

Charge Conference

Attendance:

Pastor Chuck Wilson	Tyleta Morgan	Suzanne Pugh
Pastor Paul Craig	Nancy Harris	Lee Goldstein
Pastor Corey Millet	Chuck Delong	Gene Monago
Pastor Jenny Savage	Greg Klein	Phillip Tate
Pastor Brad Hopper	Grant Overby	Ken Merchant
Jon Pollack	Terry Efrid	Karin Dunham
Carol Hatcher	Dale Webster	Becky Yates
Lisa Martin	John McClendon	Kaitlin Klotz

- I. Call to Charge Conference: Pastor Paul Craig
 - a. Presentation of Pastor Jenny Savage's Compensation
 - i. 10 hours/weekly
 - ii. \$12,000.00 annual salary
 - iii. \$500.00 for travel (remainder of 2021)
 - iv. \$500.00 for continuing education (remainder)
 - v. Under budget for this position given change in position and the number of hours.
 - b. Call for Questions
 - i. Travel and continuing ed in addition to \$12,000.00
 - c. Vote
 - i. Motion carries (17 affirmative votes)
 - d. Adjournment of Charge Conference

Administrative Council Meeting

- I. Welcome and Introduction (Jon Pollack)
- II. Opening Prayer (Pastor Paul Craig)
- III. Children's Ministry Reorganization (Pastor Corey Millet)
 - a. Children's and Age Level Ministries were identified as areas for revitalization in the "Our Next Faithful Steps" visioning process.
 - b. Following Madeline Kamp's retirement, Pastor Corey Millet was approached to determine how the age-level ministries can be re-imagined
 - i. A desire to build a cohesive bridge throughout our age-level ministries was discovered
 - ii. Pastor Corey Millet will have a change in title to Director of Age Level Ministries, encompassing Children's Ministries all the way up to Adult Ministries
 - iii. Job descriptions of MUMC employees involved with Age-Level Ministries have been evaluated and redescribed
 1. Rob Hunter will serve as the Associate Director of Age-Level Ministries
 - a. He will also be responsible for Safe Sanctuary Training and background checks

- b. He will collaborate with MUMC Facilities to provide support
 - c. Rob will continue to serve in Youth Ministries
 - 2. Elizabeth Carpenton's role will serve as a bridge between United Kids to United Youth Ministries
 - a. Her role will expand from encompassing grades 7-9 to grades 4-9.
 - b. She will continue to work with the youth praise team.
 - 3. Jamie Conder's and Amy Benjamin's roles will not change
 - 4. Cassidy Smith, an interim youth administrative support employee, will become a full-time employee overseeing grades 10-12.
 - 5. AD of College Age and Young Adult Ministries is TBD, but Cassidy and Corey will be directly involved with the search
 - 6. Alix Arndt, will move into the role of Children's Ministry Associate, providing support for ages 4 years through 4th grade. She will continue to serve with VBS and The Deep Family Worship
 - 7. Gwyn Aycock has returned from furlough and will be in her supervisory
 - 8. Jessica Gardner will provide all administrative support to Children's Ministry.

iv. Questions:

- 1. How will we measure the targeted success moving forward?
 - a. Not always numerical or financial (especially as we continue to navigate the COVID-19 situation)
 - b. Age-Level Ministry will evaluate points of engagement

IV. Leadership Development Update (Grant Overby)

- a. In late September of 2020, Pastor Chuck Wilson approached Grant Overby to begin visioning what Leadership Development means at MUMC.
- b. The group (Pastor Chuck, Beth Lynn (?), Carol Hatcher, Lee Goldstein and Grant Overby) have spent the last 10 months planning the Leadership Development Team Process Timeline
 - i. The Service Year will start each February:
 - 1. February-March:
 - a. Determine Open positions and succession plans
 - b. Leadership Development Orientation Meeting
 - 2. April-May
 - a. Conduct Leadership Development Information Session
 - b. Schedule and begin candidate interviews
 - 3. June-Early September
 - a. Confirm candidate acceptance
 - b. Conduct 2nd information session
 - c. Conduct 2nd interviews
 - d. 2nd confirmation of candidate acceptance
 - 4. Mid-September-Early November
 - a. Begin succession plans and training/shadowing

