



2022 UMC of Geneva Church Conference AGENDA

Tuesday, November 29, 2022 at
7:00pm

WELCOME

Pastor Lisa Telomen

CALL TO ORDER

Rev. Jeffry Bross

OPENING PRAYER

Sharon Anderson

HYMN

"Spirit Song"

UMH #347

SCRIPTURE

Matthew 3:13-17

Jim McConnell

MESSAGE

Rev. Jeffry Bross

"Our identity as the church grows out of this grounding in Jesus' baptism. For 2000 years, we have been rooted in Christ while finding ways to live out our faith in the Christian community. While disconnected and isolated these past few years, we witnessed the power of connection in new ways. Through Zoom, online worship, missions, acts of compassion, and opportunities for social justice, the connection has held strong." – Bishop John L. Hopkins

HOLY CONFERENCING

What do you remember from your baptism?

How do you confess Jesus Christ as your Savior, put your whole trust in his grace, and serve him as your Lord?

What is Jesus calling you to do in this new year?

REAFFIRMATION OF THE BAPTISMAL COVENANT

The New Testament records that Jesus was baptized by John, and he commanded his disciples to teach and baptize in the name of the Father, Son, and the Holy Spirit (Matt. 28:19). Baptism is grounded in the life, death, and resurrection of Jesus Christ, and involves dying to sin, newness of life, union with Christ, receiving the Holy Spirit, and incorporation into Christ's church.

Let us Pray - Pour out your Holy Spirit, and by this gift of water call to our remembrance the grace declared to us in our baptism. For you have washed away our sins, and you clothe us with righteousness throughout our lives, that dying and rising with Christ we may share in his final victory.

People: All praise to you, eternal Father, through your Son Jesus Christ, who with you and the Holy Spirit lives and reigns forever. Amen.

(Members of the congregation may be invited to touch the water and, if desired, touch their foreheads with a moistened finger)

Remember your baptism and be thankful. **AMEN.**

HYMN

“Great Is Thy Faithfulness”

UMH#140

VITALITY REPORT by Vital Congregations

Rev. Jeffry Bross

(Churches' spiritual and financial vitality over several years based on their statistical report)

BUSINESS:

- Leadership Nominations and Elections
- Clergy Compensation
- Membership Report
- 2023 UMG Fund Distribution Policy
- Recommendation to eliminate full-time associate pastor
- 2023 Budget

DISMISSAL AND BLESSING

Pastor Rob Hamilton



Items Requiring Church Conference Action

Nominations Report - November 2022

CHURCH COUNCIL

Chair		Sharon Anderson
Vice Chair		TBD
Recording Secretary		Jami Johnson
Lay Delegate to		Sharon Anderson, Marty Janners
Annual Conference (6)		Cheryl Johnson, John Kemble,
Church in Society		Carolyn Sprawka, Nancie Lillie
UMG Fund Committee Chair		JoAnn Cregier
Finance Committee Chair		Jim Alderfer
Men's Club President		
Missions Committee Chair		Cheryl Johnson
Scholarship Committee Co-Chairs		Barb Pribble (Colleen Fasbender)
Staff-Parish Relations Chair		Ken McNeil
Treasurer		Rolland Lang
Trustees Chair		Greg Lower
Women's Ministry Representative		
Youth Representatives		
Creation Care Chair		Sharon Reed
Member at Large		
Pastors (w/o vote)		Rob Hamilton, Lisa Telomen

ADMINISTRATIVE COMMITTEES

COMMITTEE ON NOMINATIONS (per BoD, no re-up, should be one youth representative)

New members nominated and elected at All Church Conference

Chair - Pastor Rob Hamilton

2023	2024	2025
Nola Keslinke	Sonja Gallagher	Anita Malik
Steve Lillie	Gale Dias	
Tom Reynolds	Donna Strand	

Board of Trustees (9)

(Per BoD, re-up is OK. Minimum of 1/3 male and 1/3 female)

Chair - Greg Lower

Pastor Liaison - Rob Hamilton

2023	2024	2025
Greg Lower	Cindy Caliendo	Katy Howell
Tom Wetmore	Kathy McNeil (2023)	Greg Lantz
Gale Dias		Chuck Bolvin
Tony Zefron		Cheryl Mennerick
Kurt Beier		John McNally

Staff-Parish Relations Committee (9) (per BoD, can re-up for a 3 year term)

Chair - Ken McNeil

2023	2024	2025
Carol Zars	Sherry Duffett	Vicki Shaffer

Steve Caliendo	Andrew Whitfield	Chuck Howlett
	Steve Cornwell	
	Ken McNeil	
<u>Finance Committee</u>	2022 ex officio	2023 ex officio
Chair- Jim Alderfer		
Pastor Liaison	Rob Hamilton	Rob Hamilton
Annual Conference Lay Member		
Church Council Chair	Jim Alderfer	
Staff-Parish Representative		
Trustee Representative	Greg Lower	
Treasurer		Rolland Lang
<u>Members At Large</u>		
2023	2024	2025
Jenean Larsen	Howie Pribble	Rolland Lang
Jim Alderfer	Bruce Kelsey	John Eifler
<u>UMGFund Committee (5)</u>		
Chair- JoAnn Cregier		
Pastor Liaison - Rob Hamilton		
2023	2024	2025
Mark Byars	Gary Duffett	Jules Heinemann
Bill Johson	JoAnn Cregier	Patty Dahlberg
<u>PROGRAM COMMITTEES</u>		
<u>Church in Society</u>		
Co-Chairs - Carolyn Sprawka & Nancie Lillie		
Pastor Liaison - Lisa Telomen		
2023	2024	2025
Gwen Powell	Carolyn Sprawka	Nancie Lillie
Kathy Kaar		Liane Lenski
<u>Missions Committee</u>		
Chair - Cheryl Johnson		
Pastor Liaison - Lisa Telomen		
2023	2024	2025
Cheryl Johnson	Keith Bowgren	Veronique Saxe
		Jackie Patterson
		Wendy McKeehan

Scholarship Committee (5)		
Co-Chairs - Colleen Fasbenber & Barb Pribble		
2023	2024	2025
	Nancy Tweed	Colleen Fasbender
	Don Mendenhall	Suzanne Zefron
		Gwen Powell
		Barb Pribble
<u>Creation Care</u>		
Chair - Debbie Karr, Sharon Reed - Co-Chairs		
Pastor Liaison - Lisa Telomen		
2023	2024	2025
Robbin Lang	Sharon Reed	Carolyn Burnham
Rolland Lang	Cheryl Johnson	Val Erickson
Fran Manos	Margot Monaghan	Mary Jane Bellezzo
	Debbie Karr	Jean Eakins



Clergy Compensation Report with a Parsonage

Northern Illinois Annual Conference Clergy Compensation Report for Clergy Provided a parsonage. Please complete this form for each clergy person under episcopal appointment. **Please round up to the nearest dollar. NO decimals or letters or symbols.**

[Download the clergy compensation explanation sheet.](#)

*indicates a required field (if this field is not filled in, an error message will appear after hitting submit and required fields will appear in red)

District *

Prairie Central

Church *

Geneva - 3027

Email of person filling out form *

rob@genevaumc.org

Clergy Person *

Robert Hamilton

Effective Compensation Beginning Date *

Jan 1 2023

Clergy Compensation

This section determines:

1. Total cash to be paid to clergy
2. Taxable and non-taxable elements of total cash.
3. Compensation used by Wespath to determine the benefit amount and cost of annual and monthly contributions to the Clergy Retirement Security Program Plan (CRSP) and Comprehensive Protection Plan (CPP).
4. Cash amount for payroll

1. Annual Base Cash Salary includes housing exclusion + deductions to UMPIP, FSA or HSA * *

74500

2. Housing Exclusion: IRC Code 107 (Amount included in base cash salary identified as housing expense and not taxable to clergy. Clergy are responsible for reporting these non-taxable expenditures.) *

5000

3. Accountable Reimbursement (Cash provided by church and accounted for by clergy for ministerial expenses such as travel, books, and continuing education. Accountable reimbursement money is not taxable to clergy) *

6500

4. Other Cash: Dues, Additional Benefits, etc (Cash provided that is taxable to clergy.) *

0

5. Other Cash (Medical Allowance if medical insurance is not provided by the Conference)

0

6. Other Cash: SECA (Self-employment, Social Security, and Medicare tax.) Clergy are responsible to pay 15.3% of their compensation including parsonage or housing allowance. Sometimes, churches choose to pay one-half of that amount.) *

0

7. Other Cash Total *

0.00

8. Parsonage = Base Salary (1) + Other Cash (4) + Other Cash (6) x .25 Does not include cash for medical individual insurance (5) *

18,625.00

9. Personal Deductions, if any to UMPIP, FSA, HSA (This can be provided at a later date if the pastor has not made a decision concerning deferrals.) *

13950.00

Taxable/Nontaxable Compensation

10. Clergy Taxable Compensation *

0

11. Clergy Non-Taxable Compensation *

1,425,125.00

12. Total Clergy Compensation *

99,625.00

13. Total cash payroll to clergy (Does not include amount allocated to accountable reimbursements) *

74,500.00

Wespath Compensation and Contributions

Total Compensation (12) - Reimbursement (3) - Medical Cash (5)

[Refer to eligibility requirements](#)

14a. Is this person eligible for pension and CPP? (If no, disregard Wespath Compensation and Contributions) *
Yes

14. Wespath Compensation *

93,125.00

CRSP Contribution (13% of Wespath Compensation) *

12,106.25

CRSP Contribution Monthly

1,008.85

CPP Contribution: 3% of Wespath Compensation *

2,793.75

CPP Contribution Monthly *

232.81

Signatures

This form is required to have at least two complete signatures. To secure all signatures, please select Save and Continue Later. You will be given a link to share with the other personnel needing to sign. The last person signing this form can then hit submit. The Staff Parish Relations Committee (SPRC) Chair should attempt to have all church signatures prior to or at the time of Charge Conference.

E Signature of Clergy *

The e-signature-of-clergy-356 field is required.

E Signature of District Superintendent *

The e-signature-of-district-superintendent-359 field is required.

Please remember to select 'Print' at the top of the form before submitting to retain for your records.

Every time you enter information in a field, it is automatically saved to your session, which can be accessed by clicking the Save and Continue and using the link at the top of the page.

******It is important to highlight, copy and save this link for your records before exiting out. You may paste this link in the address bar of your browser to re-enter your session at any time. ****** If you have another clergy and need to start a new form, save the link and click on the top banner to return to "home".

To secure all signatures, **please copy and save the link** at the top of the screen and share with the DS to sign at the time of your Church Conference. Do not hit submit. The last person signing this form can then hit submit. Instructions for signing this page:

Desktop/Laptop users: Please sign typing in your name.

Tablet/Phone users: Please sign using stylus or finger through an eSignature app.

Actual signatures can be obtained by printing this form.

