



2025 CHARGE CONFERENCE BOOKLET

Pg. 2 – Pastoral Letter from Pastor Alissa

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Pg. 4 - Items for Action by Charge Conference

- **2026 Pastoral Support Worksheet for Pastor Alissa**
- **2026 Leadership Nominations**
- **2026 Proposed Budget**
- **Zach Reiber's Candidacy Continuance**
- **Shawna Beese Candidacy for Lay Servant Ministry**

LETTER FROM PASTOR ALISSA

Dear Friends in Faith at Spokane Valley UMC-

Thank you for picking up this Charge Conference booklet and taking the time to review the items for action at Charge Conference this year! We will gather after worship on November 30th in the Fellowship Center following Coffee Chat. We will begin our Charge Conference at 10:45am and all who wish to attend are invited to do so. Please note that all who attend have "voice" but only members have "vote". As the Presiding Pastor of the South Spokane Missional Cohort, of which our church is a part, I have been commissioned and authorized by our District Superintendent, Rev. Daniel Miranda, to lead the business of our Charge Conference once again this year.

At the beginning of our time together, we will ground ourselves in scripture using Luke 9:12-17 as our guide and engage in reflection on the story of Jesus feeding the 5000. We will then move to voting on the items that require a vote: the *2026 Pastoral Support Worksheet*, the *2026 Proposed Leadership Nomination Slate*, and the *2026 Proposed Budget*. In addition to these "traditional" votes, we also have the joy of affirming the continued *Candidacy of Zach Reiber*, our Lay Leader, who is seeking ordination as a Deacon in the United Methodist Church! We will continue to vote year by year to affirm Zack's continued status as a certified candidate until he is recommended and received into Provisional Membership as a Deacon by the Pacific Northwest Annual Conference Board of Ordained Ministry (potentially as early as June of 2027). Lastly, we will take a vote of affirm Dr. Shawna Beese's application to be certified as a *Lay Speaker*.

If you won't be able to attend the Charge Conference, or would prefer a less public opportunity for conversation, please know that I am available to discuss these proposals and the Charge Conference procedure with you. You may also email or call me with questions and concerns. My contact information is below.

It's been an incredible year of mission and ministry as we've explored and served at the "heart of Spokane Valley"! I continue to be deeply grateful to be your pastor and I give thanks to God for our partnership together!

With gratitude,



Pastor Alissa Amestoy
alissaamestoy@gmail.com
509-879-2278

2025 CHARGE CONFERENCE AGENDA

Greetings

Guiding Scripture – Luke 9:12-17 - "Blessed and Broken "

The day was drawing to a close, and the twelve came to [Jesus] and said, 'Send the crowd away, so that they may go into the surrounding villages and countryside, to lodge and get provisions; for we are here in a deserted place.'

But he said to them, 'You give them something to eat.' They said, 'We have no more than five loaves and two fish - unless we are to go and buy food for all these people.' For there were about five thousand men.

And he said to his disciples, 'Make them sit down in groups of about fifty each.' They did so and made them all sit down. And taking the five loaves and the two fish, he looked up to heaven, and blessed and broke them, and gave them to the disciples to set before the crowd. And all ate and were filled. What was left over was gathered up, twelve baskets of broken pieces.

The Word of Life.

Thanks be to God.

Questions for Reflection

- In what ways are you experiencing blessedness and brokenness in your life? Your church? Your community?
- What seems scarce these days? Where have you seen opportunities to share abundance into those spaces?
- What is making you feel safe and unsafe as a church community?
- What forms of faith work is your church being called to "sustain"? What needs to continue or change to support those effort?
- What forms of silence is your church being called to "disrupt"? What does that disruption look like?

Opening Prayer

Business items that must be voted upon by the Annual Charge Conference:

1. Pastoral Support Worksheet for 2026
2. Report of the Committee on Lay Leadership (Nominations) for 2026
3. 2026 Proposed Budget
4. Recommendation of Continued Support for Zack Reiber's Candidacy
5. Affirmation of Dr. Shawna Beese for Certification as a Lay Speaker

Questions?

