
2024 ANNUAL CHARGE CONFERENCE

Saturday, November 16, 2024 - 11:00a.m.

TEMPE
FIRST



PUTTING GOD'S LOVE FOR THE WORLD INTO ACTION SINCE
1887

Presiding Elder: DS, Melissa Rynders
Elder: Rev. Paul Cho

Tempe First United Methodist Church
215 E. University Drive, Tempe, AZ 85281

2024 Church Conference Agenda

Call to Order

DS Melissa Rynders

Affirmation of Recording Secretary (vote)

DS Melissa Rynders

Reflection

DS Melissa Rynders

L - Listen to Each One's Story

- Reflection on the Last Year
Lay Leader, Charlie Schock
Rev. Paul Cho
- Finance and Stewardship - Finance Committee Chairperson
Carmina Loreda
- Trustees - Trustees Committee Chairperson Sandra Stauffer
- Membership Report - Membership Secretary Sharon Clement
(vote)

O - be Open to Change

- Ministry Plan for the Year Ahead - Rev. Pastor Paul Cho
- Clergy Compensation - SPRC Chairperson David Withey
(vote)

V - Value diversity

- Nominations Report - (vote)
- Candidate for Ministry - Stacia Duncan (vote)

E - Embody Belonging

- A Charge and a Blessing - DS Meliissa Rynders

Adjourn

DS Melissa Rynders



Lay Reflection on the Last Year of Ministry

Charlie Schock, Lay Leader

It is my privilege to share some of the past year's challenges, impacts and blessings in ministry from a lay perspective. Perhaps the biggest challenge we are facing is having sufficient human capital to continue to populate our ministry teams. Simply stated, we are aging and there are fewer of us able to serve. The good news is that our giving remains steady. Parking and traffic congestion around our church remain challenges for many, along with how to connect more fully with our neighbors at ASU and in downtown Tempe.

Church leadership engaged in a nearly yearlong strategic planning effort in which we considered multiple paths which would best align with our mission and core values and sustain us as a vital community of faith in the years to come. Although it was ultimately determined that more discernment was needed before putting any of the plans to a vote, there were a lot of positives that resulted from our study and research. The all-church meetings made it clear that those who call Tempe First UMC their home love this church and want to see it flourish. There was energy in the room as individual members and constituents had an opportunity to ask questions and give their perspectives as to how our church should live into the future. Some ideas were eliminated. We decided that we are not going to move, we are not going to sell our property and we are not going to merge with another church. Our sustainability team continues to pursue means to better utilize our space and our spiritual entrepreneurship team is exploring ideas which would generate additional income while also creating community and perhaps a church home for those who enter onto our campus.

There was a lot to celebrate this year as we observed the milestone of 110 years as a church on the corner of Forest and University. Through photos, a slide show and recorded interviews of long-time members, we were able to learn about the construction of the original sanctuary and major remodel over 60 years ago, and to be reminded about the debt of gratitude that we owe to those who came before us and on whose shoulders we stand.

Tempe First continues to serve the community around us through our many missions and ministries, focused on sharing our abundance and establishing relationships. Some examples are connections with ASU through Pitchfork Pantry and Valley Wesley, building safe

and affordable housing through Habitat for Humanity, comfort to those in crisis with Love Knots prayer blankets, fostering relationships with tribal members through our White Mountain Apache teams and providing happiness for children in Agua Prieta through our Christmas gift bags. Our United Women in Faith provides outreach to women, children and youth in our community while Stitch-in-Time supports ministries within our walls.

God has truly blessed us. May we follow God's leading as we continue to grow in faith.

Charlie Schock, Lay Leader

Pastoral Reflection on the Last Year of Ministry

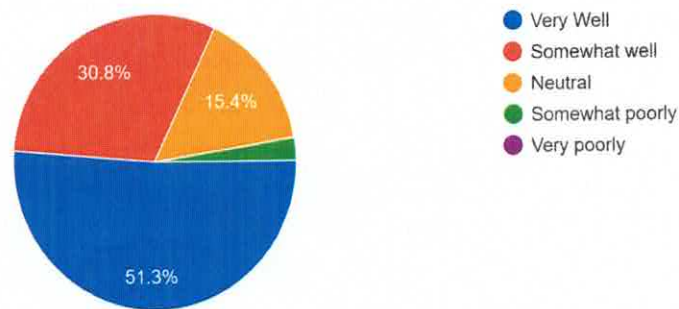
Rev. Paul Cho, Senior Pastor

In November of 2023 at the all church conference, we adopted the ministry plan to continue our efforts in recovering from our decline, some of which was aggravated by the pandemic. Along with our commitment to connect, collaborate, and create new ministry opportunities, we also entered into a year-long discernment process to identify a strategic plan that would enhance our influence and affluence in the community we serve. As reported by our lay leader, Charlie Schock, through this process we have discerned not to close the church, sell and move the church, nor merge with another entity at this time. All the while, we remain committed to being a supportive community of Christ disciples in the area, uniquely poised to serve ASU's main campus in Tempe and the local community that surrounds University Dr. & Forest Ave. We continue to discern how we might enhance our influence and affluence through strategic planning.

