

# Church Conference 2025

*Epworth United Methodist Church  
19285 Holland Glade Road  
Rehoboth Beach, Delaware 19971  
[www.epworth.faith](http://www.epworth.faith)*



Wednesday, June 11, 2025 ~ 6:30 p.m.

The Rev. Tom Pasmore, Delaware District Superintendent

The Rev. Dr. Vicki Gordy-Stith, Lead Pastor

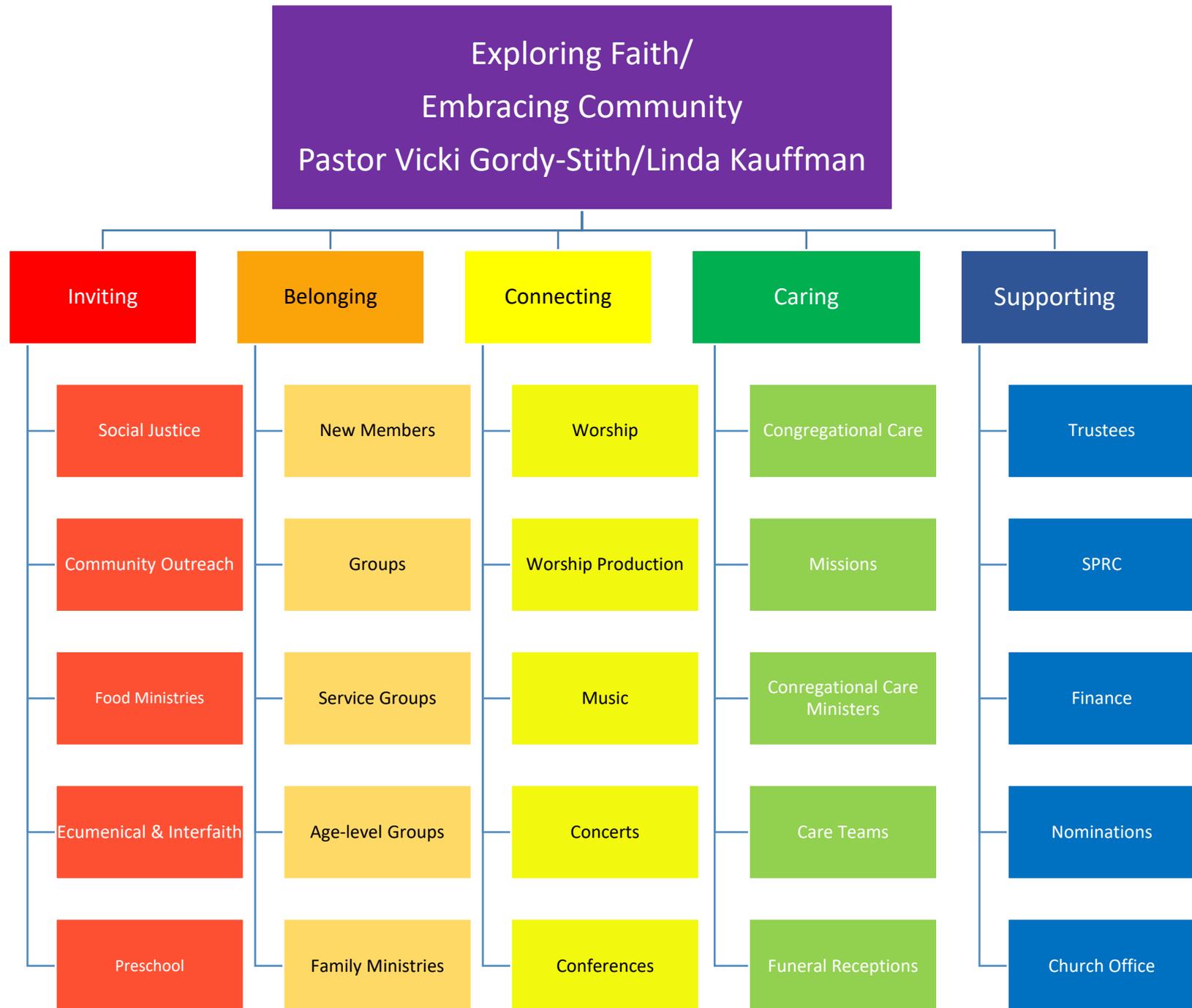
The Rev. Dr. Bo Gordy-Stith, Pastor of Community & Communication

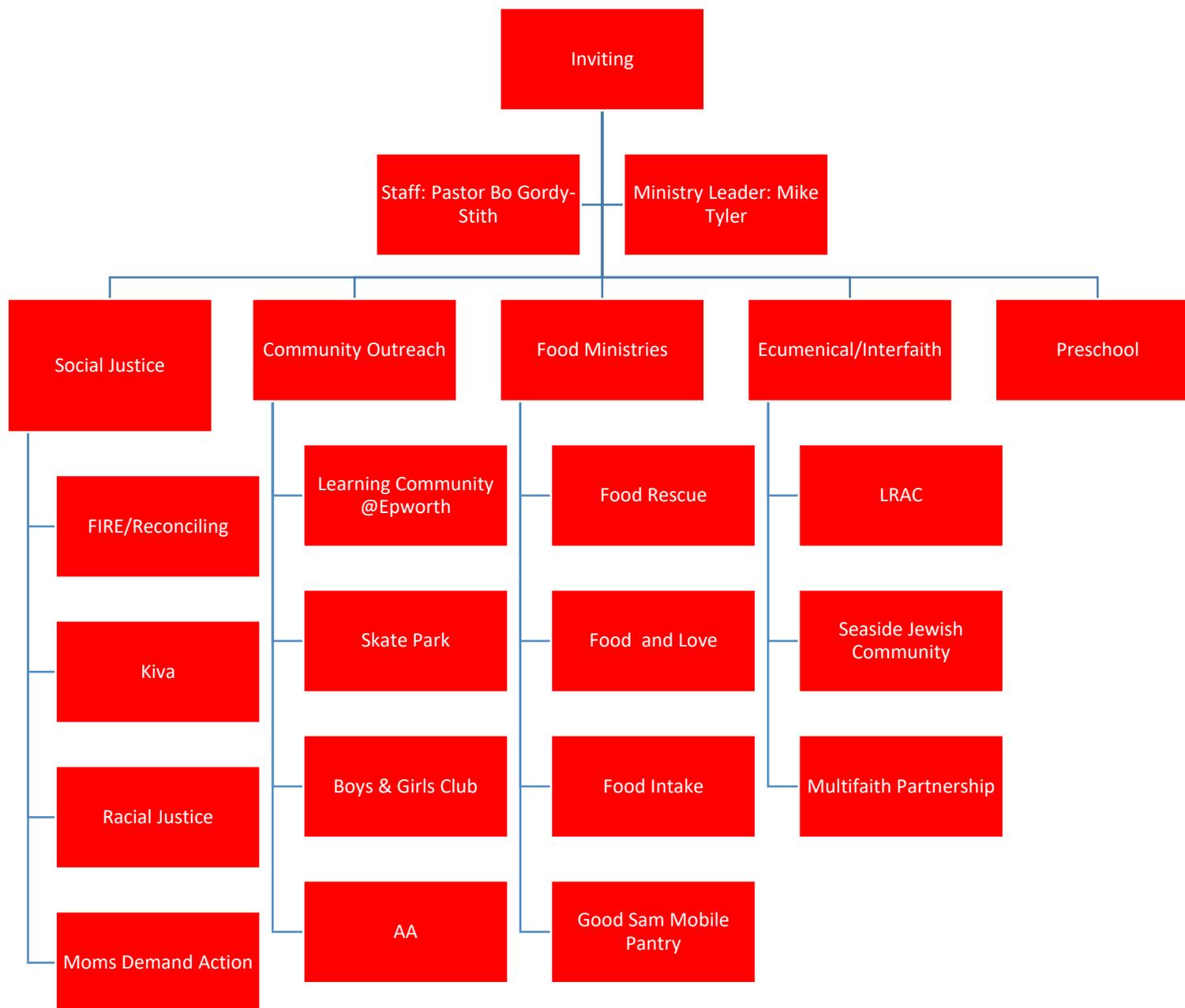
*Vision: Exploring Faith, Embracing Community*

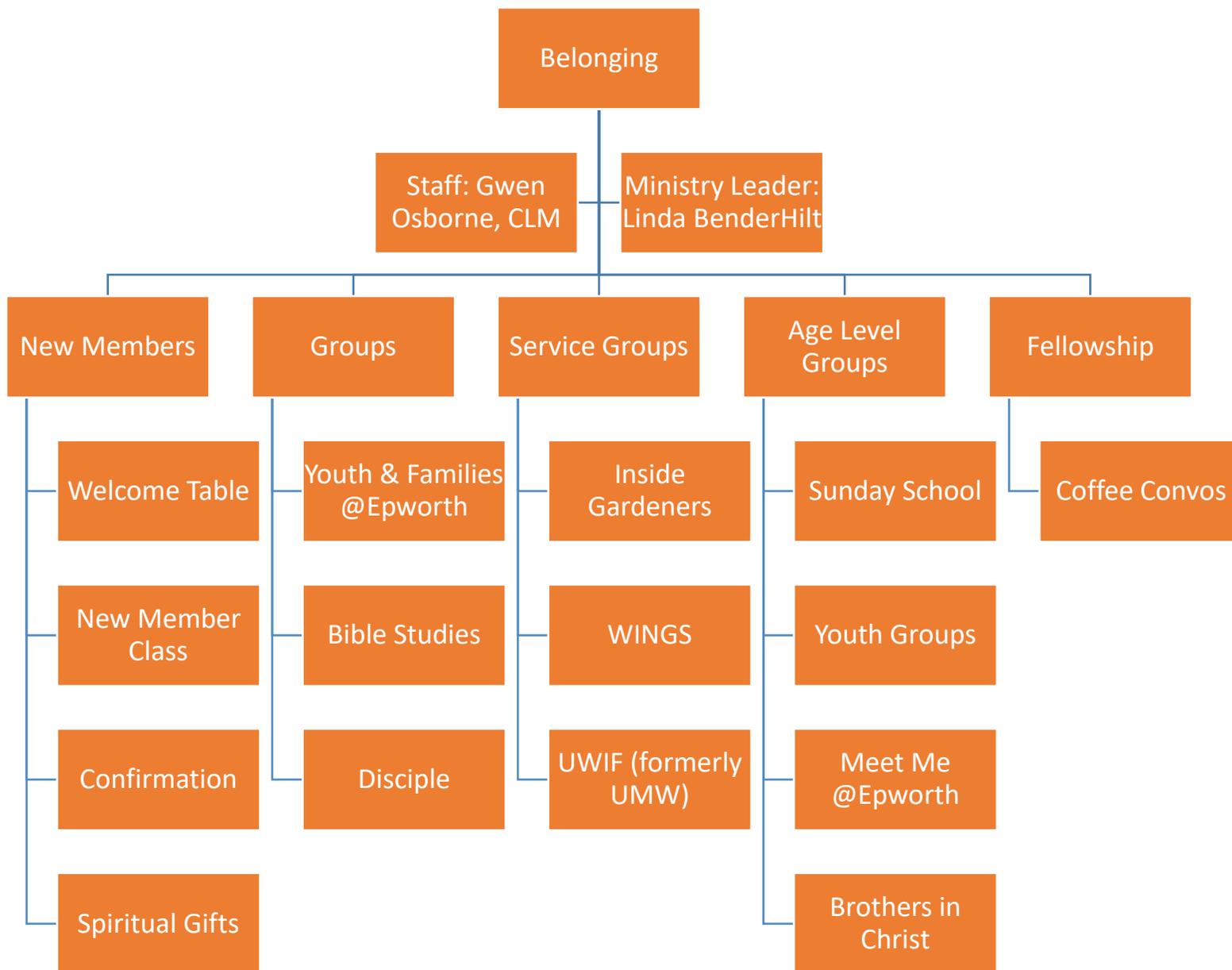
*Mission: Inviting, Belonging, Connecting, Caring*

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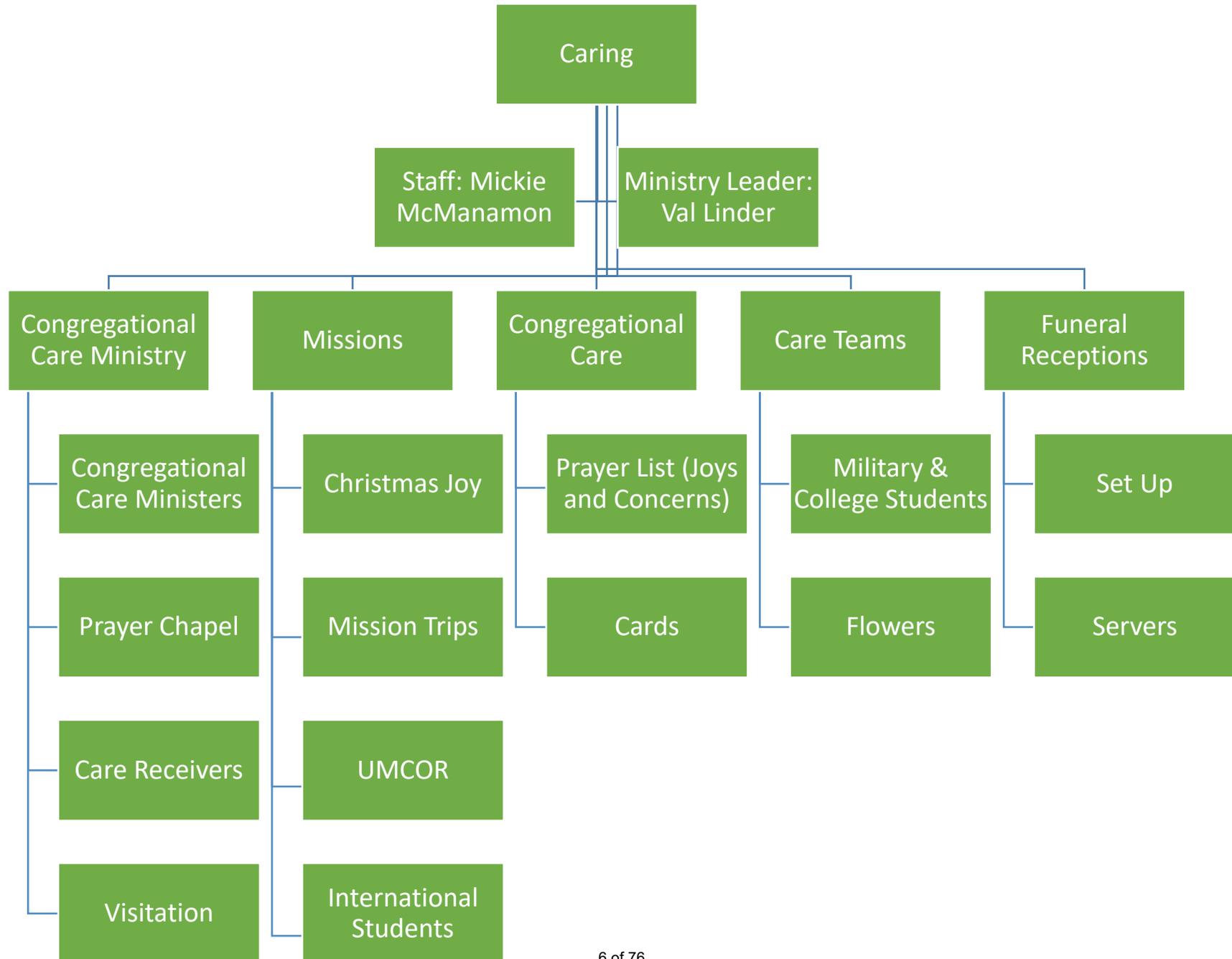
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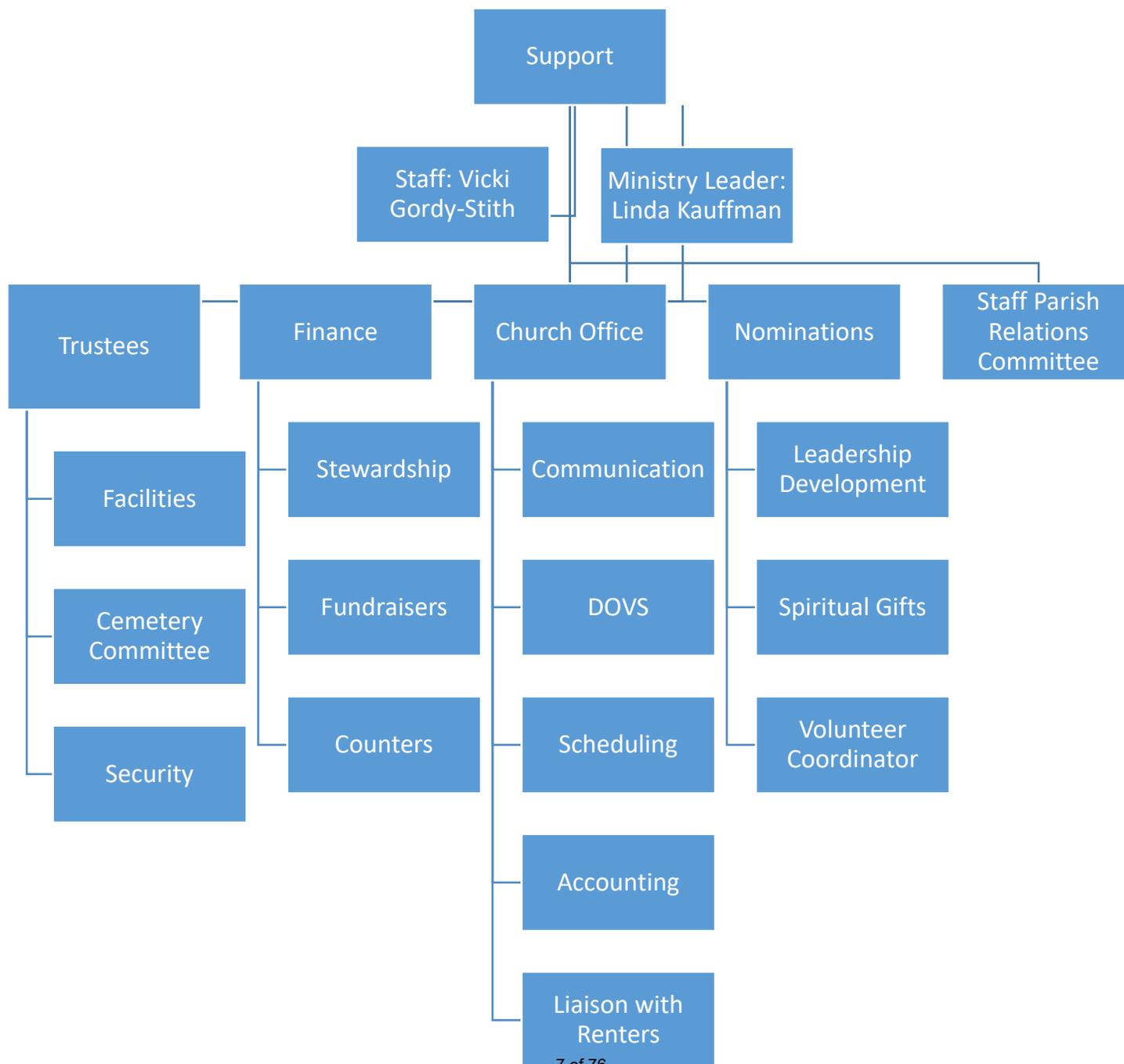












## Pastor's Narrative Report to Charge Conference for 2024-2025

Serving Epworth continues to bring me much joy and growth, as I learn more and more each day. This year, we focused as a community on **Hospitality**. Our various sermon series explored topics including hospitality to ourselves by addressing shame, hospitality to our own community by deepening relationships, and especially, hospitality to strangers. We also practiced that hospitality in new ways as a congregation.

We practiced hospitality to ourselves, learning to understand ourselves better, through the following:

- We celebrated a **Vow Renewal service** in September, for couples who could not be married in the church as a result of The UMC's stance on same-gender weddings. One couple made their vows for the very first time at that ceremony, marking our first same-gender wedding.
- We fully developed and implemented our **Caring Congregation Ministry**, which has strengthened our pastoral care. We deepened our prayer life with a **Prayer Breakfast** in March, which I led.
- We hosted an **Emmaus Face-to-Face** encounter in May for those who are not able to attend a weekend experience.
- We held three series of **grief support groups** beginning in January, which I led.
- We hired two additional part-time staff to support our workload—a **bookkeeper** in March and a **kitchen custodian** in November.
- We held a **Staff Retreat** in November and explored communication styles.

We also practiced hospitality to our community, getting to know each other and building more authentic relationships, through the following:

- We continued to hold quarterly **new member classes**, with many people joining after they are already involved in serving.
- We have added a new **Volunteer Coordinator**, who will help connect people, their spiritual gifts and experience, with ministries in the church.
- We hosted monthly **Coffee and Conversations** beginning in January, a longer fellowship time where people sat around round tables and had guided conversations based on questions provided.
- We hosted **VBS** and offered **bi-monthly chapel to the Preschool**.
- Our **youth group** continues to grow and deepen relationships.

And, we practiced hospitality to our community in the following ways:

- Our Music Minister, Doug Yetter, started a **choir for people living with Parkinson's Disease**. He grew to 42 singers, providing a wonderful service to the community.
- Our Social Justice team has been busy advocating for justice. We held a **Prayer Vigil for Peace** in May, a **Town Hall** in March explaining **UMC Social Principles** and ways

to fight injustice focusing on policies not people. I have spoken at the People's March and the Pro-Democracy Rally, reminding people not to give into hatred as we address the hatred we see. We hosted **Moms Demand Action**, Beaches Local Group, and I participated in Advocacy Day at Legislative Hall and Wear Orange Day at the Bandstand in Rehoboth Beach.

- We hosted **Wreaths Across America** in December in our cemetery, reaching out to families of veterans.
- We partnered with the **Southern Delaware Alliance for Racial Justice** to hold a **Martin Luther King, Jr. Celebration** in February.
- Our Governing Board signed onto the **Speak Out Against Hate** covenant, promising to address hatred wherever we see it. We also hosted the **Sabbath for Peace** in October and participated in **World AIDS Day with CAMP Rehoboth** on December 1.
- Our worship team offered an **Easter Sunrise Service** at the Bandstand in Rehoboth, ministering to visitors in town for Easter weekend.

