



RALEIGH AREA BISHOP
ALFRED WESLEY GWINN, JR.



THE
CONFERENCE WORKBOOK



RALEIGH CONVENTION CENTER • RALEIGH , NORTH CAROLINA
JUNE 13 - 16, 2012

A Future with Hope: Loving Like Jesus

The 2012 Session of the North Carolina Annual Conference opens June 13, under the banner of our quadrennial theme: "A Future with Hope." Lay and clergy members representing, for the last time, the churches of 12 districts in the Conference, will assemble at the Convention Center in Raleigh.

At the beginning of the quadrennium (2009-2012), the theme was introduced, as we remembered the word of God, spoken to Jeremiah during a difficult time in Judah's history, "For surely I know the plans I have for you . . . , plans for your welfare and not to harm, to give you a future with hope." (Jeremiah 29:11)

Each year we have added an emphasis:

- **2009** – Learning (from Jesus and his followers)
- **2010** – Living for Jesus
- **2011** – Leading to Jesus
- **2012** – Loving like Jesus

Jesus identified the greatest commandment when asked, "Love the Lord your God with all your heart and with all your soul and with all your mind." Then with his characteristic wisdom, he added, "A second is like it: 'You shall love your neighbor as yourself.'" (Matthew 22:37-38) In his ministry, Jesus compassion was shown to saints and sinners alike, as he demonstrated who is our neighbor.

As the early Christian community embodied the commandment, observers noticed the cross-cultural, cross-generational community and exclaimed, "See how they love one another!" The church experienced growth in numbers. Lives were transformed. The love of Jesus was extended to the ends of the earth through the arms of his followers.

Loving like Jesus launched the Christian church in the first century. Loving like Jesus created a culture of transformation in 18th century England where the vision and mission of the Wesley's challenged the status quo of the established church. Loving like Jesus gave circuit riding preachers the courage and determination to move into the frontier of American expansion. Loving like Jesus requires no less of us today. And it is this love that is indeed our hope for the future.

At the 2012 session of the Annual Conference, members will hear the report from General Conference, elect leaders for the Conference boards, commissions and committees for the 2013-2016 quadrennium (or similar tenure as defined by the Book of Discipline), and celebrate the ministry of pastors commissioned or ordained for the first time as well as, the ministry of others who are retiring, including our Bishop, Al Gwinn. The Conference will consider plans for congregational vitality and move into a new structure with 8 districts and new roles for District Superintendents. Let it be said of the NC Conference, "See how they love one another!"

CONFERENCE OFFICERS, CABINET AND STAFF

Conference Officers

President.....	Alfred W. (Al) Gwinn, Jr.
Assistant to the Bishop.....	Timothy J. Russell
Executive Director, Connectional Ministries	Carol W. Goehring
Secretary.....	James L. Bryan
Lay Leader.....	Emily Innes
Conference Treasurer	Christine Dodson
Conference Controller.....	Ivanna Cole
Statistician	George D. Speake
President, Conference UMM.....	Tom Starnes
President, Conference UMW	Ann Davis
President, Conference UMY.....	Landis Barber
Chancellor	Wilson Hayman

CABINET MEMBERS

Alfred W. (Al) Gwinn; BU: William (Bill) H. Gattis; DU: Gray H. Southern; EC: Richard Stone; FA: Sam Wynn; GO: Charles (Chuck) M. Cook; GR: Elizabeth (Beth) H. Hood; NB: Dennis M. Goodwin; RA: Jonathan E. Strother; RO: Leonard Fairley; RM: Caswell E. Shaw Jr.; SA: Reginald (Reggie) W. Ponder; WI: M. Francis Daniel

EXTENDED CABINET MEMBERS

Timothy J. Russell, Asst. to the Bishop; Carol G. Goehring, Executive Director of Connectional Ministries; Christine Dodson, Conference Treasurer-Business Manager; Brian Gentle, Director, Academy of Leadership Excellence; Jeff Severt, Executive Director, New Faith Communities, Emily Innes, Conference Lay Leader

CABINET OFFICERS

Dean.....	William (Bill) H. Gattis
Secretary.....	Charles (Chuck) M. Cook

SECRETARIAL STAFF MEMBERS

Assistant Conference Secretary	Stephen N. Little
Assistant Secretaries	R. Martin Armstrong III, Dennis Draper, Elizabeth Gaines, Ken Hall, Jr. Sara Myatt, Dennis Peay, James Malloy, Duane R. Partin, Bruce Taylor, Jimmy Wooten, , Johnnie Wright
Information Technology Office	Douglas Ward
Bishop's Office	Becky Biegger
Communications Office	LeeAnne Thornton, Ray Pearce
Conference Rules.....	Bob Guthrie
Conference Secretary's Office.....	Shannon Medlin
News Bureau.....	Wilburn L. Norton, Jr., LeeAnne Thornton, Taylor Mills
Parliamentarian.....	Chuck Cook
Registration & Attendance.....	Ray T. Gooch, Al Hocutt
Transcribing.....	Eleanor Armstrong /Wanda Casteel/Gayla Collins/Sharon Smith/Jennie Taylor
Treasurer's Office.....	Chrisy Powell

2012 CONFERENCE ORGANIZATION AND PERSONNEL

ANNUAL CONFERENCE PROGRAM, COMMITTEE ON

Area Bishop Alfred W. (Al) Gwinn, Jr.
 Conference Lay Leader Emily Innes
 Conference Secretary James (Jerry) L. Bryan
 District Superintendent, Host District H. Gray Southern, Durham District
 Director, Connectional Ministries Carol W. Goehring
 President, UMM Tom Starnes
 President, UMW Ann Davis
 President, UMY Landis Barber

EX-OFFICIO

Assistant to the Bishop Timothy J. Russell
 Annual Conference Music Coordinator William J. Weisser
 Assistant Conference Secretary Stephen (Steve) N. Little
 Director for Communications Wilburn L. (Bill) Norton, Jr.
 Chairperson, Commission on Worship William J. Weisser
 Stage Manager Samuel (Skip) Williams, Jr.
 Conference Theme/Schedule Coordinator Susan Southern
 Conference Treasurer Christine Dodson
 At Large LaNella Smith
 Lay Leader, Host District John Guard
 HEAD USHERS Clergy: Renee Edwards; Lay: Tom Quince
 MEMOIRS, COMMITTEE ON The Conference Secretary and the Cabinet
 MINUTES, COMMITTEE ON Gayla Collins, Chairperson; Eldrick R. Davis,
 Roderic L. Mullen
 REGISTRATION OF DELEGATES Ray T. Gooch

RESOLUTIONS & REFERENCE, COMMITTEE ON Alan P. Swartz, Chairperson;
 Clerical: Ben Sims, Charles Michael Smith.; Lay: Conf. UMW President, Conf. UMM President, Conf. Lay Leader, Conf. Youth President

TELLERS

CHIEF CLERICAL TELLER Scott Finicum
 CHIEF LAY TELLER Melba McCallum

District	Clerical	Lay
Burlington	Hannah McManus	Sheila Greeson
Durham	Bruce Allen.	Leta Lloyd
Elizabeth City	Scott Finicum	Suzanne Nelson
Fayetteville	Ronnie Nichols	Jennifer White
Goldsboro.	Jabe Largen	Beth Taylor
Greenville.	Pat Patton.	Barbara Flake
New Bern		
Raleigh.	Rhonda Turner Maurer.	Debora Murphy
Rockingham	Michael Griffin	Perry Stewart
Rocky Mount.	Stan Lewis	Bob Cameron
Sanford	Mike Weber	Linda Winstead
Wilmington.	Karl Zorowski	Robert Spencer

INFORMATION

NAME TAGS - VOTING

All nametags are white with a colored lanyard. The lanyard colors indicate the following and assist the tellers with counting any necessary votes that are taken.

PLEASE WEAR YOUR NAME TAG and LANYARD AT ALL TIMES.

UPON LEAVING ANNUAL CONFERENCE, PLEASE TURN YOUR LANYARD and VOTING DEVICE IN AT THE ANNUAL CONFERENCE REGISTRATION DESK.

Blue - Lay Members, At Large Members

Vote on all deliberations/measures other than clerical license, ordination, and reception, except those who are lay members of the Board of Ordained Ministry. (See ¶602.6)

Blue - Deaconesses, Diaconal Ministers

As lay members of the Conference, they have same voting rights as lay members.