Closing Prayer & Adjournment

PNW 2026 Pastoral Support Worksheet

For all appointments Clergy/Lay

(Complete this form using computer)

Local Church: Spokane Valley UMC Pastor: Rev. Alissa Amestoy
Date: 11/30/25 MM/DD/YY

Full or Part-Time (Select one): Full Time

Reset

Status (Select one)*: Change after enter compensation

* - to get correct calculations on remainder of document change the status after entering data for plan compensation

Total Cash Salary

Cash Salary

\$ 61,060 Box 1

Cash paid to clergy person by church. Cash salary consists of base pay, cash bonuses, equitable compensation, cash to clergy person for benefit programs, before-tax, after-tax and Roth deferrals to United Methodist Personal Investment Plan (UMPIP), other 403(b) programs, section 125 health flexible spending accounts (medical and dependent care) and health savings account.

Housing Exclusion

(Internal Revenue Code Section 107-Utilities and Furnishing exclusion)

\$ 5,500 Box 2

Total Cash Salary (box 1 + box 2)

\$ 66,560 Box 3

(For reference 2026 minimum compensation for full-time appointment is \$52,807)

Housing

Is a parsonage provided (Yes or No)? No

35% of Total Cash Salary or minimum of \$10,000/
maximum of \$65,215.

\$ 0 Box 4

Housing Allowance (when no parsonage is provided)

\$ 19,200 Box 5

Plan Compensation

Plan Compensation – Total Cash Salary (box 3) + Housing
(Box 4 or Box 5)

(Use the amount on this line on the next three pages to determine the retirement contributions (Compass or UMPIP) and disability/death benefit contributions (CPP or UMLife Options))

\$ 85,760 Box 6

Professional Expenses – not part of plan compensation
Accountable Reimbursement Plan budget amount

\$ 7,000

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2026 PNW Pastoral Support Worksheet for all appointments
Full Time Clergy Appointment Page cost

Local Church Spokane Valley UMC Pastor Rev. Alissa Amestoy

Local Church Contribution to Pension and Benefits
Compass Retirement Plan – 2026

A. Pay-dependent contribution - 3% of plan compensation

Plan Compensation (Box 6)

Times 3%

85,760

X	.03
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Annual 3% of plan compensation

\$

B. Flat-dollar contribution \$1,800 annually

The conference board of pensions is covering 75% of the cost or \$1,350 for full-time pastors.

\$	0.00
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C. Matching Contribution - 4% of plan compensation

The church will be responsible for paying
4% even if pastor does not contribute 4% to UMPIP

\$

Comprehensive Protection Plan - Full-Time; 2026

Lesser of Plan Compensation (box) or 2 times DAC
(2 X \$81,603 = \$163,206 Times 3% or \$4,896.18)

\$

2026 Health Insurance Direct Bill for Full-Time Appointments

The health insurance program is through HealthFlex Exchange where pastors have choice between six medical/pharmacy, three dental and three vision plans. The health rates are going up 11% in 2026 but the conference board of pensions is absorbing more of the cost increase so the increase to church is up 8%.

With a budget of \$560,000 the board provides each eligible full-time pastor a premium credit in 2026 of \$12,780 or \$21,960 if insure 3 or more to help with the cost of health plans chosen.

\$	0.00
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CHURCH OFFICERS AND MINISTRY TEAMS

Spokane Valley United Methodist Church January 1, 2026 – December 31, 2026

Names in italics indicate new leaders.