As you can see, we have practiced hospitality in new ways this year. We also welcomed two new people into the ministry: **Kristin Weschler** was ordained Deacon in the Baltimore-Washington Conference and **Sandra Waldee-Warden** has declared her candidacy for Deacon and been supported by our Staff Parish Relations Committee to move forward. I have also served outside of the church in the following ways:

- I was elected **Board of Ordained Ministries Chair** for the Annual Conference, where we encourage, equip, examine, and empower candidates for ministry.
- I taught Emotional Intelligence and Cultural Competency at **Licensing School** in June.
- I attended **Jurisdictional Conference** as the Chair of the Delegation in Pittsburgh, last July.
- I attended the **World Methodist Conference** in Sweden in August.
- I serve on the **Committee on Episcopacy**, both in the Annual Conference and in the Jurisdiction.

In prayer for the coming year, we have discerned a focus of **Ubuntu**, based on Colossians 3:14-15: "Above all, clothe yourselves with love, which binds everything together in perfect harmony. And let the peace of Christ rule in your hearts, to which indeed you were called in one body. And be thankful." Ubuntu, a South African word, emphasizes interconnectedness, compassion, shared responsibility, respect, reciprocity, and collective action. It can be translated roughly as, "**I am because we are.**" We hope to address ways to bridge the divide in our communities and families and nation as we explore how to live as one body bound together with love.



# Report of the Pastor

The report of the pastor shall include the names of all persons involved in the changes in membership and other items as outlined in the 2016 *Book of Discipline* (§§ 234, 340). This report should cover as fully as possible the work of the pastor. Care should be taken not to duplicate the reports of the Church Council, committees, organizations, and officers of the charge.

*Copies of this report should be filed with the recording secretary, pastor, district superintendent and chairperson of witness or evangelism ministries.*

Epworth UM Church Rehoboth Beach: Epworth Charge  
 Delaware District Peninsula-Delaware Annual Conference

For the period beginning June 20, 2024 and ending June 11, 2025  
DATE OF PRIOR CHARGE CONFERENCE DATE OF CURRENT CHARGE CONFERENCE

1. List those who have been received into baptized membership since the last report.  
 (*Attach as a supplement.*)
2. List those who have been received into professing membership since the last report.  
 (*Attach as a supplement.*)
  - a. On profession of faith or restored.
  - b. From other United Methodist churches.
  - c. From other non-United Methodist churches.
3. List those who have been removed from the professing membership since the last report.  
 (*Attach as a supplement.*)
  - a. By action of the Charge Conference, or trial court, or by withdrawal.
  - b. By transfer to other United Methodist churches.
  - c. By transfer to other non-United Methodist churches.
  - d. By death.
4. Have the membership records and rolls been audited (§231)?  Yes  No  
 If not, why not?
5. The Pastor shall give a report on the state of the church and an account of pastoral ministry as it relates to (§ 340): providing support, guidance, and training to the lay membership in the church; ministering within the congregation and to the world; and administering the temporal affairs of the congregation. Include as a part of the report a statement outlining the pastor's program of continuing education and spiritual growth for the past year and plans for the year to come (§ 349). (*Attach as a supplement.*)

Signed 

Printed Name Rev. Dr. Vicki Gordy-Stith

Date June 3, 2025

# ANNUAL REPORT OF THE COMMITTEE ON MEMBERSHIP AUDIT

The church council shall appoint a committee to audit the membership record, submitting the report annually to the charge conference. [¶ 231] The Book of Discipline of the United Methodist Church (2016)

CHURCH:	Epworth United Methodist Church	CHARGE:	Rehoboth Beach, DE
DISTRICT:	Delaware	CONFERENCE:	Peninsula-Delaware
BEGINNING DATE:	7/1/24	ENDING DATE:	6/30/25

## I. MEMBERSHIP CHANGES

\* List names on the back of the form indicating how each was received or removed.

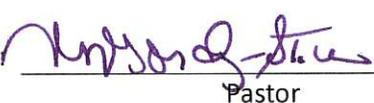
\* Please list names of all persons baptized on the back and indicate Membership Status, if any.

MEMBERSHIP RECORDS & REPORTS [¶ 214-242]	1. Total at Beginning of Period	2. Additions*	3. Gross Total (Add Cols. 1 & 2)	4. Total Removed*	5. Total at End of Period
Professing Members [Section V: Church Membership; ¶214-225]	683	22	705	151 Orgs & 6 Deaths	554
Baptized Members who have not become Professing Members [¶ 215, 226, 231, 240]	34	0	34	0	34
Constituency Roll [¶ 230.3]	173	0	173	5	168
Affiliate Membership Roll [¶ 227] (member of another UMC)	5	3	8	0	8
Associate Membership Roll [¶ 227] (member of another denomination)	6	0	6	2	4

## II. NOTATIONS AND SUGGESTED IMPROVEMENTS IN KEEPING RECORDS

The Committee on Membership Audit has examined the rolls listed on this page, has reconciled the rolls with the membership changes (by name and number) as reported by the pastor, and has found the totals displayed to be correct and the records properly kept, except as noted above.

Signed:   
Membership Secretary

Signed:   
Pastor

## **Membership Audit List July 1, 2024 to June 30, 2025**

### **Joined by Confession of Faith/Reaffirmation (14)**

Gail Purcell	Kevin Pelland
Don Galgano	Rose Verona
Craig Holm	Colleen Martin
Bonnie Donovan	Laura Holtz
Rov Okma	Amy Benedict
Jane Okma	Doreen Hartley
Diane Cooke	Erica Webb

### **Joined by Baptism (2)**

Olivia Hill	Steve Holtz
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### **Joined by Other Denomination (3)**

Sandra Kraft	Gail Purcell
Kim Witmer	

### **Removed from Membership by Death (6)**

Barbara Ford	Joyce Lewis
Doris Taylor	Dan Wine
Bunny Maher	Sandra Kennedy

### **Joined by UMC Transfer (2)**

Susan Derrickson	Sherry Semonavick
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### **Removed from Membership by Transfer to another UMC (2)**

Beverly Johnson	Lori Watson
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## **Pastor of Community and Communication Church Conference Report for 2024-25**

Rev. Dr. Bo Gordy-Stith

This was the first year (in five) I reduced my hours from 30 to 20 per week for a better life balance (I drive high school and elementary students on a school bus 30 hours weekly and AV rental support typically adds 5 hours a week for the 60 events and rehearsals annually). I stepped down as the Lewes Rehoboth Association of Congregations Board President in mid-January after serving three years in that position. This transition required a great deal of additional time in the fall of 2024 to hire and train a new Executive Director as part of that transition.

My primary focus at Epworth has been technical support for worship, events, staff administration, and congregational communication. This year that support has involved a great deal of time devoted to replacing aging/inoperative equipment, planning for equipment maintenance and replacement, and designing processes and training for volunteer team members to use that equipment.

In addition, I collect, edit, and disseminate all church announcements and worship presentations weekly. That work includes the invaluable assistance of Rick Buske, Mike Duer, and the entire Epworth staff. On a monthly basis, I design all graphics for the website, bulletins, and in-person worship to support weekly worship themes.

This year, besides creating and leading two six-week online group experiences, I preached the Memorial Service at our May Annual Conference and taught an Evangelism course at our June Licensing School for Pastors.

### **Online Worship Major Milestones 2024-25**

- Digital sign installation and process design – August 2024. Designed an implemented weekday (Monday-Thursday morning) and weekend (Thursday afternoon-Sunday) announcement reels, supplemented with special event screens during special events
- Created and led “Grace in a Digital World” online group experience in fall, 2024 because of a conversation in our Online worship Planning group
- Experimented in adding an AV helper for High Holy Days services in October 2024
- Sent capital improvement email to Governing Board chair in October 2024 to determine date for installation in the 2024-25 budget as well as plan for future capital improvements. This led to the formation of a Capital Improvement Task Force and a three-year plan that scheduled the purchase and installation of all items on the original memo
- Added weekly AI-generated sermon podcasts

- Replaced our primary Livestream computer in the sound booth and repurposed the original livestream computer for use in the church office
- Installed a new rear projector and screen to help worship leaders (funded by an anonymous gift)
- Sent daily email blast throughout Advent with daily devotionals written by congregation members and staff
- Transmitted Blue Christmas experience from Pastors' home
- Replaced pastors' mics and installed new stage cameras in January 2025. Also donated and installed an additional video monitor in the sound booth and consolidated wiring for a cleaner and more efficient setup
- Introduced (through announcements, email, and producing a 5-minute video) Online Church Platform on January 12, 2025 to consolidate chat experience and unite our in-person and online congregations. 93 persons signed up and an average of 30 persons used the platform (a third of whom used the chat) the following 17 Sundays. On May 7, after four months, recognizing that most users were happy to stay with Facebook or YouTube, we ended the experiment to focus on YouTube and Facebook as our online and on demand platforms (adding a Zoom fellowship time at the end of each month)
- Offered Coffee and Conversation option for online participants at the end of the month when this event was held in-person after worship (on chat platform and on Zoom) with minimal participation
- Sent a memo to Trustees requesting immediate assistance in installing a sliding window in the sound booth and accelerating the schedule to replace the sound board when our ability to control the sound remotely from the sanctuary floor failed prior to the CAMP winter concerts in February – I removed the existing plexiglass partition and wood framing; MSA replaced the sound board on March 13 and Go-Glass installed the window on May 6
- AV Team attended a local training event sponsored by MSA. Upon our return, I extensively updated our operating manual to reflect many of the new information we learned and to incorporate a new sound board
- Offered an online book group during Lent
- Worked with Lee Ann Walling as our part-time Digital Evangelist during Lent – she revived Epworth's Instagram feed, produced two video shorts, several graphics promoting worship online, and added sermon clips to our social media links
- Installed studio monitors in April prior to the May window installation
- Started comprehensive online AV training program in March that involves two additional members of our AV team, Lee Ann Walling and Mike Duer

**Christina L. Whaley**  
**pastortina@aol.com**  
**302-841-7589**

May 17, 2025

2025 Charge Conference Report:

Kenny (Ken) and I continue to live outside of Snow Hill, MD. We enjoy staying involved in the lives of our three children and four grandchildren celebrating birthdays, holidays, concerts, and other milestone events. Kenny is now volunteering with Meals on Wheels delivering to people throughout Worcester County. Together, we are blessed worshipping God weekly and connecting with the people at Epworth UMC in Rehoboth Beach. This year it has been a blessing to be involved in the Emmaus Ministries Face to Face Encounter hosted at Epworth. It was also a joy to lead the “Advent Journey to Bethlehem: Lectio and Visio Divina” study in December.

Personally, being a retired pastor, Spiritual Direction for All is my ministry focus as I meet with those who are seeking God in their everyday life experiences and/or are seeking a deeper relationship with God. It is an honor to meet with directees in person or on Zoom as churches of various denominations offer me sacred space for this ministry. I also am a Spiritual Direction resource for the Living Well program which was created by clergy for clergy as they love God with all their heart, mind, strength, and soul. I contribute monthly in a cohort group for spiritual direction and supervision.

As an independent contractor with Discipleship Ministries of The Upper Room Emmaus Ministries, I have participated in the monthly zoom meetings with other Consultants and Communicators. Part of being a Communicator involves having an ongoing relationship working with sixteen communities in the Texas, Louisiana, and Oklahoma area. The communications and guidance offered occur through group zoom meetings, emails, and personal phone calls.

In my own personal spiritual growth this year, I participated in two book study retreats offered on zoom. In the “Praying with St. Therese of Lisieux Retreat” (May – July 2024), we used her book *Story of a Soul*. The second retreat (Sept – Dec 2024) was called “Praying with St. Teresa of Avila” during which we focused on her spiritual masterpiece *The Interior Castle*. Both experiences were enriching as we gathered in a large group and shared in small groups.

Being a Benedictine Oblate, I participate in monthly ecumenical meetings, retreats, and Days of Reflection. During this past year, my activities have included mentoring a Sussex County inquirer and leading the novice group in the spiritual formation topic of prayer. Recently, I have become the Newark Oblate Director of Spiritual Formation.

Lastly, I continue to take a weekly Sabbath time on Wednesdays where I meet with God in silence and reflection. This is my way of centering with God, listening with the ear of my heart to the voice of God, and returning to the world to better serve God.

Grace and Peace,  
Christina L. Whaley

# **Epworth United Methodist Church 2024 Charge Conference Report**

## **Inviting Ministries – Pastor Bo Gordy-Stith & Bob Joynson – leaders**

### **Communications, Ecumenical/Interfaith, Food Ministries, Inclusive Ministries, and Social Justice**

#### **Communications**

- This year, our Pastor of Community and Communications **streamlined our announcement communications**, redesigning our website in the wake of continuing education training and recording announcements weekly for inclusion in our Sunday worship. Staff retirement and consolidation have made the process of submitting information clearer for leaders and members. These changes necessitated extensive review and revision of our policy and procedures, training for Daily Office Volunteers and new staff members, and software and hardware reconfiguration and installation (particularly for the Epworth Preschool). Epworth has assembled a working group focused on integrating the online and in-person engagement and experience. For additional details, see the Report of the Pastor of Community and Communications.
- **Electronic Sign Project** – to supplement a generous donation base from our members, Epworth received \$27,000 in grant funds from the Pen-Del Congregational Development Corporation (CDC) in April 2023 to purchase and install an electronic LED message center in place of our existing wooden sign. This project will allow Epworth to significantly expand the reach of our communications to our community, supplementing our print, online, and social media communications to inform the many individuals and families who pass by our church in vehicles or on bicycles of the good works of our ministries and the many events taking place at our church. Last summer we discovered that Epworth church is not zoned for electronic signage (earlier reviews had determined the opposite). We applied for a conditional use permit from Sussex County in the fall, and after two County hearings we received our permit in April 2024. **Our electronic sign is expected to be installed and operational early this summer.**

#### **Ecumenical/Interfaith**

- **The Lewes Rehoboth Association of Congregations (LRAC) provides over \$700,000 of annual funding for the shelter, feeding, and empowerment ministries** including the Community Resource Center, Family Promise of Southern Delaware, What is Your Voice domestic shelter, Lighthouse for Broken Wings shelter, the Springboard Collaborative shelter, West Side New Beginnings youth and community enrichment ministry, The Way Home halfway house for persons released from incarceration, Cape Henlopen Food Basket, and the Milton Community Food Pantry. **These programs are funded from New Life Thrift Store proceeds from selling donated items**, thanks to a paid staff of three and 150 volunteers. Epworth's Pastor for Community and Communications is the President of the LRAC Board of Directors; another Epworth church member is also on the Board. Epworth also has members who volunteer at the New Life Thrift Store.
- **Community Resource Center (CRC)** - this is an outreach program of LRAC. CRC provides funds, food, shelter, and support in many ways. Our **Food Rescue** ministry provides food to the CRC. This program is growing all the time due to the large homeless population in the area as well as those persons affected by the seasonal work in the area.
- **Seaside Jewish Community** - Epworth continues to partner in ministry and fellowship with our neighboring Jewish synagogue as our ministry partners. They are closely involved with our Food Rescue, Kitchen@Epworth, ISOP summer suppers, Social Justice projects (including LRAC), the Your Neighbors' Faith interfaith group, and the Beebe Cares monthly delivery to former patients who are food insecure. They have even provided funds for some of these projects! Our youth group and congregation join with them in community outreach efforts. We have for the past 12 years hosted their High Holy Days services in our sanctuary. This year, they collected food for distribution in our Good Sam ministry during the services.

#### **Food Ministries**

Our four Food Ministry Teams, building on their work from previous years, continued their important outreach and support to our community during this past year. We partner with area homeless shelters, the Community Resource Center (CRC), Beebe Cares, Milton Food Bank, La Esperanza, Pearl Domestic Violence Houses, and other support organizations in Sussex County.

- **Food Rescue – During 2023 our Food Rescue teams collected more than 280,000 pounds of food from 20 area grocery stores, restaurants, and farmers markets. These include:**

WAWA	Chick-fil-a	Pasqualini’s Bakery
Rehoboth Beach Giant	Fifer Market	Starbucks
Grocery Outlet	Tomato Sunshine	Coho Market
Giant Millville	The Point Pastry &	The Coffee House
Aldi	Coffee Shop	Kaan’s Bakery
Historic Lewes Farmers Market	La Baguette	Panera
Outback	Café Papillon	
	Surf Bagel	

**Team Lead Gerrie Boisjoly and her dedicated volunteers** work tirelessly six days a week to transport, unload, triage, and stage 140 tons of fresh produce for distribution that would otherwise go to waste. While most of the rescued produce goes to our Good Sam distribution ministry, we supply:

Beebe Cares	La Esperanza	Milton Community Food
Cape Henlopen Food Basket	Community Resource Center	Pantry
Casa San Francisco	Lighthouse for Broken	Savannah West
Hispanic Coalition	Wings	Teach a Person to Fish Society
House of Mercy	Mary Mother of Peace	Sheltering Heart
Transformation Center		What is Your Voice

- **Food Intake (Pantry) - During 2023 our Food Pantry teams collected more than 35,200 pounds of food from individual contributors.** Our Food Pantry Teams collect donations on Tuesdays and Thursdays. **Team Leads Dotti Outland and Tom Lewis coordinated the collection of more than 21,000 pounds of food through April 2024.** In addition to our congregation members, many community members regularly and significantly donate food for us to distribute to our neighbors in need. **Among these are the Delaware Food Bank, the GFWC Zwaanendael Women’s Club, Stephan & Co. Salon and Spa, the Harry K. Foundation, the Lewes and Rehoboth Beach Rotary Clubs, the U.S. Postal Service, and neighborhood groups.**
- **Food & Love (Kitchen@Epworth) –** Our volunteers on five Kitchen Teams continued to prepare hot meals for sharing with Good Sam Mobile clients and dine-in patrons at Epworth on Sunday afternoons. During 2023 our Kitchen Teams prepared more than 3,900 hot meals for delivery to those in need. We have served more than 1,200 meals through April 2024. **This year was a transition year for our leadership,** as Penny McClennan (Ministry and Team Lead) and Cara Wilson (Kitchen Sexton) stepped down after over a decade of faithful service. **Maureen Knesel joined Epworth’s staff as Kitchen Sexton** this spring, and **Dotti Outland expanded her responsibilities to include Food & Love** as well as Food Intake. **Epworth hosted meals prepared by our Kitchen@epworth teams on Tuesday evenings for the local J-1 students who were in the area for the summer of 2023 working at local businesses.** This is a place for J-1 students to receive a nourishing meal, information about our local area, and socialize with other students and our volunteers. J-1 students also come to our Good Sam food distribution days on Sunday, Tuesday, and Thursday to receive much needed food. There were significantly less J-1 students during 2023 than there were pre-Covid. We expect a similar number of J-1 students during the summer of 2024 as we had in 2023 and have resized our efforts to better match the anticipated number of students.
- **Good Sam (distribution) –** During 2023 our Good Sam Teams **distributed shelf stable, produce, and hot food to more than 11,000 individuals at our Good Sam Mobile drive-through on Sundays, Tuesdays, and Thursdays. We have served more than 4,000 people through April 2024.** We receive email requests from community members to volunteer in the ministry almost weekly on our website. In addition to managing the many volunteers for the ministry, **Team Lead David Streit** also vets, trains, and integrates these new volunteers.

### Inclusive Ministries

- **Preschool - Epworth Preschool is celebrating its 37th year as one of the most reputable, respected and sought-after preschools in the community.** We provide a nurturing, safe and

age-appropriate learning experience for children, ages 2-4 years old. We include arts and crafts, music, sign language, science, gross motor activities and devotions in our daily curriculum. We have a Board made up of preschool staff, EUMC finance and Board of Trustee representatives, the Pastor and former educators, who meet bi-monthly. We offer two-, three- and five-day classes which meet from 9:00-noon or 9:00-2:00. We also offer 6 weeks of summer camps with various themes. We currently have wait lists for our camps and for the fall.

- **Recovery Groups** - Epworth continues to "embrace community" by opening its doors to all support groups. This important initiative has proved successful providing meeting space to multiple groups.
- **Skatepark@epworth** has continued as a wonderful outreach to the younger community. While not officially an Epworth Ministry, the park is hosted on the Epworth campus – a zero-dollar lease. They have a Board of Directors who oversee the park, raise funds, pay for insurance and repairs – in turn, they report to the Epworth Trustees. This year, the Board oversaw minor renovations and repairs, the installation of two new obstacles, and the removal of a damaged memorial that will be replaced in the fall. Our Building Manager, John Hilt, added parking lot striping to create a turn around area so cars will not drive on the park when the lot is full.
- **The Boys & Girls Club of Rehoboth** continue to lease space from Epworth. Attendance has been steady as it provides a safe place for structured after-school activities to young people in our community.

### Social Justice

Social Justice concerns are very real at Epworth Church. When we say All Means All, we reach into many facets of our lives and the lives of our community, both near and far. The various concerns of Social Justice include:

- **Moms Demand Action**—This group has advocated for the cessation of gun violence and proper management of gun ownership. Recently, bills passed in the Delaware Legislature. Recently, bills passed in the Delaware Legislature that now require applicants for handguns to be fingerprinted, obtain a permit and receive training in the use of the handgun.
- **Sisters Group**—This interfaith group consists of those of Jewish, Muslim and Christian faith. These women meet and share ideas, hopes, information and prayers.
- **Kiva**—When an organization needs a micro-loan to begin a new project or business venture, they come to Kiva. Our Kiva@Epworth group meets to review loan requests. They have granted 597 loans totaling \$57,575 in funding since its inception which has improved lives all around the world.
- **Fair Trade**—The sale of goods for fair market value is important to the mission of Fair Trade. Coffee, tea, chocolates, and a variety of other staples support those in needy countries.
- **FIRE—(Faithfully Inviting and Reconciling Everyone)** The first Sunday of each month, FIRE encourages everyone to wear an Equality Stole. This is a sign of our commitment to equality for all people, and a celebration of Epworth being a Reconciling Congregation.
- **Campaign to End Debtors Prison (CEDP)**—This organization is committed to making the prison system equitable for all people, regardless of financial resources. Legislation is currently underway that will eliminate many of the inefficient, unreliable, and cruel fees that are tacked onto convictions in our court system. In Delaware, a run-of-the-mill misdemeanor can run hundreds of dollars purely because of fees added for the sole purpose of funding government infrastructure. The fees in Delaware’s criminal court system aren’t about accountability. They are hidden taxes, surcharges added to violations that are used to fund essential services. They disproportionately impact low-income Delawareans and communities of color – and when added to minor infractions, they can turn a small mistake into a lifetime of debt and poverty.

Amos 5:24 prays, “Let justice roll on like a river, righteousness like a never-failing stream!” And in Micah 6:8, “He has shown you, O mortal, what is good. And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God.” May this ever be so at Epworth and throughout our community!

