

Mancos United Methodist Church
Charge Conference Minutes

11/27/2023

Attendees: Reverend Lou Ward, Pastor Craig Paschal, Philip Walters, Mike Lavey, Gail Lavey, Mary Porter, Silvia Fleitz, Bernadette Tuthill

1. Meeting was opened with a prayer
2. (See attached for the various reports that were discussed and voted on)
 - a. Pastor's report
 - b. Lay Leadership report, voted on and unanimously approved.
 - c. Clergy Compensation, voted on and unanimously approved.
 - d. Budget
 - e. Annual report on membership and worship attendance-voted on and unanimously approved.
 - f. Trustee report
 - g. Mission share participation
 - h. Clergy Continuing Formation Annual Report
 - i. Retired clergy affiliation
2. Discussion - "Give me your hand."
Churches are encouraged to build community.
Think green- recycling etc. has a positive impact on community
Accessibility- Making the church accessible and welcoming.
3. Discussion about churches that have disaffiliated and how to build community with them.
4. Meeting was closed with a prayer

Bernadette Tuthill
Secretary

Mancos United Methodist Church
Charge Conference
November 27, 2023

Pastor's Report, November 22, 2023

In the book The Education of Little Tree by Forest Carter, Little Tree gets up early in the morning before sunrise to go hunt turkeys with his grandfather. They walk together in silence and darkness across the frozen ground. Little Tree wonders if he can go on, and then the sun appears and the birds start chirping, the sun warms his body, and the ground beneath his feet softens. He sees a hawk circling overhead. Little Tree looks at his grandfather and says, "She's coming alive Grandpa! She's coming alive!"

We, the Mancos UMC, have walked through the darkness and cold with the pandemic and the passing of cherished members. Others moved away. Many activities we did prior to the pandemic went dormant.

This year we started stretching our arms and legs again. Seeds planted during the pandemic started sprouting and bearing fruit. We began new spiritual practices and renewed old ones. In many ways as a church, we can say with Little Tree, "She's coming Alive! She's coming Alive!" Our church is breathing and moving again.

This past year we have gone on more retreats and pilgrimages than I ever remember. In the spring we had a four-week class which was enthusiastically attended on seeing the divine in nature. We finished the class with a three-day retreat to Ghost Ranch in New Mexico. We discovered that God is everywhere and not just within the four walls of our church. As John Muir said, "Look! Nature is overflowing with the grandeur of God!"

In the fall we went on a day retreat to the Peacewhisper retreat center in the desert to be mindful of our time and the presence of the Holy Spirit with us. A day of rest (Sabbath) does wonders for the soul and for our hopes.

Just recently we read The Line Becomes a River about life on the southern United States border. We discussed what it means for us to live our faith within the context of our politicized immigration policies. Eleven of us went on a weeklong pilgrimage (sponsored by our conference) to the border. We met so many good people working to support migrants seeking an abundant life. We did not come up with answers to a complex issue, but we agree that we cannot demonize our migrant brothers and sisters. How do we stand in solidarity with them?

Our Sunday morning worship I believe has seen a new spark. Our worship space is nearly full or full every week. I hope we can feel the wind moving through our midst. Where it comes from and where it goes, we don't know, but we may we trust the Spirit and ride its current to greater love, peace, and unity.

When we came out of the pandemic, I was sad that many of our musicians had moved on. Now, a variety of music (traditional and nontraditional) fills our walls. Each note is a blessing to one person or the other. I pray that we can continue to embrace through music our diversity and our oneness.

At my last count, we have six piano players, four guitarists, one drummer, one violinist, two flutists, and two vocalists participating in our music ministries on Sunday and Wednesday mornings. May we continue to make a joyful noise. I do think our church is coming alive again. May we breathe deeply, listen to the Spirit, and go where she leads us.