Error all fields did not validate

Save this link to restore in progress forms:

<https://registration.umcnic.org/api/forms/restore/15b2f14ccf91e769c6cbabad1c0b65aa>



Clergy Compensation Report with a Parsonage

Northern Illinois Annual Conference Clergy Compensation Report for Clergy Provided a parsonage. Please complete this form for each clergy person under episcopal appointment. **Please round up to the nearest dollar. NO decimals or letters or symbols.**

[Download the clergy compensation explanation sheet.](#)

*indicates a required field (if this field is not filled in, an error message will appear after hitting submit and required fields will appear in red)

District *
Prairie Central

Church *
Geneva - 3027

Email of person filling out form *
gmonly69@gmail.com

Clergy Person *
LISA TELOMEN

Effective Compensation Beginning Date *
Jan 1 2023

Clergy Compensation

This section determines:

1. Total cash to be paid to clergy
2. Taxable and non-taxable elements of total cash.
3. Compensation used by Wespath to determine the benefit amount and cost of annual and monthly contributions to the Clergy Retirement Security Program Plan (CRSP) and Comprehensive Protection Plan (CPP).
4. Cash amount for payroll

1. Annual Base Cash Salary includes housing exclusion + deductions to UMPIP, FSA or HSA **
48475

2. Housing Exclusion: IRC Code 107 (Amount included in base cash salary identified as housing expense and not taxable to clergy. Clergy are responsible for reporting these non-taxable expenditures.) *
5000

3. Accountable Reimbursement (Cash provided by church and accounted for by clergy for ministerial expenses such as travel, books, and continuing education. Accountable reimbursement money is not taxable to clergy) *
6000

4. Other Cash: Dues, Additional Benefits, etc (Cash provided that is taxable to clergy.) *
0

5. Other Cash (Medical Allowance if medical insurance is not provided by the Conference)
00

6. Other Cash: SECA (Self-employment, Social Security, and Medicare tax.) Clergy are responsible to pay 15.3% of their compensation including parsonage or housing allowance. Sometimes, churches choose to pay one-half of that amount.) *
0

7. Other Cash Total *
0.00

8. Parsonage = Base Salary (1) + Other Cash (4) + Other Cash (6) x .25 Does not include cash for medical individual insurance (5) *
12,118.75

9. Personal Deductions, if any to UMPIP, FSA, HSA (This can be provided at a later date if the pastor has not made a decision concerning deferrals.) *
0

Taxable/Nontaxable Compensation

10. Clergy Taxable Compensation *
43,475.00

11. Clergy Non-Taxable Compensation *
23,118.75

12. Total Clergy Compensation *
66,593.75

13. Total cash payroll to clergy (Does not include amount allocated to accountable reimbursements) *
48,475.00

Wespath Compensation and Contributions

Total Compensation (12) - Reimbursement (3) - Medical Cash (5)

[Refer to eligibility requirements](#)

14a. Is this person eligible for pension and CPP? (If no, disregard Wespath Compensation and Contributions) *
Yes

14. Wespath Compensation *
60,593.75

CRSP Contribution (13% of Wespath Compensation) *
7,877.19

CRSP Contribution Monthly
656.43

CPP Contribution: 3% of Wespath Compensation *
1,817.81

CPP Contribution Monthly *
151.48

Signatures

This form is required to have at least two complete signatures. To secure all signatures, please select Save and Continue Later. You will be given a link to share with the other personnel needing to sign. The last person signing this form can then hit submit. The Staff Parish Relations Committee (SPRC) Chair should attempt to have all church signatures prior to or at the time of Charge Conference.

E Signature of Clergy *

The e-signature-of-clergy-356 field is required.

E Signature of District Superintendent *

The e-signature-of-district-superintendent-359 field is required.

Please remember to select 'Print' at the top of the form before submitting to retain for your records.

Every time you enter information in a field, it is automatically saved to your session, which can be accessed by clicking the Save and Continue and using the link at the top of the page.

******It is important to highlight, copy and save this link for your records before exiting out. You may paste this link in the address bar of your browser to re-enter your session at any time. ****** If you have another clergy and need to start a new form, save the link and click on the top banner to return to "home".

To secure all signatures, **please copy and save the link** at the top of the screen and share with the DS to sign at the time of your Church Conference. Do not hit submit. The last person signing this form can then hit submit. Instructions for signing this page:

Desktop/Laptop users: Please sign typing in your name.

Tablet/Phone users: Please sign using stylus or finger through an eSignature app.

Actual signatures can be obtained by printing this form.

Error all fields did not validate

Save this link to restore in progress forms:

<https://registration.umcnic.org/api/forms/restore/55fadfc4f534b3897f99852da34389ad>

United Methodist Church of Geneva, Geneva, Illinois
Prairie Central; Church 3027
Pastors Rob Hamilton and Lisa Telomen
Membership Statistics Church Conference 2022
November 30, 2021 – November 1, 2022

Births: 3

Lee Carter, Tessa Fox, Tess Eakins

Baptized: 13

Isaac Schutzius, Tess Eakins, Tessa Fox, Clark Manley, Delia Manley, Nora Eddy, Harper Eddy, Lilly Lantz, Joshua Lantz, Luke Clifford, Jack Clifford, Russell McNeil, Corinne McNeil

Confirmed: 12

Elise Strohm, Austin Heckman-Trathen, Elise Erhart, Melanie Popplewell, Gretchen Drexler, Amelia Howell, Anderson Cornwell, Boyd Eggen, Bramlett Eggen, Clay Martines, Keely Meecham, Lily Hamilton

Removed from Membership by Death: 7

Chip Barber, Lucille Thomas, Jerry Wadleigh, Jane Briner, Ruth Schow, Donna Mauntel, Rod Yarger

Profession of Faith: 4

Greg Lantz, Jayne Brooks, Liane Lenski, Kristi Oleson

Transferred Membership from Another UMC: 2

Meghan Hamilton, Karen Ziemke

Transferred Membership to Another UMC: 15

Val McPeak, Jan McPeak, Emily Barber, Melissa Barber, Chad Barber, Robert Henderson, Carla Henderson, Susan Hedrick, Matthew Pleus, Heather Pleus, Dudley Burgess, Judy Burgess, Jerry Mitchell, Sheila Mitchell, Heidi Haldeman

Transferred Membership to Another Denomination: 6

Betsy Sitch, Bill Weckler, Mike Sims, Donna Sims, Spencer Sims, Ethan Sims

Removed from Membership per their Request (withdrawal): 33

Staci Schiele, Keith Zars, John DePasquale, Laura DePasquale, Dennis Fritz, Gail Fritz, Gene Jeske, Barb Jeske, George Graham, Rochelle Graham, Brenna Baumgartner, Brian Baumgartner, Sean Baumgartner, Jaclyn Sprawka, Eric Donovan, Patrick Donovan, Jenna Karr, Chris Karr, Caitlin Szabo, Alex Zefron, Macy Felter, Dave Felter, Nicole Freisma, Steffen Freisma, Gary Barmore, Claudia Barmore, Katie Anderson, Jake Spellman, Quade Spellman, Rob Prohaska, Lauri Prohaska, Ryan Landrum, Ashley Landrum

To be Removed by Church Conference Action, November 29, 2022 (2nd Reading): 217

Rebecca Allen

Peter Barickman, Makena Barickman, Betty Watanabe

Eric Bartel, Kari Bartel, Eliana Bartel, Connor Bartel, Blaine Bartel

Brian Bastin, Kelly Bastin, Jacob Bastin, Aaron Bastin

Chris Baxter, Stacy Baxter

Sharon Beckman, Amanda Beckman

Molly Benstein

Paul Berberet, Jody Berberet, Natalie Berberet, Kathryn Berberet

Ryan Bird, Taylor Bird

Laura Bleck

Gregory Bracey, Kari Bracey

Bill Briner

Lynsye Brown

Debbie Campbell, Katy Campbell, Cheryl Campbell-Kelley

Walt Catlow, Janet Catlow, Michael Catlow

Ed Cave, Linda Cave

Ruthanne Chesley

Kelley Clancy, Erin Clancy, Colleen Clancy

Tyler Clark, Pam Clark, Kyle Clark, Karly Clark

Erick Dodendorf, Nicole Dodendorf

John Downey, Cindy Downey

Ron DuCharme, Valerie DuCharme

Mike Dusek, Julie Dusek

Dawn Elmendorf, Rachel Elmendorf, Ryan Elmendorf, John Elmendorf

Steven Erickson

Brad Finley, Laura Finley, Brenna Finley, Garrett Finley

Wyatt Foard, Rebin Roy

Gary Foiles, Tannie Foiles, Trevor Foiles

Allen Georgi, Christine Georgi

Mark Granquist, Kathy Granquist, Christopher Granquist, Matthew Granquist, Julia Graquist

Clayton Haldeman

Denise Halleran, Caden Halleran, Madison Halleran, Jeff Halleran

John Hansford, Cindy Hansford

Lorelei Hanson

Jane Harris

Gracie Hauser

Michelle Henn

Rachel Hope, Katie Hope, Stephanie Hope, Craig Hope

Dan Hoyt, Lauren Hoyt

John Hubbs

(continued on next page)

To be Removed by Church Conference Action, November 29, 2022 (2nd Reading)

Greg Huntley, Catherine Huntley, Alec Huntley, Haley Huntley

Julie Isham

Gerrad Jaeger, Kathleen Jaeger, Elizabeth Jaeger

Ben Janis, Brian Janis

Matthew Jungels, Michael Jungels

Jay Kafer, Mary Kafer

Sophia Kamen

Sarah Karch

Sue Keegan

Kevin Kelley

Breanne Kelley

K.C. Kelley

Mark Kennedy

Kristen Kienker

Susan Kizler

Marijo Kusiciel

Bethany Larson

Laura Laursen, Jack Laursen

Suzie Lemen, Austin Lewis, Kennedy Lewis

Beth Loeffler, Charlie Loeffler II

Chad Lovig

Alex Marmitt

Leslie Martens, Elizabeth Martens, Bradley Martens

Frank Martin, Susan Martin, Thomas Martin, Jeff Martin, Julie Martin, Frank Martin IV

Kevin McCullough

Molly McDowall, Lindsey McDowall

Janet McMullen

Catherine McNeill, Brian Upper

Jean Medina, Willy Medina

Barbara Merrill

Brian Nebel

Jerry Needham, Billie Needham

Jim Neff, Tracy Neff

Karen Neuhalphen

Carolyn Nowak

Andrew Nunns, Carol Nunns

Kathi O'Brien

Tracy O'Connell

Lynn Ogden

(continued on next page)

To be Removed by Church Conference Action, November 29, 2022 (2nd Reading):

Markus Olesen, Marci Olesen, Madison Olesen, Maxwell Olesen

Josh Pagano, Carly Pagano

Zack Palmer, Noah Palmer

Sidney Paradee

Michael Parola, Scott Parola

Daniel Pesola

Patrick Peterson, Kendra Peterson

Jim Rapp, Heidi Rapp

Christopher Reader

T. Patrick Rice, Lynda Rice, Ian Rice

Christopher Rich, Carol Rich, Christopher Rich, Maddy Rich

Kelly Robertson-Yoder

Doug Rodgers, Christine Rodgers, Josh Rodgers, Tommy Rodgers

Scott Ross

Deedee Sanborn

Daniel Schiller

Max Schmidt, Catie Schmidt

Jon Schram

Mac Sellers

Parvaneh Shidnia-Smith

Dianne Smiewec

Harry Smith, Brian Smith, Madeline Smith, Wendy Smith

Warren Spencer, Linda Spencer

Dwight Swartwood, Joyce Swartwood

Bob Terry, Michelle Terry, Victoria Terry

Matthew Thomas, Ryan Thomas

Sarah Tracey

Austin Truffelli

Nicole Tucker

John Ulin, Melody Ulin, Ryan Ulin

Scott Wallace, Helen Wallace

Pat Wittenberg

Molly Yoder, Hannah Yoder

To be Removed by Church Conference Action, November 29, 2022 (1st Reading): 18

George Barnard, Cathy Barnard, Kristen Barnard

Larry Bauer, Donna Bauer, Erin Bauer

Richard Crowe, Spencer Crowe

Frank Gondorchin, Jennifer Gondorchin, Drew Gondorchin, Jacob Gondorchin

Jason Hartz

John McLaughlin, Sue McLaughlin

Kelly Meloy

Lori Keller Rademeyer

Josh Tibbs

As of 11/01/2022:

Total Number of Members: 462

This number reflects active members of UMCG as well as members who no longer attend or have moved from the area and have not requested their membership be transferred or cancelled.

