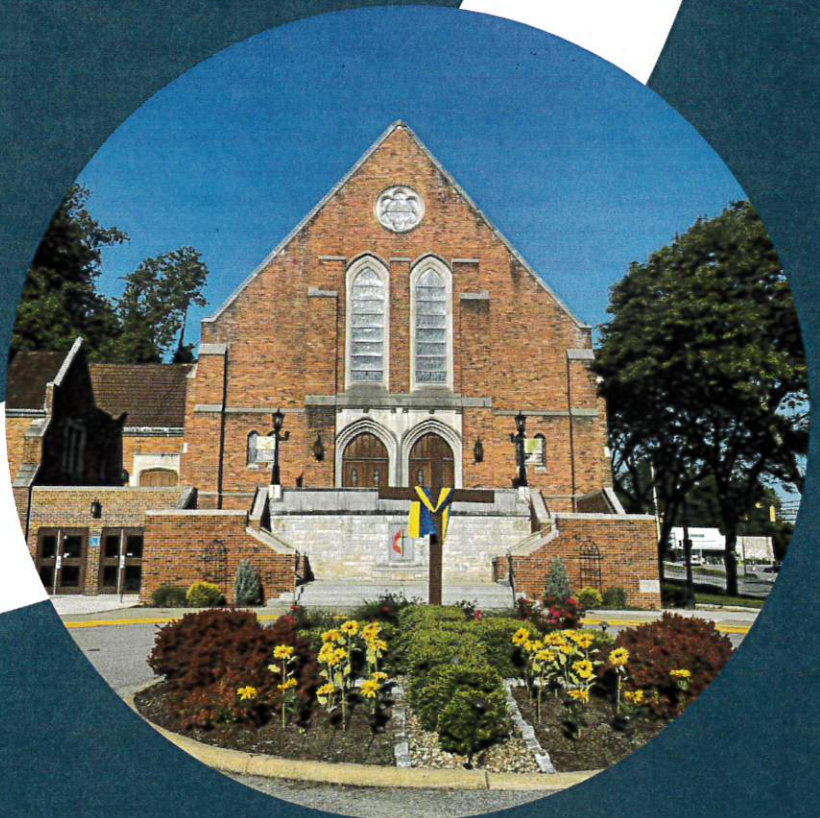


OCTOBER 20, 2022

BALDWIN COMMUNITY UNITED METHODIST CHURCH CONFERENCE



20²² Charge/Church Conference

Rep. _____

Pastor: Pamela S. Gardner Status: FE Years in Current Appointment: 4
 % of Service (Circle One): 100% 75% 50% 25%

Pastor Salary Package (Date effective January 1, 2023)

The salary and benefits will be divided among the churches as follows:

(If there is only one church and several pastors, put names of pastors in the line for churches)

(If there are more than one congregation and more than one pastor, please duplicate this sheet for each pastor)

Church	Salary	Reimburse	Pension	Hosp.	Cash Housing	Other	%
<u>Baldwin</u>	\$ <u>66,000</u>	\$ <u>5000</u>	\$ <u>5,400</u>	\$ <u>17,916</u>	\$ _____	\$ _____	% _____
_____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____	% _____
_____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____	% _____
_____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____	% _____
_____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____	% _____
_____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____	% _____
_____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____	% _____
_____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____	% _____
TOTAL	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____	% _____

Parsonage Exclusion Allowance:

The IRS allows that: "A minister's housing allowance (sometimes called a parsonage allowance or a rental allowance) is excludable from gross income for income tax purposes but not for self-employment tax purposes." For that purpose, the amount of \$ 4000.00 is hereby designated as a housing exclusion.

Parsonage:

Pastor Pamela S. Gardner will live in the parsonage owned by the Baldwin Community UMC.

The cost of parsonage utilities, property tax and routine maintenance (due to normal wear and tear) will be shared as follows:

<u>Baldwin Community</u>	UMC	<u>100</u>	%
_____	UMC	_____	%
_____	UMC	_____	%
_____	UMC	_____	%
_____	UMC	_____	%
_____	UMC	_____	%
_____	UMC	_____	%
_____	UMC	_____	%

If the percentage is the same as "% of package" in the Pastor Salary Package" section above, you may simply write "Same as Above" on the line above this text box

The cost of capital improvements and major renovations and expenses will be negotiated between (among) the congregation which owns the parsonage and the other church(es) in the charge.

Office Hours and Community Presence

The pastor will be present on a regular basis in the communities where each church of the charge is located (Through establishing regular office hours within each of the congregations or other method as agreed by the charge SPRC).