THE CHURCH COUNCIL

GENERAL CHURCH OFFICERS

Lay Leader & Church Council Chair Zack Reiber
Coordinating Council Team Leader Nancy Larson
Recording Secretary *Amy Norton*
Treasurer Pauli Erickson
Co-Chair of Finance Gerry Bafus
Co-Chair of Finance Jim Droppers
Financial Secretary Desiree Forster
Lay Member to Annual Conference Zack Reiber
Alternate AC Lay Member Margie Manfred
United Women in Faith President (Elected by UWF) Madelyn Bafus

MEMBERS AT LARGE ON THE CHURCH COUNCIL:

Class of 2026

Nancy Brown
Michael Cheney

Class of 2027

Margaret Natividad
Steve Ross
Tracey Partridge

Class of 2028

*Andrea Henderson
Marlene McCoy
James Rogers
Wes Holmquist*

THE COORDINATING COUNCIL

Team Leader Nancy Larson
Coordinator of Ministries with Young People (Staff) Jen Price
Director of Music (Staff) Betsy Pletscher
Hospitality Huddle (Staff) Margie Manfred
Mission & Service Team Leader & Madelyn Bafus
 United Women in Faith (Elected by UWF)
Financial Resources Team Leaders Jim Droppers & Gerry Bafus
Board of Trustees Team Leader & Paul Norris
 Stewardship Ministry Team
Staff Parish Relations Team Leader Joyce Johnson
Lay Leader and Church Council Chair Zack Reiber
Adult Education Ministry Team Leader Shirley Porter
Coordinating Council Secretary *Amy Norton*
United Women in Faith (Elected by UWF) Madelyn Bafus
Lay Servant Ministries Candidate *Shawna Beese*

ADULT EDUCATION MINISTRY TEAM

Shirley Porter, Team Leader

Madelyn Bafus, Lois Cwiek, Linda Hansen, Marlene McCoy, Nancy Larson

*ex officio – Jen Price

CAMPING REGISTRAR

Jen Price

CHURCH HISTORIAN

Susan Ingalls

DISABILITY AND INCLUSION MINISTRY TEAM

(Team Leader to be determined)

Megan Herdrich

Ann Holmquist

Claudia Michaels

Heather Nilles

Cindi Plowman

Jen Price (staff)

Steve Ross

Traci Richmond

FINANCIAL RESOURCES SUPPORT TEAM

Gerry Bafus & Jim Droppers, Co-Ministry Team Leaders

Team requests one new member be added

Pauli Erickson, Treasurer

Desiree Forster, Financial Secretary

Susan Ingalls

Nancy Moore, Committee Secretary

Ron Pope

Emeritus: Lowell Brocklehurst

Contribution Recorders: Karlene Brown, Nancy Brown, Lois Cwiek, and Desiree Forster

HOSPITALITY HUDDLE

Margie Manfred, Team Leader

Gerry Bafus, *Shawna Beese*, Lois Cwiek, Karen Droppers, Desiree Forster, Brian Hoyt,

Joyce Johnson, *Ali Norris*, and Jeannie Salyers

KITCHEN TEAM

Mary Picken, Team Leader

Georgiann Cheney, Reann Ducar, & Ethel Richards

MINISTRIES WITH YOUNG PEOPLE TEAM

Jen Price, Team Leader

<i>Madelyn Bafus</i>	<i>Laurie Harmon</i>
<i>Scott Finlayson</i>	<i>Julia Morley</i>
<i>Jackie Florian</i>	<i>Lexi Shay</i>
<i>Kyndal Gebhart</i>	<i>Nan Zorn</i>

MISSION & SERVICE MINISTRY TEAM

Madelyn Bafus, Team Leader

Marie Chapman	Mary Picken
Joyce Johnson	Tom Porter
Sue McGovney	Zack Reiber
Nancy Moore	Ethel Richards
Renee Norris	Mary Jane Waters
Jim Picken	

NOMINATIONS/LAY MINISTRY TEAM

Pastor Alissa and Zack Reiber, Team Leaders

<u>Class of 2026</u>	<u>Class of 2027</u>	<u>Class of 2028</u>
Carol Hickman	Jeannie Salyers	1. <i>To be filled</i>
Mary Alice Jones	Ali Norris	2. <i>To be filled</i>
Susan Henderson	Margie Manfred	