Blessings and peace, Pastor Craig Paschal

Mancos United Methodist Church

Lay Leadership Report for 2024

Leadership Board

Class of 2024

Mary Porter (treasurer)

Anna Taft

Class of 2025

Mike Lavey

Silvia Fleitz

Class of 2026

Gwen Hawkins

Lay Leadership Committee on Nominations

Class of 2024

Cindy Maki

Class of 2025

Gail Lavey

Linda Walters

Class of 2026

Ben Locker

MSC 2024 Annual Clergy Compensation - Parsonage Provided-3/4 time

Pastor's Name: Craig Paschal Effective Date: 1/1/2024
 Church: Mancos United Methodist City: Mancos
 District: ☐ Eastern Southcentral/CO ☐ CO/Front Range ☒ UT/WCO ☐ WY ☐ MT-East ☐ MT-West

This appointment is: **Ordained, AM, LLP COS complete** **LLP, COS in process**
 Minimum Required Cash * Minimum Required Cash **

(check one)	Salary - Line A.1	Salary - Line A.1
Full Time	\$42,683.00	\$38,683.00
<input checked="" type="checkbox"/> 3/4 Time	\$32,012.00	<input checked="" type="checkbox"/> \$29,012.00
1/2 Time	\$21,342.00	\$19,342.00
1/4 Time	\$10,671.00	\$9,671.00

A. Salary	
A.1. Cash Salary Provided	\$53,600.00
A.2. Cash Housing Allowance Provided	XXXXXXXX
A.3. Taxable Payment in Lieu of Health Insurance	\$2,600.00
A.4. Total Base Cash Salary	\$56,200.00

B. Housing	
Does the pastor live in a parsonage?	YES
For Pension Calculation Purposes	
B.1. This is 25% of A.4.	\$14,050.00
B.2. Designated Cash Based Parsonage Allowance (Included in A.1. Above)	
This must be substantiated by a signed agreement.	

C. Housing Expenses Paid Directly by Church	
C.1. Parsonage Improvement-no mortgages	
C.2. Parsonage Utilities	\$6,000.00
C.3. Parsonage Furnishings	
C.4. Parsonage Maintenance	\$1,500.00
C.5. Parsonage Other	
C.6. Total (C.1. thru C.5.)	\$7,500.00

D. Accountable Reimbursement Accounts	
D.1. Includes the following: Continuing Education, Books, Periodicals, Publications, Professional Associations, Annual Conference Costs, Mileage/Travel, Other	\$7,500.00
D.2. Total	\$7,500.00

E. Net Compensation Calculation	
E.1. Total Cash (A.4.)	\$56,200.00
E.2. UMPIP / 403(b) Salary Reduction	\$1,685.80
E.3. Subtract E.2. from E.1. to get Net Income	\$54,514.20
Deductions are not subject to Charge Conference approval.	

H. Clergy benefits Calculation Summary	
H.1. CRSP Contributions paid directly to the Conference Office	\$9,132.50
H.2. CPP Contributions paid directly to the Conference Office	\$2,107.50
H.3. HealthFlex paid	XXXXXXXX
H.4. Other Local Church Benefits	
H.5. Total (H.1. thru H.4.)	\$11,240.00

Craig Paschal 11-22-23
 Pastor's Signature and Date

Mary Porter
 SPRC Chair or Treasurer Signature

District Superintendent (or presiding elder) Signature

Summary of Costs to Church:	
Total Base Cash Salary (A.4.)	\$56,200.00
Parsonage Housing Expense (C.6.)	\$7,500.00
Reimbursable Items (D.2.)	\$7,500.00
Clergy Benefits (H.5.)	\$11,240.00
Total Church Budget Impact	\$82,440.00

Summary of Clergy Compensation:	
Total Base Cash Salary (A.4.)	\$56,200.00
Less: Payroll Deductions (E.2.)	\$1,685.80
Total Net Compensation to Clergy	\$54,514.20

* Elders, Deacons, Associate Members and LLP who have completed course of study.
 ** LLP who have completed licensing school.

