

# 2023년 열린교회 BKUMC 구역회

Oakland, Berkeley Korean United Methodist Church

Charge Conference

Presiding Bay District Superintendent, Rev. Dr. Kristin Stoneking

Oct 26, 2023

1. 개회선언 Call to Order	Superintendent
2. 서기점명 Elect a Recording Sacratery	Superintendent
3. 기도 Opening Prayer	James Chun 전은헌 장로
4. Business of the Charge Conference	
A. Membership Report 교적보고	Rev. Kim, Gyu-Hyun 김규현 목사
B. SPRC report & Pastor's Compensation Report 목회자_Compensation보고	Seun Ae Kim 김승애 권사 SPRC Chair
C. Nominations Committee report (공천위원회 보고)	Rev. Kim, Gyu-Hyun 김규현 목사
E. Recommendation for Ministerial Candidacy for JIN, HEE WON and Jieun Yun	Rev. Kim, Gyu-Hyun 김규현 목사
5. Discussing Agenda #1. CANV portion of Boy Scouts of America settlement #2. Updates to child abuse prevention policies/practices #3. Newly adopted Conference vision statement #4. Congregational Vitality Assessment	Superintendent
6. 폐회_ Adjourn and Blessing	Superintendent

## 1. 회원 Membership(Report of 2021, 2021년 구역회 보고) 239명

Total Members Received. 10 명 (2023년 새교인)

Total Members Removed. 5 명

Total Membership as of 10/18/2022 244 명

T- Transfer (UMC 이명) = 0명

WD- Withdrawal = 0명

OD- Other Denomination (다른교단에서) = 15명

D- Death = 0명

PF- Profession of Faith (입교)

R- Restored (다시 오신분)

## 2. 입교 (Professing Members Received)

### 3. 세례 (Baptisms) 3명

류아일라 (Ryu, Alira), 류태오(Ryu, Taeoh), 허엠마(Her, Emma)

## 4. 활동하지 않는 교인 (Inactive Members)

1년차 장기결석 교인 (First Year of Inactive Members) 6 명

김기복, 김희진, 박진희, 이윤희, 계용식, 계혜령

2년차 장기결석 교인 (Second Year of Inactive Members) 15 명

백세라, 서크리스, 서현, 이동운, 장은영, Kay Young, Jeff Young,

하성호, 하연희, 김진표, 김경희, 김종연, 김소희

3년차 장기결석교인 (Third Year of Inactive Members) 0 명

5. 이사한 교인 (Move to faraway) 5 명

류재선, 맹다흰, 임제이슨, 지윤애, 원데이비드,



\_\_\_\_\_  
교적부서기 Membership Secretary

10/18/2023

\_\_\_\_\_  
Date



\_\_\_\_\_  
담임목사 Senior Pastor

10/18/2023

\_\_\_\_\_  
Date

**2024 PASTOR'S COMPENSATION, BENEFITS & REIMBURSEMENTS REPORT**

Date of Report 10/19/2023

Church Oakland, Oakland, Berkeley Korean UMC	Pastor Gyu-Hyun Kim
SPRC Chair Seung Ae Kim	SPRC Email SAKangie8@hotmail.com
Please indicate the reason for a change in compensation	
Please indicate the % of Full-time service: Full Time	
<b>ANNUALIZE ALL FIGURES regardless of the service term.</b>	
Previous Effective Date	New Effective Date 1/1/2024 -12/31/2024