Church Staff: (Please list name, phone number, position, and annual compensation):

Name	Phone	Position	Annual Compensation
Ria Fruscello	412.882.9300 ext. 210	Communication	
John Barone	ext. 214	Financial Admin	
Justin Pearl	ext. 213	Discipleship	
Franklin Mosely	ext. 223	Director of Music	
Heather Hampton	ext. 220	Receptionist	
Jamie Carr	ext. 213	Preschool Dir	
Michael Clark	ext. 260	Contemp. Worship Leader	
Susan Eyrolles	ext. 229	Lord's Pantry Dir.	

Certified Lay Servants: (Name, Phone, & Email)

Certified Lay Speakers: (Name, Phone, & Email)

Certified Lay Ministers: (Name, Phone, & Email)

District Conference Representatives:

(Conference By-Laws 4.4.3: The following are voting members: lay member to AC, Lay leader, Chair of Council, Pres of UMW, Pres of UMM and Pres of UMYF plus numerous district officers)

2 Principle: Lance Gjerstad , TBD

2 Reserve: Barbara Gjerstad

Lay Member(s) to Annual Conference: (Name, Phone, & Email)

Barbara Gjerstad wildirishrose@gmail.com 412.543.8230

Candidates for Equalization Delegates: (Name, Phone, & Email)

Jessica Speer 724.699.4885 jessicaspeer3@gmail.com

Seminary Students: (Name, Seminary, Phone, & Email)

Candidates for Ministry: (Name, Phone, & Email)

Other Clergy:

Deacons: _____

Serving in Extension Ministries: _____

Retired: _____

Other: _____

Signatures:

Senior Pastor: _____

SPRC Chair: _____

Date: _____

2022 Report of the Pastor

Baldwin Community UMC

October 20, 2022

One year ago, as we were preparing for our 2021 Church Conference, the Nominations Committee decided that Baldwin Community UMC had arrived at a critical juncture. Was it time to look at a new leadership structure? Years of frustrating phone calls and a dwindling pool of willing servants indicated a needful change. Following January 1, 2022, the Nominations and Lay Leadership Committee began looking at the simplified accountable structures used by Dutilh and Faith: Fox Chapel UMCs. Meeting as often as weekly, the committee adapted the Dutilh UMC structure to fit the needs of Baldwin Community UMC. Today, we gather to affirm their work and adopt this new structure.

Around the same time, the Church Council began to reconsider the church's mission and vision. Several variations in the past had been instituted but never engaged by the church overwhelmingly. Following two working sessions, our church leadership gathered to create a new, exciting mission statement and vision declarations, we hope will define our ministries going forward. You can find the new mission and vision statements included in this package. Our work is not entirely complete as we have one more meeting scheduled on November 12 at 10 am in the chapel. All are welcome!

Moving into the new year with a new structure and new mission/vision is an exciting place for Baldwin Community UMC to be, especially following a pandemic! We have managed to keep our ministries vibrant and strong despite the challenges we've experienced throughout the past 2 years. Moving forward, I pray that we can keep our hearts and minds open to new challenges that will present themselves. Our world is rapidly changing and with it the church (locally, denominationally). Where do we need to act strategically to keep our church ministries vibrant and strong? I offer the following thoughts:

1. Leadership and helping spirits – We simply need more leaders and helpers to assist staff and already deployed leaders to support the work and mission of Baldwin Community UMC. How do we help church members find their place in leadership? Imagine what we might be able to do if the breadth and width of our congregation were able to find their personal calling to serve and uplift!
2. Resisting the urge to diminish or tear down—When we are under stress as human beings, it is easy to blame, gossip, tear down the work or reputation of those around us. In no circumstance does this mean-spirited behavior build up the Kingdom of God on earth. I would invite the leadership of Baldwin Community UMC to commit personally and churchwide to stop or suppress the need to tear down the staff, church leadership, or one another. It is uninviting and at times repulsive to hear the kind of unchristian chatter happening among volunteers, meetings, and other social gatherings. We can do better!
3. Prayer – I firmly believe in the power of prayer to help guide the church to make righteous decisions for the future. More than just comfort to us, prayer is the catalyst by which we invoke God's will here in our community of faith to do good works in Christ's name. Let us join in lifting brave and visionary prayers for Baldwin Community UMC! Come, Holy Spirit, come inspire!

Rev. Pamela S. Gardner

MISSION STATEMENT

WE ARE A THRIVING COMMUNITY
OF DISCIPLES WELCOMING OUR
NEIGHBORS TO PARTICIPATE IN
GOD'S LOVE

VISION STATEMENT

Welcome

WE WILL **WELCOME** ALL BY
CREATING A SAFE, INVITING,
INCLUSION ENVIRONMENT TO
EXPERIENCE GOD'S LOVE.

Inspire

WE WILL **INSPIRE** BY OFFERING
TRANSFORMATIVE EDUCATIONAL
OPPORTUNITIES AND ENGAGING
WORSHIP SERVICES.

