

Aldersgate United Methodist Church  
Church Charge Conference  
November 28, 2016



*I beg you to live in a way that is worthy of the people God has chosen to be his own. <sup>2</sup>Always be humble and gentle. Patiently put up with each other and love each other. <sup>3</sup>Try your best to let God's Spirit keep your hearts united. Do this by living at peace. <sup>4</sup>All of you are part of the same body. There is only one Spirit of God, just as you were given one hope when you were chosen to be God's people. <sup>5</sup>We have only one Lord, one faith, and one baptism. <sup>6</sup>There is one God who is the Father of all people. Not only is God above all others, but he works by using all of us, and he lives in all of us.*

(Ephesians 4:1-6)

## Table of Contents

Agenda .....	3
Pastor's Report.....	4
2017 Leadership Roster .....	5
2017 Pastor's Compensation .....	10
Membership Report.....	12
Core Leaders Team (CLT) Report .....	14
Board of Trustees.....	14
Finance Team .....	14
Stewardship .....	15
Staff Parish Relations Team .....	15
Worship.....	16
Music First Service .....	16
Flower & Banner Committees .....	17
Lay Leadership .....	18
Children & Family Ministry .....	18
Youth Ministry.....	19
Young Adult Ministry .....	19
Aldersgate Christian Preschool.....	20
Pastoral Care and Connections Counseling .....	21
Mission and Outreach Team.....	21
United Methodist Women.....	22
2015 Charge Conference Minutes .....	23

**Aldersgate United Methodist Church  
Church Common Table - Church Charge Conference Agenda  
Rev. Brad P. Beeman, presiding**

## Greeting

## Opening Prayer

## Overview of Agenda

## Business Items

## Leadership

## Motion to accept slate of leaders.

Motion to allow the Core Leaders Team to add leaders / participants as needed.

## **2017 Pastor's Compensation**

## Approval of Ministerial Candidates

Jenn Peterson

Laura Wall

Dirk Robinson

Carrie Bland

Rachel Shannon

## Membership Report

## Accountability Questions

1. Have the church's financial activities been audited for 2015?
2. Are your corporate status & property tax exemptions current?
3. Is your insurance current and paid?
4. Does your church have a "safe church" policy?  
Are you doing national background checks on volunteers and staff?
5. Is your church current on apportionments?
6. When was the last time the parsonage was inspected by the Trustees?
7. Local church business items: (policy, goals, property)

Melinda Lilley  
Rich Detering  
Rich Detering  
Wendi Brick

Melinda Lilley  
Rich Detering

## **State of the Church Conversation (Testimonies)**

## Prayer for the Church

## **Laying on of Hands for the Pastor and Staff**

## **Blessing the Body of Christ**

## Closing Prayer

## **Pastor's Report**

### **2016 Charge Conference**

Wow, what a year! A new kitchen, a service project at Lazy F, a confirmation class that filled the youth room, a new youth program that involves 30+ kids including a new program for our 3rd, 4th and 5th graders. There have been worship experiences that have moved people to tears (and in a good way), transitions of staff including Laura, Ted and Allen, and nine of our preschool staff. There have been the losses of some beloved parishioners who have gone on to be with “the great cloud of witnesses,” and baptisms and the arrival of new babies. The Preschool is busting at the seams, and even the preschool office has been moved and the classrooms renovated. The programs that have involved the preschool, the church and the greater community have continued to grow. We had at least two hundred folks at our Fall Festival including families from the neighborhood. Our web presence continues to grow with Facebook and nextdoor.com, a new website and folks on Twitter. We have potential new members hoping to join, and new attendees hoping to learn more about what it means to be a part of the Aldersgate community. The leadership team, or better known as the Core Leadership Team, has grown to eighteen dedicated individuals now under the direction of a very motivated Joe Lee. We've said goodbye to some leaders. I want to officially thank Jenny Andrews for her four years of dedicated leadership. If you want to know where our mission statement came from, she led that process and because of it, we have become that much more defined as a church. Next time you see her, please thank her. There is so much more to celebrate but I promised that this letter report would be shorter than normal. In spite of, or maybe more appropriately because of all I've mentioned we are not done; our work is not completed. There is more yet to do.

So the tasks before us include continuing to pay for the kitchen. Whether it takes two or three more years, we're not yet done. Our pledges and our giving need to keep coming and keep growing if we are to continue in the growth we've seen over this past year. We need more staff including staff members who focus on pastoral care, administration, and youth ministry. We are moving toward a different giving cycle; a cycle that more accurately reflects our program year, the budget year of the preschool, and the time when pastoral leadership potentially shifts and changes. We're hoping to move toward a one board governance in our leadership model; a style of decision-making and leadership that is more streamlined, efficient and nimble. We will continue the whole idea of a “Common Table” where every person involved in the church has a voice. The preschool will continue to solidify under the leadership of Dorothy Beeman, and the children, youth and family ministries will continue to solidify under the leadership of Jen Hoerber. Our music programs are now under new interim leaders and decisions need to be made about how we move those programs ahead. The challenge of any church today is to continually respond to the ever changing demographics around them. We are most certainly there and will continue to seek to respond to our community in creative, Christian and supportive ways. Churches that try and remain static, or go with some simple status quo, die, sometimes slowly but they die none-the-less. This neighborhood needs us to be vibrant, to be inclusive, to be a safe place for hard discussions, to build deepening relationships with the schools, the centers and the resources around us. They need us to be a voice for the voiceless and action oriented for those in need. It's why our statement of vision says that we will continually be “growing” in faith, love, health and service. That is the intent.

In the midst of it all, I continue to pray for you, and really for all of us as we seek to continue to be Aldersgate - a vibrant and inclusive Christian community growing in faith, love, health and service.

