



Church Conference
November 19, 2023

Table of Contents

November 19, 2023 | 1:00 pm

Lead Pastor Note & 2024 Strategic Goals

2024-2026 Ad Team Nomination Report

Membership Accountability Report

Inactive Members

2024 Budget

Clergy Compensation Forms

Brandon Vetter - Andy Early - Cory Thrall

Extension Ministry Report

Jennifer Hallenbeck Orr

Clergy Retirement Report

Perry Schnabel, Kermit Culver

Greetings in the name of our Risen Savior Jesus! It has been another year of change. Some staff have departed to live into their calls to ministry; new staff have come onboard to answer God’s call in their life. Kids, students and adults are growing deeper in their relationship with Christ through worship, groups and mission! It is a joy to serve Jesus through Legacy.

Below are strategic goals that the church leaders, Administrative Team and staff, have discerned. Take a look and see if they track with where you sense the Holy Spirit leading us. Consider which goal moves your heart and tell us you want to help us reach it!

One of our challenges in 2024 is to close our general fund gap. There is a \$170,000 gap from offerings received last fiscal year to the budget need this year. The gap is due to an almost 600% increase in insurance, inflation increasing all costs, staff changes, people attending worship less regularly and unrestricted dollars given that must be put toward facility expenses instead of the general fund.

We started this fiscal year with offerings down 14% from last year. Prayerfully consider how you can help us sustain ministry in 2024 by starting or increasing your generosity at legacyumc.org/sustain. Let us continue to do all that we can to be a community that impacts the world for Jesus!

Serving Jesus with You, Brandon Vetter, Lead Pastor

Strategic Goals 2024

1. To sustain and to grow our impact in our community and around the world, we will increase extravagant generosity to close our offering gap and to grow giving by 10%
 1. Continuing campaign for new and recurring givers
 2. Telling more stories of the impact of giving on people and the world
 3. Living into the North campus as a community hub, exploring more rental partnerships
2. To combat loneliness and to help others grow deeper in faith in Jesus, we will increase our group opportunities to build connections with each other
 1. Gathering more people into life groups North, South and Online as well as creating fresh expressions to reach new people
 2. Building a Sunday morning 9 am community hour North to disciple each other
 3. Growing more partnerships with international groups and ministries
3. To address the ongoing mental health crisis in our community and nation, we will offer regular group and events around behavioral health, especially loneliness, depression and suicide
 1. Contacting experts in our community to discern the best way for Legacy to help
 2. Holding regular gatherings for awareness and action steps
 3. Continuing our work to combat homelessness in our region
4. To model a different way to move in a divisive and polarized world, we will equip individuals and families to ask anything, listen well, freely disagree and love regardless
 1. Providing resources to aid in healing divided families
 2. Gathering experts to show us how to love while we still disagree
 3. Holding hands-on events that bring a diverse group together under a common purpose such as mission projects

2024 - 2026 Administrative Team

Name, Committee, Day Job, Area Serving at Legacy, Time as Member

2024 Ad Team Members

Paul Scheller, Finance, ND State Government, Tech Team, '15

Tucker Norton, Trustees, Project Manager Kraus Anderson, Hospitality, '18

Kristine Leinart, SPR, Vol. staff at Bis Emer Food Pantry, Impact Events, '20

Amanda Miller, Finance, Admin Asst ND Local Transportation Asst. Prgm, '09

2025 Ad Team Members

Stephanie Frank, SPR, Band director Mandan Public, Worship Team, '15

Carleen Soule, Trustee, Outreach Director ND HHS, Worship Team, '13

Steve Mellert, Trustee, GS Improvements, Worship Arts, '98

Kirk Cristy, Finance, VP Finance of Sanford Health, Tech Team, '16

2026 Ad Team Members

Rita Lepp, SPR, Retired, Kitchen Crew, '16

Sarah Olson, SPR, Owner, Marketing Company, Worship Team, '23

Jerry Ketterling, Finance, Owner, Engineer Company, Tech Team, '20

Matt Ihmels, Trustees, Rennebohm Company, Hospitality, '18

2023 MEMBERSHIP ACCOUNTABILITY REPORT

MEMBERSHIP TOTAL AS OF CHARGE CONFERENCE, NOVEMBER 2022: **578**

MEMBERSHIP RECEIVED (Charge Conf. 2022 thru Charge Conf. 2023)

By Confession of Faith - Bart Gnirk, Jessica Gnirk, Eric Olson, Sarah Olson 4

Confirmed in Faith - Camden Allbee, Annika Carlson, Ava Dunlop, Landon Harding, Norah Klein, Andrew Kopseng, Remington Labrensz, Kenley Melby, Easton Nordmeyer, Kelsey Schoepp, Kate Splonskowski, Max Splonskowski, Tasha Tarr, Miranda Vetter, Dempsi Wynveen 15

