

MAKING DISCIPLES OF
JESUS CHRIST FOR THE
TRANSFORMATION OF THE
WORLD

First United Methodist Church - Lufkin
Church Conference 2020

Tuesday, November 17, 2020

6 PM • Zoom Meeting



FIRST UNITED METHODIST CHURCH

www.lufkinfirst.com

CHARGE CONFERENCE AGENDA

As Provided by The East District

Tuesday, November 17, 2020

WELCOME & OPENING PRAYER

Rev. Dr. Dick White

ELECTION of SECRETARY

ATTENDANCE SHEET

DEVOTIONAL OFFERED by DISTRICT SUPERINTENDENT

Rev. Dr. Dick White

REPORTS

- Trustees Report
- Finance Report
- Clergy Salary Sheet
- Leaders/Nominations 2020
- Apportionments
- Report of the Pastor
- Annual Recommendation for Continuation
 - Caleb Brimmage, Certified Candidate
 - Steve Killam, Certified Candidate
 - Madison Garcia, Certified Candidate
 - Sherry Lindsey, CLM
 - Tom Paxson, Lay Servant

RECOGNIZE RETIRED PASTORS

Rev. John Bingham
Rev. Steve Fieldcamp
Rev. Barbara Brand James
Rev. Jesse Harris

MINISTRY REPORT

Dustee Knapp

BENEDICTION

Rev. Dr. Jerome Brimmage



Report of the Trustees

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

(¶ 2550). Additional reports should be made as requested by the Charge Conference or Church Council or equivalent. Numbers in parentheses refer to paragraphs in the 2016 Book of Discipline.

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

First United Methodist Church – Lufkin Church _____ Charge _____
East District District Texas Annual Conference

For the period beginning November 19, 2019, and ending November 17, 2020
DATE OF PRIOR CHARGE CONFERENCE DATE OF CURRENT CHARGE CONFERENCE

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

	Name	Term Expires
President	<u>Mack Coward</u>	<u>December 31, 2020</u>
Vice President	<u>Chris Dunegan</u>	<u>December 31, 2020</u>
Secretary	<u>Gloria Holt</u>	<u>December 31, 2020</u>
Member	<u>Terry Morgan</u>	<u>Class of 2020</u>
Member	<u>Walter Enos</u>	<u>Class of 2021</u>
Member	<u>Sally Muhlbach</u>	<u>Class of 2021</u>
Member	<u>Brandie Knight</u>	<u>Class of 2022</u>
Member	<u>Mack Coward</u>	<u>Class of 2022</u>
Member	<u>Bill Wafer</u>	<u>Class of 2022</u>

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

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

	Name(s)	Office	Book	Page
Church Buildings	<u>Trustees</u>	<u>Angelina County</u>	<u>193</u>	<u>363</u>
Church Buildings	<u>HJ Shands st al Trust</u>	<u>Angelina County</u>	<u>281</u>	<u>563</u>
Parsonages	<u>Trustees</u>	<u>Angelina County</u>	<u>1365</u>	<u>337</u>
Parsonages				
Other	<u>Trustees</u>	<u>Angelina County</u>	<u>(1298) 1563</u>	<u>(5435) 86</u>
Other	<u>Trustees</u>	<u>Angelina County</u>	<u>192</u>	<u>566-587</u>

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

c. Where are they kept? First UMC 805 E Denman Avenue Lufkin, TX (fire proof safe)

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

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

6. a. Insurance (¶2533.2, 2550.7)

Item Insured/ Insurance	Replacement Value	Amount of Coverage	Type of Coverage	Company	Restricted By Coinsurance (Yes or No and amount)		Expires When
					Y	N	
Church Buildings	\$12,150,030.00	\$12,150	Replacement	Glatfelter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Amount:: 4/26/2021
Parsonages	\$249,000.00	249,000.00	Replacement	Glatfelter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Amount:: 4/26/2021
Church Furnishings and Equipment	\$2,136,650.00	\$2,136,650.00	Replacement	Glatfelter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Amount:: 4/26/2021
Parsonage Furnishings and Equipment	\$	\$		Glatfelter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Amount:: 4/26/2021
Vehicle(s)	\$47000.00	47000.00	Liability & Property Damage	Glatfelter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Amount:: 4/26/2021
General Liability		\$5000.00	Liability	Glatfelter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Amount:: 4/26/2021
Worker's Compensation				Texas Mutual	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Amount::
Directors and Officers/Errors and Omissions/Crime		\$1M	Liability	Glatfelter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Amount:: 4/26/2021
Professional Liability Coverage (Including Sexual Misconduct)		\$3M	liability	Glatfelter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Amount:: 4/26/2021

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

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

d. Who performed the assessment? Gallagher Bassett Services

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

f. Is the amount of insurance adequate? Yes No

(to determine adequacy of coverage, please use the GCFI Insurance Worksheet found at <http://www.gcfa.org/gcfa/united-methodist-church-minimum-insurance-requirements>)

7. a. Has an annual accessibility audit for church properties been conducted (§ 2533.6)? Yes No

(attach as a report; an example accessibility audit form may be found at <http://www.gcfa.org/forms-and-resources>)

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

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

Item	Date Received	Amount	Where Invested	Income	How Income is Used for Ministry
Endowment Fund	10/1990	178,092.81	Texas Methodist Foundation	9503.04	Reinvestment
Byrd Memorial Fund	3/1989	1674.88	Texas Methodist Foundation	53.60	Society of St. Stephens
Wade Memorial Fund	1964 & 1974	\$8764.59 & 6451.84	Texas Methodist Foundation	465.83 & 341.08	Reinvestment

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

President of Trustees Mack Coward

Printed Name: Mack Coward

Date: 10-20-2020

Annual Report of the Board of Trustees, 2017-2020

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

REPORT OF THE TRUSTEES

REPORT OF THE TRUSTEES					
ADDITIONAL INFORMATION REGARDING # 8 ON REPORT					
Item	Date Received	Amount	Where Invested	Income	How Income is Used for Ministry
METHODIST LOAN FUND	2016	\$127,040.40	TEXAS METHODIST FOUNDATION	\$2,631.48	REINVESTMENT

QUICK VIEW FINANCIAL REPORT

SEPTEMBER 2020

REVENUE	MTD	MONTHLY BUDGET	YTD	YTD BUDGET
PLEDGED GIVING	\$91,754.46	\$97,133.95	\$888,142.52	\$909,548.69
NON PLEDGED GIVING	\$7,751.10	\$16,275.67	\$89,019.53	\$131,172.96
OTHER INCOME	\$887.00	\$0.00	\$4,130.20	\$500.00
MGP 2.0	\$4,231.09	\$3,180.69	\$29,577.26	\$38,457.95
CROSS COURT	\$2,635.82	\$1,211.87	\$13,285.82	\$15,864.39
FACILITIES	\$900.00	\$0.00	\$2,455.00	\$0.00
	\$108,159.47	\$117,802.18	\$1,026,610.33	\$1,095,543.99
EXPENSES	MTD	MONTHLY BUDGET	YTD	YTD BUDGET
APPORTIONMENTS	\$14,403.70	\$14,403.59	\$129,633.30	\$129,633.23
OPERATIONS EXPENSES	\$40,404.40	\$30,933.90	\$272,389.59	\$264,048.30
PROGRAMMING EXPENSES	\$13,218.86	\$10,119.16	\$80,091.22	\$93,672.42
PERSONNEL EXPENSES	\$50,129.68	\$67,434.68	\$580,453.59	\$596,004.22
TOTAL EXPENSES	\$118,156.64	\$122,891.33	\$1,062,567.70	\$1,083,358.17
NET INCOME	-\$9,997.17	-\$5,089.15	-\$35,957.37	\$12,185.82