#### 2017 Aldersgate Leadership Roster

### **Aldersgate Core Leaders Team**

Chairperson.....	Joe Lee
Trustee .....	Rich Detering
Finance .....	Melinda Lilley
Staff Parish Relations .....	David Lutz
Lay Leadership.....	Christian Hampson
Aldersgate Christian Preschool .....	Dorothy Beeman
ACP Board Representative .....	Linda Detering
Children & Family Ministries.....	Jen Hoerber
Young Adult Coordinator .....	Katie Olleman
Mission & Outreach .....	Jean Harris
Advocacy .....	Janice Zahn
Church Activities .....	Colleen Olleman
Communications .....	Melinda Lilley
Lay Leader .....	Steve Rummel
Member at Large.....	Stan McKenzie
First Service Rep .....	Patty Ferguson
Staff Representative.....	Jen Hoerber
CLT Secretary.....	Robbin Price
Brad Beeman (Pastor)	

### **ADMINISTRATIVE TEAMS**

#### **Board of Trustees**

President .....	Rich Detering (CLT Rep)
Rich Detering .....	2016
Ryan Breske .....	2018
Tom Breske .....	2016
Christian Hampson .....	2018
Dave Maybee.....	2017
Dave Sanford (secretary).....	2016
Janice Zahn .....	2018
Dorothy Beeman .....	Preschool Director
Facilities Coordinator (Staff).....	Dave Carver

#### **Building & Grounds Support**

Technology Team .....	Tom Blakney, Bill Ferguson, Ron Pazan
Web Team .....	Andy Luedke, Adam Stuenkel
Kitchen Coordinator .....	TBD
Reception Hostess .....	Lea Fox
Wedding Coordinator.....	Norma Line

#### **Finance Team**

Chairperson ..... Melinda Lilley, CLT Rep  
Benny Biesman ..... 2017  
Brad Brewer ..... 2017  
Melinda Lilley ..... 2017  
Darrell Lowe ..... 2017  
Jim Phillips ..... 2017  
Marie Vieth ..... Treasurer  
Brad Beeman (Pastor)

Financial Secretary ..... Linda Reichenbach  
Counters ..... Al Allott, Dorothy Bennett, Benny Biesmans, Marvin Bush, Gerry Cherry  
..... Gayle Creek, Dave Sanford, Ted Snyder, Wilma Tucker

#### Stewardship Committee

Chairperson ..... Jack Morrison  
..... Jenny Andrews, Brad Brewer, Daniel Flahiff, Brant Henshaw, Melinda Lilley  
..... Stan McKenzie, Jack Morrison, Brian Rayfield, Steve Rummel, Janice Zahn

#### Memorials Committee

Chairperson ..... Lea Fox  
..... Dorene Johnson, Garnet Ormsby

#### Lay Leadership Team

Christian Hampson ..... Chairperson, CLT Rep  
Christian Hampson ..... 2017  
Jean Harris ..... 2017  
Steve Rummel ..... 2016  
Rick Wilson ..... 2016

#### Staff Relations Team (Personnel)

David Lutz ..... Chairperson, CLT Rep  
Dorothy Bennett ..... 2018  
Dorene Johnson ..... 2017  
Renee Kroese ..... 2017  
David Lutz ..... 2018  
Jean Rummel ..... 2017  
Brad Beeman (Pastor)

#### Worship Team

##### Staff

Rev. Brad P. Beeman ..... Lead Pastor  
TBD ..... Second Service Music Director  
Roger Ingalls ..... First Service Music Director  
Jason Suchan ..... Organist/Accompanist

#### Worship Team Representatives

David Dana ..... Choir

Bill Ferguson ..... Video, Sound  
Patty Ferguson ..... Worship Band  
Norma Line ..... Banners & Flowers  
Sabrina MacIntyre ..... Contemplative Service  
Stan McKenzie ..... Ushers  
Betty Fredeen ..... Greeters  
Joe Lee ..... Liturgists  
Malia Hampson ..... Communion

#### Worship Support

Sunday Lock-UP ..... Ferrell Fox  
Banner Committee ..... Norma Line, Jane Lee, Sabrina MacIntyre  
Flower Committee ..... Norma Line, Renee Kroese, Linda Detering

#### **Beyond Our Doors Grant**

..... Candace McKenzie, Linda Detering, Robbin Price  
..... Janice Zahn, Jen Hoerber

#### **Lay Delegates to Annual Conference**

Delegates ..... Jean Harris, second delegate TBD

### **PROGRAM MINISTRY TEAMS**

#### **Children, Youth & Family Ministries**

Chairperson, CLT Rep ..... Jen Hoerber, Director of Children and Family Ministries  
Sunday School Teachers ..... Dorothy Beeman, Linda Detering, Sara Fenstermacher  
..... Kathy Green Wilson, Candace McKenzie, Melissa Pierce  
..... Jean Rummel, Robbin Price (Music Time)  
Children & Family Supporters ..... Pam Breske, Wendi Brick, Chris & Emily Browder  
..... Don & Edna Fadden, Lori Green Wilson  
Youth Supporters ..... Jenny Andrews, Tom & Pam Breske, Chris & Emily Browder  
..... Patty Dean, Patty Ferguson, Julie Flahiff

#### **Aldersgate Christian Preschool Board**

ACP Chairman ..... Jen Hoerber, Director of Child & Family Ministry  
ACP Director ..... Dorothy Beeman  
ACP Financial Manager ..... Jill Swanson  
Church Representatives ..... Linda Detering, Candace McKenzie  
Preschool Parent Representative ..... Molly Kleberg, Marie Vieth  
Preschool Teacher Representatives ..... Carissa Person

### **CARE MINISTRY TEAMS**

### **Congregational Care Ministries**

Helping Hands .....	Lea Fox, Renee Kroese, Dorene Johnson
Prayer Chain Coordinator .....	Dorothy Bennett
Sunshine Cards .....	Wilma Tucker
Visitation .....	Sheila Cameron, Linda Detering, Don and Edna Fadden, Lea Fox

### **Connections Counseling**

Counselors.....	Rev. Laura Wall, MA, LMHCA
.....	Peter Jabin, MDiv, LMHCA; Rev. Katie Stickney, MA, LMHC
.....	Rev. Gretchen Champoux, MDiv, LMHCA; Jenn Peterson, MDiv, LICSW