By Reinstatement – Norma Kienzle 1

By Transfer from a Methodist Church - Kathy Van Ningen 1

By Transfer from another Denomination – 0

Total Received: 21

MEMBERSHIP TRANSFERED (Charge Conf. 2022 thru Charge Conf. 2023)

By Withdrawal - Barb & Dave Nash, Nathan & Amanda Dvorak, Ron & Ashley Steininger, Aaron & Jennifer Norgard, Dan & Britlyn Peterson, Rhonda Butschat, Kody & Brittney Scharosch, Mike Zimmerman, Nick & Amy Christ, Patrick & Emily Remimick, Devin & Megan Stelter, Dean & Laura White, Alexis & Jaiden Bauer, Cody & Adam Wereblow-Miller 26

By Death - Shirley Rath

By Charge Conference Action – Eric & Irene Akosah-Appiah, Dave & Libby Bakken, Rhonda Butschat, Jaden & Libby Friedt, Wendy & Darren Malard, Gaige Merck, Grant & Kelsey Miller, Yemisi & Samuel Olambo, Matthew & Shaylynn Pfaff, Dara Rutschke, Christian Seime, Becky & Trevor Seime, Drew & Amy Sorge, LuAnn Thiel, Mark & Tami Unterseher, Joe & Andrea Volochenko 28

By Transfer to another Methodist Church - Norma Kienzle, Bob and Kim Erlandson, Jeremy and JoDell Schmidt 5

By Transfer to another Denomination –

Total Removed: 61

MEMBERSHIP TOTAL: 538

Letters to Inactive Members – 20223

Those who receive the first letter may have gotten a letter last year, but chose to retain their membership. Each time they respond that they wish to remain as a member and their attendance and giving does not change, the letter to them the next year will again be their first letter. Their names cannot be removed until they go two years without responding or they ask to be transferred or removed.

List of Names for First Letter

Lindsay & Randy Wait	Mike & Kari Wolff	
George & Beena Thomas	Dennis & Netty Braun	
Natalie Dixon-Tarr	Grant & Kelsey Miller	
Darrell & Katina Schulz	Femina Soclo	
RoxAnne Nelson	Donna Lind	
Tera & Jonus Elstoon	Cory & Medora Wetzel	
Krista & Dusten Oelke	Josie & Lukas Human	
Rob & Jill Balzer	Cassandra & Jack Hendrickson	
Sarah Elder		
Brandon Yoder		

Second Letter: Vote to remove

Eric & Irene Akosah-Appiah	Dave & Libby Bakken	Rhonda Butschat
Jaden & Libby Friedt	Wendy & Darren Malard	Gaige Merck
Grant & Kelsey Miller	Yemisi & Samuel Olambo	Matthew & Shaylynn Pfaff
Dara Rutschke	Christian Seime	Becky & Trevor Seime
Drew & Amy Sorge	LuAnn Thiel	Mark & Tami Unterseher
Joe & Andrea Volochenko		

**LEGACY UNITED METHODIST CHURCH
2023/2024 BUDGET
NORTH CAMPUS**

<u>INCOME</u>	<u>2021/2022</u>	<u>2022/2023</u>	<u>2023/2024</u>	<u>+ / (-)</u>
<u>Contributions</u>	Actual	Actual	Budget	
Sunday / Online	670,447	559,860	615,000	55,140
Loose Offering	8,225	8,572	-	(8,572)
Total Contributions	678,671	568,432	615,000	46,568
<u>Other Collections</u>				
Sunday School	45	1	-	(1)
Property Rental	15,089	13,398	4,560	(8,838)
Interest Earnings	-	481		
Total Other Collections	15,134	13,880	4,560	(9,320)
<u>Other Payments</u>				
Repayments	92,725	1,127	4,200	3,073
Grants	35,000	48,972	44,950	(4,022)
Fund Transfer	32,027	43,746	8,000	(35,746)
Total Other Payments	159,752	93,846	57,150	(36,696)
Total Income	853,557	676,158	676,710	552
<u>EXPENSE BY MINISTRY</u>	<u>2021/2022</u>	<u>2022/2023</u>	<u>2023/2024</u>	<u>+ / (-)</u>
<u>Administrative Services</u>	Actual	Actual	Budget	
General Support	76,117	75,555	58,950	(16,605)
Financial Management	82,511	83,370	78,503	(4,867)
Information Technology	30,269	28,605	20,500	(8,105)
Growth / Development	20,628	20,265	15,100	(5,165)
Total Admin Services	209,525	207,795	173,053	(34,742)
<u>Pastoral Services</u>				
Lead Pastor	97,758	103,227	101,022	(2,205)
Executive Pastor	51,710	21,248	21,248	0
Total Pastoral Services	149,468	124,475	122,270	(2,205)
<u>Worship Services</u>				
Worship Ministry	88,339	115,912	33,276	(82,636)
Total Worship Services	88,339	115,912	33,276	(82,636)
<u>Kids Services</u>				
Kids Ministry Elementary	55,341	58,218	49,915	(8,303)
Kids Ministry Preschool	14,814	12,213	10,800	(1,413)
VBS	2,753	8,050	3,000	(5,050)
Total Kids Services	72,908	78,481	63,715	(14,766)
<u>Student Services</u>				
Student Ministry	66,019	66,777	63,606	(3,171)
Total Student Services	66,019	66,777	63,606	(3,171)
<u>Adult Services</u>				
Adult Ministry	43,460	6,180	3,200	(2,980)
Total Adult Services	43,460	6,180	3,200	(2,980)
<u>Support Services</u>				
Mission Ministry	12,265	1,250	0	(1,250)
Conference Ministry	100,012	80,118	83,626	3,508
Total Support Services	112,277	81,368	83,626	2,258
<u>Property Services</u>				
Facility Management	46,230	48,996	82,119	33,123