Total Number of Regular Attenders: 165

This number reflects folks who worship at UMCG on a regular basis but have not joined the church.

ARTICLE I

United Methodists of Geneva Fund (UMG Fund)

Section 1.1 - Establishment of Funds. The United Methodists of Geneva Fund ("UMG Fund") is established by the Church Conference consistent with "The Book of Discipline of the United Methodist Church". These Bylaws replace the existing 'Endowment Fund' bylaws, in their entirety, approved by the Church Conference on August 14, 2022.

Section 1.2 - Purpose, Objectives, and Policies. The Fund's purpose, objectives, and policies are outlined below:

Purpose: To provide funding to enhance the entire ministry of UMCG, including physical property, as directed by the Church Conference in pursuit of our mission of making and nurturing disciples of Jesus Christ who serve the community and the world.

Objectives:

1. to conserve the principal of the Fund and provide a future income stream;
2. to administer all undesignated gifts to the Fund;
3. to offer new opportunities for church members and friends to plan and provide for living bequests and gifts to the United Methodist Church of Geneva.

Policies:

1. The annual amount available for distribution will be a prudent percentage of the total value of the Fund, as determined by the UMG Fund Committee and shall be referred herein as "Income". The total value of the Fund will be the 3-year trailing average as of December 31 each year.
2. Distributions of the "Income" will be made in accordance with the action of the Annual Church Conference who shall approve an annual distribution plan as recorded in Article IV of these by-laws.
3. An annual distribution plan based on the policy described herein under Section IV shall be drafted by the UMG Fund Committee. The annual distribution plan shall be presented to the Church Council for approval and recommendation to the Church Conference at the Annual Church Conference.
4. Proposals for interim changes to the annual distribution plan shall be made following the above process, with approval and recommendation of the Church Council to a special Church Conference.
5. Distribution requests that require the distribution of the principal in the UMG Fund shall be presented to Council for approval and recommendation to the Church Conference at the Annual or Special Church Conference. A 3/5th majority of those participating (either in person or remotely) is required to approve the request.

ARTICLE II

The UMG Fund Committee

Section 2.1 - General Powers. The business and affairs of the UMG Fund shall be managed by the UMG Fund Committee, subject to the oversight of the Church Council.

Section 2.2 - Number, Appointment, and Tenure. The number of members of the UMG Fund Committee shall be ten to include as ex officio the Senior Pastor, Chair of Trustees or designate, Chair of the Finance Committee or designate. The number may be increased or decreased from time to time by amendment of this Section. Committee membership selection shall follow the normal nominating and election procedures of the United Methodist Church of Geneva.

Section 2.3 - Meetings. The Committee shall meet at such times and places as it deems desirable to carry out its responsibilities. If regular meeting times are not established, special meetings may be called by the Chairman of the Committee upon notice to the other members.

Section 2.4 - Quorum and Manner of Acting. A majority of the members as fixed in Section 2.2 hereof shall constitute a quorum for the transaction of business at any meeting of the Committee. The act of a majority of the members present at a meeting at which a quorum is present shall be the act of the Committee, unless otherwise provided by the bylaws.

Section 2.5 - Informal Action by Members. Any action which is required to be taken at a meeting of the Committee, or any other action which may be taken at a meeting of the Committee, may be taken without a meeting if consent in writing, setting forth the action to be taken, shall be signed by all members entitled to vote with respect to the subject matter. Such consent shall have the same force and effect as a unanimous vote of all the members at a duly called meeting.

Section 2.6 - Telephonic or Electronic Meetings. Unless otherwise restricted by these bylaws, members of the Committee may participate in a meeting of the Committee by means of telephone or electronic means.

Section 2.7 - Resignations. Any member may resign at any time by giving written notice to the Chairperson of the Fund Committee. Such resignation shall take effect at the time specified therein.

Section 2.8 - Removal. Any member or the entire Committee may be removed by a 3/5 vote of the Church Council at a meeting for which *prior* notice was given of the proposed removal.

Section 2.9 - Assignment of Authority. The Committee may, by resolution passed by a majority of the Committee, designate one or more members of the Committee to act on behalf of the full Committee and to have and exercise all the powers and authority of the Committee in the management of the business affairs of the Fund.

Section 2.10 - Appointment of Chairperson. The Chairperson shall be elected by the Church Conference and shall be responsible for calling meetings of the Committee.

Section 2.11 - Powers of the Committee. Subject to the oversight of the Church Council, the Committee shall:

1. Invest, and record on behalf of the Fund, monies or assets donated to or designated for the fund.
2. Determine the investment program for assets held in the Fund. The committee may retain one or more professional advisers to assist in the management of the assets, including advisers that are

compensated for such professional services in amounts deemed reasonable by the Committee.

3. All financial assets will be held in custody with a reputable financial institution.
4. Be responsible for the maintenance of records of the assets, income, and expenses of the Fund and for the preparation and presentation of periodic reports to the Church Council.
5. On its own or in conjunction with other committees established by the Church Council, design and effect programs for soliciting donations to the Fund.
6. Be responsible for the allocation and reallocation of assets with the Fund.
7. Be responsible for determining distributions to be made from the Fund, subject to the Fund's objectives and policies.
8. Pay the expenses of the Fund arising from its operations and activities.
9. Acknowledge to person(s) or families as appropriate, receipt of all gifts and annually publicly recognize donors, with consent when available.
10. Actively encourage and seek information on potential programs for Fund disbursements.

The Committee shall be authorized to execute documents and take such other actions as it deems necessary or appropriate to carry out the above-named responsibilities.

Section 2.12 - Duties

- A. Annual distribution plan: Recommendations on annual distribution plan will be created by a team made up of UMG Fund chair, Senior Pastor, Trustees Committee chair, and Finance Committee chair. Their recommendations will be submitted to the Church Council for approval and recommendation to the Annual Church Conference for approval.
- B. Grant Requests: The committee will review and make decisions on grant requests to fund new, unbudgeted ministry ideas; providing marketing/communications to the congregation about grant requests.
- C. Investment Oversight: Committee members will monitor the Fund, direct the Foundation office to re-balance when appropriate; periodically provide statements & reporting to the Committee members, Church Council, and the church membership.
- D. Planned Giving: Committee members will be identified to serve as go-to contacts and provide marketing / communications to congregation on planned giving

Section 2.13 - Record of Proceedings. The UMG Fund Committee shall keep regular minutes of its proceedings.

ARTICLE III RECEIPT OF GIFTS

Section 3.1 - Receipt of Gifts. All undesignated bequests or gifts (that is where no restrictions have been placed by the donor) shall be received by the Trustees and subsequently distributed to the UMG Fund. All designated bequests or gifts (that is where restrictions have been placed by the donor) shall be received by the Trustees and subsequently distributed to the designated group or fund. Ownership rights of all designated and undesignated bequests and gifts shall pass to the United Methodist Church of Geneva upon receipt by the Trustees.

ARTICLE IV DISTRIBUTIONS

Section 4.1 - Approval of Distributions. The UMG Fund Committee shall meet at least once per year to determine the distributions to be in effect for the following year. Changes, if any, will be documented and presented to the Church Council for approval and recommendation to the Annual Church Conference.

The below annual distribution plan is in effect beginning (date of church conference approval) until superseded by vote of the Church Conference

1. A prudent percentage of the trailing 3-year average (or 12 quarters) of “Income” available for distribution will be used to determine the “Income” to be distributed from the UMG Fund. **(4% = \$58,000).**
2. 10% of total “Income” (from the Endowment Fund) from The UMG Fund will be tithed to Missions/Church in Society. **(\$5,800)**
3. A percentage may be allocated to grant requests for new, unbudgeted ministry ideas. **(\$27,200)**
4. A distribution may be made to The UMG Fund to the budgeted expenses of the UMG Fund arising from its operations and activities (literature, legal, etc.) **(\$0.00)**
5. The remaining “Income” may be allocated to replenish the Trustees Reserve Fund and Operating Reserve Fund, based upon their needs, to bring the reserve funds to the amounts approved by Church Council. If sufficient “Income” is not available to fund the above needs, Church Council shall determine the split of “Income” based on the recommendations from both groups. **(\$25,000 to Trustees Reserve).**
6. Any “Income” that is not distributed during the year will be accrued for use in future years. **(\$0.00)**

ARTICLE V REPORTS AND ACCOUNTING

Section 5.1 - Reports and Accounting. The chairperson of the UMG Fund Committee as a member of the Church Council will report at regular Church Council meetings and to the Church Conference when requested, but not less than annually the status of the assets, expenses, and income available for distribution and the distributions made to date. All assets will be recorded in the church financial accounting statements.

ARTICLE VI AMENDMENTS

Section 6.1- Amendments. These Articles may be amended by a 3/5th vote of a Church Conference at which notice of the proposed change is given as required by the Book of Discipline.

Presented 11/29/2022. Approved by vote of Church Conference: _____



United Methodist Church
OF GENEVA

Making and nurturing disciples
of Jesus Christ who serve the
community and the world. ”

SPRC Recommendation - November 29, 2022

With the support of the Church Council, the Staff Parish Relations Committee recommends that upon the conclusion of Rev. Lisa Telomen's appointment to the United Methodist Church of Geneva (anticipated June 30, 2023), the church eliminates the full-time elder Associate Pastor position.