- b. Begin the development of content for Leadership Connection
 - 5. Mid-November-February
 - a. New elected leader class to be confirmed at Charge Conference
 - b. Orientation for Committee/Key Leaders
 - c. Finalize Content for Leadership Connection
 - d. Leadership Connection
 - ii. The visioning group has developed a Leadership Development Handbook that is in pre-final draft form.
 - 1. The goal is to have the handbook ready by late September.
- V. Faithful Next Steps Update, Funding and Discussion (Jon Pollack)
 - a. 4 individuals were challenged to lead brainstorming groups for ways to re-engage with the congregation and build connections with our community:
 - i. Shannon Williams
 - ii. Craig Estep
 - iii. Corey Millet
 - iv. John McClendon
 - b. On August 2nd, the group leaders presented proposals for the following:
 - i. Updates to website for cohesiveness and consistency
 - ii. Church and community music outreach calendar from Craig Estep
 - iii. Support and uplift GIC
 - 1. Make resources known within MUMC and outside in the community
 - iv. Create a more welcoming environment for our youth
 - v. Outreach to community through service and “We are Matthews” campaign
 - 1. Marketing campaign will tell the stories of our ministries
 - c. To prepare for these initiatives, we need to generate “seed money”
 - i. It was proposed to the Finance committee that we establish a \$25,000.00 fund for only 2021 to address some of the “right now” projects.
 - ii. We are hoping to find sponsors for the proposed initiatives
 - d. Questions:
 - i. Suggestion to remind congregation that these initiatives were identified in 2019 during the “Our Faithful Next Steps” process
 - ii. Was there a specific distribution of the \$25,000.00 funds?
 - 1. It is a bucket fund for the remainder of 2021.
 - a. Shannon Williams has received quotes from 3 different groups for the work she would like done on the website redesign.
 - i. The estimated cost is roughly \$9,000.00.
 - b. Pastor Corey Millet is currently researching pricing for her proposed enhancements to Youth Ministry.
 - 2. There are some things (like the website redesign and generation of materials for outreach) that must happen ASAP.

- a. The remainder of 2021 will be used to assess our needs for 2022 and beyond.
 - 3. Suggestion for monthly update to Ad Council for real time spending
 - e. Motion to approve \$25,000.00 recommendation (Terry Efrid)
 - i. Seconded by Tyleta Morgan
 - f. Vote
 - i. 15 affirmative votes-0 opposed votes
 - ii. Motion carries
- VI. Mental Health Ministry (Becky Yates)
- a. A Mental Health Ministry (Hope for Minds and Hearts) has been approved for people living with mental health issues and illnesses as well as their families.
 - b. One piece of this ministry will be a support group
 - c. Mental Illness Awareness Week: October 3rd-October 9th, 2021
 - d. Mental Health October 3rd at 7:00 PM
 - i. Guest speaker Todd Clark will outline how MUMC can meet the needs of congregation members
 - ii. A panel consisting of a local psychologist and local psychiatrist as well as Todd Clark will take questions.
 - e. Overcome Support Group will begin following the
- VII. COVID-19 Policy Update (Pastor Paul Craig)
- a. Mecklenburg County has moved into an indoor public space mask mandate
 - i. This does not apply to churches
 - 1. However, the strong recommendation of Governor Roy Cooper is that North Carolinians wear face coverings in ALL indoor gatherings.
 - 2. It is the recommendation of MUMC that worshippers continue to use face coverings to protect congregants who are unable to receive vaccinations.
 - 3. There has not been an update from the Bishop's Office regarding policy, but that information may be coming soon.
 - 4. The CCH community has achieved a 95% vaccination rate
 - 5. Curtis Chang (Duke Divinity-Specialized in Organizational Management) developed resources for Christians considering COVID-19 vaccinations:
 - a. "Christians and the Vaccine"
- VIII. Final Announcements (Pastor Chuck Wilson)
- a. Sunday September 12th, 8:15 AM worship service returns
 - b. The Memorial Garden continues to develop
 - c. October-November 14th: Study-Engaging with MUMC
 - i. Special emphasis on financial stewardship, engagement and giving
 - d. Wednesday November 3rd: Endowment Celebration
 - i. Speaker: Dr. Ken Lyon
 - e. Dedication Sunday (November 14th): An all-morning running breakfast available to all church members to celebrate the occasion
- IX. Closing Prayer (Pastor Chuck Wilson)