Red - Clergy Members (Deacons/Elders) in Full Connection, Associates and Probationary Members and Local Pastors (have completed MDiv. or Course of Study and served two years prior).

Vote on all matters of the Annual Conference other than in election of lay delegates to SEJ and General Conferences. (See ¶602.1a)

Green - Other Local Pastors, Student Pastors

Other Local Pastors and Student Pastors, under appointment, vote on all matters except constitutional amendments, election of delegates to SEJ/General Conferences, ordination, character, and conference relations of clergy. (See ¶602.1b, c, d)

Yellow - Interim Supplies, Members of Other Conferences, Affiliates

These have no vote and have no voice unless granted on the floor of the Conference.

Black - Official Staff Members

All staff available for your assistance will be wearing black lanyards.

(These have no vote and have no voice unless granted on the floor of the Conference.)

First Aid

If you require medical attention during the week of Annual Conference, please report to the Registration Area for assistance.

Musicians

Our appreciation is extended to the NC Conference Chapter of the Fellowship of United Methodists in Worship, Music and Other Arts for the music ministry at the Annual Conference.

Offerings

The first offering will be received on Wednesday evening and will be utilized for **Imagine No Malaria**

The second offering will be received on Thursday evening for **1K - 1 Kid**

The third offering will be received on Friday evening for **Laity Ministries**.

Persons with Special Needs

1. HEARING ASSISTANCE - If request is made PRIOR TO JUNE 1 to the Director of Communications, Bill Norton, an assistive listening system will be available at the Registration Tables for use during the Conference.
2. SIGN LANGUAGE - If request is made PRIOR TO JUNE 1 to the office of Executive Director of Connectional Ministries, Carol Goehring, an interpreter for the deaf will be made available at special times during Conference.
3. SPANISH TRANSLATION - If request is made PRIOR TO JUNE 1 to the office of Executive Director of Connectional Ministries, Carol Goehring, an interpreter will be made available at special times during Conference.

STEWARDSHIP TEAM

EQUITABLE COMPENSATION, COMMISSION ON

The Book of Discipline mandates that “there shall be in each annual conference a commission on equitable compensation” (§ 625), whose purpose is “to support full-time clergy serving as pastors in the charges of the annual conference” (§625.2). Three broad areas of responsibility are outlined in §625.2, which are: “(a) recommending conference standards for pastoral support; (b) administering funds to be used in base compensation supplementation; and (c) providing counsel and advisory material on pastoral support to district superintendents and committees on pastor-parish relations.”

The Commission seeks equity and fairness for both pastors and local churches. Why should this commission be so concerned about equity and fairness? Our prayerful consideration of scriptural and historical foundations are found in the following:

- a. Jesus says, “the laborer deserves to be paid,” (Luke 10:7) and Paul reminds us “Let the elders who rule well be considered worthy of compensation, especially those who labor in preaching and teaching; for the scripture says, “You shall not muzzle an ox while it is treading out the grain,”” (1 Timothy 5:17,18).
- b. Wesley was concerned that clergy have responsibility not to be “in debt so as to embarrass you in your work” (§330.18), which implies that the Church has a responsibility that it neither lead its clergy into positions of embarrassing indebtedness, nor leave them there.
- c. The Great Commission to “go into all the world preaching, teaching and baptizing” brings with it a cost. Systems of clergy support which foster the use of the right pastor in the right place, hold up the hope of seeing the Great Commission bear its promised fruit.
- d. The Commission on Equitable Compensation embraces the Great Commandment to “love our neighbors as we love ourselves” by desiring for each pastor what our members’ desire for themselves – compensation adequate to free persons for the work of pastoral ministry.

Through our prayers, working and considering together as both laity and clergy from across The N.C. Annual Conference, we make the following recommendations. We believe these recommendations will help us move toward fairness for both local churches and pastors as together we support ordained ministry in The N.C. Annual Conference.

The Commission on Equitable Compensation’s mandate and mission is to ensure justice and fairness in salaries of active full-time pastors of our local congregations. While, for many years, we have been recommending a single minimum salary for all full-time pastors serving, we have found that many congregations look at the “minimum salary recommendation” as “the amount we have to pay the pastor.” Clarification of “minimum compensation” may benefit the mission and ministry of the local congregations.

The definition of “minimum” is not the ceiling, or maximum, amount of “the pastor’s salary;” rather, it is the floor, or minimum, of what a full-time pastor is to be paid. No full-time pastor may be paid less than the minimum compensation. We recommend that each congregation review its ability to sustain its pastor independently and only use the minimum salary as just that, a minimum, and prayerfully discern the appropriate level of compensation for its called leader. As Jesus said, “Where your treasure is, there is your heart.” When the congregation’s treasure and heart are in the health and effectiveness of both local congregation and pastor, God is glorified!

Annual Conference has not approved an increase in minimum salary for three years in response to general economic conditions. During this time, the cost of consumer goods, such as personal portions of insurance charges, have increased. While some of our pastors have been appointed to serve charges without student debt, there has been a trend for over a decade of ever-increasing student debt arising from the costs of a seminary degree. While some may understand this as a “personal choice,” the Church understands service in pastoral or ordained ministry as a calling from God that is affirmed by the Church. The process of appointment bears the marks of the called and the Church at all levels, regardless of the pastor’s appointment status.

For the year 2012, the average full-time salary increase was approximately **2.36%**. The CPI (Urban South) for the last twelve months ending December 2011 showed an increase of **3.4%**. The Commission currently recommends a **3.6% (\$1,451)** increase in Salary, and a **0% (\$0)** increase in Travel. Including the recommended travel amount this represents a total increase of 3.6% for the year 2013. Our recommendation is based on several factors: (1) the average compensation from other conferences; (2) it more closely reflects the majority of salary increases for this conference; (3) shows concern for general economic trends.

I. Recommended Schedule of Minimum Compensation for 2013:

A. Salary Schedule

We recommend that the student minimum salary be based on 65% of the minimum salary of full-time pastors.

<i>PASTORS UNDER FULL-TIME APPOINTMENT</i>	<u>2012</u>	<u>2013</u>
(Full Connection, Associate, Provisional, Local Pastor)		
Salary	\$40,319	\$41,770
.....		
<i>STUDENT PASTORS</i> (Local Pastors or Conference Members)		
Salary	\$26,207	\$27,151
.....		

B. Utilities Expense

It is recommended expected that each local charge would provide at least \$2,400 for utilities expense. Utilities have been defined in guidance from the Internal Revenue Service to be electricity, heat, water/sewer, trash pick-up, and local telephone expenses. In order to increase accountability surrounding utility payments and to help ease transitions during appointment changes, the Commission recommends that the local church pay utilities directly to the utilities companies instead of through unvouchered allowances to the pastors.

C. Travel Expense

Although travel is reimbursed by the local charge as an item of pastoral expense, it is expected that each local charge would provide at least \$4,000 for travel expense. The Commission encourages each charge to establish a plan to reimburse the pastor for all legitimate business mileage at the current rate established by the IRS. Where such a plan is established for reimbursement of business mileage, equitable compensation support shall not be affected by payment of travel expenses. However, where a reimbursement plan is not implemented and a travel allowance is given, any travel allowance in excess of \$4,000 will result in a reduction of equitable compensation support.

D. Pension Program

Charges receiving Equitable Compensation Funds support are responsible for paying the total amount required for the Clergy Pension Plan and the Comprehensive Protection Plan (CPP) based on the pastor's cash base compensation (including funds from the Equitable Compensation Fund, Duke Endowment, and any other sources), and housing (percentage of cash base compensation designated by the General Board of Pension/Health Benefits or housing allowance, if provided in lieu of a parsonage).

E. Vacation Recommendation

Vacation and time off is defined as annual leave and weekly time off "which is completely distinct from any other occasions in which the pastor is out of the parish" (1988 NC Annual Conference Journal, page 373) such as Continuing Education events, Bishop's Day Apart, Order of Elders, Deacons, Local Pastors, Annual Conference, and Convocation/Pastor's School.

