this project, as it has to most groups. We are always in need of additional volunteers.

Mental Health Awareness

CCUM participates in a NAMI (National Alliance on Mentally Illness) program called Faith Net, in which religious settings provide safe, supportive, and caring environments for educational classes. These classes were suspended due to COVID, however some ZOOM classes and ZOOM support sessions are being held. These classes have the goal of informing church members and the community about the realities, issues, and challenges of mental illness. In addition, the Missions Team has also frequently provided flyers and other information about mental health for our church family.

Foster Children and Families

Foster Kids Project: Last year Missions sponsored a COVID version of the Foster Kids' Christmas Party. Instead of an "in-person" get-together and a presentation of gifts, Missions and the congregation joined together to provide the children with gifts or gift cards that were specific to age groups. These items were listed on an Amazon wishlist and church members could order them directly and have them sent to the foster care group we partnered with. This reduced the in-person interactions. Some church members wanted to make a designated donation, which the committee could use as requested by the foster care organizers. We will do a similar program this year.

Interfaith Community Services Partnership (ICS)

CCUM became a partner faith community with Interfaith Community Services in 2016. ICS provides needed social services to CCUM members and those we serve through our existing outreach ministries.

Submitted by Rosemary Tweet, Chair

Outdoor Ministry Annual Report

We were hopeful that 2021 would be a little kinder in allowance of planning and execution of activities for the Outdoor Ministry and congregation. Unfortunately, COVID still remained a risk issue and safety protocols were still in place for a large portion of the year. Another issue was dealing with a hot summer and a wet monsoon season.

A pool party in July was one of the first activities opened to CCUM members since the COVID numbers had decreased sufficiently. Safety protocols were still in place and were followed by all who attended. Although this was not planned by the Outdoor Ministry, it was attended and supported by Outdoor Ministry members.

A Patriot Day Hike and Picnic was held on Saturday, Sept. 15, 2021 at Catalina State Park. Many who attended were treated to a lush colorful landscape and an ever changing mountain backdrop as the sun swept over the Catalina Mountains. Everyone enjoyed the time out in nature and the fellowship of friends.

All Church Family Retreat returned to the Southern Arizona Girl Scout Retreat Center after a year's interruption due to Covid-19. Lots of food, lots of crafts and lots of renewal of friendships and fellowship took place at this retreat. Although the event lasted only five hours, there was a slice of camping life that everyone took home with them.

We are looking forward to being able to share more activities with our congregation in the new year. Your support of this ministry has enabled us to pursue our mission of bringing people to Christ through the fellowship of camping and outdoor activities.

Submitted by Karen Messmore

Stephen Ministry Annual Report

“Bear one another’s burdens, and in this way, you will fulfill the law of Christ.”

- Galatians 6:2

MISSION STATEMENT

Christ caring for people through people

Stephen Ministry in 2021 has continued to be a valuable resource at CCUM during the Covid 19 pandemic and continues to support our members and families, as well as the Tucson community. We are in constant prayer for our members as we share God’s gifts of support and a listening ear through our loving care. We have Stephen Ministry Supervision meetings via Zoom (since the pandemic started) and meet regularly with care receivers mostly by phone. This has enabled us to maintain the required CDC and UMC Covid 19 safety protocols.

The Stephen Ministers are very pleased to have full support from our beloved Pastor Beth. We helped to support the Christ Church drive-in services during the summer as well as the recorded services. This has helped us stay safely connected to our community even through the midst of the raging pandemic.

In addition to providing one-on-one (confidential) care for persons going through one of life’s crises by encouraging and walking alongside of them during difficult times, we serve many homebound members each month by visiting and serving them communion when it is safe to do so. We do our best to visit those in hospitals and care homes. We serve grieving families at memorial services and funerals. A series of grief books (over a year’s time) is sent to each grieving family on behalf of Christ Church Stephen Ministry.

Our Stephen Ministry started serving dinner again in October at the Primavera Men’s Shelter 4 times a year (all the 5th Thursdays). We are also serving in many areas of the church such as the food bank, clothing boutique and on committees.