United Methodist Church of Geneva - Pastor Rob Hamilton

2023 Budget Expenses

LINE ITEM	DESCRIPTION	Person Responsible	2023 Budget Requests	"300" Acct Values Sept 30	"300" Acct #	2022 Budget
700	TOTAL STAFF PARISH					
	Senior Pastor Compensation			Ln 702 Formula: Base comp - Life Ins - PIP - Ch Care - Flex		
702	Sr P Cash/Hsg Compensation	Keith Eakins	\$ 76,000.00			\$ 70,000.00
703	Sr P Group Life Insurance	"	\$ -			
704	Sr P PIP (403b)	"	\$ -			
706	Sr P Flex Plan	"	\$ -			
710	Sr P Acct Reimbursement	"	\$ 5,000.00			\$ 5,000.00
711	Sr P Grp Health Insurance	"	\$ 19,560.00			\$ 19,500.00
712	Sr P Pension Benefit	"	\$ 12,350.00			\$ 11,375.00
713	Sr P Comp Protection	"	\$ 2,850.00			\$ 2,625.00
	Total 701 Sr P Total Compensation		\$ 115,760.00			\$ 108,500.00
	Assoc Pastor Compensation			Ln 722 Formula: Base comp - Life Ins - PIP - Ch Care - Flex		
722	Assoc P Cash/Hsg Compensation	Keith Eakins	\$ 48,475.00			\$ 44,474.50
723	Assoc P PIP (403b)	"	\$ -			\$ -
726	Assoc P Child Care	"	\$ -			\$ -
727	Assoc P Group Life Insurance	"	\$ -			\$ -
730	Assoc P Flex Plan	"	\$ -			\$ -
731	Assoc P Acct Reimbursement	"	\$ 6,000.00			\$ 6,000.00
732	Assoc P Grp Health Insurance	"	\$ 19,560.00			\$ 19,500.00
733	Assoc P Pension Benefit	"	\$ 7,877.19			\$ 7,227.11
734	Assoc P Comp Protection	"	\$ 1,817.81			\$ 1,667.79
	Total 721 Assoc P Total Compensation		\$ 83,730.00			\$ 78,869.40
	Staff Compensation					
741	Staff Gross Salaries	Keith Eakins	\$ 214,500.00			\$ 240,137.00
742	Staff Net Salaries (Non-nursery)	"				
781	Nursery Attendants Hourly (Gross Pay)	"	\$ 3,000.00			\$ 3,500.00
743	Staff 403b Withheld	"				\$ -
744	Staff + Nurs. FICA Withheld	"	\$ 13,485.00			\$ 15,105.49
745	Staff+ Nurs. Medicare Withheld	"	\$ 3,153.75			\$ 3,532.74
746	Staff + Nurs. Fed Inc Tax Withheld	"	\$ 19,096.50	<-(approx)		\$ 21,391.33
747	Staff + Nurs. State Inc Tax Withheld	"	\$ 9,852.75	<-(approx)		\$ 11,036.76
	Total 741 + 781 Staff & Nursery Gross Pay		\$ 217,500.00			\$ 243,637.00
751	Staff Total Benefits					
752	Staff/Nurs. FICA Employer Paid	Keith Eakins	\$ 13,485.00			\$ 15,105.49
753	Staff/Nurs. Medicare Employer Paid	"	\$ 3,153.75			\$ 3,532.74
754	Staff Continuing Ed	"	\$ -			\$ -
755	Staff Appreciation	"	\$ -			\$ -
	Total 751 Staff Total Benefits		\$ 16,638.75			\$ 18,638.23
	TOTAL ALL SALARIES & BENEFITS		\$ 433,628.75			\$ 449,644.63
782	Payroll Processing	Keith Ekins	\$ 1,370.00			\$ 1,200.00
783	Background Checks	"	\$ 1,000.00			\$ 500.00
784	Mileage Reimbursement	"	\$ -			\$ -

785	Honorariums	"	\$ -			\$ 200.00
	TOTAL Lines 781-785		\$ 2,370.00			\$ 1,900.00
	TOTAL 700 STAFF PARISH COMMITTEE		\$ 435,998.75			\$ 451,544.63
801	MISSIONS & OUTREACH		\$ -			\$ 38,672.55
811	DISCIPLESHIP COUNCIL		("303" Chr Ed):	125.86	("303")	
813	Nursery (Babies thru 3-year-olds)	Julie Popplewell	\$ 200.00	"		\$ 200.00
814	Pre School - Not needed	Julie Popplewell	\$ -	"		\$ -
815	Elementary Faith Builders (frmly Journey of Faith)	Julie Popplewell	\$ 700.00	"		\$ 875.00
816	Special Events	Carolyn Burnham	\$ -	"		\$ 900.00
817	VBS	Julie Popplewell	\$ 1,150.00	"		\$ 500.00
818	Adult Ed	Pastor Lisa	\$ 960.00	163.21	("349")	\$ 1,680.00
819	Teacher Training - (inactive line item)	0				
822	Youth Education	Pastor Lisa	\$ -	(above)	("303")	\$ -
852	Library (inactive line item)	Alan Rutherford				
823	Jr High Faith Followers (frmly Route 56)	Julie Popplewell	\$ 400.00	"		\$ -
824	First Steps in Faith (frmly Godly Play)	Julie Popplewell	\$ 300.00	"		\$ 200.00
882	Confirmation	Pastors Rob & Lisa	\$ 450.00	-	("313")	\$ 1,255.00
	TOTAL 811 DISCIPLESHIP COUNCIL		\$ 4,160.00			\$ 5,610.00
831	MUSIC MINISTRIES		("314" Music Discret):	10,036.92	("314")	
832	Organ Maintenance	Scott Stevenson	\$ 700.00	*(above)		\$ -
833	Piano Maintenance	"	\$ 600.00	*(above)		\$ -
835	Choir	"	\$ 1,000.00	*(above)		\$ -
836	Music Honorariums	"	\$ 1,500.00	*(above)		\$ -
837	Music Copyright License	"	\$ 1,000.00	*(above)		\$ -
840	Special Music Fund (NEW item 2017)	"	\$ 2,000.00	*(above)		\$ -
	TOTAL MUSIC		\$ 6,800.00			\$ -
834	Worship	Pastor Rob	\$1,800.00			\$ 2,000.00
	TOTAL 834 WORSHIP COMMISSION		\$ 1,800.00			\$ 2,000.00
841	YOUTH MINISTRIES					
842	Sr High Youth Ministry	Julie Popplewell	\$ 3,600.00	1,103.78	("316")	\$ 4,245.00
843	Jr High Youth Ministry	Julie Popplewell	\$ -	350.00	("315")	\$ 3,645.00
	TOTAL 841 YOUTH MINISTRIES		\$ 3,600.00			\$ 7,890.00
854	Lay/Stephen Ministry	Pastor Lisa	\$ 500.00	564.73	("340")	\$ -
855	Web Ministry	Carolyn Burnham	\$ 1,712.00			\$ 1,448.00
	TOTAL LAY/WEB MINISTRY		\$ 2,212.00			\$ 1,448.00
860	Creation Care Team	Debbie Karr	\$ 250.00			\$ 250.00
881	Church Conference Expenses	Carolyn Burnham	\$ 200.00			\$ 200.00
883	Membership Connection	Pastor Lisa	\$ 500.00			\$ 300.00

884	Finance	Jim Alderfer	\$ 5,500.00			\$ 5,500.00
885	Stewardship	Pastor Rob	\$ 200.00			\$ 800.00
886	Hospitality	Keith Bowgren	\$ 795.00			\$ 1,100.00
888	Ministry Strategy (inactive line item)	-----				
889	Marketing & Communication	Carolyn Burnham	\$ 12,680.00			\$ 12,686.88
890	Apportionments	Rolland Lang	\$ 87,200.00			\$ 87,200.00
	TOTAL Lines 860-890		\$ 107,325.00			\$ 108,036.88
901	OFFICE EXPENSE					
902	Postage, shipping	Carolyn Burnham	\$ 3,500.00			\$ 4,000.00
903	Telephone (moved to Trustess in 2022)	"				
904	Printing/Lease/ Paper	"	\$ 10,000.00			\$ 12,000.00
905	Office Supplies	"	\$ 2,000.00			\$ 2,000.00
907	Miscellaneous	"	\$ -			\$ -
	TOTAL 901 OFFICE EXPENSE		\$ 15,500.00			\$ 18,000.00
951	TRUSTEES & TECHNOLOGY		("324" Rents/Wdgs):	4,716.52	("324")	
903	Telephone (moved from 'Office' in 2022)	Greg Lower	\$ 5,600.00			\$ 4,944.00
952	Maintenance - Church	"	\$ 14,600.00			\$ 13,436.38
953	Maintenance - Elevator	"	\$ 3,600.00			\$ 3,600.00
954	Maintenance - Sr. Parsonage	"	\$ 2,000.00			\$ 1,500.00
955	Maintenance - Assoc. Parsonage	"	\$ 2,100.00			\$ 1,833.33
956	Utilities - Church	"	\$ 39,100.00			\$ 39,676.00
957	Utilities Sr. Parsonage	"	\$ 5,600.00			\$ 4,444.00
958	Utilities Assoc. Parsonage	"	\$ 6,800.00			\$ 4,803.00
959	Insurance	"	\$ 25,500.00			\$ 25,690.15
960	New Equipment	"	\$ -			\$ -
962	Custodial Service	"	\$ 24,000.00			\$ 26,304.17
964	Technology	"	\$ 4,300.00			\$ 4,017.99
965	Replacement Reserve	"	\$ -			\$ 10,000.00
	TOTAL 951 TRUSTEES & TECHNOLOGY		\$ 133,200.00			\$ 140,249.02
	GRAND TOTAL EXPENSES		\$ 710,595.75			\$ 773,451.08



Ministry Reports

Report of the Senior Pastor – November 2022

We are a more vital church than when I made this same report last year. Our participation declines in membership, attendance and giving has not only stopped, but it is also starting to rebound. As I reported in my [“HotSummerRecap”](#) our trends provide data to support the feeling like there is new energy in our church and it is a new day. We still have a way to go in terms of building back, but our commitment to Moving Forward which launched this past year and continues through 2023.

The Moving Forward process began with the Church-Wide assessment in February and provided a tough look into the mirror. Instead of retreating or denying our struggles, we have committed to addressing them honestly, faithfully, and strategically. The Moving Forward process is not something just a few people are doing, about 40% of our regular worshipping body have participated thus far and we have already started to see the fruit of that Spirit-filled labor.

You will read in this packet and hear at Church Conference about the outcomes of our Moving Forward Summit. I am energized by what came out of our work together. A new mission statement that will focus our energy, values that will guide us through change, and goals that will help us grow in number, but more importantly in sanctification through 2023.

We still have our challenges as we continue the process of right-sizing our staff, governance, and ministries for who we are now and who God is calling us to be. These changes bring grief, but we have made many changes already and have done so faithfully. I know God is with us as we continue to adapt.

I am grateful for not only a fanatic staff and supportive colleague, but the connection of Baker Memorial and Batavia UMCs. Our shared work and ministry are helping all our congregations grow and I look forward to growing into new models of ministry with fresh staff and new partnerships.

I am authoring this report around All Saints Day and this scripture comes to mind in part because of this sacred celebration in our church, but I think Hebrews 12:1-2 seems appropriate to close with: *“Therefore, since we are surrounded by so great a cloud of witnesses, let us also lay aside every weight and the sin that clings so closely, and let us run with perseverance the race that is set before us, looking to Jesus, the pioneer and perfecter of faith, who for the sake of the joy that was set before him endured the cross, disregarding its shame, and has taken his seat at the right hand of the throne of God.”*

As we move forward in 2023, let us keep our eyes on Jesus as the Spirit leads us to vital ministry that illuminates our community with God’s grace!

A handwritten signature in black ink that reads "Pastor Rob". The signature is stylized with a large, looped 'P' and a cursive 'Rob'.



Associate Pastor Church Conference Report 2022

Rev. Lisa E. Telomen

November 10, 2022

This past year I have enjoyed working on worship series with Pastor Rob, helping particularly with our Lenten activities, pulling together the service opportunities to support mission agencies we work with, and designing the Ash Wednesday worship service with our student pastor, Cory Nordine.

I also helped pull together the series on Acts of the Apostles for the Pentecost season, for which we were blessed to have two of our members preach, as well as Pastor Rob and me. Our Advent focus on the women of Christmas is a collaborative effort by Pastor Rob and me.

The focus of my ministry here has shifted this year at the retirement of Pastor Mary Gay McKinney, who was the pastor of Congregational Care. Pastor Rob shifted to caring for Children & Families, Confirmation and Youth working with Director Julie Popplewell, and I have shifted to overseeing our ministries of congregational care. This shift occurred gradually over the summer into fall.