Rationale:

In recent times, focus on clergy health has highlighted the necessity of following the mandate of God's Commandment to "remember the Sabbath by keeping it holy" (Exodus 20:8) and, like our Lord Jesus, to take time apart for rest and relaxation. This mandate and example are beneficial to not only the pastor, but also the larger faith community/local church. Many pastors in full time ministry do not take time away increasing the likelihood of burn-out, compromising their health, and reducing their effectiveness in ministry. Right stewardship of time, finances, physical health, relationships with family and colleagues is necessary for effective ministry in the parish. These personal areas often suffer with the lack of a weekly personal day, a weekly Sabbath Day, and an annual vacation time apart. Our Conference Board of Ordained Ministry found in 1988, "Our experience as an Annual Conference with clergy burnout shows that rest and recreation are an indispensable element of a whole and complete ministry." (1988 NC Annual Conference Journal, page 373).

Recommendations to local congregations:

1. That clergy members of the Annual Conference (Book of Discipline 2008 ¶602.1) under full-time appointment to local congregations shall receive one full month of vacation per calendar year. Vacation time shall include four (4) Sundays per year and shall be negotiated between the pastor and S/PPR Committee and may be taken in either segments adding up to one full month or as a whole.
2. Part-time pastors under appointment should receive vacation time per calendar year in ¼ increments according to their salary structure.
3. Clergy members of the Annual Conference (Book of Discipline 2008 ¶602.1) under full-time appointment should receive at least one personal day off per week. Changes to a set personal day off should be allowed due to unforeseen circumstances that may arise. This time should be carefully respected and guarded by the district superintendent and the congregation.
4. We encourage annual discussions between pastor/s and the S/PPR Committee where they are appointed concerning provisions for Continuing Education and Spiritual Growth and Sabbatical Leave, found in paragraphs 351 and 352 of the 2008 Book of Discipline.

II. Principles Governing Eligibility for Equitable Compensation Funds:

Charges receiving Equitable Compensation Funds support are responsible for paying the total amount required for the Clergy Pension Plan and the Comprehensive Protection Plan (CPP) based on the pastor's cash base compensation (including funds from the Equitable Compensation Fund, Duke Endowment, and any other sources), and housing (percentage of cash base compensation designated by the General Board of Pension/Health Benefits or housing allowance, if provided in lieu of a parsonage).

- A. Base Compensation:** In considering the base compensation for the charge, all income, including base compensation, bonuses, and other benefits not specifically excluded, are included as base compensation in determining appropriations from the Equitable Compensation Fund.
- B. Any Equitable Compensation Fund supplement will be terminated immediately** upon information that the pastor has taken full-time, secular employment. The supplement may be reinstated at the time the charge's appointed pastor returns to full-time or student status. Exceptions to this provision will be permitted only by the approval of the executive committee of the Commission on Equitable Compensation upon the recommendation of the district superintendent of the pastor seeking to be employed outside their ministerial responsibilities for emergency reasons.
- C. Disbursement of funds from Conference Treasurer's Office:** Equitable Compensation Funds are to be sent to charges that have applied for their use to provide their pastor with the minimum base compensation established by the Annual Conference. The monthly base compensation supplement checks sent by the Conference Treasurer's office are to be deposited by the charge treasurer into the charge/church bank account. Checks shall not be endorsed nor cashed by the pastor.
- D. Application for funds:** Churches or charges applying for Equitable Compensation Funds shall submit a request on the appropriate form **which can be found online**. The pastor, administrative council, and the district superintendent shall carefully review the request. The application form must have the signatures of the pastor, recording secretary of the charge conference, and the district superintendent affixed to it, and receive the approval of the charge conference. Applications received that are not completed in full are not eligible for consideration by the Commission until such time that they have been completed and resubmitted.

Application Deadlines for Full time Pastoral Compensation Supplement:

- 1. For completed applications for the July – June appointment cycle are to be received by November 15 of the previous year.**
- 2. The application deadline for those grants limited to superintendent/cabinet initiated applications for the immediate appointment year, providing funds are available is May 15.**

Application Deadlines for Mission-Based Supplement:

- 1. For completed applications for the July – June appointment cycle are to be received by November 15 of the previous year.**
- 2. The application deadline for those grants limited to superintendent/cabinet initiated applications for the immediate appointment year, providing funds are to be received by May 15.**

- E. The Commission on Equitable Compensation will not fund any charge that is also receiving funds from The Emerging Church Salary Fund. The Commission on Equitable Compensation is in consultation and study with other Conference boards and agencies to seek ways to more adequately provide for the temporal needs of our pastors and churches.
- F. Consideration may be given to make funds available for the deacon when the primary appointment is to a local church. (Book of Discipline 2008 ¶625.4)

III. Policies Governing Use of Equitable Compensation Funds

A. **Charges must be so arranged that no more than one third (1/3) of the total base compensation will come from the Equitable Compensation Fund on the first application of the charge.**

1. **Charges seeking more than one third (1/3) supplement** shall provide specific information with their application, indicating the reasons for their inability to meet these guidelines. Information shall be made available to the Commission on Equitable Compensation and the district superintendent regarding the terms of Equitable Compensation support, giving the date of its inception and the present amount of support being received by the respective charges.
2. **When the division of a charge is desired**, Equitable Compensation funds will be used only upon the recommendation of the Bishop and the approval of the cabinet. In the division of a charge in which one church seeks to become a station, it is recommended that such a church shall assume total responsibility for base compensation and its proportionate share of all apportionments.
 - a. The remainder of the charge in such a division assumes full pastoral support and proportionate share of all apportionments. In no case will the Commission on Equitable Compensation provide more than one third (1/3) of the base compensation required for such a division.
 - b. When there is a division of a charge forming one or more student appointments, each newly created charge shall pay initially two thirds (2/3) of the pastoral support established by the division.

B. **Annual Reduction and Length of Time for Support:**

1. Each charge which is receiving, or shall hereafter receive, Equitable Compensation Fund, is expected to reduce this aid by at least twenty-five percent (25%) of the original grant each year
2. **Commission on Equitable Compensation grants shall be made annually, renewable for each year, up to five years for mission or charge-support grants, and three years for grants based on *The Book of Discipline* paragraph 213.**
3. **At the beginning of the second and subsequent years of receiving grant renewal applications, an evaluation of the charge's progress toward reaching its own goals will be made by members of the commission following a site-visit and consultation with the charge's pastor, its leadership, and the district superintendent.**

C. Supplementals to Base Compensation:

- 1. Merit Grant Supplemental to Base Compensation:** Each full-time minister pastor, associate member, or member in full connection of The N.C. Annual Conference, serving full-time, and who, in the opinion of the cabinet **and in consultation with the Commission on Equitable Compensation** is rendering unusually effective service, may apply for a one-time grant in the amount of \$400, when such clergy person's salary and utilities are equal to the Conference minimum base compensation.
- 2. Supplemental Compensation for Years of Service:**
 - c. Elders and Deacons who have served continuously as pastors in charge in the North Carolina Annual Conference, at conference established minimum salary, for five years or more, in the sixth year, may apply for this supplemental grant of up to \$400. With each annual application, the grant may increase incrementally by up to \$400 per year until the lifetime maximum of \$6,000 has been reached. No single year supplement may exceed \$2,000. Special attention shall be given to ethnic pastors serving ethnic ministries (Book of Discipline 2008 ¶625.6).**
- 3. Extraordinary Grants: These policies do not restrict the Commission on Equitable Compensation,** upon the recommendation of the cabinet, from making additional grants in extraordinary circumstances.

IV. The Commission reports that 6 (six) charges received grants for mission and compensation assistance for a total of \$101,662.02 in the year 2011 and has awarded grants for appointment year 2012-2013 for 8 (eight) charges for a total of \$152,786.

V. In the last year, in addition to full-time pastoral compensation requests, the Commission has received grant requests from congregations under *The Book of Discipline* paragraph 213 plan and for additional staff to serve the area of Christian Education. The Commission requested supplemental funding to serve congregations that are in process of renewal, revitalization, and growth. As *A Call to Action* plan is lived across the conference over the next quadrennium, the Commission expects to review applications from congregations choosing solid growth in their ministry. Along with this review for initial grant approval, with each renewal application will be a report made following consultation between the Commission, the Superintendent, and the charge.

Rev. Para Rodenhizer Drake, Chairperson

Supplemental Information from the Commission

The Commission was charged by the 2008 Annual Conference to determine the best practice of establishing Minimum Compensation. After study of the conferences across the denomination, the Commission presents the following proposal this year, for vote at 2013 Annual Conference. The Commission believes these changes will enable North Carolina Clergy and Congregations to be well served by the several options presented. Additionally, this recommendation reflects fairness in determining minimum compensation based upon the variety of educational options for local pastors, both seminary and course of study, which benefits the conference and the charges served.

