

MAKING DISCIPLES OF
JESUS CHRIST FOR THE
TRANSFORMATION OF THE
WORLD

First United Methodist Church - Lufkin
Church Conference 2019

Monday, November 18, 2019

7:30 PM • Henderson Chapel



FIRST UNITED METHODIST CHURCH

www.lufkinfirst.com

CHARGE CONFERENCE AGENDA

Monday, November 18, 2019

WELCOME

Rev. Dr. Jerome Brimmage

ELECTION of SECRETARY

ATTENDANCE SHEET

OPENING PRAYER

OPENING SONG

Every Time I Feel the Spirit
UMH 404

DEVOTIONAL OFFERED by DISTRICT SUPERINTENDENT

Rev. Dr. Dick White

REPORTS

- Annual Recommendation for Continuation
 - Caleb Brimmage, Certified Candidate
 - Steve Killam, Certified Candidate
 - Sherry Lindsey, CLM
 - Tom Paxson, Lay Servant
 - Beverly Martin, Lay Servant
- Trustees Report
- Finance Report
- Clergy Salary Sheet
- Leaders/Nominations
- 2020 Apportionments
- Lay Servants

RECOGNIZE RETIRED PASTORS

John Bingham

MINISTRY REPORT

Andie Carrizales

BENEDICTION SONG

The Summons
Verses 1 & 5



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** Texas **Annual Conference**

For the period beginning November 5, 2018, and ending November 18, 2019
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	Don Neill	December 31, 2019
Vice President	Chris Dunegan	2020
Secretary	Sally Muhlbach	2021
Treasurer	n/a	
Member	Deana Mastin	TBD
Member	Zeata Wardlow	2019
Member	Terry Morgan	2020
Member	Gloria Holt	2020
Member	Walter Enos, Darin Tiemann	2021

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	Trustees	Angelina County	193	363
Church Buildings	HJ Shands st al Trust	Angelina County	281	563
Parsonages	Trustees	Angelina County	1365	337
Parsonages				
Other	Trustees	Angelina County	(1298) 1563	(5435) 86
Other	Trustees	Angelina Count	192	566-587

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

- c. Where are they kept?

First United Methodist Church 805 E Denman Ave 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
Church Buildings	\$ 12,150,030.00	\$ 12,150,030.00	Replacement	Glatfelter	Y <input type="checkbox"/>	Amount::	4/26/2020
Parsonages	\$ 249,000.00	\$ 249,000.00	Replacement	Glatfelter	N <input type="checkbox"/>	Amount:	4/26/2020
Church Furnishings and Equipment	\$ 2,136,650.00	\$ 2,136,650.00	Replacement	Glatfelter	Y <input type="checkbox"/>	Amount::	4/26/2020
Parsonage Furnishings and Equipment	\$	\$			N <input type="checkbox"/>	Amount::	
Vehicle(s)	\$ 47000.00	\$ 47000.00	Liability and Property Damage	Glatfelter	Y <input type="checkbox"/>	Amount::	4/26/2020
General Liability		\$ 5000.00	Liability	Glatfelter	N <input type="checkbox"/>	Amount::	4/26/2020
Worker's Compensation				Texas Mutual	Y <input type="checkbox"/>	Amount::	1/16/2020
Directors and Officers/Errors and Omissions/Crime		\$ 1M	Liability	Philadelphia	N <input type="checkbox"/>	Amount::	4/26/2020
Professional Liability Coverage (Including Sexual Misconduct)		\$ 3M	Liability	Glatfelter	Y <input type="checkbox"/>	Amount::	4/26/2020
					N <input type="checkbox"/>	0	

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 GCFA 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>)

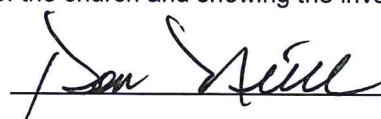
b. If needed, have you developed an accessibility plan? ☐ Yes ☒ No (Attach plan)

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	158097.33	Texas Methodist Foundation	17840.74	Reinvestment
Byrd Memorial Fund	3/1989	5999.87	Texas Methodist Foundation	406.31	Society of St. Stephens
Wade Moore Fund	1964 & 1974	8142.39 & 1556.32	Texas Methodist Foundation	560.99 & 106.97	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