Two Stephen Ministry Leaders (Gretchen Lofgren and Peggy Scalzo) have moved on to retirement, however Gretchen has agreed to stay on to help with the transition on an indefinite basis. We were happy to get another Stephen Ministry leader when Shawne Sidles joined our church in August of this year. We now have a total of 6 active Stephen Ministers, 2 Stephen

Leaders and 3 who are taking a temporary break. There are numerous Stephen Ministers in the congregation who are not active, but available if needed.

November 14th was Stephen Ministry Sunday at Christ Church, the first in approximately 4 years, and all the Stephen Ministers were happy to carry out the entire Church Service, from Preaching, Ushering, Greeting, and the Stewardship Moment!

We look forward to serving the members of CCUM and the Tucson community for many years to come. We will be continually seeking new Stephen Ministers and Leaders to be trained as God calls them to serve. We listen and care – GOD CURES!

Respectfully Submitted,

Michael Edwards and Shawne Sidles, Your Christ Church Stephen Ministry Leaders

Lay Servant Ministry Report

The following people are continuing their service to Christ Church and the Desert Southwest Conference as Lay Servant Ministry participants and have submitted their reports as required by The Book of Discipline 2016.

Gretchen Lofgren

Joe Jameson

Paula Jameson

Diane Wilkinson

Michael Edwards

Jane Furr

Retired Pastor's Report to the Charge Conference

As a retired member of the California-Nevada Annual Conference, my Charge Conference is Livingston United Methodist Church. My wife and I also attend Christ Church UM in Tucson, Arizona, where we live. My wife has her membership here.

This has been the year of Covid, so many of our church and volunteer activities were canceled or moved to Zoom. We had hoped to go back to North Carolina in the summer of 2020, but that was also canceled. My Rotary Club has helped with the food distribution to families in the Sunnyside School District in a Hispanic section of Tucson. We've enjoyed packing vegetables for a good cause.

In 2021, I've continued to lead the Adult Sunday School Class and the Men's Group weekly on Zoom. They have been vital groups, and I've enjoyed doing that. When our pastor contracted Covid, I helped fill in by phoning a number of people on the prayer list. I was working on a sermon on the call of Samuel for the Congregational Church in Martinez, CA, when she called asking me on Thursday, asking if I could record a sermon for her on Friday. I recorded that sermon and then used it for the church in Martinez the next Sunday!

In the Spring, I was contacted by the pastor of the Vail Campus, a new church start here in Tucson, to see if I could do two sermons in April and May on Nehemiah. I'd never preached on Nehemiah in 43 years in the ministry. They were meeting in a school auditorium sitting at tables spread out across the floor. I enjoyed that very much.

Then in May we drove to Winston-Salem, North Carolina, to spend the summer with our family there. We saw Sarah, our granddaughter turn 18, graduate from High School, get her driver's license and start her Freshman year the University of North Carolina at Charlotte, where she is studying engineering like her father. Joy, our older granddaughter I working in a restaurant and continues to study art at the University of North Carolina at Greensboro. People at Livingston will remember them visiting us when we were there.

We attended Mt. Carmel UMC in Winston-Salem when we were there before, so we started back there. I was invited to preach twice that summer, using... you guessed it... Nehemiah! I also helped lead a Bible study on Moses using Adam Hamilton's book. As we had done Exodus in the Adult Class at Christ Church, I was well prepared!

They were also investigating a program called Celebrate Recovery, which I enjoyed learning about. It is an exciting ministry to people in recovery from many problems, not just alcohol or drugs.

We continued with many Christ Church activities on Zoom as well as Rotary in Tucson while we were in North Carolina. Elizabeth had been diagnosed with mild Parkinson's in March, but we were able to make the drive anyway. While there I had a TIA (a small stroke) which resulted in a number of medical tests. I did not have another one, but we are doing tests with my doctors now in Tucson to prevent another one from happening. Elizabeth walks most mornings for exercise. I had a borrowed bike in Winston-Salem which I could ride many mornings there. I've continued that since coming home.