Pastorally, my role is to a ministry of Word, Sacrament, Order, and Service. We did not know at the close of last year that we would be entering a new season of worship as our longtime director of music ministry, Warren Dennis, resigned from over three decades of service. The need for worship leading increased for the Sunday 9:30 am service. Meanwhile, participation from the pandemic-era Zoom worship at 8am had weakened post-covid. As such, we concluded the Zoom only format worship service at the end of January, aiming to strengthen the in-person and online hybrid worship service experience at 9:30 am. We created weekly premiere events to assist subscribers to find our livestream and we enhanced our video/audio

feed. The worship committee cared for our altar space and we adapted a blended worship experience with contemporary and traditional elements. Over the summer, we were particularly blessed with the many congregants who volunteered their musical talent in lieu of a choir anthem. Once our new choir director, Nate Pence, began in the fall, we have continued a traditional worship format. A survey in October indicated that over 82% felt that our current worship service met their needs and desires very well or somewhat well.

To what extent do you feel the current worship service needs your needs and wants?



At the same time, nearly 40% of the survey respondents indicated that they would prefer more singing and more than 85% said that they wanted either a contemporary or a blended (traditional/contemporary) style of worship. Further attention will be given to this insight.

This past year, we also entered and completed the second season of the renewal program, afforded to us by the Lilly Endowment. Though we had initially planned to hold a workshop for the second program to follow the "Cultural Competency" workshop, after a group of leaders participated in the "Counteracting Bias" training in spring of 2023, we discerned a different route would be necessary. The Rev. Sharon Ragland came onboard and served as our spiritual director during the renewal season. Over the summer, she was accompanied by 10 guest speakers who jointly shared with us their defining moment as the congregation navigated and discerned their own defining moment. The congregation was also able to hear my own defining moment and learnings from the time of renewal before we celebrated its completion in the fall. Affirmations were abundant from the guest speakers, to my own sharing. I am particularly grateful for this season of renewal that the Lilly Clergy Renewal grant provided.

I am also grateful for the grant from the Foundation for Evangelism which helped launch the All Abilities Ministry. With the grant we have been able to make modifications to our campus, in particular an automated door and accessible restrooms in Ross Hall. More than the facilitation the grant provided, it has paved the way for the congregation to think about making ministry accessible to all. Even at the completion of the grant period, we remain committed to All Abilities Ministries and look forward to enhancing how we are in ministry with the disability community.

As noted before, we have continued our mission and outreach ministries. Scales Pantry and Pen Pals program, Love Knots ministry, Stitch-In-Time and their annual boutique, Habitat for Humanity, Apache Missions, Urban Outreach 2.0 with Pitchfork Pantry continue to lead vital efforts in providing a variety of services and aid for our local community.

I see our greatest challenge in navigating the doubly-edged moral injury. On the one hand, I sense some apprehension from long time members that their sense of normalcy is jeopardized by the onslaught of rhetoric from the denomination, pastor, and church leadership with their insistence that we must seek a younger generation and do newer/different ministries. I empathize should they feel undermined or devalued when the very things that offer them deep spiritual meaning, are spoken as unattractive or less than meaningful to a younger generation and thus, are at risk of disappearing. While evidence is clear that the church is in decline, it is a moral injury to say that *they* are the reason for it.

On the other hand, it is also a moral injury to those outside of the church, who represent a diverse community that the fullness of Christ's church is heavily tailored to a middle class, european, senior citizen community. This, I fear, is at the root of their distrust of organized religion and why they believe the church is not acting as Jesus would, nor relevant to their lives.

As the pastor appointed to this congregation, I am reminded by the fact that God loved us first. I encourage the disciples of Jesus Christ at Tempe First also to love God and love their neighbor as they love themselves. Only then will we be able to fully and faithfully put God's love for the world into action.

2024 Annual Report of Finance Committee (CC)

Your Name

Carmina Loreda

Email

office@tempefirstUMC.org

Select your church

First UMC - Tempe

Select Your District:

East District

Church Pastor Name

Rev. Paul Cho

Church Pastor Email

pastorpaul@tempefirstumc.org

Date of Prior Charge Conference

11/04/2023

Date of Current Charge Conference

11/16/2024

I. ORGANIZATION

1.a. Has the committee been organized according to the 2016 Book of Discipline (¶258.4)?

Yes

b. Name of officers?

Carmina Loreda Robert Nullmeyer Beverly Keefer

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?

No

If not, why not?

2025 Budget is still underway

b. Did the committee give the Church Council an opportunity to request financial support for recommended ministries (¶258.4)?

Yes

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

- Quarterly

4. Is giving by individual participants in the local church regularly reviewed?

Yes

5. What are the plans for raising sufficient income to meet the budget adopted by the

Church Council (§258.4)?