Nurture

WE WILL **NURTURE** ONE ANOTHER
AND THE MOST VULNERABLE IN
THE COMMUNITY BY FOSTERING
AND GROWING A LOVING
RELATIONSHIP WITH GOD AND
EACH OTHER.

Serve

WE WILL **SERVE** AS FAITHFUL
STEWARDS AND AS THE HANDS AND
FEET OF GOD BY SHARING OUR
LOVE OF CHRIST IN OUR
CONGREGATION, OUR COMMUNITY,
AND THE WORLD.

BAPTISMS:

- DAVIS, JULIAN EDWARD
- DURNEY, PAISLEY RAE
- FROST, MAEVE ANNE
- HERD, ADELYNN ELIZABETH
- TAYLOR, ANAYA TANNEH
- TAYLOR, LEVI ANANIAS
- TAYLOR, LORI ARIA

RECEIVED BY CONFIRMATION:

- DOMHOFF, EMILY
- GINTNER, ALISON
- MCWILLIAMS, NATHANIEL
- STOUT, MACKENZIE

NEW MEMBERS:

- MCDERMOTT, LORI
- MCDERMOTT, KAYLEIGH

DEATHS:

- AMES, EDWARD
- APEL, KAREEN
- CAPPEL, CHARLOTTE
- CARO, JAMES (JEFF)
- CERESA, LAWRENCE
- COYLE, CAROL
- DEIBLER, NINA
- FERKETT, HOLLY
- FOSTER, JAMES
- GALLAGHER, GARY
- HANK, ELIZABETH (BETTY)
- KRAFT, VIRGINIA
- LAMB, BETH ANN
- LEHMAN, JAMES E.
- MARSHALL, JAMES
- MOMEYER, STEVE
- REYNOLDS, ROBERT
- SANDER, LAVERTA
- STEELE, RUTH DILLER
- STRANG, CONSTANCE (CONNIE)
- WEIGEL, RICHARD (TOM)



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.

Baldwin Community United Methodist

Church

Baldwin Community UMC

Charge

Pittsburgh

District

WPAUMC

Annual Conference

For the period beginning 11/16/2021

, and ending 10/20/2022

DATE OF PRIOR CHARGE CONFERENCE

DATE OF CURRENT CHARGE CONFERENCE

1. Organization for the present conference year was effective (date) 1/11/22, by electing the following officers (no less than three, and up to nine persons):

	Name	Term Expires
President	Kristy Costanzo	2022
Vice President		
Secretary		
Treasurer		
Member	Dave Lewis	2022
Member	Dave Stout	2023
Member	George Girty	2022
Member	Janet Westwood	2023
Member		

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	BCUMC		3337	
Church Buildings	BCUMC		Unknown	
Parsonages	BCUMC		Unknown	
Parsonages				
Other				
Other				

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

c. Where are they kept? Church safe and Iron Mountain

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	\$	\$ 12,565,000		Brotherhood	Y <input type="checkbox"/>	Amount::	
					N <input checked="" type="checkbox"/>		
Parsonages	\$	\$ 462,500.00		Brotherhood	Y <input type="checkbox"/>	Amount:	
					N <input checked="" type="checkbox"/>		
Church Furnishings and Equipment	\$	\$ 1,400,000.		Brotherhood	Y <input type="checkbox"/>	Amount::	
					N <input checked="" type="checkbox"/>		
Parsonage Furnishings and Equipment	\$	\$ 0.00			Y <input type="checkbox"/>	Amount::	
					N <input type="checkbox"/>		
Vehicle(s)	\$	\$ 0.00			Y <input type="checkbox"/>	Amount::	
					N <input type="checkbox"/>		
General Liability		\$ 1,000,000.		Brotherhood	Y <input type="checkbox"/>	Amount::	
					N <input checked="" type="checkbox"/>		
Worker's Compensation					Y <input type="checkbox"/>	Amount::	
					N <input type="checkbox"/>		
Directors and Officers/Errors and Omissions/Crime		\$ 1,000,000.		Brotherhood	Y <input type="checkbox"/>	Amount::	
					N <input checked="" type="checkbox"/>		
Professional Liability Coverage (Including Sexual Misconduct)		\$ 1,000,000		Brotherhood	Y <input type="checkbox"/>	Amount::	
					N <input checked="" type="checkbox"/>		

- 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? Trustees
- 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
See Attached.					

(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

Kristy Costanzo

Printed Name: Kristy Costanzo

Date: 10/19/2022

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.

