

2016 Church Charge Conference

Worship Order

Charge Conference Past Minutes – 2015 & 2016..... Joe Settle

Church Leadership Directory *Filed Report*

Nominations Report Rev. Charles Murry

Church Council Report Joan Richard

Annual Mission Plan

Report of the Finance Committee David Rubenthaler

Litany of Commitment for Connectional Giving

2017 Annual Clergy Compensation Karen Waldron

Declaring Candidate for Ordained Ministry..... Kaitlin McMichael

Report of the Pastors

Including Report of Membership and Worship Attendance

..... Rev. Charles Murry

..... Rev. Vivian Hiestand

..... Rev. Cynthia Paquette

..... Rev. Sue Harmon

Certified Lay Minister / Candidate Annual Reports..... *Filed Reports*

..... John Allum, Rae Batch, Joan Carter, Martha Conant,

..... Margaret Hotze, Pat Jungmeyer, Rosemary Kisling,

..... Deborah Kohler, Cindi Ross-Bell, Karen Waldron

Retired Pastor Reports..... *Filed Reports*

..... Gregg Dawson, Carol Lynn Fox, Robert Firebaugh, Gordon Knuckey

Report of the Trustees..... Bill Whitaker

Accessibility Audit..... *Filed Report*

Wesley Foundation Report..... Georgia Metz

MINUTES OF THE ANNUAL CHURCH/CHARGE CONFERENCE
First United Methodist Church of Fort Collins
December 7, 2015 6:00 p.m.

District Superintendent Reverend Walter Strickland called the annual Church Conference to order at 6:00 p.m. The theme of this conference was "Characteristics of a Disciple – Invite, Worship, Give, Grow, Serve". Reverend Strickland gave several examples of these characteristics from the Methodist Hymnal, the Bible, and the Book of Discipline.

Reverend Vivian Hiestand convened a "Holy Conferencing" session. The group attending the conference was broken into teams of four and two questions were asked. Time was given to share by each person and then, time for silent reflection on what had been said. Finally, the reflection was shared with all.

A DVD on "Shared Futures" was shown concerning the merging of the Yellowstone Conference and the Rocky Mountain Conference of the United Methodist Church.

Ellen Bode was approved as the Recording Secretary of the Church Conference. The minutes of the December 8, 2014 Church Conference and those of the May 26, 2015 Charge Conference were approved. Written reports submitted for the conference are appended to these minutes.

Karen Waldron (Chair of Staff Parish Relations Committee) presented the name of Cynthia Paquette for continuing candidacy for ordained ministry. Ballots were distributed and Cynthia was congratulated on her graduation from seminary. The voting of continued support for Cynthia Paquette's candidacy for ordination was favorable. Karen presented the Pastors' compensation packages. She moved to approve the recommended 2016 annual compensation for Senior Pastor Charles Murry. Vote was favorable. Karen moved to approve the recommended 2016 annual compensation for Associate Pastor Vivian Hiestand. The vote was favorable.

Reverend Charles Murry (Committee on Nominations and Leadership Development) noted the need for diversity, gender equity, and finding a place for everyone to serve on the committees. He went over the committee rosters. Several members were added, and several taken off as information was updated. Pastor Murry asked that committee members mentor the next generation. He reminded members there were different terms of offices. The Board of Trustees will choose their own chair and assign representatives to be a part of other committees. Except in the case of certain administrative committees, the leadership of each committee comes from its members. The Church Council will act to fill any blanks on committees required to be filled by election. Reverend Murry moved the committees and their serving officers be approved. The vote was favorable.

Reverend Murry read the names of the lay speakers for re-certification: Cindi Ross-Bell, Rosemary Kisling, Pat Jungmeyer, Margaret Hotze, Martha Conant, Rae Batch, and John Allum. An initial application to Lay Speaker was made by Karen Waldron. The vote was favorable.

Scott Krehbiel (Director of Membership and Volunteer Development) read the list of 36 names of deceased members for 2015. A moment of silence was held for these members. Scott moved the approval of the second reading list of members being removed from the active rolls. The vote was favorable.

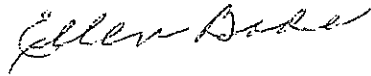
Joan Richard (Chair of Church Council) reported she will continue next year as chair. She introduced the 2016 Annual Mission Plan as a way to implement the Long Range Plan over time, through setting priorities on an annual basis. She went through the 8 initiatives selected for priority focus in 2016: rethinking and defining Church council, finding modern ways to generate revenue, improving membership integration and volunteer participation, monitoring a new approach to children's ministry, meeting the needs of the Wesley Foundation and also of young adults, and to evaluate certain elements of the Site Facilities Master Plan for prospective building projects.

Reverend Murry gave his Pastor's report. He expressed his gratefulness to the staff and included items concerning the church in Finances, Staff, Evangelism, Discipleship, and Worship. He mentioned the seventy missions of interest in this church and the worship that is offered in many ways. However, he feels there is a need for more fellowship events. This church is strong and will be here "til the end of time" he concluded. Reverend Murry thanked the Conference for the Coach of Interim Pastors, Diane Christopher. A big Thank You was given to Reverend Murry and Reverend Hiestand.

Reverend Strickland mentioned the 2016 General Conference and the work that still had to be accomplished for it. He declared the 2015 Church Conference adjourned.

Pastor Murry gave the benediction.

Respectfully submitted by Ellen Bode, Secretary

A handwritten signature in cursive script, appearing to read "Ellen Bode".

FIRST UNITED METHODIST CHURCH OF FORT COLLINS

Minutes of the Special Session of the Charge Conference

September 27, 2016 Village Commons 7:00 p.m.

A special session of the charge conference at First United Methodist Church of Fort Collins was called for September 27, 2016, by the Peaks and Plains District Superintendent, Rev. Walter Strickland. Rev. Katherine Bullard was authorized to preside. Notice of the proposed action and the date and time of the special session was given by both email and postal mail more than 10 days in advance of the meeting.

Reverend Bullard opened the meeting with a prayer.

David Reid presented a Faith Enrichment Moment which reminded us that United Methodists worldwide are bound together in a connectional covenant in which we support and hold each other accountable for faithful discipleship and mission (BOD ¶ 125). It was concluded with a responsive reading of "A Companion Litany to Our Covenant for the Worldwide United Church" with David as leader.

Reverend Bullard asked for and received confirmation that the members of the FCFUMC Church Council present are in place as voting members of this Special Session of the Charge Conference. Other persons present may not vote on the business of the Charge Conference. An attendance sheet circulated in lieu of roll call.

The Charge Conference was asked to consider the following resolution: "Shall the proposed salary for the full time appointment of Reverend Cynthia Paquette as an associate clergy be adopted?"

All were asked to refer to distributed copies of the document entitled "2016 Annual Clergy Compensation – No Parsonage Provided – Full Time," which presented in detail the various elements of compensation which are to be provided to Reverend Paquette.

Catherine Orr, member of the Staff Parish Relations Committee, spoke and defined why Reverend Paquette's compensation has been changed:

- With her appointment by the Rocky Mountain Conference to this church on July 1, 2016, her status changed from lay employee to clergy at $\frac{3}{4}$ time. Since then her hours have been increased and she has been assigned additional duties warranting a full-time appointment.
- The full-time appointment also includes a two-year mutual commitment.

- The church operating budget will actually have a net decrease for the remainder of 2016.

Mr. Rubenthaler asked how there could be a reduction for the budget when Pastor Paquette's actual compensation is to be increased. Pastor Charles Murry responded that Pastor Paquette currently has three major duties, and she will assume additional duties as Director of Membership, formerly a lay staff position which has become vacant and will not be filled with a new hire. The SPRC document entitled "Budget Justification for Rev. Cynthia Paquette Move to Full Time," explains that when Rev. Paquette became subject to clergy compensation, her actual compensation was less than the total of what had been budgeted for 2016 for her lay salary plus taxes. Then the reduction in the SPRC budget for the Director of Membership salary plus taxes for the balance of the year offsets any increase in the full time compensation to be paid to Reverend Paquette, resulting in an overall savings from the original 2016 budget in the amount of \$5,935.

Reverend Bullard reviewed elements A – H of Reverend Paquette's Compensation Package, which includes an annual Cash Salary of \$18,241 and a Cash Housing Allowance of \$23,000. The total annual budgetary cost is \$59,885.77 when reimbursement accounts and clergy benefits are added in. After reading the resolution once again, she asked for a vote. All Charge Conference Members present voted "yes," with no abstentions or negative votes.

Reverend Bullard reported that this approval for Reverend Paquette to be full-time will result in her being eligible for ordination within two years.

Reverend Bullard also requested that Minutes of this Special Charge Conference be made available to the District Superintendent as quickly as possible.

The Special Meeting of the Charge Conference was then adjourned with a prayer and benediction by Reverend Bullard, at 7:20 p.m.