### **Connections Counseling Board**

President .....	Rev. Laura Wall, Director of Pastoral Care
Vice President .....	Rev. Brad P. Beeman
Secretary .....	Rev. Shannon Hamrick
Treasurer.....	Marie Vieth

### **MISSION and OUTREACH TEAMS**

#### **Mission & Outreach**

Chairpersons .....	Jean Harris, Rotating CLT Rep
Linda Detering.....	2016
Jan Durham .....	2018
Randy Durham .....	2018
Jean Harris.....	2018
Gwen Pazan.....	2017
Karen Yellman .....	2016

#### Special Projects:

Andrews Glen.....	Karen Yellman, Sabrina MacIntyre
Christmas Gifts (Hopelink & others) .....	Dorothy Bennett
Congregations for the Homeless .....	TBD
Congregations for Kids School Supplies.....	Linda Detering, Colleen Ollerman

#### Crossroads Dinner

Coordinators.....	Dave Maybee
Food & Servers .....	Melinda Lilley
Thanksgiving .....	Colleen Flower, Julie Flahiff
Gleaning Project.....	Jan Durham, Livonia Lowe
Grace Boarding House .....	Kara Bennett, Wally & Audra Bennett
Habitat for Humanity Coordinators .....	Darrell Lowe, Dave Sanford
Hopelink Food Bank .....	Betty Fredeen, Christian & Malia Hampson
Rummage Sale .....	Linda Detering, Kristie McLean, Gwen Pazan
The Sophia Way .....	Jean Harris
Vision House .....	Melinda Lilley
UMCOR.....	Livonia Lowe, Colleen Ollerman

### **United Methodist Women** .....Jean Harris

Deborah Circle ..... Jean Rummel, Leader  
Mary Martha ..... Kathy Maybee, Pauline Williams, Co-leaders

### **RESOURCE TEAMS**

#### **Library Resource Center Team**

Chairperson.....	Sabrina McIntyre
Barbara Brackbill .....	2016
Jean Harris.....	2016
Sabrina McIntyre.....	2016
Nancy Phillips .....	2016

**Historian** ..... Betty Fredeen

# Pacific Northwest Conference Pastoral Support Worksheet Full Time w/benefits – 2017

Local Church Aldersgate UMC

Date: 11/28/16 MM/DD/YY

Pastor Rev. Brad Beeman

Full-time

## Total Cash Salary

### Cash Salary

(Cash paid to clergy person by church. Cash salary consists of base pay, cash bonuses, equitable compensation, cash to clergy person for benefit programs, before-tax, after-tax and Roth deferrals to UMPIP, United Methodist Personal Investment Plan, and other 403(b) programs, section 125 medical reimbursement/dependent care accounts and health saving account.) Enter UMPIP amount contributed by pastor included in box 1; must be 1% of box 6 to receive full 1% match from Church.

\$ 63,755

Box 1  
\$ 1,800 Box 11  
Pastor must provide actual form to activate the amount in this box.

If Church pays health premium for spouse/dependent children then check this box;  (the amount paid not included in total cash salary).

### Housing Exclusion

(Internal Revenue Code Section 107-Utilities and Furnishing exclusion)

\$ 4,000

Box 2

\$ 67,755

Box 3

### Total Cash Salary (box 1 + box 2)

(Box 3 must be equal or greater than 2017 minimum compensation for full-time appointment of **\$40,196**)

### Housing

(Please check only one) 16,939

**Parsonage** (enter 25% of total cash salary-not paid to pastor)

\$ 16,939

Box 4

OR

**Housing Allowance** (enter cash provided in lieu of a parsonage)

\$           

Box 5

\$ 84,694

Box 6

### Plan Compensation

**Plan Compensation** – Total Cash Salary (box 3) + Housing

(Box 4 or Box 5)

(Use the amount on this line on next page to determine the clergy retirement security plan and comprehensive protection plan annual payment plus qualifying for the match)

\$ 5,500

Box 6

### Professional Expenses

 – not part of plan compensation  
**Accountable Reimbursement Plan** budget amount

Return this page to your District Superintendent and keep a copy at Local Church

**Only Complete this page if Full Time Appointment!**

Local Church \_\_\_\_\_ Pastor \_\_\_\_\_

**Local Church Contribution to Pension and Benefits****Clergy Retirement Security Plan payment – 2017****A. Defined Contribution component**

Enter Plan Compensation (Box 6)

\$ 84,694

Times 3% - church will be responsible for paying 3% even if pastor does not contribute 1% to UMPIP

**2017 Annual CRSP defined contribution**

X .03

\$ 2,540.82

Box 7

**B. 2017 Annual CRSP Defined Benefit component****Full-Time Only**

Less: Conference Board of Pensions Credit

\$	6,000
	-500
\$	5,500.00

Box 8

**Comprehensive Protection Plan payment – 2017**

Enter lesser of Plan Compensation (Box 6) or 2 times DAC (2 x \$68,876 = \$137,752)

\$ 84,694

Times 3%

X .03

\$ 2,540.82

Box 9

**Total CRSP (Box 7 + Box 8) + CPP (Box 9)**

\$ 10,581.64

**Health Insurance Direct Bill for Full-Time Appointment**

The wellness credit is incorporated into the net cost to church but the actual wellness credit will go directly to the pastor if complete incentives. The health insurance program participate in HealthFlex Exchange where pastors have choice between six medical/pharmacy, three dental and three vision plans. The pastors will be given a specified amount of money to select the plans of their choice.

\$ 6,900.00

Note that the net 2017 health cost for pastors to churches is up 4.5% compared to 2016 cost. Even with increase the health cost is lower than what it was 5 years ago by 8%! The conference board of pensions picks up 13.6% of the actual cost.