The Commission Recommends that Minimum Compensation be established for Full Connection, Full Time Elder or Deacon serving as pastor-in-charge.

Further, that pastors with the following education be compensated as follows:

Full Time Local Pastor:

- a. Undergraduate & Accredited seminary degree or completed Advanced Course of Study, Provisional status of Elder or Deacon Clergy Orders: 85% of Full Connection, Full Time Elder or Deacon serving as pastor in charge**
- b. Undergraduate degree & Completed Basic Course of Study: 75% of Full Connection, Full Time Elder or Deacon serving as pastor in charge**
- c. No undergraduate degree; No Completed Basic Course of Study: No Minimum**

Student Pastor at an Accredited Seminary: 60% of Full Connection, Full Time Elder or Deacon serving as pastor in charge

The Commission asks that you receive this information and consider it carefully for voting in 2013. We invite you to visit our table to pick up information for Staff-Parish Committees, this supplemental information, as well as learn more about your Commission on Equitable Compensation.

INCAPACITY, JOINT COMMITTEE ON

The Joint Committee on Incapacity acts as the advocate for those pastors in the North Carolina Conference who are forced by physical or emotional incapacity to seek temporary or permanent relief from their appointment. The committee is given the responsibility to study the problems of incapacity within the Conference, to provide a continuing personal ministry to those who are incapacitated, and to make recommendations to the appropriate agencies of the Conference for each pastor or deacon seeking Incapacity Leave, including the source of their disability income. The Joint Committee on Incapacity has begun a study of the utilization of incapacity benefits in our annual conference and how our utilization compares to denominational and jurisdictional averages. The committee will continue to monitor resource levels needed to fund incapacity benefits as one part of efforts to ensure the long-term sustainability of our support for clergy on incapacity leave.

Persons interested in discovering more about the process of being granted Incapacity Leave can contact a district superintendent or the chair of the Joint Committee on Incapacity.

The following recommendations are presented to the 2012 session of the North Carolina Annual Conference:

I. General Policies

- A. The Joint Committee on Incapacity, through the Conference Treasurer's Office, will make available upon request the necessary forms for any full time pastor or deacon to make application for Incapacity Leave. In all cases the applications must be completed by the pastor or deacon, the physician, chair of the Joint Committee on Incapacity, Conference benefits officer, and the district superintendent before the request for Incapacity Leave can be acted upon. Whenever possible incapacity requests are to be submitted ninety (90) days prior to Annual Conference except in life-threatening situations after that date, or when the disabling condition occurs after that date. Requests presented before May 15 will be included in the Committee's report to the Annual Conference.
- B. Definition of Incapacity: For the first 24 months, an active participant will be considered incapacitated for the purposes of the Comprehensive Protection Plan or the Basic Protection Plan as of the date the Administrator determines, on the basis of medical evidence, that such active participant was unable to perform the usual and customary duties of his/her employment by reason of bodily injury, disease, or mental or emotional disease or disorder that will presumably last for at least six continuous months, exclusive of any incapacity resulting from service in the armed forces of any country, warfare, intentionally self-inflicted injury, or participation in any criminal or unlawful act.
- C. Definition of Clergy: Clergy in The United Methodist Church are individuals who serve as commissioned ministers, deacons, elders, and local pastors under appointment of a bishop (full- and part-time), who hold membership in an annual conference, and who are commissioned, ordained, or licensed.
- D. A pastor or deacon seeking to be on Incapacity Leave secures a disability claim kit from the Conference Treasurer's Office. The applicant completes Form A, has his or her physician complete Form B, completes the applicant's portion of Form C, and submits all these forms to the Conference Treasurer's Office for completion. Unum reviews the claim and recommends a determination to the General Board of Pension and Health Benefits who retains the authority to approve or deny a claim.

- E. We recommend that pastors applying for Incapacity Leave be approved only when the General Board of Pension and Health Benefits grants their request for incapacity benefits through the Comprehensive Protection Plan.
- F. The Annual Conference and Conference Board of Pension (effective January 1, 2007), will fund pension contributions for the Clergy Retirement Security Program-Defined Benefit Plan in the required annual payment for normal cost as defined by the plan document and the General Board of Pension and Health Benefits for all pastors receiving incapacity benefits from the Comprehensive Protection Plan.
- G. The Comprehensive Protection Plan (effective January 1, 2007), will fund contributions for the Comprehensive Protection Plan and the Clergy Retirement Security Program-Defined Contribution Plan which is 3% of plan compensation as defined by the plan document and the General Board of Pension and Health Benefits for all pastors receiving incapacity benefits from the Comprehensive Protection Plan.
- H. Health Insurance and Life Insurance benefits are subject to the policies outlined in Section III below.
- I. Pastors on Incapacity Leave are required to file for Social Security benefits within 60 days of the effective date of approved Incapacity Leave. Failure to do so will result in decreased benefits. Participation in Medicare Part A and B is required at the earliest possible date in order to receive the best health insurance benefits. Participants who choose not to participate in Medicare Part B at that date will receive the same contribution towards the health insurance premium as if they were retired. Refer to Section III regarding benefits.
- J. Effective July 1, 2008, we recommend that a lump sum grant of \$4,300 be made at the beginning of Incapacity Leave. This grant will be available only one time in a pastor's years of service.
- K. The Joint Committee on Incapacity will review the progress of each pastor or deacon on Incapacity Leave at least annually. This review will include both recommendations from the pastor's physician and district superintendent as well as opportunities for continuing fellowship with the pastor to develop further possibilities of assistance in his/her disabled circumstances.
- L. We recommend the following pastors to be continued on Incapacity Leave:
 1. Vernon Brown, 107 Town Point Rd, Jacksonville, NC 28540 910/340-4537
 2. Stephen Compton, 8004 Rotterdam Ct, Raleigh, NC 27606 919/906-5298
 3. John M. Crowe, 212 Mimosa Park Drive, Goldsboro, NC 27534 919/759-2146
 4. Ronnie Richard Dawson, PO Box 2335, Surf City, NC 28445 919/618-0272
 5. Tommy Lewis Evans, 110 N First Ave, New Bern, NC 28560 252/633-1163
 6. Robert Flynn, 188 Bayberry Lane, Smithfield, NC 27577 919/631-2519
 7. Victor L. Galipi, 11101 Candlewick Road, Bailey, NC 27807 252/237-4251
 8. David William Girod, 515 Crissman Ave., Elon, NC 27244 336/266-9362
 9. Sherwood Auburn Godwin, 4909 Pinevilla Street, Grifton, NC 28530 252/524-0874
 10. Larry Stephen Grady, 78 Gilbert Street, Marion, NC 28752 828/460-7149
 11. Robert Michael Hammond, 5106 Sandlewood Drive, Raleigh, NC 27609 919/279-5678
 12. Susan Harsh-Cafferty, 82 Willowbridge Drive, Durham, NC 27707 919/401-9492
 13. Lawrence Clayton Higgins, 136 Derby Park Ave., New Bern, NC 28562 252/633-0046
 14. Bobby Lee Jordan, 2085 Osborne Road, Hamlet, NC 28345 910/461-4040
 15. Teresa Lawrence, 140 Old Gate Road, Fayetteville, NC 28314 910/867-8746
 16. Michael W. Leburg, 14024 Leo Rd (SR 1), Leo, IN 46765 765/432-7215
 17. Ronda Lee-Torres, PO Box 4004, Eau Claire, WI 54720 715/514-1888

18. Carolyn Wilkins Lucas, 10350 Sugarberry Ct Apt 401, Raleigh, NC 27614 919/977-0923
 19. Hector Manuel Millan, 2721 Lead Crystal Ct, Raleigh, NC 27610 919/720-4330
 20. Lon William Miller, 156 Pond Rd., Rocky Point, NC 28457 910/602-1111
 21. William Rickman Pinner, 1521 Harvey Johnson Rd, Raleigh, NC 27603 919/773-0116
 22. Clinton William Spence, 1308 Shady Lane, Durham, NC 27712 919/477-7323
 23. John Albert Trotter, 427 Glenwood Avenue, Burlington, NC 27215 336/229-1855
 24. Debra Starling Watson, 622 Highland Park Dr., Eden, NC 27288 336/623-5912
 25. LaVerne Blue Womack, Jr., 10760 Taylor Rd, Laurinburg, NC 28352 910/610-1248
- M. We recommend the following pastors to be placed on Incapacity Leave for the first time: **NONE**
- N. Who have been placed on Incapacity Leave since the last Annual Conference? **NONE**
- O. Who have had their Incapacity Leave terminated since the last conference session? **NONE**
- P. Who are to be removed from Incapacity Leave at this Annual Conference?
- **Dennis J. Glennon**
 - **David O. Malloy**
 - **James E. Malloy**
 - **Gregory L. McGarvey**
- Q. We recommend that pastors and congregations in the communities in which our disabled pastors reside seek to establish a supportive relationship with those on Incapacity Leave to maintain good fellowship and provide for pastoral opportunities.