Respectfully submitted,
Joe Settle
Joan Richard

Attachments: (1) 2016 Annual Clergy Compensation document & (2) SPRC Budget Justification document

Church Officers 2017 First United Methodist Church – Fort Collins, Colorado

Church Council

Chairperson	Joe Settle (18)
Vice Chairperson	Bill Whitaker (18)
Recording Secretary	Joan Richard (18)
Lay Leader	Martha Conant (17)
Lay Members to Annual Conference	JoAn Hopkins (18), _____ & _____
Adult Faith Formation, Chair	_____
Administrative Technical Resource Co, Chair	Dale Conant (17)
Board of Trustees, Chair	[To be elected by the Board of Trustees] (18)
Children & Family Council, Chair	Jen Hanna (17)
Church & Society, Chair	Megan Wieck (18)
Columbarium Committee, Chair	Ted Schlagenhauf (17)
Commission on the Status & Role of Women, Chair	Alyce Kaehler (17)
Community & World Outreach, Chair	Jim Collinson (17)
Committee on Finance, Chair	Dave Rubenthaler (18)
Congregational Care, Co-chairs	JoAn Hopkins (19) & Karen Waldron (19)
First United Methodist Church Foundation, President	Stephen Zink (16)
Historian	Fran Williams (17)
Library Board, Chair	Susan King (17)
Long Range Planning Committee, Chair	Deborah Koehler (19)
Marketing Communications Advisory Team, Chair	Mike Koehler (19)
Memorials Committee, Chair	Ted Schlagenhauf (18)
Senior Council, Coordinators	Diane Smith (17) & Linn Zink (17)
Staff-Parish Relations Committee, Representative	_____ (17)
Stewardship & Generosity Committee, Chair	Stephen Zink (19)
United Methodist Women, President	Ellen Bode (17)

Church Council – continued from page 1

Welcoming & Engagement Committee, Chair [To be elected] (19)
 Wesley Foundation Board, Chair Don Gaymon (18)
 Young Adult Representative Hannah Lopez (17)
 Youth Representative [To be elected] (17)
 Youth Council, Coordinators Heidi Priebe (17) & Allison Straubing (17)
 Appointed Pastors Sue Harmon, Vivian Hiestand, Charles Murry, & Cynthia Paquette
 *Staff: David Adkins, Gail Farnum, Barb Grauberger, Laura Lechtenberg, Lynette Szantho, Georgia Metz, Pam Raab, David Reid, Scott Schroeder, & the Director of Youth Ministries

* Staff who are members of First United Methodist Church have voice and vote on the Church Council. Staff who are not members are *ex officio* without vote.

Board of Trustees

Chair- [To be elected by the Board of Trustees] (17)

Class of 2017	Class of 2018	Class of 2019
Dean Block	Curtis Bridges	Gary Gramlick
Joan Carter	Karen Kiser	Hal Ottaway
Dan Wilson	Linda Schlagenhauf	Bob Pawlikowski

Pastor- Cynthia Paquette

[To be elected by the Board of Trustees]

- Administrative Technical Resource Committee Representative,
- Committee on Finance Representative,
- Columbarium Committee Representative,
- Memorial Committee Representative,
- Long Range Planning Representative, and
- First United Methodist Church Foundation Representative

Committee on Finance

Chair – Dave Rubenthaler (18)

Class of 2017	Class of 2018	Class of 2019
Jud Harper	Gordon Smith	Julie Wilson
Charles Revier (Vice Chair)	Bob Richmond	
Church Council, Chair – Joe Settle (18)		Lay Leader – Martha Conant (17)

Committee on Finance – continued from Page 2

*Bookkeeper – Scott Schroeder

*Financial Secretary – Pam Raab

Board of Trustees Representative – [To be elected by the Board of Trustees] (17)

Stewardship & Generosity Committee, Chair – Stephen Zink (19)

Lay Member to Annual Conference – [To be elected]

Pastor – Charles Murry

**Ex officio without vote*

Committee on Nominations & Leadership Development

Chair - Pastor Charles Murry, Pastor Vivian Hiestand, & Pastor Cynthia Paquette

Lay Leader – Martha Conant (17)

Class of 2017

Class of 2018

Class of 2019

Connie Mahan

Charlotte Alum

Dea Carroll

Karrie Patterson

Craig Campbell

Linda Hall

Dick Wood (Vice Chair)

Rich Fisher

Bonny Thomas

Staff-Parish Relations Committee

Chair – _____ (17)

Class of 2017

Class of 2018

Class of 2019

Wayne Lonowski

Eileen Gaymon

Matt Putman

Megan Wieck

Kate Orr

Gerry Sampson

Mario Sosa

Stephanie Tomasini

Lay Leader – Martha Conant (17)

Lay Member to Annual Conference – JoAn Hopkins (18)

Pastors – Charles Murry & Vivian Hiestand

[To be elected by the Staff-Parish Relations Committee]

- Church Council Representative,
- Committee on Finance Representative,
- Long Range Planning Committee Representative

REPORT OF THE CHURCH COUNCIL

Responsibility: The church council shall provide for planning and implementing a program of nurture, outreach, witness and resources in a local church... It shall envision, plan, implement, and annually evaluate the mission and ministry of the church. (*Book of Discipline § 252.1*)

Perspective: Our job...is not to hunker down, give more, try harder, and "keep the doors of the church open" as long as we can. Our job is to quit what we know how to do that isn't working anymore and to listen to God anew. To watch for where God is at work in the world around us, to notice the new ways God is blessing the world, and to become part of that. (*Bishop Elaine Stanovsky, Rocky Mtn Annual Conference 2015*)

In 2016, the Church Council met once every month, beginning with an orientation meeting in January. An extended meeting was held in July to allow for visioning and planning. It was a year of introspection and SWOT evaluation throughout our church committees and program ministries, culminating in the initiation of *Into a New Era*, a two year stewardship program, and an ambitious Church Council mission plan for 2017.

The Church Council (CC or council) organized to carry out the **2016 Mission Plan**. As a result, the newly chartered Church and Society brought a Reconciling Action Plan back to the council for adoption, began implementing it, and monitored progress at 2016 UMC General Conference. The Stewardship and Generosity Committee was reinvigorated as a year-round committee, and after research, brought a proposal for a new approach to stewardship to council. A contract to hire Horizons Stewardship Company as a consultant for 2 years was ultimately approved. The CC also monitored and supported the continued implementation of *A Time for Children*, the efforts of the Wesley Foundation as the Director took the college ministries in a new direction, and the efforts in the area of welcoming and membership and recruitment of volunteers.

A major accomplishment was that of the **Finance Committee** in bringing order and accuracy to accounting records with the help of the new bookkeeper. Management of bank accounts and signatures was updated and policies have been and continue to be monitored for improvement. The 2016 Budget was approved. Reports are now regularly available to CC and to the church at large on the website.

The **Makinen Bequest Working Group** brought to CC their recommendations for allocation of that wonderful gift from Kenneth O. Makinen, and the allocation was approved (see attachment) which has allowed special projects to go forward: the parking lot is now well lighted and we have the new Makinen Minivan as an addition to the van ministry, and plans for other improvements are in the works.

Actions were taken in the area of worship services: times were changed for the two main classic services to allow more breathing room for clergy and to provide consistency for returning holiday visitors, child care as well as a children's message was provided for 11:00 worship hour, and a 21st Century Worship task force was appointed to examine the worship experience at FUMC.

Three new committees were created or approved: the much needed Marketing and Communications Advisory Team, which has already improved communication and completed an audit of the church's existing communication channels and protocol, a Congregational Care Committee to work with staff and clergy to provide oversight and coordination under one umbrella of our many ministries for care of our constituents, and an Emergency Assistance Committee which operates in accordance with the newly adopted policy for administering the Emergency Assistance Fund.

A Safety and Security Working Group was authorized upon the recommendation of the Board of Trustees. The CC also adopted revisions to the Facilities Use Policies and Procedures and a new Animal Policy in response to recommendations of the Trustees.

The CC approved many program fundraising proposals and authorized the Stone Soup Build for Habitat for Humanity. CC heard regularly from our Transitional Intentionally Interim Ministry Specialists, Pastors Charles and Vivian, about what we as a church have done well and what can be improved so that we might monitor our covenant with them and the Rocky Mountain Conference. Special Sunday Offerings of the United Methodist Church are now being celebrated and a new type of special offering has been created, "Loose Dollars for Mission" to replace frequent asks for special offerings for specified outreach. 100% of these loose dollars is administered by the Community and World Outreach Committee and disbursed for local mission. The fall kickoff and western gala in August was a huge success thanks to the Welcoming and Membership Committee and the then Membership and Engagement Director, Darcy Campbell.

In preparation for the July planning session, almost all the represented administrative committees and program ministries submitted written reports of the activities of their groups and outlined dreams and barriers to fulfilling these dreams, most commonly listed as the need for more volunteers and committee members as well as shortage of funding. Taking all those reports together provided a wonderful perspective of all that goes on in our church and of what new directions we might take or what we can do to help these efforts continue and improve. The appreciation for all that this church provides to its congregation and in the community was further enhanced when the new Bishop, Karen Oliveto, visited the congregation in October, and in response to her question about what goes on in our church, and one after another people stood up to speak about a particular program or outreach.

It is impossible to provide all of the accomplishments of the Church Council and the entire church it represents this past year in this document limited to one page (exceeded!). I can only say that a thorough reading of the attached 2017 Mission Plan will give you a good idea of the things CC has been dealing with and continues to work on. I will gladly answer any questions or provide any minutes or policies that a congregant might request if they want to know more. It is intended that this type of information be available in the future, in binders in the library and in regular reports in the Carillon and in the e-news. Church Council meetings are always open for those who want to observe.