**Return this page to your District Superintendent and keep a copy at Local Church**

**Membership Report 2016**  
Betty Fredeen, Membership Secretary

Membership – December 31, 2015	<b>315</b>
Received by Profession of Faith	0
Received from other United Methodist Churches	2
Received from all other denominations	1
Received by Confirmation Class	12
Add to correct reporting errors	0
<hr/>	
Total	<b>330</b>
Transferred to other United Methodist Churches	1
Transferred to other church denomination	2
Removed by Request	9
Removed by Charge Conference	12
Removed by death	4
Subtract to correct reporting errors	1
<hr/>	
Total December 31, 2016	<b>301</b>
Participating Non-Members - Adults	72
Participating Non-Members - Children (not confirmed)	56
Number of Persons Baptized this year	5
Average Weekly Attendance	154

**Confirmands**  
**Received by Faith**

Gwen Brewer  
Camille Browder  
Elyse Browder  
Nick Dean  
Sam Fenstermacher  
James Flahiff  
Oliver Flahiff  
McKenna George  
Caralyn Hampson  
Bryce Swearingen  
Max Wilson  
Jacob Yormark

**Transferred from Other  
Methodist church**

Jason & Kristin Thorsness

**Transferred from Other  
Church Denomination**

Marilyn Knapp

**Baptized**

Jack Albers  
James Flahiff  
Oliver Flahiff  
Jason Menor  
Max Wilson

**Removed by Request**

Max Anderson  
Conner Lee  
Marty Chilberg  
Mason Paul  
Tom & Julie Strain  
Christopher Strain  
Tim & Rachel Shannon

**Removed by Transfer to  
Other Methodist Church**

Irene Monson

**Removed by Transferred to  
Other Church Denomination**

Stacy Chilberg  
Janet Martin

**Removed by Death**

Karen Kinney  
William Nanninga  
Seiko Olson  
Craig Petre

**Second Reading**

**Received 2 letters 2015/2016**

**Remove by Charge**

**Conference\*\***

Chris Backus  
Christopher & Jessica Blake  
Eric & Alyson Dawson  
Marty Henningsgard  
Jason & Kristie Johnson  
Meghan McNeil  
Carol Morrison  
Michael Peterson  
Molly von Mitschke-Colland

**First Reading**

**Received 1 letter 2016**

Jessica Ferguson  
Tom Greenwood  
Kaitlin Lowe  
Tony & Linda Page  
Benjamin Pasero

\*\*The members to be removed by a vote of the Charge Conference have not attended or contributed in the past two or more years according to our records. The Membership Secretary mailed out 2 letters to the last known address over the last 2 years requesting them to confirm their church membership. No response was received. These names have been listed in the church newsletters to get help from the congregation in locating these people. The names are read at two Charge Conferences before removal.

## Ministry Team Conference Reports

### **Core Leaders Team / Common Table**

Jenny Andrews & Joe Lee, Chairmen

As we approach the end of 2016, we offer up prayers of thanksgiving for the presence of the Holy Spirit among us and rejoice in the accomplishments of the past year:

- We are grateful for the Jenny's leadership over the past 5 years - we owe a debt of gratitude to her for our Vision, Core Leadership team practices and the Common Table (open meeting policy)
- We have begun the dialog that will lead to making Aldersgate a destination of choice - hosting Seattle District's Laity Uprising 2 - a Homelessness Simulation
- We have begun the dialog that will lead to taking Aldersgate Beyond Our Doors - growing Aldersgate to look more like our neighbors by age, culture and orientation
- We have grown Aldersgate through our emphasis on Children, Youth and Family Ministry
- We, the Core Leadership Team and entire congregation have grown in the four pillars as defined in our Vision - Aldersgate: a vibrant and inclusive Christian community growing in faith, love, health and service.

### **Board of Trustees**

Rich Detering, President

### **Summary**

The church property, buildings, and parsonage are in good condition. All yearly inspections and corporate filings have been carried out. All maintenance or safety issues have been taken care of. We would like to thank all of our church volunteers for the many hours put into keeping our grounds and building in good shape and looking their best. A huge thank you to Ted Snyder for his many years of service as our facilities coordinator, and congratulations on his retirement. We are happy to welcome Dave Carver as our new facilities coordinator.

### **Projects Completed**

- Annual Furnace inspections discovered that one of our furnaces needed replacing and another needed repairs. Both projects have been completed.
- Parsonage garage door was repaired.
- Parsonage carpet was replaced and the hallway walls painted.
- Parsonage deck was repaired, power-washed and repainted.
- New curtain rods installed in the parsonage living room.
- Pruning and wind sail reduction was performed on large fir tree on the north line.

### **Finance Team**

Melinda Lilley, Chairman

In 2016, the Finance Team prepared a proposed budget, which was reviewed and approved by the Aldersgate Core Leadership Team. The approved 2016 budget was \$509,826.96 income and \$518,084.15 expense with a total net income of -\$8,257.19. The Finance Team reviewed actual income and expenses against the budget on a monthly basis.

As of October 31, the church has a total actual income of \$401,405.44 compared to and a year-to-date budget income of \$424,605.80. If you are behind in your pledge giving for both the Annual Operating Budget and Kitchen Capital Campaign, please fulfill your commitment as soon as possible so that our church will be able to fully fund our mission of growing in faith, love, health and service.

The Finance Team exchanged audit services to review 2015 finance records with Renton First United Methodist Church. A list of all current fundraisers and dates was compiled. Signing up for electronic giving was encouraged. A Capital Campaign for the Kitchen Remodel was held.

2016 Finance Team Members: Melinda Lilley (Chair), Marie Vieth (Treasurer), Linda Reichenbach (Financial Secretary), Brad Brewer, Brian Rayfield, Jim Phillips, Benny Biesmans, Darrell Lowe

#### **Stewardship Committee**

Jack Morrison, Chairman

Stewardship had a strong year in 2016, enjoying the results of a successful capital drive to remodel the kitchen. The next step is to lead a special fund raising effort during the Christmas season to ensure AUMC's 2016 budget finishes with a positive cash balance. The AUMC leadership team has authorized the transition from a annual Fall campaign to a semi-annual effort with the major pledge effort moving to Lent. There is a planned change in leadership in 2017 after the Lent pledge drive as I am stepping down after 4-years in that role.