Congregational giving (Stewardship Campaign is underway) and Parking Lot rental income

6. Does the Financial Secretary/Treasurer report regularly to the Church Council on the giving trends in the church/charge?

Yes

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

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

Yes

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

Wells Fargo

b. Are all accounts FDIC insured and in amounts at or below the current FDIC insurable limit?

Yes

c. Are all accounts in the name of the church?

Yes

10.a. Has the committee established written financial policies to document the internal controls of the local church (§258.4d)? (Attach as a supplement using the file upload option.)

Upload financial policies supplement here.

Yes

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

Yes

11. Are the church offerings counted by a counting committee in accordance with the mandates of the Discipline (§258.4a)?

Yes

12. Are all funds deposited promptly in accordance with procedures developed by the

Committee on Finance (§258.4a, d)?

Yes

13. Are financial officers of the church bonded (§258.4b)?

Yes

14.a. Have the financial records of the church and all its organizations been audited for the prior fiscal year (§258.4c)?

No

If not, why not?

Audit will be included in the 2025 budget for two years.

c. Were there any recommendations or exceptions?

Signature



Finance Chair

Carmina Loreda 11/11/2024



2024 October Statement
October 01, 2024 Through October 31, 2024

Account Number: 11TEMPCG01
Account Name: Tempe First UMC-General

Cynthia Reid

Website www.dsumf.org

Asset Summary

Asset Description	Market Value	Pct
DSUMF Pool Fund	\$ 163,368.98	100.0%
	<u>\$163,368.98</u>	<u>100.0 %</u>

Account Activity Summary

Beginning Balance - Close of Business Sep 30, 2024	\$167,272.29
Contributions	0.00
Stock Contribution	0.00
Transfers	0.00
Distributions	0.00
Interest	231.86
Realized	261.82
Other/Dividends	0.00
Audit Adjustment	0.00
Fees	(138.49)
Change in Market Value	<u>(4,258.50)</u>
Ending Balance - Close of Business Oct 31, 2024	<u>\$163,368.98</u>

Notes

Please note our new address:

1300 S. Litchfield Road
Suite 220-O (formerly 110-B)
Goodyear, AZ 85338

If you have any questions or concerns, please contact Beverly Coenen at bcoenen@dsumf.org; Anne Green at agreen@dsumf.org or call us at 602-798-8202.



2024 October Statement
October 01, 2024 Through October 31, 2024

Account Number: 11TEMPCT02
Account Name: Tempe First UMC-Trustee

Cynthia Reid

Website www.dsumf.org

Asset Summary

Asset Description	Market Value	Pct
DSUMF Pool Fund	\$ 1,910.98	100.0%
	<u>\$1,910.98</u>	<u>100.0 %</u>

Account Activity Summary

Beginning Balance - Close of Business Sep 30, 2024	\$1,956.64
Contributions	0.00
Stock Contribution	0.00
Transfers	0.00
Distributions	0.00
Interest	2.71
Realized	3.06
Other/Dividends	0.00
Audit Adjustment	0.00
Fees	(1.62)
Change in Market Value	<u>(49.81)</u>
Ending Balance - Close of Business Oct 31, 2024	<u>\$1,910.98</u>

Notes

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1300 S. Litchfield Road
Suite 220-O (formerly 110-B)
Goodyear, AZ 85338

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2024 October Statement
October 01, 2024 Through October 31, 2024

Account Number: 11TEMPCM03
Account Name: Tempe First UMC-Memorial Garden

Cynthia Reid

Website www.dsumf.org

Asset Summary

Asset Description	Market Value	Pct
DSUMF Pool Fund	\$ 23,437.30	100.0%
	<u>\$23,437.30</u>	<u>100.0 %</u>

Account Activity Summary

Beginning Balance - Close of Business Sep 30, 2024	\$23,997.28
Contributions	0.00
Stock Contribution	0.00
Transfers	0.00
Distributions	0.00
Interest	33.26
Realized	37.56
Other/Dividends	0.00
Audit Adjustment	0.00
Fees	(19.87)
Change in Market Value	<u>(610.93)</u>
Ending Balance - Close of Business Oct 31, 2024	<u>\$23,437.30</u>

Notes

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2024 October Statement
October 01, 2024 Through October 31, 2024

Account Number: 11TEMPCS04
Account Name: Tempe First UMC-Smart

Cynthia Reid

Website www.dsumf.org

Asset Summary

Asset Description	Market Value	Pct
DSUMF Pool Fund	\$ 522,853.61	100.0 %
	<u>\$522,853.61</u>	<u>100.0 %</u>

Account Activity Summary

Beginning Balance - Close of Business Sep 30, 2024	\$535,345.93
Contributions	0.00
Stock Contribution	0.00
Transfers	0.00
Distributions	0.00
Interest	742.05
Realized	837.96
Other/Dividends	0.00
Audit Adjustment	0.00
Fees	(443.23)
Change in Market Value	<u>(13,629.10)</u>
Ending Balance - Close of Business Oct 31, 2024	<u>\$522,853.61</u>

Notes

Please note our new address:

1300 S. Litchfield Road
Suite 220-O (formerly 110-B)
Goodyear, AZ 85338

If you have any questions or concerns, please contact Beverly Coenen at bcoenen@dsumf.org; Anne Green at agreen@dsumf.org or call us at 602-798-8202.