Durango	80,299	71,898	75,500	3,602
Estevan	10,147	10,275	7,200	(3,075)
Total Property Services	136,676	131,169	164,819	33,650
Total Expenses	\$878,672	\$812,157	\$707,565	(\$104,592)

Income - Expenses	(25,115)	(135,999)	(30,855)	
--------------------------	----------	-----------	----------	--

BY FUNCTION

Personnel Operatons	\$533,294	\$511,166	\$377,011	(134,155)
Program Operations	121,608	124,941	117,562	(7,379)
Support Operations	112,277	81,368	83,626	2,258
Property Operations	111,494	94,683	129,366	34,683
Total Budget	\$878,672	\$812,157	\$707,565	(\$104,592)

**LEGACY UNITED METHODIST CHURCH
2023/2024 BUDGET
NORTH CAMPUS**

Budget Variances:

Repayments: 21/22 \$90,000 investment withdrawal. 22/23 mission bismarck bookkeeping. 23/24 mission bismarck and center umc bookkeeping
Grants: 21/22 \$30,000 conference rebate, \$3,000 LK projector, \$2,000 ministry grant. 22/23 conference rebate. 23/24 employee retention credit
Fund Transfer: \$24,000 legacy south, mission bismarck bookkeeping, payroll and benefits. \$24,000 legacy south, \$19,746 conference new location costs. 23/24 legacy south.

Decreases as follows:

Payroll: 5% decrease in all staff pay in March 2022. Cut Administrative Assistant and Student Min Intern in Mach. Don, Becca, Stessa and Ashley off this year. Calli cutting hrs. Nick leaving.

Programs: IT is out sourced to volunteer. VBS less due to in-house abilities.

Support: stopped Link giving. Less income = less apportionments owed.

Increases as follows:

Facility: 575% more in property insurance.

Durango: cost of supplies for general maintenance increase.

The 2023/2024 budget increase is approximately \$552 .

Giving growth of 5.9% for 2021, decrease of 1% for 2022, decrease of 16% for 2023

Budget amounts are summarized for this report; a thorough breakdown of all budget line items has been reviewed and approved by the Administrative Team and is filed with the Operations Director.

**LEGACY UNITED METHODIST CHURCH
2023/2024 BUDGET
SOUTH CAMPUS**

<u>INCOME</u>	<u>2021/2022</u>	<u>2022/2023</u>	<u>2023/2024</u>	<u>+ / (-)</u>
<u>Contributions</u>	Actual	Actual	Budget	
Sunday / Online	129,756	183,831	214,000	30,169
Loose Offering	4,323	5,452	-	(5,452)
Total Contributions	134,080	189,283	214,000	24,717
<u>Other Collections</u>				
Sunday School	-	-	-	0
Total Other Collections	-	-	-	0
<u>Other Payments</u>				
Repayments	-	3,991		(3,991)
Conference Church Plant	26,000	25,000	10,000	(15,000)
Total Other Payments	26,000	28,991	10,000	(18,991)
Total Income	160,080	218,274	224,000	5,726
<u>BY MINISTRY</u>	<u>2021/2022</u>	<u>2022/2023</u>	<u>2023/2024</u>	<u>+ / (-)</u>
<u>Administrative Services</u>	Actual	Actual	Budget	
General Support	33,610	23,767	13,190	(10,577)
Financial Management	105	0	150	150
Information Technology	159	452	1,200	748
Growth / Development	0	(396)	200	596
Total Admin Services	33,874	23,823	14,740	(9,083)
<u>Pastoral Services</u>				
Pastor	88,647	111,608	70,644	(40,964)
Total Pastoral Services	88,647	111,608	70,644	(40,964)
<u>Worship Services</u>				
Worship Ministry	100	4,957	12,443	7,486
Total Worship Services	100	4,957	12,443	7,486
<u>Kids Services</u>				
Kids Ministry	27	1,827	4,600	2,773
VBS	0	0	1,000	1,000
Total Kids Services	27	1,827	5,600	3,773
<u>Student Services</u>				
Student Ministry	0	0	2,000	2,000
Total Student Services	0	0	2,000	2,000
<u>Adult Services</u>				
Adult Ministry	586	(156)	4,400	4,556
Total Adult Services	586	(156)	4,400	4,556
<u>Support Services</u>				
Mission Ministry	0	0	5,000	5,000
Conference Ministry	0	0	13,770	13,770
Total Support Services	0	0	18,770	18,770
<u>Property Services</u>				
Rent	27,300	25,650	23,400	(2,250)