Joe Settle will be your new Chair of Church Council for 2017-2018.

Respectfully submitted,

Joan Richard

Chair of Church Council

Joanmgr4972@a.com

(970) 206-0447

Makinen Bequest Distribution Table

Amount	Work Area	Purpose	Authorized Party
\$25,000	Faith Family Hospitality	New Faith Family Hospitality transition home facility	Chair, Church Council
\$10,000	Wesley Foundation	To use as the Wesley Foundation Board sees fit	Chair, Wesley Foundation Board
\$10,000	Senior Council	To use as the Senior Council Board sees fit	Chair, Senior Council
\$15,000	Community and World Outreach Committee	To use as the Community and World Outreach Committee sees fit	Chair, Community and World Outreach Committee
\$80,000	Board of Trustees (in conjunction with the Long Range Planning Committee and the Site Facilities Master Plan Study Group)	For the Trustees to do as many of the following projects in priority order as possible: <ul style="list-style-type: none"> • Improve the lighting in the south parking lot • Remodel of the stage area of Fellowship Hall to provide more storage space • Do initial remodeling of the main kitchen 	Chair, Board of Trustees
\$20,185.49	Board of Trustees	Trustees to use as they see fit.	Chair, Board of Trustees
\$50,000	Administration and Technical Resources Committee (ATRC)	For the ATRC to do the initial implementation of some of the suggested upgrades for such things as the sanctuary sound and lighting system, improvements to the church-wide internet and cell phone services, video for the chancel area, staff hardware and software improvements, video streaming, etc.	Chair, ATRC
\$21,950	Staff Parish Relations Committee and Board of Trustees	For the payment of rent for March – December, 2016 (10 months) of the Lead Pastor's house	Chair, Board of Trustees
\$50,000	Finance Committee	For the Finance Committee to fund a financial reserve fund	Chair, Finance Committee
\$25,000	Youth Council	For the Youth Council to develop a college scholarship fund	Chair, Youth Council



Report of the Finance Committee

The report of the Finance Committee shall be made on this form, or one revised and adapted by the Annual Conference. Numbers in parentheses refer to paragraphs of the 2012 *Book of Discipline*.

Copies of this report should be filed with the recording secretary, pastor, district superintendent and chairperson of the committee on finance

First United Methodist Church of Fort Collins **Church** First United Methodist Church of FC 2016 Annual **Charge**
Peaks and Plains **District** Rocky Mountain **Annual Conference**

For the period

beginning December 8, 2015 **and ending** December 12, 2016
DATE OF PRIOR CHARGE CONFERENCE DATE OF CURRENT CHARGE CONFERENCE

I. ORGANIZATION

1.a. Has the committee been organized according to the 2012 Book of Discipline (§258.4)? Yes No

b. Names of officers?

Chairperson David Rubenthaler Vice Chairperson Deborah Kohler
 Treasurer(s) Scott Schrader Financial Secretary Pam Raab

II. BUDGET AND COMMITMENT PLAN

2.a. Has the committee submitted to the Church Council, or its equivalent, a complete budget for the ensuing year? Yes No

If not, why not? The 2017 budget is expected to be completed in December 2016

b. Did the committee give the Church Council an opportunity to request financial support for recommended ministries (§258.4)? Yes No

If not, why not?

3. How frequently does the Financial Secretary/Treasurer send members and contributors regular reports of their giving?

Monthly Quarterly Semi-annually Annually No, we do not send reports

4. Is giving by individual participants in the local church regularly reviewed? Yes No;

If not, why not?

5. What are the plans for raising sufficient income to meet the budget adopted by the Church Council (§258.4)?

The Stewardship Committee along with the Finance Committee and Church Council has contracted "New Horizons" to create and execute a stewardship campaign for 2017 and 2018.

6. Does the Financial Secretary/Treasurer report regularly to the Church Council on the giving trends in the church/charge? Yes No

If not, why not? The Finance Secretary and Treasurer report to the Finance Committee and the Finance Chair reports to Church Council.

III. THE HANDLING OF CHURCH FUNDS

7. Does the Treasurer regularly make reports to the Committee on Finance and the Church Council on the financial position of the church (§258.4b)? Yes No

If not, why not?

8. Are all benevolences and other connectional funds remitted monthly to the conference treasurer (§258.4b)?

Yes No

If not, why not?

9.a. What bank(s) have been designated by the Church Council as a depository (§258.4d)?

First National Bank of Fort Collins _____

b. Are all accounts FDIC insured and in amounts at or below the current FDIC insurable limit? Yes No

If not, why not?

c. Are all accounts in the name of the church? Yes No

If not, why not?

10.a. Has the committee established written financial policies to document the internal controls of the local church (§258.4d)? (Attach as a supplement.) Yes No

b. Have these policies been reviewed by the committee and found to be adequate and effective (§258.4d)?

Yes No

11. Are the church offerings counted by a counting committee in accordance with the mandates of the

Discipline (§258.4a)? Yes No

If not, why not?

12. Are all funds deposited promptly in accordance with procedures developed by the Committee on Finance (§258.4a, d)? Yes No

If not, why not?

13. Are financial officers of the church bonded (§258.4b)? Yes No

If not, why not?

14.a. Have the financial records of the church and all its organizations been audited for the prior fiscal year (§258.4c)? Yes No

b. If not, why not?

c. Were there any recommendations or exceptions? Yes No

d. If there were recommendations or exceptions, how has the church addressed them? 1: All restricted funds have been reviewed and updated with corrections, information to fund leaders and should be maintained. 2: The finance policy has been reviewed and updated and needs to be published. 3: Accurate finance information has been provided to Church Council and put on the Church Web site and must be continued.

Signed David Rubenthaler

Printed Name: David Rubenthaler

Date: November 1, 2016

Litany of Commitment for Connectional Giving

Church Name Fort Collins First United Methodist Church

Presiding Elder:

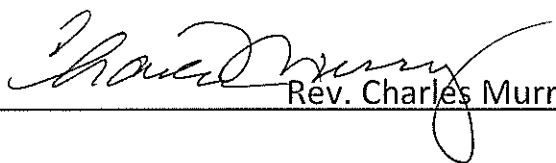
Connectional giving allows us to participate in Christ's healing and transforming work all over the world. Foundational to our identity as United Methodists, this connection enables us to do so much more together than we could ever do alone. Therefore, connectional giving is the first missional priority of the local church.*
(Book of Discipline, 247.14; 812)

Pastor(s):

As pastor of this congregation, I pledge myself to leadership and education as I interpret our global mission for Jesus Christ through our connectional giving, and I will encourage this giving as our first missional priority.

Congregation: We commit to connectional giving as our first missional priority, which means 13% of our total gross income, as voted on by the 2016 Annual Conference Session. If we are unable to give 13%, we will set goals to continually increase our giving until we reach full participation.

All: May God help us to be generous people, richly blessed to be a blessing.

Pastor 
Rev. Charles Murry

Finance Chair David Rubenthaler

**"Conference benevolences represent the minimum needs for mission and ministry in the annual conference. Payment in full of these apportionments by local churches is the first benevolent responsibility of the church." (BOD 247.14; 812)*

2017 Annual Clergy Compensation - No Parsonage Provided-Full Time

Pastor's Name: Rev. Charles Murry
 Church: First United Methodist Church
 District: Metro MH/PP P & P Trinity

Effective Date: 1-Jan-17
 City: Fort Collins
 Ut/WCo WY

This appointment is: Minimum Required Cash -- (Per Standing Rules-- 1.1 under Clergy Matters in 2016 Journal)

(check one)	Salary - Line A.1
<input checked="" type="checkbox"/> Full Time	\$36,558.00
<input type="checkbox"/> 3/4 Time	\$27,419.00
<input type="checkbox"/> 1/2 Time	\$18,279.00
<input type="checkbox"/> 1/4 Time	\$9,140.00

Line H.3.
 2016 Health-Flex Rates

Single	\$10,020.00
Two-party	\$18,864.00
Family	\$24,156.00

(Full Time Only)

A. Salary	
A.1. Cash Salary Provided	\$83,295.00
A.2. Cash Housing Allowance Provided	\$11,000.00
A.3. Taxable Payment in Lieu of Health Insurance	
A.4. Total Base Cash Salary	\$94,295.00

B. Housing	
Does the pastor live in a parsonage?	NO
B.2. Designated Cash Based Housing Allowance	
	\$11,000.00
This must be substantiated by a signed resolution.	