#### **Staff Parish Relations Team**

Harris Atkins, Chairman

Over the last year, resignations and retirements have resulted in the loss of key employees. In 2016, we lost our youth and 1st service music director, our pastoral care director, our facilities coordinator, and our 2nd service music director. These losses coupled with the difficulty in finding qualified candidates to replace them placed added pressure on the remaining members of staff. But with adversity comes opportunity. The Pastor and Director of Children and Family Ministries took over leadership for the Youth program and it has grown beyond our expectations. Church members Roger Ingalls joined staff as 1st Service Music Director and Dave Craver as Facilities Coordinator and Church members David Dana and Pam Johnson are serving as interim choir directors for the Chancel Choir and Bell Choir respectively

At the annual meeting between members of the Staff Parrish Relations(SPR) Team and our District Superintendent, Rich Lange, these problems and ways in which the Conference/District might help were discussed. The SPR Team in consultations with the Pastor, the Director of Children and Family Ministries, and the Core Leadership Team identified three primary needs: help for the Pastor in addressing his pastoral duties, additional staff for the youth ministry team and adding an additional capability to more readily reach out to the emerging demographics of the community around us.

We are currently seeking a Choir Director and part-time help to assist with the Youth program and pastoral care duties. At this writing we have job postings on the Conference website and have received applicants which are under consideration.

We will be pursuing the appointment of a Full-Time Associate Pastor. This person would plan and lead outreach activities in the surrounding community to better engage the ethnic diversity of the preschool and to more fully engage the surrounding areas. We would ask the Annual Conference to fully fund the first two years, and then share funding with us until we can take over full funding of the position. This would be a shared investment in a church that has:

- a) consistently paid its apportionments,
- b) a proven capacity to grow,
- c) consistently responded to the needs of the community,
- d) a vibrant multi-cultural preschool,
- e) and the leadership and desire to reach beyond its doors to the ever-changing diversity that is South Bellevue be it cultural, gender, economic or age.

### **Worship Team**

Pastor Brad, Chairman

The Worship Team meets four times a year, just preceding the next focus on worship. We plan. We dream. We talk. It is a great group and so dedicated to provided the best possible worship experiences to those attending at Aldersgate. It has also been a year of transitions. Nick Lassanen decided to take a worship leader position closer to his home on the West side of Seattle. Our own Roger Ingalls stepped in and seamlessly covered the position. The Praise Team continues to be a dedicated group and provide truly marvelous leadership to our first service of worship. Jerry Allen Leslie made the decision last August to step down from his decade long tenure as Second Service Music Director to help his family through some challenging transitions. He and Armand also had recently moved from their home on Capital Hill to a new home in north Bothell. The commute became too much. Again, in a seamless transition we asked Pam Johnson to take the bell choir and David Dana to step and lead the choir. At this point they are both interims in those positions as the SPRC continues their search for a new director. Norma Line and her team continue to provide beauty in the sanctuary while Malia Hampson coordinates communion. Ushers are ushering, greeters are greeting, counters are counting, folders are folding and Wendi holds it all together. I want to thank this wonderful team for their dedicated work. I couldn't do it without you.

### **Music First Service**

Roger Ingalls, First Service Worship Director

After serving in the First Service band for a decade, I finally felt ready to lead the worship team, and took over in full in March of 2016. Our emphasis has been to widen the number of available musicians and singers, and allow a bit more time to rest and worship for the consistent performers (Patty Ferguson, Lisa and Robert Brawn). We have managed to add a regular drummer, (Tim Harris), while keeping our relatively new drummer, Donovan Velez, from last year, on-call. During the summer we used Josh Fry frequently as well. A big change was losing our long time bass player, Evan Ingalls, to college in Germany in the fall, but his replacement (Dwight Brown) is a deeply capable bass player and musician. In all, I believe we had about 20 players/singers join us during the year.

We continue to seek out musicians and singer from within the church, and surrounding community, to join us on a full time or occasional basis. We still have a need for a regular (or even occasional)

keyboardist. We continuously recruit among the youth of the church, both in the youth program, and those that have recently left home, and return occasionally for all positions.

Our other area of emphasis and improvement was to deepen our volunteers in the AV area, and have successfully trained 3 youth (Erin Breske, 6<sup>th</sup> grade, and Gwen Brewer, Jr, Claire Ingalls, Jr) to run video, and have training in progress for Dave Carver, as a back up audio operator/engineer for Bill Ferguson. More have signed up for AV training.

In the musical selections, we have sought to include a greater variety of music sources, with an emphasis on adding appropriately themed pop culture music, that address the subject matter of importance to the sermons and scriptures of the day. Several original songs and adaptation/arrangements have been performed to good reviews.

In the coming year, we will seek to continue these initiatives, continue the growth in attendance, and add an element of deeper involvement of the regular attendees, by seeking additional input from them as to how they would like the musical part of worship to develop. We also hope to upgrade several technical areas, including better (HD) video projectors, some better audio monitor systems, and some improvement in lighting of the worship space.

As always, all of the above, and all to come are driven and informed by the greatest teacher of all time, Jesus Christ. It is an honor to make music with such a talented, dedicated and Christ loving people such as we have. I am looking forward to leading others to Christ, in pathways they may not be able to see for themselves, just as I was led, long ago.

#### **Flower & Banner Committees**

Norma Line, Chairman

The Flower Committee started in January 2003, and has provided flower arrangements for the sanctuary continuously since then. Most weeks these arrangements are paid for by "sponsors" at \$35 per Sunday and that price has not changed in the nearly 14 years the committee has been in existence.

This year we provided special flower arrangements for a few memorial services, for special meetings at church, at Christmas and Easter and on Sundays when no one signed up to sponsor an arrangement. Sometimes extra flowers are given to shut-ins.

Our profits have added up to the point that each year we make special donations or purchase special items for the church. This year we donated \$300 to the kitchen fund, \$250 to Pastor's Discretionary Fund, and paid for materials to have two display tables made to order for the sanctuary.

The committee consists of Renee Kroese, Linda Detering and Norma Line and we plan to continue our fun jobs until we are asked to leave!