II. Incapacity Leave Benefits

GBOPHB:

- A. 70% of plan compensation not to exceed 200% of the DAC (2012 DAC = \$61,716 \$62,781) as income from CPP. The current range of payments to NC participants is \$22,500 \$25,100 to \$66,000 \$63,700 annually (with a 3% annual increase). Payments are coordinated with Social Security Disability benefits when applicable.
- B. Benefits afforded active clergy such as pension accrual and the death benefit under CPP.
- C. A one-time lump distribution of up to 35% of MPP funds.

NC Conference:

- D. Grant of \$4,300 to help with the transition from active ministry to Incapacity.
- E. Insurance benefits through the NC Conference insurance plans (provided the participant was enrolled in the applicable insurance plan prior to the granting of Incapacity Leave). Life insurance is paid in full by the Joint Committee on Incapacity. Effective January 1, 2011 all participants enrolled in the Conference health insurance plan, pay \$10 per month for coverage with the remaining balance of premiums paid by the Joint Committee on Incapacity. Please refer to Section III Policies Related to Life and Health Insurance for proposed changes.
- F. Moving expenses paid as outlined in the Itinerant Clergy Moving Expense Report (page 180 261 of the 2011 Journal).

The Duke Endowment:

- G. Duke Endowment annual grant (subject to the guidelines and availability as defined by The Duke Endowment)

III. Incapacity Policies Related to Benefits

- A. Incapacity Leave participants will have 60 days from the approved date of Incapacity Leave in which to file for Social Security benefits. Proof of filing must be submitted to the Conference Benefits Manager. Incapacity Leave participants approved on or before July 1, 2011 will have 60 days from July 1, 2011 to provide proof of their Social Security application. Participants who fail to provide proof of filing within 60 days will be charged 100% of the applicable monthly insurance rate until notification is received by the Benefits Manager.
- B. Insurance Coverage -- Participants approved for Incapacity Leave must be covered under the Conference life and/or health insurance plan immediately preceding the approval date of Incapacity Leave in order to have life and/or health insurance coverage after the appointment of Incapacity Leave.
- C. Five Year Rule -- Participants must be covered for five consecutive uninterrupted years immediately prior to the date of retirement in order to retain insurance benefits after retirement.
- D. Life Insurance –
 - i. The life insurance premiums are paid by the Joint Committee on Incapacity.
 - ii. Current participants on Incapacity Leave who are enrolled in the life insurance are covered as follows: \$25,000 life coverage, \$10,000 on eligible dependents.
 - iii. Supplemental life insurance premiums are the responsibility of the individual.
- E. Health Insurance –
 - 1. Effective January 1, 2011, all participants on Incapacity Leave with Conference health insurance contributed the retiree minimum amount towards the monthly insurance premiums (\$10 per month for the calendar year 2011).
 - 2. Effective January 1, 2012 all persons on Incapacity Leave (current and future) will be required to pay the retiree minimum amount of \$20 per month for the Base Plan. Additional personal premiums will apply if the participant chooses the Buy-Up Plan (rates published in the Insurance Report Section VIII).
 - 3. Participation in Medicare Part A and Part B is required at the earliest possible date in order to receive the best health insurance benefits. Participants who choose not to participate in Medicare Part B at that date will receive the same contribution towards the health insurance premium as if they were retired.
 - 4. If the participant is enrolled in Medicare (part A and/or B) due to Incapacity, the Conference health insurance will coordinate benefits with Medicare as primary, the Conference plan as secondary. Family members (with no other coverage) will be covered as primary by the Conference health insurance plan.
 - 5. Upon reaching Medicare eligibility due to age and eligibility to retire, clergy receiving CPP benefits will receive the same contribution towards the health insurance premium as if they were retired.
 - 6. Termination policy defined in the Insurance Committee report Section III.16 will be applicable.

Ralph Brown, Chairperson

INSURANCE COMMITTEE

I. The Insurance Committee is to be made up of representatives from the following boards and agencies: 2-Board of Pensions; 1-Board of Pensions Chair; 2-Board of Ordained Ministry; 2-Joint Committee on Incapacity; 3-Lay Members appointed by the Commission on Laity; 5-At Large Members. The following members are without vote: 1-Conference Treasurer; 1-Controller; 1-Benefits Manager; 1-Director of Ministerial Relations. The representative should be elected at the organizational meeting of these boards and agencies. Once elected from its constituent groups at the beginning of each quadrennium, the Insurance Committee's membership will remain established for the remainder of that quadrennium

II. Group Term Life Insurance

- A. The current life insurance program is provided by MetLife.
- B. Our coverage is \$25,000 for active participants, \$12,500 for retired clergy up to age 72. Effective July 1, 2005 the coverage for retirees age 72 and over is \$5,000. Current spouse and child coverage is \$10,000 per person. The spouse's insurance terminates upon retirement of the subscriber.
- C. The life insurance plan is non-contributory. Life insurance premiums are to be paid by the salary-paying unit.
- D. Supplemental Life insurance guidelines (voluntary individual enrollment):
 - 1. Participant must be enrolled in active Conference life insurance plan.
 - 2. Initial voluntary enrollment November 1 – 30, 2007 for an effective date of January 1, 2008.
 - 3. Premiums should be withheld by the salary-paying unit on an after tax basis. Premiums will be included on the monthly invoices issued by the Treasurer's Office.
 - 4. Late applicants are subject to health questions and must be approved by MetLife
- E. LIFE INSURANCE CLAIMS PAID IN 2011:
Total Claims Paid: 13
Total Benefit Paid: \$100,000

III. Health Insurance Benefits

A. Group Health

- 1. The Insurance Committee will provide the proposed benefits to the members immediately before each Annual Conference session. The committee considers the most current financial information that is available before adopting its recommendations.
- 2. Insurance companies who make inquiries, for the purpose of submitting proposals, will be notified of a \$200 processing fee. This fee will help cover the costs of preparation and processing of the information necessary for proposals.
- 3. The NC Conference health care plan has been amended as necessary to comply with federal Health Care Reform.

B. Policy and Rules

- 1. Effective January 1, 2004, the North Carolina Conference offered a Preferred Provider (PPO) health insurance plan administered by Blue Cross Blue Shield of North Carolina. Benefits will include health, dental, pharmacy, mental health, Medical Reimbursement Accounts, Dependent Day Care Accounts, and life insurance. Details may be obtained by contacting the Benefits Manager in the Treasurer's Office, 800-849-4433.
- 2. Effective January 1, 2012 the North Carolina Conference recommends a PPO Base Plan for health insurance benefits with the option of a PPO Buy-Up plan for increased health insurance benefits.