C. Housing Expenses Paid Directly by Church	
C.1. Parsonage Improvement-no mortgages	No Parsonage
C.2. Parsonage Utilities	No Parsonage
C.3. Parsonage Furnishings	No Parsonage
C.4. Parsonage Maintenance	No Parsonage
C.5. Parsonage Other	No Parsonage
C.6. Total (C.1. thru C.5.)	No Parsonage

D. Accountable Reimbursement Accounts	
D.1. Includes the following: Continuing Education, Books, Periodicals, Publications, Professional Associations, Annual Conference Costs, Mileage/Travel, Other	\$9,000.00
D.2. Total	\$9,000.00

E. Net Compensation Calculation	
E.1. Total Cash (A.4.)	\$94,295.00
E.2. UMPIP / 403(b) Salary Reduction	\$24,000.00
E.3. FSA-MRA-Medical Reimbursement Account FSA-DCA-Dependent Care Account	\$2,000.00
E.4. Subtract E.2. and E.3. from E.1. to get net income	\$68,295.00

F. Clergy Retirement Security Program (CRSP)	
F.1. Total Cash (A.4.)	\$94,295.00
F.2. Add parsonage value	No Parsonage
F.3. Add F.1. and F.2. to determine CRSP Compensation	\$94,295.00

G. Comprehensive Protection Plan (CPP)	
G.1. Total Cash (A.4.)	\$94,295.00
G.2. Add parsonage value	No Parsonage
G.3. Add G.1. and G.2. to determine CPP Compensation	\$94,295.00
Note: G.3. Maximum in 2017 is \$137,752	

H. Clergy Benefits Calculation Summary	
H.1. CRSP Contributions paid directly to the Conference Office	\$12,729.80
H.2. CPP Contributions paid directly to the Conference Office	\$2,828.80
H.3. HealthFlex Paid	\$18,864.00
H.4. Other Local Church Benefits-Non Healthcare	
H.5. Total (H.1. thru H.4.)	\$34,422.60

Pastor's Signature and Date _____

SPRC Chair or Treasurer Signature _____

District Superintendent (or presiding elder) Signature _____

Summary of Costs to Church:	
Total Base Cash Salary (A.4.)	\$94,295.00
Parsonage Housing Expense (C.6.)	No Parsonage
Reimbursable Items (D.2.)	\$9,000.00
Clergy Benefits (H.5.)	\$34,422.68
Total Church Budget Impact	\$137,717.68

Summary of Clergy Compensation:	
Total Base Cash Salary (A.4.)	\$94,295.00
Less: Payroll Deductions (E.2. and E.3.)	\$26,000.00
Total Net Compensation to Clergy	\$68,295.00

Complete and mail or e-mail to:
 Rocky Mountain Conference (Benefits Office), 6110 Greenwood Plaza Blvd., Greenwood Village, CO 80111 or you can e-mail the form to Jana Collin:
jana@rmcumc.com

2016 Annual Clergy Compensation - No Parsonage Provided-Full Time

Pastor's Name: Rev. Vivian Clare Hiestand Effective Date: 1-Jan-16
 Church: First United Methodist Church City: Fort Collins
 District: Metro MH/PP P & P Sunshine Ut/WCo WYNECO

This appointment is: (check one) Minimum Required Cash -- (Per Standing Rules-- 1.1 under Clergy Matters in 2015 Journal) Line H.3.
 2016 Health-Flex Rates

<input checked="" type="checkbox"/> Full Time	\$35,241.00	Single	\$9,840.00
3/4 Time	\$26,431.00	Two-party	\$18,480.00
1/2 Time	\$17,620.00	Family	\$23,520.00
1/4 Time	\$8,810.00	(Full Time Only)	

A. Salary	
A.1. Cash Salary Provided	\$34,000.00
A.2. Cash Housing Allowance Provided	\$15,000.00
A.3. Taxable Payment in Lieu of Health Insurance	
A.4. Total Base Cash Salary	\$49,000.00

B. Housing	
Does the pastor live in a parsonage?	NO
B.2. Designated Cash Based Housing Allowance	
	\$15,000.00
This must be substantiated by a signed resolution.	

C. Housing Expenses Paid Directly by Church	
C.1. Parsonage Improvement-no mortgages	No Parsonage
C.2. Parsonage Utilities	No Parsonage
C.3. Parsonage Furnishings	No Parsonage
C.4. Parsonage Maintenance	No Parsonage
C.5. Parsonage Other	No Parsonage
C.6. Total (C.1. thru C.5.)	No Parsonage

D. Accountable Reimbursement Accounts	
D.1. Includes the following: Continuing Education, Books, Periodicals, Publications, Professional Associations, Annual Conference Costs, Mileage/Travel, Other	\$2,200.00
D.2. Total	\$2,200.00

E. Taxable Compensation Calculation	
E.1. Total Cash (A.4.)	\$49,000.00
E.2. UMPIP / 403(b) Salary Reduction (Before Tax)	\$735.00
E.3. FSA-MRA-Medical Reimbursement Account FSA-DCA-Dependent Care Account	
E.4. Designated Housing Allowance (B.2.)	\$15,000.00
E.5. Subtract E.2., E.3. and E.4. from E.1. to get Federal Taxable Income	\$33,265.00

F. Clergy Retirement Security Program (CRSP)	
F.1. Total Cash (A.4.)	\$49,000.00
F.2. Add parsonage value	No Parsonage
F.3. Add F.1. and F.2. to determine CRSP Compensation	\$49,000.00

G. Comprehensive Protection Plan (CPP)	
G.1. Total Cash (A.4.)	\$49,000.00
G.2. Add parsonage value	No Parsonage
G.3. Add G.1. and G.2. to determine CPP Compensation	\$49,000.00
Note: G.3. Maximum in 2016 is \$134,666	

H. Clergy Benefits Calculation Summary	
H.1. CRSP Contributions paid directly to the Conference Office	\$6,615.00
H.2. CPP Contributions paid directly to the Conference Office	\$1,470.00
H.3. HealthFlex Paid	\$10,020.00
H.4. Other Local Church Benefits-Non Healthcare	
H.5. Total (H.1. thru H.4.)	\$18,105.00

Pastor's Signature and Date _____

SPRC Chair or Treasurer Signature _____

District Superintendent (or presiding elder) Signature _____

Summary of Costs to Church:	
Total Base Cash Salary (A.4.)	\$49,000.00
Parsonage Housing Expense (C.6.)	No Parsonage
Reimbursable Items (D.2.)	\$2,200.00
Clergy Benefits (H.5.)	\$18,105.00
Total Church Budget Impact	\$69,305.00

Summary of Clergy Compensation:	
Total Base Cash Salary (A.4.)	\$49,000.00
Less: Payroll Deductions (E.2. and E.3.)	\$735.00
Total Annual Compensation to Clergy	\$48,265.00

Complete and mail or e-mail to:
 Rocky Mountain Conference (Benefits Office), 6110 Greenwood Plaza Blvd., Greenwood Village, CO 80111 or you can e-mail the form to Jana Collins
 jana@rmmcumc.com

2017 Annual Clergy Compensation - No Parsonage Provided-Full Time

Pastor's Name: Rev. Cynthia Paquette Effective Date: 1-Jan-17
 Church: First United Methodist Church City: Fort Collins
 District: Metro MH/PP P & P Trinity Ut/WCo WY

This appointment is: Minimum Required Cash -- (Per Standing Rules-- 1.1 under
 (check one) Salary - Line A.1 Clergy Matters in 2016 Journal)

<input checked="" type="checkbox"/> Full Time	\$36,558.00
<input type="checkbox"/> 3/4 Time	\$27,419.00
<input type="checkbox"/> 1/2 Time	\$18,279.00
<input type="checkbox"/> 1/4 Time	\$9,140.00

Line H.3.
 2016 Health-Flex Rates

Single	\$10,020.00
Two-party	\$18,864.00
Family	\$24,156.00

(Full Time Only)

A. Salary	
A.1. Cash Salary Provided	\$19,558.00
A.2. Cash Housing Allowance Provided	\$23,000.00
A.3. Taxable Payment in Lieu of Health Insurance	
A.4. Total Base Cash Salary	\$42,558.00

B. Housing	
Does the pastor live in a parsonage?	NO
B.2. Designated Cash Based Housing Allowance	\$23,000.00
This must be substantiated by a signed resolution.	

C. Housing Expenses Paid Directly by Church	
C.1. Parsonage Improvement-no mortgages	No Parsonage
C.2. Parsonage Utilities	No Parsonage
C.3. Parsonage Furnishings	No Parsonage
C.4. Parsonage Maintenance	No Parsonage
C.5. Parsonage Other	No Parsonage
C.6. Total (C.1. thru C.5.)	No Parsonage

D. Accountable Reimbursement Accounts	
D.1. Includes the following:	\$2,000.00
Continuing Education,	
Books, Periodicals, Publications,	
Professional Associations,	
Annual Conference Costs,	
Mileage/Travel, Other	
D.2. Total	\$2,000.00

E. Net Compensation Calculation	
E.1. Total Cash (A.4.)	\$42,558.00
E.2. UMPIP / 403(b) Salary Reduction	\$2,886.87
E.3. FSA-MRA-Medical Reimbursement Account FSA-DCA-Dependent Care Account	
E.4. Subtract E.2. and E.3. from E.1. to get net income	\$39,671.13

F. Clergy Retirement Security Program (CRSP)	
F.1. Total Cash (A.4.)	\$42,558.00
F.2. Add parsonage value	No Parsonage
F.3. Add F.1. and F.2. to determine CRSP Compensation	\$42,558.00

G. Comprehensive Protection Plan (CPP)	
G.1. Total Cash (A.4.)	\$42,558.00
G.2. Add parsonage value	No Parsonage
G.3. Add G.1. and G.2. to determine CPP Compensation	\$42,558.00
Note: G.3. Maximum in 2017 is \$137,752	

