



REACH. TEACH. **PRAISE.** SERVE.  
MATTHEWS UNITED METHODIST

## Welcome

**Matthews United Methodist Church embraces God's gift of diversity and rejoices in a loving, diverse community united in Jesus Christ! Our Church strives to live the love of Christ in all we do and affirms the sacred worth of all persons, deserving of every sacrament and rite.**

**We affirm and celebrate individuals of every age, economic status, ethnicity, race, physical and intellectual abilities, political perspective, sexual orientation, gender identity, gender expression, family composition, country of origin and citizenship status.**

**We all are made in Christ's image, worthy of God's love and grace!**

**We recognize our differences and do not seek to erase them but to use them as a source of strength, as we journey together toward greater understanding, mutual respect, and love for each other, while humbly serving our God.**

## Mission

Matthews United Methodist Church (MUMC) is a community of people committed to Jesus Christ, empowered by the Holy Spirit, united in the love of God, and called to make that love real to others, through how we ...

- **REACH** people in the name of Christ,
- **TEACH** everyone to be fully devoted disciples of Christ,
- **PRAISE** God through worship and in everything we do,
- **SERVE** others, as Christ taught us, to relieve suffering in the world.

## Vision

In the Gathering Space of our Sanctuary carved in granite from 1993 are these words of vision: **to become an all-inclusive Christian community which lifts high the Cross and shares the love of Jesus.**

### WE ARE:

- Disciple-Making People of God
- Deeply Rooted People of God
- Faithful People of God
- Diverse People of God
- Justice-Seeking People of God
- Resilient People of God
- Missional People of God
- Connected People of God
- World-Changing People of God
- Generous People of God
- Committed People of God
- Jesus-Seeking People of God
- Spirit-Filled People of God



**THIS IS US** 

Learn more about who we are as a community:  
[www.MatthewsUMC.org/Welcome-and-Mission](http://www.MatthewsUMC.org/Welcome-and-Mission)



## MATTHEWS UNITED METHODIST

### MUMC Leadership Covenant:

We covenant to pray, thanking God and seeking his direction as we listen for God's responses.

We covenant to lead others by our example of faithful worship, embracing generosity and tithing, supporting our pastors and staff, and discerning what is best for our whole church.

We covenant to respect, care, and pray for each other, listening to ideas with an open mind; to discuss, debate, and disagree openly while expressing our point of view; to support the direction and decisions of the individual, group or decision-making body.

### Rule of Life

*Time-tested, biblically-grounded spiritual practices for leaders:*

1. I will practice a **persistent pattern of prayer**. My relationship with God in prayer is at the center of everything I say and do.
2. I will maintain a daily practice of **study and reflection with the Bible**. I am constantly looking for the way the Bible speaks to me.
3. I will use the **gifts God has given me to serve others** as my way of participating in God's transformation of the world.
4. Because God loves people enough to give his Son for them, I will love people enough to **invite them to experience God's love** and become disciples of Jesus.
5. I will live out my discipleship **with other disciples** who support me and hold me accountable for my continued growth.
6. I will **worship weekly** in the gathered congregation of followers of Jesus. It takes priority on my calendar. It sets my direction for the rest of the week.
7. I will **practice the biblical discipline of tithing**, giving the first 10% of my income to God's work as the starting point of my life of generosity.