ANNUAL ACCESSIBILITY AUDIT FOR UNITED METHODIST CHURCHES (¶2533.6), Scored Version



Church Baldwin Community United Methodist Church District _____

	Y	N	Description / Guidelines (see page 4 for scoring instructions)	Explain "N" answers (additional space on p. 5)
GETTING INTO THE CHURCH				
1- B	✓		Clearly visible signs mark <u>or</u> direct people to accessible entrances	
2- B	✓		1+ marked ADA parking spaces are on level ground near entrance	
3- G		✓	Wheelchair users don't have to go behind parked cars, cross traffic	Have to cross parking lot/drive
4- S	✓		At least 1 per 25 spaces is clearly marked with access symbol on vertical signs and on pavement (# of accessible spaces: _____)	
5- B		✓	Accessible parking spaces are 8' wide with adjacent 5' access aisle	2 of 6 are and have access aisle
6- S	✓		At least one accessible space is van accessible: 11' wide with clearly marked adjacent 5' access aisle (or 8' space with 8' access aisle)	
7- B	✓		36" wide curb cuts (curb ramps) are provided close to parking	
8- B	✓		Route (sidewalk) from accessible parking to accessible building entrance is smooth, flat, and at least 36" wide (width: _____)	
9- B	✓		Entrance is level <u>or</u> has exterior ramp with non-slip surface and minimum width of 36" between handrails (width: _____)	
10- S			Ramp has max. incline of 1:12 (length: _____ rise: _____ ratio: _____) with no more than 30' between level landings, <u>or</u> entrance is level	
11- S	✓		34-38" handrails are on both sides of exterior ramp/ stairs, lower ramp railing is no higher than 4" above deck, <u>or</u> entrance is level	
12- B	✓		There is a 60"x 60" level platform at entry door (size: _____) with space (~ 18") on pull side of door <u>or</u> automatic door opener used	
13- G		✓	Automatic door opener available, <u>or</u> attended doorbell for assist	no bell or auto opener
14- B	✓		Entrance door is 36" wide; threshold no more than beveled ½" high	
GETTING AROUND THE CHURCH				
15- B	✓		Signs in entrances/ halls direct visitors and help them locate rooms	
16- B		✓	Corridors are at least 36" wide and have non-glare floor surface	some floors are waxed/shiny
17- B		✓	Objects that protrude more than 4" from the wall have a lower edge no higher than 27" above the floor, or a barrier such as a planter or guard rail, to allow detection with a cane	radiators protrude 6"
18- B		✓	Multi-level buildings provide access to all common/ most program areas via elevator, lift and/ or ramp(s), <u>or</u> building is on one level	elevator provides access to 3 levels. No access to other levels.
19- B	✓		Interior doorways have a minimum of 32" clearance and thresholds are level or are no more than ½" high and beveled	
20- S		✓	Door handles to ADA bathrooms/ common areas are easy to grasp, operate with one hand (e.g. lever style) using less than 6 lbs. force	most doors have knobs
21- S	✓		Carpet pile is even, no more than ½" thick, with no or firm padding; floor mats have non-slip backing and are stable	
22- G	✓		Fire alarm controls and extinguishers are no more than 48" (h: _____) from floor; visual and auditory fire alarms are in place	
23- B		✓	At least one marked ADA unisex/ family restroom (<u>or</u> one stall in male & female restrooms) is accessible from each floor; has ~60"x 60" turning space with 33 – 36" high wall-mounted grab bar next to toilet extending 54" from back wall; toilet height 17 – 19" (h: _____)	No ADA toilet room at sanctuary level. One will be completed in 2023.
24- S		✓	27" sink clearance from floor (h: _____), w/ easy to operate controls (lever style, automatic, etc.), hot water & drain pipes are covered	How water and drain pipes are not covered.
25- B		✓	Soap dispenser and paper towels are mounted no higher than 48" (h: _____) <u>or</u> placed on counter for access	paper towel dispenser is at 50" a.f.f.
26- B	✓		Bottom edge of at least one mirror is 40" or lower (h: _____)	