**Belonging Ministry**  
**2025 Charge Conference Report**  
**Submitted by Linda L. BenderHilt, Belonging Ministry Leader**  
**Supported by Gwen Osborne, Cathie Lewis, Robin Duer, and Michelle Yates**

Belonging is the Ministry Team that focuses on New Members, Group/Book Study, Age Level Groups such as Youth and Sunday School. Service Groups and Fellowship are also a component of this ministry. Gwen Osborne is the staff representative.

**New Members** classes were held 4x during the year (quarterly); with a total of 29 new members joining and four baptisms. Led by our Lay Leader, Todd Popham, each group met for a one-day session for about 4 ½ hours. Beginning this July, the volunteer coordinator will be interacting monthly with the new members as follow-up to help them find their place at Epworth. A new members' brunch breakfast with the pastors is usually planned for two weeks after officially joining.

**Looking Forward,**

- We are planning more New Members classes during the fall of 2025 and the spring of 2026 on a quarterly basis
- We are introducing a mentorship program for new members in 2026

**Groups** continue to grow yearly.

- Ministry fairs were held in September and January to give the congregation an opportunity to meet the group leaders and share information about their group; over 100 folks participated in these events!
- The form for Exploring Faith Class continues to be available to leaders; uploaded to our website and is to be completed by those wishing to lead a faith class
- Zoom groups continued to meet Tuesday evenings – Faith Friends
- Many leaders did more than one book study
- Reverend Deb Scott held a Lenten book study (The Grace of Les Misérables) for six weeks with an attendance of 12+ participants and The Third Day, Living Resurrection; Tina Whaley led Experiencing the Lenten Journey Through Visio Divina,
- Various Bible and Book study groups have met throughout the year: Be Joyful, The 11<sup>th</sup> Commandment: Separation of Church and State, The Tears of Things, What we mean When We Say God, The Life Impossible, Faith Conversation on Octavia Butler's Parables Trilogy, Pilgrims of a Certain Age,
- New Programs: Strengthening Families Program, Chesapeake Walk to Emmaus "Face to Face Encounter", Racism in America, The Mankind Project, USA
- Social groups included kayaking with Terry Moore and Biking with Bo
- Our Volunteering groups continue to operate and flourish: flower ministry, food rescue and mobile pantry, Stephen Ministry, Wings, card making and sending, Good Sam cards, fellowship coffee hour, food, and love kitchen crew, adopt a highway, Kiva, Epworth facility team, FIRE, social justice, scripture readers, ushers, SS teachers, youth group, hospitality group/greeters, security team, CDL bus operators

- Meet Me at Epworth continues to grow. They have partnered with additional local organizations so that they do not schedule over each other. They meet monthly for a social activity and weekly for Sunday School, September through May.

### **Looking Forward**

- Many current groups such as kayaking and bicycling will return/continue
- An Education Fair is being planned for the fall to open/introduce new classes
- New in the Fall 2025 – Becoming Disciples Through Bible Study
- Continue to find and develop new classes that will meet everyone’s needs

**Service groups** also play a significant part in the Belonging ministry:

**WINGS (Women in God’s Service)** is a women’s group that provides help where it is needed in the Church and helps church members connect with the many groups that the Church provides. This has become a vital service for the Church. They are usually the second group to greet and help visitors upon entering the church after the door welcome ushers.

- Helps Church office with mailings
- Welcomes visitors to the church
- Provide answers to questions about the Church to visitors and members
- Create bags for distribution through the Mobile Pantry at Valentine’s Day, Easter, Mothers’ Day, and Fathers’ Day
- Help with events sponsored by the Church such as the Easter Egg Hunt, Breakfast with Santa, The Cookie Walk, fund raisers, and Vacation Bible School

**Epworth UMC - Brothers in Christ Men’s Ministry**

**March 6, 2025**



### **Purpose:**

- To build a thriving men’s ministry enabling men to build relationships through fellowship, exploring their faith, and embracing community.

### **Start Date**

- January 3, 2024

### **Meeting Schedule:**

- Bi-Weekly from 8 – 9 am
- Location: Panera’s 18423 Bryan Dr Rehoboth Beach, DE
- Devotionals, accountability questions, and dialogue to help Epworth thrive
  - Accountability questions:
    - I will be sensitive to acts of injustice and take appropriate action against them
    - I will spend time daily seeking greater spiritual awareness and sharing my reflection with others

### **Facilitator:**

- Todd Popham – Lay Leader

#### **2025 Goals:**

- Support Epworth Social Justice Committee
  - Educate our group and identify needs we can support
- Promote Civility
  - Support a workshop, speakers on healthy conversations

**Sunday School** continues at Epworth; it is a year-round program. Attendance varies; one week with no children, four weeks with 1 child, to holidays: July had a week of 10; December had two weeks of 13 and 10 respectfully and Easter Sunday, we had 18 children including nursery age children! Average attendance ranges from 4 to 6 children. The Sunday School roster consists of 22 families with a total of 35 children ranging from ages 2 to 12. A Children’s Celebration is included in each Sunday worship service.

- Children have participated in the service as acolytes.
- Curriculum continues a rotation schedule that includes storytelling, art, spiritual practice, games, missions, science, and cooking centered on a Bible story monthly
- We have come full circle in 3 years, 5 months going through 40+ bible stories; we began in May starting the rotation series over with The Servant Girl
- Nine Church members work in teams of 2 each week to develop and share the Bible story’s theme; team of 2 is with our nursery-age children
- Beginning in 2025, the 5<sup>th</sup> Sunday of the month, Sunday school is held in the fellowship hall with arts & crafts, games, etc. assisted by the Youth group; 3/30/25 we had 9 children, 3 youth, and 5 adults
- Currently 35 children are on the Sunday School roster!
- Vacation Bible School 2024: we had lots of fun Scuba Diving into Friendship with God through science, games, sticky scriptures and bible adventures and music. But, most importantly we learned that God is our friend and is always with us here in our hearts! Thanks, God! A total of 26 children registered and on any given evening 18 children attended. We had 6 youth volunteers, and 46 adults assisted with VBS: supper and treats, crew leaders, rotation leaders, and behind the scenes were tech, photography, registration table, set up and tear down crew, nurse, and publicity. Special thank you to Doug Yetter for the loan of the music room – it worked perfectly!

#### **Looking Forward**

- We are planning to continue this curriculum for next year
- Monthly to Bi-monthly emails to parents and Sunday School volunteers on Sunday school happenings
- There will be Vacation Bible School this summer – theme is True North: Trusting Jesus in a Wild World; August 4-8, 2025
- A confirmation class was offered by our Youth Group Director, Joy Gordy-Stith, but the students’ parents were not interested at this time. She is going to offer the class again this year and see if she can pick up the new students.

The **Youth Program** continues to meet biweekly with our Epworth youth during the worship service. Led by our youth group director, Joy Gordy-Stith who is assisted by Thea Quillen, and Sarah Rice. Currently there are six+ middle school and high school aged members. Our youth indicated an interest in the sermons, so our lessons follow the scripture/theme of the week we meet. Our youth participated in the following events: Christmas progressive dinner, Polar Bear Plunge, served a community meal, Easter egg hunt, and serving communion. We are focusing on building the relationships between the youth and helping them explore and navigate the difficult situations they find themselves in. We are exploring adding a monthly Girls Group and Boys Group meet up, so that the youth can discuss topics that they may not feel comfortable discussing in the mixed youth group meetings. We are also planning family evenings that focus on team building to allow the families time to have fun together.

### **Looking Forward,**

- o Monthly activities are planned for the summer months such as a lock in scheduled for June 13th and a beach trip on June 14th
- o Curriculum continuing to mirror the sermon series
- o Rather than growing the youth group, we would like to focus on how we can best serve the youth and families we currently have

**NOTE:** Epworth is a Safe Sanctuary church. We have a safe sanctuary plan and an anti-bullying policy that we reinforce as new teachers and leaders are found. We work to provide a safe and secure place for our children and youth as we continue our children's programs.

**Fellowship** (formerly Family Ministries/ Community Outreach) will continue. We were able to hold our Easter Egg Hunt, inviting children and their families through the Sunday School, Epworth Preschool, Vacation Bible school, and Rehoboth Beach Boys' and Girls' Club. Families enjoyed hunting for eggs, refreshments, activities and games, and a magician.

### **Looking Forward,**

- o We plan to hold another Easter Egg Hunt and are investigating having a bonfire with pumpkin decorating in the fall
- o We hope to have a greeting and meet the Pastors and Sunday school crew on a quarterly basis

Finally, we did have a beautiful wedding vow renewal service in the sanctuary for 15 LBGTQ+ couples on September 20, 2024.

Connecting Charge Conference Report 2024-2025

Ministry Team Leaders: Murray Archibald (*Ministry Leader*), Rev. Dr. Vicki Gordy-Stith and Doug Yetter (*Staff Program Managers*) and Aleta Thompson (*Communion / Worship Design*).

**The Year in Review** – We have seen an increase in regular attendance in worship (*in-person / online*) and our music ministries. The Connecting Team continues to seek out new ways to engage our congregation and connection to God.

- Under the guidance of the Connecting Core Team, the ongoing work of creating a passionate worship experience – both live and livestream – by collaborating with the Music Department (*Chancel Choir, Bell Choir, Praise Team and Band*), Ushers (*Rick Buske*), Worship Design (*Murray Archibald*), Altar Team (*Aleta Thompson*), Lectors (*Pat Johnson*), Communion Stewards (*David Hagelin*), Acolytes (*Gwen Osborne*), and Worship Design Production Team (*Pastor Bo*).
- Our Chancel Choir and Praise Team continue to work together in and out of worship, and more singers have been engaged in both over the past year. The Bell Choir has faced some challenges with illness, travel, and aging, but have maintained a monthly presence in worship.
- The Chancel Choir and Praise Team continues to enhance their musical knowledge and vocal technique. The Praise Team is now limited to 4 singers per service, and that has proven beneficial.
- A new addition to the Music Department is the Parkinson's Voice Project Chorus. A member of the Chancel Choir was diagnosed with Parkinson's in March of 2023, and in their research for ways to slow the progression of the disease they discovered several PD singing groups around the country. Doug Yetter agreed to lead the group, and they are now in their 3<sup>rd</sup> 12-week session. Each meeting offers 45 minutes of Parkinson's-specific voice therapy, and 45 minutes of vocal training and singing. The membership has grown from 23 to 42 since their first session in Fall of 2024. They offer a public presentation of their work at the final class meeting of every session.
- Doug is also in preliminary discussions with our Boys and Girls Club to create a Youth Choir.
- Volunteer hours for all the above continue to hold steady at approximately 9,000 hours of service.
- Pastor Bo continues to improve the quality of the equipment for Sight and Sound and has established a solid core of volunteers in the booth. He continues to be an online host for our cyber-congregation – welcoming them, narrating through Communion to create a more active presence, and closing worship with an invitation to join us again.
- The Worship Design Production Team (*guided by Murray Archibald*) created and installed visuals for all church seasons including Pentecost, Advent, Christmas, Epiphany, Lent, Holy Week, Easter, and the long season of Ordinary Time.
- Other areas under our purview also continue to flourish – the roster for Scripture Readers / Prayers of the People has grown and are adding online readers. Our acolyte schedule includes more of our youth, and their attendance and participation has become more regular.

### **Looking Forward – Opportunities and Challenges for 2025-2026**

- A major challenge in worship is the need to repair or replace the motorized accordion curtain. The cost for either is prohibitive and alternatives are being discussed.
- Discussions around creating a chapel space for more intimate events is ongoing – weddings, baptisms, and the possibility of a separate traditional service.

The Connecting Team continues to explore and implement inspiring worship concepts to support the worship series created by our Pastoral Staff and look forward to attracting those who wish to join us as we Explore Faith, Embrace Community, and strengthen our faith and love of God.

Submitted by Doug Yetter and Murray Archibald, 6-04-25

**2025 Charge Conference Report**  
**July 1, 2024 to June 30, 2025**  
**Caring**  
**Val Linder, Ministry Leader**  
**Mickie McManamon, Ministry Director**

You are God's chosen people. You are holy and dearly loved. So put on tender mercy and kindness as if they were your clothes.  
Don't be proud. Be gentle and patient.  
Colossians 3:12 NIRV

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### Congregational Care Ministry

Last July, we started preparing for a new overarching ministry called The Caring Congregation based out of the Church of the Resurrection in Kansas. Our kick-off was All Saints Sunday. This ministry is flexible and well suited for our congregation's needs. While like Stephen Ministry in that we offer prayer to those in need, it does not necessarily provide long-term one-on-one care. We still have Stephen Ministers who would provide that care when needed. Weekly, we receive prayer requests that are assigned to Congregational Care Ministers (CCM) They contact the requester with prayer. They may also recontact the person to continue prayers.

Additionally, our CCMs have been visiting members who are in the hospital or care facilities, as well as at home hospice. There has been a very positive feedback from the congregation.

Thus far, we have trained 13 CCMs including 2 members on Epworth's staff. We will train additional volunteers this coming Fall.

In addition, the Congregational Care Ministers provide a one-on-one prayer chapel immediately following Sunday service.

### Areas to address:

- On going education for serving congregation in hospital or hospice care. Prepare for our 2<sup>nd</sup> class of Congregational Care Ministers to be held October 2025. There are currently 7 candidates for that class.

### Card Ministry

- Continues strong connection with congregation
- Card writers sent cards in following categories
  - Sympathy
  - Birthdays, over 75
  - Get Well
  - Encouragement
  - Anniversary
- Encouragement cards stuffed into each family's bag when getting foods from Good Sam.
- Thank You cards given to each family/club that donated food.

### Pastoral Care

- Cooperative partnership with Chaplains at Beebe Hospital, Kent Co. Hospital, local Assisted Living facilities, and Hospice Care developed to give pastoral care to our congregation through phone, text or emails to the Chaplains
- Communion Ministers bring communion to residents in the assisted living facilities the 1<sup>st</sup> Monday of the month

### Christmas Joy – Major changes this past Advent Season

- School System accepting gifts other than gift cards
- Angel Tree came back. Congregation and community businesses assisted us in providing a Christmas to 45 children from Cape Henlopen Schools and West Side Community Agency
- Infamous Epworth Cookie Walk returned to raise money for Christmas Joy

## Ministry Changes

### Stitchers of Love

- Recruiting a new Leader

### Flower Ministry

- Design Team
  - Breaks down altar flowers every Sunday into 6 individual vases
- Delivery Team
  - Teams deliver individual vases to congregation on Monday mornings
  - One Sunday month complete, full vases are given to The Moorings

### Receptions

- Funeral receptions are available when Celebration of Life is held in Sanctuary

### Meet Me@ Epworth

- Ministry serving special needs adults in lower Sussex County

Meet Me at Epworth continues to grow. They partnered with additional local organizations so that they do not schedule over each other. They meet monthly for a social activity and weekly for Sunday School, September through May.

**2025 Charge Conference Report**  
**Finance Committee**  
**David Hagelin, Chair**

**Overall Financial Health**

- This year has had challenges from an income and cash flow perspective, but our overall financial health is stable and our balance sheet is relatively strong.
- We rejoice in a generous gift of \$500,000 in late 2024 that has been committed primarily to capital projects that will keep our church home well maintained and safe for years to come. Part of the gift (approximately \$132,000) went toward paying off the loan for the church roof that was installed a few years ago. This will save roughly \$2,600 per month, including interest. The gift will preserve funds needed for operations over the long term. The funds used to pay off the roof loan were placed in a liquid savings account and the remainder, in three CDs.
- With retirement of the church mortgage in 2023 and payoff of the roof loan, the only remaining regular capital expense is approximately \$4,000 per month for the lease of our HVAC system.
- At the end of April 2025, general fund giving for the fiscal year was running about 3 percent above budget while special giving was considerably higher than budget due to the \$500,000 gift in addition to some other especially large donations. Rental income was running 19 percent below projections. Fortunately, expenses were running under projections at the end of April but by only 3 percent.
- Efforts of the Fundraising Committee – formed two years ago as an auxiliary group of the Finance Committee – are contributing to our revenue. Fundraising events have provided fellowship opportunities that reinforce our vision to explore faith and embrace community.

**FY 2025-2026 Budget**

- The proposed budget for the next fiscal year is a balanced budget that we believe is realistic given financial performance in recent months.
- Total income is projected to be virtually the same as budgeted for the current year but significantly lower than the current projections for FY 2024-2025 due to the unanticipated level of special giving this year. Total expense is projected to be very close to this year's budget but higher than current projections for this year.
- An increase in general fund giving of about 1 percent from our estimated giving level at the end of June is projected for FY 2025-2026. The projected increase in rental income from the estimated level at the end of June is 10 percent.
- SPRC expenses are projected to increase 13 percent from current projections for FY 2024-2025 due to a planned overall compensation increase of about 3 percent and addition of two part-time positions this year.
- Facilities-related expenses are projected to be 6 percent below current projections for FY 2024-2025.
- Connectional ministry expenses are projected to be 17 percent lower than current FY 2024-2025 estimates.
- The Governing Board has approved the proposed budget. Income and expenses will be tracked closely and adjustments made as needed to be fiscally prudent.

**Stewardship Campaign**

- The FY 2024-2025 campaign produced results very similar to those of the prior year's campaign. Fewer households pledged this year, continuing a trend that began during the pandemic. This has resulted in a trend of pledges representing a declining proportion of total giving.
- The FY 2025-2026 campaign began in late May. Pledges typically are submitted well into the summer. While it is too early to predict the outcome, we expect uncertainty about how economic policies and decisions may affect household finances will impact the number and amount of pledges. On a positive note, we believe the addition of new members in the past year – including some with former longtime relationships with other congregations – will bear fruit in the months to come.

Fund Raising  
2025 Charge Conference Report  
Submitted by Linda L. BenderHilt, Recording Secretary

**Current Members:** Sue Brenton, Chairperson

Linda BenderHilt (recording secretary), Ethel Cabry / Karen McCauley, Jamie Forshey, David Hagelin, Jeanne Jerfsten, Dotti Outland, Susan Selph, David Streit, Kim Witmer, and Gwen Osbourne-staff representative

**Our Mission Statement:** Our purpose / focus of the fund-raising committee is to raise monetary funds to assist in supporting Epworth's Vision – exploring faith and embracing community and Mission – inviting, belonging, connecting, caring = All Means All.

This committee held its first meeting on June 7, 2023.

**Past fund-raising events:**

- Golf Tournament
  - Held on Saturday, October 5, 2024, at the American Classic Golf course
  - Did well – awesome cochairs in Scott Button and David Streit and awesome volunteers, especially Scott Button for rounding up sponsors; the tournament was organized well, good venue, and all the participants seemed to enjoy.
  - Some numbers: gross \$17,000, net \$14,000, baskets netted \$1600; expenses included food/lunch, golfcarts, signage, hole in one insurance, thank you ad.
- Plant Sale
  - Held Saturday, May 3, 2025, from 10:00 AM – 2:00 PM
  - Thank you to chair, Susan Jimenez, and all the volunteers for your help in planning and executing the Plant Sale. We had a successful event with a gross income of \$2883.57. The office will check all the numbers for us but here is the breakdown:
    - Saturday Sale Cash = \$1457.00
    - Saturday CC Sales = \$698.47
    - Proven Winners = \$367.10
    - Sunday Sales = \$361.00
    - TOTAL: \$2893.57

**Upcoming fundraisers include:**

- Golf Tournament
  - Theme: Drive Away Hunger
  - November 1, 2025
  - Held at the American Classic Golf Club
- Christmas Joy 365 Craft Show
  - Saturday, November 22, 2025

- This event will help Christmas Joy 365 with the cost of gifts for the children of Cape Henlopen School District.
- The Fund-Raising committee will continue to investigate a BINGO fundraiser
  - Talk with MCCR and Camp Rehoboth
  - Will be in contact with Jill Harp
  - It will be held at the convention center
  - Theme and proceeds for building funds

**From David Hagelin on Finances:**

- Beginning July 1, 2024, the proposed budget for the coming fiscal year will have a line item for Fundraising Income within General Fund/Special Giving for Operations — that was added to the current budget several months ago. The newer development is that there will be a corresponding Fundraising Expense line item on the expense side of the budget, so those expenses can be more clearly tracked than in the past.

## **2025 Charge Conference Report Staff Parish Relations Committee**

### **Members:**

Mike Fehrenbach, Rev. Bo Gordy-Stith, Rev. Vicki Gordy-Stith, Dan Hoffman, Cindy Holt, Linda Kauffman, Rob Linder, Dorothee Mumford, Sandy Pierce (Chair), Todd Popham

**Meetings:** Scheduled for the first Tuesday of each month 6-8 pm; generally held in-person with ZOOM option – confidentiality being stressed and respected during discussions

The initial meeting of fiscal year 2024-2025 provided opportunity for new member instruction and returning member review of information regarding the workings of the committee including : the importance of the awareness and development of relationships pastors and staff with our church family and the community; the need for maintaining a working relationship with our church's District Superintendent and Conference leaders; while maintaining the welfare and the ability to learn as grow as Christ's disciples in our community of faith and the community beyond. Guidelines and responsibilities as members of the committee were reviewed and covenants were signed promising maintaining confidentiality as well as maintaining standards expected as volunteers in our community.

We recognized and celebrated with Pastors Vicki and Bo Gordy-Stith their 31 years in ministry. We continue to appreciate the gifts and talents they bring as they serve Epworth's family as well as the conference and the surrounding community. The emphasis this year in sermons, song, and action has been an in-depth exploration and development of opportunities that promote inclusion and caring – a sense of hospitality and welcome to all. SPRC members identified themselves as SPRC members on their nametags to encourage interaction and availability with positive response.

The pastors remain busy within this ministry setting as well as being very involved in community and conference activities. Adjustments were made to Rev Bo's job description and requirements as he also enjoys being involved with the transportation of students in the Cape Henlopen school system. This has thus far been a positive change. Rev Vicki has been quite involved in conference affairs and activities including the annual conferences and BOOM. She also continues to participate in and promote activities that encourage interaction and connection with those in the community and other faith families. Goals and accomplishments are reviewed at each meeting.

Assessing ways to promote the welfare of the community, a decision was reached by the committee to require that two members currently serving should understand and be certified by the safe sanctuary protocols. This was accomplished by two of our members

thus allowing the committee to be better informed and capable of dealing with any related issues that may arise.

Office staffing has required adjustment as the Office Manager responsibilities as incorporating the financial manager responsibilities were not optimally manageable. Budgeting for the year had considered this possibility and the decision was reached to fund a part-time bookkeeper. A well-qualified individual has recently begun working with our Office Manager and staff to facilitate more optimal documentation and dissemination of financial information. The DOV (Devoted Office Volunteer) program continues to be an active and effective support to allow the office workflow to be productive and smoothly executed allowing our ministries to more optimally function and minister to our family and beyond. Administrative Assistant Week was celebrated with our staff.