First United Methodist Church of Tempe
Statement of Income and Expense - Modified Cash Basis
Current Month and Year to Date Compared With Year to Date Budget

	Oct 2024	Jan - Oct 2024	Year to Date Budget	\$ Over (Under) Budget	% of Budget
Ordinary Income/Expense					
Income					
Pledges & Donations					
4010 · Pledges & Regular Giving	\$ 17,589.34	\$ 248,923.34	\$ 250,000.00	\$ (1,076.66)	99.57%
4020 · Loose Offering	88.80	2,449.80	1,250.00	1,199.80	195.98%
4030 · Sunday School	0.00	0.00	0.00	0.00	0.00%
4040 · Other Offerings-Easter/Christma	0.00	117.37	500.00	(382.63)	23.47%
Total Pledges & Donations	<u>17,678.14</u>	<u>251,490.51</u>	<u>251,750.00</u>	<u>(259.49)</u>	<u>99.90%</u>
Other Income					
4120 · Facility Usage	0.00	450.00	1,000.00	(550.00)	45.00%
4130 · Miscellaneous Income	0.00	150.00	0.00	150.00	100.00%
4150 · Parking Lot	0.00	0.00	0.00	0.00	0.00%
4155 · Parking - Air Garage managed	0.00	113,918.91	75,000.00	38,918.91	151.89%
4156 · Parking - Air Garage lease	29,830.72	58,218.24	75,000.00	(16,781.76)	77.62%
4190 · Advances from Investments	0.00	0.00	0.00	0.00	0.00%
Total Other Income	<u>29,830.72</u>	<u>172,737.15</u>	<u>151,000.00</u>	<u>21,737.15</u>	<u>114.40%</u>
Total Income	<u>47,508.86</u>	<u>424,227.66</u>	<u>402,750.00</u>	<u>21,477.66</u>	<u>105.33%</u>
Expense					
5000 · Administrative	875.79	14,796.48	15,458.34	(661.86)	95.72%
5100 · Apportionments	5,471.91	54,719.13	54,719.20	(0.07)	100.00%
5200 · Lay Personel					
5210 · Salaries	11,773.35	85,178.92	91,761.92	(6,583.00)	92.83%
5300 · Payroll Expenses	1,637.14	11,485.66	13,952.10	(2,466.44)	82.32%
Total Lay Personnel Salary & Benefits	<u>13,410.49</u>	<u>96,664.58</u>	<u>105,714.02</u>	<u>(9,049.44)</u>	<u>91.44%</u>
6000 · Ministerial Salaries & Benefits					
6010 · Sr. Pastor	7,853.32	78,533.21	78,533.30	(0.09)	100.00%
6040 · Ministerial Benefits	3,711.53	33,093.25	33,625.90	(532.65)	98.42%
Total Ministerial Salaries & Benefits	<u>11,564.85</u>	<u>111,626.46</u>	<u>112,159.20</u>	<u>(532.74)</u>	<u>99.53%</u>
7000 · Ministry Expenses	72.37	6,057.35	11,029.24	(4,971.89)	54.92%
7500 · Trustee Accounts					
7501 · Operating	6,728.94	90,319.22	92,614.90	(2,295.68)	97.52%
7600 · Parking Lot	525.00	35,681.82	39,375.00	(3,693.18)	90.62%
Total Trustee Accounts	<u>7,253.94</u>	<u>126,001.04</u>	<u>131,989.90</u>	<u>(5,988.86)</u>	<u>95.46%</u>
Total Expense	<u>38,649.35</u>	<u>409,865.04</u>	<u>431,069.90</u>	<u>(21,204.86)</u>	<u>95.08%</u>
Net Ordinary Income (Loss)	8,859.51	14,362.62	(28,319.90)	42,682.52	-50.72%
Other Income/Expense					
8000 · Investment Income	(17,001.27)	53,487.54	0.00	53,487.54	100.00%
9010 · Use of Investment Income	0.00	50,000.00	0.00	50,000.00	100.00%
Net Other Income (Loss)	<u>(17,001.27)</u>	<u>3,487.54</u>	<u>0.00</u>	<u>103,487.54</u>	<u>100.00%</u>
Net Income (Loss)	<u>\$ (8,141.76)</u>	<u>\$ 17,850.16</u>	<u>\$ (28,319.90)</u>	<u>\$ 146,170.06</u>	<u>-63.03%</u>

Not Audited, Reviewed or Compiled. No Assurance Is Provided on These Financial Statements.
Substantially All Disclosures Required by the Modified Cash Basis Are Not Included.

