

Attendees:

Pastor Paul Craig*	Marshall Edwards	Carol Hatcher
Pastor Chuck Wilson**	Beth Merchant	Nancy Harris
Pastor Roldan Flores	Ken Merchant	Suzanne Pugh
Pastor Corey Milliet	Lee Goldstein	Tyleta Morgan
Pastor Jenny Savage	Dale Webster	Amy DeVore
Becky Yates	Margaret Todd	Don Morrison
Greg Klein	Curt Walton	Kaitlin Klotz
Jim Murphy	Greg Mangum	
Susie Verrill	Karin Dunham	

*Indicates Presiding Elder

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- I. Opening Prayer-Pastor Paul Craig
- II. Charge Conference Call to Order-Pastor Paul Craig
 - a. Explanation of voting practice-raised hand (either live or virtual)
 - b. Reminder of voting personnel and responsibilities
 - c. Orientation to clergy compensation documents
- III. Clergy Compensation-Pastor Paul Craig
 - a. Explanation of Clergy Compensation
 - i. A minimum 3% increase in Clergy compensation
 - ii. There are changes in job function that have been included with changes to compensation in 2021 for some clergy (not eligible to receive an additional 3% cost of living raise)
 - iii. Recommendation to amend housing allowances from \$18,000 to \$20,000. MUMC SPRC moved to increase clergy housing in accordance with the Annual Conference's approved housing allowance. Unable to make this increase for past several years
 - iv. Healthcare Benefits
 1. Required for all full-time clergy
 2. Clergy can choose the type of plan they need
 - a. Plans may include self, spouse, or family. Clergy bear a portion of their individual healthcare costs with MUMC Clergy opting to cover dependent(s) pay the full cost of the additional coverage
 - b. Church share and Clergy person portions of costs are outlined in the compensation documents
 - v. Life Insurance
 1. Each appointed clergy person is covered by \$10,000 of life insurance paid for by the annual conference. Clergy may choose additional life insurance for themselves and/or dependents at their cost
 - vi. Pension Plan

1. Clergy may make personal contributions to their pension plan in addition to what is paid by MUMC
 - vii. Pension questions
 1. Conference calculates pension contributions for use on the clergy comp forms
 - viii. Travel/Continuing Education
 1. Each Clergy receives an allowance for travel reimbursements and professional expenses.
 - b. Vote for approval of Clergy Compensation
 - i. Affirmative-13; Negative-0
 - ii. Clergy Compensation passes
- IV. Recommendation of 2022 Operating Budget-Greg Klein
 - a. Fiscal Year 2021 was a good financial year for Matthews UMC
 - i. Offerings were over budget by about 0.5% (\$13,000 over the budget for FY 2021)
 - ii. Expenses were ~4.8% under budget
 - iii. The net result for fiscal year 2021 was +\$144,000 surplus
 1. These funds will move into the general fund for MUMC and be applied to future initiatives and projects
 - iv. The Finance Committee approved 2 items to be funded from the general fund
 1. Faithful Next Steps (\$42,000)
 2. Maintenance Reserve Fund (\$25,000)
 - v. General reserve balance is just over \$3.6 million
 - b. Budget for 2022
 - i. We are preparing for another unprecedented year and there is quite a bit of uncertainty surrounding finances in 2022.
 - ii. Budget was presented to the Finance Committee and unanimously accepted by the group.
 - iii. The presented balanced budget includes:
 1. Offerings: Slightly higher than the amount received by end of 2021 (considered a conservative approach)
 2. Other Revenue (2.78 million):
 - a. Telra Institute will be paying rent for the first 6 months of 2022
 - b. Rental income for use of the Church as in-person activities return
 3. Expenses
 - a. Adjusted spend rates from 2021
 - b. Clergy Salaries
 - c. Lay Staffing Salaries
 - i. Some lay employees took on additional responsibilities and received scope of work

- increases in salary during 2021(not eligible for additional cost of living 3% increases)
 - ii. Staff who are not receiving scope increases will be eligible for up to a 3% cost of living increase in salary
 - 1. Most staff have not had cost of living increases over the last several years
 - d. Helps with inflationary cost Increases
 - e. \$21,000 hold-back
 - i. This is \$21,000 of undesignated expenses for unplanned expenses or “cushion” in the event that expenses exceed expectations
- iv. Call for Budget Discussion
 - 1. Staff cost of living increase-are they eligible for merit increases?
 - a. No- 2022 budget accounts for the 3% (which will be added to most salaries for COLAs). Budget does not include adjustments for merit increases
 - 2. Did scope increase result in any savings?
 - a. Yes-two staff departures (Hopper and Kamp) have increased these savings
 - b. Preschool staff is not on the payroll for 2022
 - 3. Where in the budget would we see money allocated for community connection?
 - a. Micah Connection
 - b. Global Impact Team
 - i. Support of local missions and ministries
 - c. Welcome and Hospitality Ministry
 - i. Disciple’s Path
 - 1. ~20 new members of MUMC in the coming weeks
 - d. Communications
 - i. Community events with an outreach or mission focus
 - 4. Is there a capability within the \$21,000 hold-back to provide bonuses for Church employees?
 - a. 2% of the salary budget allows for cushion (from vacancies throughout 2022) and gifts/bonuses to Church employees (small amount included in SPRC budget)
- v. Next Steps for Pastor Brad’s Position
 - 1. Amy DeVore will become the Coordinator of Missions and Social Justice
 - a. She will pick up 10 additional hours and facilitate the Micah Connection and some of Pastor Brad’s former Global Impact duties

Charge Conference-January 29th, 2022-12:30 PM

2. Pastor Jenny Savage is taking on 5 additional hours to provide congregational care

vi. Vote to Approve 2022 Budget

1. Affirmative-13; Negative-)

2. 2022 Budget passes

V. Closing Prayer-Pastor Paul Craig