SPRC has maintained with Rev. Vicki, a relationship with a candidate for Deacon in the UMC and we were pleased to witness the ordination of this individual as Deacon at the Baltimore-Washington Conference 2025. We were also pleased to meet and interact with another individual with a strong call to complete theological training with the goal of becoming a Deacon in the UMC. Supportive paperwork was submitted and an interview with DCOM is scheduled in pursuit of this goal.

Epworth UMC has been more intentional in developing outreach which has resulted in increased online and in-person participation in services and study groups. This year there has been an effort to also increase a presence on social media and our website platforms that allow the community to view and learn how to participate in our ministries. Our first efforts with additional media outreach appear to be technically successful; we will be monitoring and proceed based on response observed and budgeting.

Music ministry continues to flourish with Choir, Praise Team, with small band, handbells, and recent development of a chorus particularly developed to preserve vocal skills for those with Parkinson's Dx. This group has already grown and performed twice at our facility.

SPRC continues to monitor and update employee / staff documentation and requirement maintenance. SPRC is currently reviewing and updating the Employee Handbook / Policies and developing specific guidelines defining and supporting both our paid staff as well as the wonderful, priceless volunteers that contribute to the achievement of the ministries and mission of Epworth UMC.

May we continue to assist in promoting the positive church staff, family, and community relationships to allow Epworth to accomplish its mission and ministry – welcoming all, offering God's love to all, and serving all.

2025 Charge Conference Report  
Epworth Board of Trustees  
Thomas R. Lewis, President

2024-2025 Summary of Trustee Activities

**General**

- **There were 59 events held at Epworth during the fiscal year**
- **December: Tom Lewis appointed as trustee replacing Bunny Maher and selected as Board of Trustees Chair**
- **Memorandum of Understanding initiated between preschool and Church regarding responsibilities**
- **The electric sign has been installed and is operational**
- **All outdoor locks have been changed**
- **Blink security cameras have been installed at all entrances**

**Sanctuary**

- altar curtain needs repair. Options for replacement are being investigated
- **Enclosure of Sight & Sound**
- Repair and painting of ceiling
- Shades for south facing windows

**Interior**

- **General maintenance and replacement of lights**
- licensing inspection yesterday went well, with only minor issues noted.
- The exhaust fan in Room 4 is not working and needs to be repaired at a cost of \$1,400.
- Replacement of various plumbing fixtures
- Fire Marshall inspection, everything up to date
- Repair or replacement of HVAC units for the music room

**Food Ministry**

- Ordered new Dishwasher and Range
- Ordered new Storage Shed
- New Walk-In Refrigerator/Freezer
- **Replacement of tables**
- **New Shelves in Abel Lounge**
- **New freezers purchased, old ones donated to local organizations**

## Outdoor

- Parking Lot repair
- Split Rail Fence installation along bike path
- **Signed easement for the bike trail**
- **Contracts for lawn maintenance and snow removal with Herker**
- Parking issues with Schellville
- **10<sup>th</sup> Anniversary of Skatepark**
- **Repair of parking lot lights**
- **Walkway between Fellowship Hall doors**
- **Received estimates for cleaning and painting steeple**
- **Extra lighting for electronic sign**

Items in **bold** have been completed

**2024-2025 Charge Conference  
Governing Board Report  
Linda L. Kauffman – Chair**

We have had an interesting and exciting year. Changes at General Conference finally allowed many of us to get married in the church. A ceremony occurred this year allowing for many to renew their vows

The Governing Board is a very active board that lends support to the day-to-day operations and assists the Staff with decisions on topics that affect the entire operation of the Church. It is a cohesive group of leaders who bring varying perspectives to current topics regarding the functioning of the church. The makeup of the Board is comprised of the Chairs of the Finance, SPRC, and Trustees, our Lay Leader, a recording secretary, as well as the lay leaders of the four areas of ministry that are Inviting, Belonging, Connecting and Caring. Our main objective is to assist the staff and in particular, our Pastors in all activities as it relates to the church. We support, counsel, and assist in any way that we can.

The 2024-2025 year brought many changes and new initiatives as we continue to thrive as a church, a congregation and a community support facility. We established a more formal working relationship with the preschool and allowed the church to be used for the general election. In addition, we received a large gift that allowed us to create a task force to determine CAP EX items needed in an aging church. The Governing Board led this effort and with the input of all the ministries and staff, developed a 2-3 year plan for repairing and enhancing our building. This plan will be championed by the Trustees in the coming years. Improvements to our kitchen, sanctuary, online worship and parking lot and sidewalk work are just a few of the items we are able to do because of this wonderful gift

Policy decisions are the core of the functionality of the Governing Board. Some items we reviewed included a review of car insurance needs and requirements for the many volunteers, created a volunteer covenant, reviewed several requests for fund raising, worked on updating or creating policies covered in the Document titled "10 Policies Your Church Should Consider", and continued to review the use of our lot by Schellville.

With the payoff of the roof made possible by the generous gift we received; our financial health is much stronger. We no longer have any long-term debt other than the lease on the HVAC systems. What a blessing that gift has been for our church.

2025-2026 looks to be another busy year in the life of our church and the Governing Board is ready, willing and more than able to assist in any way needed to move our wonderful church forward.

Let us look to our future and find our fresh water flowing freely, breathing new life into our world every day.

## **2025 Charge Conference Report Lay Leader – Todd Popham**

A summary of my Lay Leader activities on behalf of Epworth United Methodist Church since July 1, 2024.

### **New Members**

- Facilitated two new member classes – 18 new member
- Conducted a Look at Leadership program for new members with Senior Pastor

### **Brothers in Christ**

- Led our Men's Group - Brothers in Christ
- Ten members
- Met bi-weekly as accountability partners to explore our faith and embrace community

### **Source Collaborative**

- Served on the Epworth Source Collaborative Team
- Co – Lead for Learning Community Initiative
- Coordinated one author event

### **Pastor/Staff Support**

- Met with Senior Pastor each month for mutual coaching and spiritual growth
- Met with Associate Pastor every other month for mutual coaching and spiritual growth
- Met with Director of Music quarterly

### **SPRC member**

- Served on selection team for Bookkeeper role
- Participated in Employee Handbook update
- Participated in evaluating staff v volunteer roles

### **Worship Service Support**

- Scripture Reader & Children's Message

### **Nominations/Leadership Committee**

- Active member helping identify and develop future church leaders



**LAY SERVANT'S REPORT**  
 PENINSULA – DELAWARE ANNUAL CONFERENCE  
 REPORT OF THE LAY SERVANT TO THE CHARGE CONFERENCE



**ANNUAL REPORT**

This report covers the period from your 2024 charge conference to your 2025 charge conference.

**PART 1. DATA ON THE LAY SERVANT**

Name:  Mr.  Mrs.  Ms. Sandy F. Pierce District: Delaware District  
 What name do you go by (e.g. Sue, Bob): Sandy Home Church: Epworth UMC  
 Address: 30592 Tower Place Church Address: 10285 Holland Glade Road  
 City/State/Zip: Selbyville, DE 19975 City/State/Zip: Rehoboth Beach, DE 19971  
 Home Phone: 828-231-8942 Work Phone: 828-231-8942 Church Phone: 302-227-7743  
 Email: sfpierce01@gmail.com

**PART 2. STATUS OF THE LAY SERVANT**

I am applying to BEGIN as a:  
 certified lay servant  local church lay servant  
 have NOT completed the basic training course  
 have for lay servant.  
 have NOT completed an advanced training course for lay servant.  
 have course for lay servant.

I am applying for RENEWAL as a:  
 certified lay servant  local church lay servant  
 What year did you complete the LAST advanced course you took?  
 2024  
 What was the TITLE of the LAST advanced course you took?  
 Be A Disciple: Come to the Waters Aug-Sept 2024  
*(Renewal applicants must also complete second page of this form)*

**PART 3. REQUEST OF THE LAY SERVANT**

I hereby request recommendation of my pastor and my charge conference to begin or renew as a  
 certified lay servant  local church lay servant for the ensuing year.

*Sandy F. Pierce* (signed) Date: 05/15/25  
 (Lay Servant)

**PART 4. RECOMMENDATION OF THE PASTOR**

I recommend concurrence with the request of the this lay servant to begin or renew as a  
 certified lay servant  local church lay servant for the ensuing year.

*Mark D. Jones* (signed) Date: 6-3-2025  
 (Pastor)

**PART 5. CHARGE CONFERENCE RECOMMENDATION**

The charge conference of the \_\_\_\_\_ recommends that the above lay servant begin or renew as a  
 certified lay servant  local church lay servant for the ensuing year.

\_\_\_\_\_ (signed) Date:  
 (District Superintendent)

**PART 6. ACTION BY THE DISTRICT COMMITTEE ON LAY SERVANT**

This application to begin or be renewed as a  certified lay servant  local church lay servant within the  
 District of the Peninsula-Delaware Annual Conference is  approved  NOT approved for the ensuing year.

\_\_\_\_\_ (signed) Date:  
 (Chair, District Committee on Lay Servant Ministry)

# LAY SERVANT'S ANNUAL REPORT

## PART 7. MINISTRIES BY THE LAY SERVANT

During the past year I have participated in these ministry opportunities:

X served as MEMBER of committee, board, commission, council, task force:

X at my local church (what): Chair SPRC, Member attending /participating at Finance and Governing Board meetings  
Music Ministry - Handbells and Choir

X beyond my local church:

X in my district (what): Lay member of District Committee of Ordained Ministry (DCOM)

in my conference (what): \_\_\_\_\_

in my jurisdiction (what): \_\_\_\_\_

at the general church level (what): \_\_\_\_\_

X served as CHAIR of committee, boards, task force (what): Chair of SPRC Epworth UMC

X served as a volunteer at a community agency: CAMP Chorus and Alliance Choir (singing for the community)

served as a volunteer in a care-giving institution (what): \_\_\_\_\_

provided one-on-one caring: \_\_\_\_\_

at a hospital, nursing home, or to a shut-in: \_\_\_\_\_

in membership/evangelism visitation: \_\_\_\_\_

X other: have become caregiver for husband gradually due to medical issues

provided leadership in caring/outreach projects (food pantry, prison ministry, etc.): \_\_\_\_\_

taught classes (what, how many): \_\_\_\_\_

X served as a worship leader in services (how many): Reader of scripture ; Prayer for the Pastor (2/yr)

X delivered devotional messages (where, how many): 3 for SPRC; DCOM x 2

preached in worship services (where, how many): \_\_\_\_\_

Additional leading, caring, and communicating ministries in which you participated (describe opportunity and your part in it):  
Participant on Emmaus Face to Face opportunity at Epworth UMC 2025

X Yes  No I have/have not taken Safe Sanctuary training under the Peninsula-Delaware Annual Conference to work with Youth and Adults. Have taken in 2019 - need to update.

## PART 8. PERSONAL AND SPIRITUAL GROWTH BY THE LAY SERVANT

In what activities have you engaged and/or what books have you read and used during the past year to help you develop your devotional life; improve your understanding of the Bible; improve your understanding of The United Methodist Church; or to improve your skills in leading, caring, and communicating? Devotion based on "You are the Beloved" Henri Nouwen; "Why I am a United Methodist", Wm. Willimon; "Do I stay Christian?" book study Brian McLaren; Falling Upward Richard Rohr; Codependent No More, Melody Beattie; Reaching Out, Henry Nouwen; Hope and the Nearness of God, Teresa White; Somehow - Thoughts on Love, Anne Lamott; Authentically Uniquely You, Joyce Meyer; starting The Case for Christ, Lee Strobel Grateful Living "word for the Day" via email from A Network for Grateful Living, Scripture (New revised Oxford Annotated Bible) Face to Face - journey to Emmaus

## PART 9. FEEDBACK BY THE LAY SERVANT

Do you believe that you have had adequate opportunity for service as a lay servant this past year?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
(If no, please explain)		
What additional training or support do you need? Need to continue to take advantage of education / training offered/ and always stay open to God's leading		
Give your recommendations for improving lay servant ministry in your district or annual conference: thank you for providing and please continue to have a variety of opportunities available via ZOOM and in person		

THIS CHARGE CONFERENCE REPORT FORM HAS BEEN APPROVED FOR USE WITHIN THE DISTRICTS OF THE PENINSULA – DELAWARE ANNUAL CONFERENCE

## **Lay Servant Ministry**

Sandy F. Pierce

### **Educational information**

Basic Lay Servant Course – Dover, DE District – March 2019

Lay servant Academy, Wilmington – Rev. Ivan Turner, Jr.

Shift 2.0 – Dr. Phil Maynard – Dover District, Seaford DE 2018-2019

Two sessions – 1) Authentic Relationships

2) Impactful Service

Lay Leadership and Lay Member Presentation – Training Workshop Dover District

“Living our Beliefs.” Feb. 8, 2020

Accountable Leadership Webinar – Dover District

Sept. 22, 2020 Led by Rev. Dr. Sa and Rev. Blair Hall

Gospel Discipleship Advanced Course

4 Pathways for Christian Disciples (book by Michelle J. Morris)

Wilmington District online (ZOOM) Feb 12-14, 2021

Social Principles Advanced Course - Lay Servant Academy - Online (ZOOM)

April 14, 21, 28, May 5, 12, 2021 (5 2-hr sessions)

Economic Justice; Gun Violence; Environmental Justice; Racial/Social Justice;

Immigration in Social Principles; Rev. Archie – survey Interfaith power and life

Didache Retreat – St. Andrew Orthodox Church – Dr. Fitzgerald – April 9, 2022

Institute for Discipleship – Be a Disciple/Lay Servant Ministries

“Life Together in the Methodist Connection” – Online – ZOOM – Rev. Beth L. Galbreath

Two-week course – Feb 24, 2023 10 contact hours / 1 CEU

Delaware District Leadership Training April 22, 2023

Pastor Parish Relations – Dr Hyung Hee Sa

### **Service Information**

Lay Member Delegate to Peninsula-Delaware Annual Conference – 2018, 2019

Lay Leader - St Matthews by the Sea UMC, Fenwick Island, DE – 2018-July 2021

Dover -> Delaware DCOM Lay member since Oct 21, 2020

Local Church service: handbell choirs; adult choirs.

SMBTS: Missions Committee (chair 2020-21); arranged and participated in BLS training through local

EMS at SMBTS; Member of the Health Committee – bi-monthly BP checks in the office; Member UMW;

Honorary member of UMM; attended Finance, SPRC, Administrative Council and reported as appropriate

– as Lay Leader; taught evening Bible Study on the formation of the Bible ; Worship Leader; Developed

and presented Sunday morning services including the sermon/reflection in the pastor’s absence; During

COVID sent out email “Friday Faith Notes” to our congregation and “other duties as needed”.

**CERTIFIED LAY MINISTER  
ANNUAL REPORT TO THE CHARGE CONFERENCE**

Initial Application or Request for Renewal



Report for year ending 2024-2025

**SECTION I: DATA ON THE CERTIFIED LAY MINISTER**

Name (Mrs.  Ms.  Mr.  ) Gwen Osborne  
Address 33045 E. Light Drive City/State/Zip Lewes, DE 19958  
Telephone 443-745-6950 E-mail gosborne@epworth.faith  
Name of District Dover  
Name of Church Epworth United Methodist  
Church Address 19285 Holland Glade Road City/State/Zip Rehoboth Beach, DE 19958  
Church Telephone 302-227-7743

**SECTION II: STATUS OF THE CERTIFIED LAY MINISTER**

**For initial application** as a Certified Lay Minister

1. Are you currently a Certified Lay Servant?  Yes  No
2. What year did you complete your Basic Course? 2020
3. What year did you complete your Advanced Course for certification as a lay servant? Online course 2024
4. What was the title of your Advanced Course? \_\_\_\_\_
5. Which of the following required Lay Speaking courses have been completed?  
 Module 1: Call and Covenant for Ministry       Module 2: x  
The Practice of Ministry  
 Module 3: Organization for Ministry

*(Upon completion of the required course work and after completion of appropriate screening and assessment, the CLM candidate requests a letter of recommendation from his/her District Superintendent. The CLM candidate then applies in writing and appears before, the district committee on ordained ministry for interview and recommendation for certification.)*

**For recertification** as a Certified Lay Minister

1. What year did you first become certified as a Lay Minister? 2020
2. Date of last review of CLM status: 2020 Approved:  Yes  No  What
3. year did you complete your last approved continuing education event? 2024
4. What was the title of your last approved continuing education event? Congregational caring ministry online CLM

*(Upon completion of the required course work and after completion of appropriate screening and assessment, the CLM candidate requests a letter of recommendation from his/her District Superintendent. The CLM candidate then applies in writing and appears before, the district committee on ordained ministry for interview and recommendation for certification.)*

**SECTION III: REQUEST OF THE CERTIFIED LAY MINISTER**

I request a recommendation from my pastor and church council or charge conference to become or continue as a Certified Lay Minister.

**For those not currently under assignment:**

I request a ministry review by my church council/charge conference where my membership is held. (every two years)

**For those currently under assignment:**

I request a ministry review by the church council/charge conference where I am assigned. (every two years)

Date 05/13/2025 Certified Lay Servant/Certified Lay Minister Gwen Osborne

**SECTION IV: RECOMMENDATION OF THE PASTOR (for initial application)**

I recommend concurrence with the request of this person to become or continue as a Certified Lay Minister.

Date \_\_\_\_\_ Pastor \_\_\_\_\_

**SECTION V: RECOMMENDATION OF THE CHURCH COUNCIL/CHARGE CONFERENCE**

The church council/charge conference of \_\_\_\_\_ (church/charge) recommends the above person become or continue as a Certified Lay Minister.

Date \_\_\_\_\_ Church Council Chair \_\_\_\_\_

**SECTION VI: MINISTRIES OF THE CERTIFIED LAY MINISTER**

During the past year, I have participated in ***caring ministries*** as follows:

- served as a volunteer in a care-giving institution  provided one-on-one caring
- at a hospital, nursing home, or to a shut-in  in membership/evangelism visitation
- served in caring/outreach projects (food pantry, prison ministry, etc)
- other caring activities (Please list) \_\_\_\_\_

During the past year, I have participated in ***leading ministries*** as follows:

- served as member of committee, board, commission, council, task force, etc.
- as a volunteer at a community agency
- at my local church
- beyond my local church
- on my District  Conference  Jurisdiction  General Church level
- other leading activities (Please list) \_\_\_\_\_

During the past year, I have participated in ***communicating ministries*** as follows:

- brought message in \_\_\_\_\_ worship services
- served as worship leader in \_\_\_\_\_ services
- delivered \_\_\_\_\_ devotional messages
- taught <sup>2</sup> \_\_\_\_\_ classes
- shared my faith story <sup>4</sup> \_\_\_\_\_
- other speaking activities (Please list) \_\_\_\_\_

During the past year I have participated in additional opportunities for ministry as follows (*Additional writing space below*):

\_\_\_\_\_

**SECTION VII: PERSONAL AND SPIRITUAL GROWTH BY THE CERTIFIED LAY MINISTER**

In what activities have you engaged and/or what books have you read or used during the past year to help you develop your devotional life; improve your understanding of the Bible; improve your understanding of The United Methodist Church; and to improve your skills in caring, leading, communicating and speaking?

Caring Congregational Ministry online course

**SECTION VIII: FEEDBACK BY THE CERTIFIED LAY MINISTER**

Do you feel called to be in service in any area of ministry, either in the church or outside the church, in which you are not currently involved?  Yes  No (If yes, please list those areas below.)

\_\_\_\_\_

(July 2017)



# COMMITTEE ON NOMINATIONS AND LEADERSHIP DEVELOPMENT

GOVERNING BOARD & STANDING COMMITTEES For July 1, 2025 - June 30, 2026

## GOVERNING BOARD

CHAIRMAN	Linda Kauffman
LAY LEADER	Todd Popham
LEAD PASTOR	Vicki Gordy-Stith
SECRETARY	Pat Johnson
TRUSTEE CHAIR	Tom Lewis
SPRC CHAIR	<b>Dan Hoffman</b>
FINANCE CHAIR	David Hagelin

**Murray Archibald (January 1, 2026)**

## MINISTRY TEAM LEADERS/PROGRAM MANAGERS

INVITING	Mike Tyler/Bo Gordy-Stith
BELONGING	Linda BenderHilt/Gwen Osborne
CONNECTING	Murray Archibald/Vicki Gordy-Stith & Doug Yetter
CARING	Val Linder/Mickie McManamon
LAY MEMBERS TO ANNUAL CONFERENCE	Murray Archibald Mike Tyler
RESERVE LAY MEMBER	Ruth Ann Curley (19)

## SUPPORT TEAMS

### **BOARD OF TRUSTEES**

President	Tom Lewis
1st Vice President	
Secretary	
Staff Representative	Vicki Gordy-Stith
2026 Term	Dan Pots Dick Coyle Len Johnson
2027 Term	Rick Buske R.L. Hughes
2028 Term	<b>Tom Lewis</b> <b>Alicia Popham</b>

>3 <9

To be elected

**Rose Schmidt**

Cemetery Committee -- A Standing Committee  
Leader  
Secretary  
Representatives of Trustees (2)  
Cemetery Representative  
Lay Members

*Amenable to the Board of Trustees (2012 Discipline)*  
Roger Truitt  
  
Tom Lewis  
Jay Stevenson  
Sue Spencer  
Loretta Mahan  
David Garrett  
Gerry Alexander

**STAFF-PARISH RELATIONS COMMITTEE**

>5<9

Leader  
Pastor  
Lay Leader  
2026 Term  
2027 Term  
  
2028 Term

**Dan Hoffman**  
Vicki Gordy-Stith  
Todd Popham  
Dan Hoffman  
Mike Fehrenbach (21)  
Dorothe Mumford (24)  
**Rick Downes**  
**Amy Benendict**

**NOMINATIONS & LEADERSHIP DEVELOPMENT**

No more than 9.

Chair  
Co-Chair  
Lay Leader  
2026 Term  
2027 Term  
2028 Term

Vicki Gordy-Stith (Lead Pastor)  
Gwen Osborne  
Todd Popham  
Ruth Ann Curley  
Stephanie Hughes  
**Shawn McHugh**

**FINANCE COMMITTEE**

No defined size.