	Sep 2020		YTD	
	Actual	Budget	Actual	Budget
Income				
4000 Pledge Gifts	\$ 91,754.46	\$ 97,133.95	\$ 888,142.52	\$ 909,548.69
4015 Non-Pledge Gifts	\$ 7,616.10	\$ 14,727.05	\$ 86,273.50	\$ 120,818.83
4020 Loose Plate Gifts	\$ 135.00	\$ 1,548.62	\$ 2,746.03	\$ 10,354.13
4025 Special Offerings	\$ 887.00	\$ -	\$ 3,957.00	\$ 500.00
4045 Other Income			\$ 173.20	\$ -
4065 MGP 2.0 - Tuition & Reg Combined	\$ 4,231.09	\$ 3,180.69	\$ 29,577.26	\$ 38,457.95
4075 Cross Court Revenue	\$ 2,635.82	\$ 1,211.87	\$ 13,285.82	\$ 15,864.39
4080 CLC/REC REVENUE			\$ 240.00	\$ -
4090 Facilities Use Revenue	\$ 900.00		\$ 2,215.00	\$ -
Total Income	\$ 108,159.47	\$ 117,802.18	\$ 1,026,610.33	\$ 1,095,543.99
Gross Profit	\$ 108,159.47	\$ 117,802.18	\$ 1,026,610.33	\$ 1,095,543.99

Expenses

5100 World Service	\$ 2,184.83	\$ 2,184.83	\$ 19,663.47	\$ 19,663.51
5101 Ministerial Education Fund	\$ 737.92	\$ 737.91	\$ 6,641.28	\$ 6,641.27
5102 Black College Fund	\$ 294.33	\$ 294.33	\$ 2,648.97	\$ 2,649.01
5103 Africa UM University	\$ 65.95	\$ 65.90	\$ 593.55	\$ 593.30
5104 New Church New Faith	\$ 987.17	\$ 987.16	\$ 8,884.53	\$ 8,884.52
5105 Ctr. for Clergy Excellence	\$ 396.58	\$ 396.58	\$ 3,569.22	\$ 3,569.26
5106 Interdenominational Coop	\$ 57.75	\$ 57.75	\$ 519.75	\$ 519.75
5107 Ctr. for Missional Excellence	\$ 954.75	\$ 954.75	\$ 8,592.75	\$ 8,592.75
5108 General Admin Fund	\$ 259.42	\$ 259.41	\$ 2,334.78	\$ 2,334.77
5109 Ctr. for Congregational Excellence	\$ 733.83	\$ 733.83	\$ 6,604.47	\$ 6,604.51
5110 Jurisdictional Apportionments	\$ 137.17	\$ 137.16	\$ 1,234.53	\$ 1,234.52
5111 Pension (Conf. Claimants)	\$ 294.83	\$ 294.83	\$ 2,653.47	\$ 2,653.51
5112 Ctr. for Connectional Resources	\$ 1,802.42	\$ 1,802.41	\$ 16,221.78	\$ 16,221.77
5113 District Superintendent Fund	\$ 1,109.33	\$ 1,109.33	\$ 9,983.97	\$ 9,984.01
5114 Episcopal Fund	\$ 647.00	\$ 647.00	\$ 5,823.00	\$ 5,823.00
5115 Equitable Compensation Fund	\$ 73.75	\$ 73.75	\$ 663.75	\$ 663.75
5116 Medical Benefits Program	\$ 1,219.33	\$ 1,219.33	\$ 10,973.97	\$ 10,974.01
5125 East District ADMIN	\$ 2,206.00	\$ 2,175.83	\$ 20,095.34	\$ 19,944.49
5126 East District - Mission	\$ 78.67	\$ 88.50	\$ 629.36	\$ 678.51
5127 East District - SFA	\$ 162.67	\$ 183.00	\$ 1,301.36	\$ 1,403.01
	\$ 14,403.70	\$ 14,403.59	\$ 129,633.30	\$ 129,633.23
5200 Postage	\$ 291.37	\$ 141.00	\$ 2,174.57	\$ 1,827.00
5201 Bank Fees/Credit Card Fees	\$ 31.66	\$ 186.64	\$ 2,959.76	\$ 2,240.09

5202 Office Supplies and Expenses	\$ 2,333.02	\$ 2,714.75	\$ 22,457.58	\$ 23,855.72
5203 Professional Expenses - Operating	\$ 1,550.00	\$ 1,195.37	\$ 23,187.00	\$ 21,413.89
5205 Computer Support and Maintenance	\$ 1,736.57	\$ 1,120.25	\$ 18,018.40	\$ 14,639.23
5206 Utilities - Church	\$ 8,387.72	\$ 7,032.17	\$ 48,189.18	\$ 53,903.51
5207 Utilities - Parsonage	\$ 672.48	\$ 825.89	\$ 5,400.58	\$ 6,322.34
5208 Insurances	\$ 8,572.00	\$ 5,646.75	\$ 46,559.45	\$ 33,059.75
5209 Maintenance - Repairs and Supplies	\$ 9,841.68	\$ 2,523.44	\$ 29,330.89	\$ 20,429.66
5210 Maintenance - Housekeeping Staff	\$ 1,613.65	\$ 3,615.07	\$ 14,943.71	\$ 27,154.78
5211 Maintenance - AC and Heating	\$ -	\$ 680.25	\$ 8,903.60	\$ 7,959.25
5212 Maintenance - Vehicles	\$ 40.00	\$ 62.50	\$ 138.03	\$ 312.50
5213 Maintenance - Lawn and Landscaping	\$ 2,947.00	\$ 2,763.37	\$ 27,628.00	\$ 26,709.89
5214 Maintenance - Parsonage	\$ 487.08	\$ 286.55	\$ 2,386.74	\$ 3,140.36
5215 Maintenance - Housekeeping	\$ 205.67	\$ 289.03	\$ 3,040.87	\$ 3,132.91
5216 Telephone Expense	\$ 1,694.50	\$ 1,495.08	\$ 14,898.23	\$ 14,014.78
5225 VCI	\$ -	\$ 355.79	\$ 2,173.00	\$ 3,932.64
	\$ 40,404.40	\$ 30,933.90	\$ 272,389.59	\$ 264,048.30