<b>CASH SALARY</b>	
1. Previous Total Cash Salary (previous line 5 amount minus line 4)	\$54,576.48
2. + Cost of Living Increase (or Min. Salary Increase):(CPIW: 3.5% in 7/2024)	\$1,910.00
3. + Merit Increase or Any Other Cash Amounts Paid	\$0.00
4. + Moving Expense (Enter \$0 unless new Pastor appointment)	\$0.00
5. NEW TOTAL CASH SALARY (Lines 1 + 2 + 3 + 4) (Please make sure Line 5 is equal to or greater than the Required 'Minimum Salary' Amount	\$56,486.48
5a. If Pastor is NOT participating in a Conference Health Insurance plan, amount WITHIN Cash Salary that is for INDIVIDUAL Health Care Insurance (such as the Health Exchange). This amount is taxable. READ INSTRUCTIONS	\$4,000.00
6. Amount WITHIN Cash Salary (Line 5) which is designated For Tax-Deferred Pension Contributions (IRC Sec. 403(b))	\$12,000.00
7. Amount WITHIN Cash Salary (Line 5) which is designated For Additional Housing-Related Costs (IRC Sec. 107)	\$0.00
8. Amount WITHIN Cash Salary (Line 5) which is designated For Health Care cafeteria plans (IRC Sec. 125)**	\$0.00
<b>PARSONAGE, HOUSING ALLOWANCE, AND/OR UTILITIES PAID BY THE CHURCH**</b>	
NOTE**: Housing amounts and church-paid utilities are part of 'Clergy Compensation'. All such amounts (shown on Lines 6 through 11) are also subject to 15.3% SECA tax (Social Security), which is paid by the pastor. At year-end, all such housing-related amounts are to be reported in Box 14 of the Clergy W-2 Form, provided that those amounts have also been expended by year-end for housing purposes, and provided that the pastor has certified the expenditure of these funds for housing purposes on the prescribed form (IRC Sec. 107).	
9. Is the Pastor living in the Parsonage, or other Church-Provided housing?	No
10. Housing Allowance Paid to the Pastor (in Lieu of a Parsonage) (IRC Sec. 107)	\$26,000.00
11. Utilities: Paid to the Pastor as an Allowance, OR Paid directly to Utility Companies	\$4,000.00
Utility Excursion Type	Paid to Utility Companies
12. TOTAL OF HOUSING ALLOWANCE AND/OR ANY CLERGY UTILITIES PAID BY THE LOCAL CHURCH (by allowance or directly to Utilities) (Line 10 + Line 11)	\$30,000.00
13. TOTAL CHURCH-PAID COMPENSATION (Line 5 + Line 12)	\$86,486.48

{Note for Treasurers: Taxable Wages in Box 1 of the Clergy W-2 Form should equal the Cash Salary amount (line 5) minus any amounts designated on lines 6, 7, & 8 provided that the amounts on Lines 6, 7 & 8 have been expended by year-end for the purposes designated}.

**CHURCH-PAID EMPLOYEE BENEFITS**

14. HEALTH INSURANCE PREMIUMS for plan offered by the Conference (Paid to the Conference) <b>IMPORTANT UPDATE! PLEASE READ HEALTH INSURANCE INSTRUCTIONS!</b>	\$0.00
15. PENSION & BENEFIT EXPENSE	\$13,015.05
15a. Additional Church Contribution (Optional)	\$0.00
16. TOTAL OF COMP. PLUS HEALTH INS & PENSION (Lines 13 + 14 + 15)	\$99,501.53
<p>ACCOUNTABLE REIMBURSEMENTS FOR PROFESSIONAL EXPENSES            (Not included as part of compensation, and NOT a reduction from Salary) Reimbursable expenses are negotiated between the Pastor and the S/PPRC. Typical Accountable Reimbursements include Automobile Travel Expense (Calculated as miles x IRS Rate /Mile (62.5 cents as of 1/1/2023), ACS Room &amp; Meals, Continuing Education, professional memberships, subscriptions, meal meetings, etc. These expenses are NOT to be budgeted as line items and are payable only with proper documentation.</p>	
17. TOTAL OF ACCOUNTABLE REIMBURSEMENTS FOR PROFESSIONAL EXPENSES	\$2,000.00
18. GRAND TOTAL OF ALL CLERGY COMPENSATION AMOUNTS, PLUS HEALTH INSURANCE AND EXPENSE REIMBURSEMENT COSTS (Lines 16 + 17)	\$101,501.53

**No Approval**

## 1. 임원회 Administrative council (2024)

**임원회장 Chair: 박연옥Yeon Park**

**평신도대표 Lay leader: 박병준 BJ Park**

임원서기 Secretary: 강필준 PhilJoon Kang

평신도 연회대표 Lay representative to Annual Conference: 이철호 CholHo Lee, 박연옥 Yeon Park, 전은헌 James Chun ( Reserve)