Leader  
Treasurer  
Financial Secretary  
Staff Support & Resources

David Hagelin  
Bob Thoman  
  
Tammy Zhang, Account Manager

Planned Giving  
Trustee Representative  
SPRC Representative  
Governing Board Chair  
2026 Term

2027 Term

2028 Term

Vicki Gordy-Stith

Tom Lewes

Linda Kauffman  
Scott Button (23)  
Bob Thoman (23)  
David Hagelin (21)  
Rob Cline (21)  
Dennis Drenner (24)

**Roy Okma**  
**Suzanne Bigos**

Judy Stout

**Gwen Osborne**  
**Doreen Hartly**

**Social Justice Leader**

**LRAC Representatitves**

## Epworth Church Volunteer Leader Covenant

**Vision:** Explore Faith and Embrace Community

**Mission:** Inviting All, Belonging, Connecting to God, and Caring

At Epworth, our leaders fulfill the biblical role of equipping people for the work of the ministry, from Ephesians 4:12-13: “His purpose was to equip God’s people for the work of serving and building up the body until we all reach the unity of faith and knowledge of God’s Son. God’s goal is for us to become mature adults—to be fully grown, measured by the standard of the fullness of Christ.” This passage also includes the role of all our volunteers: serving and building up the people of God into unity, while becoming mature adults and reflecting Jesus to others.

As leaders and volunteers, we work together with our pastors, staff, and leadership to live out our vision of Exploring Faith and Embracing Community, by fulfilling our mission of Inviting All, Belonging, Connecting to God, and Caring. **We set the tone** and pace for the entire congregation. **We model** the faith, the behavior, the life, and the attitude of a Christian for our congregation and our community. **We shape** the heart, character, and life of this community. For this reason, it is vital that we **walk the Christian walk**. Spiritually healthy leaders will produce a spiritually healthy church, which will contribute to a spiritually healthy community.

To help us live out these standards, we developed the following covenant to guide our life together as leaders. We use these standards to hold ourselves accountable to live as a part of a loving community as we live into this beloved community. We also recognize that God’s grace empowers us to be faithful, God’s grace allows us to forgive and reconcile, and God’s grace brings transformation in our lives. (In the Methodist tradition, we call these aspects of grace: prevenient, justifying, and sanctifying grace.)

As followers of Jesus in the Methodist tradition, we seek both personal and social transformation. We do not shy away from engagement in justice issues of our day, and we approach these social concerns through a lens of love. When we encounter theological differences, we attempt to follow the adage: “In essentials, unity; in nonessentials, liberty; in all things, charity.” We value the full participation of women and men, and all people regardless of age, race, class, background, sexual orientation, and gender identification.

Jesus summarized the goal of the Christian life with two commandments: love the Lord our God with all your heart, soul, mind, and strength; and love your neighbor as yourselves. John Wesley spoke of this goal as sanctification, Christian perfection, or holiness. Our Methodist tradition offers three General Rules designed to help Christians pursue this goal. As leaders we pursue these “rules” as we grow in faith and service together. We have organized our covenant around these three rules.

## Epworth Church Volunteer Leader Covenant

**Vision:** Explore Faith and Embrace Community

**Mission:** Inviting All, Belonging, Connecting to God, and Caring

**1) Do no harm.** Avoid:

- a) Self-destructive behavior (addictive behavior, poor self-care)
- b) Moral compromise (sexual misconduct, greed, dishonesty)
- c) Self-centeredness and pride (refusing to see your ministry in the context of the whole ministry effort of Epworth)
- d) Malice (harboring resentment, acting in anger, backbiting)
- e) Gossip (which harms both the person and the church and ministries)

**2) Do good:**

- a) Love everyone with the radical love of Jesus
- b) Respect everyone and accept differences as part of God's diverse creation
- c) Publicly support Epworth, our pastors, staff, leaders, and other volunteers, including accepting a decision as your own, even if you disagreed
- d) Handle conflict one-on-one, speaking directly to the person (Exceptions: speak to teachers when dealing with children in the Boys and Girls Club or Preschool and when conflict continues, contact Epworth's Lay Leader for assistance)
- e) Always assume positive intentions and build others up
- f) Maintain confidentiality when it is warranted
- g) Ask for clarity when you do not understand
- h) Care for ourselves, our spouse, partner, and family members
- i) Be engaged with those in need, both inside the church and out

**3) Stay in love with God:**

- a) Attend worship
- b) Engage in close Christian friendships for spiritual growth in a small group
- c) Serve God with our time and talents
- d) Give in proportion to our income, with the tithe being the goal
- e) Spend time in prayer, meditation, and the personal study of scripture
- f) Grow in the fruit of the Spirit: goodness, patience, kindness, faithfulness, self-control, love, joy, peace, and gentleness

**Covenant:** I have read the above and I commit to living my life and pursuing ministry in a way that is consistent with these expectations. I desire to serve under this covenant at Epworth.

Name: \_\_\_\_\_

Ministry Area: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## 2025 KEY LEADERSHIP LIST

<b>CHURCH/CHARGE:</b>	Epworth United Methodist Church	<b>CITY/STATE:</b>	Rehoboth Beach, DE
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**INSTRUCTIONS:**

1. The left column (2024) **must** be completed every year for each filled position in your church, even if you have previously given the information to your District Office.
2. The right column (2025) **must** be completed in one of the ways listed below:
  - a. If there is a new person in the position, the right column must be filled out completely.
  - b. If the person from the prior year is remaining in the position but they have a change in their contact information, the right column must be filled out completely.
  - c. If there are no changes to the position from the previous year, you will only need to enter the person's name in the right column (filling out the left column is still required).

LAY LEADER			
Current (2024)		New (2025)	
Name:	Todd Popham	Name:	Same
Email:	<a href="mailto:toddpopham@gmail.com">toddpopham@gmail.com</a>	Email:	
Work:		Work:	
Mobile:	443-517-3150	Mobile:	
Home Address:	18380 Alpine Loop Rd Lewes DE 19958	Home Address:	
ADMINISTRATIVE BOARD/COUNCIL CHAIR			
Current (2024)		New (2025)	
Name:	Linda Kauffman	Name:	Murray Archibald (January 2026)
Email:	llkauffman@verizon.net	Email:	Rma.archibald@gmail.com
Work:		Work:	
Mobile:	302-853-2303	Mobile:	302-236-2931
Home Address:	35136 South Dr. Lewes, DE 19958	Home Address:	117 Kings Creek Rd. Rehoboth Beach, DE 19971
PASTOR-PARISH CHURCH CHAIR			
Current (2024)		New (2025)	
Name:	Sandy Pierce	Name:	Dan Hoffman
Email:	Sfpierce01@gmail.com	Email:	D1953hoffman@gmail.com
Work:		Work:	
Mobile:	828-231-8942	Mobile:	908-235-8298
Home Address:	30592 Tower Place Selbyville, DE 19975	Home Address:	20240 Long Meadow Lane Lewes, DE 1958
PASTOR-PARISH CHARGE CHAIR			
Current (2024)		New (2025)	
Name:		Name:	
Email:		Email:	
Work:		Work:	
Mobile:		Mobile:	
Home Address:		Home Address:	

## 2025 KEY LEADERSHIP LIST

<b>FINANCE COMMITTEE CHAIR</b>			
Current (2024)		New (2025)	
Name:	David Hagelin	Name:	Same
Email:	<a href="mailto:dmhagelin@gmail.com">dmhagelin@gmail.com</a>	Email:	
Work:		Work:	
Mobile:	614-270-7781	Mobile:	
Home Address:	13 Leighs Way Rehoboth Beach, DE 19971	Home Address:	
<b>FINANCE COMMITTEE CHURCH TREASURER</b>			
Current (2024)		New (2025)	
Name:	Bob Thoman	Name:	Same
Email:	bobtrhomanappraisals@gmail.com	Email:	
Work:		Work:	
Mobile:	717-586-3474	Mobile:	
Home Address:	255 Country Club Drive Rehoboth Beach, DE 19971	Home Address:	
<b>TRUSTEE COMMITTEE CHAIR</b>			
Current (2024)		New (2025)	
Name:	Tom Lewis	Name:	Same
Email:	Mathguy29@yahoo.com	Email:	
Work:		Work:	
Mobile:	302-278-3019	Mobile:	
Home Address:	19701 Chelmer Dr. Rehoboth Beach, DE 19971	Home Address:	
<b>LAY MEMBER (TO ANNUAL CONFERENCE)</b>			
Current (2024)		New (2025)	
Name:	Murray Archibald	Name:	Same
Email:	Rma.archibald@gmail.com	Email:	
Work:		Work:	
Mobile:	302-236-2931	Mobile:	
Home Address:	117 Kings Creek Rd. Rehoboth Beach, DE 19971	Home Address:	
<b>RESERVE LAY MEMBER (ALTERNATE TO ANNUAL CONFERENCE)</b>			
Current (2024)		New (2025)	
Name:	Ruthann Curley	Name:	Same
Email:	racurley@cs.com	Email:	
Work:		Work:	
Mobile:	302-228-4393	Mobile:	
Home Address:	126 Shady Ridge Drive Rehoboth Beach, DE 19971	Home Address:	

## 2025 KEY LEADERSHIP LIST

NATIVE AMERICAN MINISTRIES REPRESENTATIVE			
Current (2024)		New (2025)	
Name:		Name:	
Email:		Email:	
Work:		Work:	
Mobile:		Mobile:	
Home Address:		Home Address:	
YOUTH MINISTRIES LEADER			
Current (2024)		New (2025)	
Name:	Joy Gordy-Stith	Name:	Same
Email:	jgordystith@yahoo.com	Email:	
Work:		Work:	
Mobile:	302-750-3964	Mobile:	
Home Address:	81 Pond's Edge Ct. Felton, DE 19943	Home Address:	
UNITED WOMEN IN FAITH PRESIDENT			
Current (2024)		New (2025)	
Name:	Sue Spencer	Name:	Same
Email:	Sunnfun1952@gmail.com	Email:	
Work:		Work:	
Mobile:	443-536-9573	Mobile:	
Home Address:	18480 Carters Grove Circle Unit 7 Lewes, DE 19958	Home Address:	
UNITED METHODIST MEN PRESIDENT			
Current (2024)		New (2025)	
Name:		Name:	
Email:		Email:	
Work:		Work:	
Mobile:		Mobile:	
Home Address:		Home Address:	
CHURCH STAFF (SECRETARY/ADMINISTRATIVE ASSISTANT)			
Current (2024)		New (2025)	
Name:	Tammy Zhang	Name:	Same
Email:	tzhang@epworth.faith	Email:	
Work:		Work:	
Mobile:	410-999-7475	Mobile:	
Home Address:	24526 Marsh Hawk Ln Georgetown, DE 19947	Home Address:	

## 2025 KEY LEADERSHIP LIST

COMMITTEE ON DISABILITIES CHAIR			
Current (2024)		New (2025)	
Name:		Name:	
Email:		Email:	
Work:		Work:	
Mobile:		Mobile:	
Home Address:		Home Address:	
OTHER LEADERSHIP ROLE (SPECIFY): LAY MEMBER TO ANNUAL CONFERENCE			
Current (2024)		New (2025)	
Name:	Mike Tyler	Name:	Same
Email:	miketylerde@gmail.com	Email:	
Work:		Work:	
Mobile:	302-339-5780	Mobile:	
Home Address:	34297 Summerlyn Dr., Unit 516 Lewes, DE 19958	Home Address:	
OTHER LEADERSHIP ROLE (SPECIFY):			
Current (2024)		New (2025)	
Name:		Name:	
Email:		Email:	
Work:		Work:	
Mobile:		Mobile:	
Home Address:		Home Address:	
OTHER LEADERSHIP ROLE (SPECIFY):			
Current (2024)		New (2025)	
Name:		Name:	
Email:		Email:	
Work:		Work:	
Mobile:		Mobile:	
Home Address:		Home Address:	
OTHER LEADERSHIP ROLE (SPECIFY):			
Current (2024)		New (2025)	
Name:		Name:	
Email:		Email:	
Work:		Work:	
Mobile:		Mobile:	
Home Address:		Home Address:	

**SUBMIT COMPLETED FORMS TO YOUR DISTRICT OFFICE**



# 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.

Epworth United Methodist Church Church Rehoboth Beach, DE Charge  
 Delaware District Peninsula-Delaware Annual Conference  
 For the period beginning 7/1/24 , and ending 6/30/25  
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	Thomas Lewis	2028
Vice President	Dee Speck	2026
Secretary	Rose Marie Schmidt	2025
Treasurer		
Member	Len Johnson	2026
Member	Dan Potts	2027
Member	Dick Coyle	2027
Member	R.L. Hughes	2027
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	Epworth UMC	19285 Holland Glade	1726	120
Church Buildings				
Parsonages				
Parsonages				
Other	Epworth UMC Cemetery	187 Henlopen Avenue	On File	
Other				

b. Who is the custodian of deeds and other legal papers? Special Projects Manager

c. Where are they kept? Deed File Cabinet

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

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

6. a. Insurance (¶2533.2, 2550.7)

Item Insured/ Insurance	Replacement Value	Amount of Coverage	Type of Coverage	Company	Restricted by Coinsurance (Yes or No And amount)		Expires When	
					Y	N		
Church Buildings	\$14,413,959	Same	RC	Selective	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Amount:: \$	8/7/2025
Parsonages	\$	\$			<input type="checkbox"/>	<input checked="" type="checkbox"/>	Amount:: \$	
Church Furnishings and Equipment	\$1,697,647	Same	RC	Selective	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Amount:: \$	8/7/2025
Parsonage Furnishings and Equipment	\$	\$			<input type="checkbox"/>	<input checked="" type="checkbox"/>	Amount:: \$	
Vehicle(s)	\$20,000	Same	N/A	Selective	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Amount:: \$	8/7/2025
General Liability					<input type="checkbox"/>	<input checked="" type="checkbox"/>	Amount:: \$	
Worker's Compensation		\$		Hartford	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Amount:: \$	8/7/2025
Directors and Officers/Errors and Omissions/Crime		\$1,000,000	N/A	Selective	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Amount:: \$	8/7/2025
Professional Liability Coverage (Including Sexual Misconduct)		\$1,000,000	N/A	Selective	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Amount:: \$	8/7/2025

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

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

d. Who performed the assessment?

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 [https://www.gcfa.org/media/2629/minimum-insurance-requirements-november\\_2019\\_revision-final.pdf](https://www.gcfa.org/media/2629/minimum-insurance-requirements-november_2019_revision-final.pdf))

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) NO

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

Item	Date Received	Amount	Where Invested	Income	How Income is Used for Ministry
Cemetery	May 2001	\$665,533	Stocks, Bonds, CD	\$36,419	Cemetery Only
Endowment	2019	\$219,277	Vanguard	\$0	

(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

*Thomas R Lewis*

Printed Name:

Thomas R Lewis

Date:

6/3/25

## 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 (¶12533.6)



Church Epworth United Methodist Church District Dover, DE

	Y	N	Guidelines (see page 4 for key for B, S, G and scoring instructions)	Explain "NO" Answers
<b>GETTING INTO THE CHURCH</b>				
1- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Clearly visible signs mark <b>or</b> direct people to accessible entrances	
2- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1+ marked ADA parking spaces are on level ground near entrance	
3- G	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Wheelchair users don't have to go behind parked cars, cross traffic	
4- S	<input checked="" type="checkbox"/>	<input type="checkbox"/>	At least 1 per 25 spaces is clearly marked with access symbol on vertical signs and on pavement (# of accessible spaces: _____)	
5- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Accessible parking spaces are 8' wide with adjacent 5' access aisle	
6- S	<input checked="" type="checkbox"/>	<input type="checkbox"/>	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	<input checked="" type="checkbox"/>	<input type="checkbox"/>	36" wide curb cuts (curb ramps) are provided close to parking	
8- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Route (sidewalk) from accessible parking to accessible building entrance is smooth, flat, and at least 36" wide (width: _____)	
9- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Entrance is level <b>or</b> has exterior ramp with non-slip surface and minimum width of 36" between handrails (width: _____)	
10- S	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Ramp has max. incline of 1:12 (length: _____ rise: _____ ratio: _____) with no more than 30' between level landings, <b>or entrance is level</b>	
11- S	<input checked="" type="checkbox"/>	<input type="checkbox"/>	34-38" handrails are on both sides of exterior ramp/ stairs, lower ramp railing is no higher than 4" above deck, <b>or entrance is level</b>	
12- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There is a 60"x 60" level platform at entry door (size: _____) with space (~ 18") on pull side of door <b>or automatic door opener used</b>	
13- G	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Automatic door opener available, <b>or attended doorbell for assist</b>	
14- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Entrance door is 36" wide; threshold no more than beveled ½" high	
<b>GETTING AROUND THE CHURCH</b>				
15- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Signs in entrances/ halls direct visitors and help them locate rooms	
16- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Corridors are at least 36" wide and have non-glare floor surface	
17- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	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	
18- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Multi-level buildings provide access to all common/ most program areas via elevator, lift and/ or ramp(s), <b>or building is on one level</b>	
19- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Interior doorways have a minimum of 32" clearance and thresholds are level or are no more than ½" high and beveled	
20- S	<input checked="" type="checkbox"/>	<input type="checkbox"/>	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	
21- S	<input checked="" type="checkbox"/>	<input type="checkbox"/>	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	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Fire alarm controls and extinguishers are no more than 48" (h: _____) from floor; visual and auditory fire alarms are in place	
23- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	At least one marked ADA unisex/ family restroom ( <b>or one stall in male &amp; female restrooms</b> ) 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: _____)	
24- S	<input checked="" type="checkbox"/>	<input type="checkbox"/>	27" sink clearance from floor (h: _____), w/ easy to operate controls (lever style, automatic, etc.), hot water & drain pipes are covered	
25- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Soap dispenser and paper towels are mounted no higher than 48" (h: _____) <b>or placed on counter for access</b>	
26- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bottom edge of at least one mirror is 40" or lower (h: _____)	

	Y	N	Description / Guidelines (see page 4 for scoring instructions)	Explain "NO" Answers
27- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Drinking fountain is no higher than 36" with easy hand controls and wheelchair clearance, <i>or</i> paper cups are provided	
28- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Interior stairs/ ramps have handrails on both sides, <i>or</i> all one level	
29- S	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Top/bottom step edges & ramp level changes marked, <i>or</i> one level	
<b>SANCTUARY, CLASSROOMS, AND FELLOWSHIP AREA</b>				
30- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	At least 1-2 level pew cuts/spaces for wheelchair users are available	
31- S	<input checked="" type="checkbox"/>	<input type="checkbox"/>	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	
32- G	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Chancel area and choir loft are accessible, e.g. with ramp or lift	
33- S	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Handrail(s) provided for steps to the chancel, <i>or</i> chancel is level	
34- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	At least one aisle in each space is 36" wide or more (w: _____)	
35- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Fellowship - e.g. potlucks, coffee hour- is offered in accessible space	
36- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	In fellowship area and classrooms at least one table has minimum of 27" clearance on the underside, and a maximum height of 34"	
37- B	<input type="checkbox"/>	<input checked="" type="checkbox"/>	1-2 sturdy chairs have armrests, seats ~18" from floor, & no wheels	no armrests
<b>COMMUNICATIONS AND ENVIRONMENT</b>				
38- S	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Members are sensitized about need to minimize use of fragrances	
39- G	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Soaps, cleaning products and other chemicals are fragrance free; candles are unscented and non-petroleum-based	
40- S	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Projected words (e.g. song lyrics) use large font and good contrast	
41- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Large print bulletin, song lyrics, & scriptures provided <i>on request</i>	
42- S	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Braille <i>or</i> electronic documents provided <i>upon advanced request</i>	no Braille, yes to others
43- B	<input type="checkbox"/>	<input type="checkbox"/>	Microphone used by all speakers or comments are repeated at mic.	
44- S	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Assisted listening system (FM and/or loop) & receivers are available	
45- G	<input checked="" type="checkbox"/>	<input type="checkbox"/>	ASL sign language interpreter is provided <i>upon advanced request</i>	
46- S	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Print/ e-mailed copies of sermon provided <i>upon advanced request</i>	
47- G	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Captions are provided / turned on for videos and other media	
<b>ATTITUDES</b>				
48- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Accessibility measures and who to contact for questions described in bulletin, website, maps, Find-A-Church site, <i>and/or</i> signage	
49- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Pastor(s), ushers, greeters, and leaders have learned and practice appropriate disability etiquette and hospitality	
50- S	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Signs, websites, <i>and/or</i> 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	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Disruptions are accepted and incorporated into worship	
52- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Qualified service animals (e.g. guide dogs) are welcome within the church building(s) including the sanctuary and fellowship hall	
53- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Congregation works to use inclusive, person-first language in worship, e.g. people are invited to "rise in body or in spirit"	
54- S	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Classes and programs are adapted <i>as needed</i> to facilitate active participation of children and adults with disabilities	
55- B	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Disability Awareness Sunday ¶265.4 observed during past 1-2 years	none provided
56- S	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Gifts of persons with disabilities are identified and used in service, worship, and leadership roles, and to help to improve access	
57- B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Needs of people on special diets are considered when food is offered, including gluten-free & alcohol-free communion elements	
58- S	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Transportation offered plus valet parking <i>or</i> parking lot assistance	
59- S	<input type="checkbox"/>	<input checked="" type="checkbox"/>	"Buddy" system offered for individuals needing 1:1 support	not offered

GOALS FOR ACCESSIBILITY IMPROVEMENT FOR THE UPCOMING YEAR		Target Date
1.		
2.		
3.		
4.		
YES _____ NO _____ Request consultation from Conference Disability Concerns Committee		
Comments (continue on additional pages if needed):		
Signature of Pastor: <i>Vicki Gordy-Stith</i>		Date
Signature of Trustees Chairperson: <i>Thomas R Lewis</i>		Date <i>6/3/25</i>
Signature of District Superintendent:		Date

Date Form Completed 5/15/2025 Charge Conference Date \_\_\_\_\_

**PLEASE PRINT NAMES AND PROVIDE PHONE NUMBER OR E-MAIL ADDRESS:**

Form completed by Thomas Lewis Contact information mathguy29@yahoo.co  
 Contact person for church Rev. Dr. Vicki Gordy-Stith Contact information vgordstith@epworth.fa

**PLEASE NOTE:**

- This form is for use on existing buildings only; refer to current ADA & state regulations for construction or major remodeling projects: [https://www.ada.gov/2010ADASTandards\\_index.htm](https://www.ada.gov/2010ADASTandards_index.htm).
- The survey should be completed by a team including a member of the trustees, and people with construction, architecture and/or rehabilitation backgrounds. Include persons with disabilities and family members, especially someone who uses a wheelchair and someone with low vision.
- Interview individuals with disabilities and family members of children and adults with disabilities to learn how welcoming your congregation is and to help set priorities.
- This is not an all-inclusive listing of ADA guidelines or appropriate accommodations, but rather represents basic first steps that a church may take to begin to implement accessibility measures.
- Resources are available through your conference Disability Concerns Committee (¶653) and through the Disability Ministry Committee of the UMC at [umcdmc.org](http://umcdmc.org) to help you plan and carry out improvements.