Our church has gone to in person services and Elizabeth has gone back to choir. We plan to attend the in person services. We have given up the Monitoring Program at our park as we need to slow down. I've given up Rotary, but I'm hoping to stay involved in the Toy Train Museum, which is now opening up again.

We don't know what the future holds, but we hope to stay active. Right now we are planning to go back to North Carolina next summer.

We will need to take it a day at a time, leaving the future to God.

Submitted by the Rev. Bob Kuyper - Tucson, Arizona

Treasurer's Report and Financial Report

Treasurers Report 2021

To summarize one year ago, we continued to be unable to worship in our sanctuary due to the COVID virus, only recently have we been able to do so. CCUM was the victim of a criminal intrusion of our computer systems causing the need to restore all of our financial records over many months. The diligent efforts of our staff, notably Candi and Catherine, restored our files and continued to maintain our financial and membership obligations. Throughout all of this historically difficult period we were blessed by the leadership of Pastors Rula Colvin and from July 2020, Pastor Beth Rambicur. They have kept us centered in Christ.

We have been blessed by our constant Congregational faith and support. Today we can say that we have weathered the storm. We have met the most difficult of challenges and are entering 2022 in good financial shape. Our ministries are well supported by your generous gifts and our invested funds have performed well.

The challenge of meeting our total Apportionment obligation continues. An additional \$17,500 is needed to pay 100% of the 2021 requirement. CCUMC has only missed 100% twice in its history of this critical obligation.

Your continued generous financial gifts, together with your spiritual, and physical support, are critical for the 2022 operations of our many ministries. Please refer to the attached financial records for additional information.

Finally, it has been my pleasure and privilege to have served as your Treasurer. Carol Swango will most capably will now assume the position.

The continued success and ministry of Christ Church is foremost in my prayers.

Respectively submitted,

Gary A. Jay. Treasurer

1:50 PM
 11/23/21
 Accrual Basis

Christ Church United Methodist
Balance Sheet
 As of October 31, 2021

	Oct 31, 21
ASSETS	
Current Assets	
Checking/Savings	
11100 · Compass Bank	21,666.87
11101 · Designated Funds Chkng	75,548.02
11116 · Petty Cash Office	100.00
Total Checking/Savings	97,313.89
Accounts Receivable	
11001 · Accounts Receivable	3,000.00
Total Accounts Receivable	3,000.00
Other Current Assets	
11000 · Investments	
11110 · Ashcraft-Clark Fund	101,991.78
11111 · Endowment Fund	694,726.74
11112 · Memorial Prayer Garden	58,306.76
11113 · Estate Gifts	91,671.81
Total 11000 · Investments	946,697.09
Total Other Current Assets	946,697.09
Total Current Assets	1,047,010.98
Fixed Assets	
12200 · Fixed Assets	
12201 · Church Building	2,206,079.00
12203 · Furniture and Equipment	278,891.61
12204 · Land	363,220.00
12206 · Sound System	55,969.61
Total 12200 · Fixed Assets	2,894,160.22
Total Fixed Assets	2,894,160.22
TOTAL ASSETS	3,941,171.20
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
20100 · Payables	10,144.00
Total Accounts Payable	10,144.00
Credit Cards	
3166 · Main Credit Card Account	
2544 · 2544 Skye	603.07
4361 · 4361 Beth	366.34
3166 · Main Credit Card Account - Other	62.25
Total 3166 · Main Credit Card Account	1,031.66
Total Credit Cards	1,031.66
Other Current Liabilities	
21000 · Designated Contributions	
21012 · Outdoor Ministry-Scholarships	4,209.96
21020 · Library Fund	77.70
21025 · CCUM Food Bank	10,812.17
21026 · Friendship Group	256.27
21036 · Youth - Missions Fund	2,978.15
21044 · Clothing Boutique	2,096.21
21046 · Vacation Bible School/Music Cam	888.50
21057 · Resource Room	499.05
21066 · Sancty Hearing Assst Devices	447.29
21067-0 · Sr Pastor's Fund ER	2,380.88