**MUMC 2025 Elected Leadership List  
February 1, 2025 - January 31, 2026**

Administrative Council		Finance Ministry Team		Trustees Ministry Team	
Servant Leader	Suzanne Pugh	Servant Leader	Mike Murphy	Servant Leader	<i>Trustees elect</i>
Vice Servant Leader	Ben Freeman	Vice Servant Leader		Vice Servant Leader	
Finance Servant Leader	Mike Murphy	Pastor	Chuck Wilson	Pastor	Chuck Wilson
Trustees Servant Leader		Ad Council Servant Leader	Suzanne Pugh	Director of Facilities	Del Funderburk
Staff Parish Servant Leader	Heath Gilbert	Trustees Representative		<b>Members At Large:</b>	
Endowment Servant Leader	Sam Hatcher	Staff Parish Servant Leader	Heath Gilbert	Class of 2025 (Jan. 2026)	Michael Holt
Lay Leader	Katrina Larrison	Global Impact Svt Leader	Marilyn Sczech		Julie Curtis
Vice Lay Leader		Lay Leader	Katrina Larrison		Ken Merchant
Pastor	Chuck Wilson	Treasurer/Financial Administrator	Debbie Fitts	Class of 2026 (Jan. 2027)	Gary Kraynock
Pastor	Roldan Flores	<b>Members At Large:</b>			Richard McCoy
Pastor	Corey Milliet	Class of 2025 (Jan. 2026)	Fred Hill		Carol Goolsby
Pastor			Errett Roth	Class of 2027 (Jan. 2028)	Chuck Traetto
<b>Lay Delegates to Annual Conf.: One/pastor (4), Serve 4 yrs</b>			Liz Mockler		Rachel Dunham
2026	Suzanne Pugh (AC SL)	Class of 2026 (Jan. 2027)	Trey Davis		Susie Verrill
2027	Katrina Larrison (Lay Leader)		Greg Faucette		
2027	Heath Gilbert (SPRC)		Kathy Efird	<b>Leadership Development Team</b>	
2028	Will Little		Mike Murphy (Servant Leader)	Pastor(s)	Chuck Wilson
Alternate Lay Delegate		Class of 2027 (Jan. 2028)	Tom Amann		
Alternate Lay Delegate			Margaret Todd	Project Manager	Tonya Terry
Recording Secretary	Kaitlin Klotz		Graham Webster	Vice Project Manager	Kelly Smith
Membership Secretary	Ashley Broome			Lay Leader	Katrina Larrison
Global Impact Servant Leader	Marilyn Sczech	<b>Staff Parish Relations Committee</b>		<b>Members At Large:</b>	
UMM Servant Leader	Marshall Edwards	Servant Leader	Heath Gilbert	Class of 2025 (Jan. 2026)	James Bowman
United Women of Faith Svt Ldr	Nancy Ward	Vice Servant Leader	Ally Traetto		Rodney Lynn
Church Attorney	Fred DeVore	Pastor(s)	Chuck Wilson		Carolyn Perlman
History & Records	Tyleta Morgan			Class of 2026 (Jan. 2027)	Lesley Edwards
<b>Council Members At Large:</b>		Lay Leader	Katrina Larrison		Abbie Mangum
Class of 2025 (Jan. 2026)	Suzanne Pugh - Servant Ldr	<b>Members At Large:</b>			John Smith
	Hugh Clark	Class of 2025 (Jan. 2026)	Heath Gilbert - Servant Leader	Class of 2027 (Jan. 2028)	Chuck Delong
	Ben Freeman - Vice Servant Ldr		Sandi Lee		Julie Knafelz
Class of 2026 (Jan. 2027)	Byard Bost		Philip Tate		Kelly Smith
	Christa Tyson	Class of 2026 (Jan 2027)	Leslie Niessner		
	Bryan Cook		Jordan Roth	<b>Endowment Team</b>	
Class of 2027 (Jan. 2028)	Hunter Ross		Ally Traetto	Servant Leader	Sam Hatcher
	Becky Yates	Class of 2027 (Jan 2028)	Karin Dunham	Vice Servant Leader	Julie Jones
	Ramon Vivero Zamudio		Eva Resendez	Senior Pastor	Chuck Wilson
			Scott tenBroeck	Treasurer	Debbie Fitts
				Trustees representative	Michael Holt
		<b>Global Impact MissionsTeam</b>		Class of 2025 (Jan. 2026)	Troy Ferguson
		Servant Leader	Marilyn Sczech		Toni Vento
		Vice Servant Leader			André Hall
		Dir. of Missions & Justice Ministries	Amy DeVore		Sam Hatcher - Servant Leader
		<b>Members At Large:</b>		Class of 2026 (Jan. 2027)	Robert Hinson
		Class of 2025 (Jan. 2026)	CK Rizzo		Eric White
			Marilyn Sczech - Servant Leader		Clark Holmes
			John Klotz	Class of 2027 (Jan. 2028)	John Branin
		Class of 2026 (Jan. 2027)	Wendy Hall		Jim Cornell
			Phyllis Nussman		Kelly Klotz
			Karla Jennings		Julie Jones - Vice Servant Leader
		Class of 2027 (Jan 2028)	Amy Ramsey		
			Bill Campbell	<b>Building Committee</b>	
			Sarai Armenteros		Carol Goolsby - Servant Leader
					Craig Estep
					Joe Culpepper
					Gene Monago
					Robert/Katrina Larrison
					John Millen
					John Ross
					Chuck Wilson
					Grace Trumpower

