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Stay Connected
You will have the opportunity to connect with attendees and ministries using Social Media. Make sure you follow the NC Conference for updates.

Download the Annual Conference app: nccumc.org/app
View AC 2022 website: nccumc.org/ac2022
Facebook: facebook.com/nccumc
Instagram: instagram.com/nccumc
Twitter: twitter.com/nccumc
Official Hashtag: #nccac22

JOIN THE CONVERSATION
Join the conversation by using/following the official hashtag #nccac22.

Throughout Annual Conference, we may select posts to be featured on the display. Posts that include profanity, inappropriate language or personally attack others will not be displayed.

Print your social media photos!
Include #nccac22 on Instagram or Twitter and pick up your free prints during the Annual Conference.
  1. Post to Instagram or Twitter
  2. Tag photos with #nccac22
  3. Take your free prints!

Emergencies/First Aid
Please contact the Registration area in the Convention Center or call 911.

For the health and safety of all, masks are encouraged during Annual Conference. If you do not have a mask, one can be provided. Please visit the Registration desk and pick one up.
Dear Sister and Brother United Methodists:

Welcome back! We are grateful to be gathering in person for the 2022 Session of the North Carolina Annual Conference. We remember in prayer all those who have worked to keep us safe during these past months; we remember in prayer those who have suffered; we remember in prayer with joy the work of Christ that has not stopped.

Jesus calls us to life. Jesus offers us an abundant life (John 10:10) that begins in our baptism. We are all baptized into Christ and all made to drink of the one Spirit. And then, what does the Lord ask of us but to love God, do justice, and walk humbly with God and our neighbor. Our baptism calls us to offer Jesus to all those around us, just as we offer Jesus to each other in the ways we live, interact and care for creation. Our baptism calls us, as United Methodist Christians, to lives of holiness and societal transformation. Our mission is to make disciples of Jesus Christ for the transformation of the world. Fulfilling our mission leads us to share in God’s Graceful Justice, our 2022 Annual Conference theme, Christ-centered piety initiated in us by the Holy Spirit.

Thank you for your partnership in Christ’s ministry across eastern North Carolina and into the wider world. And thank you for my welcome, along with your welcome to Dawn, as I have had the opportunity to be back among you. The North Carolina Annual Conference is my home, physically and spiritually. Dawn and I look forward to building Christ-centered relationships with the water-washed Spirit-born people called United Methodists in North Carolina.

Praying for Christ’s blessings on our time when we are together and apart,

Leonard E. Fairley  
Bishop, NC Conference

H. Gray Southern  
Conference Secretary

SPECIAL OFFERINGS

We will have the opportunity to give to three Special Offerings: Ukraine Relief, Tornado Relief and The Gary Wayne Locklear Mission Endowment.

Ukraine Relief  
Russia’s invasion of Ukraine brought calls for prayer and statements of deep concern from United Methodists. These funds will support Advance #982450 International Disaster Response and Recovery, United Methodist Committee on Relief’s (UMCOR) humanitarian response in the region.

Tornado Relief  
Help support the recovery in Kentucky and Tennessee after the tornados in December 2021. Your gifts will support their Conferences and local churches to provide direct services of sheltering, feeding, cleaning, supporting volunteer teams, providing tools and materials, and meeting other developing needs.

The Gary Wayne Locklear Mission Endowment  
The Gary Wayne Locklear Mission Endowment intends to invest in the long-term, life-altering ministries that impact the lives of innumerable people in the name of Jesus. We are looking for God-sized dreams of transformation with the most significant impact within the geographical bounds of the NC Conference.

LAY MEMBERS

If you are leaving Annual Conference early and an alternate is arriving to replace you, please turn in your materials at the Registration desk and notify the Registrar who your replacement will be.
VOTING INFORMATION & LANYARDS

Voting method will be specified by the Bishop and will be done by voice, raising hands, standing, in writing or by hand-held electronic device. To be recognized to speak on an issue, raise the white paddle. When Bishop Fairley recognizes anyone with a raised white paddle, he will designate the microphone where that person should go to speak. No person may be recognized standing at a microphone before one has been assigned.

All name tags are white with a color lanyard. The lanyard colors 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, return lanyards and electronic voting devices to the registration desk.

Blue – Lay Members, At Large Members, Deaconesses, Diaconal Ministers
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)

Red – Clergy Members (Deacons/Elders) in Full Connection
Vote on all matters of the Annual Conference. (See ¶602.1a)

Green – Associates, Provisional Members, Local Pastors, Retired Local Pastors and Student Pastors
Those under appointment vote on all matters except ordination, character, constitutional amendments, clergy delegates to General and Jurisdictional Conference and conference relations of clergy, except those who are members of the Board of Ordained Ministry. (See ¶602.1b, c,d)

White – Associates, Provisional Members and Local Pastors
Those who have completed course of study or an M.Div. degree and have served a minimum of two consecutive years under appointment immediately preceding election MAY vote for Clergy Delegates to General and Jurisdictional Conference.

They shall NOT vote on matters of ordination, character, constitutional amendments and conference relations of clergy, except those who are members of the Board of Ordained Ministry (See, etc.)

*the course of study or M.Div. degree, shall have been completed prior to the 2019 conference session.

*and, appointment (full or part-time) for both the 2017-2018 and the 2018-2019

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.)

HEALTH SCREENINGS

Health screenings will be on Thursday, June 16th, from 8am to 5pm in the Greenville Convention Center lobby. Stop by and have your blood pressure, BMI, and glucose screenings checked.

GOSHEN HEALTHCARE

Goshen Healthcare, a primary care provider, will be on-site Thursday and Friday and will see any type of walk-in visit for adults/children, write prescriptions etc.

• Rapid and PCR Covid testing will be provided.
• There will be a charge for services including COVID testing. Please bring your insurance card.
CONFERENCE AGENDA

North Carolina Annual Conference 2022 | Graceful Justice: Rooted in Our Baptism

Tuesday, June 14, 2022
8:30pm  Rehearsal for Opening Worship Service

Wednesday, June 15, 2022
7:45am  Prayer time at center stage
8am  Registration - Greenville Convention Center Lobby
10am  Clergy Executive Session – Exhibit Hall D and E
      Laity Executive Session – Exhibit Hall A and B
1:30pm  Plenary Session – **Opening Worship Service and Sacramental Grounding**
        Opening Hymn – *And Are We Yet Alive*
        Bishop Leonard E. Fairley, Celebrant
        Special Offering – Ukraine Relief
        **Calling the Conference to Order** – Bishop Leonard E. Fairley
        **Organization of the Conference**
        **Committee on Conference Rules**
        Rules, Lay Equalization Plan – George Speake
        **Judicial Council Report** – H. Gray Southern
        **Roll Call** – H. Gray Southern
        **Welcome Bishop and Mrs. Fairley** – Emily Innes and H. Gray Southern
        **Recognition of Annual Conference Staff and Secretarial Staff** – Bishop Leonard E. Fairley
        **Cabinet Report** – Bishop Leonard E. Fairley and Cabinet
        **COVID Relief/Disaster Response** – John Hall
        **GBGM Video**
        **Campus Ministry Basketball Challenge** – Liz Roberts
        **Duke Divinity School Recognition** – Edgardo Colon-Emeric
        **Duke Endowment** – Kristen Richardson-Frick
5pm  Adjournment for Dinner
7pm  **Worship Service**: Janet Wolf – UM Pastor and Former Director of Children’s Defense Fund
     Greenville Convention Center, Exhibit Hall

Thursday, June 16, 2022
7am  Early Morning Communion and Prayer Room – Greenville Hilton West Wing
7:45am  Prayer time at center stage
8:30am  Opening Hymn(s) and Prayer – Greenville Convention Center
        **Bible Study** – Janet Wolf
9:25am  **Amplify** – Laura Dallas
        **Board of Ordained Ministry** – Laura Fine Ledford
        **Clergy Health Initiative** – RaeJean Proeschold-Bell
10:30am  Prepare for Memorial Service
11am  **Memorial Service** – Ken Locklear, Preacher
12pm  Adjournment for Lunch / Retiree Luncheon, Greenville Hilton
(Thursday, June 16, 2022 - continued)

1:30pm  Greenville Convention Center
  Recognition of Retirees – Sheila Ahler
  Financial Overview and CF&A – Christine Dodson/Anne Lloyd
  Insurance – Dennis Goodwin
  Pension – Sheila Ahler
  Equitable Compensation – Johnnie Wright
  Trustees – David Peele
  Nominations – Christine Dodson
  Statistician’s Report – George Speake
  Presentation of Episcopal Nominee – Christine Dodson/F. Belton Joyner
  Clergy Spouse Association
  Cross and Key Ministries – Mark Hicks
  Run/Walk 2022 – Amie Stewart
  Camping & Retreat Ministries – Dail Ballard

5pm  Adjournment for Dinner
7pm  Diversity Celebration – Greenville Convention Center

Friday, June 17, 2022

6:30am  Run/Walk 5k
7am   Early Morning Communion and Prayer Room – Greenville Hilton West Wing
7:45am  Prayer time at center stage
8:30am  Breakouts
  Changing the Lens: OPTICS – Suzanne Haley & Jacquelin (Jacky) McCoy
  Hope and Healing for Creation – Jarrod Davis
  The Impact of COVID on the Gender Pay Gap – Ashley Harzog
  Innovations in Worship, Discipleship, and Missional Evangelism – Tim Catlett
10am  Celebrate the Connection – Bishop Leonard Fairley
     Special Offering – Tornado Relief
11am  Methodist Home for Children – Bruce Stanley
     Connectional Ministries – Steve Taylor

12pm  Adjournment for Lunch / EXTMIN Luncheon - Emerald Room East
2pm  Greenville Convention Center – Exhibit Hall
     Celebration of Laity Ministries – John Hall, Presiding
     Special Offering – The Gary Wayne Locklear Mission Endowment
3pm  Communications – Derek Leek
     Church Transformation Ministries – Ken McLean
     New Faith Communities – Tim Catlett
     Campus Ministers Recognitions – Bishop Leonard E. Fairley
     Resolutions – Ben Wolf

5pm  Adjournment for Dinner
7pm  Ice Cream Social and Campus Ministries Basketball Competition
     Emerald Rooms East and West and outside terrace
(See next page for Saturday's agenda)

Saturday, June 18, 2022

7:45am  Prayer time at center stage
8:30am  Opening Hymn(s) and Prayer – Greenville Convention Center Exhibit Hall
        Affirming AC Sites/Dates
        Fixing of the Appointments and Sending Forth
        Closing Hymn
10:30am Greenville Convention Center Exhibit Hall

Ordering of Ministry

- Commissioning of Deaconess
- Consecration of Deaconess
- Recognition of First Time Local Pastors
- Commissioning and Ordination
  Bishop Leonard E. Fairley, Presider
  Bishop Paul Leeland

(Active and Retired Clergy will not process)

Join fellow Conference members in an early walk/run on Friday morning!

