

**Newark United Methodist Church
Charge Conference Minutes
Monday November 26, 2007**

Present: Mark Werrell, Michelle Koch, Kelly Stoneman, Betsy Kent, Rev. David Palmer, Dr. Jim Faltot, Mary Hudson, Bryan Everett, Deede Cataldi, Kathy Werrell, Roland Sharp, Chuck Mason, Rev. Mary Haggard, Donna Hitchner, Jacob Sackett-Sanders, Erika Grabher, Tom Bailey, Pat McKeon

David Palmer officially opened the Charge Conference for Newark United Methodist Church, on Monday November 26, 2007 for the sole purpose of approving Clergy Compensation Packages.

Kelly Stoneman chairperson SPRC recommended and moved on behalf of SPRC that there be no change to David and Jim's compensation packages. David and Jim's salary will remain flat. Mary Haggard's compensation will be aligned to meet the minimum that the conference requires with her new position.

This recommendation comes as a direct result of giving being lower than forecasted.

The motion was 2nd by Mary Hudson.

The motion was passed with 8 – approve; 1- oppose; 3 abstain.

Mark Werrell moved to adjourn the Charge Conference. Roland Sharp 2nd the motion. A unanimous vote was taken to adjourn the meeting.

David Palmer closed the November 26, 2007 Newark United Methodist Church Charge Conference.

**Newark United Methodist Church
Church Council Meeting Minutes
Monday November 26, 2007**

Present: Mark Werrell, Michelle Koch, Kelly Stoneman, Betsy Kent, Rev. David Palmer, Dr. Jim Faltot, Mary Hudson, Bryan Everett, Deede Cataldi, Kathy Werrell, Roland Sharp, Chuck Mason, Rev. Mary Haggard, Donna Hitchner, Jacob Sackett-Sanders, Erika Grabher, Tom Bailey, Pat McKeon

Approval of 9/24/07 & 10/22/07 Minutes: The Church Council minutes for September and October Church Council Meetings were approved. (Roland Sharp moved, Mary Hudson seconded)

Pastors' Compensation –

Due to giving being down, SPRC recommended and thus moved that there be no change to David and Jim's compensation packages. David and Jim's salary will remain flat. Mary Haggard's compensation will be aligned to meet the minimum that the conference requires with her new position.

Kathy Werrell recommended that the congregation be made aware that we are unable to give an increase to the Pastors' compensations this year.

Kathy W. 2nd the motion.

It was pointed out that the current configuration of the staff is actually costing less. Mary is part-time and health insurance when down significantly for next year.

Decision – Pastors’ compensation packages will remain the same in the coming year. There will not be a salary increase for the Pastors. This motion passed with 8 – approvals; 1- opposed; 2 abstain.

Fair Trade Coffee –

The Peninsula-Delaware Conference passed a resolution on using Fair Trade Products.

Coffee is one of the world’s most heavily traded commodities; it originates from either large plantations that are traditionally run and owned by wealthy landowners or small operations that are primarily owned by impoverished farmers. These small farmers frequently live in isolated communities relying on middlemen to buy their coffee invariably at the lowest price possible. The way the system is set up, the farmers’ inability to get a just return for their labor is essentially guaranteed and they are condemned to a life of extreme poverty.

Our Social Principles state that “we support measures that would reduce the concentration of wealth in the hands of the few”, that “we advocate for the rights of people to possess property and to earn a living by tilling the soil” and that “we call upon our churches to do all in their power to speak prophetically to the matters of food supply and the people who grow the food for the world”.

For more information, go to equalexchange.com.

Erika G. moved that Newark United Methodist Church solely use Fair Trade Coffee at all church related functions.

Kelly S. 2nd the motion.

Decision – It was unanimously approved that Newark United Methodist Church solely use Fair Trade Coffee at all church related functions.

Outreach will inform the congregation of our commitment to purchasing Fair Trade Coffee and make people aware of the social issues at the core of this decision.

Mark W. will contact the church members who currently purchase the coffee. He will also contact Rev. Amy Yarnall so that we can determine how/where to purchase Fair Trade Coffee.

NUMC committees will try to incorporate Fair Trade Products in fund raisers when appropriate.

Devotion – Mark Werrell

Pastors’ Comments –

David expressed his appreciation to the congregation members who have been serving on his Incarnational Translation Team and the Parish Project Group.

David sent a letter to the Finance committee recommending that we have a strategy session early in 2008 to look at funding and fiscal oversight in terms policies and procedures as well as team make up. David recommended that the BIA and Finance teams be revamped into three teams, a finance team, an annual campaign team and a growing/giving team. The growing/giving team would target new pledges and focus on those who can increase their giving. The letter also suggested some policies to consider; one being the percentage of budget allocated to staff compensation. Some recommendations are that it should be at the 50-55% max of budget.

Currently, we are at 62%. It frees up money for programs. David also suggested considering having a minimum amount of the budget allocated towards missions.

As a result, David invested in some books to be utilized in a summit to be held Feb. 2nd. He'd like to distribute the books among the participants so that they can provide a synopsis before the summit. The intent would be to meet that day to review what we have learned and utilize that to come up with new proposals and develop a plan forward. The purpose would be to take steps to get this church in a good place financially, not just for next year but for the next 20 years in terms of how we fund, how we raise money, how we provide oversight, and how we do budgets.

Mary commented on the most recent senior high event 'Good Sex'. The senior high talked about it for three weeks. It was followed by a one day session with the parents. We got a great response from the parents. They expressed their appreciation to us for us taking on this topic and adding our voice and our faith to the subject.

Jim expressed his excitement for the upcoming worship schedule. This coming Sunday's liturgical services will be in the Taize style. The Blue Christmas service will be held on 12/16 in the chapel.