	Y	N	Description / Guidelines (see page 4 for scoring instructions)	Explain "N" answers (additional space on p. 5)
27- B		✓	Drinking fountain is no higher than 36" with easy hand controls and wheelchair clearance, <u>or</u> paper cups are provided	wheel chair clearance no available at all locations
28- B	✓		Interior stairs/ ramps have handrails on both sides, <u>or</u> all one level	
29- S		✓	Top/bottom step edges & ramp level changes marked, <u>or</u> one level	no markings at steps
SANCTUARY, CLASSROOMS, AND FELLOWSHIP AREA				
30- B	✓		At least 1-2 level pew cuts/spaces for wheelchair users are available	one provided
31- S		✓	Wheelchair spaces are 33"x48" forward or 33"x60" side approach (size: _____), distributed throughout the room for choice in seating, with view of pulpit/ screen when others stand	row is 44.5" wide
32- G		✓	Chancel area and choir loft are accessible, e.g. with ramp or lift	not accessible
33- S		✓	Handrail(s) provided for steps to the chancel, <u>or</u> chancel is level	not accessible
34- B	✓		At least one aisle in each space is 36" wide or more (w: 41" _____)	
35- B	✓		Fellowship - e.g. potlucks, coffee hour- is offered in accessible space	
36- B		✓	In fellowship area and classrooms at least one table has minimum of 27" clearance on the underside, and a maximum height of 34"	table height is 25.75
37- B		✓	1-2 sturdy chairs have armrests, seats ~18" from floor, & no wheels	no armrests provided
COMMUNICATIONS AND ENVIRONMENT				
38- S		✓	Members are sensitized about need to minimize use of fragrances	
39- G		✓	Soaps, cleaning products and other chemicals are fragrance free; candles are unscented and non-petroleum-based	not fragrance free
40- S	✓		Projected words (e.g. song lyrics) use large font and good contrast	
41- B	✓		Large print bulletin, song lyrics, & scriptures provided <u>on request</u>	
42- S		✓	Braille <u>or</u> electronic documents provided <u>upon advanced request</u>	
43- B	✓		Microphone used by all speakers or comments are repeated at mic.	
44- S	✓		Assisted listening system (FM and/or loop) & receivers are available	
45- G		✓	ASL sign language interpreter is provided <u>upon advanced request</u>	
46- S		✓	Print/ e-mailed copies of sermon provided <u>upon advanced request</u>	
47- G		✓	Captions are provided / turned on for videos and other media	
ATTITUDES				
48- B		✓	Accessibility measures and who to contact for questions described in bulletin, website, maps, Find-A-Church site, <u>and/or</u> signage	hearing assistance and large print bulletins available
49- B		✓	Pastor(s), ushers, greeters, and leaders have learned and practice appropriate disability etiquette and hospitality	
50- S		✓	Signs, websites, <u>and/or</u> bulletin boards offer evidence that people with visible and hidden disabilities are welcome and included in the life of the congregation, e.g. through support group info., photos	
51- B	✓		Disruptions are accepted and incorporated into worship	
52- B	✓		Qualified service animals (e.g. guide dogs) are welcome within the church building(s) including the sanctuary and fellowship hall	
53- B			Congregation works to use inclusive, person-first language in worship, e.g. people are invited to "rise in body or in spirit"	
54- S		✓	Classes and programs are adapted <u>as needed</u> to facilitate active participation of children and adults with disabilities	
55- B		✓	Disability Awareness Sunday ¶265.4 observed during past 1-2 years	
56- S		✓	Gifts of persons with disabilities are identified and used in service, worship, and leadership roles, and to help to improve access	
57- B	✓		Needs of people on special diets are considered when food is offered, including gluten-free & alcohol-free communion elements	
58- S		✓	Transportation offered plus valet parking <u>or</u> parking lot assistance	
59- S		✓	"Buddy" system offered for individuals needing 1:1 support	

Scoring Instructions:

1. Based on your findings, check **Yes** or **No** for each audit item. Focus on your main accessible entrance and on Sunday morning activities, especially worship. If the intent of the item is adequately met in a different way, e.g. greeters are posted throughout the morning on Sundays to open doors and provide directions (#13 and 15), mark it **Yes**. If you can and will fix the issue within a week or so, mark **Yes**. If an item occurs at least 85% of the time, e.g. microphone use in worship and large meetings, score it **Yes**. If only part of a multi-question item is met, mark that item as **No** unless alternatives are given, as designated by "or." If a system is in place to provide services, e.g. "buddy" companions or e-mailed order of worship for Braille users, mark **Yes** even if no one is using it. See *Guidance for Completing the Accessibility Audit* at <https://umcdmc.org> for further clarification.
2. Add the number of **Yes** responses in each badge category (**B**ronze, **S**ilver, and **G**old).
3. Compute the percentage of **Yes** responses in that badge category.
4. In order to receive a badge at the designated level, the church needs to score at least 85% at that level and any lower levels, i.e. the church cannot receive **S**ilver if the **B**ronze level is not met.

Examples:

- Church A scores 29/32 in the **B**ronze category (90%), 14/20 in the **S**ilver category (70%) and 2/7 in the **G**old category (28%). This church qualifies for the **B**ronze badge
- Church B scores 31/32 in the **B**ronze category (96%), 18/20 in the **S**ilver category (90%) and 4/7 in the **G**old category. This church may apply for a review to see if it qualifies for the **G**old badge.*

	Bronze (Basic)		Silver (Satisfactory)		Gold (Great)	
1. & 2. # of Yes responses	____/32		____/20		____/7 + ____ (bonus) = ____	
3. percentage	%		%		%	
4. 85% or greater = badge	Yes	No	Yes	No	Yes*	No

B = Bronze (Basic accessibility and accommodations) – The church is welcoming and offers basic amenities needed for a person with a disability to participate, e.g. a place to park, a way to get into the building and sanctuary, a bathroom that is usable, etc. Most items at this level are low cost and can be easily provided, e.g. ushers and greeters trained in disability etiquette, website information on access. (Verified by self-report, using this *Annual Accessibility Audit for United Methodist Churches*. Check <https://umcdmc.org> for instructions on how to access your badge.)