General	0	3,897	0	(3,897)
Total Property Services	27,300	29,547	23,400	(6,147)

Total Expenses	\$150,534	\$171,606	\$151,997	(\$19,609)
-----------------------	------------------	------------------	------------------	-------------------

Income - Expenses	9,546	46,668	72,003	
--------------------------	-------	--------	--------	--

BY FUNCTION

Personnel Operatons	\$88,647	\$114,141	\$87,687	(26,454)
Program Operations	34,587	27,918	22,140	(5,778)
Support Operations	0	0	18,770	18,770
Property Operations	27,300	29,547	23,400	(6,147)

Total Expenses	\$150,534	\$171,606	\$151,997	(\$19,609)
-----------------------	------------------	------------------	------------------	-------------------

**LEGACY UNITED METHODIST CHURCH
2023/2024 BUDGET
SOUTH CAMPUS**

Budget Variances:

Repayments: 22/23 Calvary for Andy's payroll and benefits.

Conference: new church plant start up dollars from minnesota/dakota conference

Decreases as follows:

General: fund transfer amount to legacy north.

Pastor: 5% pay cut

Rent: moved to calvary

Increases as follows:

Worship: worship leader

Kids: instructor and vbs

Students: start programming

Adult: start programming and life groups

Support: start missions. Start apportionments in January 2024.

The 2023/2024 budget increase is approximately \$5,700 or 2.5%

Giving growth of 7.6% in 2019, growth of 55% in 2020, growth of 4.8% in 2021,
growth of 36% in 2022

Budget amounts are summarized for this report; a thorough breakdown of all budget line items has been reviewed and approved by the Administrative Team and is filed with the Operations Director.

2024 CLERGY COMPENSATION FORM

Pastor Name <div style="font-size: 1.2em; font-family: cursive;">BRANDON VETTER</div>	Status Select One <div style="font-size: 1.2em; font-family: cursive;">FE</div>
Church/Parish <div style="font-size: 1.2em; font-family: cursive;">BISMARCK LEGACY</div>	Check One <input checked="" type="checkbox"/> Full-Time <input type="checkbox"/> 3/4-Time <input type="checkbox"/> 1/2-Time <input type="checkbox"/> 1/4-Time
Effective Date <div style="font-size: 1.2em; font-family: cursive;">1-1-2024</div>	

Breakdown of how Parish Expenses are shared among Churches				
Percent:	100 %	%	%	%
Church Name:	BISMARCK LEGACY			

SECTION I: INCOME

Instructions: The Minimum Base Salary for a full-time clergy is: Full Connection - \$48,907; Less than Full Connection - \$46,649. Designated Housing Exclusion does not affect church financially but can reduce pastor's taxable income.

	2024
A. Base Salary	68,772
B. Other (e.g. social security or health ins. allowance) Describe:	+
C. Total Compensation (Add lines A and B)	= 68,772
D. Designated Housing Exclusion	4,000

SECTION II: SALARY REDUCTIONS

Instructions: These amounts are subtracted from the pastor's paycheck and remitted to the Dakotas Conference. Lines A, B, C, and D will also reduce the pastor's taxable income as reported in Box 1 of the W-2.

Health Insurance

	2024
A. HealthFlex Pastor's Share (Fund 20/21)	9,348
A1. HSA Contribution – Employer contribution (Do not withhold as this is info for W2)	
B. HSA Contribution – Employee Contribution to be deducted (Fund 22/23)	
C. Medical Reimbursement Account (Fund 25/26)	3,050
D. Dependent Care Account (Fund 30/31)	

Pastor's Contribution to UMPIP

E. Before-Tax (Tax Deferred) (Fund 35/36)	5,844
F. After-Tax (Taxable) (Fund 40/41)	
G. ROTH (Taxable) (Fund 45/46)	

2024 CLERGY COMPENSATION FORM

SECTION III: HOUSING

Instructions: Cash Housing Allowance is determined by the church, usually in consultation with pastor and/or district superintendent. It can be paid out either with the paycheck or in a separate check.