Complete and mail or e-mail to: **Your Local District Office and your District Superintendent**

Mancos United Methodist Church

2024 Budget

Gifts and Giving:

Regular Offerings	\$75,000.00
Fellowship Hall Usage	\$1,000.00
Child & Youth Programs	\$1,000.00
Special Offerings	\$3,000.00
Interest & Dividends	\$48,940.00

Total Giving	\$128,940.00
---------------------	---------------------

Expenses:

Clergy/Parsonage Expense	\$82,440.00
External Benevolence	\$12,000.00
Directed Offerings	\$3,000.00
WON team	\$9,500.00
Administrative Expense	\$7,500.00
Operations and Maintenance	\$14,500.00

Total Expenses	\$128,940.00
-----------------------	---------------------



2023 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: Mancos UMC

Baptisms:

Number of infants, children, youth and adults baptized since last Church/Charge Conference? 1

Professions of Faith:

Number received on profession of faith since last Church/Charge Conference? 0

Total Professing (Full) Members as of November 21, 2023: 91

Worship Attendance (average for 2023 to-date): 55

Worship Attendance *On-Line (average for 2023 to-date): N.A.

*On-Line includes Facebook, YouTube, and other streaming services

CHANGE IN MEMBERSHIP BY CHARGE CONFERENCE ACTION:

Names for First Reading (to be voted for recommendation to next year's church/charge conference to be removed as members from church rolls, see Discipline ¶230-231)

(Instructions: For multiple names, press [Enter/Return] after each entered name to enter another name; Press [Tab] or click on next field to complete this field and move to next)

Names for Removal from Membership this Charge Conference (second reading, according to Discipline ¶230-231)

(Instructions: For multiple names, press [Enter/Return] after each entered name to enter another name; Press [Tab] or click on next field to complete this field and move to next)

Names for Reenlistment as Members this Charge Conference (according to Discipline ¶230-231)

(Instructions: For multiple names, press [Enter/Return] after each entered name to enter another name; Press [Tab] or click on next field to complete this field and move to next)

Names of Members attending colleges and universities (according to Discipline ¶232)

2023 Trustees' Report

Church Building: General cleaning and maintenance. Will rewire and replace back lights in sanctuary.

Fellowship Hall: General cleaning and maintenance. Repair sink in bathroom. Secure fallen wire from heavy snows.

Grounds: General upkeep.

Parsonage: Clean out sewage lines from house.

Respectfully,

A handwritten signature in cursive script that reads "Mary Porter". The signature is written in black ink and is positioned above the printed name.

Mary Porter

Chair, leadership board



2024 Church's Covenantal Commitment to Connectional Identity ~ Generosity Through Mission Share Participation ~

Church Name Mancos UMC

As an extension of our connectional identity, contributions of mission shares allow 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, participation in connectional generosity through mission shares is a fundamental missional priority of the local church.* (*Book of Discipline*, 247.14; 812)

Superintendent: We have been greatly blessed through centuries and across the globe as participants in Christian traditions alive today in United Methodism. We've embodied what it means to be a connectional church, with greater reach and impact together than in isolation. Even in the midst of varied cultures and contexts, we are bound together by God's Spirit in Christ's body and in mission both locally and around the world. Our Mountain Sky connection—spanning Colorado, Montana, Utah, Wyoming, and one church in Idaho—addresses 21st century challenges together. We find common ground in Wesleyan commitments to personal piety and social holiness, inspiring us to equip laity and clergy as we raise up and nurture followers of Jesus Christ. By participating in connectional generosity through mission shares, each local church affirms its commitment to God's ongoing work through the Mountain Sky Conference, the Western Jurisdiction, and the United Methodist Church worldwide.

Pastor: As a spiritual leader to this/these congregation(s) I commit to keep informed regarding the missional reach of the Mountain Sky Conference and United Methodist Church. I also pledge to emphasize our connectional ties through participation in mission shares as a continuing priority for this/these community/communities of faith.

Congregation: As United Methodists of the Mountain Sky Conference, and participants in the life of this congregation, we commit to active connectional engagement through our prayers, presence, gifts, service, and witness. We covenant to make participation in conference mission shares a priority and pray that our generosity will foster our ongoing connectional capacity to make disciples of Jesus Christ for the transformation of the world.

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

Church Lay Leader

Mary Porter

Church Finance Chair

Pastor

Crain Pasch

District Superintendent

*"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)



Clergy Continuing Formation Annual Report

Date: November 24, 2023 For calendar year: 2023

Name: Craig Paschal District: Utah/Western

Church or Extension Ministry: Mancos UMC

The Mountain Sky Conference Board of Ordained Ministry has established minimum continuing formation standards for every full and associate member of the Annual Conference: 2 CEUs (20 contact hours) each year and/or a minimum of 10 CEUs (100 contact hours) per quadrennium.