Tempe First United Methodist Church
2025 Budget (Draft as of 11/12/24)

Income

Pledges & Donations

4010 Pledges & Regular Giving	\$ 302,868.00
4020 Loose Offering	\$ 3,000.00
4040 Other Offerings - Easter/Christmas	\$ 1,200.00

Total Pledges & Donations \$ 307,068.00

Other Income

4120 Facility Usage	\$ 500.00
4155 Parking Lot Air Garage	\$ 210,000.00

Total Other Income \$ 210,500.00

Total Income \$ 517,568.00

Expenses

Administrative

5020 Accounting Services	\$ 7,800.00
5030 Bank Fees	\$ 1,800.00
5035 Breeze ACH Fees	\$ 1,300.00
5040 Conference Expense	\$ 400.00
5049 Postage	\$ 800.00
5050 Office Expenses	\$ 2,000.00
5060 Guest Pastor Honorarium	\$ 300.00
5085 Breeze Software Fees	\$ 864.00
5087 Marketing	\$ 1,000.00
5090 Technology	\$ 2,500.00

Total Administrative \$ 18,764.00

Apportionments

5100 Apportionments	<u>\$ 65,663.00</u>
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Total Apportionments \$ 65,663.00

Lay Personnel

Lay Personnel Salaries

5212 Staff Appreciation	\$ 500.00
5215 Custodian	\$ 19,500.00
5218 AV Tech	\$ 4,550.00
5219 Choir Director	\$ 19,000.00
5225 Organist	\$ 31,900.00
5229 Office Manager	\$ 31,700.00
Building Engineer	<u>\$ 15,600.00</u>

Total Lay Salaries \$ 122,750.00

Payroll Expenses

5310 FICA/Medicare - Employer	\$ 9,500.00
5315 Staff Health Insurance	\$ 3,740.00
5320 Workers Compensation	\$ 2,700.00
5325 Direct Deposit Fees	<u>\$ 728.00</u>

Total Payroll Expenses \$ 16,668.00

Total Lay Personnel \$ 139,418.00

Ministerial Salary & Benefits**Senior Pastor**

6011 Base Salary	\$ 62,451.00
6012 Housing	\$ 34,240.00
Total Senior Pastor	<u>\$ 96,691.00</u>

Associate Pastor/Minister of Visitation

6023 Salary	\$ 6,000.00
Total Associate Pastor	<u>\$ 6,000.00</u>

Ministerial Benefits- Sr Pastor

6041 Business Expenses	\$ 2,500.00
6042 Cont Education Expenses	\$ 750.00
6043 Annual Conference	\$ 750.00
6050 Health Insurance	\$ 26,196.00
6060 Pension	\$ 12,570.00
Total Ministerial Benefits Sr Pastor	<u>\$ 42,766.00</u>

Total Ministerial Salary & Benefits	<u>\$ 145,457.00</u>
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Ministry Teams

7050 Finance	\$ 100.00
7060 Membership/Hospitality/Growth	\$ 2,000.00
7070 Membership Upper Room	\$ 375.00
7080 Membership/Memorial Receptions	\$ 200.00
7090 Music	\$ 4,000.00
7120 Staff Parish	\$ 250.00
7140 Worship	\$ 1,000.00
7145 Worship - AV Ministry	\$ 5,000.00
7150 Chancel Flowers	\$ 600.00
7160 Ministry Design	\$ 1,000.00
Visitation Ministry	\$ 1,000.00
Christian Education	\$ 1,000.00
All Abilities Ministry	\$ 1,000.00

Total Ministry Teams	<u>\$ 17,525.00</u>
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Trustee Accounts**Operating Expenses**

7510 Custodial Supplies Church	\$ 2,500.00
7520 Equipment	\$ 3,000.00
7530 Insurance - Bldg & Liability	\$ 25,000.00
7550 Repair & Maintenance	\$ 40,000.00
7561 Electric for Church	\$ 27,500.00
7562 Electric for Baker Center	\$ 9,000.00
7563 Water & Gas	\$ 9,500.00
7564 Telecommunications	\$ 8,616.00
7570 Landscaping	\$ 5,100.00

Total Operating Expenses	<u>\$ 130,216.00</u>
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Parking Lot Expenses	
7640 Sales & Income Taxes	\$ -
7650 990T Tax Prep Services	\$ 525.00
Total Parking Lot Expenses	<u>\$ 525.00</u>
Total Trustee Accounts	<u>\$ 130,741.00</u>
Total Expenses	\$ 517,568.00
Net Income (Loss)	\$ -

2024 Annual Report of Trustees (CC)

Your Name

Sandra Stauffer

Church Email

office@tempefirstumc.org

Select Your Church:

First UMC - Tempe

Select Your District:

East District

Church Pastor Name

Paul Cho

Church Pastor Email

pastorpaul@tempefirstumc.org

President

Sandra Stauffer 12/31/24

Vice President

Carol Harper 2025

Secretary

Shelly Johnston 2024

Treasurer

N/A N/A

Board of Trustees Members

Full Name	Term Expires
Shelby Hobart	2024
Cindy Gardner	2025
Mary Beth Spielberg	2025
Doug Green	2026
Jack Serratt	2026
Steve Watson	2026

2. Is the local church incorporated (¶2529.1a)?

Yes

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

Church Buildings

215 E. University Dr., Tempe, AZ 85281 Maricopa County Records Office 2221 372

b. Who is the custodian of deeds and other legal papers?