5300 Worship	\$ 227.01	\$ 163.60	\$ 3,630.71	\$ 3,509.21
5301 Worship - Handbells	\$ (25.00)	\$ -	\$ 500.41	\$ 250.00
5303 Worship - Special Events	\$ -	\$ 62.50	\$ -	\$ 312.50
5304 Worship - Music	\$ -	\$ 17.97	\$ 36.25	\$ 126.10
5305 Worship - Fine Arts	\$ -	\$ 62.50	\$ -	\$ 312.50
5306 Contemporary Worship	\$ 3,648.65	\$ 486.17	\$ 9,392.25	\$ 6,541.46
5307 General Worship	\$ -	\$ 652.83	\$ 3,106.83	\$ 5,041.49
5311 Pastoral Care	\$ (173.00)	\$ 279.85	\$ 517.19	\$ 1,660.44
5313 Spiritual Growth	\$ -	\$ -	\$ 2,052.11	\$ -
5314 Missions and Outreach	\$ -	\$ 673.54	\$ 47.97	\$ 3,479.37
5317 Kitchen Ministry	\$ -	\$ 216.85	\$ 1,165.18	\$ 2,349.43
5320 Evangelism	\$ -	\$ 264.93	\$ 536.77	\$ 1,705.18
5321 Back to School Bonanza Mission	\$ 2,075.14	\$ 625.00	\$ 2,075.14	\$ 3,125.00
5325 Communications	\$ 1,756.73	\$ 1,186.57	\$ 14,509.16	\$ 11,440.30
5345 Cross Court (After School Program)	\$ 708.11	\$ 504.94	\$ 3,987.35	\$ 5,485.20
5347 CLC/Christian Rec Combined	\$ 23.41	\$ 196.56	\$ 539.99	\$ 1,410.31
5355 MGP 2.0	\$ 452.23	\$ 392.45	\$ 4,228.84	\$ 5,022.66
5356 Wednesday Night Meals	\$ -	\$ 312.50	\$ -	\$ 1,562.50
5361 Children	\$ 1,570.50	\$ 853.61	\$ 5,756.16	\$ 7,439.19
5362 Confirmation	\$ -	\$ 23.59	\$ 119.96	\$ 129.23
5363 Nursery	\$ -	\$ 20.66	\$ 234.70	\$ 338.00
5365 Youth	\$ 2,189.38	\$ 1,879.07	\$ 20,893.48	\$ 22,362.76
5370 Adult	\$ 602.63	\$ 576.38	\$ 2,778.67	\$ 3,270.87
5371 Sr. Adult	\$ -	\$ 106.65	\$ 646.82	\$ 1,180.07

5373 Small Groups
5380 Women
5395 Stewardship

\$ -	\$ 37.50	\$ -	\$ 187.50
\$ 163.07	\$ 313.61	\$ 1,009.95	\$ 2,059.17
\$ -	\$ 209.33	\$ 2,325.33	\$ 3,371.98
\$ 13,218.86	\$ 10,119.16	\$ 80,091.22	\$ 93,672.42

Personnel Expenses

\$ 50,129.68	\$ 67,434.68	\$ 580,453.59	\$ 596,004.22
---------------------	---------------------	----------------------	----------------------

Total Expenses

\$ 118,156.64	\$ 122,891.33	\$ 1,062,567.70	\$ 1,083,358.17
----------------------	----------------------	------------------------	------------------------

Net Operating Income
Net Income

\$ (9,997.17)	\$ (5,089.15)	\$ (35,957.37)	\$ 12,185.82
\$ (9,997.17)	\$ (5,089.15)	\$ (35,957.37)	\$ 12,185.82

CLERGY SALARY INFORMATION

November 17, 2020

	Brimmage	Garcia	TOTAL
Base Compensation	\$118,210	\$39,000	\$157,210
Housing	\$0	\$18,000	\$18,000
Acct Reimbursement	\$12,600	\$5,000	\$17,600
Parsonage Utilities	\$8,240	\$0	\$8,240
TOTAL	\$139,050	\$62,000	\$201,050

2021 CHARGE CONFERENCE KEY LEADERS

(updated 11.08.20)

EXECUTIVE COMMITTEE

Chairperson of Church Council	Joy Killam
Vice Chair of Church Council	Marty Harris
Chairperson of Finance	Jack Davis
Chairperson of Trustees	TBD
Chairperson of Staff Parish Relations	Elisa Harris
Treasurer	Alyce Anne Baggett
Chairperson of Missions	TBD
Lay Delegate to Annual Conference	Dan Usher
Lay Delegate to Annual Conference	Babs Jack
Alternate Lay Delegate to Annual Conference	Wayne Haglund
Lay Leader Team	
SPRC	Don Muhlback
Trustees	Tom Carrington
Finance	Alyce Anne Baggett
Children	Whitney Friesen
Youth	Ginny Spore

DESIGNATED MEMBERS (Church Staff)

Senior Pastor	Rev. Dr. Jerome Brimmage
Associate Pastor	Rev. Madison Garcia
Church Administrator	Susan Davis
Director of Worship Arts	Dr. Ernest Boamah
Director of Christian Education	Carolee Brink
Director of Children's Ministry	Chasity Gauthier
Interim Director of Student Ministry	Jenny Capps
Director of Contemporary Worship & Technology	TBD
Director of Communications	Vicki Shimer
Digital Media	Shawn Dunn
Director of Christian Recreation	Valerie Salaiz
Building & Maintenance	Jesus Salaiz
Assistant to the Sr. Pastor	Meko Ivy
Finance and Communications Assistant	Esmer Samarripa
Church Organist	TBD

AT LARGE MEMBERS

2021	2022	2023
Hunter Haglund	Wayne Lawrence	Carter Meyers
Meredith Stanford	Jason Armstrong	Andie Carrizales
Scott Neill	Kayla Simpson	Mark Ferden
Cindy Kadlec	Lauralee Bogue	Regina Ferden

COMMITTEE ON LAY LEADERSHIP (NOMINATIONS)

2021	2022	2023
Vernay Carrington	Barbara Peterson	Susan Morgan
Dustee Knapp	Claudine Kindred	Hilary Walker
Kay Langford	Tony Dale	Dayna Kerr

STAFF PARISH RELATIONS COMMITTEE

2021	2022	2023
Elisa Harris, Chair	Barbara Davis	Steve Jacks
Roy Knight	Jeff Lawrence	Emma Lee Wilson
David Carrizales	Becca McMahon	TBD

TRUSTEES

2021	2022	2023
Walter Enos	Mack Coward	David Saunders
Dr. Sally Muhlbach	Brandie Knight	David Young
Bill Kistler	Bill Wafer	Courtney Kelly

FINANCE COMMITTEE

Chairperson of Finance	Jack Davis
Treasurer	Alyce Anne Baggett
Chairperson of Church Council	Joy Killam
Vice-Chair of Council	Marty Harris
Chairperson of SPRC	Elisa Harris
Chairperson of Trustees	TBD
Lay Leader	Alyce Anne Baggett
Lay Delegate to Annual Conference	Dan Usher
Lay Delegate to Annual Conference	Babs Jack
Alt. Lay Delegate to Annual Conference	Wayne Haglund
Stewardship	Jody Anderson

FINANCE COMMITTEE AT LARGE MEMBERS

2021	2022	2023
Jack Davis, Chair	Jeff Portwood	Stephen Raley
Matt Knight	Ann Boehmer	Doug Robertson
Jason Kelly	Emily Kistler	Charissa Garza
Deanne Lehner	Becky Bowers	Ronny Harrison

VCI LEADERSHIP

(updated 10.01.20)

LEADERSHIP TEAM

Rev. Dr. Jerome Brimmage	Roy Knight, Co-Chair	Marty Harris, Co-Chair
Trey Henderson	Alyce Anne Baggett	Dustee Knapp
Wayne Haglund	Javier Horta	Hunter Haglund
Ellen Charanza	Anita Caraway	Ellen Miller
Andie Carrizales	Mack Coward	