Gather in the parking lot, behind the Hilton Greenville Hotel at 6:30AM, and then walk/run the 5k (3.1 mile) route that winds through the Westhaven subdivision and back to the hotels.

The course is flat, much of it shady, and the mornings are pleasant in June. The course is also staffed with volunteers at turn points.

Refreshments to be provided by the NCC Clergy Spouses Group after the race. Come to participate, or to cheer racers on!
CONFERECE OFFICERS, CABINET AND STAFF

Conference Officers
President: Leonard E. Fairley
Assistant to the Bishop: H. Gray Southern
Assistant to the Bishop for Clergy Life: Beth Hood
Executive Director, Connectional Ministries: Steve Taylor
Secretary: H. Gray Southern
Lay Leader: John Hall
Conference Treasurer: Christine Dodson
Conference Controller: Jennifer Walls
President, Statistician: George D. Speake
President, Conference UMM: Wally Mills
President, Conference United Women of Faith (UWF): Martha Caves
President, Conference UMYF: Emily Lain
Chancellor: Eric Stevens

Cabinet Members
Bishop Leonard E. Fairley; Beacon District: David Blackman; Capital District: Chris Brady; Corridor District: Mike Frese; Fairway District: Dena White; Gateway District: Kenneth Locklear; Harbor District: Tara Lain; Heritage District: Ismael Ruiz-Milan; Sound District: Jon Strother

Leadership Team
Bishop Leonard E. Fairley; H. Gray Southern, Asst. to the Bishop; Beth Hood, Asst. to Bishop for Clergy Life; Steve Taylor, Executive Director of Connectional Ministries; Christine Dodson, Conference Treasurer-Business Manager; Leah Wiebe-Smith, Director, Center for Leadership Excellence; Tim Catlett, Executive Director, New Faith Communities; John Hall, Conference Lay Leader; Ernesto Barriguete, Dir. Of Race Equity & Justice Ministries; Jaye White, Dir. of Outreach Ministry; Lou Jennings, Dir. of District Administration; Lisa Yebuah, Spiritual Director and Advisor for Diversity and Equity; Douglas Ward, IT Director; Derek Leek, Communications Director; Eight District Superintendents

Cabinet Officers
Dean: Kenneth Locklear
Secretary: Mike Frese

Secretarial Staff Members
Assistant Conference Secretary: Paul Lee

Information Technology Office
Bishop’s Office
Communications Office/MultiMedia
Conference Rules
Conference Secretary’s Office
News Bureau
Parliamentarian
Registration & Attendance
Transcribing
Treasurer’s Office

Dennis Draper, Ken Hall, Jr., Dennis Peay, James Malloy, Duane R. Partin, Bruce Taylor, Jimmy Wooten, Johnnie Wright, Tyler Daniels
Douglas Ward
Becky Bieger
Derek Leek, Ray Pearce, Dennis Peay, LeeAnne Thornton
George Speake
Shannon Medlin
LeeAnne Thornton
Taylor Mills
Ray T. Gooch
ShannonMarie Berry, Jenifer Swindell, Sharon Smith, Gayla Collins, Jennie Taylor
Chrisy Powell
2022 CONFERENCE ORGANIZATION AND PERSONNEL

Annual Conference Personnel, Committee on
Area Bishop: Leonard E. Fairley
Conference Lay Leader: John Hall
Conference Secretary: H. Gray Southern
Director, Connectional Ministries: Steve Taylor
President, UMM: Wally Mills
President, UWF: Martha Caves
President, UMYF: Emily Lain

Ex-Officio
Assistant to the Bishop: H. Gray Southern
Assistant to Bishop for Clergy Life: Beth Hood
Annual Conference Music: Worship Committee
Assistant Conference Secretary: Paul Lee
Director of Communications: Derek Leek
Committee on Worship: Jay Locklear and Laura Wittman, Co-chairs
Stage Manager: Samuel (Skip) Williams, Jr.
Conference Treasurer: Christine Dodson
Memoirs, Committee on: The Conference Secretary and the Cabinet
Registration of Members: Ray T. Gooch
Resolutions & Reference, Committee on: Ben Wolf, Chairperson

Lay: Conference UWF President, Conference UMM President, Conference Lay Leader, Conference UMYF Legislative Affairs Rep.
Clergy: Larry Bowden, Mary Frances McClure, Laura Wittman

Tellers
Chief Clergy Teller: Paul Lee
Chief Lay Teller: Melba McCallum

District
Clergy
Beacon: Gene Tyson, Will McLeane, Suzanne Cobb
Capital: Patrick Jones, Douglas Locklear, Matthew Hayes
Corridor: Stan Lewis, Donald Thomas
Fairway
Gateway
Harbor
Heritage
Sound

Lay
Rich Lodge, Suzanne Nelson, Shawanna Smith-Parker, Wesley Tilley, Dorothy Moore, Shirley Jones, Jessica Blackburn, Bill Kessinger, Kathleen Clinkscales
BREAKOUT SESSIONS

Breakouts will be on Friday, June 17, 2022 at the Greenville Convention Center.

**Changing the Lens: OPTICS**
Location: Exhibit Hall A

This workshop provides an eye-opening exploration into the power and impact of implicit bias, ways to counteract those biases, and the benefit of engaging with people of diverse cultures and experiences. Through dialogue and discovery, the mysteries of how our biases are developed are explored; techniques are considered for mitigating biases to foster equity and justice. Participants will also gain a greater capacity to implement and maintain culturally enlightened practices in the Church, workplace, and public engagement.

*Speakers:*
Suzanne Haley and Jacquelin (Jacky) McCoy, Changing the Lens

**Hope and Healing for Creation: What Christians Can Do for the Earth**
Location: Exhibit Hall B

The Bible repeatedly reminds us that the Earth is the Lord’s, yet God entrusted us with dominion over creation. Unfortunately, we often mistake dominion for domination, and the Earth and its inhabitants suffer. God is constantly at work to redeem creation and also calls us to that work. Join us to learn what it means to be a caretaker of God’s creation, why it matters now more than ever, and what you can do in your community and congregation.

*Presenters:*
Jarrod Davis and other members of the NC Conference Creation Care Committee

**The Impact of COVID on the Gender Pay Gap**
Location: Exhibit Hall D

We’ll look at how the pandemic has challenged women with an increase in the gender pay gap, parental roles in the workforce, and challenges society will face from this discrepancy for years to come. We’ll look at the challenges that have been faced, the problems at hand, and potential solutions to help all women move forward from the consequences of the pandemic and women working outside of the home.

*Presenter:*
Ashley Harzog, Director of the Office of Women and Gender and the Associate Director of Intercultural Affairs at East Carolina University

**Innovations in Worship, Discipleship, and Missional Evangelism**
Location: Exhibit Hall E

Innovations through embodied, incarnational, and online worship and discipleship that increases our encounters with the mystery of God and expands our capacity for holistic mission into our neighborhoods.

*Presenter:*
Tim Catlett, Executive Director for New Faith Communities
SPECIAL MEALS

**Thursday – June 16, 2022**

**Duke Divinity Annual Reunion – 12:00 pm, $18.50**

Julep Restaurant at the Greenville Hilton  
207 B Greenville Blvd SW  
Greenville, North Carolina 27834

Contact: Scott Foster  
sfoster@nccumc.org | (919) 624-2752

**Young Clergy Dinner – 5:30 pm**

5th Street Hardware Restaurant & Taproom  
(formerly known as Winslow’s Tavern) – Market Room  
120 W. 5th Street  
Greenville, North Carolina 27858

Contact: Christina Parrish  
cparrish@nccumc.org | (850) 376-5453

*Additional Information:*  
*Come and hang out with other young clergy (35 and under)! Appetizers are on us. Drinks and dinner are up to you!*

**Board of Pension Retiree Luncheon – 12:00 pm**

Greenville Hilton  
303 SW Greenville Blvd  
Greenville, North Carolina 27834

Contact: JoAnna Ezuka  
jezuka@nccumc.org | (984) 207-6248

**Deacon/Diaconal Luncheon – 11:30 am, $15.00**

Jarvis Memorial UMC  
510 S Washington St.  
Greenville, North Carolina 27858

Contact: Jaye White  
jayewhite@nccumc.org | (984) 257-7163

**Friday – June 17, 2022**

**UMF Partners Luncheon – 12:00 pm**

Greenville Hilton  
207 Greenville Blvd.  
Greenville, North Carolina 27834

Contact: Lynita Williams  
lynita.williams@umfnc.org | (919) 836-0029

**Clergywomen’s Luncheon – 12:00 pm, $16.00**

Greenville Hilton — Carolina Ballroom  
303 Greenville Blvd SW  
Greenville, North Carolina 27834

Contact: Tracy Sexton  
tclayton@nccumc.org | (252) 395-8060

**Extension Ministries Lunch – 12:00 pm**

Emerald Room east  
Contact: Becky Biegger  
beckybiegger@nccumc.org | (984) 240-7261
STANDING RULES for In-Person Annual Conference