S = Silver (Satisfactory accessibility and accommodations) – The church has many accessible features and offers accommodations for persons with a variety of disabilities including hearing loss and limited vision. Silver level items may cost a bit more and take more effort to put in place. While some areas are not yet fully accessible and inclusive, it is clear that the congregation is working towards accessibility. (Verified by self-report, using this *Annual Accessibility Audit for United Methodist Churches*. Check <https://umcdmc.org> for instructions on how to access your badge.)

G = Gold (Great accessibility and accommodations) – The congregation has gone beyond ADA and strives to provide an accessible space and appropriate accommodations. The church welcomes individuals with varying disabilities and their families through intentional measures and ministries. Continued improvement is planned based on needs of members and the community. This church would be a good choice to host conference events per ¶1716.2 of the *Book of Discipline*, and might mentor other churches. (*Verified by this *Annual Accessibility Audit for United Methodist Churches* and an interview or site visit. If your score reaches the **G**old level, contact your conference Disability Concerns Committee or check <https://umcdmc.org> for further instructions. The audit will be reviewed in more depth to reach the **G**old level. Additional measures you have taken may count as bonus **G**old points to reach 85% or more.)



Report of the Finance Committee

The report of the Finance Committee shall be made on this form, or one revised and adapted by the Annual Conference. Numbers in parentheses refer to paragraphs of the 2016 *Book of Discipline*.

Copies of this report should be filed with the recording secretary, pastor, district superintendent and chairperson of the committee on finance

Baldwin Community UMC Church Baldwin Community UMC Charge
 Pittsburgh District WPAUMC Annual Conference

For the period beginning 11/15/2021 and ending 10/20/2022
DATE OF PRIOR CHARGE CONFERENCE DATE OF CURRENT CHARGE CONFERENCE

I. ORGANIZATION

1.a. Has the committee been organized according to the 2016 *Book of Discipline* (§258.4)? ☒ Yes ☐ No

b. Names of officers?

Chairperson Vanessa Gleason Vice Chairperson
 Treasurer(s) Financial Secretary

II. BUDGET AND COMMITMENT PLAN

2.a. Has the committee submitted to the Church Council, or its equivalent, a complete budget for the ensuing year? ☐ Yes ☒ No

If not, why not?

Not finalized yet.

b. Did the committee give the Church Council an opportunity to request financial support for recommended ministries (§258.4)? ☒ Yes ☐ No

If not, why not?

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

☐ Monthly ☒ Quarterly ☐ Semi-annually ☐ Annually ☐ No, we do not send reports

4. Is giving by individual participants in the local church regularly reviewed? ☒ Yes ☐ No;

If not, why not?

5. What are the plans for raising sufficient income to meet the budget adopted by the Church Council (§258.4)?

BCUMC has a well organized Stewardship campaign. Leaders of the church speak on a variety of financial topics. A stewardship letter is mailed during the campaign to encourage giving.

6. Does the Financial Secretary/Treasurer report regularly to the Church Council on the giving trends in the church/charge? ☒ Yes ☐ No

If not, why not?

III. THE HANDLING OF CHURCH FUNDS

7. Does the Treasurer regularly make reports to the Committee on Finance and the Church Council on the financial position of the church (§258.4b)? ☒ Yes ☐ No

If not, why not?

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

☐ Yes ☐ No

If not, why not?

Typically when we are able.

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

First Commonwealth Bank

Charles Schwab

b. Are all accounts FDIC insured and in amounts at or below the current FDIC insurable limit? ☐ Yes ☒ No

If not, why not?

Charles Schwab is an Investment account. Only the cash sweep portion of this account is FDIC insured.

c. Are all accounts in the name of the church? ☒ Yes ☐ No

If not, why not?

10.a. Has the committee established written financial policies to document the internal controls of the local church (§258.4d)? (Attach as a supplement.) ☒ Yes ☐ No

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

☒ Yes ☐ No

11. Are the church offerings counted by a counting committee in accordance with the mandates of the Discipline (§258.4a)? ☒ Yes ☐ No

If not, why not?

12. Are all funds deposited promptly in accordance with procedures developed by the Committee on Finance (¶258.4a, d)? ☒ Yes ☐ No

If not, why not?