3. Medical Reimbursement and Dependent Care Accounts must be established during Open Enrollment (November 1 – 30), for an effective date of the following January 1. If you do not claim these funds prior to March 31 for the preceding plan year (plan year being the previous calendar year plus a 75 day grace period of the current year), these funds are forfeited. Participation in the Medical Reimbursement and Dependent Care accounts is contingent upon participation in the health insurance plan.
4. A change of life circumstances (divorce, death, loss of spousal coverage) will allow a mid-year change. When there is a change in family status, or a change of address, it is the insured's responsibility to notify the Treasurer's Office within 30 days. The toll free number to the Methodist Building in Raleigh is 1-800-849-4433 where staff persons continue to provide personal attention to insurance matters.
5. Effective January 1, 2004, health insurance for the subscriber may continue for 18 months after employment is terminated provided that full payment of the monthly premiums is made in advance. The continuation of life insurance beyond the termination of employment is not permitted by the life insurance carrier. Conversion of the life insurance may be possible by contacting MetLife at 1.877.275.6387 or solutions@metlife.com.
6. Adding new family members must be completed within 30 days of the qualifying event or 60 days if the eligible change is related to the Children's Health Insurance Program (CHIP).
7. Participants applying at any time other than the initial enrollment period (30 days from the date first eligible) would may be subject to the one year pre-existing conditions clause. Submission of a valid Certificate of Insurance may eliminate or decrease this 12 month clause. The exception to this rule would be possible by a change in life status causing loss of coverage: divorce, death of spouse, loss of spouse's employment, reduction of hours regarding spouse's coverage. Children under the age of 19 are not subject to preexisting conditions.
8. Effective January 1, 2004, the Conference health insurance plan will be the primary carrier for active participants who continue to work past the Medicare eligibility age, and are enrolled in the Conference health plan.
9. Retired participants should sign up for Medicare parts A and B upon reaching the Medicare eligibility age. The Medicare Companion Plan is the only plan offered to retirees past this age. Medicare becomes the primary payer, with the Conference plan as secondary.
10. A participant must be covered in the Conference insurance for five consecutive and uninterrupted years immediately prior to retirement to retain insurance benefits after retirement. All participants enrolled on January 1, 2001 will be prorated under this rule.
11. Pre-Certification of all in-patient admissions is required. Effective January 1, 2004, call Blue Cross Blue Shield of NC at 800-214-4844. Mental Health benefits should be pre-certified through Magellan Behavioral Health at 800-359-2422
12. Denial of claims or incorrect processing of claims should be appealed through Blue Cross Blue Shield of NC. There are two levels of appeal.
13. Payment for the church's portion of the insurance programs must be made by the church/charge treasurer. Personal checks cannot be accepted due to IRS regulations governing Section 125 cafeteria plans. The personal portion of insurance premiums should be withheld from the participant's salary by the salary-paying unit on a pre-tax basis.
14. Premiums for health and life insurance may be paid in ADVANCE on a monthly, quarterly, semi-annual, or annual basis.
15. Lay persons or clergy on maternity/family medical leave may continue their insurance coverage, as long as the premiums are paid.

16. The Insurance Committee may terminate the coverage for non-payment of premiums. Insurance payments which are 60 days late (from the date of the bill) will result in termination of benefits. Termination will take place on the last day of the month in which the 60th day has occurred. Benefits may be reinstated without lapse in coverage if full payment is made within 30 days of the termination date. Thereafter, insurance coverage may be reinstated upon full payment and coverage will be effective the first day of the following month. The one-year waiting period for pre-existing conditions will apply to all reinstatements where a lapse in coverage occurs. Children under the age of 19 are not subject to preexisting conditions.
17. In case of termination of coverage, the church is responsible for the premium until the Treasurer's Office is notified in writing of such termination.

IV. Statement of Intent

The NC Annual Conference established a Group Health and Life Insurance Plan with the intent of providing coverage for the active and retired clergy. However, the Annual Conference reserves the right to terminate the health and life contracts, in whole or in part, at any time. The Annual Conference, at any time or from time to time, may amend any or all of the provisions of the health or life plan without the consent of individual participants.

V. Eligibility Policies of Non-Retired Participants

- A. If you enroll in the Conference insurance plan, you are eligible for your coverage to begin on the first day of the month following the date of hire, or appointment. Coverage is not automatic. Completion of an enrollment form on a timely basis is required (within 30 days of original eligibility).
- B. You must work a minimum of 30 hours per week to be eligible for the Conference insurance plans.
- C. Health insurance and life insurance through the Conference groups will be available to the following:
 1. Clergy who are members in full connection of the Conference, probationary and commissioned probationary members, associate members, student local clergy, part-time local clergy, interim supplies (covered as lay employees) serving full-time or part-time (half-time or greater making one-half of minimum salary as determined by the Pension Worksheet line 7 and working at least 30 hours per week) under appointment in:
 - a. One of the churches or charges of the NC Conference.
 - b. One of the institutions or agencies of this Conference receiving financial support from the Conference.
 - c. An institution or agency established to provide a ministry or service provided that:
 - i. Clergy shall elect in writing within 30 days after the appointment to continue the coverage. If the coverage is discontinued, a one year waiting period for pre-existing conditions may apply.
 - ii. The institution shall be responsible for payment of all insurance premiums by the due date.
 2. Clergy on Leave of Absence, provided a written request to retain benefits is submitted to the Benefits Manager within 30 days of the appointment of Leave of Absence. The participant is responsible for the entire monthly rate (church portion and personal portion)

- D. Post Retirement Benefits
 - 1. Eligibility for post retirement benefits may be viewed in detail in the Board of Pensions Report Section B.
 - 2. Post retirement health plan eligibility for clergy newly licensed, commissioned or ordained effective July 1, 2009, under Episcopal appointment to a NC Conference responsible appointment (i.e. eligible for enrollment in the Conference Insurance plan) will be based on total months enrolled in the Conference Insurance Plan with a minimum of 180 months total enrollment with 60 consecutive months enrollment immediately preceding the date of retirement for funding eligibility.
- E. Clergy Couple Appointments
 - 1. Clergy couples will be enrolled in the life insurance program separately. This affords the clergy couple with the maximum life insurance benefits available. Clergy couples are not permitted to cover each other under the provisions of the life insurance. Eligible dependents may only be covered by one member of the clergy couple.
- F. Incapacity Leave Appointments
 - 1. Clergy placed on Incapacity Leave can remain covered under the Conference insurance plans, provided they were enrolled and covered in the Conference plan immediately preceding the approval date of Incapacity Leave.
- G. Clergy eligible for life and health insurance through the North Carolina Conference benefits under option V. A - C (above) are entitled to these benefits.
- H. Lay Employees:
 - 1. An insurance administrator must be appointed at each church/charge to manage insurance policies dealing with lay staff. It is the responsibility of each local church/charge and its officers to be apprised of the parameters of the Conference insurance plan.
 - 2. Each local church must have at least 75% participation of the eligible lay employees to participate in the Conference plan.
 - a. As of January 1, 2007, churches who currently have less than 75% participation will be allowed to continue the current participation of their lay employees under the Conference plan.
 - 3. The employee must work a minimum of 30 hours weekly and must be enrolled in the period specified for initial enrollment.
 - a. This period being within 30 days of date first eligible, or be added as a late applicant during Open Enrollment.
 - 4. Persons appointed as Interim Supply are enrolled as lay employees.
 - 5. The Committee recommends that the church provide this benefit to lay employees with the same premium payment policy as recommended for clergy.
 - 6. All churches providing post-retirement benefits to lay employees will be billed in full for all premiums associated with retirement insurance benefits. The Annual Conference is not responsible for the premiums of local church retired lay staff.
- I. Continuation of Benefits
 - 1. The participant may be eligible to continue health insurance for up to 18 months following the loss of employment or appointment.
 - 2. Written requests for continuation should be submitted to the Conference Benefits Manager within 30 days of the termination of employment or loss of appointment.

3. The life insurance cannot be continued. Conversion of the life insurance may be possible by contacting MetLife at 1.877.275.6387 or solutions@metlife.com.
4. Flexible Spending Accounts are not available to terminated participants, as they are no longer receiving salary from which to with-hold these funds. Funds already contributed must be claimed within 90 days of the termination date.

J. Open Enrollment

1. Open Enrollment is held each year from November 1 through November 30.
2. During Open Enrollment, an active employee or appointee may enroll in the Conference insurance plan.
3. Flexible Spending Accounts must be established for the upcoming year during Open Enrollment. If the participant does not establish a new account during each Open Enrollment, they cannot participate in the Flexible Spending Accounts for the upcoming year.

K. The Insurance Committee continues to explore eligibility options for future benefit plans and questions of church participation.

L. Participants enrolled in the Conference health and life insurance plans may continue to be enrolled in the Conference benefits as long as they are Episcopally appointed, employed as lay staff, meet the qualifications of Continuation as defined in Section G above, and meet the required eligibility rules and regulations.

VI. Historically, the Insurance Committee has developed rates based on maximum actuarially projected claims. The Insurance Committee may use funds in excess of the plan's operational needs to fund post retirement benefits.

VII. The Insurance Committee strives diligently to present the best possible health and life insurance coverage available to the North Carolina Annual Conference. Careful consideration is given to benefits and rates that are proposed each year.