PRAYER TEAM

Margie Collin, Prayer Coordinator
Mary Jane Waters, Assistant Coordinator

SANCTUARY DESIGN TEAM

Jeannie Salyers, Team Leader

Barbara Bartak, Pauli Erickson, Kyndal Gebhart, Sue Henderson, Joyce Johnson, Margie Manfred, and Lynn Salyers

SCHOLARSHIP TEAM

Gerry Bafus, Team Leader

Madelyn Bafus, Margie Collin, and Carol Hickman

*ex officio – Jen Price

STAFF-PARISH-RELATIONS TEAM

Team Leader: Joyce Johnson

Class of 2026

Karen Droppers

Class of 2027

Brian Hoyt

Bruce Butler

Pauli Erickson (ex officio)

Class of 2028

1. Joyce Johnson

2. Madelyn Bafus

3. Jim Picken

4. *Zack Reiber, Lay Leader*

5. *James Rogers*

6. *Sue Magrath*

BOARD OF TRUSTEES

Paul Norris, Team Leader

Class of 2026

C.J. Amestoy

Chris Reiber

Mary Picken

Class of 2027

Paul Norris

John Reynen

Georgette Rodgers

Tim Henderson

Bruce Butler

Class of 2028

1. Dennis Gottburg

2. *To be filled*

Ad hoc ex officio – Brian Hoyt, Church Security Officer & Thursday Crew Lead

SVUMC 2026 PROPOSED BUDGET

Description	Current Month	Year To Date	2025 Budget	2026 Budget
REVENUE				
Envelopes and Pledges	25,742.28	272,111.24		
Plate Offering	613.00	5,558.78		
Fellowship Income	155.50	968.02		
Education Income		0.00		
Building Use		855.00		
Savings Acct Interest		202.11		
Misc. Income non-designated	56.50	131.50		
Total Revenue	26,567.28	279,826.65	399,384.00	446,859.00
EXPENDITURES				
Celebration/Worship Ministry		670.50	2,500.00	2500.00
Children Ministry		300.79	1,500.00	1500.00
Youth Ministry		379.62	500.00	500.00
Hospitality		1,442.18	1,550.00	1550.00
Volunteer Staff Training		0.00	250.00	250.00
Small Group/Adult Education Ministry		373.98	750.00	750.00
Evangelism		61.59	250.00	250.00
Subtotal Ministry Teams	0.00	3,228.66	7,300.00	7,300.00
Postage	2.74	1,272.45	1,500.00	1700.00
Computer & Sign Support	683.63	8,302.25	10,000.00	10200.00
Copies & Copier	624.13	5,081.14	6,500.00	6500.00
Advertising, Newspapers		24.84	1,000.00	1000.00
General Office Supplies		1,419.02	1,200.00	1900.00
Office Equip. Maintenance		0.00	200.00	200.00
Office Equip. Replacement		0.00	500.00	500.00
Telephone/Internet	396.44	3,948.69	4,500.00	4700.00
Financial Resources	220.43	2,525.18	2,700.00	3100.00
Subtotal General Admin. Costs	1,927.37	22,573.57	28,100.00	29,800.00
Church Property Maintenance	1,885.23	23,262.41	20,000.00	20000.00
Custodial Supplies	250.24	1,098.74	700.00	1000.00
Coffee & Kitchen Supplies	368.39	934.92	1,600.00	1600.00
Snow Removal		770.20	2,100.00	2100.00
Electricity & Water	637.12	6,989.17	8,500.00	8700.00
Trash Disposal	162.89	1,623.35	1,900.00	2000.00
Fuel (Natural Gas)	226.84	6,006.67	9,850.00	8500.00
Insurance/Property/Liability		18,192.00	15,000.00	18500.00
Sewer Use	50.16	500.10	600.00	600.00
Building Security	653.40	6,053.40	6,900.00	7900.00
Landscape Maintenance	355.78	1,740.74	2,000.00	2400.00
Custodial Service	1,550.00	15,500.00	18,600.00	19500.00
Subtotal Physical Rsrce/Bld Maint.	6,140.05	82,671.70	87,750.00	92,800.00
Broadway School PTO		700.00	700.00	700.00
Mission Community Outreach		1,500.00	1,500.00	2000.00
NAOMI		1,500.00	1,500.00	0.00
Katherine Parker Covenant		0.00	-	1000.00
GSC Meals on Wheels		1,500.00	1,500.00	1500.00
VOA Crosswalk		1,000.00	1,000.00	1500.00
VOA Young Adult		1,000.00	1,000.00	1500.00
Family Promise		1,500.00	1,500.00	2000.00
Neighborhood Sunday Lunch		0.00	300.00	300.00
Valley Partners		0.00	1,500.00	2000.00
Mission & Service misc		339.41	500.00	500.00
Basic Needs		954.60	1,000.00	1500.00
Subtotal Mission/Service	823.59	12,706.15	16,500.00	18,000.00