PRESCRIPTION TEAM #1

Bobbie Davis, Chair	Chris Caraway, Vice-Chair
Bill Kistler	Meagan Landers
Terry Morgan	Mandy Savage

VISION, VAULES, & STRUCTURE

Jason Kelly
Andrea Lawrence

PRESCRIPTION TEAM #2

David Carrizales, Chair	Don Muhlbach, Vice-Chair
Hilary Walker	Steve Jack
Erica Neill	Joy Killam

COMPREHENSIVE LEADERSHIP DEVELOPMENT

Lauralee Bogue
Mike Taylor
Jeff Lawrence

PRESCRIPTION TEAM #3

Vickie Evans, Chair	Emily Lawrence, Vice-Chair
Deanne Lehner	Emily Kistler
Al Charanza	Steve Paul
Cathey Friesen	Charissa Garza

BRIDGING INTO THE COMMUNITY

Kassidy Knapp
Janet Read

PRESCRIPTION TEAM #4

Susie Shockley, Chair	Elisa Harris, Vice-Chair
Charles Newcomer	Emily Smith
Kim Kadlec	

MATHEW 18

Bill Moreau
Josh McMahon

PRESCRIPTION TEAM #5

Brigittee Henderson, Chair	Courtney Kelly, Vice-Chair
Jody Anderson	Penny Tatum
Katie Davis	

CULTIVATING A CONSISTENT CULTURE OF HOSPITALITY

Kathe Adams

East District UMC
1507 S. John Redditt Dr.
Lufkin, TX 75904

Jerome Brimmage
805 E. Denman Ave.
Lufkin, TX 75901

2021 East District Apportionments

Dear Jerome Brimmage:

The 2021 **East District** Apportionments for LUFKIN FIRST UMC are shown below. We encourage you to pay on a monthly basis.

Administrative	25,619
Mission	913
SFA Wesley	<u>1,889</u>
Total	\$ 28,421

Please send **East District** Apportionment payments to:

East District UMC
1507 S. John Redditt Dr.
Lufkin, TX 75904-5417

(Be sure to print a copy of this letter for you, your church files, and for your Treasurer or Financial Secretary)

NOTE: **Conference** Apportionments should be mailed to:

*Texas Annual Conference
Rochelle Cebrun
5215 Main St.
Houston, TX 77002*

Mailed September 2020
Emailed to: jbrimmage@lufkinfirst.com

2021 APPORTIONMENTS

Lufkin, First UMC
 805 E Denman Ave
 Lufkin TX 75901-4829

<u>Activity</u>	<u>Annual</u>	<u>Monthly</u>	<u>Rec to Date</u>	<u>Rec this Month</u>	<u>Remaining</u>	<u>% Paid</u>	<u>Remitted</u>
Apportionments							
000011-WORLD SERVICE	\$26,957.00	\$2,246.42	\$0.00	\$0.00	\$26,957.00	0.00 %	_____
000021-MINISTERIAL EDUCATION FUND	\$9,105.00	\$758.75	\$0.00	\$0.00	\$9,105.00	0.00 %	_____
000031-BLACK COLLEGE FUND	\$3,632.00	\$302.67	\$0.00	\$0.00	\$3,632.00	0.00 %	_____
000041-AFRICA UM UNIVERSITY	\$813.00	\$67.75	\$0.00	\$0.00	\$813.00	0.00 %	_____
000091-INTERDENOMINATIONAL COOPERATIVE FUND	\$712.00	\$59.33	\$0.00	\$0.00	\$712.00	0.00 %	_____
000101-GENERAL ADM FUND	\$3,201.00	\$266.75	\$0.00	\$0.00	\$3,201.00	0.00 %	_____
000102-JURISDICTIONAL APPORTIONMENT	\$1,628.00	\$135.67	\$0.00	\$0.00	\$1,628.00	0.00 %	_____
000110-CONGREGATIONAL EXC & TRANSFORMATION	\$8,709.00	\$725.75	\$0.00	\$0.00	\$8,709.00	0.00 %	_____
000115-NEW CHURCH NEW FAITH	\$7,026.00	\$585.50	\$0.00	\$0.00	\$7,026.00	0.00 %	_____
000120-CENTER FOR CLERGY EXCELLENCE	\$4,707.00	\$392.25	\$0.00	\$0.00	\$4,707.00	0.00 %	_____
000130-MISSION & COMMUNICATIONS	\$9,447.00	\$787.25	\$0.00	\$0.00	\$9,447.00	0.00 %	_____
000135-CTR FOR CONNECTIONAL RESOURCES	\$12,839.00	\$1,069.92	\$0.00	\$0.00	\$12,839.00	0.00 %	_____
000140-CAMPUS MINISTRIES	\$7,362.00	\$613.50	\$0.00	\$0.00	\$7,362.00	0.00 %	_____
000151-DISTRICT SUPERINTENDENTS' FUND	\$12,969.00	\$1,080.75	\$0.00	\$0.00	\$12,969.00	0.00 %	_____
000161-EPISCOPAL FUND	\$7,983.00	\$665.25	\$0.00	\$0.00	\$7,983.00	0.00 %	_____
000171-EQUITABLE COMPENSATION FUND	\$875.00	\$72.92	\$0.00	\$0.00	\$875.00	0.00 %	_____
000181-MEDICAL BENEFITS PROGRAM HOSP	\$10,972.00	\$914.33	\$0.00	\$0.00	\$10,972.00	0.00 %	_____
Totals:	\$128,937.00	\$10,744.76	\$0.00	\$0.00	\$128,937.00	0.00 %	_____
Fair Share Goals							
000210-OKLAHOMA INDIAN MISSION	\$84.00	\$7.00	\$0.00	\$0.00	\$84.00	0.00 %	_____
000216-JUSTICE FOR OUR NEIGHBORS (JFON)	\$420.00	\$35.00	\$0.00	\$0.00	\$420.00	0.00 %	_____
000220-CONFERENCE ADVANCE SPECIAL	\$280.00	\$23.33	\$0.00	\$0.00	\$280.00	0.00 %	_____
000245-LAKEVIEW SUMMER CAMP SCHL	\$2,099.00	\$174.92	\$0.00	\$0.00	\$2,099.00	0.00 %	_____
000247-TEXAS METHODIST COLLEGE SCHL	\$2,099.00	\$174.92	\$0.00	\$0.00	\$2,099.00	0.00 %	_____
Totals:	\$4,982.00	\$415.17	\$0.00	\$0.00	\$4,982.00	0.00 %	_____
Grand Totals:	\$133,919.00	\$11,159.93	\$0.00	\$0.00	\$133,919.00	0.00 %	

THESE FIGURES REFLECT THE 2021 APPORTIONMENTS.

PLEASE REMIT YOUR CONTRIBUTIONS BEGINNING JANUARY 1, 2021.

ALL SAINTS



Peggy Beddingfield

Martin W. "Dub" Fouche, Jr.