13. Are financial officers of the church bonded (¶258.4b)? ☒ Yes ☐ No

If not, why not?

14.a. Have the financial records of the church and all its organizations been audited for the prior fiscal year (¶258.4c)? ☐ Yes ☒ No

b. If not, why not?

Financials are reviewed monthly by a church member. We did not have funds in the fiscal year 2022 budget for an audit.

c. Were there any recommendations or exceptions? ☐ Yes ☒ No

d. If there were recommendations or exceptions, how has the church addressed them?

Signed _____

Printed Name: Vanessa Gleason

Date: _____

	account value as of 9/30/22	Est. annual income	How income used for Ministry
Charles Schwab Wills and Estates Account	\$ 322,558.64	\$ 10,951.20	Facilities Maintenance
Charles Schwab Endowment Account	\$ 1,727,265.86	\$ 36,764.41	see split below
First Commonwealth Bank Savings	\$ 103,466.12	\$ 62.42	reinvested

Income generated from the Endowment Account is used as follows:

13.83% Trustees Facilities Maintenance
2.88% Trustees Housing
3.11% Outreach
80.18% Operating Budget



Fund Balance Report

The Committee on Finance is required to make provision for an annual audit of the records of all the financial officers (including the financial secretary or church business manager and treasurers) of the church and all its organizations and shall report to the Charge Conference. Guidelines for handling of an accountability of funds can be found in the 2017-2020 United Methodist Church Financial Records Handbook and in Guidelines for Leading Your Congregation: FINANCE available at <http://www.cokesbury.com>, and The Local Church Audit Guide, available at <http://umc.org/gcfa/forms>.

THIS REPORT IS TO BE COMPLETED BETWEEN JAN. 1 AND MAR. 1
THIS REPORT SHOULD NOT BE INCLUDED WITH YOUR OTHER CHARGE CONFERENCE FORMS

*Copies of this report should be filed with the recording secretary, pastor, district superintendent and chairperson of the committee on finance - ***DO NOT send to the Conference Center****

Baldwin Community UMC Church _____ Charge
Pittsburgh District Western PA Annual Conference
For the period beginning 01/01/2021, and ending December 31, 2021

1. Receipts, Disbursements, and Balances (Round to the nearest dollar)

LOCAL CHURCH FUNDS (Use those applicable to your church.)	(a) Balance at Beginning of Period	(b) Cash Received and Recorded	*(c) Total Disburse- ments for Period (-)	*(d) Transfers + (-)	(e) Balance End Of Period
General Fund	109,740.00	495,850.00	-445,933.00	5,148.00	164,805.00
Benevolence Fund	11,290.00	20,963.00	-16,295.00	-5,148.00	10,810.00
Building or Improvement Fund					
Board of Trustees' Fund	26,065.00	85,031.00	-111,057.00		39.00
United Methodist Youth Fellowship	5,109.00	3,673.00	-2,442.00		6,340.00
United Methodist Men	3,345.00	720.00	-750.00		3,315.00
Church School					
Other Organizations or Funds (enter name):					
Name:	all other funds	594,042.00	336,096.00	-266,025.00	664,113.00
Total amount of cash in all treasuries of the church		749,591.00	942,333.00	-842,502.00	0.00
					849,422.00

2. The Auditors ☐ Auditing Committee ☐ (check one) has examined the accounts listed on the front side; reviewed procedures of counting and accounting under the current Book of Discipline; has reconciled receipts and disbursements with bank deposits and bank balances; and has found the balances displayed to be correct, procedures proper, and records properly kept, except as noted below (attach additional pages as needed):

3. Recommendations for changes in financial policies and practices (attach additional pages as needed):

Signatures of the Church Audit Committee, (if applicable)

<u>Vanessa W. Gleason</u> , Chairperson	_____, Member
Printed Name: <u>Vanessa W. Gleason</u>	Printed Name: _____
Date: <u>March 31, 2022</u>	Date: _____

Fund Balance Report, 2017-2020

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

WPAUMC:
Mission, Vision, Core Values, Five Focuses

WPA United Methodist Church

Our Mission

Our Mission is to provide leadership, connection and resources to make disciples of Jesus Christ for the transformation of the world.

Our Vision

Our vision is to ignite and sustain a passionate, spiritual connection with Christ among all people in Western Pennsylvania.

Our Core Value

Our Core Value is love. We love the Lord our God with all our hearts, souls, minds and strength and our neighbors as ourselves. This value is commanded by Jesus, inspired by our Wesleyan heritage including to spread scriptural holiness over the land, and witnessed through our integrity, accountability and inclusiveness.

Our Five Areas of Focus

Our belief is that God will make a significant difference in our world and church if we work in committed and cooperative ways around these five areas of focus.