1:50 PM

11/23/21

Accrual Basis

Christ Church United Methodist
Balance Sheet
 As of October 31, 2021

	Oct 31, 21
21067-1 - Emergency Loan Fund	162.86
21067-2 - James Force Scholarship	641.00
21072 - Missions Fund	
21072-1 - Asylum - Missions	1,750.03
21072-3 - Blessing Bags	925.00
21072 - Missions Fund - Other	246.00
Total 21072 - Missions Fund	2,921.03
21083 - Funeral Reception Fund	1,258.06
21095 - Joens Third Grade Bible Fund	1,690.50
21110 - Mens Ramp Fund	150.47
Total 21000 - Designated Contributions	31,480.20
21100 - Designated Contributions In/Out	
21001 - Vision Quest Christmas Project	760.00
21011 - JMCOR	100.00
21101 - Camp Hope (Helen Gilbert)	7.00
21104 - Annual Conf Missions	340.00
Total 21100 - Designated Contributions In/Out	1,207.00
21200 - Special Designated Funds	
21027 - Ashcraft/Clark Music Interest	29,962.71
21040 - Endowment Fund Interest	49,352.93
21062 - Stauffacher Gift	91,671.81
21077 - Memorial Prayer Garden Interest	9,731.74
Total 21200 - Special Designated Funds	180,709.19
900 - Payroll Liabilities	
20230 - Federal Withholding	2,939.20
20240 - Arizona Withholding	419.50
802 - Elective Deferral 403(b)	300.00
900 - Payroll Liabilities - Other	-4.36
Total 900 - Payroll Liabilities	3,654.34
Total Other Current Liabilities	217,050.73
Total Current Liabilities	228,226.39
Long Term Liabilities	
10000 - Restricted Fund Reserve	
10001 - Ashcraft/Clark Fund	69,092.54
10004 - Endowment Fund	620,000.00
10005 - Memorial Prayer Garden	48,404.73
Total 10000 - Restricted Fund Reserve	737,497.27
27000 - Long Term Liabilities	
27300 - Refundable Deposits Payable	1,050.00
Total 27000 - Long Term Liabilities	1,050.00
Total Long Term Liabilities	738,547.27
Total Liabilities	966,773.66
Equity	
31500 - Present Equity	2,906,259.58
31501 - Prior Year Adj	6,602.03
31502 - Loan Forgiveness	38,857.00
32000 - Unrestricted Net Assets	80,945.77
Net Income	-58,286.84
Total Equity	2,974,397.54

1:50 PM
11/23/21
Accrual Basis

Christ Church United Methodist
Balance Sheet
As of October 31, 2021

	Oct 31, 21
TOTAL LIABILITIES & EQUITY	<u>3,941,171.20</u>

10:59 AM
 11/24/21
 Accrual Basis

Christ Church United Methodist
Profit & Loss
 January through October 2021

	Jan - Oct 21
Ordinary Income/Expense	
Income	
40010 · Pledged Giving	219,613.00
40011 · Unpledged Giving	43,124.00
40015 · Open Plate	1,371.70
40040 · Building Use Fund	3,910.00
40041 · Day Care Income	13,500.00
40045 · Interest	14.13
40050 · Designated Transfer	43,474.01
40055 · Other Income/Fund Raising	14,036.04
40060 · Conference Support Apportionmen	5,811.34
Total Income	344,854.22
Expense	
50000 · Expense	
55700 · Other Designated Expenses	
55767 · Sr Pastor Fund Exp ER Relief	2,933.14
55777 · Memorial Prayer Garden	1,334.64
55783 · Funeral Exp	1,182.59
Total 55700 · Other Designated Expenses	5,450.37
Total 50000 · Expense	5,450.37
50500 · Conference Support	
50505 · World Service Support &	32,182.70
50510 · Leadership Ministry team	13,702.64
50515 · Support Ministry Team	15,987.36
50520 · Ministerial Education Fund	1,163.36
50525 · Black College Fund	537.36
50530 · African University Fund	121.36
50500 · Conference Support - Other	5,811.34
Total 50500 · Conference Support	69,506.12
51000 · Missions	
51003 · Primavera	2,557.97
51015 · Foster Care	995.96
51016 · Asylum Program	408.06
51020 · Missions - Undesignated	70.00
51023 · Clothing Boutique	157.75
51024 · Food Bank Outlet	2,734.89
51026 · Blessing Gag Exp	666.39
51028 · ICS Partnership	500.00
Total 51000 · Missions	8,091.02
51500 · Worship	
51535 · Communion Supplies	271.10
51545 · Contingencies	1,129.85
Total 51500 · Worship	1,400.95
51510 · Worship/Music	
51520 · Ashcraft/Clark Music Exp	2,731.10
Total 51510 · Worship/Music	2,731.10
53200 · Childrens Ministry	0.00
54000 · Family Ministries	
54015 · Outdoor Ministry	486.77
Total 54000 · Family Ministries	486.77
55300 · Adult Ministry	
55305 · Stephen Ministry	620.36