Clergy

c. Where are they kept?

Church Office, Fireproof Cabinet, 215 E. University Dr., Tempe, AZ 85281

4. Does each deed contain trust clause (¶2503)?

Yes

5. Do you have a long-term plan for the replacement of facilities and equipment as they deteriorate?

No

6.a. Insurance (¶2533.2, 2550.7)

Church Buildings

\$5,891,023 Replacement Cost Replacement Cost Brotherhood Mutual

Church Buildings Restricted By Coinsurance (Yes or No and amount)

No

Church Furnishings and Equipment

\$1,179,000 Replacement Cost Replacement Cost Brotherhood Mutual

Church Furnishings & Equipment-Restricted By Coinsurance (Yes or No and amount)

No

General Liability

\$1 Million / \$5 Million Occurrence basis Brotherhood Mutual

General Liability-Restricted By Coinsurance (Yes or No and amount)

No

Worker's Compensation

Brotherhood Mutual

Worker's Comp-Restricted By Coinsurance (Yes or No and amount)

No

Directors and Officers/Errors and Omissions/Crime

\$1 Million / \$5 Million Occurrence basis Brotherhood Mutual

Directors & officers/Errors &

**Omissions/Crime-Restricted By Coinsurance
(Yes or No and amount)**

No

Professional Liability Coverage (Including Sexual Misconduct)

\$1 Million / \$5 Million (Sexual Misconduct \$500,000 / \$1 Million Occurrence basis Brotherhood Mutual

**Professional Liability Coverage-Restricted
By Coinsurance (Yes or No and amount)**

No

**b. Have the buildings been inspected for fire
and other safety hazards within the past
year?**

Yes

**c. Have you assessed the replacement value
within the last 5 years?**

No

Who performs the assessment?

Tempe Fire Department (Fire and Safety)

**Does the church have a Safe Sanctuary
Policy?**

Yes

Is the amount of insurance adequate?

Yes

**7.a. Has an annual accessibility audit for
church properties been conducted (¶
2533.6)?**

Yes

**If needed, have you developed an
accessibility plan?**

Yes

8. Provide a detailed list of income-producing and permanent funds:

Item	Date Received	Amount	Where Invested	Income	How Income is Used for Ministry
Tempe First UMC-General		\$163,368.98	DSUMF Pool Fund		
Tempe First UMC-Trustee		\$1,910.87	DSUMF Pool Fund		

Tempe First UMC-Memorial Garden		\$23,437.30	DSUMF Pool Fund		
Tempe First UMC-Smart		\$522,853.61	DSUMF Pool Fund		
Tempe UMF-Scholarships		\$355,104.00	DSUMF Pool Fund		
Tempe UMF-Music Fund		\$97,465.81	DSUMF Pool Fund		
Tempe UMF-Undesignated		\$537,788.57	DSUMF Pool Fund		

Income-producing and permanent funds supplement statement.

- [11TEMPFU13-2024-September-Statement.pdf](#)
- [2024-10.31-DSUMF-stmt.pdf](#)

If the digital signature is not possible when you've finished completing the form, submit the document anyway. The office will follow up to get the missing signature.

By submitting this online form, you are verifying that this information is correct and all parties who should know the information have agreed.

President of Trustees Signature



President of Trustees Name

Sandra L Stauffer 11/13/24

After using the 'Save and Continue' button you must enter your email address below to receive the link to continue working on this form.

2024 Report of the Pastor Membership Audit (CC)

Name

Sharon Clement Membership Secretary

Email

office@tempefirstumc.org

Select your church

First UMC - Tempe

Select Your District:

East District

Church Pastor Name

Rev Paul Cho

Church Pastor Email

pastorpaul@tempefirstumc.org

Date of the Charge/Church Conference

11/16/2024

Total Members reported last CC	Members Received since last CC	Members Removed since last CC
221	2	9

Total Members

214

Transfers from other United Methodist Churches (list one name per row and press the + sign to add additional rows.)

Jim McFadden - Central UMC 05/27/2024

Carol McFadden - Central UMC 05/27/2024

Transfers from Non-United Methodist Churches (list one name per row and press the + sign to add additional rows.)**Professions of Faith (list one name per row and press the + sign to add additional rows.)****Confirmands (list one name per row and press the + sign to add additional rows.)****Reaffirmations of Faith (list one name per row and press the + sign to add additional rows.)**

rows.)

Restored Members (list one name per row and press the + sign to add additional rows.)

Celebrations (not included in membership total)

Baptisms (list one name per row and press the + sign to add additional rows.)