VIII. 2013 Proposed Health and Life Insurance Monthly Rates (same as 2012 rates)

	<i>BASE Plan</i>	<i>BUY-UP Plan</i>
<i>Health Church Portion</i>	<i>\$918.02</i>	<i>\$918.02</i>
<i>Health Personal Portion</i>		
<i>Single</i>	<i>\$149.46</i>	<i>\$173.49</i>
<i>Parent/Child</i>	<i>\$276.65</i>	<i>\$321.11</i>
<i>Family</i>	<i>\$380.78</i>	<i>\$441.97</i>
<i>Medicare Companion Plan (total)</i>	<i>\$406.13</i>	<i>\$442.40</i>
<i>Life Insurance (paid by the salary-paying unit)</i>		
<i>Single</i>	<i>\$14.50</i>	
<i>Family</i>	<i>\$18.75</i>	

The Committee wishes to thank the members of the Annual Conference for their support.

Joe Casteel, Chairperson

STEWARDSHIP, COMMISSION ON

The Commission on Stewardship has continued to diligently encourage the mission of being a committed steward as a part of spiritual formation for all clergy and laity throughout the conference. In the last year, we have co-sponsored more stewardship seminars for laity and focused on stewardship of our finances, gifts, personal resources, natural resources and time. We want to promote the belief that every good thing that God has given us should be used in a manner that builds the Kingdom of God and serves the people of God. Difficult economic times and other challenges should not hinder us from being good stewards; instead, limited resources should foster greater stewardship.

The Stewardship Seminar for new clergy members was successful again this year. The leadership was expanded and the wisdom and experience of stewardship experts from outside the conference were shared with the participants. The shared information could be used to empower new pastors to encourage greater stewardship in their local churches and how to become better stewards of their own resources, time and gifts. Our general church is continuously producing more effective resources to assist local churches with stewardship campaigns and other programs that will impact the financial and membership solvency of the church.

As we begin a new quadrennial, stewardship will continue to be a part of our spiritual formation as we stay true to our call to make disciples of Jesus Christ for the transformation of the world.

Gypsie Murdaugh

CHRISTIAN FORMATION TEAM

EVANGELISM, COMMISSION ON

In obedience to the command of Jesus Christ and the mission of the United Methodist Church, the mission of the Commission on Evangelism is to make disciples of Jesus Christ to transform the world (Matt. 28:16-20 & ¶201). The Commission provides training opportunities and resources to equip clergy and laity to share the Gospel of Jesus Christ with all persons for the “Heart of Christian Ministry - Christ’s ministry of outreaching love.” (¶125).

During the past year, the Commission has provided grants for multi-district evangelism training events, multi-church local training workshops, and continuing education scholarships for the Congress on Evangelism. In Spring 2012, the 10th annual Academy of Christian Witness for Clergy was held at the Bergland Center at Camp Rockfish, with full scholarships, books, and resource materials provided to the participants. Each year, upon the recommendation of the District Superintendents, approximately 25 pastors are trained and inspired by 14 presenters with workshops including worship as evangelism, witnessing to post-moderns, pastoral leadership as evangelism, local missions as evangelism, spirituality of the pastor-evangelist, personal faith sharing, getting the Word out, and “taking it to the streets.” The 2011 Clergy sessions were revamped to address the changing needs in reaching young people and the unchurched. In the fall of 2011, the Commission held the 4th Lay Academy of Christian Witness with 25 lay people participating in workshops to be equipped for evangelizing through their churches and in their communities. In September 2012, the Commission will hold its first Youth Academy of Christian Witness and your prayers are appreciated for a dynamic impact on our world.

The Commission on Evangelism continues to embrace the visions to which God has entrusted us for outreach, nurture, strengthening clergy and lay leadership, and equipping the saints for ministry through the Wesleyan model for making disciples of Jesus Christ to transform the world. The North Carolina Conference continues to be one of the few in the United Methodist Church to report annual net growth of membership. The Commission on Evangelism urges all United Methodists to be faithful to their calling and their membership vows, to go into the world and to witness to make disciples for Jesus Christ.

Carol Dean, Chairperson

OUTREACH MINISTRY TEAM

Disciple Bible Outreach Ministries of NC, Inc.

*Ministering in prisons and pews
Offering God's grace to a world in need*

Disciple Bible Outreach Ministries of NC, Inc. (DBOM) was founded in 1999 as a collaborative DISCIPLE Bible Study ministry of the Western North Carolina and North Carolina Conferences. DBOM supports DISCIPLE in the local churches and mobilizes local church volunteers to take the DISCIPLE ministry to prisons, jails and youth development centers.

In North Carolina, nearly 39,000 inmates live in 70 prisons. Since beginning in a United Methodist church in North Carolina in the 1990s, the program has grown steadily and is now expanding nationally. More than 100 United Methodist congregations in North Carolina have been involved, and some correctional facilities have had as many as four Disciple Bible groups active at one time.

DBOM has established a new national organization (Disciple Bible Outreach National, Inc.) and has organized affiliate ministries in Virginia, Tennessee, and Kansas. Affiliates are now being organized in Louisiana, Pennsylvania and Georgia. More expansions are planned for the future.

None of this would be possible without you, the laity and clergy of the conference. A primary source of DBOM funding comes from the yearly special offering. In 2012, the offering will be taken on August 26. Envelopes and additional information will be provided soon. We are grateful for your support.

Thank you and God bless you as we continue to offer DBOM's ministry in the prisons and pews of America!

Mark Hicks, Executive Director DBOM of NC / President, DBOM National Charles Crutchfield, DBOM of NC Board Chairperson

Members from the NCC: Frank Cizerle, Charles Crutchfield, Richard Furr, Carol Geohring, Jeff Maidment, Ernest Pearson, Colin Snider, Gray Southern, Tom Starnes

Golden Cross

Dear Shannon,

The Golden Cross ministry is one means by which our Conference reaches out in love to the laity in our Conference who are experiencing difficulty in meeting the demands of excessive medical expenses. Through Golden Cross we United Methodists care for members of our local church families in times of great emotional stress and financial need.

2010 was a good year for Golden Cross. During 2010 we assisted 13 families from 6 of the 12 Districts in our Conference. We had \$15,050.00 budgeted for 2010 but due to a conference short fall our budget ended up being \$14,000.00. The additional funds were made up by Love Offerings from our local churches in the conference and we paid out \$22,430.28.

Please remember that as you encounter those in need of financial assistance to help meet medical expenses, that Golden Cross is a special ministry. Encourage them to contact their pastor for additional information and an application form. With God's help, and your generosity, we will continue to meet every eligible request with the funds we have. In the past, we United Methodists in the NC Annual Conference have been most gracious in making these funds available to all United Methodists.

In closing, please remember that Golden Cross is an advance special and if your church chooses to take a special offering for Golden Cross, please send it to Golden Cross, c/o Caroline Thornton, PO Box 1970, Garner, NC 27529 and God Bless you.

Richard C. Vaughan,

North Carolina Conference Director of Golden Cross

United Methodist Women

The United Methodist Women's theme for 2011 was "In God's Mission We Are Sent Out: To Connect". The scriptural basis for this theme is "Now may the God of peace, who through the blood of the eternal covenant brought back from the dead our Lord Jesus, that great Shepherd of the sheep, equip you with everything good for doing his will, and may he work in us what is pleasing to him, through Jesus Christ, to whom be glory for ever and ever." (Hebrews 13:20-21) Our theme explanation states that it is our mission to women, children and youth that connects us with the Word of God and with others in mission with us. With our stewardship of self and God's equipping, we connect understanding and resources to address the needs of others.

In 2011, the North Carolina Conference UMW continued to support missions through prayers, financial contributions and participation in retreats and educational opportunities. United Methodist Women have been involved in everything from their local unit food pantries to making dresses for girls in Haiti, to making school kits and health kits, to hosting Hands-on-Mission events at local mission sites, to making prayer shawls, to contributing funds to support programs that help women, children and youth around the world.

UMW make sacrificial pledges to support the mission that God equips them to do. We celebrate the commitment that our women have to support our conference pledge. In 2011, we submitted \$440,992.48 which exceeded our budgeted pledge of \$440,000. To God be the glory for the lives impacted by work done through these funds.