H. Clergy Benefits Calculation Summary	
H.1. CRSP Contributions paid directly to the Conference Office	\$5,745.30
H.2. CPP Contributions paid directly to the Conference Office	\$1,276.74
H.3. HealthFlex Paid	\$10,020.00
H.4. Other Local Church Benefits-Non Healthcare	
H.5. Total (H.1. thru H.4.)	\$17,042.07

Pastor's Signature and Date _____

SPRC Chair or Treasurer Signature _____

District Superintendent (or presiding elder) Signature _____

Summary of Costs to Church:	
Total Base Cash Salary (A.4.)	\$42,558.00
Parsonage Housing Expense (C.6.)	No Parsonage
Reimbursable Items (D.2.)	\$2,000.00
Clergy Benefits (H.5.)	\$17,042.07
Total Church Budget Impact	\$61,600.07

Summary of Clergy Compensation:	
Total Base Cash Salary (A.4.)	\$42,558.00
Less: Payroll Deductions (E.2. and E.3.)	\$2,886.87
Total Net Compensation to Clergy	\$39,671.13

Complete and mail or e-mail to:
 Rocky Mountain Conference (Benefits Office), 6110 Greenwood Plaza Blvd., Greenwood Village, CO 80111 or you can e-mail the form to Jana Collins
 jana@rmcumc.com

**THE UNITED METHODIST CHURCH
DECLARATION OF CANDIDACY FOR ORDAINED MINISTRY
CHARGE CONFERENCE RECOMMENDATION
(or equivalent body)**

I hereby declare my candidacy for licensed or ordained (circle one) ministry in The United Methodist Church and request the support and recommendation of the Charge Conference or equivalent body as specified by the district committee on ordained ministry for certification as a candidate for:

License as Local Pastor

Signed Kaitlin McMichael Date 11/29/16
Signature of the Declared Candidate

I. CHARGE CONFERENCE RECOMMENDATION (or equivalent body)

Let those who consider recommending persons for candidacy as ordained ministers in The United Methodist Church ask themselves the following questions which were first asked by John Wesley at the third conference of Methodist preachers in 1746 (Discipline ¶310).

1. Do they know God as a pardoning God? Have they the love of God abiding in them? Do they desire nothing but God? Are they holy in all manner of conversation?
2. Have they gifts, as well as grace, for the work? Have they a clear, sound understanding; a right judgment in the things of God; a just conception of salvation by faith? Do they speak justly, readily, clearly?
3. Have they fruit? (Elder and Local Pastor) Have any been truly convinced of sin and converted to God, and are believers edified by their preaching? (Deacon) Are others edified by their service?

Believing that Kaitlin McMichael is called of God and is a suitable candidate for licensed or ordained ministry in The United Methodist Church, (the recommending body) Fort Collins, First United Methodist Church recommends him/her for certification as a candidate to the District Committee on Ordained Ministry. In making this recommendation, we attest to the fact that the declared candidate has been a professing member in good standing of The United Methodist Church or a baptized participant of a recognized United Methodist campus ministry or other United Methodist ministry setting for a minimum of one (1) year, has graduated from an accredited high school or received a certificate of equivalency, and has received by written ballot a two-thirds vote of this body.

Signed _____ Date _____
Signature of authorized elder, district superintendent, or bishop

Conference _____ District _____

Further instructions on reverse side of page

II. Preparation for Meeting with District Committee on Ordained Ministry

1. This Declaration of Candidacy for Ordained Ministry should be sent to the district committee on ordained Ministry along with the following:
 - a. Your written statement of call
 - b. Your written response providing evidence of understanding and expectation concerning the following: (§310.2a)
 - (i) the most formative experience of your Christian life;
 - (ii) God's call to licensed or ordained ministry and the role of the church
in your call;
 - (iii) your beliefs as a Christian;
 - (iv) your gifts for ministry;
 - (v) your present understanding of your call to ministry as elder, deacon, or
licensed ministry; and
 - (vi) your support system
 - c. The required psychological reports, criminal background and credit checks.
 - d. Other information as the district committee may require.
 2. Appear before the district committee on ordained ministry for an interview and recommendation.
 3. Agree for the sake of the mission of Jesus Christ in the world and the most effective witness of the gospel, and in consideration of your influence as clergy to make a complete dedication of yourself to the highest ideals of the Christian life as set forth in §§101-103, and §§160-166.
-



Report of the Pastor

The report of the pastor shall include the names of all persons involved in the changes in membership and other items as outlined in the 2012 *Book of Discipline* (§§ 234, 340). This report should cover as fully as possible the work of the pastor. Care should be taken not to duplicate the reports of the Church Council, committees, organizations, and officers of the charge.

Copies of this report should be filed with the recording secretary, pastor, district superintendent and chairperson of witness or evangelism ministries.

First United Methodist Church of Fort Collins Church _____ Charge _____
Peaks and Plains District Roky Mountain Annual Conference Annual Conference

For the period beginning December 7, 2015 and ending December 5, 2016
DATE OF PRIOR CHARGE CONFERENCE DATE OF CURRENT CHARGE CONFERENCE

1. List those who have been received into baptized membership since the last report.
(Attach as a supplement.)
2. List those who have been received into professing membership since the last report.
(Attach as a supplement.)
 - a. On profession of faith or restored.
 - b. From other United Methodist churches.
 - c. From other non-United Methodist churches.
3. List those who have been removed from the professing membership since the last report.
(Attach as a supplement.)
 - a. By action of the Charge Conference, or trial court, or by withdrawal.
 - b. By transfer to other United Methodist churches.
 - c. By transfer to other non-United Methodist churches.
 - d. By death.
4. Have the membership records and rolls been audited (§§ 231, 340)? Yes No
 If not, why not? In the process of being audited
5. The Pastor shall give a report on the state of the church and an account of pastoral ministry as it relates to (§ 340): providing support, guidance, and training to the lay membership in the church; ministering within the congregation and to the world; and administering the temporal affairs of the congregation. Include as a part of the report a statement outlining the pastor's program of continuing education and spiritual growth for the past year and plans for the year to come (§ 350.1). (Attach as a supplement.)

Signed Charles Murry
 Printed Name Rev. Charles Murry
 Date 12-5-16

Rocky Mountain Conference
2016 Church/Charge Conference

ANNUAL REPORT ON MEMBERSHIP AND WORSHIP
ATTENDANCE

(This report does not replace the information in the statistical reports, but is used all year by the district offices. It also is the way your congregation observes how they are doing in discipleship)

Name of Church:

FIRST UNITED METHODIST CHURCH OF FORT COLLINS

Baptisms

Number of infants, children, youth and adults baptized since last Church/Charge Conference?

12

Membership

Total professing (full) members as of January 1, 2016

1504

(date of current statistical reporting year)

Number received on profession of faith

17

Number restored through affirmations of faith

3

Number received by transfer from other UM Churches or denominations

12

Number removed by action of the Charge/Church

(18)

Number withdrawn

(3)

Number transferred to other UM Churches or denominations

(9)

Number removed by death

(27)

Total Professing (Full) Members as of December 5, 2016

1479

(this Church/Charge Conference)

WORSHIP ATTENDANCE

Average for 2016 to date:

425

(You may include Easter in your average.)

CHRISTMAS EVE ATTENDANCE DECEMBER 24, 2015

1877

(date)

EASTER SUNDAY ATTENDANCE MARCH 27, 2016

1291

(date)

2016 Report on Current Membership and Worship Attendance for FCFUMC

Total membership on Devember 7, 2015	1509
Updates from 2015 (not reported in 2015)	
Deaths	-5
Dobler, Donald	
Walsh, Eva Belle	
Sundstedt, Shirley	
Lane, Thomas	
Netik, Michael	
Total membership on January 1, 2016:	1504
Received into the congregation in 2016	+32
From other Methodist churches:	11
From other Denominations:	1
Reinstated:	3
Profession of Faith:	17 (10 from the conf. class)
Total removed from active membership rolls:	-57
Deaths:	27
Transferred:	9
Removed by conference action:	18 (this is the second reading you approved tonight)
Withdrawn per request:	3
Total membership on December 5, 2016:	1479
Baptisms: 2016	12
Average Worship Attendance Jan. 1 – Dec. 5, 2016:	425

Names of those being acted upon by the church conference:

2016 Second Reading

Adleman, Robert
Bourdon, Cameron
Bourdon, Samantha
Brinegar, John
Farnum, Chelsey
Farnum, Rachel

Galicia, Gabriel
Galicia, Amy
Hernandez, Raul
Hernandez, Norberta
Kendall, William
Olson, Benjamin

Prassas, Alina
Rakosnik, Ann
Thoms, Jeffrey
Wilson, Jeff
Graham, Aaron
Graham, Sarah

Total: 18

2016 First Reading

Ahlberg, Andrew
Andersen-Ewert,
Karena
Barone-Huerter,
Kim
Beasley, Scott
Brewster, Mark
Brewster, Amy
Burke, Ronald
Burke, Samantha
Christian, James
Dameron, Stuart
DeBonte, Lorin
Emmot, Darel
Emmot, Cynthia
Farrell, Marta
Furney, Sindy
Furney, Ryan
Fussinger, William
Fussinger, Regina
Halperin, Joy

Hanson, Mitchell
Johns-Parson,
Hillary
Jones, Janan
Kendall, William
Lytle, Drew
Mackes, Melanie
McCargar, Vicki
McCutchan, Maggie
McCutchan, Maren
McDougall, Chester
Mis, William
Mis, Louise
Moore, Rachel
Mott, Elaine
Nelson, Ken
Nelson, Linda
Olson, Jennifer
Parker, Norman
Parker, Mary
Parker, Sarah

Parker, Claire
Parson, Alec
Perkins, Nathan
Ramirez, Darcy
Ramirez, Vincent
Revier, Lauren
Rohlf, Linda
Rotner, Daniel
Rotner, Angela
Smith, Duane
Smith, Elizabeth
Streiff, Gretchen
Sullivan, Frank
Sullivan, Linda
Sullivan, Michael
Sullivan, Michelle
Walters, Mark
Whatley, Michael
Whatley, Kareene
Wintersteen, Joy

Total: 59

Membership Changes

You have before you the active church members that have passed away in 2016. We have lost other people in our church family this year that were an active part of our church but for the church conference, I only list the names of those that were on our rolls as members.