This annual report helps us be accountable to one another and also helps the board know how to help meet the continuing formation needs of the clergy. All information will be collated and studied by the board. In addition, failure to complete this report at the end of each calendar year will disqualify you from receiving funding from the Ministerial Education Fund the following year.

When and where did you last attend a Conference Church Ethics and Sexual Misconduct Prevention Training? Online, fall 2020

Name up to three books that you have read this year for continuing formation and spiritual growth and that you recommend to others:

Author: Francisco Cantu Title: The Line Becomes a River

Author: Ronald Rolheiser Title: Domestic Monastery (Creating a Spiritual Life at Home)

Author: Barbara Brown Taylor Title: Leaving Church

Name up to three activities that impact you that are outside your ministry responsibilities:

1. Observe Sabbath
2. Meditative walks
3. Contemplative prayer

List up to three resources that nourish you when you are wounded, hurting and/or disillusioned:

1. Contemplative prayer
2. Community support (church and wider community)

3. Family

List the continuing formation and/or spiritual growth events in which you participated during the last calendar year, Jan. 1-Dec. 31, along with the CEU value. Assign one CEU to 10 contract hours.

Event: Spiritual Pilgrimage Southern Border Date(s): October 30-November 4, 2023

Event: Franciscan Renewal Center (personal retreat) Dates: March 21- March 25, 2023

Event: Seeing the Divine in Nature (retreat at Ghost Ranch, NM) Dates: May 15-May 17, 2023

Are there particular educational events/classes that you want to attend this year?

Event/Class: Retreat Center in Arizona (Renewal Center in Scottsdale or Redemptorist Renewal Center in Tucson)

Event/Class: Bosque Redondo (New Mexico)

Have you made any progress this past year in learning conversational Spanish or another new language that will help you communicate with your current or future congregations and the people around them?

I have not learned Spanish, but our church did go on the conference led spiritual pilgrimage to the southern border.

Send completed report by Jan. 15 to your district superintendent and:

Rev. Todd Scranton, Continuing Formation Coordinator, Board of Ordained Ministry
First United Methodist Church, 108 E 18th St, Cheyenne, WY 82001
Phone: (307) 632-1410
E-mail: scrantontw@gmail.com

**Retired Clergy, Incapacity Clergy, Family Leave Clergy, Leave of
Absence Clergy, Honorable Location Clergy and Retired
Clergy Residing Outside the Bounds of the Conference**

Report to Charge Conference

This report form is provided to help fulfill the Disciplinary requirements of: **Retired Clergy -¶ 358; Medical Leave Clergy-¶ 357** (formerly clergy on disability); **Family Leave Clergy-¶354.2.b;** **Leave of Absence-¶354;** **Honorable Location Clergy-¶359** *The 2012 Book of Discipline* (report) annually to the Conference where membership is held.

Name Rev. Eloise Saltzgaver Date 11/12/23
Address 701 W Grand Ave City Mancos State CO Zip 81328
Email eloise.saltzgaver@gmail.com Phone 307-421-6053

Charge Conference Mancos United Methodist Church
(All categories **MUST** designate a Local Church Conference.)

NOTE: The Mountain Sky Conference and/or another Conference is not a Local Church Charge Conference

Since the last Charge Conference I have performed and recorded the following pastoral functions:

Baptisms:

Name	Parents	Where Recorded
<hr/>		
<hr/>		

Marriages:

Names	Where Recorded
<hr/>	
<hr/>	

Funerals:

Names	Where Recorded
<hr/>	
<hr/>	

Other pastoral functions and personal comments (use back of sheet if needed):

The year has seen me move from Sheridan, Wyoming to Mancos, Colorado. I am pleased to request that my Local Charge Conference be transferred from Sheridan UMC to Mancos UMC.

Throughout the year I have not "performed and recorded" pastoral functions, although I have enjoyed getting to know and participating in the life of the Mancos congregation and community.

Signed Eloise Saltzgaver Pastor Signed Craig Poschel Pastor of Charge

Copies to: Pastor and District Superintendent's Office

11/12/2023