**Scoring Instructions:**

1. Based on your findings, circle or highlight the letter in the **Yes** column or mark the **No** column for each audit item. Focus on your main accessible entrance and Sunday morning activities, especially worship. If the intent of the item is met in a different way, e.g., greeters are posted on Sundays to open doors and provide directions (#13 and 15), mark it **Yes**. If you will fix the issue very soon, mark **Yes**. If an item occurs at least 85% of the time, e.g., microphone use in worship and 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 bulletin for Braille users, mark **Yes** even if no one is using it. See *Guidance for Completing the Accessibility Audit* at [umcdmc.org](http://umcdmc.org) for further clarification.
2. Add the number of **Yes** responses in each badge category (**Copper**, **Bronze**, **Silver**, and **Gold**).
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 **Silver** if the **Bronze** level is not met.

	Copper	Bronze	Silver	Gold
1. & 2. # of Yes's 93	___/59	___/32	___/20	___/7 + <sup>5</sup> = ___
3. Percentage	93 %	90 %	90 %	100 %
4. Score earns badge? Criteria:	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> 50% of <i>all</i> items	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> 85% of <b>B</b> items	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> 85% of <b>B &amp; S</b> items	Yes* <input checked="" type="checkbox"/> No <input type="checkbox"/> 85% <b>B, S &amp; G</b> items

**Honorable Mention – Copper (Partial accommodations)** – The church has completed the Annual Audit and set at least two specific goals for the coming year. While not physically accessible, the church strives to be disability-inclusive, make the changes they can, and make their ministries accessible in alternative ways. (*Verified by self-report, using this Annual Accessibility Audit for United Methodist Churches.*)

**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 easily provided. (*Verified by self-report, using this Annual Accessibility Audit for United Methodist Churches.*)

**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. While some areas are not yet fully accessible and inclusive, the congregation is working towards accessibility. (*Verified by self-report, using this Annual Accessibility Audit for United Methodist Churches.*)

**G = Gold (Great accessibility and accommodations)** – The congregation exceeds ADA and strives to provide accessible space and accommodations. The church welcomes individuals with disabilities through intentional measures and ongoing need-based improvements. This church could host conference events per ¶1716.2 of the *Book of Discipline*. (*\*Verified by this Annual Accessibility Audit for United Methodist Churches and a virtual or in-person site visit.* <sup>5</sup>*Additional measures you have taken may count as bonus Gold points to reach 85% or more. You must apply for this level. Contact your conference Disability Concerns Committee or check the link below for further instructions.*)

For all levels, check with your annual conference Disability Concerns committee or see the [DMC website Accessibility Resources](#) for instructions on how to access your badge.

**PENINSULA-DELAWARE ANNUAL CONFERENCE  
SAFE SANCTUARIES  
LOCAL CHURCH/CHARGE SELF-ASSESSMENT AND STATEMENT OF COMPLIANCE**

**CHURCH/CHARGE:** Epworth United Methodist Church      **DISTRICT:** Delaware

The Safe Sanctuaries Policy of the Peninsula-Delaware Conference (PDC) is seeks to ensure that each local church provides a safe and secure environment for all children, youth and adults who participate in its ministries and activities. This document serves two purposes:

1. It provides the local church with a clear and concise way to determine if it is in compliance with the PDC Safe Sanctuaries Policy.
2. It alerts the District Superintendent (DS) if there are areas of non-compliance and the date by which the non- compliance will be remedied.

**Instructions:**

- Indicate compliance status (Yes or No) for each of the operating guidelines.
- Indicate date by which non-compliance will be resolved for any section for which the answer is "No."
- Ensure that certification section is signed by the Pastor and Chairperson of Trustees.
- Submit with Charge Conference Reports.

Operating Guideline	Compliance Status	Anticipated Compliance Date
A Safe Sanctuaries Policy has been adopted by the local church/charge (may be combined with Sexual Ethics Policy)	Yes	
A SAFE Team has been formed and has reviewed compliance with the Safe Sanctuaries Policy	Yes	
All volunteers and staff who work with children or youth have been trained annually in Safe Sanctuaries Policy and Operations	Yes	
All volunteers and staff who work with children or youth have been trained annually in First Aid and CPR		Fall 2025
The Trustees have completed an annual review of all church facilities accommodating children or youth including, but not limited to, Sunday School rooms & doors, age and activity appropriate equipment, first aid kits and fire extinguishers and 911 postings by telephones.	Yes	
The SAFE Team has verified adherence to the "Six-Month Membership" rule for volunteers working with children or youth	Yes	
The SAFE Team has verified that all staff and volunteers working with children or youth have completed a written application, personal reference form, driver license and criminal background check and participation covenant and that the confidentiality of these records are protected.	Yes	
No individuals who have been convicted of any crime against a child or teenager have been accepted as a worker with children or youth.	Yes	
Basic Procedures for Safe Ministry (as defined in Safe Sanctuaries for Youth)	Yes	
All staff and volunteers have been trained on <i>Appropriate Interpersonal Boundaries</i>	Yes	

**PENINSULA-DELAWARE ANNUAL CONFERENCE  
SAFE SANCTUARIES  
LOCAL CHURCH/CHARGE SELF-ASSESSMENT AND STATEMENT OF COMPLIANCE**

The Two-Adult Rule is observed at all times during church sponsored programs or events	Yes	
All staff and volunteers are at least five (5) years older than the youth they lead	Yes	
No worker under the age of eighteen (18) serves in an adult capacity	Yes	
All rooms set aside for children or youth have a door with a window or a half-door	Yes	
Open-door counseling is required when working with youth and any counseling need by a youth or the youth's family is confidentially reported to the pastor	Yes	
Counseling sessions are limited to two or three sessions and referral to a professional with expertise in the needs of youth are made, when necessary	Yes	
<i>Advance notice to parents</i> with full information about the event is provided, including the requirement for parent permissions and notification if a staff member or volunteer will be alone with a child	Yes	
<i>Participation Covenants</i> for all participants and leaders are required to establish behavior standards	Yes	
<i>Parent and Family Education</i> of the local church's Safe Sanctuaries policies and procedures is held annually	Yes	
<i>Appropriate Equipment and Supervision</i> plans including, but not limited to, transportation considerations, sleeping arrangements, youth group websites for any activity taking place away from the church are reviewed by the SAFE team before presenting to children or youth	Yes	
<i>Bathroom procedures</i> for children and youth have been established and reviewed by the SAFE Team and are observed by all staff and volunteers who work with children or youth	Yes	
<i>Reporting procedures for Allegations of Abuse</i> have been established and reviewed by the SAFE Team.	Yes	
A <i>Covenant</i> that protects children, youth and other vulnerable persons has been established with any registered sex offender(s) who are participating in the life of the church.	Yes	

The undersigned certify that the above statements are true, to the best of their knowledge, and that they will exercise due diligence in ensuring compliance in the future.

  
\_\_\_\_\_  
Pastor

  
\_\_\_\_\_  
Chairperson of Trustees

  
\_\_\_\_\_  
Date Submitted

*Peninsula-Delaware Conference Safe Sanctuaries Local Church/Charge  
Self-Assessment and Statement of Compliance*



# 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*

**Epworth United Methodist Church** Church **Rehoboth Beach, DE** Charge  
**Delaware** District **Peninsula-Delaware** Annual Conference

For the period beginning 7/1/24 and ending 6/30/25  
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 David Hagelin Vice Chairperson \_\_\_\_\_  
Treasurer(s) Robert Thoman Financial Secretary Scott Button

## 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? \_\_\_\_\_

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

If no, why? \_\_\_\_\_

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 no, why? \_\_\_\_\_

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

Pledge Campaign and Rental Income

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

If no, why? \_\_\_\_\_

### 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 no, why? \_\_\_\_\_

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

Yes  No

If no, why? \_\_\_\_\_

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

Fulton Bank

Vanguard and M&T Bank

Morgan Stanley

United Methodist Foundation

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

If not, why? \_\_\_\_\_

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

If not, why? \_\_\_\_\_

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? \_\_\_\_\_

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

If not, why? \_\_\_\_\_

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

If not, why? \_\_\_\_\_

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

If not, why? An external audit is planned but not yet scheduled.

c. Were there any recommendations or exceptions?  Yes  No

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

Signed David M. Hagelin

Printed Name: David Hagelin

Date: 6/2/25

## Epworth United Methodist Church Operating Profit & Loss Budget vs. Actual July 2024 through May 2025

	<u>Jul '24 - May 25</u>	<u>Budget</u>	<u>\$ Over Budget</u>
<b>Ordinary Income/Expense</b>			
<b>Income</b>			
<b>40100 · Operating Funds</b>			
<b>50 · Support Operations</b>			
40102 · General/Mortgage Fund	679,142.48	682,000.00	-2,857.52
40104 · Holiday and Loose Plate Funds	10,223.24	8,800.00	1,423.24
<b>40105 · Rent</b>			
40106 · Funeral Income	785.20	1,100.00	-314.80
40107 · Wedding Income	0.00	550.00	-550.00
40108 · Community Income	18,700.00	29,150.00	-10,450.00
40109 · Outreach Support Groups	3,525.00	3,300.00	225.00
40110 · Other Rental Income	1,955.00	2,365.00	-410.00
40161 · Boys & Girls Club	31,680.00	30,800.00	880.00
<b>Total 40105 · Rent</b>	<u>56,645.20</u>	<u>67,265.00</u>	<u>-10,619.80</u>
<b>40111 · Interest Income</b>			
40121 · Interest - CRN Sinking Fund	172.57	550.00	-377.43
40127 · Interest - Designated Invest	309.87	1,100.00	-790.13
40128 · Interest - Legacy Endowment	0.00	2,475.00	-2,475.00
40111 · Interest Income - Other	3,111.89	2,200.00	911.89
<b>Total 40111 · Interest Income</b>	<u>3,594.33</u>	<u>6,325.00</u>	<u>-2,730.67</u>
<b>40129 · Special Giving for Operations</b>			
40114 · Missions Tithes	0.00	825.00	-825.00
40117 · Cemetery Tithes	7,685.54	4,675.00	3,010.54
40122 · Staff Christmas Gift	0.00	2,500.00	-2,500.00
40124 · Personnel Support	2,630.64	7,425.00	-4,794.36
40126 · Preschool Bldg Usage	4,025.00	11,550.00	-7,525.00
40130 · Legacy Tithes	11,854.00	9,625.00	2,229.00
40131 · Preschool Tithe	0.00	3,300.00	-3,300.00
40132 · Events Pay	13,507.50	14,300.00	-792.50
40162 · Facilities General	8,740.24	11,000.00	-2,259.76
40300 · Finance Funds	0.00	3,025.00	-3,025.00
40301 · One Time Gifts	575,431.05	22,000.00	553,431.05
40325 · Fundraising Income	9,467.04	27,500.00	-18,032.96
<b>Total 40129 · Special Giving for Operations</b>	<u>633,341.01</u>	<u>117,725.00</u>	<u>515,616.01</u>
<b>Total 50 · Support Operations</b>	<u>1,382,946.26</u>	<u>882,115.00</u>	<u>500,831.26</u>
<b>Total 40100 · Operating Funds</b>	<u>1,382,946.26</u>	<u>882,115.00</u>	<u>500,831.26</u>
<b>40200 · Program Funds</b>			
<b>20 · Finding Your Place</b>			
<b>40700 · Family Ministries</b>			
40702 · Vacation Bible School	0.00	440.00	-440.00
40703 · Adult	50.00	275.00	-225.00
40704 · Sunday School	0.00	275.00	-275.00
<b>Total 40700 · Family Ministries</b>	<u>50.00</u>	<u>990.00</u>	<u>-940.00</u>
<b>Total 20 · Finding Your Place</b>	<u>50.00</u>	<u>990.00</u>	<u>-940.00</u>
<b>30 · Demonstrating Care</b>			
40950 · Demonstrating Care			
40603 · Flower Ministry	60.00	1,925.00	-1,865.00
40954 · Misc Income	1,426.90	0.00	1,426.90
<b>Total 40950 · Demonstrating Care</b>	<u>1,486.90</u>	<u>1,925.00</u>	<u>-438.10</u>
<b>Total 30 · Demonstrating Care</b>	<u>1,486.90</u>	<u>1,925.00</u>	<u>-438.10</u>
<b>40 · Connecting to God</b>			
40600 · Connecting To God	0.00	16,500.00	-16,500.00
<b>Total 40 · Connecting to God</b>	<u>0.00</u>	<u>16,500.00</u>	<u>-16,500.00</u>

## Epworth United Methodist Church Operating Profit & Loss Budget vs. Actual July 2024 through May 2025

	Jul '24 - May 25	Budget	\$ Over Budget
<b>Total 40200 · Program Funds</b>	1,536.90	19,415.00	-17,878.10
<b>Total Income</b>	1,384,483.16	901,530.00	482,953.16
<b>Gross Profit</b>	1,384,483.16	901,530.00	482,953.16
<b>Expense</b>			
<b>50000 · Operating Expenses</b>			
<b>50.01 · Support Operations</b>			
<b>50110 · SPRC</b>			
<b>50111 · Senior Pastor</b>			
50112 · Senior Pastor Wages	68,700.72	68,700.61	0.11
50113 · SP CPP	4,257.94	4,296.05	-38.11
50114 · SP Health Benefits	23,170.53	21,802.00	1,368.53
50116 · SP CRSP	4,863.95	8,415.00	-3,551.05
50132 · SP Travel & Discretion	2,601.57	4,581.50	-1,979.93
56123 · SP Housing	22,000.00	22,000.00	0.00
<b>Total 50111 · Senior Pastor</b>	125,594.71	129,795.16	-4,200.45
<b>50117 · Pastor of Community &amp; Communica</b>			
50118 · Pastor of Community & Communica	41,250.00	41,250.00	0.00
50119 · AP CPP	2,141.12	2,301.20	-160.08
50121 · AP Housing	7,333.26	7,337.00	-3.74
50122 · AP CRSP	5,839.49	6,275.94	-436.45
50139 · AP Travel & Education	2,497.00	2,750.00	-253.00
<b>Total 50117 · Pastor of Community &amp; Communica</b>	59,060.87	59,914.14	-853.27
<b>50130 · Church Staff</b>			
50131 · Church Staff Wages	202,170.17	213,114.00	-10,943.83
50133 · Payroll Tax Expense	-10,189.01	17,985.00	-28,174.01
50134 · Employer 403(B) Match	1,652.24	2,750.00	-1,097.76
50135 · Staff Health Benefits	13,750.00	13,750.00	0.00
50141 · Events Pay	17,822.50	14,300.00	3,522.50
<b>Total 50130 · Church Staff</b>	225,205.90	261,899.00	-36,693.10
<b>Total 50110 · SPRC</b>	409,861.48	451,608.30	-41,746.82
<b>50150 · Facilities Combined</b>			
<b>50160 · Facilities</b>			
50161 · Repairs & Maintenance	23,687.70	1,650.00	22,037.70
50162 · Utilities	61,721.74	55,913.00	5,808.74
50163 · Custodial Supplies	7,765.11	14,300.00	-6,534.89
50164 · Insurance	29,216.00	25,850.00	3,366.00
50165 · Cable, Internet & Phone	8,070.57	9,240.00	-1,169.43
50166 · Capital Building Expenses	26,839.69	21,120.00	5,719.69
50167 · Capital Office Equipment	0.00	2,475.00	-2,475.00
50168 · Leased Equipment	56,132.67	44,000.00	12,132.67
50169 · Administrative Costs	0.00	550.00	-550.00
50171 · Grounds Maintenance	25,271.20	20,625.00	4,646.20
50172 · Repairs - Bldg	5,573.00	7,700.00	-2,127.00
50173 · Maintenance - Bldg	3,650.00	7,700.00	-4,050.00
50174 · Contract Labor	0.00	550.00	-550.00
50176 · Snow Removal	14,733.75	4,500.00	10,233.75
50181 · Security	75.00	550.00	-475.00
50182 · Technical Support	515.00	2,200.00	-1,685.00
<b>Total 50160 · Facilities</b>	263,251.43	218,923.00	44,328.43
<b>50177 · Facilities - Kitchen</b>			
50170 · Kitchen Supplies	3,020.54	3,575.00	-554.46
50178 · Kitchen Equipment Repairs	11,841.63	9,900.00	1,941.63
50179 · Capital Improvements - Kitchen	58,430.00	4,400.00	54,030.00
50177 · Facilities - Kitchen - Other	2.00		
<b>Total 50177 · Facilities - Kitchen</b>	73,294.17	17,875.00	55,419.17

## Epworth United Methodist Church Operating Profit & Loss Budget vs. Actual July 2024 through May 2025

	Jul '24 - May 25	Budget	\$ Over Budget
<b>Total 50150 · Facilities Combined</b>	336,545.60	236,798.00	99,747.60
<b>50300 · Finance</b>			
50125 · Staff Development	920.60	550.00	370.60
50126 · Leadership Dev	0.00	550.00	-550.00
50128 · Travel	96.00	0.00	96.00
50129 · Staff Appreciation	0.00	2,200.00	-2,200.00
50136 · Contract Labor	6,479.50	1,100.00	5,379.50
50137 · Worker's Comp Insurance	4,660.51	5,500.00	-839.49
50302 · Envelopes	0.00	550.00	-550.00
50304 · Banking Expense	24.00	9,900.00	-9,876.00
50305 · Accounting Services	0.00	7,425.00	-7,425.00
50306 · Administrative Costs	387.19	1,980.00	-1,592.81
50310 · Copier Maintenance & Overages	1,302.42	550.00	752.42
50801 · Office Supplies	4,928.77	2,750.00	2,178.77
50803 · Postage	440.55	2,255.00	-1,814.45
<b>Total 50300 · Finance</b>	19,239.54	35,310.00	-16,070.46
<b>50500 · Connectional Ministry Expenses</b>			
50550 · Conference	89,628.13	79,200.00	10,428.13
50575 · District	0.00	4,070.00	-4,070.00
<b>Total 50500 · Connectional Ministry Expenses</b>	89,628.13	83,270.00	6,358.13
<b>Total 50.01 · Support Operations</b>	855,274.75	806,986.30	48,288.45
<b>Total 50000 · Operating Expenses</b>	855,274.75	806,986.30	48,288.45
<b>50100 · Program Expenses</b>			
<b>10.01 · Inviting All</b>			
<b>50800 · Communications</b>			
50804 · External Advertising	3,370.25	2,475.00	895.25
50805 · Website Costs	944.96	2,750.00	-1,805.04
50809 · Computer Software	519.92	2,200.00	-1,680.08
50810 · Special Advertising	80.00	275.00	-195.00
50812 · Outside Services	0.00	275.00	-275.00
<b>Total 50800 · Communications</b>	4,915.13	7,975.00	-3,059.87
<b>50900 · Fellowship</b>			
50901 · Fellowship	248.91	0.00	248.91
<b>Total 50900 · Fellowship</b>	248.91	0.00	248.91
<b>50960 · Bus Ministry</b>	410.97	0.00	410.97
<b>Total 10.01 · Inviting All</b>	5,575.01	7,975.00	-2,399.99
<b>20.01 · Finding Your Place</b>			
<b>50400 · Belongings</b>			
50402 · Spitiual Gifts	537.26		
50468 · Belongings Supplies	507.49	0.00	507.49
<b>Total 50400 · Belongings</b>	1,044.75	0.00	1,044.75
<b>50690 · Family Ministries</b>			
<b>50700 · Childrens Ministries</b>			
50701 · Curriculum	0.00	550.00	-550.00
50707 · Vacation Bible School	1,558.68	1,100.00	458.68
<b>Total 50700 · Childrens Ministries</b>	1,558.68	1,650.00	-91.32
<b>50725 · Revolution Youth</b>			
50727 · Learning Materials	0.00	550.00	-550.00
50729 · Youth Room Supplies	0.00	550.00	-550.00
50731 · Special Events	275.40	0.00	275.40
<b>Total 50725 · Revolution Youth</b>	275.40	1,100.00	-824.60
<b>50750 · Adult Small Groups</b>			

**Epworth United Methodist Church**  
**Operating Profit & Loss Budget vs. Actual**  
 July 2024 through May 2025

	Jul '24 - May 25	Budget	\$ Over Budget
50751 · Curriculum/Book Study	-60.00	550.00	-610.00
50752 · Supplies and Resources	0.00	550.00	-550.00
50754 · Special Events	183.25		
50756 · Literature & Publications	336.37	550.00	-213.63
<b>Total 50750 · Adult Small Groups</b>	<b>459.62</b>	<b>1,650.00</b>	<b>-1,190.38</b>
<b>Total 50690 · Family Ministries</b>	<b>2,293.70</b>	<b>4,400.00</b>	<b>-2,106.30</b>
<b>Total 20.01 · Finding Your Place</b>	<b>3,338.45</b>	<b>4,400.00</b>	<b>-1,061.55</b>
<b>30.01 · Demonstrating Care</b>			
50950 · Care Ministries			
50612 · Flower Ministry	0.00	3,575.00	-3,575.00
50952 · DVD Ministry	0.00	550.00	-550.00
50953 · General Supplies	3,029.51	550.00	2,479.51
50955 · Administrative Costs	465.00	1,100.00	-635.00
50958 · Funeral/Receptions	1,383.70	0.00	1,383.70
50963 · Card Ministry	0.00	275.00	-275.00
50965 · Stephen Ministry	0.00	550.00	-550.00
<b>Total 50950 · Care Ministries</b>	<b>4,878.21</b>	<b>6,600.00</b>	<b>-1,721.79</b>
<b>Total 30.01 · Demonstrating Care</b>	<b>4,878.21</b>	<b>6,600.00</b>	<b>-1,721.79</b>
<b>40.01 · Connecting to God</b>			
50600 · Worship			
50601 · Memberships/Licenses	2,350.77	1,100.00	1,250.77
50604 · Worship Supplies	9,748.08	2,475.00	7,273.08
50605 · Worship Design	185.58	0.00	185.58
50606 · Contract Labor	7,497.97	7,535.00	-37.03
50609 · Administrative Costs	421.58	1,100.00	-678.42
<b>Total 50600 · Worship</b>	<b>20,203.98</b>	<b>12,210.00</b>	<b>7,993.98</b>
50615 · Sight & Sound			
50616 · Administrative Costs	0.00	330.00	-330.00
50617 · Capital Equipment	5,433.88	0.00	5,433.88
50619 · Contract Labor	437.50	0.00	437.50
<b>Total 50615 · Sight &amp; Sound</b>	<b>5,871.38</b>	<b>330.00</b>	<b>5,541.38</b>
50625 · Music Ministry			
50602 · Printed Music	20.98	0.00	20.98
50603 · Music Equipment	-4,652.20	0.00	-4,652.20
50607 · Special Events	2,750.00	3,850.00	-1,100.00
50625 · Music Ministry - Other	-16,500.00		
<b>Total 50625 · Music Ministry</b>	<b>-18,381.22</b>	<b>3,850.00</b>	<b>-22,231.22</b>
<b>Total 40.01 · Connecting to God</b>	<b>7,694.14</b>	<b>16,390.00</b>	<b>-8,695.86</b>
<b>Total 50100 · Program Expenses</b>	<b>21,485.81</b>	<b>35,365.00</b>	<b>-13,879.19</b>
<b>70000 · Mortgage &amp; CRN</b>			
50355 · Roof Loan Interest	2,178.50	7,425.00	-5,246.50
87000 · Interest Expense - CRN Notes	0.00	1,650.00	-1,650.00
<b>Total 70000 · Mortgage &amp; CRN</b>	<b>2,178.50</b>	<b>9,075.00</b>	<b>-6,896.50</b>
<b>Total Expense</b>	<b>878,939.06</b>	<b>851,426.30</b>	<b>27,512.76</b>
<b>Net Ordinary Income</b>	<b>505,544.10</b>	<b>50,103.70</b>	<b>455,440.40</b>
<b>Net Income</b>	<b>505,544.10</b>	<b>50,103.70</b>	<b>455,440.40</b>