The Banner Committee, who oversees the decorating of the church sanctuary and narthex, handles the Christmas poinsettia project and any profits are added to the Flower Committee Fund. These two committees work closely together, especially since I, Norma, is the head both of them.

## **Lay Leadership**

Rick Wilson, Chairman

The primary duty throughout the year for the Lay Leadership team was to contact individuals throughout the church to provide them with information about the many ways to serve at Aldersgate and whether we might be able to introduce them to a particular team or group. Names were obtained through pledge card requests, response sheet submissions, and a number of other sources.

Lay Leadership also organized and ran the Ministry Fair held in September. We had over two dozen tables providing information, and feedback on the effectiveness of the fair was very positive, both from those manning the tables and those attending the fair.

## **Children and Family Ministry**

Jen Hoerber, Director

Children and Family Ministries has had many successes this year as we continue to grow and flourish in this area of our church. The Sunday morning flow for our children has been broadened by including music time as well as our Sunday School program has been separated into two age groups (Preschool/Kindergarten and Elementary -1st through 5th grades). Kid's Club is also now being offered during the 11am Worship Service when needed. These changes have not only rounded out our Children's Time on Sunday morning but has provided parents with the ease of not having to be involved with the children's transitions making them able to focus on worship and having quality fellowship with other church members. 2nd Sunday Dinners and Club 345 are two new programs added this fall that have been welcomed with open arms and excitement. These programs promote our tweens to start having relationships of their own within the church especially with their peers and the youth. There have been several community events such as Eggstravaganza, Flashlight Easter Egg Hunt, Vacation Bible School, Fall Festival and the upcoming Christmas Bash that have provided Aldersgate a way to welcome in preschool, neighborhood and church families alike to celebrate and be in relationships together. All church events such as Family Fun Nights, Foot Golf and the George Fox Players presentation offered congregation members the opportunity to come together in different ways to celebrate and explore ways to grow in faith, love, health and service. Another addition this year has been the start of parenting forums. This falls in line with making Aldersgate UMC a destination and allows us to add value within the community by providing relevant information with Christian love and grace.

We will strive to continue programs with a bit of tweaking and adding to as necessary to keep the momentum of the Child and Family Ministries program moving in a positive direction. We have had many families visit us on Sunday morning, a significant number from the preschool and even more join Aldersgate at one or more of our events. I think the biggest change is that members are seeing and believing in new possibilities within the ministry. This is significant and will allow us to stay on the course and continue to grow. Some detailed goals are to increase to 3-4 age groups within the Sunday School program. Continue building the program with gaining tangible support from different groups and individuals in the church. Increase congregation involvement within Kid's Club and Sunday School. Increase faith / story sharing within individuals and church families to deepen our relationships with Jesus and each other.

## **Youth Ministry**

Jen Hoerber, Interim Director

The Youth program has morphed into something beautiful, strong and alive in this past year. The youth who are actively involved in the AUMC youth group are amazing individuals who are full of faith and have a desire to live out and grow in their faith. They are connected with each other and truly care for and feel comfortable with each other. Some substantial wins for the youth program include an increase of active youth within the program and their steady attendance. There were 15 youth who participated in the confirmation class in the spring with 12 of those being confirmed into the church. The youth requested that youth group keep going throughout the summer, so we met weekly throughout the summer and school year. Several of our youth are getting involved in the activities of the church such as sound board and ushering. They have started taking on more mission projects such as helping with the Syrian Refugee Kits and they will be hosting a Parents' Night Out in early December to raise funds for Medical Team International. Leadership skills are quickly forming within this youth group. They are working on a Frisbee Golf project for the church which they presented at the September Common Table meeting. One member has administered a group communication forum that allows communication throughout the week as well as updates everyone on all upcoming events. Three of our youth group members have gotten involved at the district level on the SUMYT (Seattle United Methodist Youth Team) team.

The goal of the Youth Ministries in the upcoming year is to keep growing and achieving! The youth are eager and willing so the goal is to keep opportunities consistently available and continually supporting their ideas and desires. The offering of fun events, having a safe and comfortable environment and allowing real conversations about faith, Christianity and life to emerge are the overall goals.

Specifically the ministry is hoping to increase missional outreach with a hands-on approach including participation in the MLK Day of Sharing and hopefully a mission trip in summer 2017. Increasing tangible support within the church and the hiring of a youth director is important so pieces of the ministry such as offering a youth Sunday school class on Sunday morning is possible as well as increase the ability to engage in personal relationships with our youth. The youth are also considering having a youth representative on Core Leaders Team as another leadership opportunity. This is a rather young youth group so the possibility of where this ministry could be in a couple of years is huge and absolutely exciting.

## **Young Adult Ministry**

Katie Olleman, Coordinator

This report discusses Aldersgate's Young Adult programing from December 2015 to November 2016 and was written by Katie Olleman, 2016-2017 Young Adult Coordinator.

"At the Crossroads" was started in October of 2014. Its mission statement is to create fellowship amongst Young Adults founded on the love demonstrated by Jesus Christ for all people. "At the Crossroads" is an open and inclusive community where young adults can gather and discuss the adventures life presents and the journeys they dream to take. "At the Crossroads" meets every first Monday of the month except July and September for dinner at Crossroads Mall at 7:00 pm. In 2016, an

additional meeting was added on the 2nd Monday of September. "At the Crossroads" also has quarterly, seasonal activities.

From Dec 2015 to Nov 2016, "At the Crossroads" met 11 times for its regular monthly dinners. In addition, the program had 4 quarterly events. In December 2015 "At the Crossroads" had a Christmas Dinner Party as well as visiting the Bellevue Botanical Garden D'Lights during their regularly scheduled monthly dinner. In April 2016 "At the Crossroads" took an urban hike at Seward Park in Seattle. In July, 2016 "At the Crossroads" had their second annual summer BBQ. In October, 2016 "At the Crossroads" volunteered for Aldersgate's Fall Festival by staffing room 22 and creating a floor maze and spider's den obstacle course for room 22. Beyond this, "At the Crossroads" encourages Young Adults to attend Aldersgate UMC's events such as the Harvest Dinner – which at least 10 Young Adults attended.