In spring and summer, I enjoyed helping with the family Easter egg event, and then the Spirited Adventures at church and parks with our families. I enjoyed assisting with confirmation through spring to Confirmation Sunday in May when we confirmed last year's class. This fall I enjoyed being present and helping to host the Spirited Adventures which were held at the park in my neighborhood.

This fall I have enjoyed coming on board with our Stephen Ministry Team, our two Caregivers groups, and will meet with our Friendly Visitors this month. I have been blessed to make first visits to our seniors at home or in senior residences and care facilities. I will soon visit these folks again. Our prayer shawl ministry continues to bless many in and beyond our church and community.

My work with Mission/Church in Society and the Creation Care teams continues. This year I helped facilitate new hands-on projects for each team, making the contacts for us to build gardens at Hesed, to staff pet blessing at Pets-ah-Palooza, to volunteer at Midwest Mission Distribution Center, to visit the DaySpring Native American UM Church, and to visit Greenstone UMC in Chicago. In addition, we will have served at Northern Illinois Food Bank 3 times this year, and twice with Habitat for Humanity builds in our Tricity area.

My involvement in the community continues with the Tricity UM clergy and our collaborations for worship, mission, youth and confirmation. With the Geneva area clergy, we have collaborated on community witness at PRIDE events, the Pets-ah-palooza pet blessing station, and now our first worship together will be our Community Thanksgiving service on Nov. 20 evening. I have continued to get to know business and non-profit leaders through the Geneva Chamber Women in Business meetings. This summer I stepped in as our UMCG representative on the Pottawatomie Habitat chapter of Habitat Northern Fox Valley. We have



United Methodist Church
OF GENEVA

been recruiting renewed participation and leadership from area churches to revitalize this important partnership to provide more affordable housing in the Tricities. Our congregation through the Endowment funds gave significant gifts to help pay for the house we completed last year, and as seed money for this year's new build. I am also working as our congregation's Stephen Leader representative with the Fox Valley Stephen Leader's consortium, training new Stephen Ministers this year for the three participating churches: Fox Valley Presbyterian, UMCG, and Immanuel Lutheran in Batavia.

In July I was blessed to perform two funerals for non-member people of our community. This fall I am excited to be performing two weddings: one for a former confirmand, and one for a UMCG member. In the spring I was blessed to baptize one of our UMCG children.

Happy to be on the journey with you, Pastor Lisa Telomen ☺

ADULT EDUCATION COUNCIL REPORT 2022

While our Adult Council has discontinued meetings, these are the study groups who have met in 2022:

The **Disciple I Bible study** will wrap up this December after two years of study led by Pastor Lisa and member Tom Tamlyn.

Spirited Women have had great spiritual discussions over two books by Brian McLaren this year, led by Cheryl Johnson.

The **Spirits and Studies** group led by Pastor Mary Gay McKinney had several participants move away over this past year, and is regrouping and reimagining a future study after a fall break.

The **Adult Sunday School** class and **Early Bird Men's Fellowship** continue to engage our folks in meaningful study and spiritual growth, led by Jim McConnell.

Pastor Lisa Telomen

Church Council Annual Conference Report

At the first meeting of the Church Council Executive Team, made up of Pastor Rob, Myself as Chair of Church Council, Sharon Anderson Schmal as Vice Chair, and Jami Johnson as Recording Secretary, Sharon introduced us to the book *How To Lead When You Don't Know Where You Are Going, Leading in a Liminal Season* by Susan Beaumont. By the end of our discussion, we all agreed the theme for the council in 2022 would be based on this book and that council would spend the beginning of each meeting doing a study of the book.

The word Liminal comes from the Latin word Limen, which means threshold, like the threshold at the bottom of a door. We all agreed that we, as a church, were in a liminal season. The book describes that *'During liminal seasons we stand on both sides of a threshold. We have one foot rooted in something that is not yet over, whereas the other foot is planted in a thing not yet defined, something not yet ready to begin.'* Pastor Rob spoke about this in his State of the Church Address in January of this year noting that, we are a church in decline but we are still attached to the booming times of our past, while God has opened another door to us and is calling us to become new! Alexander Graham Bell said that "When one door closes, another one opens, but we so often look so long and so regretfully upon the closed door, that we do not see the ones which open for us." But what God is calling us to is undefined at this point, so we find ourselves in this liminal season searching for our path forward.

I couldn't agree more with Pastor Rob when he said "the observations fill me with hope and energy and weariness and fear -all at the sametime- in nearly equal proportions. But I do not think for one second that God is done with UMCG or the people called United Methodist." A liminal season is not meant to be a comfortable place, it is the weariness and fear of the unknown that spurs us forward to try to define our future, who we are, what we want to be, and how we get there.

Church council took on this task and began by looking at past attempts to chart a vision for our future. We found that, while these efforts were done well, they met with limited success. We felt that there were two things missing from these efforts, first was a truly external perspective, and input, about our church and the changing world we exist in today. The second was, due to the annual rotating model of leadership in the church, consistent management and leadership of these multiyear efforts was lacking. Council decided that to fill these gaps would require the engagement of an external consulting group on a multi-year engagement and the establishment of an internal implementation leadership team for the that same period.

Based upon the successful work done with the consulting group Ministry Architects for our youth programs several years ago, we engaged them to perform a whole church assessment in February of this year. After reviewing their assessment, and with the funding from the UMG Fund (Endowment) Committee, we engaged Ministry Architects in June 2022 to provide consulting and leadership to our Moving Forward Team and Initiative over a two-year period. The members of the Moving Forward Team are Sharon Anderson Schmal, Jami Johnson, Cheryl Johnson, Ashley Tuma, Eric Manley, Keith Rawson, Pastor Rob Hamilton, and from Ministry Architects Mike Crain and MerLynne Byrne, are tasked with leading the implementation of this effort for the church.

The team held a Quick Start Summit on July 25th and 26th at the church as an orientation to the UMCG members to the Ministry Architect's Renovation Process, to review the organization and staffing of the church, many of our key internal processes and structure, and begin planning for the Moving Forward Summit to be held in September.

During August the Moving Forward Team continued their work on the Quick Start Summit focus areas and planning for the Moving Forward Summit in September. On the evening of September 9th, all church members were invited to attend the Moving Forward Summit at the church to participate in envisioning the future of our church, gathering their input and ideas on what the mission of the church should be, what our core values are, and what should be our focus and goals for the church for the next two years.

On September 10th, the Moving Forward Team, staff, and leadership of the church met all day to begin to distill the information from the previous night resulting in drafts for the following documents which will direct the ministries and support the church's vision:

- A Mission Statement
- Defined Core Values
- A Set of Three-Year Revolving Goals with One-Year Benchmarks

Since the summit the Moving Forward Team has refined and finalized these documents and they will be presented to the church membership at the Annual Church Conference.

I am extremely proud of what the church council, Moving Forward Team, church staff, and members have accomplished as part of the Moving Forward Initiative this year! My equal mixture of hope and energy, weariness and fear have clearly swung to the hope and energy side of the equation, and I see that same hope and energy spreading across the entire church.

Respectfully Submitted,

Jim Alderfer
Church Council Chair



Moving Forward Summit Report

MISSION STATEMENT

We illuminate our community with God's grace as we lovingly accept, listen to, and serve all in the Spirit of Jesus.

VALUES

- **Inclusion:** We boldly love and accept people for who they are.
- **Welcoming:** We invite our community into our home with open arms.
- **Generosity:** We share our prayers, presence, gifts, service, and witness.
- **Compassion:** We listen and act to bring healing and wholeness.
- **Open-minded:** We value respectful dialogue.
- **Serving Others:** We transform our community through faithful acts of mercy and justice.

GOALS

1. We have increased the number of unique people engaged in a ministry of UMCG by 50%
2. We have matched and/or exceeded giving for the expenses of the budget for the financial year 2024.
3. We have created three new spiritual enrichment programs for children, youth, and families.
4. We have launched at least 2 small groups for adults who live with/support those dealing with mental health issues (not providing direct care to those with mental health issues).

5. We have established three new relationships with organizations that use UMCG resources for programs that reach children, youth, and families dealing with mental health or other life issues.
6. We have added 3 Stephen's ministers at UMCG.
7. We have partnered with existing agencies to establish relationships to help to support and fund the needs of at least two refugee families.
8. We have developed and executed a landscaping plan for the church that implements xeriscaping practices and native plantings to reduce water usage and support pollinators, installed a smart irrigation system, and created hardscapes to increase the community interaction in our green space.

Missions & Church in Society Report 2022

Although we remain two separate committees, Missions and Church in Society have held joint meetings this year. From January through May, 5% of the monthly general budget was set aside for our committees to contribute to local, national, and global mission partners. This year UMCG received two generous bequests of which 10% was given to our committees. Bequests have allowed us to make significant contributions of \$5000 or more to The Neighbor Project, Kids Alive, UMCOR, Grace Children's Hospital, Rebuilding Haiti Now, Hesed House, JFON, World Relief, and Tricity Family Services.

While we have used these funds to support our usual mission partners, we are also prayerfully considering what outreach opportunities the Spirit is moving our congregation to enthusiastically give of their time and talents as well as finances. The goals coming from the UMCG Moving Forward Team facilitated by Ministry Architects are giving us direction in this area. At this point, the goals reflect energy and passion in three areas: Creation Care, Mental Health, and Support for Immigrant and Refugee Families. Based on this, we are committed to finding ways for members of our faith community to connect in meaningful ways with immigrants and refugees settling in our neighborhoods.

It has been a privilege to have Pastor Lisa Telomen join us to add her experience, enthusiasm, ideas, and energy to our efforts. She has connected us with new mission partners in Kenya and Cambodia, along with Native American tribes in Peoria, IL and South Dakota. Lisa and our committee have offered opportunities for our people to learn and serve at Northern IL Food Bank, Hesed House, the Midwest Distribution Center, DaySpring Native American UMC in East Peoria, and Greenstone UMC in Pullman. We greatly appreciate Lisa's leadership and will miss her as she moves on to serve at another church in summer of 2023.

Under the Committees' leadership our congregation continues to support the Salvation Army Food Pantry, The Neighbor Project, Habitat for Humanity, Lazarus House, Good Night Sleep Tight, World Relief refugee efforts, and Salvation Army missions such as Angel Tree and bell-ringing. We regularly serve at the Northern IL Food Bank and Hesed House and will continue to do so. As always, we encourage the children and youth to be a part of our outreach to the community.

With the extra monies from the bequests, Missions & Church in Society has agreed to not receive a tithe from the 2023 general budget with the understanding that UMCG will pay the full apportionments. The Church Council will reassess the tithe in 2024.