1. Developing Principled Christian Leaders

The church needs leaders rooted in Christ, who have a vision for changing the world. Today's young people have fearless hearts, vibrant ideas and a passion for ministry. Their talents should be nurtured to shape the church's path into the future. The church must recruit young people — including women and people of color the world over — for ministry, equip them to be effective leaders and be open to where they want to lead us. We also must strengthen lay members, who are ministering at every level of the church.

2. Creating New and Renewed Congregations

Around the world, United Methodists are innovating with what it means to be the church, planting new congregations and revitalizing faith communities in every kind of setting. United Methodists seek to re-evangelize the world so that we can reach more people, especially the young and those from diverse backgrounds. By being relevant and vital, United Methodists will touch more lives and draw more people to Christ.

3. Dismantling Poverty

Christ calls us to be in ministry with the poor and marginalized. Our emphasis is on “with” – standing with those who are regarded as “the least of these,” listening to them, understanding their needs and aspirations, and working with them to achieve their goals. It also means addressing the causes of poverty and responding in ways that lift up individuals and communities. United Methodists believe working side by side with those striving to improve their situation is more effective long term than top-down charity.

4. Promoting Abundant Health

Knowing that poverty and health are intertwined, The United Methodist Church has been a key player in fighting diseases such as malaria and AIDS and promoting initiatives that improve well-being. The church raised \$75 million to provide education, infrastructure, communication and prevention to fight malaria. The death rate from malaria in Africa has been cut in half through international efforts such as this. The new “Abundant Health” campaign is focused on reaching one million children with lifesaving interventions such as immunization, quality health care and access to clean water. Children everywhere need protection from disease and access to treatment.

5. Dismantling racism

We are committed to creating a culture of inclusiveness. We are richer with diversity and we will continue to find ways to witness with full inclusion and the embracing of all our sisters and brothers of color.

Area of Focus: Developing Principled Christian Leaders

Goals

New Leadership Board
Hiring a Leadership Development Coordinator –1-2 years
Creating more Discipleship groups
All-church spiritual gifts inventory – 1-2 years

Area of Focus: Creating New and Renewed Congregations

Goals

New Fellowship committee
Better interaction between church/preschool

Area of Focus:
Dismantling Poverty

Goals

Lord's Pantry
Summer Lunch Program
Poverty Simulation -2023
November Thanks-Giving event – collecting for Our Daily Bread, Foster Love, Angel Tree
Trunk or Treat Collection for Light of Life
Bread for the World letter writing campaign
Hearing Impaired outreach TNC—speaker in spring

Area of Focus:
Promoting Abundant Health

Goals

Lenten Hikes
Bread for the World –global malnutrition legislation
School Lunches
Eastbrook Mission Barn
Recovery groups ---GA, AA, Al-anon

Area of Focus:
Dismantling Racism

Goals

Cody McDeavitt “Banished from Johnstown”
New Diversity and Inclusion group
Microaggressions event – 2023

2023 Nominations Report

Finance Lead	Vanessa Gleason
SPRC Lead	David Paladino
Trustees Lead	Lori Deal

Lay Leader	Lance Gjerstad
Lay Member to AC	Barbara Gjerstad

Discipleship	Tom Gintner
Fellowship	
Lord's Pantry	Arleen/Fred Gealey
Outreach	Jessica Speer
Preschool	Linda Funk
Worship	Barb Semich

Executive Leaders (tbd following 1/2023)

Chair

Vice Chair

Secretary

Housing Allowance Exclusion Resolution

Resolution of the Charge Conference of Baldwin Community UMC designating a Portion of Reverend Rev. Pamela S. Gardner's 2023 compensation as Housing Allowance.

Whereas, Internal Revenue Code Section 107, as well as associated Regulations and Revenue Rulings, provide that the portion of a minister's remuneration, designated as a housing allowance by the employing church or other qualifying organization, is excluded from the minister's gross income under Section 107 of the Code; and

Whereas, this Charge Conference of Baldwin Community UMC is a qualifying organization,

Now, Therefore, be it Resolved that \$4000 of the compensation paid to Reverend Pamela S. Gardner during 2023 designated as a housing allowance in accordance with the provisions of Section 107 of the Internal Revenue Code.

Now, Therefore, be it Resolved that the amount so designated as housing allowance is excludable from gross income of the recipient only to the extent that said amounts are used for rent or to provide for a home. Further, the amount eligible for the Section 107 exclusion may not exceed the fair rental value of the minister's home (including furnishings and appurtenances) plus the cost of utilities, and shall be limited to the amount designated herein.

This Resolution is recorded in the church minutes and is applicable for calendar year 2023 and all future years unless otherwise provided by the Charge Conference.

Adopted on: __October 20, 2022__

Charge Conference of __Baldwin Community UMC__

Signature: _____

Signature: _____