A. Is a Parsonage provided? (yes or no) YES

2024

B. Cash Housing Allowance (when no parsonage is provided).....

SECTION IV: LOCAL PARISH EXPENSES

Instructions: Lines A & B are billed by the Dakotas Conference. For full-time clergy couples, the HealthFlex Direct Bill is split evenly between them. Mileage is reimbursable at the IRS rate. Commuting is not reimbursable.

2024

A. Pension Direct Bill (Fund 3; Calculation below) 12,615

B. HealthFlex Direct Bill (Fund 4; \$15,635 for 2023 & 2024)..... + 15,635

C. Accountable Reimbursement Plan: +

1. Travel..... +

2. Continuing Education..... +

3. Other Reimbursed Expenses..... + 4,000

D. Other Expenses Paid by Parish +

Describe:

E. Total Expenses Paid by Parish (Add lines A – D) = 32,250

How to calculate the Pension Direct Bill

Online Calculator: www.dakotasumc.org → Finance & Admin → Finance → Finance Forms → Pension Direct Bill Calculator

	+		+		+		=	
CRSP-DB		UMPIP		CPP		CRSP-DC		Pension Direct Bill
		CRSP-DB	UMPIP	CPP		CRSP-DC	Parsonage	No Parsonage
Full-Time		5,108	2,349	Same as CRSP-DC		Total Compensation (Section I; Line C)		
¾-Time		3,831	1,762	Same as CRSP-DC		Housing (Section III)	x 125%	+
½-Time		2,554	1,175	0		Pension Compensation	=	=
						Round to Nearest \$	x 3%	x 3%
						CRSP-DC*	=	=

2024 CLERGY COMPENSATION FORM

Pastor Name <div style="font-size: 1.2em; font-family: cursive;">CORY THRALL</div>	Status Select One <div style="font-size: 1.2em; font-family: cursive;">PL</div>
Church/Parish <div style="font-size: 1.2em; font-family: cursive;">MISSION BISMARCK - BISMARCK LEGACY</div>	Check One <div style="display: flex; justify-content: space-between;"> <div> <input type="checkbox"/> Full-Time <input type="checkbox"/> 1/2-Time </div> <div> <input checked="" type="checkbox"/> 3/4-Time <input type="checkbox"/> 1/4-Time </div> </div>
Effective Date <div style="font-size: 1.2em; font-family: cursive;">1-1-2024</div>	

Breakdown of how Parish Expenses are shared among Churches			
Percent:	75 %	25 %	%
Church Name:	MISSION BISMARCK	BISMARCK LEGACY	

SECTION I: INCOME

Instructions: The Minimum Base Salary for a full-time clergy is: Full Connection - \$48,907; Less than Full Connection - \$46,649. Designated Housing Exclusion does not affect church financially but can reduce pastor's taxable income.

	2024
A. Base Salary	39,683
B. Other (e.g. social security or health ins. allowance) Describe:	+
C. Total Compensation (Add lines A and B)	= 39,683
D. Designated Housing Exclusion	3,000

SECTION II: SALARY REDUCTIONS

Instructions: These amounts are subtracted from the pastor's paycheck and remitted to the Dakotas Conference. Lines A, B, C, and D will also reduce the pastor's taxable income as reported in Box 1 of the W-2.

Health Insurance

2024

A. HealthFlex Pastor's Share (Fund 20/21)

A1. HSA Contribution – Employer contribution (Do not withhold as this is info for W2)

B. HSA Contribution – Employee Contribution to be deducted (Fund 22/23)

C. Medical Reimbursement Account (Fund 25/26)

D. Dependent Care Account (Fund 30/31)

Pastor's Contribution to UMPIP

E. Before-Tax (Tax Deferred) (Fund 35/36)..... 1,191

F. After-Tax (Taxable) (Fund 40/41).....

G. ROTH (Taxable) (Fund 45/46).....

2024 CLERGY COMPENSATION FORM

SECTION III: HOUSING

Instructions: Cash Housing Allowance is determined by the church, usually in consultation with pastor and/or district superintendent. It can be paid out either with the paycheck or in a separate check.

A. Is a Parsonage provided? (yes or no) NO

2024

B. Cash Housing Allowance (when no parsonage is provided)..... 8,000

SECTION IV: LOCAL PARISH EXPENSES

Instructions: Lines A & B are billed by the Dakotas Conference. For full-time clergy couples, the HealthFlex Direct Bill is split evenly between them. Mileage is reimbursable at the IRS rate. Commuting is not reimbursable.