Affiliate Members (list one name per row and press the + sign to add additional rows.)

Associate Members (list one name per row and press the + sign to add additional rows.)

Greg Oman

How many persons Removed from Membership (total number)

9

Transfers to Other United Methodist Churches (list one name per row and press the + sign to add additional rows.)

Wayne Land
Laura Land
Serena Land
Ruth Land
Dave Bolman

Transfers to Non-United Methodist Churches (list one name per row and press the + sign to add additional rows.)

Withdrawal by Request (list one name per row and press the + sign to add additional rows.)

Full-Member Deaths (list one name per row and press the + sign to add additional rows.)

Rebecca Bassoni
Cheryl Poe
Joan Shacklock
Hal Jenkins

Removed by Church Conference (list one name per row and press the + sign to add additional rows.)

Additional Prayers (not included in membership total)

Non-Member & Affiliate/Associate Member Deaths (list one name per row and press the + sign to add additional rows.)

Membership Removals to be considered

1st Year List (list one name per row and press the + sign to add additional rows.)

2nd Year List (list one name per row and press the + sign to add additional rows.)

Official Membership List of Professing Members

Ministry Plan for the Year Ahead

Rev. Paul Cho

The Future Is Here!

Though we are fond of how things were in the 1970s, '80s, and even the '90s, this new year of ministry brings us one-quarter of the way into the 21st century! Perhaps our sense of time is amiss. Looking back, it's easy to wince at the pandemic years—those times of isolation, when we wondered if we'd ever gather together again. And yet, here we are! Surely it's time to actively engage in ministry at all levels, putting God's love for the world into action.

At the same time, my renewal experience has shown me that renewing the spirit and mind does not necessarily renew the body. The fact remains: we are older than we have ever been, individually and collectively. Another sobering truth I've learned is that we don't always age progressively; our physical and cognitive capacities, health, and well-being can change unexpectedly. So, too, can our spirituality. A loss, a diagnosis, or an election result can shift our spiritual outlook. How shall we move forward, seeking to be a healthy church for a healthy world?

One: Healthy Spirit

In an October survey, 47.4% of respondents expressed interest in "Health and Fitness," while 73.7% sought "Spiritual Wellness" through church life—these were the highest-ranked interests among the two dozen topics surveyed. Additionally, 84.8% of respondents indicated a preference for a contemporary or blended style of worship, with singing noted as one of the most meaningful ways to enhance our communal life.

To cultivate a healthy spirit, we look to the desert fathers and mothers, who exemplified the contemplative life. Contemplation allows an unfamiliar melody to become a sacred song, ancient stories to resonate today, and our lives to transcend the limits of the physical. Richard Rohr writes, "God is to be found in all things, even and most especially in the painful, tragic, and sinful things, exactly where we do not want to look for God. The crucifixion of the God-Man is at

the same moment the worst thing in human history and the best thing in human history.”¹ When, not if, our bodies and spirits falter, contemplation helps us stay connected to God, our Creator and Sustainer.

In practice, I will develop new opportunities, coordinate with small group leaders, and collaborate with our choir director and the music ministry to nurture a contemplative culture in worship, fellowship, and discipleship.

Two: New Birth

Through a year-long discernment process, we’ve affirmed that our ministry on this corner of University and Forest is far from over. We are uniquely positioned to reach one of the nation’s largest universities in one of the state’s most diverse cities. With the support of the church council and congregation, we envision a new beginning through the formation of a spiritual entrepreneur.

Led by the next generation, the “Contagious Good” will pioneer efforts to be a force for good in our community through spiritual activism. This team will dream and implement movements where faith is relevant and transformative. As Contagious Good takes root, may we celebrate the new generation’s life-giving ministries, and may we find ourselves renewed through their fruits.

Three: Holy Partnership

God is ever present with us, and the Spirit is always on the move. Let us attune ourselves to the Spirit’s work among us. In Genesis 18, Abraham showed hospitality to three angels, and Hebrews 13:2 reminds us, “Do not neglect to show hospitality to strangers, for by doing that some have entertained angels without knowing it.”

¹ Rohr, Richard. Everything Belongs : The Gift of Contemplative Prayer, The Crossroad Publishing Company, 2015. ProQuest Ebook Central, <http://ebookcentral.proquest.com/lib/dtl/detail.action?docID=2092956>. Created from dtl on 2024-11-14 03:20:01.

As 137-year-old stewards of this 110-year-old campus at University and Forest, may we strive not only to support but to partner with the Holy Spirit's work through Valley Wesley, the ASU student organization, Pitchfork Pantry, and other efforts that serve the greater university community. Together, we can connect, collaborate, and co-create ways to put God's love for the world into action.

Pastor's Continuing Education

This past year, my continuing education was partly guided by the Lilly Clergy Renewal grant program, a two-year initiative that included training in cultural competency, counteracting bias, selected readings on renewal and contemplative practices, as well as spiritual direction with Dave Wilson of Standing Stone Ministry. This period provided ample time to reflect deeply on my life's journey, culminating in a memoir in progress titled "Blossoming Between Cultures: A Korean American's Journey to Wholeness."