Sarah Haas

Simon "Bubba" Henderson

Clovis Ray Henson

Clare Herrick

Glenda Hightower

Clayton Jircik

Wilda Kay

Jerry Kocar

Peggy Perry

Iris Reddy

Evelyn Roach

Marie Joyce Roberts Stubblefield

Joanne Saunders

James Smathers

Mary Nell Taylor

Kay Wilkins

James (Jim) Williams

**and all those in our hearts*

1. 2020 Baptisms:

Elaina Lynn Sanchez Day

2A. 2020 Profession of Faith:

Alanna Carrizales

Caleb Dale

Elaina Day

Lila Knapp

2B. 2020 Transfer from Another United Methodist Church:

Bonnie Grable

Bradon Grable

Breya Grable

2C. 2020 Members Transfer from Another Denomination:

Dr. Donald and Deborah Brantley

3A. 2020 Withdrawals:

Todd, Kim, Katie, Tanner and Madison Kassaw

Rex & Gabe Keese

3B. 2020 Members Transferred to Another United Methodist Church:

Gene and Allison Moyer, *Christ United Methodist-Stockdale, TX*

Grant Haney, *First United Methodist Church-Bullard, TX*

Jerry Sue Williams, *Abundant Life UMC-Lufkin, TX*

3C. 2020 Members Transferred to Another Denomination:

Marsha and Lyndell Eppley, *Christ Congregational Church-Lufkin, TX*

Tyler Dunbar, *Briley Town Baptist Church-Garrison, TX*

2020 Church Council Report

At the end of 2019, FUMC Lufkin was gaining traction and momentum was increasing as we continued to work through our VCI prescriptions. We placed an emphasis on creating our vision and bringing ministry areas into focus. Several church members worked and attended the Walks to Emmaus at the end of February and were ready to use that energy as a springboard to begin a new year.

Then we got to March. New words such as coronavirus, social distancing, face masks, quarantine, shelter-in-place, Zoom, virtual and essential workers became common in our vocabulary. From that point forward, the well-planned calendar was wiped clean and new plans began.

Between staff and volunteers, virtual worship began immediately, and adjustments were made to Holy Week, Easter, Senior Sunday, VBS and Confirmation Sunday just to name a few. Zoom links were used for Sunday Schools and committee meetings including Church Council. A COVID Leadership Team was formed and tracked virus status in our county and helped plan timelines for when we could begin in-person worship again.

We virtually welcomed a new Associate Pastor, Madison Garcia, in July and she jumped in with both feet. While it may be some time before she meets everyone in person, we are blessed to have her. August means Back to School Bonanza and while the format was quite a bit different, FUMC Lufkin was there to give our health kits to students.

Our staff continues to work through issues and regulations as programs, Bible studies, Sunday School and of course Worship Services return to the campus. We certainly feel we have put our best foot forward to safely reopen.

Through all of this, our members have remained faithful to our church and our mission to make disciples for Jesus Christ for the transformation of the world.

Anita Caraway
Church Council Chair 2020

First United Methodist Church - Lufkin
STATE OF THE CHURCH
2020
By
Rev. Dr. Jerome Brimmage

We have had a full year of ministry at First United Methodist Church – Lufkin (FUMC Lufkin). We began the year with our annual youth STORM event. It was another incredible year. In addition, January began with me and a small group going to the Holy Lands to learn about the “Land of the Bible.” When we returned, we began our Annual Stewardship Campaign in February. This was very fruitful, and our FUMC members were very generous.

Along with the rest of the world, we encountered the global COVID-19 pandemic beginning in March 2020. We made a quick decision to move our worship online via Facebook Live on March 15, 2020. We offered services live from our Youth and Worship Building (our modern worship space) each week, including Holy Week. We utilized this space due to the technology available for our services to be live streamed. During the summer, we began to record the services ahead of time to better present the services on Facebook Live. Doing this allowed for much creativity and preaching from various locations.

We worked diligently to keep in touch with our church members through phone calls, letters, emails, video reports, online, Text-In-Church, and more. Also, our church members remained generous throughout the pandemic.

A small group of leaders met regularly via Zoom and phone calls to discuss the pathway for reopening to in-person worship and ministry. We developed timelines that had to be adjusted various times due to an increase in community COVID cases. Also, we produced some guidelines to mitigate as many risks as possible.

We trained our ushers and then opened to in-person worship in addition to online worship on September 13, 2020. Since then, we have continued to offer one worship experience at 10 am on Sundays. On October 4, 2020, we added small groups and Sunday School classes to our in-person openings.

The attendance for worship and small groups started strong but have reduced quickly. Many people continue to attend via online options.

FUMC Lufkin has some staff changes this year as well. We began the year with a new director for My Growing Place 2.0 (MGP 2.0), Emily Arnold, and she has done an incredible job. Two of our staff members who are married, exited in January/February. Sarah Scott, Director of Children’s Ministry, left for Marvin UMC in Tyler and her husband, Lance Scott, Contemporary Worship/Technology Leader, moved with his wife. Later in the spring, Lisa Gill, Director of Student Ministries, accepted a ministry job in the Katy area. She previously lived in that area before coming to Lufkin in 2016.

We have since hired Chasity Gauthier for our Children’s and Nursery Ministries. Jenny Capps is serving as our Interim Director of Student Ministry. We have had various people cover the modern worship music. However, we have hired Shawn Dunn, Digital Media Specialist, to help us part-time with our worship editing and recording.

In addition, in July 2020, Rev. Madison Garcia was appointed as our Associate Pastor. After going over a year without an associate, Pastor Madison joined us here at FUMC Lufkin.

Our staff has done well. During the pandemic we were shut down but continued to work remotely. Each staff person did their part to make sure ministry continued, and people were cared for whenever we could. Various

staff had to be redeployed to other roles. Vicki Shimer's communications role became more intense as we had more online, digital, and social media presence. This included Facebook Live, editing videos, moderating Sunday worship and more. Meko Ivy learned the program, Pro Presenter, and helped do some recording and preparing for Vicki to review and edit. Susan Davis and Jesus Salaiz began to work on sanitizing protocols, ordering supplies, and making sure our facilities were maintained, clean, and prepared for when we returned to in-person ministry. Carolee Brink, Director of Christian Education, had to learn to help spiritual growth via zoom or other ways.

Like many other people, our staff went through times of depression, anxiety, and struggles with being home and away from normal routines. As we prepared to come back to campus and work in shifts, various staff came down with COVID-19 at various times. This caused 14 plus days of quarantine.

This has been a challenging year, to say the least. Yet, God is good, and we are all still working together. Our team seems to have weathered much of the storms, and we continue to laugh and enjoy our ministry together.

This year, we also lost members approximately 20 saints to the church eternal.

Regarding the General UMC: At the end of 2018, I reported,

"It should not go without notice in this documented report, many people from FUMC Lufkin are reading, praying, and concerned about the February 2019 General Conference that will review The Way Forward report. The issue for discussion is homosexuality (LGBTQ+) persons regarding ordination, marriages, etc."

We held a Town Hall in March 2019 following that General Conference to advise the outcomes, the brokenness, and divisions that still existed within the denomination.

As 2020 approached, we again met to discuss different plans being proposed for General Conference. We held another Town Hall on March 8, 2020 in preparation for the General Conference that was set for May 2020. However, the GC was delayed due to the pandemic and is now scheduled for August/September 2021. There will be more prayer and discussions between now and then, I am sure.

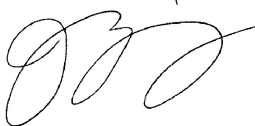
However, in our congregation, 2020 had some outstanding highlights: we have completed our confirmation class, celebrated third-grade bibles, and will soon have 100% of our apportionments paid for 2020. Perhaps the greatest recognition was the 2019 COPELAND EVANGELISM AWARD for 37 Professions of Faith, which was announced at the Texas Annual Conference for 2020.