## Epworth United Methodist Church

## Balance Sheet

As of May 31, 2025

	May 31, 25
<b>ASSETS</b>	
Current Assets	
Checking/Savings	
10000 · Operating Bank Accounts	
10100 · General Fund - Fulton Bank	30,274.80
10110 · Savings - Fulton Bank	79,617.33
10112 · Designated - Money Mkt	49.14
10113 · Designated - Investment	76,743.99
10118 · Reserve - Bldg - Money Mkt	17,236.49
10119 · Reserve - Bldg - Investment	55,660.78
10120 · Reserve Bldg-Preferred Savings	8,602.67
10121 · Reserve Bldg-CD	344,750.00
10125 · M & T Bank CD	52,255.27
10126 · Money Mkt	72,648.55
10621 · Designated Funds	3,136.11
10623 · Escrow	20,982.09
10624 · Venmo	867.35
10625 · Food Ministries - Checking	52,364.26
<b>Total 10000 · Operating Bank Accounts</b>	<b>815,188.83</b>
10220 · Epworth Legacy Endowment	
10223 · Vanguard - MM	8,832.83
10224 · Vanguard - FTSE Social Index	206,047.01
10220 · Epworth Legacy Endowment - Other	4,397.24
<b>Total 10220 · Epworth Legacy Endowment</b>	<b>219,277.08</b>
10300 · CRN Sinking Investment	
10310 · CRN - MM	158.38
10320 · CRN - Investment	17,476.19
<b>Total 10300 · CRN Sinking Investment</b>	<b>17,634.57</b>
10375 · Cemetery Operating	
10401 · Operating Checking	20,227.17
10402 · Morgan 6 Mo. CD	50,000.00
10403 · Operating Money Mkt	66,409.53
10404 · Morgan 11 Mo. CD	50,000.00
<b>Total 10375 · Cemetery Operating</b>	<b>186,636.70</b>
10409 · Cemetery Perpetual Care	
10405 · United Methodist Foundation	4,915.52
10407 · Epworth CRN Investment	95,000.00
10410 · Morgan Stanley Investment	
10424 · Capital Reserve	
10420 · Advisory # 854	126,130.16
10422 · Advisory - MM	1,193.84
<b>Total 10424 · Capital Reserve</b>	<b>127,324.00</b>
10426 · LT Investment Account	
10421 · Index # 655	447,655.85
10423 · Index - MM	7,637.26
<b>Total 10426 · LT Investment Account</b>	<b>455,293.11</b>
10410 · Morgan Stanley Investment - Other	-17,000.00
<b>Total 10410 · Morgan Stanley Investment</b>	<b>565,617.11</b>
<b>Total 10409 · Cemetery Perpetual Care</b>	<b>665,532.63</b>
10616 · Preschool Operating	81,994.43
10619 · Preschool Money Market	55,523.88
<b>Total Checking/Savings</b>	<b>2,041,788.12</b>
Accounts Receivable	

**Epworth United Methodist Church**  
**Balance Sheet**  
 As of May 31, 2025

	May 31, 25
12000 · Accounts Receivable	-130.75
<b>Total Accounts Receivable</b>	-130.75
<b>Other Current Assets</b>	
10650 · Petty Cash for Events	55.00
<b>Total Other Current Assets</b>	55.00
<b>Total Current Assets</b>	2,041,712.37
<b>Fixed Assets</b>	
<b>15000 · Church &amp; Property</b>	
15001 · Building Cost	9,360,854.00
15002 · Furniture	179,990.00
15003 · Equipment	437,351.00
15004 · Land	229,717.56
15010 · A/D - Church & Property	-1,266,653.00
<b>Total 15000 · Church &amp; Property</b>	8,941,259.56
15200 · Parsonage Property	-400,396.07
<b>15500 · Other Property</b>	
15501 · Cemetery Columbarium	204,349.44
<b>Total 15500 · Other Property</b>	204,349.44
<b>Total Fixed Assets</b>	8,745,212.93
<b>Other Assets</b>	
1500 · Prepaid Delmarva Power	6,660.00
<b>Total Other Assets</b>	6,660.00
<b>TOTAL ASSETS</b>	<b>10,793,585.30</b>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Accounts Payable</b>	
20000 · Accounts Payable	-741.19
<b>Total Accounts Payable</b>	-741.19
<b>Other Current Liabilities</b>	
20005 · Payroll Liabilities	3.05
<b>Total Other Current Liabilities</b>	3.05
<b>Total Current Liabilities</b>	-738.14
<b>Long Term Liabilities</b>	
<b>22000 · Fund Balances</b>	
<b>32500 · Missions - Designated</b>	
32550 · General Missions	11,608.76
32700 · Christmas Joy 365	18,218.19
<b>Total 32500 · Missions - Designated</b>	29,826.95
<b>32625 · Support - Designated</b>	
32401 · Wings	2,633.70
32575 · Men's Ministry	3,000.00
32576 · Emmaus Fund Ministry	699.00
32803 · Coffee Ministries	317.67
32804 · Designated Mission Fund	-19,564.83
32806 · Memorials	430.00
32808 · Designated Funds	32,831.12
32809 · Green Team	518.86
32810 · Reconciling Ministries	-36.98

**Epworth United Methodist Church**  
**Balance Sheet**  
 As of May 31, 2025

	May 31, 25
32815 · Bus Ministry	46.07
32816 · Skatepark	1,083.29
32817 · Youth Group	5,298.29
32960 · Outreach Ministries	-265.44
<b>Total 32625 · Support - Designated</b>	<b>26,990.75</b>
32900 · Inviting All - Designated	
32400 · ISOP	3,381.42
32402 · Food Rescue	3,748.11
32662 · Food & Love	100.00
32805 · Food Ministries	152,365.26
<b>Total 32900 · Inviting All - Designated</b>	<b>159,594.79</b>
<b>Total 22000 · Fund Balances</b>	<b>216,412.49</b>
22350 · Capital Revenue Notes	
22290 · CRN - Cemetery	95,000.00
22300 · CRN - 1 year or more	35,000.00
<b>Total 22350 · Capital Revenue Notes</b>	<b>130,000.00</b>
22505 · Fulton Bank - Roof Loan	10,221.45
<b>Total Long Term Liabilities</b>	<b>356,633.94</b>
<b>Total Liabilities</b>	<b>355,895.80</b>
<b>Equity</b>	
38400 · Gain/(Loss) Unrealized-Cemetery	269,315.74
38500 · Gain/(Loss) Unrealized-Church	103,279.93
38550 · Gain/(Loss) Unrealized - Legacy	91,280.55
38600 · Gain/(Loss) Unrealized-CRN Sink	29,109.68
38700 · Transfers Between Accounts	1,424,778.79
38750 · Opening Balance Equity	7,343,665.67
38999 · Unrestricted Fund Equity	578,834.26
Net Income	597,424.88
<b>Total Equity</b>	<b>10,437,689.50</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>10,793,585.30</b>

**Epworth United Methodist Church**  
**Budget Worksheet**  
July 2025 through June 2026

	Budget 2024-2025	Jul 2024	Aug 2024	Sep 2024	Oct 2024	Nov 2024	Dec 2024	Jan 2025	Feb 2025	Mar 2025	Jul '24 - Mar 25 Actual	Forecast Apr - Jun 2025	Projected for 2024-2025	Budget for 2025 - 2026
<b>As Approved by Finance Committee - 5/20/2025</b>														
Ordinary Income/Expense														
Income														
40100 - Operating Funds														
50 - Support Operations														
40102 - General/Mortgage Fund	744,000	68,608	48,617	44,132	155,150	44,384	103,020	51,883	37,393	26,546	579,733	193,244	772,978	765,000
40104 - Holiday and Loose Plate Funds	9,600	1,107	823	1,363	1,614	262	1,634	511	1,400		8,713	3,600	12,313	14,000
40105 - Rent														
40106 - Funeral Income	1,200			785							785	250	1,035	1,000
40107 - Wedding Income	600										0	0	0	0
40108 - Community Income	31,800		1,275	1,150	1,500	4,100	1,000	1,600	2,075	1,000	13,700	5,100	18,800	24,000
40109 - Outreach Support Groups	3,600	645	135	350	335	75	225	370	130	375	2,640	880	3,520	3,600
40110 - Other Rental Income	2,580		300	100	300	485	235	100		235	1,755	750	2,505	3,000
40161 - Boys & Girls Club	33,600	2,880	2,880	2,880	2,880	2,880	2,880		5,760	2,880	25,920	8,640	34,560	34,560
<b>Total 40105 - Rent</b>	<b>73,380</b>	<b>3,525</b>	<b>4,590</b>	<b>5,265</b>	<b>5,015</b>	<b>7,540</b>	<b>4,340</b>	<b>2,070</b>	<b>7,965</b>		<b>44,800</b>	<b>15,620</b>	<b>60,420</b>	<b>66,160</b>
40111 - Interest Income														
40121 - Interest - CRN Sinking Fund	600					173					173	0	173	600
40127 - Interest - Designated Invest	1,200			0		47					47	50	97	1,200
40128 - Interest - Legacy Endowment	2,700										0	0	0	2,500
40111 - Interest Income - Other	2,400	283	284	263	271	1,065	262	494	218		3,139	825	3,964	2,400
<b>Total 40111 - Interest Income</b>	<b>6,900</b>	<b>283</b>	<b>284</b>	<b>263</b>	<b>271</b>	<b>1,285</b>	<b>262</b>	<b>494</b>	<b>218</b>	<b>0</b>	<b>3,358</b>	<b>875</b>	<b>4,233</b>	<b>6,700</b>
40129 - Special Giving for Operations														
40147 - Mission Tithes	900										0	0	0	0
40117 - Cemetery Tithes	5,100				7,686						7,686	0	7,686	7,500
40122 - Staff Christmas Gift	2,500						3,035	-3,035			0	0	0	0
40124 - Personnel Support	8,100				1,500						1,500	0	1,500	6,000
40126 - Preschool Bldg Usage	12,600				2,415						2,415	0	2,415	12,600
40130 - Legacy Tithes	10,500										0	0	0	12,000
40131 - Preschool Tithes	3,600										0	0	0	0
40132 - Events Pay	15,600		390	1,000	900	3,980	1,375	788	1,200	750	10,383	3,600	13,983	17,500
40162 - Facilities General	12,000	1,002	632	595	513	1,372	2,922	955	441	247	8,679	2,893	11,573	12,000
40300 - Finance Funds	3,300										0	0	0	0
40301 - One Time Gifts	24,000	59,862	957				500,000	442	14,170		575,431	10,000	585,431	40,000
40325 - Fundraising Income	30,000	750	1,448	460	1,975	1,863					6,496		6,496	7,500
40334 - SkatePark Usage	300						500				500	0	500	500
40444 - Cemetery Services	1,200										0	0	0	0
40999 - Misc. Income	1,200					540					540	0	540	1,000
<b>Total 40129 - Special Giving for Operations</b>	<b>130,900</b>	<b>61,614</b>	<b>3,427</b>	<b>2,055</b>	<b>14,989</b>	<b>7,754</b>	<b>507,832</b>	<b>-851</b>	<b>15,811</b>	<b>997</b>	<b>613,629</b>	<b>16,493</b>	<b>630,122</b>	<b>116,600</b>
72400 - Cemetery Funds														
72402 - Monument Fees														
72403 - Graves (Small)														
72404 - Plot Sales														
72407 - Niche Sales														
72408 - Cemetery Fees														
72409 - Columbarium Fees														
72410 - Cemetery Interest/Dividends														
<b>Total 72400 - Cemetery Funds</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total 50 - Support Operations</b>	<b>964,780</b>	<b>135,137</b>	<b>57,741</b>	<b>53,077</b>	<b>177,039</b>	<b>61,225</b>	<b>617,087</b>	<b>54,107</b>	<b>62,787</b>	<b>72,344</b>	<b>1,250,234</b>	<b>229,833</b>	<b>1,480,066</b>	<b>968,460</b>
<b>Total 40100 - Operating Funds</b>	<b>964,780</b>	<b>135,137</b>	<b>57,741</b>	<b>53,077</b>	<b>177,039</b>	<b>61,225</b>	<b>617,087</b>	<b>54,107</b>	<b>62,787</b>	<b>72,344</b>	<b>1,250,234</b>	<b>229,833</b>	<b>1,480,066</b>	<b>968,460</b>
40200 - Program Funds														
10 - Inviting All														
41999 - Food Team Operations	7,200										0	0	0	15,000
<b>Total 10 - Inviting All</b>	<b>7,200</b>										<b>0</b>	<b>0</b>	<b>0</b>	<b>15,000</b>
20 - Finding Your Place														
40700 - Family Ministries														
40702 - Vacation Bible School	480										0	0	0	500
40703 - Adult	300									50	50	0	50	300
40704 - Sunday School	300										0	0	0	300
<b>Total 40700 - Family Ministries</b>	<b>1,080</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>50</b>	<b>50</b>	<b>0</b>	<b>50</b>	<b>1,100</b>
45100 - Preschool														
45110 - Preschool Tuition														
45115 - Tuition Scholarship														
45120 - Preschool Supply Fees														
45130 - Preschool Fundraisers														
45140 - Preschool Miscellaneous														
45145 - Preschool Summer Camp														
45150 - Preschool Registration Fee														
45160 - Preschool Donations														

**Epworth United Methodist Church  
Budget Worksheet  
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	Budget 2024-2025	Jul 2024	Aug 2024	Sep 2024	Oct 2024	Nov 2024	Dec 2024	Jan 2025	Feb 2025	Mar 2025	Jul '24 - Mar 25 Actual	Forecast Apr - Jun 2025	Projected for 2024-2025	Budget for 2025 - 2026
<b>As Approved by Finance Committee - 5/20/2025</b>														
45161 - Preschool Interest														
<b>Total 45100 - Preschool</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total 20 - Finding Your Place</b>	<b>1,080</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>50</b>	<b>50</b>	<b>0</b>	<b>50</b>	<b>1,100</b>
<b>30 - Demonstrating Care</b>														
40950 - Demonstrating Care														
40603 - Flower Ministry	2,100						60				60	50	110	0
40954 - Misc Income			502		21	115	240	103	103	114	1,199	400	1,599	1,800
<b>Total 40950 - Demonstrating Care</b>	<b>2,100</b>	<b>0</b>	<b>502</b>	<b>0</b>	<b>21</b>	<b>115</b>	<b>300</b>	<b>103</b>	<b>103</b>	<b>114</b>	<b>1,259</b>	<b>450</b>	<b>1,709</b>	<b>1,800</b>
<b>Total 30 - Demonstrating Care</b>	<b>2,100</b>	<b>0</b>	<b>502</b>	<b>0</b>	<b>21</b>	<b>115</b>	<b>300</b>	<b>103</b>	<b>103</b>	<b>114</b>	<b>1,259</b>	<b>450</b>	<b>1,709</b>	<b>1,800</b>
<b>40 - Connecting to God</b>														
40600 - Connecting to God	18,000											0	0	15,000
<b>Total 40 - Connecting to God</b>	<b>18,000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>15,000</b>
<b>Total 40200 - Program Funds</b>	<b>28,380</b>	<b>0</b>	<b>502</b>	<b>0</b>	<b>21</b>	<b>115</b>	<b>300</b>	<b>103</b>	<b>103</b>	<b>164</b>	<b>1,309</b>	<b>450</b>	<b>1,759</b>	<b>32,900</b>
<b>Total Income</b>	<b>993,160</b>	<b>135,137</b>	<b>58,243</b>	<b>53,077</b>	<b>177,060</b>	<b>61,340</b>	<b>617,388</b>	<b>54,210</b>	<b>62,890</b>	<b>72,508</b>	<b>1,251,543</b>	<b>230,283</b>	<b>1,481,825</b>	<b>1,001,360</b>
<b>Gross Profit</b>	<b>993,160</b>	<b>135,137</b>	<b>58,243</b>	<b>53,077</b>	<b>177,060</b>	<b>61,340</b>	<b>617,388</b>	<b>54,210</b>	<b>62,890</b>	<b>72,508</b>	<b>1,251,543</b>	<b>230,283</b>	<b>1,481,825</b>	<b>1,001,360</b>
<b>Expense</b>														
<b>50000 - Operating Expenses</b>														
<b>50.01 - Support Operations</b>														
<b>50110 - SPRC</b>														
<b>50111 - Senior Pastor</b>														
50112 - Senior Pastor Wages	74,946	6,246	6,246	6,246	6,246	6,246	6,246	6,246	6,246	6,246	56,210	18,737	74,946	77,195
50113 - SP CPP	4,687		768		768	384	384	391	391	391	3,477	1,172	4,649	4,793
50114 - SP Health Benefits	23,784	-308	4,372	-308	4,372	2,032	2,032	2,196	-308	4,700	18,779	6,588	25,367	23,995
50116 - SP CRSP	9,180	-349	1,217	-349	1,217	434	434	452	452	452	3,961	1,356	5,317	5,424
50132 - SP Travel & Discretion	4,998	567	96	577			639				1,879	1,600	3,479	5,000
56122 - SP Social Security Allowance	7,569	631	631	631	631	631	631	631	631	631	5,677	1,892	7,569	7,741
56123 - SP Housing	24,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	18,000	6,000	24,000	24,000
<b>Total 50111 - Senior Pastor</b>	<b>149,164</b>	<b>8,787</b>	<b>15,330</b>	<b>8,797</b>	<b>15,234</b>	<b>11,727</b>	<b>12,365</b>	<b>11,914</b>	<b>9,410</b>	<b>14,418</b>	<b>107,982</b>	<b>37,345</b>	<b>145,327</b>	<b>148,148</b>
<b>50117 - Pastor of Community &amp; Comm</b>														
50118 - Pastor of Community & Comm	45,000	3,750	3,750	3,750	3,750	3,750	3,750	3,750	3,750	3,750	33,750	11,250	45,000	46,350
50119 - AP CPP	2,510		365		365	183	183	209	209	209	1,723	628	2,350	2,574
50121 - AP Housing	8,004	667	667	667	667	667	667	667	667	667	6,000	2,000	8,000	8,000
50122 - AP CRSP	6,846		996		996	498	498	571	571	571	4,698	1,712	6,410	7,021
50139 - AP Travel & Education	3,000										2,497	500	2,997	3,000
56121 - AP Social Security Allowance	4,054	338	338	338	338	338	338	338	338	275	2,978	1,014	3,992	4,158
<b>Total 50117 - Pastor of Community &amp; Com</b>	<b>69,415</b>	<b>4,755</b>	<b>6,115</b>	<b>4,755</b>	<b>6,115</b>	<b>5,435</b>	<b>5,435</b>	<b>5,534</b>	<b>8,031</b>	<b>5,471</b>	<b>51,646</b>	<b>17,103</b>	<b>68,749</b>	<b>71,103</b>
<b>50130 - Church Staff</b>														
** 50131 - Church Staff Wages	262,488	17,470	17,658	17,658	17,658	18,578	18,258	18,458	18,458	18,458	162,654	59,707	222,361	250,177
50133 - Payroll Tax Expense	19,620	1,358	1,372	1,412	1,614	-25,251	1,542	1,648	1,420	1,475	-13,411	4,568	-8,844	19,139
50134 - Employer 403(B) Match	3,000	300	-250	-250	849	-250	1,399	-250	-250	854	2,152	899	3,051	3,703
50135 - Staff Health Benefits	15,000	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	11,250	3,750	15,000	15,000
50141 - Events Pay	15,600	175	175	700	4,910	1,725	3,300	1,450		1,550	13,985	4,662	18,647	17,500
<b>Total 50130 - Church Staff</b>	<b>315,708</b>	<b>20,552</b>	<b>20,205</b>	<b>20,770</b>	<b>26,281</b>	<b>-3,948</b>	<b>25,749</b>	<b>22,556</b>	<b>20,878</b>	<b>23,588</b>	<b>176,630</b>	<b>73,585</b>	<b>250,215</b>	<b>305,519</b>
<b>Total 50110 - SPRC</b>	<b>534,287</b>	<b>34,093</b>	<b>41,650</b>	<b>34,322</b>	<b>47,630</b>	<b>13,214</b>	<b>43,549</b>	<b>40,005</b>	<b>38,319</b>	<b>43,477</b>	<b>336,258</b>	<b>128,033</b>	<b>464,291</b>	<b>524,770</b>
<b>50150 - Facilities Combined</b>														
<b>50160 - Facilities</b>														
50161 - Repairs & Maintenance	1,800	1,451	705	717	3,544	1,402	1,048	2,692	1,963	1,495	15,018	4,500	19,518	32,500
50162 - Utilities	60,996	9,004	3,420	3,857	7,042	3,235	2,890	11,735	4,848	6,855	52,886	12,600	65,486	64,000
50163 - Custodial Supplies	15,600	1,141	313	1,091	517	518	658	1,248		527	6,012	2,400	8,412	10,300
50164 - Insurance	28,200	8		6,528	6,036		2,776	1,395	5,552		22,295	8,328	30,623	34,889
50165 - Cable, Internet & Phone	10,080	1,902	774	714	1,173		675		714		5,238	2,250	7,488	9,000
** 50166 - Capital Building Expenses	25,740	846	0	17,830	700	0	584	0	0	0	19,960	11,700	31,660	35,000
50168 - Leased Equipment	48,000	5,871	3,749	5,184	9,526	4,124	4,679	5,592	4,587	7,686	50,999	2,100	53,099	55,200
50169 - Administrative Costs	600										0	0	0	0
50171 - Grounds Maintenance	22,500	4,354		2,677	5,434	1,578	917	977	7,249		23,187	18,000	41,187	22,500
50172 - Repairs - Bldg	8,400	3,180								1,493	4,673	2,000	6,673	0
50173 - Maintenance - Bldg	8,400						2,650				2,650		2,650	0
50174 - Contract Labor	600										0	0	0	0
50176 - Snow Removal	4,500							7,165	7,509		14,674	0	14,674	7,500
50181 - Security	600	75									75	0	75	0
50182 - Technical Support	2,400		140			375					515	300	815	1,000
<b>Total 50160 - Facilities</b>	<b>238,416</b>	<b>27,834</b>	<b>8,328</b>	<b>38,657</b>	<b>33,971</b>	<b>11,232</b>	<b>16,876</b>	<b>30,804</b>	<b>32,423</b>	<b>18,056</b>	<b>218,182</b>	<b>64,178</b>	<b>282,360</b>	<b>271,889</b>
<b>50177 - Facilities - Kitchen</b>														
50170 - Kitchen Supplies	3,900	907	78	79	130	240		450		31	1,915	500	2,415	4,000
50178 - Kitchen Equipment Repairs	10,800	6,497	765	958	3,622						11,842	500	12,342	5,000
50179 - Capital Improvements-Kitchen	4,800										0	0	0	0