Printed Name: Don Neill

Date:

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 REINVESTMENT
METHODIST LOAN FUND	2016	\$127,040.40	TEXAS METHODIST FOUNDATION	\$1,395.48	
			,		

Boiled Down to Basics

Month Being Reviewed **SEPTEMBER 2019** **PRELIMINARY #S FOR REVIEW ONLY**

SEPTEMBER			
Actual Revenue	\$144,978.13	Budgeted Revenue	\$128,930.46
Actual Expense	\$145,567.30	Budgeted Expenses	\$156,861.62
Actual Difference	-\$589.17	Budgeted Difference	-\$27,931.16
YTD Actual Revenue	\$1,253,053.50	YTD Budgeted Revenue	\$1,422,212.86
YTD Actual Expense	\$1,418,222.63	YTD Budgeted Expense	\$1,474,366.57
YTD Actual Difference	-\$165,169.13	YTD Budgeted Difference	-\$52,153.71

Questions? - contact Tony Dale or Susan Davis

Tony Dale Susan Davis	fishchef98@gmail.com sdavis@lufkinfirst.com
--------------------------	------------------------------------------------

FIRST UNITED METHODIST CHURCH

— LOVING GOD, LOVING NEIGHBOR —



Clergy Salary Information

November 18, 2019

	Brimmage	Associate TBD	Total
Base Compensation	\$115,000.00	\$40,945.00	\$155,945.00
Housing	\$0.00	\$15,315.00	\$15,315.00
Acct Reimbursement	\$12,000.00	\$5,000.00	\$17,000.00
Parsonage Utilities	\$8,000.00	\$0.00	\$8,000.00
Total	\$135,000.00	\$61,260.00	\$196,260.00

2020 CHARGE CONFERENCE KEY LEADERS

(updated 11.5.19)

EXECUTIVE COMMITTEE

Chairperson of Church Council	Anita Caraway
Vice Chair of Church Council	Joy Killam
Chairperson of Finance	Bill Weaver
Chairperson of Trustees	TBD
Chairperson of Staff Parish Relations	Ginny Spore
Treasurer	Alyce Anne Baggett
Chairperson of Missions	Vicki Shimer
Lay Delegate to Annual Conference	Dan Usher
Lay Delegate to Annual Conference	
Lay Leader Team	
SPRC	Don Muhlbach
Trustees	Deana Mastin
Finance	Alyce Ann Baggett
Children	Kathy Thompson

DESIGNATED MEMBERS (Church Staff)

Senior Pastor	Rev. Dr. Jerome Brimmage
Associate Pastor	TBD
Church Administrator	Susan Davis
Director of Worship Arts	Dr. Ernest Boamah
Director of Christian Education	Carolee Brink
Director of Children's Ministry	Sarah Scott
Director of Student Ministry	Lisa Gill
Director of Contemporary Worship & Technology	Lance Scott
Director of Communications	Vicki Shimer
Director of Christian Recreation	Valerie Salaiz
Building & Maintenance	Jesus Salaiz
Assistant to the Sr. Pastor	Meko Ivy
Receptionist	
Finance and Communications Assistant	Esmer Samarripa
Church Organist	Rachel Clark

AT LARGE MEMBERS

2020	2021	2022
Deneice Marshall	Hunter Haglund	Bill Kistler
Shelia Skelton	Merideth Stanford	Jason Armstrong
Rosemary Varsey	Scott Neill	Kayla Simpson
Marty Harris	Cindy Kadlec	Lauralee Bogue
Bob Adams		

COMMITTEE ON LAY LEADERSHIP (NOMINATIONS)

2020	2021	2022
Jenny Capps	Vernay Carrington	Barbara Peterson
Guy Davis	Jon Mastin	Claudine Kindred
Dustee Knapp	Kay Langford	Tony Dale

STAFF PARISH RELATIONS COMMITTEE

2020	2021	2022
Dr. Don Bogue	Roy Knight	Barbara Davis
Linda Coward	Elisa Harris	Jeff Lawrence
Ginny Spore - Chair	David Carrizales	Becca McMahon