Remembering Those Who Have Gone Before

Those members who have passed away in 2016

Harris, Grace	Ryan, Robert	Fischer, Marylynn
Libby, Nancy	Knudsen, Laura	Turner, Rita
Evig, Betty	Mahoney, Charles	Grooters, Kathleen
Hittle, Grace	Metzner, John	Jansen, Coerene
DeVries, Jim	Keating, Terry	Wolfe, Wayne
Howard, Harry	Mathre, Margaret	White, David
Maust, Kathryn	Holt, Lynne	Hale, Elissa
Bowling, David	Rhoads, Dorothy	Nettleton, Helen
Bruner, Jean	Ryder, Ronald	Tappan, Merilyn

Total: 27

Those who have transferred or withdrawn church membership in 2016

Transferred to other Methodist Churches

Paquette, Cynthia	Smith, Dan	Struckhoff, Marisa
Engeman, Melvin	Panella, G. Charles	
Smith, Cathy	Struckhoff, Kevin	

Total: 7

Transferred to other Denominations

Sanders, Carl	Sanders, Duane
---------------	----------------

Total: 2

Withdrawn membership per request

Skelton, Deanna	Dawes, Loretta
Skelton, Joe	

Total: 3

Welcoming Those Who Have Joined Us in 2016

Transferred to FCFUMC in 2016

Reinstated:

Lilker, Marian

Wells, Rex

Wells, Margaret

Total: 3

From Other Methodist Churches:

Sampson, Gerald

Bowling, David

Kaitlin McMichael

Sampson, Dana Lee

Adams, Peggy

Martha Sherrod

Kutrubes, James

Voas, Barbara

Norma Borski

Kutrubes, Susan

James McMichael

Total: 11

From Other Denominations:

Carter, Wesley

Total: 1

By Profession of Faith:

Pawlikowski, Bob

Caudle, Mark

Conn, Jordan Ann

Ottaway, Hal

Abundis, Ricardo

Anderson, Sue

Scofield, Amanda

Total: 7

By Profession of Faith – Confirmation Class

Bear, Vivian Grace

Lentz, Holly Nicole

Campbell, Anna Joy

Priebe, Elizabeth Agnes

Grauberger, Margaret Emma

Straubing, Hannah Rebecca

Hammock, Samuel Curtis

Tomasini, Nicholas John

Kane, Caroline Quinn

Vacante, Caroline Grace

Total: 10

Total: -25

Lead Pastor Charles Murry's Report to the Church Conference

How I give thanks for the people and the ministries of First United Methodist Church. I marvel that we are a church offering something for everybody. In the next year, our strategic focus will be on five areas related to our emphasis on *Into a New Era*. Below is my vision for our congregation with a section addressing each of the five points.

Welcoming Hospitality. We will expand our concept of friendliness. We will become a church that opens our hearts to people, that opens our minds to divergent thinking, and that opens our doors for people to serve in the ministries of the congregation.

Welcoming and hospitality will extend beyond the property at the corner of Elizabeth and Stover Streets to include welcoming Fort Collins' newest citizens *and* long term residents who have yet to discover a faith community. Further, our church will reach out in hospitality to those who are unable to be present because of health circumstances.

Expanding Worship. Our hearts will be open to experience a deep faith relationship with God in Christ in any worship setting. Our minds will be open to consider worship formats on the cutting edge of progressive Christianity. Our doors will be open to develop varieties of worship experiences including contemporary and alternative, contemplative, and traditional.

Growing Small Groups. God is calling us: to open our hearts to dedicate time to spiritual growth and formation through small groups, to open our minds to the movement of the Holy Spirit conceptualizing new theological ideas, and to open our doors to all types of small groups (e.g. prayer groups, study groups, mission groups, music groups, church administrative groups, and more).

Developing Transformational Leadership. Who will God raise up to lead? There will be new generations of leaders eager to serve. Current untapped talents will become engaged and provide creative resources for our congregation's ministries. There will be leaders who are serving today and who will be called to serve in new ways. We will be employing our mission to be a community that "grows open hearts, inspires open minds, and provides open doors."

Increasing Mission to Reach New People. We will organize intergenerational ministries to open our hearts to new people who serve and who are being served. We will work toward common purposes to open our minds to accept new people whose life path is connecting with ours. We will keep the doors open and the lights on at odd hours for new people to find sanctuary that is both physical and spiritual.

The people of First United Methodist Church, its staff, and my clergy colleagues are in my prayers without ceasing. God is blessing us with life in a new era. We are called to be a blessing to people we have yet to meet.

It has been a fruitful year at First United Methodist Church, Fort Collins. We moved from financial confusion to clarity. We said good-bye to some on staff and welcomed others who are proving to be a blessing in their own unique ways. We are leading the conference in growth in worship attendance.

“Into a New Era” has identified five areas in which we will focus our research and work over the next year. As I review the past year I am struck by how God led us to lay the foundations for success in each of these areas, and so I feel encouraged about the future of our church. Here is what I see in each area for the coming year:

Welcoming Hospitality. In 2016, I worked with Sam Hastings and David Adkins to improve our digital outreach to those beyond our walls. Sam led the effort to redesign our web site, and David is making sure it stays up to date. Those who are prevented from attending worship due to work schedules or illness can now listen to sermons online, get weekly email updates, and access the announcements and newsletter online. Our staff and I are getting better about blogging, which is one more way we can reach people beyond our walls. I look forward to improving our digital communications in 2017.

Expanding Worship. This has been one of the most exciting areas of growth in 2016. I supervise our Worship Music personnel. Stacy Miller, our Interim Sanctuary Choir Director, did an excellent job of reforming the choir experience in the first few months of 2016. David Adkins, who was hired after Easter, took Stacy’s contributions and transformed our worship experience. Karen Stody, our organist, has regenerated our bell choir and added a beginner’s bell choir. Our new Children’s Choir Director, Anthony Webber, is working with David to have the children present a Christmas musical. Cindi Ross Bell is now our Worship Production Manager, which means that hundreds of worship details are tracked and accomplished more effectively. David Adkins is creating banners that compliment Lorraine Shuler’s altar designs. I look forward to continuing to lead the team as they explore new and engaging ways to communicate the faith through music and visuals as well as the spoken word.

In addition to these expansions in worship concepts, I helped create a new worship service to reach a different segment of our community: Pause, a contemplative evensong service. Still small in attendance, Pause nevertheless has drawn a few new young adults to our church. I look forward to continuing to offer this service. I am also working with the Crosswalk community to develop a new contemporary service in 2017. We recently attended a contemporary service at Longs Peak United Methodist church and learned how they built their successful contemporary worship service.

Expanding Small Groups. David Reid and I began to discuss the need for new small groups in the summer of this year. We researched approaches that have proved successful in other churches, and eventually turned to Rev. Thomas Cross of Broomfield UMC for advice. As a result of working with Rev. Cross (who grew up attending this church), David and I have created a new approach to forming small groups that we will implement in 2017. Because we

will create groups to appeal to a variety of interests, and because the groups will be Wesleyan in their structure, I anticipate a revival of small groups under David's talented leadership.

Transformational Leadership. This year I worked to develop a strong Worship Design Team. This team of leaders, both staff and laity, has come to understand the need for good planning processes. As a result, they now plan worship months ahead which allows them to be more creative and achieve their vision with more excellence than they previously experienced. I have just begun to work with the lay leaders who comprise the Children and Family Council and the Youth Council. These lay leaders have a passion for their work, and may become leaders in other areas. I look forward to supporting their efforts and helping them see more clearly how what they do impacts the church as a whole. It is my experience that as people become more aware of how their work impacts the whole church, their interest in serving the church in other ways is piqued. The resulting curiosity about the church often provides opportunities for people to connect in new ways. That, in turn, can lead to a willingness to lead not from obligation but from a desire to serve and a sense one is supported by the church as a whole.

