

PROPOSED COVENANT OF THE UM4GI PARISH

Parish Mission Statement

“To make disciples of Jesus Christ for the transformation of the world.”

Parish Vision Statement

We, as UM4GI, are to grow and strengthen our United Methodist witness and service to Grand Island by building intentionally diverse and inclusive relationships that focus on a mission of hope, transformation, and new life. To realize this dream we will:

- Draw others into a variety of prayer and worship experiences
- Enrich people of all ages and locations through Christian education and activities
- Develop committed followers of Christ by nurturing and using their gifts and talents
- Identify and respond to the physical and spiritual needs of our local and global communities
- Be welcoming and engaging congregations to the diversity of our community

Administrative Practices

We believe we are already developing as a “multiple charge parish.” As we move forward in relationship and mission, we believe God is calling us to become a “larger parish,” which will happen over time as we grow, develop, and flourish in this new relationship.

Pastoral Appointments

- Currently, all four pastors are appointed to a local charge and the parish (a mark of a “multiple charge parish”).
- Pastors will continue to be appointed using this language for the remainder of the 2011 and 2012 appointment years.
 - During these years, we hope to build a sense of parish identity among the laity, leadership, and staff of the three churches that will lead us to recommend to the 2012 Church Conferences that pastors for the 2013 appointment year be appointed to the UM4GI Parish with offices to be determined by the Parish Council.
- Pastoral compensation packages will be determined by a Parish SPRC composed of three SPRC members from each congregation.
 - Pastoral compensation will be distributed from a common fund administered by Trinity’s financial managers to which each church will contribute an amount set by its local SPRC.
- The designated Coordinating Pastor would assign responsibility for the various areas of the parish structure and program to specific pastors.

Proposed UM4GI Pastoral Responsibilities and Compensation

All four pastors are assigned to the Cooperative Parish. In addition each pastor is assigned to a specific local church. All pastors will provide pastoral care for the entire parish and community. This includes hospital visitation, being available for funerals and weddings, and other public and private pastoral care functions.

Chad Boling primary pastor of First UMC
Additional parish responsibilities – parish missions committees and projects

Matt Fowler primary pastor of Faith UMC, and coordinating pastor of UM4GI.
Additional parish responsibilities – confirmation, youth program, Awaken, small group development

Bob Rhodes Associate pastor of Trinity UMC
 Additional parish responsibilities – confirmation, youth program, Awaken, Stephen Ministries, social media development

Jay Vetter Senior Pastor of Trinity UMC

Proposed 2012 Pastoral Compensation

	Chad	Matt	Bob	Jay
Gross Salary	\$40,000.00	\$46,000.00	\$40,000.00	\$57,000.00
Housing Allowance			\$12,000.00	\$12,000.00
Health Flex	\$14,923.00	\$14,923.00	\$14,923.00	\$14,923.00
Combined Pension	\$8,488.15	\$9,761.37	\$8,827.68	\$11,713.65
SUB TOTAL	\$63,411.15	\$70,684.37	\$75,750.68	\$95,636.65
Professional	\$6,000.00	\$6,000.00	\$6,000.00	\$6,000.00
	<i>(Mileage, Continuing Education, & Prof. Reimbursement)</i>			
Proposed for 2012	\$69,411.15	\$76,684.37	\$81,750.68	\$101,636.65
Contribution per Congregation	Faith	First	Trinity	
	\$68,194	\$68,194	\$193,095	

Program and Support Staff

- Presently, all staff persons associated with a particular local charge/church are employees of that particular church.
- Any new staff positions developed in the future will be either 1) staff of the Parish and paid by the Parish, or 2) staff of a local church with plans to expand the staff role beyond the local church and into the Parish and community.

Parish SPRC:

- Will be organized in January, 2012, with a 3-year cycle.
- Will be composed of three SPRC members from each congregation.
- Will recommend compensation packages for Parish clergy and subsequently for parish staff as this becomes a reality.
- Will distribute compensation out of a common fund, funded by each local church at the direction of the P-SPRC, Parish Council, and Administrative Boards of each local church, to be approved by each Charge/Church Conference (until January 2013).
- In January of 2013, the Parish SPRC will assume administrative responsibility for all staff of the Parish (marking transition into being a “larger parish”), overseen by the Parish Council.

UM4GI Parish Council:

- Composed of...
 - Three co-chairs – one from each congregation
 - Pastors and other program staff persons
 - A secretary named by the co-chairs
 - At least one additional representative from each congregation
- The Parish Council would answer to the respective All Church (Charge) Conferences.
- The Parish Council will set the vision and establish committees, work groups, and ministry.

- Charged with...
 - Keeping the leadership and churches focused on the vision and mission of UM4GI.
 - Coordinating and administering parish-wide ministries and staff.
 - Communicating with Local Church Councils.
 - Continuing to develop cooperative staff, property, and financial systems with recommendations to Local Church Councils.
 - Overseeing development of new parish-wide ministries.
 - Developing ways to foster a parish identity among the three congregations.

Local Church Councils:

- Some form of a church leadership council will continue in each congregation.

Programming and Ministry Practices

Parish Ministry Teams would be established whenever persons desire to work together for specific programs or ministries. Interested groups will establish themselves and answer to the Parish Council. In order to establish a Ministry Team, there must be participation from at least two local congregations.

Initial Parish Ministry Teams will be in the following areas:

- Missions
- Stephen Ministry
- Christian Education
- Communication
- Nuba Worship
- Youth Ministry
- AWAKEN Wednesday Ministry

Financial Practices

- From January 2011 (operating predominantly as a multiple charge parish) these will be the budgetary practices:
 - Each local church will continue to set and manage its own financial resources except in the case of pastoral salaries, to be administered by each local church's Finance Committee.
 - Local churches will continue to fund and administer local church program ministries, work groups, and ministry teams.
 - Parish program ministries, work groups, and ministry teams will be funded through the development of a parish budget and/or through special giving and fundraisers.
 - Funds for parish ministries can be administered by an individual congregation or by the parish at the direction of the Parish Council and the Local Church Councils.
 - Each local church will be responsible for its own Mission Shares.
- From January 2013 (operating as a larger parish) these will be the budgetary practices:
 - A Parish Finance Committee may be chosen to develop and administer a growing parish budget.
 - Each local church will continue to set and manage its own financial resources regarding local church ministries.
 - Local churches will continue to fund and administer local church program ministries, work groups, and ministry teams.
 - Parish program ministries, work groups, and ministry teams will be funded through the development of a parish budget and/or through special giving and fundraisers.
 - Funds for parish ministries can be administered by an individual congregation or by the parish at the direction of the Parish Council and the Local Church Councils.
 - Each local church will be responsible for its own Mission Shares.

Trustees and Property Practices

There will be no immediate changes in the function and practice of the ministry of the Trustees of each congregation. Facilities and corporate governance will continue to be cared for and developed by respective Trustees.

From January 2012 onward, the Parish Council will seek to discern ways in which the three congregations might collaborate in this area.

Lay Leadership (Nominations)

The appointed pastors and Parish Council will seek to discern a just and fruitful method of inviting, recruiting, training, and commissioning lay leadership to serve in various administrative and programmatic capacities. Until this is devised, the local church Lay Leadership Committees and pastors will continue to function as they have in the past.

You are invited to learn more and join the discussion at one of the following meetings:

At Trinity – Sunday, November 13, 1:30 p.m.

At First – Sunday, November 13, 4 p.m.

At Faith – Sunday, November 20, 3 p.m.



Trinity UMC
511 N. Elm St.
Grand Island, NE 68801-4599

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