2024

A. Pension Direct Bill (Fund 3; Calculation below) 8,453

B. HealthFlex Direct Bill (Fund 4; \$15,635 for 2023 & 2024)..... + 3,909

C. Accountable Reimbursement Plan: +

1. Travel..... +

2. Continuing Education..... +

3. Other Reimbursed Expenses..... + 4,000

D. Other Expenses Paid by Parish +

 Describe:

E. Total Expenses Paid by Parish (Add lines A – D) = 16,362

How to calculate the Pension Direct Bill

Online Calculator: www.dakotasumc.org → Finance & Admin → Finance → Finance Forms → Pension Direct Bill Calculator

CRSP-DB		+	UMPIP		+	CPP		+	CRSP-DC		=	Pension Direct Bill	
	CRSP-DB		UMPIP			CPP			CRSP-DC			Parsonage	No Parsonage
Full-Time	5,108		2,349			Same as CRSP-DC			Total Compensation (Section I; Line C)				
¾-Time	3,831		1,762			Same as CRSP-DC			Housing (Section III)	x	125%	+	
½-Time	2,554		1,175			0			Pension Compensation	=		=	
									Round to Nearest \$	x	3%	x	3%
									CRSP-DC*	=		=	

2024 CLERGY COMPENSATION FORM

Pastor Name <div style="font-size: 1.2em; font-family: cursive;">ANDREW EARLY</div>	Status <small>Select One</small> <div style="font-size: 1.2em; font-family: cursive;">FL</div>
Church/Parish <div style="font-size: 1.2em; font-family: cursive;">BISMARCK LEGACY SOUTH - CALVARY</div>	Check One <input checked="" type="checkbox"/> Full-Time <input type="checkbox"/> ¾-Time <input type="checkbox"/> ½-Time <input type="checkbox"/> ¼-Time
Effective Date <div style="font-size: 1.2em; font-family: cursive;">1-1-2024</div>	

Breakdown of how Parish Expenses are shared among Churches				
Percent:	50 %	50 %	%	%
Church Name:	BISMARCK LEGACY SOUTH	BISMARCK CALVARY		

SECTION I: INCOME

Instructions: The Minimum Base Salary for a full-time clergy is: Full Connection - \$48,907; Less than Full Connection - \$46,649. Designated Housing Exclusion does not affect church financially but can reduce pastor's taxable income.

2024	
A. Base Salary	66,624
B. Other (e.g. social security or health ins. allowance)	+
Describe:	
C. Total Compensation (Add lines A and B)	= 66,624
D. Designated Housing Exclusion	10,000

SECTION II: SALARY REDUCTIONS

Instructions: These amounts are subtracted from the pastor's paycheck and remitted to the Dakotas Conference. Lines A, B, C, and D will also reduce the pastor's taxable income as reported in Box 1 of the W-2.

Health Insurance	2024
A. HealthFlex Pastor's Share (Fund 20/21)	10,620
A1. HSA Contribution – Employer contribution (Do not withhold as this is info for W2)	_____
B. HSA Contribution – Employee Contribution to be deducted (Fund 22/23)	_____
C. Medical Reimbursement Account (Fund 25/26)	_____
D. Dependent Care Account (Fund 30/31)	_____
 Pastor's Contribution to UMPIP	
E. Before-Tax (Tax Deferred) (Fund 35/36)	1,999
F. After-Tax (Taxable) (Fund 40/41)	_____
G. ROTH (Taxable) (Fund 45/46)	_____

SECTION III: HOUSING

A. Is a Parsonage provided? (yes or no) NO

2024

B. Cash Housing Allowance (when no parsonage is provided)..... 20,000

2024

A. Pension Direct Bill (Fund 3; Calculation below) 12,655

B. HealthFlex Direct Bill (Fund 4; \$15,635 for 2023 & 2024)..... + 15,635

C. Accountable Reimbursement Plan: +

1. Travel..... +

2. Continuing Education +

3. Other Reimbursed Expenses + 4,000

D. Other Expenses Paid by Parish +

Describe:

E. Total Expenses Paid by Parish (Add lines A – D) = 32,290

Online Calculator: www.dakotasumc.org → Finance & Admin → Finance → Finance Forms → Pension Direct Bill Calculator