"At the Crossroads" is a healthy and vibrant part of Aldersgate UMC's ministry. Over the last year, the program has continued to grow steadily. The program is beginning to establish its traditions and annual rhythms. As the program enters its 3rd year, it continues to gain strength and stability while finding new ways to engage young adults with Aldersgate UMC.

Statistics	2015	2016	% Increase
Total Events	15	16	6.7 %
Total People Involved	20	24	20.0 %
Average Attendance	5.2	6.4	22.6 %
Max Attendance	11	10	-9.1 %
Min Attendance	2	4	100.0 %
Mode Attendance	3	6	100.0 %

For more information please contact Katie Ollerman, 2016-2017 Young Adult Coordinator

### **Aldersgate Christian Preschool**

Dorothy Beeman, Director

Aldersgate Christian Preschool (ACP) is an extension of the Christian Education Program of Aldersgate United Methodist Church. At full capacity, ACP serves 173 preschool children and their families in and around our community. The students range in age from two to five years old with 24 childcare spots available part time in our nursery. Our current enrollment is 165 students with 8 spots still available. This reflects an increase of over 10% in both capacity and enrollment since the 2015-2016 school year.

This summer, ACP went through a significant remodel. The office of the preschool was moved from Smith Hall to the main building, four classrooms were painted with a new floor installed in one of those rooms, cabinets were retrofitted, walls removed and a closet built, new mini blinds were hung, the floors in Smith Hall were professionally stripped and waxed and the former office outfitted to become a staff workroom. Much of the work performed was done by volunteers from the church and the preschool which kept costs of the project to a minimum. Along with the concerted effort by the church and the preschool to accomplish this ambitious renovation, Jen Hoerber, the Director of Children & Family Ministries has continued to build a strong relationship between the preschool and the church. As the Chairman of the ACP Board, the governing body of the preschool, Jen has solidified the Board

and brings new and exciting programs to the church which always include our preschool. Many families from the preschool attend such events as the Fall Festival, Christmas Eve and other worship services as well as Sunday School. This month the Youth of AUMC will offer a Parent's Night Out fundraising event and the preschool will be adding additional fundraising opportunities throughout the school year to help keep down the cost of tuition.

With the continued help of the Aldersgate United Methodist Church, ACP is able to provide a safe, loving Christian preschool for the children and families of this and surrounding communities.

### **Pastoral Care / Connections Counseling**

Rev. Laura Wall

As of July 31, Associate Pastor Laura Wall resigned her position to pursue full-time employment. While this has left a gap in pastoral care, the counseling ministry continues to support and be supported by the Aldersgate community. Connections Counseling maintains office space at Aldersgate as well as several other UMC churches in the PNW conference. Laura regularly sees clients from diverse backgrounds, as do the other counselors. The subsidy fund continues to be available for those with limited ability to pay. A Board Meeting slated for January will further define the future direction of Connections Counseling. Laura wishes to thank Aldersgate for their love, care and faith.

### **Missions and Outreach Team**

Colleen Olleman, Chairman

Aldersgate is committed to reaching out and serving the local, regional, national and international communities. Aldersgate's mission statement reads that we are ..."growing in faith, love, health and service." To that end our church is involved with and supports a diverse set of programs and outreaches. Almost everyone in our church has participated in an Outreach/Missions project during the last year. From bringing school supplies for Congregations for Kids during VBS, food for the Hopelink foodbank, or going to Lazy F during the Family Mission Trip our church members are involved. Within our church Outreach/Missions has donated to the kitchen and pastor's discretionary fund. It supported the opportunity to host the Sophia Way emergency shelter and has proposed a Homelessness Task Force that is now in the process of organizing. A Gaga pit (similar to what was built by Aldersgate at Lazy F) for our grounds is being researched and purchased in 2016 with funds set aside during 2015.

Aldersgate provides and serves meals on a monthly basis at the Salvation Army in Crossroads, Andrew's Glen transitional housing in Factoria and Sophia Way Women's Shelter in Bellevue. In addition to these ongoing monthly programs we provide and serve a week of dinners and lunch foods for the Congregations for the Homeless Shelter when it is located at Christ the King Lutheran Church. Aldersgate also supports the Emergency Feeding Program of Seattle and King County, Hopelink, and the Backpack Meals for Kids programs as ways to provide support for families and individuals in our community.

Regionally we have continued to support the Pacific Northwest Conference camping program by working at Lazy F on wide ranging projects over Memorial Day Weekend. This family event includes

everyone from our preschoolers to our grandparents! We also support the PNW Conference Disaster response which aids communities which have faced wild fires, floods and other destructive events.

We work globally through support of Jama Lettu which is an orphanage in Africa built through the Pacific Northwest Conference of the United Methodist Church (UMC). We support the United Methodist Church Committee on Relief (UMCOR) which helps throughout the world when disasters strike. We also support Grace Boarding House and School in Thailand. This school houses orphans and displaced children. Kara Bennett, who attended Aldersgate through her childhood and youth years, was instrumental in building this home. We also are in a covenant relationship with Katherine Parker, a UMC General Board of Global Missions missionary in Nepal. Katherine's work in Nepal is focused in three areas: 1) Adolescent sexual reproductive health and rights and menstrual hygiene; 2) Maternal and child health; and 3) Water, sanitation, and hygiene (WASH).

Aldersgate works every fall with Habitat for Humanity's Interfaith Build. Also in fall, the church rummage sale supports a fund which is used to support individuals in our Aldersgate community who are participating in service/mission work. In December Aldersgate gathers gifts for those in need. Aldersgate's Outreach and Mission work is far reaching, involves most of our congregation, and is vibrant and inclusive in its scope.