**Matthews United Methodist Church**

**2025 Elected Leadership Meeting Schedule** - This schedule can be found on our website (MatthewsUMC.org) under Serve/Volunteer & Leadership Resources.

1/21/2025

**Bold** indicates change from regular meeting date or place.

COMMITTEE:	SPRC	Global Impact	Trustees	Finance	Leadership Development	Endowment	Key Leaders	Ad Council	All-Church Gathering Meetings
DATE:	1st Monday	2nd Monday	2nd Monday	3rd Monday	3rd Tuesday	3rd Wednesday	4th Monday	4th Monday	
TIME:	7:00 PM	6:30 PM	7:00 PM	7:00 PM	7:00 PM	6:30 PM	6:00PM	7:00 PM	7:00 PM
LOCATION:	Room 94 &/or Zoom	Room 97/99 &/or Zoom	Room 94 &/or Zoom	Room 94 &/or Zoom	Zoom only	Room 94 &/or Zoom	Room 94	Room 94 &/or Zoom	Commons
<b>Jan 2025</b>	Jan. 6	Jan. 13	Jan. 13	<b>Tues, Jan. 21 Rm. 97/99</b>	Jan. 14	Jan. 15	Leader Training Jan. 15, 6:00 pm; Zoom only.		Leadership Connection Sat. Jan 25, 8:30-12:00
<i>New "leadership year" begins Feb 1</i>									
<b>Feb. 2025</b>	Feb. 3	Feb. 10	Feb. 10	Feb. 17	<b>Feb. 25</b>	Feb. 19	Feb. 24	Feb 24	
<b>March 2025</b>	March 3	March 10	March 10	March 17	March 18	<b>March 12</b>	March 24		
<b>April 2025</b>	April 7	April 14	April 14	<b>Tues, April 22 Zoom only</b>	<b>April 29</b>	April 16	April 28		April 28
<b>May 2025</b>	May 5	May 12	May 12	May 19	May 20	May 21	<b>Tues, May 27</b>	<b>Tues, May 27</b>	
<b>June 2025</b>	June 2	June 9	June 9	June 16	<b>June 10</b>	June 18	June 23		
<b>July 2025</b>	No Meetings in July								
<b>Aug. 2025</b>	Aug. 4	Aug. 11	Aug. 11	Aug 18	<b>Aug. 26</b>	Aug 20	Aug 25	Aug 25	
<i>Room location for dates below to be confirmed Summer 2025</i>									
<b>Sept 2025</b>	<b>Tues, Sept 2</b>	Sept. 8	Sept. 8	Sept. 15	Sept. 16	Sept. 17	Sept. 22		
<b>Oct 2025</b>	Oct. 6	Oct. 13	Oct. 13	Oct. 20	Oct. 21	Oct. 15	Oct. 27		Oct 27
<b>Nov 2025</b>	Nov. 3	Nov. 10	Nov. 10	Nov. 17	Nov. 18	Nov. 19	Nov. 24	Annual Charge Conference Date TBD: Nov. 24?	
<b>Dec 2025</b>	No Meetings in December								
<b>Jan 2026</b>	Jan. 5	Jan. 12	Jan. 12	<b>Tues, Jan. 20</b>	<b>Jan. 13</b>	Jan. 21	Key Leader Training & regular meeting TBD	Possible Charge Conf. Jan. 24 at 12:30 (following Leadership Connection)	Leadership Connection Sat. Jan 24, 8:30-12:00