Committee Reports –

Membership Committee – Jim Faltot:

This new committee will have its 2nd meeting on 11/27. We will be evaluating the criteria for adding/deleting from the membership database.

Congregational Care – Jim Faltot:

This committee continues to do its work. People are visited and cared for.

We have a wonderful team of hospital visitors and communion visitors, who represent the church well.

Worship – Roland Sharp:

Taize services will be held every Wednesday through Advent. The Christmas Eve Services are 4pm, 7pm, 9pm and 11pm. We are gearing up to get the church ready for the holidays.

The committee welcomes feedback on the bulletins. We've been getting positive feedback. The larger size font on the new bulletins alleviates the need for the large print bulletins.

Betsy brought up a need for volunteers for Advent Candle Lighting. We would like Team Leaders to participate with their family members, or other team members or other people in the congregation. We would like to take this opportunity to show the leadership in the church.

Youth Council - Jacob Sackett-Sanders:

We have 15 Jr High and 4 adults going on the Jr High mission trip. We have 13 Sr High and 3 adults going on the Sr. High mission trip. We have 13 youth going to a Christian rally in Ocean City MD, Jan 4-6.

We did not do as well as we wanted to in the Penny Wars. We haven't counted the coinage yet but we got ~\$300 in bills, which wasn't quite what we expected. Mary mentioned that we may be surprised. We had one box rally at the end.

Wesley Foundation – Mary Haggard:

Things are going well. Please remember Exam Survival Bags. We need them by Sunday. We are having a movie night the night before reading day.

Finance – Chuck Mason:

Chuck expressed appreciation for the response to the Extra Mile campaign. Currently, we have received \$20k.

We are working on the budget and working with each of the teams.

Chuck referenced a chart showing budget history. He pointed out the Operations Income. That is what is being used to come up with the budget. We are trying to avoid a deficit at the end of the year.

We have a Finance meeting on 12/4. We plan on being finished with the budget then and will send the budget proposal out prior to the next council meeting so that we can possibly vote on it at the next council meeting.

We will have a response/recommendation on the fiscal year proposal. We will review that in the 12/4 meeting also.

Trustees – Deede Cataldi:

The steeple has been moderately repaired to get us through the winter. We will begin the full repairs in the spring.

BIA – Bryan Everett:

The pledge campaign yielded 246 pledges. Last year at this time we had 221 pledges.

The dollar amount is \$489k vs. \$460k last year at this time.

There was positive feedback regarding the call campaign. Jim expressed his appreciation on behalf of Congregational Care for the feedback from the call recipients. Congregational Care has followed up with those individuals.

Music – Betsy Kent:

Winterfest is 12/7 from 6-9pm. NUMC is caroling from 7-7:45pm. We are inviting people to come in for a Jazz concert. Round About Jazz will be performing a holiday concert. The admission is \$7 & \$10.

12/16 is the festival Christmas Concert with a reception following.

Children & Family Ministry – Donna Hitchner:

45 people signed up for the upcoming Family Fun night. We have 53 people signed up for the Advent Festival.

Adult Ministry – Tom Bailey:

Donna H & Marilyn Maurer will send out a communication regarding the formation of a singles ministry.

We are organizing a Women's retreat on 4/4-6 at Blackrock Pa. It will be a small group. We have room for 12 people.

We are organizing a class on parenting.

Jim will be attempting to build a small group ministry around Taize worship. We want to expand it beyond the worship service and build more of a community setting. We are planning to have a Soup and Share prior to the Taize service. The topic has not been finalized. It will relate to the Taize service, possibly the topic of Prayer.

Communication – Pat McKeon:

Lys Murray has been working on various press releases. We will be running an ad in the Newark Post starting 11/30 for 4 weeks to promote the Taize service, the Blue Christmas service and the Christmas Eve services.

The radio station situation is still up in the air. It does not look like the previously used radio station will be up and running. We are looking at alternatives. We will be looking at setting up some audio capabilities at the nursing homes. We have the audio files for the last sermon in Sept and the sermons in October, and they are posted on the website.

We are looking into a new hosting site, which will save us money. We intend to move to the new hosting site by the end of January. The goal is to revamp the website and make it more user-friendly so that groups can update the site themselves.

Pat will post an announcement about Fair Trade Coffee.

Chuck asked about webcasting capabilities. Pat explained that the current hosting site does not have the space available for webcasting. We are concerned that we will still miss an existing need for those homebound without computers.

Lay Leadership – Kathy Werrell:

We continue to work on the lists from the Ministry Fair.

We have a Member Recognition team. Rose Gallante has been the sole person for recognition. She contacts those we would like to recognize. Lys Murray who is on the communication team is willing to write for the Parish Notes. This will be a nice collaboration. We need to define recognition. We need to identify what we want to recognize.

Outreach – Mary Hudson:

Code Purple training will be 11/27 at Holy Family and 11/28 at Unitarian Fellowship.

Angel Tree gift distribution will be following the Christmas concert reception in Memorial Lounge. We are looking for volunteers to distribute the gifts to the families. Outreach members will sign up but we welcome volunteers.

Richard Waibel will be recognized for his humanitarian work with the Ba'hai Humanitarian award. The award will be giving this coming Sunday at the Newark Country Club.

SPRC – Kelly Stoneman:

SPRC mailed our ministry covenant 1st draft.

A letter was sent requesting contributions for staff gifts.

We did our budget.

We are preparing for our Christmas dinner which will be held between the 4pm and 7pm Christmas Eve services.

Closing Prayer – Mary Haggard

Committee Representation at Church Council Meetings: Please be sure to send a representative in the event that Committee Chairpersons cannot attend.

Next Meeting: The next meeting is Monday, January 28, 2007 at 7:00 p.m.

Respectfully Submitted,

Michelle Koch

NUMC Council Secretary