Section I: RULES OF ORDER AND PROCEDURE
A. Applicability of these Conference Rules
   2. If any part of these rules conflicts with the current edition of *The Book of Discipline* of The United Methodist Church, *The Book of Discipline* shall prevail.
   3. These standing rules for the North Carolina Annual Conference of The United Methodist Church shall apply to the annual conference as regularly scheduled to meet in-person and to all called in-person sessions of the North Carolina Annual Conference until superseded.
   4. The terms “North Carolina Annual Conference,” “Annual Conference,” or “Conference” [note the capital letters] refer to The North Carolina Annual Conference of The United Methodist Church. These terms refer to an organization. The term “annual conference” [in lower-case letters] refers to the yearly assembly, usually occupying several days in June, at which the North Carolina Annual Conference gathers to worship God and conduct business. The term session refers to one assembly of the North Carolina Annual Conference occurring on any part of one of those days or for a special or called session.
   5. These standing rules of The North Carolina Annual Conference shall become effective immediately upon adoption by the Annual Conference.
   6. The Official Record of the Attendees of the Annual Conference shall be the Registrations recorded by the Conference Registrar.
   7. Persons appearing on the Agenda, who are not members of the Annual Conference shall have the right to be granted the privilege of the floor in conformity with the current edition of *Robert’s Rules of Order, Newly Revised*.
   8. The Agenda of the Annual Conference shall be that one that is published in the Conference Workbook, and which is online at the annual conference website, and that it may be changed from time to time, as needed by the presiding officer.
   9. The bar of the annual conference shall be those members of the Annual Conference (as defined by *The Book of Discipline*) who are present and voting.
   10. The annual conference session may begin with a worship service before the Call to Order.
B. Motions, Amendments, Reports and Resolutions
   1. Main motions presented to the Annual Conference shall be submitted in writing to the Conference Secretary prior to, or immediately following, presentation.
   2. Reports and recommendations coming from boards, agencies and committees of the Annual Conference to be included in the online posting shall be sent to the Conference Secretary, in a format acceptable to the Conference Secretary, on or before the deadline set by the Secretary and published in the Annual Conference calendar.
   3. Resolutions to be presented to the annual conference, other than those coming from boards, agencies, and committees, shall be submitted to the Conference Secretary and the chairperson of the Committee on Resolutions and Reference and in a format acceptable to the Conference Secretary and the Committee on Resolutions and Reference with the deadline set in accordance to Section I, paragraph B.2 above, but not less than thirty (30) days prior to the opening of the annual conference, to allow time for review by the Conference Secretary, the Committee on Resolutions and Reference, and all members of the Annual Conference. Individuals and non-official organizations may submit only one resolution for consideration. Acceptable resolutions shall have a one thousand (1000) word limit.
4. The Committee on Resolutions and Reference shall schedule all properly presented resolutions for consideration by the Annual Conference. The scheduling of resolutions from Conference boards or agencies will not constitute a recommendation for approval, disapproval, or referral. Any resolution coming from a source other than an Annual Conference board or agency will be reviewed by this committee, which shall then recommend to the Annual Conference approval, disapproval, or referral to another board or agency. With each report the Committee on Resolutions and Reference shall state the rationale for the recommendation.

5. A resolution is considered presented to the Annual Conference when it is distributed in official Annual Conference publications, and/or on the Conference website, or distributed to members on the floor of the annual conference after authorization by the Conference Secretary or the Assistant Secretary, and chairperson of the Committee on Resolutions and Reference. The expense for distributed copies shall be borne by the agency or person originating the resolution, and all copies distributed shall indicate the source of the resolution. No resolution shall be voted on unless it has been presented the day before. All resolutions shall be referred to the Committee on Resolutions and Reference, which shall report to the annual conference.

6. Early in each annual conference, the Council on Finance and Administration shall present a proposed budget for consideration and debate. After consideration and debate, the proposed budget will lie on the table until the final report of the Council on Finance and Administration. Any motion to change the proposed budget may be considered, debated, and voted on, and if affirmed, will be referred to the Council on Finance and Administration. In its final report on the last day of business the Council on Finance and Administration will indicate their concurrence or nonconcurrence with any such motion before final passage of the budget.

C. Speeches and Reports
1. Speeches from the floor shall be limited to three (3) minutes.
2. A member may speak only once on any motion until all who desire to speak have done so, and then he/she may speak only one additional time.
3. The chairperson of an agency, or someone designated by him/her, shall be allowed to speak last on his/her report even though the previous questions have been ordered. The presiding officer (bishop) may recognize the maker of a resolution to make one (1) speech in favor of her/his resolution even if the maker is not a voting member of the current annual conference session.

4. Presentations and reports shall be limited to ten (10) minutes. This rule does not apply to sermons, orders of the day, or standing committee reports as listed in the Agenda.

5. Required reports requested by the conference secretary coming from boards, agencies and committees shall be sent to the conference secretary, in a format acceptable to the conference secretary, on or before the deadline set by the secretary.

6. Members requesting the floor shall:
   a. raise the paddle or other similar instrument provided by the Conference Secretary for such purpose,
   b. upon recognition by the presiding officer (bishop) the person requesting the floor shall proceed to the microphone designated by the presiding officer to speak,
   c. upon obtaining the floor, a member shall clearly speak his/her name, clergy/laity status, church/charge name, and district before proceeding with debate or other speech.

7. A call for the previous question must be stated in the form of a motion and follow the procedure outlined above.

D. Voting
1. All votes shall be cast in the announced and scheduled meetings of the annual conference.
2. The presiding officer (bishop) may dispense with the viva-voce (voice vote) method in favor of the show of hands or standing vote.
3. There shall be no absentee voting, proxy voting, or voting by mail.
E. Election of Delegates to General and Jurisdictional Conferences

1. In the Annual Conference prior to the election of delegates to General and Jurisdictional Conference the Annual Conference Rules Committee shall propose the manner of election to be approved by the Annual Conference. The method of election for the delegates to General and Jurisdictional Conference will be by electronic voting device as arranged by the Conference Secretary.

2. Prior to the convening of any annual conference that will elect delegates to General and Jurisdictional Conferences, the Conference Secretary will publish eligibility requirements and voting procedures for election of delegates.

3. The election of a delegate becomes final immediately if the candidate is present and does not decline or if he/she is absent but has consented to be a candidate. A person who is absent and has not consented to his/her candidacy as a delegate shall not be elected.

4. Episcopal Nominations—At the conclusion of an annual conference that conducts elections for clergy and lay delegates to General Conference and Jurisdictional Conference, the Conference’s presiding Bishop will convene the initial meeting of the entire newly elected delegation (clergy and laity). At this meeting, the officers of the delegation will be elected (chair, vice-chair, and secretary) and another meeting of the entire delegation will be set for the purpose of episcopal nominee selection. The next meeting will occur within a time period of 14 days from the conclusion of Annual Conference. The first clergy elected will be acknowledged as an automatic nominee for bishop. Other nominations will be received from members of the delegation. Such nominations will be made by secret ballot. Nominees can be any Elder in good standing in the NCCUMC. A delegate will be given the opportunity to speak regarding his/her nominee. A secret ballot vote will follow immediately. The vote will narrow the field of nominees to a number not to exceed 10% of the delegation. As soon as possible, officers of the delegation, or those whom they designate, will contact the nominees selected during this process and upon request share with them the results of the vote concerning their nomination. They will be given 10 days to discern God’s will for their ministries. Those who accept nomination must submit by July 5 a one-page biographical statement to the delegation Secretary, who will distribute all such statements to all members of the delegation. Before August 1, the delegation will meet and engage the nominees. This day of discernment will include each nominee’s making a presentation (10 minutes), responding to a set of questions composed by the delegation officers or those whom the officers designate (10 minutes), responding to questions from the floor of the meeting (10 minutes), and offering closing remarks (1 minute). Immediately after meeting with the nominees, the delegation will vote, perhaps several times, by written ballot. The nominee must receive at least 60% of the votes cast to earn the delegation’s endorsement. If after 5 votes the delegation present has not cast 60% (or more) of its ballots for one nominee, the delegation and the Annual Conference will not endorse an episcopal nominee in that election cycle. At the annual conference immediately before Jurisdictional Conference, the delegation’s nominee will make a brief speech and be endorsed (or not) by vote of the Annual Conference; endorsement by the Annual Conference requires at least 60% of the votes cast. If after 3 votes the Annual Conference members present have not cast 60% (or more) of their ballots for one nominee, the Annual Conference will not endorse an episcopal nominee in that election cycle. A nominee endorsed by the Annual Conference becomes the Annual Conference’s nominee for bishop.

Section II: DISTRICTS

A. Number of Districts—the number of districts shall be eight (8). A motion to change the number of districts must be presented in writing, and must be considered no sooner than the day following its introduction. Any change in the number of districts shall be approved at one annual conference, and will not take effect for at least one year.

B. The Annual Conference shall elect the District Lay Leaders for a four-year term at the beginning of each
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quadrennium upon nomination by each District Superintendent and the Annual Conference Lay Leader. After election, if a District Lay Leader position becomes vacant, it shall be filled by the same procedure, with the nominee serving as District Lay Leader until a District Lay Leader is elected at the next annual conference to complete the four-year term.

Section III: CONFERENCE STRUCTURE

A. The membership of the Annual Conference is to be as outlined in the complete Lay/Clergy Equalization Plan adopted by the 2021 Annual Conference. A complete report is in the 2021 Journal. The Conference Rules Committee will submit a Lay Equalization Plan for consideration at the 2022 annual conference and, if adopted, will be used ahead of the 2023 annual conference.

B. The Annual Conference structure is diagrammed on page 342 in the 2008 Conference Journal with adaptations as approved by the 2016 annual conference.

C. Tenure for membership for all persons on boards, agencies, commissions, committees, and ministry groups shall be four years with possibility of reelection for a second four-year term, except for the Board of Ordained Ministry on which (in accordance with The Book of Discipline) members can serve for three consecutive four-year terms.

D. Committees and Boards

1. The Annual Conference Board of Trustees shall meet at least twice a year at times and places designated by the board. The annual meeting shall be held either at the annual conference or within thirty (30) days prior thereto.

2. There shall be a Program and Planning Committee for the annual conference consisting of the Bishop; Assistant to the Bishop; Assistant to the Bishop for Clergy Life; the Conference Secretary; Conference Treasurer; the Annual Conference Lay Leader; the Annual Conference Presidents of The United Methodist Men, United Women in Faith, the United Methodist Youth Fellowship; the Executive Director of Connectional Ministries, and other persons selected by the Bishop. The committee shall determine the compensation and expense for invited speakers, who shall be paid from the annual conference expense fund. The committee will receive invitations and may also make recommendations for the site of the annual conference.