2022 Summary of Church in Society Giving

Ministry	Amount
Hesed House	\$5,000.00
Lazarus House	\$1,000.00
The Neighbor Project Aurora	\$4,500.00
TriCity Family Services	\$3,500.00
Habitat for Humanity Potawatomie	\$2,000.00
Salvation Army	\$1,000.00
Suicide Prevention Services	\$2,000.00
Mutual Ground	\$1,000.00
Northern IL Food Bank	\$1,000.00
DuPage Senior Council	\$1,000.00
CASA	\$2,000.00
Fox Valley Food for Health	\$1,000.00
TOTAL	\$25,000.00

Summary of Missions Giving 2022	
Ministry	Amount
UMCOR	\$ 5,509.71
World Relief	\$ 5,740.00
Rebuilding Haiti Now	\$ 5,000.00
Kids Alive Haiti	\$ 4,000.00
Grace Children's Hospital Haiti	\$ 7,000.00
UMCOR Ukraine	\$ 6,058.30
ASP	\$ 2,500.00
Missionary Andrew Soon Lee in Cambodia	\$ 2,650.00
The Neighbor Project of Aurora	\$ 6,500.00
Justice for our Neighbors	\$ 5,000.00
Feed My Starving Children	\$ 2,000.00
Missionary Young Seon Kim in Tanzania	\$ 1,000.00
Tree of Life Ministry in South Dakota	\$ 1,500.00
UMCOR Disaster Relief Kentucky	\$ 1,300.00
Mission in Africa (Richard Darr)	\$ 2,500.00
TOTAL	\$ 58,258.01

Church Conference Report 2022

UMC Geneva Creation Care Team

Focus

“A relationship with God’s creation and a ministry for caring for and healing the earth are integral to what it means to be a United Methodist. We believe that all of creation is God’s, and that we are responsible for the ways in which we use and abuse it. Our natural world is to be valued and conserved because God has called humanity to be its caretakers.”
(UMC web site)

Members

The Creation Care Team: Lisa Telomen, Debbie Karr, Val Erickson, Sharon Reed, Fran Manos, Rolland Lang, Robbin Lang, Carolyn Burnham, Mary Jane Bellezo, Margo Monaghan, Jean Eakins, Cheryl Johnson.

The team meets on Zoom on the fourth Monday of the month at 7pm.

Education

Bulletin Board

In January 2022 Creation Team member Fran Manos designed the Creation Care bulletin board that is located in Fellowship Hall. The board has been updated on a regular basis during the year and includes information on church, community, regional and worldwide creation care subjects. Books of interest, kids corner, pictures of Creation Care events and recycling information are highlighted.

Messenger Articles

The Creation Care members provide monthly articles for the Messenger.

Earth Sunday

Creation Care helped plan and implement the Earth Sunday Service (4/24) with Pastor Lisa Telomen. After the service the team hosted an Earth Sunday event with giveaways and education about recycling opportunities, mosquito control without sprays and sunflower seedlings. The children replanted marigolds in peat pots. A free will offering was collected to help fund the Hesed House Garden. A lesson on “The Lorax” was presented to the children during Sunday School.

Easter Egg Hunt and Spirited Kids Adventure Programs

Creation Care participated by making seed balls with the children before the Easter Egg Hunt and helped with activities for the children's Spirited Kids Adventure programs this summer.

Action

Donation Station Recycling

Creation Care continues to help recycle items at UMC Geneva and from church members. Styrofoam continues with a bi-monthly drop offs at Dart in North Aurora. We have added additional collectors and drivers in 2022. We have also added corks, crayons and plastic bread tags to the regular items that we collect and deliver to SCARCE. Christmas lights will be collected and recycled this December and January with an education article in the Messenger about LED lights.

Rummage Sale

Creation Care continues to help the Rummage Sale to collect unsellable donated items and transport them to Kane County recycling. Textiles, scrap metal, books and electronics are all included. We continue to look into donation options for items that do not sell. SCARCE, local animal shelters and Habitat for Humanity have also received donations during the year.

Hesed House Garden

Creation Care helped build 4 garden beds for the residents of the Harbor program at Hesed House. The beds were constructed with the help of a few residents with concrete blocks already on site and free mulch that was collected at the free community mulch pile in Aurora. Donations from the free will offering on Earth Sunday and Creation Care funds helped purchase the soil and plants needed to complete the garden. Garden tools and a hose were also given to the residents to help them care for the garden.

Community Events

Community events that Creation Care participated in were the Fox River Clean Up, The Kane County Farm Bureau Illinois Rain Garden Project. Earth Day tree planting event in Elburn and the Blessing of the Animals at the Anderson Animal Shelter Petpalooza event.

Church Events

Hosted the coffee hour after morning service, Pastor's Welcome Table and Blessing Table during 2022.

Church Gardens

Members helped maintain gardens throughout the year. When the plantings needed to be moved and re homed due to the Geo Thermal project and the broken sewer pipe, members worked to help save as many plantings as possible, taking some home to save in gardens, replanting others at church and at parsonages.

Swedish Day Family Event

The team participated in the children's event by planting sunflower seeds with children in peat pots.

Moving Forward Team

The Creation Care team submitted the following statement to the Moving Forward Team.

Develop and execute a landscaping plan for the church that implements xeriscaping practices and native plantings to reduce water usage and support pollinators, install a smart irrigation system, and create hardscapes to increase the community interaction in our green space.

The team will work with other committees to plant gardens around the church to benefit the environment, educate and welcome the community.

Submitted
Debbie Karr
Creation Care

Annual Church Conference Report 2022
from the Director of Children's, Youth, and Family Ministries
Julie Popplewell

Children's and Youth Ministries - By the Numbers

Children's ministry at UMCG serves up to 50 children and youth (5 toddlers, 8 three to six year olds in the Preschool "First Steps in Faith" class, 15 children in the "Elementary Faith Builders" class, 7 kids in the "Junior High Faith Followers" class, and 15 "Sr. High Youth") during Sunday School. Each Sunday there are 3 different aged classes and the Nursery for children. The nursery is for babies through 2 and a half year olds. Three year olds - Kindergarten aged kids are in the "First Steps in Faith" class. We have combined all of 1st through 5th grades together in "Elementary Faith Followers". The "Jr. High Faith Followers" for 6th - 8th graders meet regularly and once a month they participate with the Sr. High for a service project. The "Senior High Youth" meet every other week for discussion and a service project. In total our normal Sunday School attendance for the beginning of our 2022 school year is between 12 and 30 kids ranging from toddler through 12th grade.

Our Children's Ministries began a bi-monthly group, Spirited Kids Adventures Club, that meets to craft, play games, and enjoy some food and fellowship. This group is for 4 year olds through 5th grade. Our attendance ranges from 12 - 25 kids. Most parents have been attending to socialize and connect.

Our Youth Ministries has been teaming up with Baker Memorial Church and Batavia Methodist Church more often. This summer we met at the Quarry and had 50+ participants including adults. Our kick-off event at Funway in September we had 25 youth attend and in October we had 20 youth come together for a Corn maze. The youth of all the churches are beginning to make connections and feeling more comfortable and excited about each month's gathering.

Our 2022 ASP group assembled in West Virginia this Summer. We did have 2 youth come down with COVID, but we were able to have a parent rent a car and drive the family members home without a hitch. We had a total of 38 participants. We had a few families

join us from Calvary Episcopal Church in Batavia. We have been contacted by Baker Memorial and St Marks Episcopal Church in Geneva to join our group for summer 2023.

Currently we have two hired workers and utilizing one volunteer once or twice a month for the nursery. There are between 1 - 4 toddlers every week in the nursery.

We need 6-9 volunteers each Sunday and we also use additional behind the scenes volunteers such as craft room and VBS organizers. About 45 different people volunteered their time to work in children's ministries in some capacity (including Spirited Kids, ASP, and Youth Group). Several volunteers are youth aged for the children's programs, which is great to see!

Summer Spirited Kids Adventures

For our 2022 Vacation Bible School Style Club, Spirited Kids Adventures, we talked about the different elements and how the Holy Spirit interacts with us through them. We need to take care of these Elements in order to help heal the world through the Holy Spirit. Our June meeting we talked about the Earth, and taking care of all God's creatures. We made an Earth Suncatcher, played a recycling relay game, made Earth shaped and colored rice krispie treats, and listened to a wildlife speaker who brought in an Owl! Our July meeting we talked about the Air and how even though we can't see it, we know it is there just like the Holy Spirit. We made "wind" art, our own bubbles, hopper balls games, and made our own Cotton Candy! Our August event was a pool party at Pepper Valley pool and in October we talked about Fire with Shadrach, Meshach and Abednego while having a bonfire, smore's, Fire Freeze Tag, and painted pumpkins!

First Steps in Faith (3 year olds through kindergarten)

The 3 year olds through kindergarten are starting a new program that coincides with the elementary school aged children. The children are learning about the Bible Basic Stories. We are starting in Genesis with Creation, Noah, and Abraham and Isaac. The children also have play time, playdough time, craft time, and watch an age appropriate video on the bible story. The children are also visited by the Choral Director, Mike Popplewell, in November and December as he teaches them a song to sing for a small Christmas pageant.

Elementary Faith Builders (1st through 5th grades)

The 1st through 5th graders are starting a new program that coincides with the preschool aged kids. The children are learning about the Bible Basic Stories. We are starting in Genesis with Creation, Noah, and Abraham and Isaac. The children also experience wonder while doing a craft or game that correlates to the lesson. All parents receive a take home sheet of what they've learned and what they can do throughout the week to re-engage their children in the lesson.

Junior High Faith Followers (6th through 8th grades)

The junior high aged kids are utilizing a curriculum called the "I am" series. They participate in an ice breaker game and then have a discussion on the bible passage. Once a month the Jr. High joins the Sr. High Sunday School class for a service project.

Senior High Youth Class (9th through 12th grades)

The high school teenagers are meeting once a month for a social discussion referring to Pastor Rob's sermons. They meet together and then walk to a local coffee shop to start the conversation. Every other week the teens are to attend the service or help volunteer in the children's ministries. One Sunday a month the youth participate in a service project during the church service. In September we made toys for animals in the Anderson Animal Shelter. Maria Isely, who volunteers there, gave a presentation and talked about why it's important for our faith to serve. In October the teens will take rakes and walk around the community to rake leaves for our neighbors. In November and December we will be assembling care packages for the military and for the World Relief refugees.

Other Special Events

In 2022 we had an Easter Egg Hunt on the Saturday before Easter. We had a total of around 40 kids and 5 volunteers. In June we set up a table and tent for Swedish Days, and had kids paint "Kindness" rocks and tiles. We had over 100 kids paint with us. In October we passed out candy and glow sticks with our church logo on it in front of the store "Grow" on Third Street. Grow was kind enough to let us set up a table to pass out our candy, glow sticks, and invitations to attend our Advent services.

Thank you for the opportunity to minister to the children and Youth of UMC of Geneva!