Increasing Mission to Reach New People. In 2016, I restructured what had formerly been called our "Christian Education Department" into what we now call the "Life Long Faith Formation Team." One of the stated goals of the team, developed last summer, is to increase the interaction of various age groups as a way of increasing our faith and reaching new people. We have plans for United Methodist Women to teach our elementary school aged children about mission by involving them in a project. Our Wesley Foundation young adults helped the high school youth group with their Cans Around the Oval drive this fall. Plans for 2017 include approaching Community World Outreach to help create a way to more intentionally involve our children and youth in some of their numerous service projects and organizations.

First United Methodist Church, Fort Collins, is a dynamic faith community that is more alive in the Spirit than ever before. It is a joy to serve you, and I look forward to 2017 as a year in which we grow in faith, service, and joy together in ways we could never have imagined just a couple of years ago.

Your servant in Christ



Rev. Vivian C. Hiestand

Administrative Pastor's Report

November 15, 2016

First United Methodist Church (FUMC) of Fort Collins is a church that is full of life from nursery to pre-school children to children from K through 12, youth, college students, young adults, singles and married couples with and without children, empty nesters, retirees, and older adults. From children to the older adults, everyone is in the ministry of Jesus Christ. Ministries range from leading different ministries and committees to caring for the elderly and the ill to grounds and building maintenance. At FUMC everyone is welcomed; there are absolutely no exclusions – does not matter who you are, where you come from, and what you do. As a result, the church is growing in an era where churches are shrinking in size and commitment. In addition to members and constituents, there are always guests, people who have just moved to town, those out of town, and those who have just discovered FUMC.

At FUMC, my role in providing support, guidance, and training to the lay membership in the church involves working with the Welcoming, Membership, and Hospitality ministries, the Congregational Care ministries, the Trustees, Memorials Committee, Green Team, Administrative Technical and Resource Committee, and the Committee on Nominations and Leadership Development. For guests, my role is to provide pastoral support and guidance to first time guests by helping them engage in different ministries, activities, and educational classes that they feel called to be involved and serve. For new members, my role is to help them be committed to the life of the church and to be the body of Christ to others. For those who are ill and experiencing crises and transitions in their lives, my pastoral role is to provide pastoral care and support and to journey with people and their loved ones in difficult times. For those who have passed on, my pastoral role is to support their loved ones as they make funeral plans and in the days ahead after the funeral is over and their friends and families have returned to their normal routine. For those who are in leadership positions in the different ministries and committees, my role is to provide them with pastoral support, guidance, and training so the church leaders will feel supported by their pastors as they lead and carry out the ministries of this church, receive guidance on the direction the church is going, and are trained to be accountable and skilled as they lead.

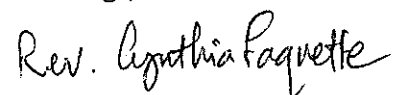
As a pastor, I minister within the congregation and to the world through preaching and leading worship on Sundays, provide pastoral care to people within the congregation and their loved ones who might not be a part of the congregation and welcome and follow up with people in the community who I am aware of who came to the church for a church or community event who would like to know more about or be a part of this inclusive and vibrant church.

As the administrative pastor of FUMC, I administer the temporal affairs of the congregation by working closely with the church's administrative staff, Office Manager, Facilities Manager, Financial Secretary, Bookkeeper, Worship Technology Lead, and Kitchen Coordinator. These lay staff members are directly involved in the day-to-day details of the administration of the congregation and I provide support, guidance, and leadership to these staff members so they can be more equipped for, confident about, and skilled in their work that deals with the temporal affairs of the congregation. In communication, consultation, and cooperation with the congregation, I carry out research and development on different aspects of the administrative charge; I look for better ways to welcome and be hospitable to guests and congregants, I look for better ways to be welcoming at the church office when people call the church or come to the church office to talk to someone, I look for better coffee and donuts for Sunday morning hospitality and better ways to serve them, I work with the Worship Technology Lead and the Music Director to improve sound quality for Sunday worship services, and I look into ways to improve tracking of and following up with members, constituents, and guests who are a part of the congregation called First United Methodist Church.

As FUMC moves Into A New Era, my role involves working with staff and congregants to further develop the Welcoming Hospitality and Increasing Mission to Reach New People areas of the two-year plan for Ministry Into a New Era. I will also be working with the Lead and Executive Pastors and lay staff members to Expand Worship and develop Transformational Leadership among leaders of ministries and committees with whom I work.

In conclusion, I am very blessed and thankful to be a part of FUMC. It is a privilege to work with the Lead and Executive Pastors, lay staff, and members, constituents, and guests of this church. God is very present in God church called First United Methodist Church of Fort Collins and God' people are responding to God's call in this church. May the wisdom of the Father lead you, may the peace of Christ the Son keep you, and may the power of the Holy Spirit fire you up for God's work in this church and in the world.

Blessings,

A handwritten signature in cursive script that reads "Rev. Cynthia Paquette". The ink is dark and the signature is fluid and personal.

Rev. Cynthia Paquette



The United Methodist Church

APPOINTMENT OF DEACON IN FULL CONNECTION and PROBATIONARY MEMBER IN THE DEACON TRACK

PART I

NAME Sue Harmon

BUSINESS PHONE (970) 495-8551 HOME PHONE (970) 377-4116

FAX _____ E-MAIL thermus@earthlink.net

BUSINESS ADDRESS 1024 S Lemay Ave

CITY Fort Collins STATE CO ZIP 80525

HOME ADDRESS 5151 Boardwalk Drive, Unit O-2

CITY Fort Collins STATE CO ZIP 80525

PREFERRED ADDRESS FOR MAILING PURPOSES AND FOR INCLUSION IN JOURNAL:

HOME BUSINESS

FULL MEMBER PROBATIONARY/PROVISIONAL MEMBER

OF Rocky Mountain ANNUAL CONFERENCE

CHARGE CONFERENCE MEMBERSHIP First UMC Fort Collins DISTRICT Peaks and Plains

PART II (Attach sheet if needed.)

1. If you are serving in a setting extending the witness and service of Christ in the world (§331.1a), give the name and address of the institution or agency.

Poudre Valley Hospital; 1024 South Lemay Ave, Fort Collins, CO 80524

According to §331.4, deacons in full connection serving in an agency or setting beyond the local church shall relate to a local congregation. Give the name and address (including district and conference) of the local church to which you relate and serve as your second appointment.

First UMC; 1005 Stover Street, Fort Collins, CO 80524, Rocky Mountain conference; Peaks and Plains district

2. If your primary field of service is in the local church, give the name and address of the local church, district, and conference.

3. If you are under appointment outside the conference of which you are a member, please complete the following:

Conference where you serve _____ Bishop _____

District _____ District Superintendent _____

For affiliate charge conference membership, give the name and address (including district and conference) of the local church to which you relate.

TITLE/POSITION

Chaplain, PRN

AGENCY/INSTITUTION Poudre Valley Hospital; 1024 South Lemay Ave, Fort Collins, CO 80524

BASE COMPENSATION (YEAR 2016) \$ \$25/hr

UTILITIES AND OTHER HOUSING RELATED ALLOWANCES Housing - \$11,000

TRAVEL ALLOWANCE none OTHER CASH ALLOWANCES none

PLEASE INDICATE YOUR APPOINTMENT CATEGORY: (§331.1)

- a. Agency or setting beyond the local church
- b. United Methodist Church-related agency, school, college, theological school, or ecumenical agency
- c. Local congregation, charge, or cooperative parish
- d. Endorsed by the General Board of Higher Education and Ministry
- e. In service with General Board of Global Ministries

PART III

Area of your certification, specialization, or field of service:

N/A

Have you mailed your request for annual review and renewal of certification, specialization to the appropriate agency? Yes No

On Leave: First Year Second Year Third Year Fourth Year Fifth Year (§354-357)

PART IV—REPORT OF THE DEACON

Read §§328 and §329 of *The Book of Discipline*. Reflect, and write about the ways in which you have lived out your call to the ministry of the deacon connecting the congregation with the needs of the world.

From information witnessed on my trip to Holy Land, I have been educating members to the plight of the Palestinians especially in Jerusalem. In my work as a hospital chaplain, I have provided compassion in numerous deaths to include four traumatic deaths. One of those patients was of the Muslim faith, and I met with family members as well as local leaders of the Islamic center. I conduct a monthly worship service at a local senior nursing facility. When I was involved with a local youth suicide, I notified our youth director and offered to help with the suicide program developed at the church. I have lifted up prayers through our prayer chain group concerning tragedies I was aware of through my work at the hospital. I describe in what new ways you envision connecting the congregation with the needs in the world.

It is my desire to work with the youth, yet my work as a chaplain often conflicts with this. My vision is to continue to bring forth appropriate information from my hospital visits to the congregation; to continue to work with the congregational care committee, faith family hospitality, food bank, provide education on mental disabilities, work with the conference soul repair committee, provide awareness of social problems in the local community. I will continue to conduct a monthly worship service at a local senior nursing facility.

According to §421.5 the district superintendent shall receive a report of each clergy person on his or her program of continuing education and spiritual growth. According to §351 list the ways you have fulfilled your plans for your continuing personal formation during the past year, including spiritual enrichment, service, missional, and continuing education opportunities.