3. The Committee on Worship, the Conference Secretary and the District Superintendents shall provide for all the details of the Memorial Service. The Conference Secretary shall serve as the chair of this group.

4. There shall be a Committee on Daily Minutes elected each year to examine and edit the daily minutes of the annual conference.

5. There shall be a Committee on Appeals appointed quadrennially by the Bishop, composed of five members, whose duties shall be to hear appeals from the decisions of the several District Boards of Church Location and Building, or any other questions that may properly come before it.

6. There shall be a Committee on Annual Conference Rules, which shall provide to the Annual Conference a document of standing rules and structure that the Annual Conference from time to time may adopt. This document shall be presented at the opening of the first session of each annual conference.

7. There shall be a Committee on Resolutions and Reference, which shall perform the duties assigned to it in these rules.

8. There shall be a North Carolina Annual Conference Board of Institutions, Inc. which shall have the responsibility, upon consultation with Methodist Home for Children, Inc.; United Methodist Retirement Homes, Inc., Cypress Glen Retirement Community, North Carolina United Methodist Camp and Retreat Ministries, Inc.; Louisburg College, Inc.; Methodist University, Inc.; North Carolina Wesleyan College, Inc.; United Methodist Foundation, Inc., and any other related corporations which may be formed in the future,
as appropriate, for nominating and electing forty (40) percent of all voting members of each of the boards of
trustees of the affiliated institutions with the exception of the Methodist Retirement Homes, Inc. The North
Carolina Annual Conference shall elect the trustees of the North Carolina Annual Conference Board of
Institutions, Inc. in staggered four-year terms. (See 1992 Journal, page 320). No person may serve on more
than one board of trustees of the institutions for which the Annual Conference elects trustees.

9. There shall be a Structure Review Team which will annually evaluate the conference structure for effectiveness
and faithfulness to the vision and mission of the Annual Conference, working in concert with the
Connectional Table to propose changes in structure as needed. The team shall consist of one representative
from each Team of Ministry, the Bishop and/or the Assistant to the Bishop, Assistant to the Bishop for
Clergy Life, Executive Director of Conference Connectional Ministries, the Conference Treasurer, and the
Conference Lay Leader, plus two at-large members who will be elected by the conference.

10. North Carolina Annual Conference Connectional Table

a. Responsibilities of the Conference Connectional Table:
   (1) to provide a forum for the understanding, casting forth, and implementing of the vision of the
       conference;
   (2) to coordinate the mission, ministries, and resources of the Annual Conference;
   (3) to link the Teams of Ministry (Leadership Development, Race Equity and Justice Ministries, Christian
       Formation, Outreach Ministry, and Operations and Administrative Resources) and the agency to which
       they report;
   (4) to provide for joint planning and the setting of priorities;
   (5) to report to, and be amenable to the Annual Conference;
   (6) to discern and articulate the vision of the conference;
   (7) to provide stewardship of the mission, ministry, and resources of the conference and provide fiscal
       responsibility and establish policies and procedures to carry out the mission;
   (8) to collaborate with the Council on Finance and Administration by:
       (a) communicating the vision and priorities of the conference in preparation of budgets for
           apportioned funds that come before the Annual Conference Session;
       (b) setting allocations of budget requests within totals as recommended by the Council on Finance and
           Administration to the Annual Conference Session.
       (c) working with the Council on Finance and Administration to achieve consensus concerning total
           funds allocated to program agencies;
       (d) enabling the flow of communication among the boards and agencies, districts and local churches
           through the Teams of Ministry. To help with the flow of communication. One member of the
           Communications Committee will be assigned to each of the Teams of Ministry.

b. Membership of the Conference Connectional Table shall consist of twelve (12) at-large voting members,
in equal distribution of male and female, no fewer than twenty-five percent (25%) of whom shall be from
racial/ethnic minorities, with at least one youth. Voting members are the twelve at-large members and
Conference Lay Leader. Other members with voice but no vote are:
   (1) The Bishop;
   (2) The following Extended Cabinet Members: Executive Director of Conference Connectional Ministries,
       Assistant to the Bishop, Assistant to the Bishop for Clergy Life, Executive Director of New Faith
       Communities, Conference Treasurer;
   (3) Conference Team Coordinators
   (4) Director of Communications.
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c. Teams of Ministry--The agencies, boards and commissions defined by the current edition of *The Book of Discipline* will organize themselves according to the requirements outlined therein and will connect through the Teams of Ministry. The Teams of Ministry, using task forces or standing groups to plan and implement ministry and mission, will organize any ministry areas not prescribed by *The Book of Discipline*. Teams of Ministry are accountable to the Connectional Table for holding up and living out the vision affirmed by the Annual Conference and for faithfully presenting ministry needs to the Connectional Table. The four programming teams of Leadership Development, Race Equity and Justice Ministries, Christian Formation, and Outreach Ministry are represented on the Connectional Table by three (3) at-large members with a chairperson and two rotating members. Rotating members are set in different classes and rotate on a two-year basis from Team to Team. At the end of each quadrennium, the chairpersons will rotate. The Operations and Administrative Resources Team, as a non-programmatic team, will be represented by the Conference Lay Leader and staff representation of the Conference Treasurer. The Teams are as follows:

(1) Leadership Development Team: Serves to equip leaders who implement the vision.
(2) Race Equity and Justice Ministries Team: Serves to direct and vision the work of race equity, justice, and belonging at all levels of our institutional life and work.
(3) Christian Formation Team: Serves to form and nurture disciples of Jesus Christ.
(4) Outreach Ministry Team: Serves to carry forth the ministry that transforms the world.
(5) Operations and Administrative Resources Team: Serves to empower, resource, and provide administrative oversight for ministry.

d. Conference Connectional Table Meeting Schedule—The Conference Connectional Table shall meet at least quarterly.

11. There shall be other boards and committees as required by *The Book of Discipline* including, but not limited to, the Conference Board of Ordained Ministry, the Conference Board of Laity, the Conference Committee on Episcopacy, the Conference Board of Pensions, the United Women in Faith, United Methodist Men, conference council on youth ministry, and others.

E. Annual Conference Officers

1. The Annual Conference Lay Leader shall be elected quadrennially. This nomination will be made in a joint session of the Board of Laity and Cabinet. The nomination is to be made no later than October of the year prior to General Conference. Should a vacancy occur at any other time, it shall be filled by the same procedure, with the nominee serving as Lay Leader until a Conference Lay Leader is elected at the next annual conference. The Annual Conference Lay Leader shall serve as the chairperson of the Board of Laity.

2. There shall be an Assistant to the Bishop and/or an Assistant to the Bishop for Clergy Life with such duties and responsibilities as determined by the Annual Conference or assigned by the presiding Bishop. These positions can be separate or combined at the discretion of the Bishop and the Committee on Episcopacy.

3. There shall be an Executive Director of Conference Connectional Ministries.

4. There shall be a Conference Treasurer/Business Manager.

5. There shall be an Annual Conference Secretary: The position of Annual Conference Secretary is held on a part-time basis with those duties stipulated by the current edition of *The Book of Discipline* of The United Methodist Church and the North Carolina Annual Conference, with adequate funding provided. The Conference Secretary shall be elected at the beginning of each quadrennium. The responsibilities of the Conference Secretary shall be determined by *The Book of Discipline*, the annual conference, and the bishop.
6. The Annual Conference Statistician
   a. The position of Annual Conference Statistician shall be continued on a part-time basis with those duties stipulated by the current edition of *The Book of Discipline* of The United Methodist Church, with adequate funding provided.
   b. The Conference Statistician shall be elected at the beginning of each quadrennium.

**Section IV: FINANCIAL ADMINISTRATION**

A. The Conference Treasurer and all others receiving and disbursing funds from the Annual Conference shall be required to make audited statements annually, which the Conference Secretary will make available.

B. The Council on Finance and Administration shall present the budget for adoption at the annual conference only after all other matters having claims on the budget have been presented.

C. Tables I, II, and III shall be available in the Annual Conference Journal with individual church reports and charge totals as compiled by the Conference Statistician from each pastor’s reports.

**Section V: THE ANNUAL CONFERENCE JOURNAL**

A. The Annual Conference shall publish a Journal of The North Carolina Annual Conference each year.

B. The Conference Secretary shall be charged with the responsibility of editing and making contracts for the publication of the Annual Conference Journal, in keeping with regulations of the General Conference and of the Southeastern Jurisdictional Conference. The editor shall have full authority to condense reports, memoirs, and other papers when necessary.

C. The Annual Conference Journal will be posted online, at The North Carolina Annual Conference website, making it accessible to everyone. Copies of the Journal will be provided to those who pre-order it, either in printed format, or computer compatible format, at a cost developed by the Conference Secretary. An online form will be available at the Annual Conference website. The Conference Secretary shall have the discretionary authority to provide copies to other agencies of the General Church. Monies accruing from the pre-sale of copies will be credited to the Journal Account.

**Section VI: DISPLAYS AT THE ANNUAL CONFERENCE**

A. Display space shall be allocated by the Conference Secretary only to those agencies, boards, commissions, groups or circles of ministry that are officially sanctioned by the North Carolina Annual Conference or by the General Conference of The United Methodist Church. “Officially sanctioned” is defined as having direct, official endorsement from the General Conference of The United Methodist Church or the North Carolina Annual Conference.

B. No board, agency or similar official group granted display space or similar privileges shall offer its display space to a group or agency that is not officially sanctioned by the General Conference of The United Methodist Church or the North Carolina Annual Conference.

C. Space may be provided in a separate “Ministry and Advocacy” area adjacent to the meeting place of Annual Conference for groups not officially sanctioned by The North Carolina Annual Conference or by the General Conference of The United Methodist Church but that are of interest to the members of the Annual Conference. Display tables and similar matters related to the Ministry and Advocacy area shall be allocated by the Conference Secretary.
STANDING RULES for an Online Annual Conference

Section I: RULES OF ORDER AND PROCEDURE

A. Applicability of these Conference Rules

1. The current edition of Robert’s Rules of Order, Newly Revised shall apply to any situation not covered by these rules.

2. If any part of these rules conflicts with the current edition of The Book of Discipline of The United Methodist Church, The Book of Discipline shall prevail.