목사 Pastor: 김규현 Gyu Hyun Kim,

부교역자 Associate Pastor: 최세영 SeYoung Choi, 진희원 HeeWon Jin, 윤지은 JiEun Yun,

여선교회 UMW: 박현옥 HyunOk Park

남선교회 UMM: 윤민섭 Minsub Yun

**목회협조위원장 Chair, SPRC: 안호성 HoSung Ahn**

재정부장 Chair, Finance: **TBD**

**재단이사회장 Chair, Trustee: 윤민섭 ( Min Sub Yin)**,

교회학교 Education Chair for Sunday school & Youth: 전윤재 Yun Jae Chun

감사 Auditors: 전은헌 James Chun

재적서기 Membership Secretary : 박순복 Sonbok Park

오린다팀 Orinda TF Team: 소다니엘 Daniel Soh

## 2. 재단이사회 (Board of Trustees) / 위원장(Chair): 윤민섭(MinSub Yun)

2024 강필준 PhilJoon Kang 서광래 KwangRae Seo 윤민섭 MinSub Yun

2025 이영일 Yougil Lee, 박병준 Byung Jun Park, 장경준 KyungJoon Chang

2026 임현근 Hyung Keun Lim, 장태욱 Terry Chang, 조성호 SungHo Cho

## 3. 재정위원회 Finance Committee / 위원장 Chair: TBD

회계 Treasure: 이애나 Anne Lee

재정서기 Finance Secretary: \_이지원 Jiwon Lee ,강인자 Inja Kang, 박민자 (MinJa Park)

**재정 Bookkeeper: 진희원 HeeWon Jin**

임원회장(Chair of Ad), 평신도대표 (Lay leader) 목회협조위원장(Chair ofSPRC), 재단이사장(Chair of BOT ), 연회 평신도 대표,(Lay Leader of AC), 담임목사(Pastor)

#### 4. 목회협조위원회 SPRC / 위원장(Chair) : 안호성 HoSung Ahn

2024: 백윤재 Micah Bak, 임혜숙 Vickie Lim, 김해겸 HeyKum Kim

2025: 박은희,Eun Hee Park 허윤희 YunHee Her 강선아 Suna Kang

**2026: TBD, TBD, 김대혁 DaeHyuk Kim**

평신도대표(, 연회평신도 대표)

#### 5. 공천위원회 Nominations Committee / 위원장(Chair): 담임목사 Pastor

2024: 최영주 Yung-Joo Choi , 박민자 Min-Ja Park, 강필준 PhilJun Kang

2025: 안숙희 Suki Ahn, 정지영 Jiyoung Chung, 정미순 Mission Chung

**2026: TBD, 김유희 (YouHee Kim) TBD**

#### 6. 사역부서 Ministry Part

새신자팀 New members team : 안숙희(Suki Ann), 강지선 (Ji Sung Kang), 이시연(Siyeon Lee),

선교부 Mission team: 전은헌 James Chun 이정한 Jung Han Lee, 임현근

음악부 (찬양대장) : 박연옥 Yeon Park

음악부: 최영화 YoungHwa Choi

예배부 (Worship Team): 김윤경 YunKyung Kim, 박현옥 HyunOk Park, 최영주 YoungJu Choi

경조사부 congratulations and condolences Team: 강현옥 권사 HyunOk Kang,

허남희 (NamHee Her),

교육부 Education team: 전윤재 YunJae Jun

청년부 Young Adult team: 백윤재, Micah Back

**청장년부 : 김유희 YuHee Kim**

봉사부 Volunteer team: 류재훈 JaeHoon Ryu,

소망회 Senior team: 담임목사

중보기도 Intercessory prayer team: 박순복 Soon Bok Park

마더와이즈 (Mother wise): 장지혜 (JiHey Chang)

## 7. 오린다 Orinda TF team : Chair 다니엘 소 (Daniel Soh)

모든 임원들



## Recommendations for Ministerial Candidacy and Lay Servants

Name of Church: \_\_\_\_\_

Date of Church Conference: \_\_\_\_\_

CANDIDATES FOR ORDAINED MINISTRY, RECOMMENDED FOR FIRST TIME (Para. 310-315, 2012 Discipline, pages 223-230)

CANDIDATES FOR ORDAINED MINISTRY, RENEWAL OF RECOMMENDATION (Para. 313)

Please note the following concerning candidates for ordained ministry and licensed ministry: Your church conference must approve candidates after recommendation by the SPRC. Please use Form 104 found on the General Board of Higher Education in Ministry (GBHEM) website.