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	Budget 2024-2025	Jul 2024	Aug 2024	Sep 2024	Oct 2024	Nov 2024	Dec 2024	Jan 2025	Feb 2025	Mar 2025	Jul '24 - Mar 25 Actual	Forecast Apr - Jun 2025	Projected for 2024-2025	Budget for 2025 - 2026
<b>As Approved by Finance Committee - 5/20/2025</b>														
50177 - Facilities - Kitchen - Other	0			2							2	0	2	0
<b>Total 50177 - Facilities - Kitchen</b>	<b>19,500</b>	<b>7,404</b>	<b>843</b>	<b>1,039</b>	<b>3,751</b>	<b>240</b>	<b>0</b>	<b>450</b>	<b>0</b>	<b>31</b>	<b>13,759</b>	<b>1,000</b>	<b>14,759</b>	<b>9,000</b>
<b>Total 50150 - Facilities Combined</b>	<b>257,916</b>	<b>35,239</b>	<b>9,171</b>	<b>39,696</b>	<b>37,722</b>	<b>11,473</b>	<b>16,876</b>	<b>31,255</b>	<b>32,423</b>	<b>18,086</b>	<b>231,941</b>	<b>65,178</b>	<b>297,119</b>	<b>280,889</b>
<b>50300 - Finance</b>														
** 50125 - Staff Development	1,200				761		160				921	250	1,171	1,200
50128 - Travel					96						96	0	96	0
50129 - Staff Appreciation	2,400										0	0	0	0
50136 - Contract Labor	1,200	949	891	450	1,649	949	799	1,597	349	432	8,063	2,400	10,463	6,800
50137 - Worker's Comp Insurance	6,000				744	354	708		346		2,152	1,050	3,202	6,300
50304 - Banking Expense	10,800	4	4	2	2	2	2	4	4		24	6	30	15,000
** 50306 - Administrative Costs	10,260						387				387	500	887	6,000
50310 - Copier Maintenance & Overages	600	366	15	86			86				1,128	250	1,378	1,500
50555 - Source Collaborative	15,000		500		125			125			750	250	1,000	8,000
** 50801 - Office Supplies	3,600	41	141	2,051	2,377		202	41	20	36	4,908	150	5,058	5,000
50803 - Postage	2,460						441				441	400	841	1,000
50999 - Fund Raising Expenses	8,100	300			1,260						1,560	250	1,810	2,000
<b>Total 50300 - Finance</b>	<b>61,620</b>	<b>1,659</b>	<b>1,551</b>	<b>2,589</b>	<b>7,014</b>	<b>1,391</b>	<b>2,698</b>	<b>1,767</b>	<b>1,294</b>	<b>468</b>	<b>20,430</b>	<b>5,506</b>	<b>25,936</b>	<b>52,800</b>
<b>50500 - Connectional Ministry Expenses</b>														
50550 - Conference	86,400	86			20,687	40,681	6,896			14,087	82,437	21,573	104,010	83,376
50575 - District	4,440										0	500	500	2,918
<b>Total 50500 - Connectional Ministry Expenses</b>	<b>90,840</b>	<b>86</b>	<b>0</b>	<b>0</b>	<b>20,687</b>	<b>40,681</b>	<b>6,896</b>	<b>0</b>	<b>0</b>	<b>14,087</b>	<b>82,437</b>	<b>22,073</b>	<b>104,510</b>	<b>86,294</b>
<b>62400 - Cemetery Expenses</b>														
62410 - Office Supplies														
62412 - Bank Service Charges														
62413 - Superintendent Cost														
62417 - Repairs and Maintenance														
62420 - Grounds Maintenance														
62427 - Engraving Fees														
62430 - Administrative Costs														
62433 - EUMC Tithe on Operations														
62434 - Refund - Buy Backs														
<b>Total 62400 - Cemetery Expenses</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total 50.01 - Support Operations</b>	<b>944,663</b>	<b>71,077</b>	<b>52,371</b>	<b>76,607</b>	<b>113,053</b>	<b>66,757</b>	<b>70,020</b>	<b>73,026</b>	<b>72,036</b>	<b>76,118</b>	<b>671,066</b>	<b>220,790</b>	<b>891,855</b>	<b>944,753</b>
<b>Total 50000 - Operating Expenses</b>	<b>944,663</b>	<b>71,077</b>	<b>52,371</b>	<b>76,607</b>	<b>113,053</b>	<b>66,757</b>	<b>70,020</b>	<b>73,026</b>	<b>72,036</b>	<b>76,118</b>	<b>671,066</b>	<b>220,790</b>	<b>891,855</b>	<b>944,753</b>
<b>50100 - Program Expenses</b>														
<b>10.01 - Inviting All</b>														
<b>50800 - Communications</b>														
50804 - External Advertising	2,700	270	432		486	216	512	216	590	216	2,938	648	3,586	3,600
50805 - Website Costs	3,000	288	206				163		288		945	300	1,245	1,800
50809 - Computer Software	2,400			141	379						520	280	800	1,500
** 50810 - Special Advertising	600						80				80	0	80	250
<b>Total 50800 - Communications</b>	<b>8,700</b>	<b>558</b>	<b>638</b>	<b>141</b>	<b>865</b>	<b>216</b>	<b>755</b>	<b>216</b>	<b>878</b>	<b>216</b>	<b>4,483</b>	<b>1,228</b>	<b>5,711</b>	<b>7,150</b>
<b>50900 - Fellowship</b>														
50901 - Fellowship				76	91		82				249	80	329	500
<b>Total 50900 - Fellowship</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>76</b>	<b>91</b>	<b>0</b>	<b>82</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>249</b>	<b>80</b>	<b>329</b>	<b>500</b>
<b>50960 - Bus Ministry</b>														
50960 - Bus Ministry			125	136	121						382	0	382	500
<b>Total 10.01 - Inviting All</b>	<b>8,700</b>	<b>558</b>	<b>763</b>	<b>217</b>	<b>1,092</b>	<b>216</b>	<b>958</b>	<b>216</b>	<b>878</b>	<b>216</b>	<b>5,114</b>	<b>1,308</b>	<b>6,422</b>	<b>8,150</b>
<b>20.01 - Finding Your Place</b>														
<b>50400 - Belongings</b>														
50402 - Spiritual Gifts		500								37		537	0	537
50468 - Belongings Supplies					457		51				507	0	507	500
<b>Total 50400 - Belongings</b>	<b>0</b>	<b>500</b>	<b>0</b>	<b>0</b>	<b>457</b>	<b>0</b>	<b>88</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,045</b>	<b>0</b>	<b>1,045</b>	<b>1,000</b>
<b>50690 - Family Ministries</b>														
50700 - Childrens Ministries														
** 50707 - Vacation Bible School	1,800	42	473	313	731						1,559	0	1,559	1,800
<b>Total 50700 - Childrens Ministries</b>	<b>1,800</b>	<b>42</b>	<b>473</b>	<b>313</b>	<b>731</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,559</b>	<b>0</b>	<b>1,559</b>	<b>1,800</b>
50725 - Revolution Youth														
** 50731 - Special Events	1,200	125			151						275	0	275	500
<b>Total 50725 - Revolution Youth</b>	<b>1,200</b>	<b>125</b>	<b>0</b>	<b>0</b>	<b>151</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>275</b>	<b>0</b>	<b>275</b>	<b>500</b>
<b>50750 - Adult Small Groups</b>														
** 50754 - Special Events	1,200				183						183	0	183	500
50756 - Literature & Publications	600			47	112		56		32	32	280	97	377	500
<b>Total 50750 - Adult Small Groups</b>	<b>1,800</b>	<b>0</b>	<b>0</b>	<b>47</b>	<b>295</b>	<b>0</b>	<b>56</b>	<b>0</b>	<b>32</b>	<b>32</b>	<b>464</b>	<b>97</b>	<b>560</b>	<b>1,000</b>
<b>Total 50690 - Family Ministries</b>	<b>4,800</b>	<b>167</b>	<b>473</b>	<b>361</b>	<b>1,177</b>	<b>0</b>	<b>56</b>	<b>0</b>	<b>32</b>	<b>32</b>	<b>2,298</b>	<b>97</b>	<b>2,394</b>	<b>3,300</b>
<b>55100 - PreSchool Expenses</b>														
55101 - Food														
55102 - Educational Supplies														

**Epworth United Methodist Church**  
**Budget Worksheet**  
July 2025 through June 2026

	Budget 2024-2025	Jul 2024	Aug 2024	Sep 2024	Oct 2024	Nov 2024	Dec 2024	Jan 2025	Feb 2025	Mar 2025	Jul '24 - Mar 25 Actual	Forecast Apr - Jun 2025	Projected for 2024-2025	Budget for 2025 - 2026
<b>As Approved by Finance Committee - 5/20/2025</b>														
55103 - Cleaning & Maintenance														
55104 - Office Expense														
55107 - Miscellaneous														
55108 - Substitute Teaching														
55111 - Administrative Costs														
55113 - Fundraiser Expense														
55115 - Bldg Useage														
55116 - Admin Support														
55119 - Capital Improvements														
55121 - Outreach-Community Support														
55220 - Preschool Payroll														
55105 - Wages														
55106 - Payroll Tax														
55114 - Year End-Holiday Bonus														
55118 - Summer Camp Wages														
Total 55220 - Preschool Payroll	0	0	0	0	0	0	0	0	0	0	0	0	0	0
55221 - Cleaning Supplies														
Total 55100 - PreSchool Expenses	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total 20.01 - Finding Your Place	4,800	667	473	361	1,633	0	144	0	32	32	3,342	97	3,439	4,300
30.01 - Demonstrating Care														
50950 - Care Ministries														
*** 50953 - General Supplies	5,100		277	173	1,444	296	569	150			2,909	0	2,909	3,200
50955 - Administrative Costs	1,200		158	158							315	450	765	1,000
50958 - Funeral/Receptions			247		1,137						1,384	0	1,384	1,500
50965 - Stephen Ministry	900										0	0	0	0
Total 50950 - Care Ministries	7,200	0	681	331	2,580	296	569	150	0	0	4,608	450	5,058	5,700
Total 30.01 - Demonstrating Care	7,200	0	681	331	2,580	296	569	150	0	0	4,608	450	5,058	5,700
40.01 - Connecting to God														
50600 - Worship														
50601 - Memberships/Licenses	1,200	951	240	157	821		182				2,351	400	2,751	2,800
50604 - Worship Supplies	2,700	708	1,387	1,252	1,456	510	536	1,012	679	667	8,207	1,800	10,007	10,500
50605 - Worship Design							186				186	0	186	0
50606 - Contract Labor	8,220	300	150	350	150		150		600	600	2,300	750	3,050	9,000
50609 - Administrative Costs	1,200		422								422	400	822	1,000
Total 50600 - Worship	13,320	1,959	2,198	1,759	2,427	510	1,054	1,012	1,279	1,267	13,465	3,350	16,815	23,300
50615 - Sight & Sound														
50617 - Capital Equipment					2,000		119				2,119	0	2,119	2,500
* 50619 - Contract Labor	360							438			438	0	438	500
Total 50615 - Sight & Sound	360	0	0	0	2,000	0	119	438	0	0	2,556	0	2,556	3,000
50625 - Music Ministry														
50602 - Printed Music							21				21	0	21	500
50603 - Music Equipment							348	-5,000			-4,652	250	-4,402	500
50607 - Special Events	4,200						1,500				1,500	1,250	2,750	2,800
50625 - Music Ministry - Other		-5,000									-10,000	0	-10,000	1,500
Total 50625 - Music Ministry	4,200	-5,000	0	0	0	0	1,869	-5,000	-5,000	0	-13,131	1,500	-11,631	5,300
Total 40.01 - Connecting to God	17,880	-3,041	2,198	1,759	4,427	510	3,041	-3,551	-3,721	1,267	2,890	4,850	7,740	31,600
Total 50100 - Program Expenses	38,580	-1,816	4,115	2,667	9,733	1,021	4,713	-3,185	-2,811	1,516	15,954	6,705	22,659	49,750
66901 - *Reconciliation Discrepancies				-43	-53	-52	-45				-194	0	-194	0
70000 - Mortgage & CRN														
50355 - Roof Loan Interest	8,100	530		529		514		498	107		2,179	0	2,179	0
50356 - Roof Principal	22,800										0	0	0	0
87000 - Interest Expense CRN Notes	1,800										0	0	0	5,500
Total 70000 - Mortgage & CRN	32,700	530	0	529	0	514	0	498	107	0	2,179	0	2,179	5,500
Total Expense	1,015,943	69,791	56,486	79,761	122,732	68,241	74,687	70,340	69,333	77,634	689,005	227,494	916,499	1,000,003
Net Ordinary Income	-22,783	65,346	1,756	-26,684	54,328	-6,900	542,700	-16,129	-6,442	-5,126	562,538	2,788	565,326	1,357
Net Income	-22,783	65,346	1,756	-26,684	54,328	-6,900	542,700	-16,129	-6,442	-5,126	562,538	2,788	565,326	1,357

**2025 PASTOR'S COMPENSATION AND OTHER BENEFITS**

Effective Date :

7/1/2025

Vicki Gordy-Stith

Rehoboth Beach, DE

Pastor's Name

Charge Name

		ACTUAL CASH COMPENSATION 2023	APPROVED CASH COMPENSATION 2024	Contributions by Church if more than one church (Insert Names of Each Church and list what each church pays)			
				Type Name	Type Name	Type Name	Type Name
				1	<b>SALARY</b> -Cash salary approved by Charge Conference to be paid directly to the Pastor	74946	77,195
2	<b>FURNITURE ALLOWANCE</b>	0	0	0	0	0	0
3	<b>OTHER CASH ALLOWANCES</b> -any payment to the Pastor which does not require supporting document DO NOT include Furniture or Housing Allowances.	0	0	0	0	0	0
4	<b>SOCIAL SECURITY ALLOWANCE</b> - paid to the Pastor to partially offset Self Employment Tax	5566	7741	0	0	0	0
5	<b>BASE COMPENSATION</b> (add lines 1-4)	80512	84936	0	0	0	0
6	<b>HOUSING ALLOWANCE</b> - include only if parsonage is not provided	24000	24000	0	0	0	0
7	<b>TOTAL COMPENSATION</b> (add lines 5-6)	104512	108936	0	0	0	0

[\(Click here to go back to worksheet to edit\)](#)

The following questions require answers:

- A. ARE YOU PROVIDED A PARSONAGE?  (Indicate Yes if one is available, unless Housing Allowance is provided)
- B. ARE YOU PROVIDED AN ACCOUNTABLE REIMBURSEMENT PLAN?   do not include in lines 1-10
- C. ARE YOU PARTICIPATING IN UMPIP (United Methodist Personal Investment Plan)?
- [\(A "Contribution Election Form" is required only if changing amount\)](#)
- D. ARE YOU PARTICIPATING IN SALARY REDUCTION TO OTHER INSTITUTIONS?
- E. ARE YOU EXPECTING TO RECEIVE EQUITABLE COMPENSATION?

**OTHER BENEFITS**

8	<b>PENSION CRSP FOR 2024</b>	9,395	Maximum \$9395.04 for 2024
9	<b>PENSION CPP FOR 2024</b>	4,793	Maximum \$6889.70 for 2024
10	<b>TRAVEL</b>	2,500	Use 2024 IRS Rate (2023 Rate is 62.5¢ per mile)
11	<b>CONTINUING EDUCATION</b>	2,500	Recommended Minimum \$800
12	<b>HEALTH &amp; DENTAL COVERAGE</b>	23,731	Full Member-\$22,464 Provisional/Associate/Full-Time Local-\$21,072
13	<b>LIFE INSURANCE</b>	264	If Paid by Church

[\(Click here to go back to worksheet to edit\)](#)

  
Pastor

  
Chairperson, Staff Parish Relations  
or  
District Superintendent

06/04/25  
Date

Note: Return this page and "Contribution Schedule" to the Peninsula-Delaware Conference,  
139 N. State Street, Dover DE 19901 No later than November 1, 2023

**2025 LAY PASTOR COMPENSATION AND OTHER BENEFITS**

**Effective Date of Change: 7/1/2025**

Patrick (Bo) Gordy-Stith  
Pastor's Name

Rehoboth Beach, DE  
Charge Name

	ACTUAL CASH COMPENSATION 2024	APPROVED CASH COMPENSATION 2025	Contributions by Church if more than one church (Insert Names of Each Church and list what each church pays)			
			Type Name	Type Name	Type Name	Type Name
1 SALARY -Cash salary approved by Charge Conference to be paid directly to the Pastor	45000	46,350	0	0	0	0
2 OTHER CASH ALLOWANCES-any payment to the Pastor which does not require supporting document	8000	8000	0	0	0	0
3 TOTAL COMPENSATION (add lines 1&2)	53000	54350	0	0	0	0

[\(Click here to go back to worksheet to edit\)](#)

The following questions require answers:

A. ARE YOU PROVIDED A PARSONAGE?	No	(Indicate Yes if one is available, unless Housing Allowance is provided)
B. ARE YOU PROVIDED AN ACCOUNTABLE REIMBURSEMENT PLAN?	No	If yes, amt? do not include in lines 1-10
C. ARE YOU PARTICIPATING IN SALARY REDUCTION TO OTHER INSTITUTIONS?	No	If yes, amt?
D. ARE YOU EXPECTING TO RECEIVE EQUITABLE COMPENSATION?	No	If yes, amt?

**OTHER BENEFITS**

<b>SOCIAL SECURITY- Employer Portion</b>	3,370	equal amount to be withheld form pastor's pay
<b>MEDICARE- Employer Portion</b>	788	equal amount to be withheld form pastor's pay
<b>TRAVEL</b>	1,500	Use 2025 IRS Rate (2024 Rate is 67.0¢ per mile)
<b>CONTINUING EDUCATION</b>	1,500	

[\(Click here to go back to worksheet to edit\)](#)

P. Bo Gordy-Stith  
Pastor

Sergio P. ...  
Chairperson Committee on Finance  
or  
District Superintendent

06/04/25  
Date

**Note: Return this page and "Contribution Schedule" to the Peninsula-Delaware Conference,  
139 N. State Street, Dover DE 19901 No later than November 1, 2024**

## **HOUSING ALLOWANCE RESOLUTION**

The chairperson informed the meeting that under the tax law, a minister of the gospel is allowed to exclude from gross income: (1) the rental value of a home furnished to him or her as part of his or her compensation; or (2) a housing allowance paid to him or her as part of his or her compensation, to the extent used by him or her to rent or provide a home and to the extent such allowance does not exceed the fair rental value of the home, including furnishings and appurtenances such as a garage, plus the cost of utilities.

The (Charge Conference or church council) on the 11<sup>th</sup> day of June 2025 after discussing the amount to be paid to Rev. Vicki Gordy-Stith as a housing allowance, on motion duly made and seconded, adopted the following resolution:

Rev. Vicki Gordy-Stith shall receive a salary of \$77,194.61 for the year. Rev. Vicki Gordy-Stith shall also receive a housing allowance of \$24,000 for the year 2025-2026 and all future years unless otherwise provided.

The housing allowance (and/or rent-free use of a home) shall be so designated in the official church records.

## HOUSING ALLOWANCE RESOLUTION

The chairperson informed the meeting that under the tax law, a minister of the gospel is allowed to exclude from gross income: (1) the rental value of a home furnished to him or her as part of his or her compensation; or (2) a housing allowance paid to him or her as part of his or her compensation, to the extent used by him or her to rent or provide a home and to the extent such allowance does not exceed the fair rental value of the home, including furnishings and appurtenances such as a garage, plus the cost of utilities.

The (Charge Conference or church council) on the 11<sup>th</sup> day of June 2025 after discussing the amount to be paid to Rev. Dr. Patrick (Bo) Gordy-Stith as a housing allowance, on motion duly made and seconded, adopted the following resolution:

Rev. Dr. Patrick (Bo) Gordy-Stith shall receive a salary of \$46,350 for the year. Rev. Vicki Gordy-Stith shall also receive a housing allowance of \$8,000 for the year 2025-2026 and all future years unless otherwise provided.

The housing allowance (and/or rent-free use of a home) shall be so designated in the official church records.

# HOUSING ALLOWANCE ESTIMATE WORKSHEET

<u>EXPENSE ITEM</u>	<u>ESTIMATE</u>
• Utilities (electricity, heat, water, trash pickup and local telephone)	<u>\$8,000</u>
• Furniture and appliances (purchases and repair)	
• Building repairs and remodeling	<u>\$2,500</u>
• Property Insurance	<u>\$3,000</u>
• Yard maintenance, landscaping and improvements	
• Maintenance items (cleaning and maintenance supplies, electrical supplies)	
• Miscellaneous	
<b><u>FOR OWNERS</u></b>	
• Real Estate Taxes	
• Mortgage payments/down payment	<u>\$23,000</u>
• Improvements	
<b><u>FOR RENTERS</u></b>	
• Rent payments	
<b>TOTAL</b>	<b><u><u>\$36,500</u></u></b>