3. These special standing rules for the North Carolina Annual Conference of The United Methodist Church shall apply to an online annual conference as scheduled by the bishop and to all called online sessions of the North Carolina Annual Conference until superseded.

4. The terms “North Carolina Annual Conference,” “Annual Conference,” or “Conference” [note the capital letters] refer to The North Carolina Annual Conference of The United Methodist Church. These terms refer to an organization. The term “annual conference” [in lower-case letters] refers to the yearly assembly, usually occupying several days in June, at which the North Carolina Annual Conference gathers to worship God and conduct business. The term session refers to one assembly of the North Carolina Annual Conference occurring on any part of one of those days or for a special or called session.

5. These special standing rules of The North Carolina Annual Conference shall become effective immediately upon adoption by the Annual Conference.

6. The Official Record of the Attendees of the Annual Conference shall be the Registrations recorded by the Conference Registrar via the online meeting platform.

7. Persons appearing on the Agenda, who are not members of the Annual Conference shall have the right to be granted the privilege of the floor in conformity with the current edition of Robert’s Rules of Order, Newly Revised.

8. The Agenda of the Annual Conference shall be one that is published in the Conference Workbook, and which will be online at the annual conference website, and that may be changed from time to time, as needed by the presiding officer.

9. The bar of the online meeting of the annual conference shall be those members of the Annual Conference (as defined by The Book of Discipline) who are present (properly logged-in) and voting by electronic means.

10. The annual conference session may begin with a worship service before the Call to Order.

B. Internet Meeting

1. The business of the Annual Conference shall be conducted through use of an Internet meeting service designated by the Conference Secretary.

2. The Conference Secretary shall send by e-mail to every member of the annual conference the dates and times of the meeting and the URL and codes necessary to connect to the designated Internet meeting service.

3. The Internet meeting service shall:
   a) support electronic voting by those members eligible to vote on the question before the body,
   b) support visible displays identifying the chair and the speaker,
   c) provide for all members to be able to hear a person who has the floor,
   d) provide a method for the member to seek recognition by the chair,
   e) provide a method for the member to submit motions in writing,
   f) show or permit the retrieval of the text of reports, and pending motions, and pending resolutions,
   g) show the results of votes.

4. When attending the annual conference session, members shall:
   a) maintain Internet access throughout the meeting whenever present, but shall sign out upon any departure before adjournment,
b) be responsible for his or her Internet connection, speakers, and microphone (no action shall be
invalidated on the grounds that the loss of, or poor quality of, a member’s individual connection or
computer hardware or software prevented participation in the meeting),
c) use a desktop or laptop computer for the annual conference (tablets, phones, and call-in by telephone are
not supported).
5. Lay members who must be absent shall inform their pastor who must then inform the Conference Secretary
no later than June 1 before the annual conference.
6. The chair may direct the muting of a member’s connection if it is causing undue interference with the
meeting. The chair’s decision to do so, which is subject to an undebatable appeal that can be made by any
member, shall be announced during the meeting and recorded in the minutes.
7. Members shall request the floor by typing their reason for rising for recognition into the designated text box
in the Internet meeting platform and clicking the submit button.
8. Upon recognition by the chair, the member shall clearly speak his/her name, clergy/laity status, church/charge
name, and district before proceeding with debate or other speech.
9. A call for the previous question must be stated in the form of a motion and follow the procedure outlined
above.
10. The conference secretary shall make available a conference workbook on the Internet.

C. Motions, Amendments, Reports and Resolutions
1. Main motions presented to the Annual Conference shall be submitted in writing to the Conference Secretary
prior to, or immediately following, presentation.
2. Reports and recommendations coming from boards, agencies and committees of the Annual Conference
to be included in the online posting shall be sent to the Conference Secretary, in a format acceptable to the
Conference Secretary, on or before the deadline set by the Secretary and published in the Annual Conference
calendar.
3. Resolutions to be presented to the annual conference, other than those coming from boards, agencies,
and committees, shall be submitted to the Conference Secretary and the chairperson of the Committee
on Resolutions and Reference and in a format acceptable to the Conference Secretary and the Committee
on Resolutions and Reference with the deadline set by the Conference Secretary and the Committee on
Resolutions and Reference, but not less than thirty (30) days prior to the opening of the annual conference,
to allow time for review by the Conference Secretary, the Committee on Resolutions and Reference, and
all members of the Annual Conference. Individuals and non-official organizations may submit only one
resolution for consideration. Acceptable resolutions shall have a one thousand (1000) word limit.
4. The Committee on Resolutions and Reference shall schedule all properly presented resolutions for
consideration by the annual conference. The scheduling of resolutions from Conference boards or agencies
will not constitute a recommendation for approval, disapproval, or referral. Any resolution coming from a
source other than an Annual Conference board or agency will be reviewed by this committee, which shall then
recommend to the Annual Conference approval, disapproval, or referral to another board or agency. With
each report the Committee on Resolutions and Reference shall state the rationale for the recommendation.
5. A resolution is considered presented to the Annual Conference when it is distributed in official Annual
Conference publications and/or on the Conference website after authorization by the Conference Secretary
or the Assistant Secretary, and chairperson of the Committee on Resolutions and Reference. The expense for
distributed copies shall be borne by the agency or person originating the resolution, and all copies distributed
shall indicate the source of the resolution. No resolution shall be voted on unless it has been presented the day
before. All resolutions shall be referred to the Committee on Resolutions and Reference, which shall report to
the annual conference.
6. Early in each annual conference, the Council on Finance and Administration shall present a proposed budget for consideration and debate. After consideration and debate, the proposed budget will lie on the table until the final report of the Council on Finance and Administration. Any motion to change the proposed budget may be considered, debated, and voted on, and if affirmed, will be referred to the Council on Finance and Administration. In its final report on the last day of business the Council on Finance and Administration will indicate their concurrence or nonconcurrency with any such motion before final passage of the budget.

D. Speeches and Reports
1. Speeches from the floor shall be limited to three (3) minutes.
2. A member may speak only once on any motion until all who desire to speak have done so, and then he/she may speak only one additional time.
3. The chairperson of an agency, or someone designated by him/her, shall be allowed to speak last on his/her report even though the previous questions have been ordered. The presiding officer (bishop) may recognize the maker of a resolution to make one (1) speech in favor of her/his resolution even if the maker is not a voting member of the current annual conference session.
4. Presentations and reports shall be limited to ten (10) minutes. This rule does not apply to sermons, orders of the day, or standing committee reports as listed in the Agenda.
5. Required reports requested by the conference secretary coming from boards, agencies and committees shall be sent to the conference secretary, in a format acceptable to the conference secretary, on or before the deadline set by the secretary.
6. Members requesting the floor shall follow the process outlined above in an online meeting of the annual conference.

E. Voting
1. A vote conducted through the designated Internet meeting service shall be deemed a valid vote.
2. There shall be no absentee voting, proxy voting, or voting by mail.

F. Election of Delegates to General and Jurisdictional Conferences
1. In the Annual Conference prior to the election of delegates to General and Jurisdictional Conference the Annual Conference Rules Committee shall propose the manner of election to be approved by the Annual Conference. The method of election for the delegates to General and Jurisdictional Conference will be by electronic voting device as arranged by the Conference Secretary.
2. Prior to the convening of any annual conference that will elect delegates to General and Jurisdictional Conferences, the Conference Secretary will publish eligibility requirements and voting procedures for election of delegates.
3. The election of a delegate becomes final immediately if the candidate is present and does not decline or if he/she is absent but has consented to be a candidate. A person who is absent and has not consented to his/her candidacy as a delegate shall not be elected.
4. Episcopal Nominations--At the conclusion of an annual conference that conducts elections for clergy and lay delegates to General Conference and Jurisdictional Conference, the Conference’s presiding Bishop will convene the initial meeting of the entire newly elected delegation (clergy and laity). At this meeting, the officers of the delegation will be elected (chair, vice-chair, and secretary) and another meeting of the entire delegation will be set for the purpose of episcopal nominee selection. The next meeting will occur within a time period of 14 days from the conclusion of Annual Conference. The first clergy elected will be acknowledged as an automatic nominee for bishop. Other nominations will be received from members of the delegation. Such nominations will be made by secret ballot. Nominees can be any Elder in good standing in the NCCUMC. A delegate will be given the opportunity to speak regarding his/her nominee. A secret ballot vote will follow immediately. The vote will narrow the field of nominees to a number not to exceed
10% of the delegation. As soon as possible, officers of the delegation, or those whom they designate, will contact the nominees selected during this process and upon request share with them the results of the vote concerning their nomination. They will be given 10 days to discern God’s will for their ministries. Those who accept nomination must submit by July 5 a one-page biographical statement to the delegation Secretary, who will distribute all such statements to all members of the delegation. Before August 1, the delegation will meet and engage the nominees. This day of discernment will include each nominee’s making a presentation (10 minutes), responding to a set of questions composed by the delegation officers or those whom the officers designate (10 minutes), responding to questions from the floor of the meeting (10 minutes), and offering closing remarks (1 minute). Immediately after meeting with the nominees, the delegation will vote, perhaps several times, by written ballot. The nominee must receive at least 60% of the votes cast to earn the delegation’s endorsement. If after 5 votes the delegation present has not cast 60% (or more) of its ballots for one nominee, the delegation and the Annual Conference will not endorse an episcopal nominee in that election cycle. At the annual conference immediately before Jurisdictional Conference, the delegation’s nominee will make a brief speech and be endorsed (or not) by vote of the Annual Conference; endorsement by the Annual Conference requires at least 60% of the votes cast. If after 3 votes the Annual Conference members present have not cast 60% (or more) of their ballots for one nominee, the Annual Conference will not endorse an episcopal nominee in that election cycle. A nominee endorsed by the Annual Conference becomes the Annual Conference’s nominee for bishop.

Section II: DISTRICTS
A. Number of Districts—the number of districts shall be eight (8). A motion to change the number of districts must be presented in writing, and must be considered no sooner than the day following its introduction. Any change in the number of districts shall be approved at one annual conference, and will not take effect for at least one year.
B. The Annual Conference shall elect the District Lay Leaders for a four-year term at the beginning of each quadrennium upon nomination by each District Superintendent and the Annual Conference Lay Leader. After election, if a District Lay Leader position becomes vacant, it shall be filled by the same procedure, with the nominee serving as District Lay Leader until a District Lay Leader is elected at the next annual conference to complete the four-year term.