Julie Popplewell

Director of Children's, Youth, and Families Ministries



United Methodist Church
OF GENEVA

2021-2022 Scholarship Committee
Annual Conference Summary

Committee Members: Colleen Fasbender, Co-Chair; Gwen Powell, Co-Chair; Don Mendenhall, Barbara Pribble, Nancy Tweed, Suzanne Zefron

1. The application process for scholarships continues to be reviewed and revised.
 - 1.1. The deadline date for the application plus transcripts was changed to a later date, May 6, 2022, to allow students to determine their financial status..
 - 1.2. The Committee gathered during the summer to address the effectiveness of the rubric. Questions arose over certain aspects of the online application and what was essential to be utilized for assessment purposes. Since this team has been together for a few years, most were familiar with the assessment tool and could see benefits of a revision of the process and assessment tools.
2. Scholarships Available: The following is a list of the available scholarships for this year.
 - 2.1. **THE WILLIAM K. AND RUTH A. BULLOCK MEMORIAL SCHOLARSHIPS** are donated from the estate of Mary Bullock in memory of her parents, William K. and Ruth A Bullock, who both emphasized the importance of education. Mary loved being a kindergarten teacher in the Villa Park School District for 40 years. She loved life, dancing, singing, and playing the piano.
 - 2.2. **THE LUCINDA DITTMER MEMORIAL SCHOLARSHIP** is donated by Gary Dittmer to honor his wife. Lucinda was a member of Hugs and served on the Staff Parish Relations Committee. She was a faithful member of UMCG for 15 years. Lucinda was a teacher for academically gifted students in district 304. She joined the Illinois Math and Science Academy to develop its math curriculum and earned her PhD in problem-based learning while at IMSA.
 - 2.3. **THE W.P. McELROY MEMORIAL SCHOLARSHIP** is donated by Brenda Pacey to honor W.P.'s (Mac) public service and commitment to education. Mac was a high school principal and guidance counselor at Geneva Community High School. He was the first chairman of the Scholarship Committee and was responsible for setting the criteria for this committee. He was a lifelong educator and mentor and a faithful member of UMCG..
 - 2.4. **THE YVONNE W. McELROY MEMORIAL SCHOLARSHIP** is donated by Brenda Pacey to honor Yvonne's public service and commitment to education. Yvonne was a beloved fifth grade teacher who engaged her students in innovative learning. She initiated a special Geneva History Study Unit that involved students and the community. It became part of the Geneva curriculum.
 - 2.5. **THE JOHN A. ANDERSEN EDUCATIONAL SCHOLARSHIPS** are donated by John's family and friends. John served on the Geneva Park District Board, coached boy's baseball, and served on the Education and Youth Council at UMCG for many years. John believed every child should have the opportunity to receive an education. Indeed, he devoted 33 years of his life educating children either as a 6th grade teacher or as an elementary school principal.
3. Scholarship Sunday:
 - 3.1. With technology, it was discovered that Scholarship Sunday did not need to fall in May as it dealt with too many other conflicts; prom, Mother's Day, college students still at school, to name a few. It was changed to June 19, 2022.
 - 3.2. Barb Pribble and Gwen Powell were the presenters.
 - 3.3. The award plus a packet containing 4 stained glass window notecards were given to each awardee. Three note cards were addressed with the donors information and a gentle date reminder for contacting donor in regards to their educational journey: one thank you, one after the first semester, and the last one at the end of the school year. This was to encourage communication from the scholarship recipients with the donor throughout the school year. The fourth notecard was addressed to the Scholarship Committee where the contents would be shared with the church.
4. Listed below are the Scholarship Awardees. Included in the list is the amount granted, the named Scholarship, college they will be or are attending and their course of study.

Recipient	Amount	Scholarship	College	Major
Ana Powell	\$10,000	William K. & Ruth A. Bullock Memorial Scholarship	Northwestern Pritzker School of Law	JD
Eleanor Horvath	\$7,500	William K. & Ruth A. Bullock Memorial Scholarship	Boston University	Earth Science, Sensing/Geospatial Science
Molly McQueeny	\$7500	William K. & Ruth A. Bullock Memorial Scholarship	Michigan State University	Strategic Communication
Trace Powell	\$5000	William K. & Ruth A. Bullock Memorial Scholarship	University of Illinois U-C	Communications
Zoe McKeegan	\$5000	William K. & Ruth A. Bullock Memorial Scholarship	University of Oregon	History & Religious Studies
AJ Hansen	\$5000	William K. & Ruth A. Bullock Memorial Scholarship	University of Illinois U-C	Undecided
Danielle Kohorst	\$5000	William K. & Ruth A. Bullock Memorial Scholarship	Aurora University	Healthcare Administration
Katie Hansen	\$5000	William K. & Ruth A. Bullock Memorial Scholarship	Carroll University	Graphic Design
Adam Drexler	\$5000	William K. & Ruth A. Bullock Memorial Scholarship	Saint Louis University	Psychology
Daniel Strohm	\$2500	William K. & Ruth A. Bullock Memorial Scholarship	Ball State University	Business Analytics
Claire Anderson	\$2500	William K. & Ruth A. Bullock Memorial Scholarship	Colorado State University	Communications
Louis Petrie	\$2000	Lucinda Dittmer Memorial Scholarship	Northern Illinois University	Business Management, Entrepreneurship, Social Responsibility
Evan Horvath	\$1500	John A. Andersen Educational Scholarship	Boston University	Biomedical Engineering
Helen Johnson	\$1500	John A. Andersen Educational Scholarship	Undecided	Masters Curriculum and Instruction
Josh Karwoski	\$1000	WP McElroy Memorial Scholarship	Northern Illinois University	Marketing
Andrew Dahlberg	\$1000	Yvonne W McElroy Memorial Scholarship	Waubensee Community College	Music Production
TOTAL AWARDED	\$67,000			

Respectfully submitted by Colleen Fasbender
October 8, 2022



2022 Church Conference Report

Carolyn Burnham, Director of Operation

Staffing:

- Staffing changes have been a challenge as many of us have been learning new positions over the past few months. As expected, Debbie Sampiller is a hard person to replace.
- With the staffing changes this summer Carolyn took over the new Director of Operations position and Lorie took over the new Membership Secretary position.
- Kimberley Larsen was hired as Communications Coordinator in July 2022. Kimberley has taken over many communications responsibilities including the Messenger, bulletin announcements, announcement slides, flyers and press releases.
- Alan Rutherford started as Financial Secretary in July 2022.
- We are all working hard to develop new systems and workflows that will help us work more efficiently.

Worship Service/Livestream/Audio-Visual Technology upgrades

- We have been researching and getting quotes from different companies since Fall 2021 to update audio/visual technology in the sanctuary and in the church building culminating with recommending that the church contract with Amplio Systems for the upgrades. Worked with Trustees to right-size the estimate to better fit our needs.
- Purchased lighting, tripod and microphones for better quality video production.

Church technology/filessharing:

- Transitioned most of staff to use of OneDrive for personal files. With this, staff can access files that are stored in the cloud from different devices.
- I am setting up Sharepoint for sharing of files and perhaps messaging among staff and among church members. We need to set up the location of committee/ministry files in the church storage instead of an using individual's file system, so we can facilitate a smoother transition between committee leaders and have information readily available to those involved.
 - We are also working on digitizing files and sharing with committee members. We have digitized Trustees Minutes/Agendas starting from 2014.
 - We will transfer Document Center & Church Council records to Sharepoint and need to work on easy access and provide training on how to use.
 - If other groups want to start this process for their team, they can contact Carolyn Burnham.



United Methodist Church OF GENEVA

Communications Policy

- Updated Church Communications Policy and presented during Church Council Leadership training in January.

Branding/Signage

- Purchased two 2x3 outdoor signs to use for events. Utilized them with posters for Ashes to go, Easter Egg Hunt, Spirited Kids Adventures, general message.
- We also purchased a 2x3 sandwich board sign that we can use with coroplast inserts that we will use for a Christmas invitation.
- Maria Isely designed a new Welcome Banner and 2 versions of feather flags for us to use.
 - Feather flags can be used outside of the church but are also to be used when we go to events. They were used at Pets-Ah-Palooza in September and for the Downtown Trick-or-Treating event
- We are using up old note cards and we ordered new ones with latest branding for use in 2023.
- New business cards for staff ordered after the staff reconfiguration.
- Created new directional signage for the Rummage Sale
- Working with Trustees to replace room numbers and wayfinding in church.

Social Media

- The church had multiple Instagram, Facebook and Twitter accounts. I am working on consolidating or closing accounts and giving them all the same handle.
- We are utilizing YouTube more for videos as it reaches more people than Vimeo.
- Added Sunday Sermon Takeaways to post weekly.
- Investigating the possibility of creating a Sermon Podcast. We started including a link to the sermon by itself in the weekly Sermon & prayers email.

Website

- Working on a redesign of the website. A new theme was purchased, and hopefully we will have something up in 1st Quarter 2023.
- Installed Analytics on Website. I hope to develop a system for tracking our analytics in 2023. It will help us determine what is and isn't working and what we need to change.
- Updating content regularly including activities for Children and Youth, and small group updates.
- Working on adding event application to better promote our activities on our website.

Advertising/Press Releases –

- Advertisements placed in Kane County Chronicle and Daily Herald:
 - Palm Sunday and Easter including the Tri-City Sunrise Service.
 - Christmas services



United Methodist Church OF GENEVA

- We will have an add in the new Geneva Chamber of Commerce Community Profile and directory that will be mailed to residents of Geneva in 2023
- Purchased Facebook Ads to promote Swedish Days Food booth and the Rummage Sale.
- Press from Alan Benson has been published multiple times in the Daily Herald. Press release for Easter Egg hunt was printed in Daily Herald. Kimberly Larsen has taken over creation of press releases and Rummage Sale press release with published by Beacon News, Kane County Chronicle and Daily Herald.

Other Events/Projects

- Photo Booth: We put up a colorful Spring backdrop and took pictures of individuals and families on Palm Sunday and Easter. It was a lot of fun and a great community builder.
- Lent Calendar: We created a Lent Activity Calendar that we sent to everyone in the church and supplemented the message through social media and the Messenger.
- Confirmation Worship Video and Photos were shared with families of confirmands.
- Church Cleanout: The work isn't done. We continue to go through church, rooms and items and need to identify the items we need and don't. Many items including choir robes, were given away this Spring to churches in the Philippines.
- Keys: Working with Cindy Caliendo (Trustees) to inventory keys. If you have a key and aren't staff or a trustee, let Carolyn know. New keys issued will follow our key policy.
- Entry Codes: Purchased new system for entry codes that is easier to maintain and will give us more control over access to the building. Hopefully that will be up and running in December.

UNITED METHODIST CHURCH OF GENEVA 2022 STAFF PARISH RELATIONS COMMITTEE ANNUAL REPORT

The Staff Parish Relations Committee has had plenty of things to do in 2022!

Early in the year, our “Director of Administrative Ministries” announced she was going to retire effective July 1, 2022. Soon after that, our “Coordinator of Congregational Care” announced she was retiring effective September 1, 2022. With these changes, we used the opportunity to “right size” our staff for the size of congregation that we currently are. Our Director of Administrative Ministries had been with us for 18 years, so we did an in-depth evaluation of her position to determine the best path forward. New job descriptions were written and / or revised for all staff. Some staff transitioned into new positions, and two new part time positions were created, and staff hired, to do what our full time administrative director did before.

Another change we made was to combine the Childrens Ministry and the Youth Ministries to form the, Children, Youth and Family Ministry.

All of these changes have reduced our budget and reduced our staff full time equivalents by almost 1.0.

As we evaluated job descriptions and positions, we also looked at the paid time off we allowed for our staff. Employees had been able to work up to 6 weeks paid time off, and we are reducing that down to 4 weeks PTO effective January 1st. Current employees that had worked up to the 6 weeks are grandfathered in and allowed to keep their 6 weeks.

We are blessed to have a great staff, and a great group of volunteers to do the work of the church, and we look forward to 2023.

Respectfully Submitted,

Keith Eakins, SPRC Chair

United Methodist Church of Geneva Charge Conference

Report of the Trustees- November 2022

2022 Board of Trustees Committee Members

Greg Lower, Chair and Treasurer, Cindy Caliendo, Secretary Kathy McNeil
Margot Monaghan, Tom Wetmore, Center Street Parsonage, Kurt Beier
Joe Schutzius, Pepper Valley Parsonage, Gale Dias, Katy Howell

Our Mission

The church Trustees' responsibilities are to manage the property, equipment, and the investments God has entrusted to our ministry.