# MUMC STAFF LIST

## Staffing Model as of January 8, 2025

### SENIOR LEADERSHIP TEAM\*

Dr. Chuck Wilson	Pastor/FE-Elder in Full Connection – (directly oversees all programming ministries in blue)
Rev. Paul Craig	Executive Pastor/FE – Elder in Full Connection (directly oversees all programming ministries in green)

### REMAINING MANAGEMENT TEAM MEMBERS\*

#### Supervised by Lead Pastor:

Craig Estep	Director of Music & Worship Arts
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#### Supervised by Executive Pastor:

Rev. Roldan F. Norona	Assistant Pastor/FL – Full Time Local Pastor – Spanish-Speaking Ministry
Rev. Corey Milliet	FD – Deacon in Full Connection – Director of Age Level Ministries
Debbie Fitts	Treasurer, Executive Director of Operations (directly oversees all programming ministries in orange)

#### Supervised by Treasurer, Executive Director of Operations

Shannon Williams	Communications Director
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### AGE LEVEL MINISTRIES

Rev. Corey Milliet is direct supervisor

Alix Arndt	United Kids Associate (4 yrs.-3 <sup>rd</sup> grade) (40 hours-salaried)
Rob Hunter	Associate Director of Age-Level Ministries (40 hours-salaried)
Sarah Biggers	United Kids & United Youth Associate (4 <sup>th</sup> – 9 <sup>th</sup> Grades) (40 hours-salaried)
Vacant	Age-Level Ministry Associate & Administrative Assistant (35 hours)
Kim Layton	United Adults Associate (40 hours-salaried)
Connor Johnson	United College-Age & Young Adult Associate (40 hours-salaried)
Vacant	United Youth Administrative Assistant (35 hours)
Amanda Marcell	United Youth, College-Age, Young Adult Administrative Assistant (35 hours)
Katerina Biancardi	United Kids Administrative Assistant (35 hours)
Vacancy	Worship Production Assistant (15-20 hours)

### COMMUNICATIONS MINISTRY

Shannon Williams is direct supervisor

Marianne Bowman	Communications Assistant (25 hours per week)
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### DAILY BREAD MINISTRIES

CURRENTLY BEING OVERSEEN BY FACILITIES

### FACILITIES

Del Funderburk	Dir. of Facilities and Property Management (40 hours-salaried)
David Smith	Facility Staff - Maintenance (20 hours per week)
Vacant	Facility Staff (20 hours per week)
Jamey Norton	Facility Staff (10 hours per week)
Robert Thomson	Facility Staff (15 hours per week)
David Aguilera	Facility Staff (15 hours per week)
Julia Thompson	Administrative Assistant (20 hours Facilities; 5 hours Realm; 5 hours Daily Bread Ministries)

### GLOBAL IMPACT/MICAH CONNECTION

Amy DeVore Director of Missions & Justice Ministries (20 hours)  
Beth Merchant Global Impact Missions Associate (15 hours)

### MUSIC AND WORSHIP ARTS

Craig Estep is direct supervisor

Shannon Remley Director of Children's Choirs; Admin. Asst. to Craig Estep (20 hours)  
Eon Malan Music Ministry Associate – Organist (20 hours)  
Joel Mullis Worship Production Director (40 hours-salaried)  
Kathy White Accompanist/Administrator for Melody Makers (10 hours)  
Susan Chambers Volunteer Worship Coordinator  
Vacant Director of Contemporary Worship/Assist w/Production & Youth Praise Team (40 hours-salaried)

### OPERATIONS

Beth Lynn Executive Assistant to Pastor Chuck/Office Manager (35 hours)  
Teresa Clark Executive Assistant to Pastor Paul & Accounts Receivable (35 hours)  
Deborah Morrison Accounts Payable Coordinator (20 hours)  
Ashley Broome Administrative Assistant (5 hours) and Membership Secretary/Realm (25 hours)  
Liz Tikalsky Receptionist/Admin Asst for Amy DeVore (Global Impact) and Bill Roth (Welcome & Hospitality) (40 hours)

### SELF-SUSTAINING MINISTRIES

Camille Gotta Recreation Coordinator – (5 hours/week paid from recreation fees)

### SPANISH-SPEAKING MINISTRY

Rev. Roldan Norona is direct supervisor

Herminia Gamonedada Administrative Assistant (15 hours)

### WELCOME-HOSPITALITY

Rev. Bill Roth Assistant Pastor/Coordinator of Welcome & Hospitality (15 hours)

\*Note: All Management Team Members are salaried.