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1. The Annual Conference Board of Trustees shall meet at least twice a year at times and places designated by the board. The annual meeting shall be held either at the annual conference or within thirty (30) days prior thereto.
2. There shall be a Program and Planning Committee for the annual conference consisting of the Bishop; Assistant to the Bishop; Assistant to the Bishop for Clergy Life; the Conference Secretary; Conference Treasurer; the Annual Conference Lay Leader; the Annual Conference Presidents of The United Methodist Church.
Men, United Women in Faith, the United Methodist Youth Fellowship; the Executive Director of Connectional Ministries, and other persons selected by the Bishop. The committee shall determine the compensation and expense for invited speakers, who shall be paid from the annual conference expense fund. The committee will receive invitations and may also make recommendations for the site of the annual conference.

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4. There shall be a Committee on Daily Minutes elected each year to examine and edit the daily minutes of the annual conference.

5. There shall be a Committee on Appeals appointed quadrennially by the Bishop, composed of five members, whose duties shall be to hear appeals from the decisions of the several District Boards of Church Location and Building, or any other questions that may properly come before it.

6. There shall be a Committee on Annual Conference Rules, which shall provide to the Annual Conference a document of standing rules and structure that the Annual Conference from time to time may adopt. This document shall be presented at the opening of the first session of each annual conference.

7. There shall be a Committee on Resolutions and Reference, which shall perform the duties assigned to it in these rules.

8. There shall be a North Carolina Annual Conference Board of Institutions, Inc. which shall have the responsibility, upon consultation with Methodist Home for Children, Inc.; United Methodist Retirement Homes, Inc., Cypress Glen Retirement Community, North Carolina United Methodist Camp and Retreat Ministries, Inc.; Louisburg College, Inc.; Methodist University, Inc.; North Carolina Wesleyan College, Inc.; United Methodist Foundation, Inc., and any other related corporations which may be formed in the future, as appropriate, for nominating and electing forty (40) percent of all voting members of each of the boards of trustees of the affiliated institutions with the exception of the Methodist Retirement Homes, Inc. The North Carolina Annual Conference shall elect the trustees of the North Carolina Annual Conference Board of Institutions, Inc. in staggered four-year terms. (See 1992 Journal, page 320). No person may serve on more than one board of trustees of the institutions for which the Annual Conference elects trustees.

9. There shall be a Structure Review Team which will annually evaluate the conference structure for effectiveness and faithfulness to the vision and mission of the Annual Conference, working in concert with the Connectional Table to propose changes in structure as needed. The team shall consist of one representative from each Team of Ministry, the Bishop and/or the Assistant to the Bishop, Assistant to the Bishop for Clergy Life, Executive Director of Conference Connectional Ministries, the Conference Treasurer, and the Conference Lay Leader, plus two at-large members who will be elected by the conference.

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   (4) to provide for joint planning and the setting of priorities;
   (5) to report to, and be amenable to the Annual Conference;
   (6) to discern and articulate the vision of the conference;
   (7) to provide stewardship of the mission, ministry, and resources of the conference and provide fiscal responsibility and establish policies and procedures to carry out the mission;
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(8) to collaborate with the Council on Finance and Administration by:
   (a) communicating the vision and priorities of the conference in preparation of budgets for
       apportioned funds that come before the Annual Conference Session;
   (b) setting allocations of budget requests within totals as recommended by the Council on Finance and
       Administration to the Annual Conference Session;
   (c) working with the Council on Finance and Administration to achieve consensus concerning total
       funds allocated to program agencies;
   (d) enabling the flow of communication among the boards and agencies, districts and local churches
       through the Teams of Ministry. To help with the flow of communication one member of the
       Communications Committee will be assigned to each of the Teams of Ministry.

b) Membership of the Conference Connectional Table shall consist of twelve (12) at-large voting
members, in equal distribution of male and female, no fewer than twenty-five percent (25%) of
whom shall be from racial/ethnic minorities, with at least one youth. Voting members are the
twelve at-large members and Conference Lay Leader. Other members with voice but no vote are:

b. Membership of the Conference Connectional Table shall consist of twelve (12) at-large voting
members, in equal distribution of male and female, no fewer than twenty-five percent (25%) of
whom shall be from racial/ethnic minorities, with at least one youth. Voting members are the twelve at-large members and Conference Lay Leader. Other members with voice but no vote are:

(1) The Bishop;
(2) The conference leaders: Executive Director of Conference Connectional Ministries, Assistant to the
    Bishop, Assistant to the Bishop for Clergy Life, Executive Director of New Faith Communities,
    Conference Treasurer;
(3) Conference Team Coordinators,
(4) Director of Communications.

c. Teams of Ministry—The agencies, boards and commissions defined by the current edition of The Book
of Discipline will organize themselves according to the requirements outlined therein and will connect
through the Teams of Ministry. The Teams of Ministry, using task forces or standing groups to plan
and implement ministry and mission, will organize any ministry areas not prescribed by The Book of
Discipline. Teams of Ministry are accountable to the Connectional Table for holding up and living
out the vision affirmed by the Annual Conference, and for faithfully presenting ministry needs to the
Connectional Table. The four programming teams of Leadership Development, Race Equity and Justice
Ministries, Christian Formation, and Outreach Ministry are represented on the Connectional Table by
three (3) at-large members with a chairperson and two rotating members. Rotating members are set in
different classes and rotate on a two-year basis from Team to Team. At the end of each quadrennium, the
chairpersons will rotate. The Operations and Administrative Resources Team, as a non-programmatic
team, will be represented by the Conference Lay Leader and staff representation of the Conference
Treasurer. The Teams are as follows:

(1) Leadership Development Team: Serves to equip leaders who implement the vision.
(2) Racial Equity and Justice Ministries Team: Serves to direct and vision the work of race equity, justice,
    and belonging at all levels of our institutional life and work.
(3) Christian Formation Team: Serves to form and nurture disciples of Jesus Christ.
(4) Outreach Ministry Team: Serves to carry forth the ministry that transforms the world.
(5) Operations and Administrative Team: Serves to empower, resource, and provide administrative
    oversight for ministry.

d. Conference Connectional Table Meeting Schedule—the Conference Connectional Table shall meet at
least quarterly.
11. There shall be other boards and committees as required by *The Book of Discipline* including, but not limited to, the Conference Board of Ordained Ministry, the Conference Board of Laity, the Conference Committee on Episcopacy, the Conference Board of Pension, the United Methodist Women, United Methodist Men, conference council on youth ministry, and others.

E. Annual Conference Officers

1. The Annual Conference Lay Leader shall be elected quadrennially. This nomination will be made in a joint session of the Board of Laity and Cabinet. The nomination is to be made no later than October of the year prior to the General Conference. Should a vacancy occur at any other time, it shall be filled by the same procedure, with the nominee serving as Lay Leader until a Conference Lay Leader is elected at the next annual conference. The Annual Conference Lay Leader shall serve as the chairperson of the Board of Laity.

2. There shall be an Assistant to the Bishop and/or an Assistant to the Bishop for Clergy Life with such duties and responsibilities as determined by the Annual Conference or assigned by the presiding Bishop. These positions can be separate or combined at the discretion of the Bishop and the Committee on Episcopacy.

3. There shall be an Executive Director of Conference Connectional Ministries.

4. There shall be a Conference Treasurer/Business Manager.

5. There shall be an Annual Conference Secretary. The position of Conference Secretary is held on a part-time basis with those duties stipulated by the current edition of *The Book of Discipline* of The United Methodist Church and the North Carolina Annual Conference with, with adequate funding provided. The Conference Secretary shall be elected at the beginning of each quadrennium. The responsibilities of the Conference Secretary shall be determined by *The Book of Discipline*, the annual conference, and the bishop.

6. The Annual Conference Statistician

   a. The position of Annual Conference Statistician shall be continued on a part-time basis with those duties stipulated by the current edition of *The Book of Discipline* of The United Methodist Church, with adequate funding provided.

   b. The Conference Statistician shall be elected at the beginning of each quadrennium.

**Section IV: FINANCIAL ADMINISTRATION**

A. The Conference Treasurer and all others receiving and disbursing funds from the Annual Conference shall be required to make audited statements annually, which the Conference Secretary will make available.

B. The Council on Finance and Administration shall present the budget for adoption at the annual conference only after all other matters having claims on the budget have been presented.

C. Tables I, II, and III shall be available in the Annual Conference Journal with individual church reports and charge totals as compiled by the Conference Statistician from each pastor’s reports.

**Section V: THE ANNUAL CONFERENCE JOURNAL**

A. The Annual Conference shall publish a Journal of The North Carolina Annual Conference each year.

B. The Conference Secretary shall be charged with the responsibility of editing and making contracts for the publication of the Annual Conference Journal, in keeping with regulations of the General Conference and of the Southeastern Jurisdictional Conference. The editor shall have full authority to condense reports, memoirs, and other papers when necessary.

C. The Annual Conference Journal will be posted online, at The North Carolina Annual Conference website, making it accessible to everyone. Copies of the Journal will be provided to those who pre-order it, either in printed format, or computer compatible format, at a cost developed by the Conference Secretary. An online form will be available at the Annual Conference website. The Conference Secretary shall have the discretionary authority to provide copies to other agencies of the General Church. Monies accruing from the pre-sale of copies will be credited to the Journal Account.
NC Conference Lay Equalization Plan

To be considered at annual conference 2022; for implementation before annual conference 2023.

The annual conference is “the basic body in the Church” (*The Book of Discipline* paragraph 33). It is composed of an equal number of clergy (active & retired) and lay members, who cast vision, prioritize ministry, and resource mission. In order to have balanced representation, each annual conference designs and implements an equalization plan. Below is the process for the nomination and election of At-Large Lay Members for the NC Annual Conference. This plan is intended to bring a diversity of laity to the decision-making process. We acknowledge that lay members of the annual conference elected by their local church tend to be older and reflective of the dominant culture. Therefore, the election of At-Large Members aims to include youth, young adults, people of color, and the marginalized.