2 | Page



The United Methodist Church

Appointment to an Extension Ministry

NAME _____

BUSINESS PHONE (_____) _____ HOME PHONE (_____) _____

FAX (_____) _____ E-MAIL _____

BUSINESS ADDRESS _____

CITY _____ STATE _____ ZIP _____

HOME ADDRESS _____

CITY _____ STATE _____ ZIP _____

PREFERRED ADDRESS FOR MAILING PURPOSES AND FOR INCLUSION IN JOURNAL: ☐ HOME
☐ BUSINESS

FULL MEMBER _____ PROVISIONAL MEMBER _____ ASSOCIATE MEMBER _____ LOCAL PASTOR _____

OF _____ ANNUAL CONFERENCE

CHARGE CONFERENCE MEMBERSHIP _____ DISTRICT _____

If you are under appointment outside the conference of which you are a member, please complete the following:

Conference where you serve _____ Bishop _____

District _____ District Superintendent _____

Affiliate chargeconference membership _____

TITLE/POSITION _____

AGENCY/INSTITUTION _____

BASE COMPENSATION (YEAR _____) \$ _____

UTILITIES AND OTHER HOUSING RELATED ALLOWANCES _____

TRAVEL ALLOWANCE _____ OTHER CASH ALLOWANCES _____

PLEASE INDICATE YOUR APPOINTMENT CATEGORY: (§ 344.1)

- ☐ a. Appointed within the connexional structure
- ☐ b. Endorsed by the UM Endorsing Agency within the General Board of Higher Education and Ministry
- ☐ c. In service with General Board of Global Ministries
- ☐ d. Appointed to other valid approved extension ministry

Attach: 1) a brief narrative of your ministry during the past year including a copy of your annual evaluation; and 2) evidence of your continuing education and spiritual growth program and future plans. (§ 344.2)

Date _____ SIGNED _____

SEND COPIES TO:

1. Bishop
 2. District Superintendent
 3. Board of Ordained Ministry
 4. Conference Secretary
 5. Bishop of area in which you serve, if other than area of which you are a member
- A copy of this report may be used to inform the Charge Conference(s) of which you are a member and an affiliate member in keeping with ¶316.1 and 344.3 a, b.

*A copy of this report should be used to inform the United Methodist Endorsing Agency, PO Box 340007, Nashville, TN 37203-0007 in keeping with ¶344.1b.

**Appointment to an Extension Ministry
Charge Conference, 2023 (Legacy UMC, Bismarck)
Rev. Jenny Hallenbeck Orr**

1) a brief narrative of your ministry during the past year

The bulk of my ministry is in the Chaplain role on my hospice team, and this involves offering spiritual support to our patients, our patients' caregivers and family members, and to my team members. This role also involves working alongside my team's nurses, CNAs, Social Worker, and others to help provide high-quality, whole-person care to our patients. Collaboration has always been a high interest throughout my years of ministry and, so, being part of the hospice team – where the need for collaboration is high – has felt like a very natural fit for me.

The patients I serve are, generally, within the south-central square(ish) area of North Dakota: Bismarck east to Jamestown, then south to Ellendale, west to highway 83, north to Bismarck, everywhere in-between and a little bit west and north of all that.

😊 Hospice of the Red River Valley expanded into the majority of my team's area about 4 years ago and we are definitely still growing. I'm the only Chaplain on my team, so I cover our entire territory and patient caseload, though our patients do have the right to decline Chaplain services while they are in hospice care. As I visit my patients in this area of our Dakotas Conference, I must admit that, given the amount of road time I have as I engage in this ministry, I often feel more like a Circuit Rider now than I ever did before!

Depending on a patient's health status at the time of my visits, my visits may include general conversation about how they're doing and learning about their life/family/career/military service. If the particular patient is Christian, my visits often also include conversation about their faith, time in prayer, and/or time spent singing favorite hymns. If the patient is not Christian, I focus my visits with them on building trust and getting to know/support them on their terms. Because my ministry is in hospice, and end-of-life issues are always somewhere near the forefront, I do what I can to foster a connection with my patients that's based on empathy, permission for emotional honesty, appropriate humor, and discussion of what's been meaningful and important to my patients. If there are past struggles negatively impacting their end-of-life journey, I do what is within my expertise (and intuition...) to help patients talk and think through those struggles so they can feel more at peace as they prepare to die. Some of our patients are with us for just a few days and some have been with us since before I started this job over a year ago! As I reflect back on my first year in this ministry, I almost can't believe it, but I've been involved – in some way, shape, or form – in the end-of-life journey of over 100 children of God. Some of them continue to come to my mind and heart as I traverse our territory each week and pass through their town or drive by it on the Interstate.