As we look to 2021, we will be attentive to our VCI process that has restarted. We have a new coach, Rev. Roy James. Our prescription teams will get moving again soon. We will focus on making disciples of Jesus Christ for the transformation of the world by our prescriptions to discern our Vision and Values, work on Comprehensive Leadership Development, Bridging into the Community, Transforming Relationships, and Cultivating a Consistent Culture of Hospitality.

In summary,

Loving God and Loving Neighbor is the heartbeat of FUMC Lufkin. We will invite all people into a community that seek to follow Jesus as we gather, grow, and do good.

Grace & Peace,



Pastor Jerome Brimmage

Associate Pastor Report

Rev. Madison Garcia

On July 1, 2020 I was honored to join this team at First United Methodist Church in Lufkin, Texas as the associate pastor. I have taken the time to settle into the community, staff, and congregation to the best of my ability through many meetings and conversations. I have taken the time to meet and share time with each gathering small group, study, and Sunday school class. In addition, I have been involved in worship every Sunday and present in many of our mission events. Even as I began my appointment in the midst of a global pandemic I was still welcomed into this community of believers of extraordinary hospitality and was immediately exposed to the generous and worshipful spirit of the congregation at First Lufkin.

Through the past several months it has been a wonderful experience leading our congregation in worship, study, and liturgy as I have learned more about our congregation and how to lead them. Since taking this role I have taken a leadership role with Pastor Jerome in worship planning and design as we look at how to incorporate worship more into the DNA of our church's ministries. In addition to this I have helped introduced our congregation to a variety of new worship experiences for them like a drive-in communion service, a love feast, and a blessing of the animals. I am using my gifts for teaching to teach a Bible study on 1st Corinthians that will last until November. I am planning to teach a pastor's study every fall and spring. I am utilizing my gifts in pastoral care to help assist those in the community that approach our church in need. I also hope to use my gifts to help make the staff and congregation into a healthy and open environment.

I am grateful that I am here as the associate pastor at First Lufkin, and I have thoroughly enjoyed working with and learning from Pastor Jerome. I know that this congregation will walk with me as I shepherd them, and I know they will help, love, and challenge me as I prepare for commissioning and ordination in The United Methodist Church. I am excited to see how my role expands and grows over the next year.

Christian Education Report

Adult, Women, and Senior Adults

Carolee Brink, Director of Christian Education

Mission Statement

To equip our adult, women, and senior adult members of First United Methodist Church - Lufkin to communicate to the people of Lufkin, Texas, and the world the life-changing power of Jesus Christ in a practical and understanding way. To develop them into responsible, productive, successful Christians, equipping them for their ministry in the church and the world.

Before March 2020, our ministries were doing all that we had been doing. On Wednesday nights, we had church-wide dinner, followed by Bible study for adults, led by Rev. Steve Fieldcamp. Both the children and youth had activities after dinner also.

Our Prayer Buddy Ministry (children are paired with senior adults for activities) was going strong. Our Women's Ministry continued to have numerous ongoing weekly bible studies, monthly luncheons with a devotional, craft nights, and BUNCO on the third Tuesday of each month. Sunday school classes continued to thrive.

Then COVID-19 hit, and things temporarily came to a screeching halt. From March until mid-September, we struggled to work from home and maintain contact with our church members as we couldn't meet in person. I started sending weekly emails to my adult Sunday School teachers, checking in on them to see if they needed anything, and encouraged them to check on class members regularly. I have done weekly devotionals that I sent to teachers to send out to the class. We called every church member to check on them to see if they needed anything. Our Women's Ministry decided to do a Zoom Tea Time since we couldn't do Let's Do Lunch, and was well-received.

Children's Ministry Report

Chasity Gauthier, Director of Children's Ministry

The Children's Ministry at First United Methodist Church-Lufkin has been versed in finding unique ways to connect with our kids despite COVID. During the summer, the children engaged in once a week Zoom meetings. They enjoyed hearing a short story from the Bible and playing games such as Bingo. The kids really enjoyed our virtual scavenger hunt. Sunday School for the children looked quite differently this summer, and at the beginning of the Fall. We were able to create a virtual Sunday School Classroom where the kids could login and click around to hear praise music, a Bible story, and even a prayer from the teacher. Once fall rolled around, the kids were able to meet in person on Wednesday evenings and Sunday mornings with masks and social distancing.

The children participated in a Candy Bar Bingo for a fun end to the month of October and our Pre-School kids enjoyed a Fall Scavenger Hunt while walking around looking at all the wonderful things made by God.

Missions Report

Vicki Shimer, Director of Communications

This year has been a trying one for not only our congregation, but our community. However, even with the restrictions in place due to COVID-19, FUMC-Lufkin was still able to serve the community through its missions.

Throughout 2020, we have been able to give financially to UMCOR as well as several organizations within the Lufkin community including The Mosaic Center, Godtel Ministries, Salvation Army, Love INC., Christian Information & Service Center, and Neighborhood Strong. We also have continued our support to the Prescription Program through Love INC.

This year we have also continued our relationship with Lufkin ISD through our Local Education Missions. Before the pandemic, we continued our TURN program where volunteers greeted students at Lufkin Middle School each morning as they entered through the doors. A week before school started in August, we once again provided the teachers and staff at Lufkin Middle School, Anderson Elementary, and the LISD administration an appreciation breakfast and goodie bags on each of their campuses. On the first day of school, we had many volunteers stand across the street to greet students and teachers at Lufkin Middle School back to school by ringing bells and holding signs.

We again have partnered with Meals on Wheels and will be providing over 500 Thanksgiving meals to be delivered to their clients the week of Thanksgiving.

FUMC-Lufkin has always embraced our mission of Loving God, Loving Neighbor. We have continued in that spirit even through the pandemic.

Worship Arts Ministry Report

Dr. Ernest Boamah, Director of Worship Arts

*“Come, let us sing for joy to the Lord; let us shout aloud to the rock of our salvation.
Let us come before him with thanksgiving and extol him with music and song.”*

Psalm 95:1-2

The Worship Arts Ministry continues to inspire all who seek expression of God’s grace and love through musical arts.

Under the Worship Arts Ministry umbrella are the Chancel Choir, handbell groups, steel drums, private lessons, Acolyte training program, usher ministry, concert series, and Camp Create (Summer Exploration Camp). We continue to minister to worshippers through their creative gifts, which makes faithful followers of Jesus Christ. These groups continue to form relationships that lead to nurturing each other, fellowship, and hospitality. Music and the arts

bring together diverse people who celebrate Christ's love, joy, and peace. The Worship Arts Ministry will continue to imprint scripture and God's truth on hearts through music and the arts.

Student Ministry Report

Jenny Capps, Director of Student Ministry

Despite COVID, the youth were able to meet each Sunday evening over the summer, practicing social distancing. They were able to share devotionals, scripture, and enjoy face-to-face contact.

The youth started back on Wednesday evenings as the new school year began, and we met outside in small groups. We had lessons and a game each week. As the school year began, we continued to have our Wednesday night small groups inside, and the kids have been excited to attend. We are slowly able to start having activities again. Students were able to play paintball in October, and 6th-graders were able to go to their 6th-grade retreat. We decided to move Confirmation to the next school year. We will combine the current 7th graders with next year's 7th graders for the next class. We are currently working on planning our STORM Weekend event in January. This event is one of their favorite weekends of the entire year, which focuses on the youth and allows them to grow in their faith journey. We are also planning on having a class in the Spring for the high school students called Just Say Know, a Christian-based sex education class.