**STEP-BY-STEP PROCESS**

*for determining any additional lay members to Annual Conference:*

**STEP 1:** Determine clergy membership as required by *The Book of Discipline*, 2016

A. Deacons in full connection (para. 32, 329.2, 369, 602.1)
B. Elders in full connection (para. 32, 333, 369, 602.1)
C. Provisional members (para. 32, 327, 369, 602.1)
D. Associate members (para. 32, 369, 602.1)
E. Affiliate members, if received by ⅔ of clergy session, voice but no vote (para. 344.4, 601.1)
F. Local pastors under appointment (para. 32, 316.6, 369, 601.1)

Total required clergy membership (TRCM): _____

**STEP 2:** Determine lay membership as required by *The Book of Discipline*, 2016

A. Diaconal ministers (para. 32, 602.4)
B. Active deaconesses (para. 32, 602.4)
C. Home missioners under episcopal appt (para. 32, 602.4)
D. Conference president of UWF (para. 32, 602.4)
E. Conference president of UMM (para. 32, 602.4)
F. Conference lay leader (para. 32, 602.4)
G. District lay leaders (para. 32, 602.4)
H. Conference director of Lay Servant Ministries (para. 32)
I. Conference secretary of Global Ministries (if any) (para. 32)
J. President of conference young adult org (para. 32, 602.4)
K. President of conference youth org (para. 32, 602.4)
L. Chair of conference college student org (para. 32, 602.4)
M. Youth age 12-17, one per district (para. 32, 602.4)
N. Young person age 18-30, one per district (para. 32, 602.4)
O. One professing lay member, elected by each charge. Charges with more than one appointed clergy receive one additional professing lay member for each additional appointed clergy (para. 32, 602.4).

Total required lay membership (TRLM): _____
STEP 3: Subtract TRLM from TRCM for number of Total additional lay members (TALM): _______

STEP 4: To approach the TALM, admit the following as lay members in this order:
B. Conference treasurer (inserted per 1987 Journal, p. 147)
D. Lay members of the latest session of General Conference (1974 Journal, p. 261)
E. Reserve lay members of the latest session of General Conference (1974 Journal, p. 261)
I. Lay persons on program staff (est. 1987 Journal, p. 147)
J. One college or university student from each UM-related campus ministry within bounds of conference (1988 Journal, p. 173)
L. Presidents of the UM-affiliated colleges within bounds of conference (if lay) (established 1976, codified 1989 Journal, p. 329)
M. Administrative Assistants to the District Superintendents (2013 Journal, p. 79) and the Director of the District Office
N. Conference youth vice president (2013 Journal, p. 79)
O. Conference youth secretary (2013 Journal, p. 79)
P. Conference youth treasurer (2013 Journal, p. 79)
Q. Conference Youth Committee
R. Lay members of the Council on Finance and Administration
S. Lay members of the Board of Pension
T. Lay members of the Board of Trustees
U. Conference Chancellor
V. Any co-District Lay Leader
W. District Directors of Lay Servant Ministries

STEP 5: The number of remaining TALM needed will be distributed to each district in proportion to the membership of the district. The Conference Secretary will notify each District Superintendent & District Lay Leader of the number of additional lay members needed from their district.
A. The District Superintendent in partnership with the District Lay Leader will nominate professing members from congregations within the bounds of their District who meet the disciplinary requirements of being active in the United Methodist Church at least 4 years prior and a professing member in the United Methodist Church at least 2 years prior. Attention will be given to a diversity of ethnicity, age, and gender. The four-year participation and the two-year membership requirements for young persons under thirty years of age may be waived per Paragraph 602.4.a of The Book of Discipline, 2016.
B. The nominations will be presented to the Conference Board of Laity for consideration and election.
DISTRIBUTION OFFICERS AND COMMITTEES

<table>
<thead>
<tr>
<th>CODES:</th>
<th>LW – Lay Woman</th>
<th>CW – Clergy Woman</th>
<th>LM – Lay Man</th>
<th>CM – Clergy Man</th>
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</thead>
</table>

BEACON DISTRICT

*Lay Leader:* Tom Santa

**Committee on District Superintendency:**
- **DS:** David Blackman; **Lay Leader:** Tom Santa; **Appointed by DS:** Sylvia Collins-Ball (CW), Pam Stallings (LW);
- **Laity:** Trudee Fairley (LW), Janice Farr (LW), Steve Day (LM), Pat Parker (LM); **Clergy:** Arthur Manigault (CM), Betsy Haas (CW); **At-Large:** Ken Hall, Jr. (CM), Sandra Tunnell (LW)

**Board of Trustees:**
- **DS:** David Blackman; **Lay Leader:** Tom Santa;
- **Laity:** Pam Stallings (LW), Trudee Fairley (LW), Janice Farr (LW), Steve Day (LM), Pat Parker (LM); **Clergy:** Sylvia Collins-Ball (CW), Arthur Manigault (CM), Betsy Haas (CW);

**Committee on Ordained Ministry:**
- **DS:** David Blackman; **Conf. BOM Representative:** Bennie Oakes (CM); **Clergy:** Laura Early (CW), Jim Reed (CM), Marc O’Neal (CM), Mary Frances McClure (CW), Sylvia Collins Ball (CW), Colin Snider (CM), Chris Aydlett (CM), Jack Colenda (CM), Gene Tyson (CM), Arthur Manigault (CM); **Laity:** Jo Drago (LW), Cathey Linton (LW), Marjorie Rayburn (LW), Ginny Crocker (LW), Ken Wolfskill (LM), Louanne Ewald (LW)

**Board of Church Location and Building:**
- **DS:** David Blackman; **2020-2023:** Shirley Davenport (LW); **2022-2025:** Dawne Hollis-Custer (CW), Samantha Matamoros (LW) Lee Wise (CM), Gary Sawyer (LM), Mike Parrish (LM), Pete Burkhimer (LM)

CAPITAL DISTRICT

*Co-Lay Leaders:* Freda Davis (LW), Clement Quintyne (LM)

**Committee on District Superintendency:**
- **DS:** Chris Brady; **Lay Leaders:** Freda Davis (LW), Clement Quintyne (LM); **Appointed by DS:** Lisa Yebuah (CW & At Large), David Rockefeller (LM); **Laity:** Marlee Ray (LW), Mary June Jones (LM), Matt Sawchak (LM); **Clergy:** Howard James (CM), Beth Gaines (CW), Wallace Johnson (CM); **At-Large:** Phillip Jefferson (LM)

**Board of Trustees:**
- **DS:** Chris Brady; **Lay Leaders:** Freda Davis (LW), Clement Quintyne (LM);
- **Laity:** Marlee Ray (LW), Mary June Jones (LM), Matt Sawchak (LM), David Rockefeller (LM);
- **Clergy:** Howard James (CM), Beth Gaines (CW), Wallace Johnson (CM)

**Committee on Ordained Ministry:**
- **DS:** Chris Brady; **Conf. BOM Representative:** Kelly Lynn Logue (CW); **Clergy:** Dan Baer (CM), LuAnn Charlton (CW), Kevin Johnson (CM), Bob Bergland (CM), Jen Swindell (CW), Alan Felton (CM), Janet Baacom (CW), Adam Brinkley (CM), Won NamKoong (CM), Mitzi Johnson (CW); **Laity:** Freda Davis (LW), Leslie Coman (LM), Aaron Brothers (LM), Karen Throckmorton (LW), Clement Quintyne (LM), Sarah Capel (LW), Alejandro Garcia (LM), Mary-Penn Sherlin (LW), Roxie Floyd (LW)

**Board of Church Location and Building:**
- **DS:** Chris Brady; **2020-2023:** Henry Jones (LM), Alan Felton (CM), Stuart Walston (LM); **2021-2024:** Jay Minnick (CM), Pam Ginn (LW); **2022-2025:** Kim Lamb (CW), Scott Fortenberry (LM), Lee Clyburn (LM)
CORRIDOR DISTRICT

*Lay Leader:* Tommy Humphries

**Committee on District Superintendency:**
- **DS:** Mike Frese; **Lay Leader:** Tommy Humphries; Appointed by **DS:** Katie Wagstaff (LW), Ben Wolf (CM);
- **Laity:** Ron Cromartie (LM), Al Elsenrath (LM), Connie Mundy (LW), Rebecca Bloyd (LW); **Clergy:** Crystal DesVignes (CW), Ben Williams (CM); **At-Large:** Jeanne Neal (CW), Eric Crissman (LM)

**Board of Trustees:**
- **DS:** Mike Frese; Lay Leader: Tommy Humphries; **Laity:** Ron Cromartie (LM), Katie Wagstaff (LW), Al Elsenrath (LM), Connie Mundy (LW), Rebecca Bloyd (LW); **Clergy:** Ben Wolf (CM), Crystal DesVignes (CW), Ben Williams (CM)

**Committee on Ordained Ministry:**
- **DS:** Mike Frese; **Conf. BOM Representative:** Sangwoo Kim (CM); **Clergy:** Donna Banks (CW), Adam Seate (CM), Jason Gaskin (CM), Claire Clyburn (CW), Kellie Gallagher (CW), Julia Webb-Bowden (CW), Kathie Wilkinson (CW), Jeff Nash (CM), Casey Murstin (CW), Chae Albright (CM), Lisa Reynold (CW), Donnie Jones (CM), Monica Beachman (CW); **Laity:** Gloria McAuley (LW), Tommy Humphries (LM), LaNella Smith (LW), Darlene Lumpkin (LW), Bonnie Francis (LW), Eric Crissman (LM), Kathleen Templeton (LW), Rick Strunk (LM)

**Board of Church Location and Building:**
- **DS:** Mike Frese; Lay Leader: Tommy Humphries (LM); **2020-2023:** Bonnie Brewer (LW), Cheryl Lawrence (CW), Ross Carter (CM); **2021-2024:** Bryan Faggart (CM); **2022-2025:** Brenda Wilson (LW)

FAIRWAY DISTRICT

*Lay Leader:* Shannon Jones

**Committee on District Superintendency:**
- **DS:** Dena White; **Appointed by DS:** Marilee Ostman (LW), Tyler Muller-Yoder (CM); **Laity:** Norma Smith (LW), Velda Mustard (LW), Claudia Dwight (LW), Nick Gaster (LM), Frank Thigpen (LM), Shannon Jones (LM);
- **Clergy:** Tommy Sweeley (CM); **At-Large:** Mamie Alley (CW), Jane Leechford (CW)