Throughout 2011, our programs were opportunities to equip women for service. The annual Conference 39 and Under event was held in February in Morehead City. The purpose of this event is to connect young women to United Methodist Women and to equip them with knowledge about the mission and program of the organization. In May we hosted our Spiritual Enrichment Retreat at Jonesboro UMC. This event connected us with our Christian roots and equipped us to put our faith, hope and love into action. The School of Christian Mission was held in July at Methodist University. Hundreds of women participated and connected with our historical roots of being involved in mission. Mission Education is an on-going activity and equips UMW to stay involved in mission.

Leadership development is a core value of UMW. Our training in November equipped women to be the leaders in their districts. Emily Innes, Vice President of Women's Division explained the proposed changes for the structure of UMW as well as our conference re-districting to equip our women to move forward in the new organization and new districts.

In 2011, thirteen women participated in an Incubator Group. The Mission Action Plan (MAP) from this group was presented at the September Executive Committee meeting and approved for implementation. The MAP made recommendations in 2 categories: Mission Focus and Structural Changes. These implementation of the MAP will be the focus of 2012.

We are thankful for the faithful United Methodist Women of the North Carolina Conference. May they continue to connect to the word of God and to continue to equip themselves to be in service in God's kingdom. UMW put their faith, hope and love in action!

MISCELLANEOUS REPORTS

DISTRICT SUPERINTENDENTS, REPORT OF

BURLINGTON DISTRICT

The Burlington District continues to bear signs of faithfulness at making disciples of Jesus Christ for the transformation of the world.

Forty-seven of the 52 charges paid 100 % toward their connectional, mission apportionment, for a total district pay-out of 96.43%.

One congregation celebrated an anniversary year: Clover Garden UMC -- 175 years. Prospect UMC "burned-the-note" for and dedicated its new fellowship hall. Orange UMC in Chapel Hill has begun the initial phase of its major church expansion program. Yanceyville UMC on June 24, 2012 will have its closing service of worship after decades of fruitful witness in Caswell County. The previously closed Christ Church in Graham has been sold by the Trustees with proceeds designated for congregational development and revitalization and/or new church launch.

The fifth annual Confirmation Retreat was held at Chestnut Ridge Camp and Retreat Center with some 50 confirmands and leaders across the district. Thirty-six of our 56 charges celebrated at least one Profession of Faith. A district work team of laity and clergy served two weeks in Costa Rica. Twenty-one of our congregations were Rainbow Covenant Churches in Mission Advance giving. The annual January district leadership workshop drew 235 people to 10 class offerings all staffed by gifted leaders. Following a successful Abide I in 2010, a new Abide II initiative, a small membership, congregational renewal and 15-month leadership incubator, was launched among 14 congregations across the Burlington, Durham, Sanford, and Raleigh Districts. The Los Vecinos (The Neighbors) Hispanic and Latino ministry continue to engage in worship, hospitality, and support the growing immigrant population of Alamance County. The District Conference on March 25, 2012 voted unanimously to authorize the district Trustees to sell the district parsonage and office as part of the conference restructuring and downsizing from 12 to 8 districts effective July 1, 2012. As we conclude the final year as the Burlington District of the NC Conference, we give thanks for all that has been through the faithfulness of churches, laity and clergy and await in confidence and trust to what new thing God is doing and will do as we become the new Corridor District. Our prayer for the future remains, "God of grace and God of glory, grant us wisdom, grant us courage, lest we miss thy Kingdom's goal..."

William H. Gattis

DURHAM DISTRICT

One of Wesley's rules was "How are you staying in love with God?" The Durham District has done many things since 1885 when it became a distinct district within our conference. Thousands upon thousands of people have professed faith through its churches' ministries and many human needs have been answered through its work. In this past year the Spirit has worked through the people of the Durham District. That has led to:

- Six churches who had their first professions of faith in over 10 years.
- The launching of a new faith community, The CityWell.
- Scheduled and structured dialogues about open appointment-making
- Durham area churches beginning and sustaining a Habitat for Humanity house build
- Seven churches moving to give either back to full payment of their entire apportionment or developing and sustaining a plan to do so in the relatively near future

PARTNERS IN CARING, NC CONFERENCE

The Following Calls Have Been Paid Since January 1, 2011

Call No. 528 - The Reverend Angus Cameron	\$5,250.00
Call No. 527 - The Reverend Allen Edens	\$2,625.00
Call No. 529 - The Reverend Henry Bizzell	\$5,250.00
Call No. 530 - The Reverend Harold Leatherman	\$5,250.00
Call No. 531 - The Reverend Argel Payne	\$5,250.00
Call No. 532 - The Reverend Lonnie Hedrick	\$5,250.00
Call No. 533 - The Reverend George Blanchard	\$0.00
Call No. 534 - The Reverend Jeff Davis	\$5,500.00
Call No. 535 - The Reverend Joe Bostick	\$5,500.00
Call No. 536 - The Reverend Brooks Patten	<u>\$5,500.00</u>
TOTAL	\$45,375.00

FINANCIAL STATEMENT

Balance on Hand, Checking Acct., Wachovia 01/01/11	\$24,386.15
Invested in Methodist Foundation, 01/01/11.....	\$64,348.85
Investment Appreciation, Methodist Foundation, 2011.....	\$7,290.48
Received from Payment of Calls/Methodist Foundation.....	\$58,165.50
TOTAL TO BE ACCOUNTED FOR.....	\$154,190.98

DISBURSEMENTS, 01/01/11-12/31/11

Payments to Beneficiaries.....	\$45,375.00
Office Expenses	\$3,392.16
United Methodist Foundation.....	\$10,000.00
TOTAL DISBURSEMENTS	\$58,767.16

FUNDS ON HAND, 12/31/11

Balance, Wachovia, 12/31/11	\$23,784.49
Invested in Methodist Foundation, 12/31/11.....	\$71,639.33
TOTAL FUNDS ON HAND	\$95,423.82
TOTAL DISBURSEMENTS AND FUNDS ON HAND	\$154,190.98

TRUSTEES – 2011–Taylor Mills, Kris Williams, Charles Michael Smith; 2012 – Bryan Faggart, Sam Loy, Bill Haddock; 2013– Gayla Collins, Dennis Adams, Joe Mann

Sally Bates, President; Branson Sheets, Vice-president; Henry N. Lovelace, Secretary-Treasurer

HOW TO UNDERSTAND PARLIAMENTARY PROCEDURE

Each time you want to do this:	First give your name and your district, and then say this:	<div style="text-align: right; margin-right: 20px;">Interrupt Speaker?</div> <div style="text-align: right; margin-right: 40px;"> <div style="text-align: right; margin-right: 20px;">Second Needed?</div> <div style="text-align: right; margin-right: 20px;">Motion debatable?</div> <div style="text-align: right; margin-right: 20px;">Amendable?</div> <div style="text-align: right;">Vote?</div> </div>
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MAIN MOTIONS as tools to introduce new business

Introduce business	“I move that...”	no	yes	yes	yes	majority
Take up matter previously tabled	“I move that we take from the table”	no	yes	no	no	majority
Take up matter previously tabled	“I move that we reconsider...”	no	yes	*	no	majority

SECONDARY MOTIONS in order of preference

Adjourn	“I move to adjourn...”	no	yes	no	no	majority
Recess	“I move we recess until...”	no	yes	no	no	majority
Suspend debate w/o calling for vote	“I move that we table”	no	yes	no	no	2/3 majority
End Debate	“I move the previous question”	no	yes	no	no	2/3 majority
Limit Debate	“I move debate be limited to”	no	yes	no	no	2/3 majority
Postpone to specific time	“I move to postpone this matter until...”	no	yes	yes	yes	majority
Have matter studied further	“I move we refer this matter to...”	no	yes	yes	yes	majority
Amend a motion or substitute	“I move to amend by...” or “I move to substitute...”	no	yes	yes	yes	majority
Postpone indefinitely	“I move to postpone indefinitely...”	no	yes	yes	yes	majority

INCIDENTAL MOTIONS grow out of the business the conference is considering

Correct error in parliamentary procedure	“Point of order”	yes	no	no	no	Chair rules
Obtain advice on parliamentary procedure	“I raise a parliamentary inquiry”	yes	no	no	no	Chair rules
Request information	“Point of information”	yes	no	no	no	None

*Yes, if the matter was debatable. No, if the matter was not debatable.