This renewal experience has ignited in me a profound desire to continue growing in professional knowledge. With affirmation from our lay leader, I have now begun my Doctor of Ministry studies, focusing on spiritual renewal, contemplative practices, and strategic leadership. My hope is that, particularly in strategic leadership, this program will help me deepen my capacity to care for and lead our church, the new spiritual entrepreneurship venture we're launching, Tempe First Foundation, and the Valley Wesley Foundation. I look forward to applying this learning in a relevant ministry project and witnessing its impact over the coming years.



Desert Southwest Conference

the United Methodist Church

Pastor Compensation Package

Pastor Name: Paul Cho

Clergy Status: Elder (FE) Years of UMC Service: 21.5

Ministry: Tempe First, Tempe Appointment: 100% Begin Date: 2025-01-01

Compensation		
Base		\$62,451
Housing Allowance		\$34,240
Total Compensation		\$96,691.00
Benefits		
Pension		\$12,569.83
Health Insurance		
	DSC Health Premium	\$17,784
	Participant Portion	\$8,412
	External Insurance	
	Total Health Ins	\$26,196.00
Total Benefits		\$38,765.83
Expenses		
Continuing Education		\$750
Professional Reimbursement		\$2,500
Annual Conference Session		\$750
Total Expenses		\$4,000.00
Total Package		\$139,456.83

Signatures

Date: _____

Pastor _____

SPRC Chair _____

Superintendent _____

Date approved by Charge Conference or Church Council _____

Signed form must be sent/given to the DS or the District Office (districtoffice@dscumc.org), Desert Southwest Conference. District Office -- PO Box 32830, Phoenix, Arizona 85064

Nominations and Leadership Development Report

The Nomination and Leadership Development Committee, hereafter the NLD Committee, continue to face the difficulty of finding members with the necessary gifts and graces to serve in various leadership roles. After consulting the church council about this challenge, we are revising the committee sizes to 3 classes of 2 persons for a total of 6 per each mandatory committee.

The NLD also notes three areas for leadership development. One, we expect all members in leadership roles to attend a forthcoming boundary training. Two, we encourage the church council to adopt a policy on addressing violence in the church with resources from Brotherhood Mutual. Three, we implore the church council to further study the Simple Governance Structure by way of coaching provided through the Desert Southwest Conference.

We also admonish all members in leadership roles to faithfully carry out their service for the duration of their commitment. Committee leaders are to hold individual members accountable to participation in their work. The pastor with the Nominations and Leadership Development committee is resolved to work with the respective chairs to accommodate for unexpected needs should they arise during the interim periods between annual charge/church conferences.

The Nominations and Leadership Development committee recommends the following for leadership in 2025.

Nominations and Leadership Development: Sonia Burns, Candance Raper, Phoebe Leong, Carl Duncan, with Charlie Schock, and Paul Cho

Church Council: Bob Nullmeyer as Chair. Jemni (Shiloh) Dasi as at-large. Mary Beth Spielberg as Ministry Design Team Lead, Fred Wood as Sustainability Team Lead, along with the respective chairs of the SPRC, Finance, Trustees, and the chair of the Tempe First Foundation, with the president of the UWF.

Staff Parish Relations Committee: Gay Pies as Chair. Nelda McKee, Faith Knight, Debbie Hulbert, Mark Andersen, and Shelane Johnston as at-large members.

Board of Trustees: Chair TBD, Sandy Stauffer, Doug Green, Carol Harper, Mary Beth Spielberg, Jack Sarrett, and Rolando Corella as at-large members, with the Sustainability Team's lead, Fred Wood, as an ex-officio member.

Finance Committee: Patty Wilmlink as chair. Bev Keefer, Karen Kinzer, Gary Holder, and Bill Gardner as at-large members, with Carmina Lordeo as Treasurer, Stan and Elain Bristol as secretaries.

We also recognize the leadership of these affiliate entities:

Tempe First Foundation: Larry Mishler as chair. Lorelei Andersen as secretary. Judy Sarrent, Bill Gardner, Sandy Dudden, Ted Raper, Don Dotts as at-large members, with the finance chair, trustees chair and senior pastor as ex-officio members without vote.

Valley Wesley Foundation: Rev. Paul Cho as chair. Kathy Schock as secretary. David Withey as treasurer. Candee Raper, Heather Ford/, and Maureen McCoy as at-large members, with the East District Superintendent.

2024 Candidates for Ministry (CC)

Name

Stacia Duncan

Email

pastorpaul@tempefirstumc.org

Select your church

First UMC - Tempe

Select Your District:

East District

Church Pastor Name

Paul Cho

Church Pastor Email

pastorpaul@tempefirstumc.org

Enter the Candidates for Ministry

Candidate's Full Name	Candidate's Email
Stacia Duncan	staciaduncan@tempefirstumc.org