### **United Methodist Women**

Jean Harris, Chairman

The Aldersgate United Methodist Women consists of two circles – Deborah which meets on the first Monday of the month in the evening and Mary Martha which meets on the third Thursday of the month in the morning. We also have a quilting and arts and crafts group which meets every Friday. As a service to the church the UMW helps with coffee time six months of the year, makes and donates quilts to the children that are baptized at Aldersgate, provides care meals to church members who are ill and helps with all memorial receptions. The UMW also provides the postage and cards that are sent to members of the congregation during the holidays, times of illness and at the death of family members.

We have continued to support "Days for Girls" and through the efforts of Jo Fritzi and her team we have sent over one thousand kits to women in Africa. For her organization of this effort, we awarded Jo the UMW "Special Mission Award".

We have two main fundraisers during the year: The spring salad supper in April and the bake and quilt sale in December. The money raised supports many local charities as well as those targeted by the Conference.

Members attended Mission U., and UMW District and Annual Conferences.

Our vision for the coming year is to continue with our circle fellowship and mission oriented activities. We would like to have more women actively involved.

For more information about this report or UMW activities, please contact Jean Harris 425-747-0727



**Aldersgate United Methodist Church  
2015 Church Charge Conference  
November 23, 2015, 6:30pm**

#### **Attendance & Materials**

Rev. Rich Lang, Seattle District Superintendent, presided over the meeting.

Present were Lead Pastor Rev. Brad P. Beeman and 52 members/friends of AUMC.

Materials distributed were the Charge Conference Report which consists of the Pastor's Report, Leadership Recommendations, 2016 Pastor's Compensation Worksheet, Membership Report and Ministry Team reports.

#### **Welcome and Introduction**

Pastor Beeman greeted the congregation and introduced Rev. Lang.

#### **Opening Prayer**

#### **District superintendent Report**

Rev. Lang talked about 2 goals for the Seattle District: Connect the 54 churches and 7,000 church members into one church, one community; and that all the churches organize a strategy to deal with homelessness.

#### **Key Ministry Reports**

Core Leadership - Jenny Andrews  
Child & Family Ministry - Jen Hoerber  
Preschool Ministry - Dorothy Beeman  
Youth Ministry - Nick Laasanen

#### **Additional Ministry Team Reports**

Additional reports from the Core Leaders Team and the various ministries of the church are printed in the Conference Report and the congregation is encouraged to read them.

#### **Pastor's Report**

Rev. Beeman talked about the successes of the past year and how service is the heartbeat of Aldersgate when we engage everyone in the church.

#### **Leadership**

The 2016 Leadership Roster was introduced as stated in the Conference Report (pg 8).

**Motion 1** There was a motion to accept the slate of leaders for 2016. The motion was seconded, there was a vote, and the motion was approved.

**Motion 2** There was a motion to allow the Core Leadership Team to add leaders as needed. The motion was seconded, there was a vote and the motion was approved.

#### **Pastor's Compensation**

There was a discussion about the proposed pastor's cash salary of \$62, 627 for 2016, which reflects a 2% increase over last year.

**Motion 3** There was a motion to accept the 2016 pastor's annual cash salary of \$62, 627 (box 1 of the Pastoral Support Worksheet). The motion was seconded, there was a vote and the motion was approved.

## Candidates for Ordained Ministry

Pastor Beeman read messages to the congregation from our ministry candidates: Dirk Robinson, Carrie Bland, Rachel Shannon. Laura Wall summarized her work as Director of Pastoral Care and the organizing of the connections Counseling Center. Jenn Peterson's candidacy is on hold.

**Motion 4** There was a motion to re-certify Jenn Peterson, Laura Wall, Dirk Robinson, Carrie Bland, and Rachel Shannon as candidates for ordained ministry. The motion was seconded, there was a vote and the motion was approved.

It was announced that Laura Wall is now licensed as a certified local pastor with full sacramental rites and that she is now officially a part-time associate pastor at AUMC. We surrounded Laura in prayer.

Pastor Brad mentioned the other people from Aldersgate serving in the ministry:

- Rev. Shannon Hamrick – Deacon in Residence, North Texas Conference
- Rev. Jenny Phillips –Executive Director of Creation Change

## Membership Report

Membership Secretary, Betty Fredeen, presented her church membership report. There was 1 new member and 0 baptisms during 2015. Additionally, 5 members transferred to other churches, 9 members asked to be removed from membership, and 3 members died in 2015.

There are 8 inactive members who have not attended or contributed in the last two or more years according to church records. Betty has mailed several letters to them at their last known address asking them to confirm their membership with no response. Their names were shared with the congregation these last two years to help locate them. Their names were read at the last charge conference.

Alex & Jennifer Kreek Sydney Stuart Alexandra Setchfield  
Wayne & Jan Greggs and their children Casey & Christian

**Motion 5** There was a motion to remove the inactive members. The motion was seconded, there was a vote and the motion was approved.

There is a new list of twelve inactive member who have not attended or contributed in the last two or more years according to church records. Betty has mailed them each one letter asking them to confirm their membership with no response. Another letter will be sent in 2016 and, if they do not respond, they will be removed at the next charge conference in 2016.

A thorough accounting of all the existing members resulted in a total church membership of 315 with 64 additional participating non-member adults and 59 participating children.

## Accountability Questions

Rev. Lang reviewed the accountability questions listed in the agenda:

- Melinda Lilley, chair of the Finance team, reported that the audit of the church's 2014 financial activities was completed by Renton First United Methodist Church.
- Gretchen Stuenkel, chair of the Board of Trustees, confirmed that the church's nonprofit corporation status and property tax exemption are current.
- Gretchen Stuenkel confirmed that the church's insurance is current and paid.
- Wendi Brick reported that the Safe Church policy was posted by the nursery and the church office so that all members and visitors would be aware that we have a Safe Church policy and have access to it. Wendi confirmed that a national background check was performed on all staff and volunteers via Ministry Safe
- Melinda Lilley confirmed that the church's apportionments are current and paid.
- Gretchen Stuenkel reported that the last time the parsonage was inspected was in 2014.

## Eucharist

## Prayer for the Pastor

## **Benediction**

Respectfully Submitted,  
Wendi Brick, Administrative Assistant