Description	Current Month	Year To Date	2025 Budget	2026 Budget
Pulpit Supply		100.00	1,000.00	1000.00
Pastor's Acctble Reimbursemnt Plan	471.73	4,570.22	7,000.00	7000.00
SPR Misc		721.22	1,550.00	1550.00
Transportation (Staff Mileage)		153.28	200.00	200.00
Pastor's Salary	4,851.66	48,516.60	58,220.00	61060.00
Pastor's Utilities	500.00	5,000.00	6,000.00	5,500.00
Pastors Housing Allowance	1,600.00	16,000.00	19,200.00	19,200.00
Pastor's Health	625.00	5,750.00	7,500.00	8,100.00
Pastor's Pension DB/DC	566.88	5,668.80	6,803.00	6373.00
Comprehensive Protection Plan (CPP)	208.55	2,085.50	2,503.00	2572.00
Church Secretary	1,776.66	17,766.60	26,650.00	22,880.00
Assoc. Coord.of Min. w/Young People		2,486.25	13,260.00	4,500.00
Coordinator of Ministry w Young People	1,958.34	14,197.96	11,648.00	23500.00
Hospitality Director	1,237.58	12,375.80	14,851.00	18,719.00
Director of Music	2,833.32	17,083.26	-	34,000.00
Guest/Substitute Musicians		900.00	2,000.00	1500.00
Nursery Caregiver	206.25	1,793.75	2,600.00	3250.00
Church Accompanist	866.66	8,662.58	12,967.00	10,400.00
Sunday School Substitutes	346.14	2,778.56	4,462.00	0.00
Technical Ministry Co-Coordiators	698.00	6,192.00	7,224.00	8320.00
Technical Support		0.00	1,200.00	0.00
State Industrial Insurance	640.11	1,716.30	2,400.00	2,600.00
FICA Taxes /Medicare	759.11	6,344.58	7,000.00	9,600.00
PFL/CARES	375.19	-182.59	-	0.00
Subtotal Staff Costs	20,521.18	180,680.67	216,238.00	251,824.00

Ministerial Support & Admin		24,563.00	21,807.00	26445.00
World Serv & Conference Benev.		15,055.00	17,827.00	16209.00
Ministerial Educ & Black College Fund		2,095.00	2,193.00	2256.00
Africa University Fund		134.00	140.00	145.00
District Fund		1,932.00	1,529.00	2080.00
Subtotal Apportionment	0.00	43,779.00	43,496.00	47,135.00
Total Budgeted Expenditures	29,412.19	345,639.75	399,384.00	446,859.00
		Standard Percentage		
General Fund Begin Balance 1/01/25		74,300.09		
REVENUE		279,826.65		
EXPENDITURES		(345,639.75)		
General Fund Ending Balance 10/31/25		8,486.99		