# LEADERSHIP RECOMMENDATION FORM

Please use this form to make recommendations for elected servant leaders.  
Return to Beth Lynn at Church Office or by email: [beth@matthewsumc.org](mailto:beth@matthewsumc.org).

Elected leader committees include: Administrative Council, Trustees, Staff Parish, Finance, Global Impact Team, Endowment Team, Leadership Development Team, & Lay Delegates to Annual Conference.

## Attributes for Service

The Leadership Development Community looks for the following attributes when assessing an individual's readiness for service in a leadership position with MUMC:

1. **MUMC Leaders are deeply devoted to Jesus Christ.** A faithful/fruitful leader is committed to a transforming relationship with Jesus Christ and to making God's love real to as many people as possible.
2. **MUMC Leaders seek deep interior lives.** All faithful/fruitful leaders will point to the time they spend in being attentive to the spiritual life. "Time with God" is not an optional appointment. Silence and solitude are at the heart of the spiritual life.
3. **MUMC Leaders bring their history with them.** A rough childhood, a failed business, a wholesome friendship – faithful/fruitful leaders are filled with them. As with the saints of generations past, leaders channel their life experience into an architecture that God can use for good.
4. **MUMC Leaders are more concerned with making a difference than with themselves.** A faithful/fruitful leader is often self-deprecating and enjoys laughter. They don't crave the spotlight and they do good deeds when no one is around.
5. **MUMC Leaders crave a lasting legacy that is beyond themselves.** Faithful/fruitful leaders are honest about their own mortality and think beyond themselves. They build for a day when they won't be around.
6. **MUMC Leaders are discerning.** A faithful/fruitful leader lays aside her personal agenda and recognizes that knowing and doing God's will is the highest value.
7. **MUMC leaders are visionary.** A faithful/fruitful leader has the capacity to see the larger picture of the present and future ministry of MUMC.
8. **MUMC leaders recognize they are part of a community.** They know how to listen to others and to be gentle, responsive and conciliatory. They are accountable.
9. **MUMC leaders demonstrate a positive, upbeat, hopeful attitude.** But they are no Pollyannas. They are grounded in reality, but they have memorized the words of Max Depree: "The first responsibility of every leader is to define reality. The last is to say thank you. And in between the leader is to serve."
10. **MUMC leaders ask God to show us the truth of our sin and how we might become agents of God's justice, mercy, love and re-creation.** Leaders ask questions, listen to and respect diverse voices and learn how and where racism (and other forms of injustice) shows in our community and how others are harmed by its effects.

## Recommendations:

Name: \_\_\_\_\_ Recommend for: \_\_\_\_\_

Qualifications: \_\_\_\_\_

Name: \_\_\_\_\_ Recommend for: \_\_\_\_\_

Qualifications: \_\_\_\_\_

Person making recommendation (required): \_\_\_\_\_

**Matthews UMC**  
**January 25, 2025**  
**Bishop Ken Carter**

1. Vital Congregations and Fresh Expressions of Church are the contexts where we become disciples, encourage each other and grow stronger as followers of Jesus.
2. Anti-Racism and Inclusion is not about so much about politics as it is about the work of discipleship and sanctification.
3. The Well-Being of the Spiritual Leader, lay and clergy, is the capacity to create and sustain these communities.
4. Our identity is in being United Methodist followers of Jesus Christ. This is not the only way to be a Christian or a church, or the superior ways; it is simply our way. This way is more fully described in 5-7.

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5. The Grace of Jesus Christ (Ephesians 2. 8-10): we are in need of this grace, and we can extend this grace to others.
6. The Connection in the Body of Christ (1 Corinthians 12): we are better together, we are designed for life together.
7. The Journey to Holiness is how we grow in love with God and each other (Matthew 22).

Grace, Connection and Holiness are our pathways to Healing.