2022 Board of Trustees Goals

- Maintain the physical structures (church and parsonages) in good working order
- Address the concerns of the congregation and committees while being fiscally responsible
- Completing the Church Beautification and HVAC replacement projects at or below their budgeted costs and within their planned scope.
- Make our building systems eco-friendly to reduce our carbon footprint while reducing energy costs

2022 Accomplishments

- Parsonages: Other than routine maintenance, there were no major projects at the parsonages in 2022. Lawn maintenance for both locations will be restarted in 2022
- Church Building: Security is being enhanced with the purchase of new key pads at the entrances, an inventory and better control of the issuance of keys, and cameras will be installed in key areas. In conjunction with the Beautification Project, there was significant decluttering of the building with disposal and repurposing of many items. Signage is being improved with the addition of way-finding signs, exterior signs, and bathroom signs.
- IT: WIFI access points were added and the server was decommissioned.
- Church Beautification Project: A large area of the church was painted and floor covering replaced with carpet squares, carpet, or vinyl plank. The next phase of the project will involve the Fellowship Hall and level beneath it, beginning with a study of the use of the space. Painting, sub-floor and floor covering replacement, replacement of bulletin boards with video screens, and re-purposing of the riser area at the east end of the room are among the changes being contemplated.
- HVAC Replacement: Geothermal technology was chosen and implemented to replace the HVAC system. Initial cost was competitive with more conventional technology and a significant reduction in natural gas costs with only a moderate increase, if any, in electricity cost is expected. Supply chain issues delayed the project somewhat and there was space in the Church

without heating or cooling for a time but portable heaters are being deployed in the sanctuary and office. The system is expected to go live before the end of 2022.

- Restoration Following Sewer Tile Break: A break in the sewer tile caused significant gray-water flooding on the first and second floors of the church. Remediation involving removal of the water and drying the moisture, painting and patching of drywall, replacement of flooring and baseboards, and professional carpet cleaning was necessary to restore spaces to their pre-flood condition. A claim was filed with the insurance carrier used by the Conference and we were successful in recovering the costs of the clean-up less a deductible. An additional sewer backup which was much less extensive the previous instance has occurred and the cause is being investigated.
- Trustees Membership: The Nominations Committee provided 5 candidates to fill 2 vacant positions and replaced 2 trustees leaving at the end of the terms on 12/31/22 resulting in a full complement of 12 members effective 1/1/23. On-boarding of the new members is underway.

Respectfully submitted by,

Greg Lower, Chairman

UMCG Trustees

November 2022

**Report to UMCG Church Conference
from
Finance Committee
November 29, 2022**

In 2022 the Finance Committee has continued to worked to control expenses, communicate with the congregation via *Messenger* articles, completed the Narrative Budget to help inform the congregation what their contributions to the general budget support, encourage generous giving. In the final weeks of the year we will complete the budgeting process for 2023.

Here are the main details:

February:

- Worked with the NIC office to reduce our apportionments for 2022, lowering the original assessment of \$98,604 to \$87,200.
- Collaborated with UMCG's Director of Administrative Ministries (DoAM) to complete our "Year End Statistical Report" for 2021 and submit it to the conference treasurer.

June:

- In partnership with the Trustee Committee a team was created to look at options for financing of capital projects for UMCG.
- Finance committee voted to propose suspending the monthly payments to Mission & CiS and Apportionments, which was approved by church council.
- Proposal was made to hold an all-church talent show in October to raise funds for the general budget.

July:

- Narrative Budget was completed and a bulletin board display was created.

August:

- 2022 budget process began with distribution of budget request forms to those staff and committees having line items in the annual budget

September:

- Initial draft of 2022 operating budget approved by Finance Committee and approved by the Finance Committee.
- Special Church Conference voted to approve the recommendation of the Joint Trustee/Finance Team to finance the Trustee capital projects.

October:

- Talent show was held on October 23rd and raised \$1335 for the church budget.
- Proposed 2022 budget presented to Church Council for review.

- The loan from the Wesleyan Investive was completed to finance the HVAC, Sanctuary Audio/Visual, and Garden Level/Fellowship Hall renovation projects.

November:

- *Final 2023 budget is expected to be approved by Church Council*

Respectfully submitted,

Jim Alderfer
Acting Finance Committee Chair

Report to Church Conference from the United Methodists of Geneva Fund (formerly the Endowment Committee)

November 29, 2022

Following feedback from the congregation during the last three years, and through changes formally approved at an August All-Church Conference, this committee has undergone significant evolution during 2022. As a result, this committee's name, bylaws, and composition have been revised.

This evolution was deemed important and necessary for several reasons, including to keep pace with the needs of reaching and developing followers of Christ, reflect the impact of technology on our work, and remain relevant in fulfilling our purpose to support the health and mission of this faith community.

During 2022, three significant areas of activities have been our focus:

- Proposing changes to this committee's bylaws
- Managing distributions for this calendar year
- Forecasting and recommending next year's allocations under the new structure

Each is detailed below:

1. Newly evolved United Methodists of Geneva Fund Committee – Changes to Endowment bylaws: The recently approved changes to the Endowment Committee bylaws provide better flexibility, agility and operational simplicity for this fund, while working within the framework of our fiduciary and legal obligations. The Endowment Committee is now the United Methodists of Geneva Fund (The UMG Fund) and combines with the Trustees Reserve Fund. Membership on the committee is expanded to include as ex officio the chairs of Finance, Trustees, and Senior Pastor. (Approved bylaws are included for reference)

2. 2022 Distribution of funds used in this calendar year:

Earlier this year, we determined the amount available for grants to support unbudgeted ministry projects and our annual tithe to Missions / Church in Society.

- a. We tithed \$80,239, representing 10% of the change in the fund's balance year-over-year from Dec 31, 2020 to Dec 31, 2021.
- b. Grant money to is \$46,267, representing 5% trailing 3-year average. To date we have supported the following three requests:
 - i. Ministry Architects – \$21,287
 - ii. Habitat for Humanity – \$17,000
 - iii. Congregation Care - \$700

Remaining amount available for distribution or allocation this year = \$7,280.00. If no additional requests are received, the Fund Committee will apply the remaining amount to next year's continuing engagement with Ministry Architects, which will be approx. \$22,000 in 2023.

3. Recommendations for 2023 allocations:

Pursuant to the language in our bylaws, the below is the annual distribution plan approved by at the August 14, 2022, Church Conference, along with the calculated amount (in blue). For reference, the combined Trustees Reserve Fund and Endowment Fund balance is approximately \$2,180,000, and the trailing three-year average is \$1,444,620, on which the below calculations are based.

Please note: this spending policy follows the principles of the Uniform Prudent Management of Institutional Funds Act, as recommended by the United Methodist Foundation of the Northern Illinois Conference; also note that per the bylaws, "income" is defined as "total value."

1. A prudent percentage of the trailing 3-year average (or 12 quarters) of "Income" available for distribution will be used to determine the overall "Income" to be distributed from the UMG Fund to the following (# 2 through 6) allocations. **(4% = \$58,000).**

Please note: "a prudent percentage" is language used in the management of endowment or charitable funds; and using a 3-year average is a philanthropic standard.

2. 10% of total "Income" (from the Endowment Fund) from The UMG Fund will be tithed to Missions/Church in Society. **(\$5,800)**
3. A percentage may be allocated to grant requests for new or unbudgeted ministry ideas. **(\$27,200)**
4. A distribution may be made to The UMG Fund to the budgeted expenses of the UMG Fund arising from its operations and activities (literature, legal, etc.) **(\$0.00)**
5. The remaining "Income" may be allocated to replenish the Trustees Reserve Fund and Operating Reserve Fund, based upon their needs, to bring the reserve funds to the amounts approved by Church Council. If sufficient "Income" is not available to fund the above needs, Church Council shall determine the split of "Income" based on the recommendations from both groups. **(\$25,000 to Trustees Reserve).**
6. Any "Income" that is not distributed during the year will be accrued for use in future years. **(\$0.00)**

Upon end-of-year balances becoming available, these amounts will be re-calculated and confirmed.

We are grateful for the continued blessings bestowed upon our faith community.

Respectfully submitted,

Patricia Dahlberg, Chair, United Methodists of Geneva Fund Committee

Committee members: JoAnn Cregier, Gary Duffett, Bill Johnson, Jules Heinemann, Mark Byars, Rita Bowgren, Greg Lower (Trustees chair), and Pastor Rob Hamilton.

Spending Policy for Permanent Funds

PURPOSE

The purpose of this Policy is to set forth the principles and guidelines for spending the Foundation's permanent funds (true endowments, board-restricted, i.e., "quasi," endowments, and other similar funds designated with long-term time horizons; hereinafter, collectively: "Funds") and to achieve the following goals:

- Safeguard the Funds for future generations
- Enable the maximum amount of spending that can be maintained in perpetuity
- Ensure that income is as stable and enduring as possible
- Ensure that the stated wishes of donors are honored

SPENDING OBJECTIVES

A. Generational Neutrality

The Funds should benefit future generations equal to their benefit to the current generation. The amount spent annually should remain as close to constant as possible, when measured over time on an inflation-adjusted ("real") return basis. Investments and spending are to be coordinated so that distributable income from the Funds will maintain real purchasing power over time.

B. Maximum Sustainable Spending

Distributable income from the Funds is to be spent. It is the Foundation's policy to use the distributable income of the Funds, on a generation-neutral basis, to help meet the needs of the Foundation and other beneficiaries of the Funds to fulfill their mission.

C. Minimize Volatility of Spendable Amount

Because many of the needs and uses of the income from the Funds are recurring or ongoing in nature, the asset management policies of the Funds and spending strategy are structured to minimize the year-to-year volatility of the amount available for spending.

D. Donor-Imposed Restrictions

The Foundation recognizes and honors the trust and responsibility placed in the Foundation by both the donors and the beneficiaries. When the Foundation accepts endowment gifts that are restricted by the donor (either time restrictions and/or use restrictions), those restrictions will be honored to the extent permitted by law.

Spending Policy for Permanent Funds

SPENDING STRATEGY

A. Total Return

Income available for distribution will be determined by using a total return principle, i.e., return derived from dividends and interest as well as realized and unrealized capital gains in accordance with the Uniform Prudent Management of Institutional Funds Act.

B. Distributable Income

The income available for distribution during any one year will be a prudent percentage of the market value of the Funds, based on a 3-year rolling average of the market values of the Funds with measures taken at the end of each of the preceding 12 quarters. The maximum distributable percentage shall be the “real return” of the Funds, i.e., the previous 3-year annualized return of the Funds (at the investment pool level, net of fees) minus the previous 3-year annualized rate of inflation. For example:

$$(3\text{-year average return}) - (3\text{-year average inflation}) = \text{maximum distributable \%}$$

When establishing the distributable percentage, the Investment Committee shall never increase or decrease the percentage more than 0.50% year-to-year, and the distributable percentage shall never be less than 3%.

C. Unexpended Distributable Income

Unexpended income available each year will be accrued and will continue to be considered available for distribution in subsequent years unless otherwise designated by action of the Investment Committee. The management and administrative expenses of the Funds will be deducted from the amount available for distribution.

D. Honoring Donor-Imposed Restrictions

To monitor ongoing adherence to donor-imposed restrictions, the Investment Committee is to periodically review a report of disbursements from the Funds. This Policy recognizes that there may be cases where a restricted use becomes obsolete or over-fulfilled or becomes inconsistent with the Foundation’s or beneficiaries’ needs or mission.