TRUSTEES

2020	2021	2022
Chris Dunegan	Walter Enos	Brandie Knight
Terry Morgan	Dr. Sally Muhlback	Mack Coward
Gloria Holt	Darin Tieman	Bill Wafer

FINANCE COMMITTEE

Chairperson of Finance	Bill Weaver
Treasurer	Alyce Anne Baggett
Chairperson of Church Council	Anita Caraway
Vice-Chair of Council	Joy Killam
Chairperson of SPRC	Ginny Spore
Chairperson of Trustees	TBD
Lay Leader	Alyce Ann Baggett
Lay Delegate to Annual Conference	Dan Usher
Lay Delegate to Annual Conference	TBD
Alt. Lay Delegate to Annual Conference	TBD
Stewardship	Jody Anderson
	Erika Neill

FINANCE COMMITTEE AT LARGE MEMBERS

2020	2021	2021
Rodney Thompson	Jason Kelly	Jeff Portwood
Bill Weaver - Chair	Matt Knight	Ann Boehmer
Erika Neill	Jack Davis	Emily Kistler
Javier Horta	Deanne Lehner	Becky Bowers

VCI LEADERSHIP

(updated 11.5.19)

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
 Bill Kistler
 Terry Morgan

Chris Caraway, Vice-Chair
 Meagan Landers
 Mandy Savage

VISION, VAULES, & STRUCTURE

Jason Kelly
 Andrea Lawrence

PRESCRIPTION TEAM #2

David Carrizales, Chair
 Hilary Walker
 Erica Neill
 Kim Kassaw

Don Muhlbach, Vice-Chair
 Steve Jack
 Joy Killam

COMPREHENSIVE LEADERSHIP DEVELOPMENT

Lauralee Bogue
 Mike Taylor
 Jeff Lawrence

PRESCRIPTION TEAM #3

Vickie Evans, Chair
 Deanne Lehner
 Al Charanza
 Cathey Friesen

Emily Lawrence, Vice-Chair
 Emily Kistler
 Steve Paul
 Charissa Garza

BRIDGING INTO THE COMMUNITY

Kassidy Knapp
 Deana Mastin
 Janet Read

PRESCRIPTION TEAM #4

Susie Shockley, Chair
 Charles Newcomer
 Kim Kadlec

Elisa Harris, Vice-Chair
 Emily Smith

Bill Moreau
 Josh McMahon

MATHEW 18

PRESCRIPTION TEAM #5

Brian Knapp, Chair
 Jody Anderson
 Katie Davis

Courtney Kelly, Vice-Chair
 Penny Tatum

CULTIVATING A CONSISTENT CULTURE OF HOSPITALITY

Kathe Adams
 Rex Keese

2020 EAST DISTRICT APPORTIONMENTS

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

Dear Jerome Brimmage:

The 2020 East District Apportionments for LUFKIN FIRST UMC are shown below.
We encourage you to pay on a monthly basis.

Administrative -	\$26472
Missions -	\$ 944
SFA Wesley -	<u>\$ 1952</u>
Totals -	\$29368

Please send 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)

Conference apportionments should be mailed to:
Elijah Stansel, Treasurer
P.O. B. 120447
Dallas, TX 75312

Texas Conference of the Methodist Church Admin
5215 Main St
Houston, TX 77002

Statement Date: 1/1/2020

Begin Date: 1/1/2020

End Date: 12/31/2020

2020 Apportionments Statement

Shelby ID: 309330

Church GCNO: 773341

Region:

District: E

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

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

<u>Activity</u>	<u>Annually</u>	<u>Monthly</u>	<u>Receipts</u> <u>Annually</u>	<u>Receipts</u> <u>This Month</u>	<u>Remaining</u> <u>Amount</u>	<u>% Paid</u>	<u>Remitted</u> <u>Amount</u>
Apportionments							
000011 WORLD SERVICE	\$26,218.00	\$2,184.83	\$0.00	\$0.00	\$26,218.00	0.00%	
000021 MINISTERIAL EDUCATION FUND	\$8,855.00	\$737.92	\$0.00	\$0.00	\$8,855.00	0.00%	
000031 BLACK COLLEGE FUND	\$3,532.00	\$294.33	\$0.00	\$0.00	\$3,532.00	0.00%	
000041 AFRICA UM UNIVERSITY	\$791.00	\$65.92	\$0.00	\$0.00	\$791.00	0.00%	
000091 INTERDENOMINATIONAL COOPERATIV	\$693.00	\$57.75	\$0.00	\$0.00	\$693.00	0.00%	
000101 GENERAL ADM FUND	\$3,113.00	\$259.42	\$0.00	\$0.00	\$3,113.00	0.00%	
000102 JURISDICTIONAL APPORTIONMENT	\$1,646.00	\$137.17	\$0.00	\$0.00	\$1,646.00	0.00%	
000110 CONGREGATIONAL EXC & TRANSFORM	\$8,806.00	\$733.83	\$0.00	\$0.00	\$8,806.00	0.00%	
000115 NEW CHURCH NEW FAITH	\$11,846.00	\$987.17	\$0.00	\$0.00	\$11,846.00	0.00%	
000120 CENTER FOR CLERGY EXCELLENCE	\$4,759.00	\$396.58	\$0.00	\$0.00	\$4,759.00	0.00%	
000130 CTR FOR MISSIONAL EXCELLENCE	\$11,457.00	\$954.75	\$0.00	\$0.00	\$11,457.00	0.00%	
000135 CTR FOR CONNECTIONAL RESOURCES	\$21,629.00	\$1,802.42	\$0.00	\$0.00	\$21,629.00	0.00%	
000141 PENSIONS CONF. CLAIMANTS	\$3,538.00	\$294.83	\$0.00	\$0.00	\$3,538.00	0.00%	
000151 DISTRICT SUPERINTENDENTS' FUND	\$13,312.00	\$1,109.33	\$0.00	\$0.00	\$13,312.00	0.00%	
000161 EPISCOPAL FUND	\$7,764.00	\$647.00	\$0.00	\$0.00	\$7,764.00	0.00%	
000171 EQUITABLE COMPENSATION FUND	\$885.00	\$73.75	\$0.00	\$0.00	\$885.00	0.00%	
000181 MEDICAL BENEFITS PROGRAM HOSP	\$14,632.00	\$1,219.33	\$0.00	\$0.00	\$14,632.00	0.00%	
Totals:	\$143,476.00	\$11,956.33	\$0.00	\$0.00	\$143,476.00	0.00%	
Fair Share Goals							
000210 OKLAHOMA INDIAN MISSION	\$85.00	\$7.08	\$0.00	\$0.00	\$85.00	0.00%	
000215 SOUTH CENTRAL JURIS CONF	\$283.00	\$23.58	\$0.00	\$0.00	\$283.00	0.00%	
000216 Justice for Our Neighbors JFON	\$425.00	\$35.42	\$0.00	\$0.00	\$425.00	0.00%	
000220 CONF ADV SPCL 2020	\$283.00	\$23.58	\$0.00	\$0.00	\$283.00	0.00%	
000245 LAKEVIEW SUMMER CAMP SCHL	\$2,123.00	\$176.92	\$0.00	\$0.00	\$2,123.00	0.00%	
000247 TEXAS METHODIST COLLEGE SCHL	\$2,123.00	\$176.92	\$0.00	\$0.00	\$2,123.00	0.00%	
Totals:	\$5,322.00	\$443.50	\$0.00	\$0.00	\$5,322.00	0.00%	
Grand Totals:							
	\$148,798.00	\$12,399.83	\$0.00	\$0.00	\$148,798.00	0.00%	

This is your 2020 apportionments statement.