The smaller portion of my ministry is in the Volunteer Coordinator role for our hospice team. This aspect of my ministry includes the following things: interviewing and training potential new hospice volunteers, matching hospice volunteers with patients who would like volunteers to offer companion visits, coordinating recognition of our patients who are military veterans, and working with other Volunteer

Coordinators in our organization. As Volunteer Coordinator, I also work with sewing volunteers and patient families in our “Celebration Bear” ministry. After our patients pass away, their family members can select items of their clothing and our sewing volunteers then use that clothing to make stuffed bears in memory – and *celebration* – of their loved one. I was able to deliver a set of completed bears to the family of a patient who had passed away before I started; the family and I “clicked” pretty quickly after I presented the bears and that visit remains one of the highlights of my first year engaging in this work.

2) evidence of your continuing education and spiritual growth program and future plans. (¶ 344.2)

Hospice ministry, in many ways, feels like familiar territory in that, during my time as a parish pastor, I spent a lot of time in ministry with those who were dying, as well as with those who were grieving the death of a loved one. The ministry of offering spiritual support to those who are dying, and with their close family members, is ministry I’ve been participating in for decades. However, doing that ministry as part of a health care organization, has brought some steep learning curves over this past year! Especially the first 3-4 months of my orientation and early time “on my own,” I felt like I was constantly learning new things: medical charting, HIPAA (and more HIPAA!), engaging in teamwork with medical professionals, not to mention learning more about winter driving in rural North Dakota than I ever thought I’d learn! That said, *chaplains* is a new ministry for me. This is ministry in a “clinical setting” and, as it happens, I have never done any units of Clinical Pastoral Education (CPE). I feel very at home in hospice chaplaincy and, at this point, can imagine it being my ministry for the remainder of my vocational life. So, to grow in my clinical ministry skills, I’m taking my first unit of CPE beginning this January; it is an extended unit and will last through April of 2024.

My husband, Derrick, our 5-year-old, Miles, and I have become increasingly active at Legacy UMC. (My 25-year-old stepson, Morgan, joins in if requested...) We’ve been regular attendees since late September of 2022; then, beginning in January of 2023, we began attending Wednesday evening meals and our 5-year-old started going to Legacy Kids on Wednesday. I’ve been a volunteer sub in Legacy Students a few times and my husband and I recently joined a life group with several other Legacy couples/families; that group is a new adventure for Derrick and I and, so far, we’re finding it to be a great way to connect with other folks on a person-to-person and on a spiritual level.

At this point, I have served as Guest Preacher twice at Legacy – once on a Wednesday during Lent and once on a Sunday in early October – and have just committed to a third time during this coming Advent season. I’ve also been Guest Preacher several times at a small ELCA church in Mandan and I preached two weeks in a row in the late spring at Center and Washburn UMCs. Preaching has long been a love of mine, so it’s been wonderful to be able to serve each of these congregations in this way, especially because preaching is one area of parish ministry that is so rarely part of my hospice ministry.

THE UNITED METHODIST CHURCH - DAKOTAS ANNUAL CONFERENCE
ANNUAL RETIREE'S REPORT TO THE CHARGE CONFERENCE
(PAR. 357 - 2016 BOOK OF DISCIPLINE)

(To be completed and sent each year to the church in which you hold your charge conference membership in time for their charge conference, as well as to the Dakotas Conference office)

NAME Rev. Perry Schnabel DATE October 14, 2023

MAILING ADDRESS 804 E LaSalle Dr Unit A, Bismarck, North Dakota 58503

EMAIL ADDRESS pastorperrys@msn.com PHONE 701-426-5695

LOCATION OF DAKOTAS CHARGE CONFERENCE MEMBERSHIP

Legacy United Methodist
Church

Northwest
District

PASTORAL ACTS:

Number of Marriages Performed 0

Baptism Administered 0

Funerals Officiated 0

Please give a brief account of family circumstance, ministerial activities, volunteer groups, church participation, etc.:

Cynthia and I are enjoying our four grandchildren whenever we have the opportunity.

I continue to be quarter time Assistant Chaplain at the Baptist Health & Rehab/Prairie Pointe. I have preached 15 times at Sunday services in the Baptist Health & Rehab and I have preached, done Bible Studies or assisted 46 times at Thursday chapel services at Prairie Pointe as well as served communion 15 times. During services I also play piano, accordion and Melodica. I also played piano for 17 sing-a-longs. I also sang in 2 Northern Lights concerts and played accordion for a funeral.

I provided pulpit supply on twenty-three occasions for churches in the area as well as preached for the Lehr 125th Celebration Service.

I attended a Special and Annual Conference this year.

God continues to bless ministry.

Send a copy of this report to the Dakotas Conference office via email to bea.stucke@dakotasumc.org or mail to:, not

Attention: Bea Stucke
Dakotas Conference Office
Box 460
Mitchell, SD 57301-0460

For those living outside the bounds of the Dakotas Conference:

Include the name, position and signature of the district superintendent or pastor of the charge where you reside.

Name and Position

Date

District Superintendent's or Pastor's Signature