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PERSONS RECOMMENDED FOR CERTIFICATION AS LAY SERVANTS FOR THE FIRST TIME (Para.266-271, pages 210-215)

LAY SERVANTS RECOMMENDED FOR RENEWAL (Para. 271.3)

1. date last (re)certified:
2. date last (re)certified:
3. date last (re)certified:
4. date last (re)certified:
5. date last (re)certified:

Please note the following concerning lay servants: Your church conference cannot recommend persons to be certified as lay servants unless they provide a report at the meeting.

\*This worksheet is to be used for your planning purposes. Please enter the information online through the church dashboard.

**Congregational Vitality Assessment**

District: Bay Distict

Church: Berkeley Korean United Methodist Church

CHARACTERISTICS	WORTHY OF IMITATION (4)	CONTINUED STABILITY (3)	AWAITING TRANSITION OR SEEKING STABILITY (2)	DIMINISHING & DECLINING (1)	OVERALL RATING Scores should be between 0 and 4
Following Jesus	Have a clear, intentional, simple, discipleship system or process that is understood and engaged in by more than 50% of your members	Have a clear, intentional, simple, and discipleship system or process that is understood and engaged in by less than 50% of your members.	Leadership is developing a clear, simple discipleship system or process that has not been fully implemented yet.	There is no clear, simple discipleship system or process.	2.5
Thriving in Community	Worship growth of 10%+ year to year. Micro-communities, small groups, bible studies multiplying	Worship growth of 1-9% year to year. Active micro-communities, small groups, studies	Worship growth of 0% year to year. 0-5 ongoing groups with moderate levels of activity	Worship decline, little to no outreach, 0-3 groups with low to moderate activity.	3
Healing the World	Affirmed by the community for contributions to the vitality of Congregation lives locally. Consistent leadership & presence in the community Local and global connections	Known by community. The congregation lives locally with some commuters. Local and global connections Planning for additional outreach	Pastor active in ecumenical events. At least 50% of the congregation lives locally. Lack of energy for outreach. People in the community "used to go there"	Inward-looking or commuter, the community is not sure if the church is still open	2.5
Vision	Clear, documented, evolving plan, leadership receiving training or coaching, investing in new & successful initiatives demonstrated capacity to innovate during COVID	Clear identity. No formal visioning, but plans evolve to meet new needs. demonstrated capacity to innovate during COVID-19 OR pastor demonstrated capacity and church-supported	No articulated vision or plan. Little experimentation, future looked on w/fear. Struggled to innovate during COVID	Weary, questioning survival No innovation Minimal post-COVID resilience	3.6
Finances	Resource growth of 10%+ year to year, tithe & Second mile giving paid 100% \$ to missions. multiple ways to give including online Endowment or Foundation planning giving options Has two or more income sources outside giving	Stable 80-100% funding of budget & tithe, \$ to missions multiple ways to give including online Has one income sources outside giving	Struggles to meet budget, <than 80% of tithe pd, PT or equitable comp pastor, little left for missions may have online giving	Severe cutbacks, unable to support missions <50% of tithe pd PT or equitable comp pastor no online giving option	2.8
Facility	Excellent condition and supports a variety of ministries.	Good repair supports ministries	Adequate but in need of improvement	Needing repairs, facilities too large	1.9
Leadership	Pastoral & lay leaders worthy of emulation mentees in training, disciple system in place	Solid leadership, reasonably harmonious	Adequate core leadership does all of the work	May be unable to support the pastor, lack of volunteers	2.7
Digital Capabilities	Consistently offers quality online/hybrid worship. Willing to be a pioneer in digital discipleship. Has multiple digital constituents and members. Maintains digital presence on multiple platforms. Plans and implements social media campaigns.	Consistently offers quality online/hybrid worship. Functions well on Zoom or equivalent. Maintains digital presence on at least two platforms. Promotes occasionally on social media. Experimenting on the digital frontier.	Offers low-quality online/hybrid worship (ex. – via cell phone). 50% functions well on Zoom. Maintains digital presence on one platform. Promotes occasionally on social media. Mostly pastor-driven	No digital capacity.	3.4

<b>2.8</b>
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