The youth are sticking together and staying strong! We are praying that 2021 might allow us to do a few more things.

Retired Pastor Report

Rev. Barbara Brand-James

I retired from the NY Annual Conference in 2002. After living on Lake Carmel, NY, & in Maine for 5 years, I served as a part time Minister of Visitation for the John Wesley United Methodist Church on Cape Cod for several years. More recently, I sometimes prepared & led Worship Services & preached sermons at an Assisted Living Facility in Texas.

Consultation Report for First United Methodist Church Lufkin

INTRODUCTION

We, the consultation team, would like to thank Pastor Jerome Brimmage, the Lay Leadership and the congregation of First United Methodist Church of Lufkin, Texas for the invitation to consult with your church as part of the Vibrant Church Initiative. The observations and prescriptions in this report are the result of this team studying the following information:

- FUMC Lufkin self-study document provided by its leaders
- Interviews with pastor, staff and lay leadership
- A focus group with members of the congregation
- A meeting with the Ad Council
- A MissionInsite demographic report of the area's population
- Input from the Faith Perceptions "Mystery Guest Worshipper" report
- Input from Saturday's leadership workshop

It was a great joy to work with a congregation that openly cooperated with us and provided all the information we requested. The consultation team's prayer is that God will use this assessment experience and consultation report so that FUMC Lufkin will more effectively make disciples of Jesus Christ for the transformation of its community and the world.

STRENGTHS

STRENGTH #1

First United Methodist Church of Lufkin exhibits genuine care for one another and their community. Many people expressed a deep and abiding love for one another, which was also experienced by many of the mystery guests. One first time attender said *"everyone including the pastor was loving and welcoming. I felt like they knew me; I wasn't a stranger. They were truly sincere and loving."*

STRENGTH #2

First United Methodist Church of Lufkin has an awareness of the demographic and cultural changes that are going on in Lufkin. We heard evidence of an openness in the congregation's attitudes towards those who appear different from themselves. Several persons reiterated the theme, *"we need to learn how to bring in people who don't look like us."*

STRENGTH #3

Members expressed a deep understanding of calling to make a difference in their community in the name of Christ. Many leaders in the church are also leaders in the community and the campus of the church is used almost every day of the week not only by members but for the benefit of the community. For example, when especially large funerals are held in the Lufkin

Consultation Report for First United Methodist Church Lufkin

area, the facilities of FUMC Lufkin are often used with church members providing hospitality and support.

STRENGTH #4

Mystery guests indicated that both traditional and contemporary worship services were excellent. They indicated that the entire worship experience including music, sermons and feelings of spiritual depth were meaningful. *“I felt welcomed and I loved the message from the pastor. Overall, the service was great! The acceptance was far more than expected. Several members asked how I enjoyed the service and welcomed me back.”*

STRENGTH #5

First United Methodist Church of Lufkin has a strong and enviable Wesleyan legacy as a valued part of the Texas Annual Conference. There is a faithful core of members and leaders committed to discovering how to live out their next steps in the 21st century. Over the years, many of the leaders said there has been growth in the character of the congregation. *“We used to pay people to do things, now we do things – in service, outreach and caring.”* In addition, many leaders felt that over the years the focus of the church had changed in a faithful way. *“Back then, it was wonderful, but everything was just about us. Now, we are more concerned about the community.”*

CONCERNS

CONCERN #1

The alignment of values, vision and mission is essential to the health and growth of the people of God in a community. Members stated there is little shared sense of mission and vision. One person said, *“The congregation and the staff need to be reminded why the church is present. Remember: Jesus is Present.”* Several members said the church was doing many good things, but activities are neither unified nor coordinated and all the activities of the church need to be built around a common purpose and goal. *“Without a vision the people perish”* (Proverbs 29:18).

CONCERN #2

The leadership is not playing as one team. *“Conversations are not always tactful, open or transparent”* one member said. Some decisions are felt by many to be delayed, distrusted, difficult, painful and just plain hurtful to some. Several members said there needs to be less micromanagement and more empowerment of the laity. Several leaders noted that there may be a confusion of leadership styles. *“We have been ‘congregation led’, but for at least the last ten years we have switched to be more pastor/staff led. Pastors and staff are wonderful, and we need them, but WE THE PEOPLE have to take responsibility for the church, rather than simply*

Consultation Report for First United Methodist Church Lufkin

expecting pastors and staff to get it done and then blaming them for everything that is wrong.” Another added “VCI gives us the chance to affirm our pastors and staff while moving to a more ‘congregation led’ model.”

CONCERN #3

First United Methodist Church Lufkin does not reflect its mission field. This concern was expressed in almost every interview. There was a mystery guest who said, *“no one looked just like me.”* Multiple groups on Saturday expressed a concern that *“we need to be inclusive and welcome diversity.”* One member said, *“The demographics of our church don’t mirror Lufkin. This will help us bring more people and revitalize the church. I hope we evolve to something more.”*

CONCERN #4

There are broken relationships in the past and present. First United Methodist Church Lufkin has struggled to effectively deal with issues and reconciliation. One member said, *“we need to get rid of the negativity and critical spirit.”* Another said, *“we need people to be honest and stop the gossip. We need to stop the pot stirrers and get people to voice their opinions but value others’ opinions.”* Several said it is time for less complaining and more encouragement.

CONCERN #5

Hospitality and assimilation are necessary for the future of the congregation’s health. The church is not positioned to effectively welcome or involve new persons into the church. Nine mystery guests gave contact information and only ½ received follow up contact. Multiple mystery guests reported having great difficulty navigating the campus. Most of them had no idea where to worship, where to park, or where to find the nursery/children’s area. In addition, a number of members commented that the facilities desperately need updating. One said, *“I am nervous about bringing visitors because our buildings are so out of date that the last time I did the visitor asked, ‘Are you all in great financial difficulty?’”* At one community funeral, women attending had to be directed all over the campus to find sufficient restroom space. Another leader said, *“Some of our buildings do not just need redecoration, they need renovation or replacement.”*

Consultation Report for First United Methodist Church Lufkin

PRESCRIPTIONS:

In order to address the above concerns, FUMC Lufkin will do the following:

Focus Mission: On the day, this consultation report is accepted, to help build on its momentum, the congregation will take as its mission statement: *“Making disciples of Jesus Christ for the transformation of the world.”* This means that every ministry in the congregation must demonstrate how it will accomplish the mission and that new ministries need to have as their primary purpose “making disciples of Jesus Christ.”

A Day of Prayer and Renewal: The congregation will have a service of prayer and renewal to embrace God breaking open the hearts of the congregation for the unchurched. The service will allow the membership to be fully prepared for God’s vision for the future. The service will be led by a person to be selected by the Center for Congregational Excellence. The Day of Prayer and Renewal will take place on or before **September 29, 2019.**

PRESCRIPTION #1 – VISION, VALUES & STRUCTURE

The Coach, along with a specialist designated by the Center for Congregational Excellence, will conduct a Day of Visioning workshop. The purpose of this day is to dream of how God might work through the congregation both individually and collectively to reach the local mission field by clarifying congregational identity and purpose. This workshop will occur on or before **October 26, 2019.** Pre-workshop homework will be completed two weeks prior.