10:59 AM

11/24/21

Accrual Basis

Christ Church United Methodist
Profit & Loss
 January through October 2021

	Jan - Oct 21
Total 55300 · Adult Ministry	620.36
55500 · Finance	
55525 · Finance Contingencies	552.35
55528 · Finance Online Giving Fees	1,614.22
55529 · Finance Payroll Fees	518.89
Total 55500 · Finance	2,685.46
55600 · Stewardship	
55601 · Campaign Expense	397.59
Total 55600 · Stewardship	397.59
56000 · Administrative Council	
56001 · Annual Conference Expenses	100.00
Total 56000 · Administrative Council	100.00
56500 · Staff Ministries	
56501 · Senior Pastor - Salary	49,590.00
56503 · Senior Pastor - Health Care	12,330.00
56504 · Senior Pastor - Pension	7,937.50
56505 · Senior Pastor - Housing	12,500.00
56510 · Senior Pastor Continuing Educat	358.00
56513 · Office Administrator	34,770.44
56516 · Organist/Accomp	14,434.00
56521 · Financial Secretary	9,899.53
56525 · Love Offering Collected	1,985.00
56526 · Church Custodian	21,247.00
56527 · Director of Chancel Choir	2,250.00
56532 · Bell Choir Director	3,462.54
56534 · Sunday School Aide	319.84
56537 · Sprc Expenses/Relief	67.24
56540 · FICA Expense	7,930.40
56541 · Youth Specialist	2,227.20
56542 · Web Management	2,097.00
56545 · Sprc Substitute Pay	1,018.75
56500 · Staff Ministries - Other	10.87
Total 56500 · Staff Ministries	184,435.31
57000 · Operational Support	
57005 · Office Supplies	1,596.80
57010 · Postage	2,284.05
57015 · Paper/Envelopes	83.46
57040 · Upper Room/Alive Now	189.75
57045 · Computer Supplies	89.00
57052 · Subscriptions	1,220.70
Total 57000 · Operational Support	5,463.76
57500 · Building Use	
57502 · Building Use Expense	85.00
57503 · Electric	17,237.41
57504 · Gas	1,116.54
57505 · Water	6,851.61
57506 · Telephone	2,169.26
Total 57500 · Building Use	27,459.82
57510 · Other-Trustees	
57511 · Water Tower Water Treatment	1,687.50
57520 · A/C Maintenance	2,557.00
57521 · General Insurance	15,109.59
57522 · Workers Compensation Ins	2,825.34
57524 · Custodial Supplies	1,409.10
57526 · Building Repairs/Maintenance	
57526-1 · Building Improvements	7,484.00