ALL SAINTS

Legrand (Lee) Carney

Virginia Cronin

Warren Ferden

Don Grimes

Louise Hanks

Anita Jackson

Peggy Sharon Jones

Homer Mays

Frances McKinzie

Bob Morgan

Maurine Parker

Ernest Rutland

Ray Tierney

Joseph Kyle Varga

David V. Wilson, III

**and all those in our hearts*



2019 Membership

2019 New Members and Transfer In

Janet Adcock
Sam Adcock
Morgan Armstrong
Alex Capps
Gerald Carter
Jacob Dale
Hayne Enos
Arvila Frazier
Thomas Frazier
Hayden Futch
Chris Gaw
Halie Gaw
Anita Glover
Gene Glover
Erin Hubert
Babs Jack
Steve Jack
Abigail Kerr
Cooker Knight
Chris Kruk
Kalie Kruk
Kellen Kruk
Sharon Kruk
Callie Lawrence
Michael Mathis
David Mooty
Ellie Mooty
Aimee Myers
Carter Myers
Joshua Oats
Jennine Stevens
Cynthia Swindell
William Thomas
Joshua Wafer
Kaitlyn Williams

2019 Transfer to Another United Methodist Church

Susan Cronin
*Kelty's United Methodist Church
Lufkin, TX*

Anita Gottlieb
*First United Methodist Church Hot Springs
Colorado Spring, CO*

2019 Transfer to Another Denomination

Jeff and Suzy Childers
*First Baptist Church
Lufkin, TX*

Jeff and Dessa Glass
*children: Reed, Lauren, and Julia
First Baptist Church
Lufkin, TX*

John and Ann Woods
*First Baptist Church
Lufkin, TX*

2019 Withdrawn

William and Vicki Fincher
Bob and Marsha Ford
David Lawson

Totals

35 - New Members
2 - Transfer to UMC
2 - Transfer to Another Denomination
5 - Withdrawn
15 - All Saints

Church Council 2019

This year has reminded me of a story about a man who wanted to change his world. He soon realized that his world was so vast that he would begin with his country, but that was also too large. He then decided to start with his town but that was still too big so he then wanted to start with his street and then down to his home and his family and finally he decided to start with himself. I see 2019 as a year that FUMC Lufkin took a look at our own self. Looking back, this year will be known for some big changes with a focus on prayer and preparation for greater things yet to come.

The first part of the year found our congregation learning more about the approaching General Conference and the issues facing the United Methodist Church. Steps were taken to get as much information out as possible to those members with questions both before and after the vote in February.

After our Associate Pastor decided to pursue other opportunities, a hard look was taken at our Sunday service schedule and the decision was made to move from three to two services. As we began the new schedule in July, we are continuing to review and evaluate what will be best for the church moving forward. With the change came a focus on prayer and how to ask for the really big things. Four prayer teams were formed and each Sunday those teams pray over the pastor, the services, the worship spaces and those involved in each service.

A large focus of the year has been on the Vibrant Church Initiative which was initiated in late 2018. The leadership team worked on reading, studying and discussing books and strategies to move forward. Along the way, not only the Church Council but also the congregation were updated to be as transparent as possible with the process.

The self-evaluation was completed by the team which led up to the consultation weekend in August and ended with the five VCI prescriptions. After town hall meetings to discuss and elaborate on the prescriptions, the church voted overwhelmingly to accept the prescriptions in September. Since that time, Chairs and Vice-Chairs have been put in place as well as the working committees for each prescription. All committees are diligently working on reading, studying and discussing their assigned books and will be preparing to move forward as indicated in the timelines given.

While the VCI process emphasized a look inward, we certainly did have several outreach areas where we focused on Loving God and Loving Neighbor. A few of those opportunities through the year included Cook and Serve, collecting for and assembling health kits for the Back to School Bonanza, trips to Sager Brown to assemble flood buckets, Vacation Bible School, hosting and sending youth and adults to UM Army, Back to School breakfast for staff at Lufkin Middle School and Anderson Elementary, working Red Carpet greetings at area schools and for our own after school programs, Boo Bash and yet to come preparing, assembling and delivering Thanksgiving meals and An Evening in Old Bethlehem. It is evident that this church truly has a heart for service.

As we work to create our vision and bring ministry areas into focus, we will become a stronger church that will be able to fulfill our mission to make disciples for Jesus Christ for the transformation of the world.

Anita Caraway
2019 Church Council Chair

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 attendee 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***

Loving God Loving Neighbor



FIRST UNITED METHODIST CHURCH

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

® www.lufkinfirst.com