Following the Day of Visioning, the VCI Team and Pastor, in consultation with the Coach, will:

- Appoint a Vision discernment team consisting of 5-7 people on or before **November 15, 2019** and
- Define a Vision capturing the uniqueness of FUMC Lufkin. This will be presented to the Church Council on or before **April 28, 2020.**
- The vision will be cast throughout the church and community beginning on or before **May 15, 2020**

Upon receiving the vision, the Church Council will begin work on a ministry assessment of all current ministries on or before **May 26, 2020.** The purpose of the assessment will be to ensure that the ministries are in alignment with the mission and vision of the church, with properly defined structure, accountability, and appropriate administrative oversight. The SPRC will do the same with all staff assignments. This process will be completed by **September 1, 2020.** If an individual ministry fails in this alignment, the responsible leaders have one year to realign it or sunset the ministry. In order to maintain optimal, long-term alignment, we recommend an annual ministry assessment.

Consultation Report for First United Methodist Church Lufkin

PRESCRIPTION #2 – COMPREHENSIVE LEADERSHIP DEVELOPMENT

The goal of comprehensive leadership development work is to pursue a more cohesive, collaborative and effective leadership team which empowers the laity to live into the vision of the church.

- The VCI Team and Pastor, in consultation with the coach, will develop a Leadership Development Team (LDT) of 5-7 persons to foster relational and spiritual bonds among church leadership (lay leaders, pastor and staff). The team will be selected by **November 15, 2019**.
- The LDT will include at least two members of the SPRC. The LDT will guide the church leadership in reading and working through *The Five Dysfunctions of a Team* by Patrick Lencioni.
- The LDT will structure work with the church leadership to clarify and define all roles, responsibilities and decision-making processes.
- Using *The Volunteer Church: Mobilizing Your Congregation for Growth and Effectiveness* by Leith Anderson & Jill Fox, the LDT will work with the church leadership to strengthen member involvement in ministry for the growth of the church and the advancement of the Kingdom.
- The plan will be completed on or before **August 31, 2020**.

PRESCRIPTION #3 – BRIDGING INTO THE COMMUNITY

A church's mission field is the place where God invites us to live fully into the grace we've been given. When we build bridges into our mission field, we are fully focused on the Jesus Present in the church and in the world. In consultation with the Coach, the VCI Team and the Pastor will appoint a 5-7 person Community Connection Team on or before **April 1, 2020**, to lead and facilitate the building of bridges to the diverse Lufkin community. Prior to its first meeting, the Community Connection Team will read *Get Their Name: How to Grow Your Church by Building New Relationships* by Bob Farr & Doug Anderson. This team will have its first meeting on or before **May 1, 2020** to discuss ideas from the book and begin to lay out the following activities of the church for **2020-2021**:

- The team will develop a connection strategy for connecting persons and groups who utilize the church facilities into the life of the congregation. A part of this work will consider additional connections that can be made with the diverse population of the middle school and their families.
- The team will research and act upon the needs of the people in the local community and gaps in services by conducting a community study.
- The team will conduct at least two bridging events in **2020-2021** (at no charge) to reach new people, build relationships, and invite them to worship. The intention is for the entire

Consultation Report for First United Methodist Church Lufkin

church to be involved (in some form or fashion) in these events and be an intentional point of entry into the life of the congregation. The team will plan, facilitate and evaluate these events and then will continue and/or adjust them for the coming years based on their fruitfulness. The team will also develop a process for guest follow-up immediately after these special events.

- The Worship Leadership and Pastor will research best practices of culturally diverse worship with an eye for what can be implemented at FUMC Lufkin to make the services more welcoming and accessible to all.

PRESCRIPTION #4 – TRANSFORMING RELATIONSHIPS

The VCI Team and Pastor, in consultation with the Coach, will appoint a *Matthew 18 Team* of 5-7 people on or before **October 30, 2019**. Among issues to be addressed are conflict transformation -- how to understand and learn to dance with the issues and personalities where conflict happens so that conflict becomes a part of the transformative work of God, rather than a stumbling block to ministry.

- The team is to read “*Crucial Conversations*” by Patterson, et al., as well as “*Reconcile: Conflict Transformation for Ordinary Christians*” by John Paul Lederach. From this reading, they will establish processes for developing trust and new ways to communicate (based on Matthew 18) that can be brought to the congregation.
- During the season of Advent or Lent the church will observe a time of fasting from complaining, gossiping and other faith debilitating conversations in the church, the home and the community. The team will work with the lay leaders and staff to develop a process for the implementation of this church wide emphasis.
- The team will develop a grievance process which will be presented to the church council for adoption on or before **March 15, 2020**.

PRESCRIPTION #5 – CULTIVATING A CONSISTENT CULTURE OF HOSPITALITY

For Christians, hospitality is the bedrock of human relationships. As scripture tells us, when we receive and embrace the stranger, we may be entertaining messengers of God (Hebrews 13:2).

The VCI Team and Pastor, in consultation with the coach will create a Hospitality Team consisting of 5-7 people by **October 30, 2019**. The team will review the Faith Perceptions Mystery Guest Report and develop a plan based on its information. The plan should include:

- Develop a hospitality audit of the facilities.
- Develop a comprehensive welcoming system to connect new people.
- Recruit and train hospitality team members.
- Create welcome packets or other materials for first-time guests including youth and children.
- Connect hospitality with discipleship.
- Strengthen the system to collect contact information from guests and provide prompt guest follow-up by laity and clergy.

Consultation Report for First United Methodist Church Lufkin

- Improve other hospitality structures—including, but not limited to: signage, parking, online sermons, building entrances, children’s areas and welcome centers.

As a resource the team will read *Clip-In: Risking Hospitality in Your Church* by Jim Ozier and Fiona Hayworth and recommends *Fusion Turning First Time Guests into Fully Engaged Members of Your Church* by Nelson Searcy. The hospitality plan will be completed by **April 12, 2020**.

CONCLUSION

We, the consultation team, want to thank you for the opportunity to serve your congregation in this manner. Our prayers and hope for your congregation is that God will use this process to help you implement your mission more effectively, utilize your compelling vision through a developed plan, and thereby make an eternal difference in the FUMC Lufkin for the Glory of God and the Lord Jesus Christ.

Rev. Kate Walker, Lead Consultant
Rev. Steve Wende, Directive Coach
Ms. Marylyn Green, Scribe
Rev. Hazel Jackson, Extra Team Member
Rev. Jim Flagg, Extra Team Member
Rev. Roy James, Extra Team Member

Town Hall Meeting Dates:

***Sunday, August 18, 2019
4:00 pm Fellowship Hall***

***Tuesday, August 20, 2019
Following Church Council Meeting
6:00 pm Fellowship Hall***

***Wednesday, August 21, 2019
10:00 am Pinecrest MRC***

***Thursday, August 22, 2019
10:00 am Fellowship Hall***

Church Conference Date:

***Monday, September 9, 2019
6:00 pm Henderson Chapel***

August 2 – 4, 2019

Loving God Loving Neighbor



FIRST UNITED METHODIST CHURCH

805 E. Denman Ave. • Lufkin, TX 75901 • (936) 639-3141

® www.lufkinfirst.com