I meet with a spiritual director eleven times a year. I attended two courses on enneagram in order to better understand myself as well as those I work with. I attended the UMEA continuing education program this summer on ethical leadership. I attended the RMCUMC clergy ethics training recertification class on June 8, 2016. I have attended several local Theologian in Residence programs this year. I have read the following books: *The Will of God*, *The Lemon Tree*, *The Wounded Story*. My missional work has been to help with Faith Family hospitality to provide hope and love to these people, to assist other laity working in the local food bank, participate in the RMCUMC soul repair committee to assist veterans of the armed services, and to visit locations in Jerusalem to better understand the plight of the Palestinians.

According to §351 describe your plans for your continuing formation during the year ahead.

My plan is to continue to meet with my spiritual director. I will be attending a continuing education program offered by UMEA in 2017 with this years topic on "storytelling." I also plan to attend continuing education programs offered through my workplace and other chaplain professional organizations. My plan is to continue to participate in book studies with staff members as I am able as well as other book/Bible studies offered at the church. My plan is to continue to attend Theologian in Residence programs this year. I will continue to increase my knowledge of providing pastoral care to patients and resiliency through articles in professional magazines as well as local programs from pastoral care organizations.

(Attach additional pages if necessary)

Signature of the Deacon _____ Sue Harmon _____ Date _____ Oct 31, 2016 _____

SEND COPIES TO:

1. The Bishop
2. District Superintendent
3. Board of Ordained Ministry
4. Bishop of the area in which you serve, if other than area of which you are a member.
5. Conference Secretary
6. Charge Conference

Copies of this report may also be used to inform the General Board of Higher Education and Ministry .



Report of the Trustees

The trustees are amenable to the Charge Conference and as such are required to make an annual report

(¶ 2549). Additional reports should be made as requested by the Charge Conference or Church Council or equivalent. Numbers in parentheses refer to paragraphs in the 2012 *Book of Discipline*.

Copies of this report should be filed with the recording secretary, pastor, district superintendent and the board of trustees.

First United Methodist Church of Fort Collins Church First United Methodist Church of Fort Collins Charge
Peaks & Plains District Rocky Mountain Annual Conference

For the period beginning December 7, 2015, and ending December 5, 2016
DATE OF PRIOR CHARGE CONFERENCE DATE OF CURRENT CHARGE CONFERENCE

1. Organization for the present conference year was effective (date) 1/1/2016, by electing the following officers (no less than three, and up to nine persons):

Name	Term Expires
President <u>Bill Whitaker</u>	<u>December 31, 2016</u>
Vice President <u>Dean Block</u>	<u>December 31, 2017</u>
Secretary <u>Jerry Hager</u>	<u>December 31, 2016</u>
Member <u>Robin Hause</u>	<u>December 31, 2016</u>
Member <u>Joan Carter</u>	<u>December 31, 2017</u>
Member <u>Dan Wilson</u>	<u>December 31, 2017</u>
Member <u>Curtis Bridges</u>	<u>December 31, 2018</u>
Member <u>Linda Schlagenhauf</u>	<u>December 31, 2018</u>
Member <u>Karen Kiser</u>	<u>December 31, 2018</u>

2. Is the local church incorporated (¶2529.1)? Yes No

3. a. Name or names in which title to each piece of property is recorded, as shown by civil land records (¶¶2536, 2538):

Name(s)	Office	Book	Page
<u>The First United Methodist Church Buildings</u>	<u>Larimer County Clerk and Recorder</u>	<u>2076</u>	<u>0299</u>

b. Who is the custodian of deeds and other legal papers? President, Board of Trustees

c. Where are they kept? First National Bank, 205 W Oak, Fort Collins, CO 80521, Safe Deposit Box 3010

4. Does each deed contain trust clause (¶2503)? Yes No

5. Do you have a long-term plan for the replacement of facilities and equipment as they deteriorate? Yes No

6. a. Insurance (¶2533.2, 2550.7)

Item Insured/ Insurance	Replacement Value	Amount of Coverage	Type of Coverage	Company	Restricted By Coinsurance (Yes or No and amount)		Expires When
					Y	N	
Church Buildings	\$14,291,000	\$14,791,500	Blanket Coverage	Church Mutual	<input checked="" type="checkbox"/>	Amount:: 90%	1/1/2017

Parsonages	N/A	\$			Y <input type="checkbox"/>	N <input type="checkbox"/>	Amount:	
Church Furnishings and Equipment	\$2,144,000	\$2,144,000	Blanket Coverage	Church Mutual	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	Amount:: 90%	1/1/2017
Parsonage Furnishings and Equipment	N/A	\$			Y <input type="checkbox"/>	N <input type="checkbox"/>	Amount::	
Vehicle(s)	\$	\$2,000,000/10,000/ACV/ACV	Liability/Med/C omp/Coll	Church Mutual	Y <input type="checkbox"/>	N <input checked="" type="checkbox"/>	Amount::	1/1/2017
General Liability		\$5,000,000	General Liability	Church Mutual	Y <input type="checkbox"/>	N <input checked="" type="checkbox"/>	Amount::	1/1/2017
Worker's Compensation				Church Mutual	Y <input type="checkbox"/>	N <input checked="" type="checkbox"/>	Amount::	1/1/2017
Directors and Officers/Errors and Omissions/Crime		\$1,000,000 /10,000,000	Directors & Officers	Church Mutual	Y <input type="checkbox"/>	N <input checked="" type="checkbox"/>	Amount::	1/1/2017
Professional Liability Coverage (Including Sexual Misconduct)		\$2,000,000/5,000,000	Counseling & Professional	Church Mutual	Y <input type="checkbox"/>	N <input checked="" type="checkbox"/>	Amount::	1/1/2017

b. Have the buildings been inspected for fire and other safety hazards within the past year? Yes No

c. Have you assessed the of replacement value within the last 5 years? Yes No

d. Who performed the assessment? Church Mutual

e. Does the church have a Safe Sanctuary Policy? Yes No

f. Is the amount of insurance adequate? Yes No

(to determine adequacy of coverage, please use the GCFA Insurance Worksheet found at www.gcfa.org)

7. a. Has an annual accessibility audit for church properties been conducted (§ 2533.6)? Yes No
(attach as a report; an example accessibility audit form may be found at www.gcfa.org)

b. If needed, have you developed an accessibility plan? Yes No (Attach plan)

8. Provide a detailed list of income-producing and permanent funds: See separate report from the FUMC-FC Foundation

Item	Date Received	Amount	Where Invested	Income	How Income is Used for Ministry

(Attach as a supplement a statement "clarifying the manner in which these investments made a positive contribution toward the realization of the goals outlined in the Social Principles of the church and showing the investments are socially responsible..." § 2533.5 and § 2550.9)

President of Trustees

Bill Whitaker

Printed Name: Bill Whitaker

Date: 10-26-16

Annual Report of the Board of Trustees, 2013-2016

Prepared and edited by the General Council on Finance and Administration and authorized as the official form for this purpose.

Report on the Wesley Foundation for the FUMC Charge Conference

The Wesley Foundation had a great year in 2016, with increased stability in leadership and finances, more student participation, new programming initiatives, broader support from the congregation, and two successful trips outside the state.

In **January**, the school year started with a winter retreat for students coordinated together with all the other campus ministries in the Rocky Mountain Conference, including the ministries in Boulder, Laramie, and Denver. The retreat came together thanks to a large push from the Wesley Foundation at CSU, and was huge success with over 20 students in attendance. Inspired by this success, the Rocky Mountain Conference campus ministers are putting together another winter retreat for January 2017.

In **March**, the ministry went on it's bi-annual trip to Guatemala. There were 17 people on the trip, including current CSU students, recent CSU graduates, students from nearby colleges, and longtime members of FUMC. The trip was fantastic and made a large impact on all who went. Those who went helped construct two homes for people in need in the rural highlands of Guatemala.

In **May**, Wesley finished out a great semester with a celebration dinner and a planning session for how Wesley should grow in the fall.

During the summer, the Wesley Foundation received two grants: One from the church Foundation to go to the NEXT Conference in November and one from the larger United Methodist Church that enabled the ministry to host the Coffee on the Plaza outreach more frequently.

In **August**, Wesley started the school year strong with leadership and new programs in place. In addition to regular bible study and worship, the Wesley Foundation hosts a weekly lunch on campus for students and our Coffee on the Plaza outreach to all students is now being held twice a month.

In **November**, 6 students went to the NEXT Conference in Atlanta GA, designed to encourage students to explore their discernment and how God is calling them. The conference went well and inspired those who went to consider what dream God has for them.

Looking towards the new year, the largest obstacle the Wesley Foundation will face is the divided attention of the director Georgia Metz. Georgia has been attending seminary as well as working part time as the director, and during the winter months she will be taking extra courses to stay on track in her degree. By the end of January, there will be a team of student interns and leaders and supportive adult volunteers to help lead the Wesley Foundation when Georgia can't be there.

However, there is a lot to look forward to. The Wesley Foundation is hoping to support more student small groups as well as an end of the year service trip to the Wind River Indian Reservation in Wyoming. This is in addition to our weekly programs for students and expanding the number of students that are a part of the campus ministry and the church. With increased support from the congregation, more student participation, and stronger collaborative leadership, the Wesley Foundation campus ministry is flourishing!