10:59 AM
 11/24/21
 Accrual Basis

Christ Church United Methodist
Profit & Loss
 January through October 2021

	Jan - Oct 21
57526 · Building Repairs/Maintenance - Other	13,808.48
Total 57526 · Building Repairs/Maintenance	21,292.48
57528 · Equipment Repair	190.05
57530 · Equipment Service Contracts	6,269.97
57534 · Insect Control	1,421.00
57536 · Refuse Collection	1,735.01
57538 · Equipment Purchases	24,158.90
57550 · Lawn/Landscaping Maint.	8,708.33
57557 · Elevator Maint. Contract	6,928.16
Total 57510 · Other-Trustees	94,292.43
Total Expense	403,121.06
Net Ordinary Income	-58,266.84
Other Income/Expense	
Other Income	
82000 · Other Income	
82006 · Love Offering Other Income	1,985.00
82020 · Endowment Bldg Improve Other In	7,484.00
82025 · Asylum Other Income	408.06
82030 · Ashcraft/Clark Music Ohter Inc	2,643.58
82035 · Sr Pastor Fund Other Inc	2,933.14
82040 · Clothing Boutique Other Inc	157.75
82045 · Food Bank Outlet Other Inc	2,634.89
82050 · Memorial Prayer Garden Other In	1,334.64
82070 · Stephen Ministries Other Income	9.95
82080 · Foster Kids Other Income	380.00
82083 · Funeral Other Income	220.00
82090 · Equipment Purchases Other Exp	23,283.00
Total 82000 · Other Income	43,474.01
Total Other Income	43,474.01
Other Expense	
80000 · Other Expenses	
80006 · Love Offering Other Exp	1,985.00
80020 · Endowment Bldg Improve Other Ex	7,484.00
80025 · Asylum Ohter Exp	408.06
80030 · Ashcraft/Clark Music Other Exp	2,643.58
80035 · Sr Pastor Fund Other Exp	2,933.14
80040 · Clothing Boutique Other Exp	157.75
80045 · Food Bank Outlet Other Exp	2,634.89
80050 · Memorial Prayer Garden Other Ex	1,334.64
80070 · Stephen Ministries Other Exp	9.95
80080 · Foster Kids Other Exp	380.00
80083 · Funeral Other Exp	220.00
80090 · Equipment Purchases Other Exp	23,283.00
Total 80000 · Other Expenses	43,474.01
Total Other Expense	43,474.01
Net Other Income	0.00
Net Income	-58,266.84

Pastor's Compensation

Desert Southwest Conference of The United Methodist Church

Compensation & Personnel Expenses

Clergy Person: Elizabeth A. Rambikur Membership Status: Full Elder
 Name of Church: Christ Church United Methodist of Tucson Appointment: 25% 50% 75% 100%
 Date New Compensation Goes into Effect _____ Total Years Serving in Ministry 13 in 2022

		Must meet requirements per Conference Guidance	Adjusted Cash Salary & Housing ¹
Compensation	(A) Cash Salary (must meet DSC minimum) ²	\$ 60,000	\$
	(B) Housing ³ <input type="checkbox"/> Housing Allowance <input checked="" type="checkbox"/> Parsonage (25% of Cash Salary)	\$ 15,000	\$
	(C) Total Compensation (A + B)	\$ 75,000	\$
Benefits	(D) Pension - CRSP (13% of (C) above)	\$ 9,750	X
	(E) Conference Health Insurance – Church Portion (see Health Insurance Schedule)	\$ 14,940	
	(F) Participant Portion of Health Insurance Paid for Clergy Person by the Church (optional)	\$	
	(G) External Health Insurance Paid for Clergy Person by the Church (an option to (E) above) ⁴	\$	
Expenses	(H) Continuing Education (\$500 min)	\$ 1,000	X
	(I) Accountable Reimbursement Plan (\$2,000 min) ⁵	\$ 2,000	
	(J) Annual Conference Session Expenses Paid for Clergy Person	\$	
Total (C through J)		\$ 102,690	

Signing this document signifies agreement:

Pastor: Elizabeth A. Rambikur Date: _____

SPRC Chair: Carol M Swango Date: 11/15/2021

Finance Chair/Treasurer: _____ Date: _____

District Superintendent: _____ Date: _____

SEE NOTES ON NEXT PAGE

Rev. 8/2021