**Board of Trustees:**
- **DS:** Dena White; **Laity:** Norma Smith (LW), Velda Mustard (LW), Marilee Ostman (LW), Claudia Dwight (LW), Nick Gaster (LM), Frank Thigpen (LM), Shannon Jones (LM); **Clergy:** Tyler Muller-Yoder (CM), Tommy Sweeley (CM)

**Committee on Ordained Ministry:**
- **DS:** Dena White; **Conf. BOM Representative:** Bruce Petty (CM); **Clergy:** Hope Ledbetter-Brock (LW), Elaine Lilliston (CW), John Michael McAllister (CM), Patrick Jones(CM), Betty Lou Miller (CW), Jane Leechford (CW), Mamie Alley (CW), Bill Altman (CM), Kong Namkung (CM), Tyler Muller-Yoder (CM); **Laity:** Caroline Jackson (LW), Brenda Brown (LW), Veronica Watson (LW), Shannon Jones (LW), Ruth Altman (LW)

**Board of Church Location and Building:**
- **DS:** Dena White; **2020-2023:** Lucas Nelson (CM), David Bell (LM); **2021-2024:** Linda Winstead (LW), David Knox (LM), Scott Finicum (CM); **2022-2025:** Laura Beth Casey (CW)
GATEWAY DISTRICT

*Lay Leader:* Sara Cameron

**Committee on District Superintendency:**
- **DS:** Kenneth W. Locklear; **Lay Leader:** Sara Cameron; **Appointed by DS:** Mattheue Locklear (CM), Sam Wynn (CM); **Laity:** Hazel Hall (LW), Melba McCallum (LW), Robby Lowry (LM), Murray McKeithan (LM); **Clergy:** Thomas Simpson (CM); **At-Large:** David Beck (CM), Gypsie Murdaugh (CW)

**Board of Trustees:**
- **DS:** Kenneth W. Locklear; **Lay Leader:** Sara Cameron; **Laity:** Hazel Hall (LW), Melba McCallum (LW), Robby Lowry (LM), Murray McKeithan (LM); **Clergy:** Thomas Simpson (CM), Mattheue Locklear (CM), Sam Wynn (CM)

**Committee on Ordained Ministry:**
- **DS:** Kenneth W. Locklear; **Conf. BOM Representative:** Larry Robinson (CM); **Clergy:** Jaye White (CW), Vermel Taylor (CW), Sam Wynn (CM), Woody Wells (CW), Thomas Simpson (CM), Charles Bethea (CM), Mattheue Locklear (CM), Ellen McCubbin (CW), Gypsie Murdaugh (CW), GilWise (CM), Larry Chandler (CM), Roy Hilburn (CM), Joshua Eom (CM); **Laity:** Paige McMillian (LW), Susie Swenson (LW), Jerline Miller (LM), Sara Cameron (LM), Norma Hamilton (LW), Lynn Clewis (LM), Michelle Skipper (LM), Pam Storey (LW), Lucy Lowry (LW), Robby Lowry (LM), John Blanding (CM)

**Board of Locations and Building:**
- **DS:** Kenneth W. Locklear; **Lay Leader:** Sara Cameron; **2020-2023:** Paige McMillian (LW), Paul Haber (CM), Joel Wise (CM); **2021-2024:** James Brigman (CM), Todd Jones (LM); **2022-2025:** Vermel Taylor (CM), Allen Bingham (CM)

HARBOR DISTRICT

*Lay Leader:* John Kelso

**Committee on District Superintendency:**
- **DS:** Tara Lain; **Lay Leader:** John Kelso; **Appointed by DS:** Lynn Shuffler (LW & At Large), Hiram Williams (LM); **Laity:** Shirley Hough (LW), Debbie Sasser (LW), Eric Younts (LM), Lori Barwick (LW); **Clergy:** Jamie Thompson (CW), Angelo Sanchez (CM), Jim Pegan (CM); **At-Large:** Terry Hunt (CM)

**Board of Trustees:**
- **DS:** Tara Lain; **Lay Leader:** John Kelso; **Laity:** Hiram Williams (LM), Shirley Hough (LW), Debbie Sasser (LW), Eric Younts (LM), Lori Barwick (LM); **Clergy:** Jamie Thompson (CW), Angelo Sanchez (CM), Jim Pegan (CM);

**Committee on Ordained Ministry:**
- **DS:** Tara Lain; **Conf. BOM Representative:** Matt Seals (CM); **Clergy:** David Goehring (CM), Susane Priddy (CW), Tal Madison (CM), Paul Stallsworth (CM), Brock Meyer (CM), Duane Partin (CM), Russ Nunney (CM), Stuart Milton (CM), Lindsay Collins (CW), Hope Vickers (CW), Alan Sasser (CM), Terry Williams (CM); Vito Bisogno (CM), Edie Gleaves (CW), Frank Brok (CM), Matthew Farabow (CM), Mark Murphy (CM) **Laity:** Carolyn Hankins (LM), Sherry Mewborn (LM), John Kelso (LM), Donna Pinckney (LM), Caol Daughtrey (LM)

**Board of Church Location and Building:**
- **DS:** Tara Lain; **Lay Leader:** John Kelso; **2021-2024:** Debbie Black (LW), Mike Priddy (LM), David Culp (LM), Chris O’Bryant (CM); **2022-2025:** Sherry Combs (LW), Lee Hauser (LM);
HERITAGE DISTRICT

Co-Lay Leaders: Sylvia Harrison & David Johnson

Committee on District Superintendency:
- DS: Ismael Ruiz-Millán; Appointed by DS: David Joyner (CM), Sylvia Harriss (LW); Laity: Barbara Hendricks (LW), W.B. Bullock (LM), Sam Perdue (LM), Alex Cheek (LM); Clergy: Carolyn Roy (CM); At-Large: Tuck Taylor (CW), Jared Hanson (CM)

Board of Trustees:
- DS: Ismael Ruiz-Millán; Co-Lay Leaders: Sylvia Harrison (LW) & David Johnson (LM); Laity: Sylvia Harriss (LW), Barbara Hendricks (LM), W.B. Bullock (LM), Sam Perdue (LM), Alex Cheek (LM); Clergy: Carolyn Roy (CW), David Joyner (CM)

Committee on Ordained Ministry:
- DS: Ismael Ruiz-Millán; Conf. BOM Representative: Tyler Williams (CM); Clergy: Bobby Fletcher (CM), Jared Hanson (CM), Stan Lewis (CM), Erin Pearce (CW), Sue Owens (CW), Carolyn Roy (CW), Richard Booker (CM), Hyung Kim (CM), Laura Wittman (CW), Sang Park (CM), Glenn Stallsmith (CM), David Joyner (CM); Laity: Velna Hux (LW), Joe Callahan (LM), Sylvia Harrison (LW), David Johnson (LM), Jennifer Quick (LW), Carole Mehle (LM)

Board of Church Location and Building:
- DS: Ismael Ruiz-Millán; Co-Lay Leaders: Sylvia Harrison (LW) & David Johnson (LM); 2021-2024: Peter Varney (LM), Susan Pope (LW), Tracy Clayton Sexton (CW), George Loveland (CM); 2019-2022: Debbie Matthis (CW), Alex Cheek (LM)

SOUND DISTRICT:

Lay Leader: Kim Smith

Committee on District Superintendency:
- DS: Jon Strother; Lay Leader: Kim Smith; Appointed by DS & At Large: Sunny Limm (CM), Laura Little (LW); Laity: Marilyn Boyce (LW), Elizabeth Harrison (LW), Ed Mann (LM), Graham Cavanaugh (LM), Carl Crothers (LM); Clergy: Tim Nichols (CW), Karl Zorowski (CM), Rhonda Grant-Jordan (CW)

Board of Trustees:
- DS: Jon Strother; Lay Leader: Kim Smith; Laity: Marilyn Boyce (LW), Elizabeth Harrison (LW), Ed Mann (LM), Graham Cavanaugh (LM), Carl Crothers (LM); Clergy: Tim Nichols (CW), Karl Zorowski (CM), Rhonda Grant-Jordan (CW)

Committee on Ordained Ministry:
- DS: Jon Strother; Conf. BOM Representative: Amy Stroud (LW); Clergy: Kirk Oldham (CM), Tom Greener (CM), Johnny Branch (CM), Johnnie Wright (CM), Susan Pate-Greenwood (CW), Joseph Park (CM), Kevin Baker (CM), Dennis Peay (CM), Taylor Mills (CM), Steve Smith (CM), Connie Stutts (CW), Rachel Moser (CW), Homer Morris (CM), Rochelle Bailey (CW), Anne Sims (CW), Jim McConnell (CM), Donna Thompson (CW), Rob Licht (CM); Laity: Lindsey Wyatt (LM), Louisa Ringo (LW), Rose Kellum (LM), Sheila Barth (LM)

Board of Church Location and Building:
- DS: Jon Strother; 2020-2023: Ross Woodall (LM), Roger Dunn (LM), Ann Davis (LW), Roxie Cauley (CW), Judy Murad (LW); 2021-2024: Linda Grider (CW); 2022-2025: Dennis Levin (LM)
REPORTS AND RESOLUTIONS
## COUNCIL ON FINANCE & ADMINISTRATION

### I. Conference Budget to be Raised January 1, 2023 to December 31, 2023

<table>
<thead>
<tr>
<th>Ministry Teams</th>
<th>Approved Request 2020 Raised for 2022</th>
<th>Actual Raised 2021</th>
<th>Shortfall Raised 2022</th>
<th>Approved Request 2021 Raised for 2023</th>
<th>Requested Raised 2022 Increase</th>
<th>2.21% Increase</th>
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<td>World Service</td>
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<td>$1,490,058</td>
<td>$254,371</td>
<td>$1,744,429</td>
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<td>OUTREACH MINISTRY TEAM</td>
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<td>RACE EQUITY &amp; JUSTICE MINISTRIES TEAM</td>
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<td>Bishop and Cabinet</td>
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### Notes
- **World Service**: $1,744,429 raised for 2022, $1,490,058 raised for 2021, $254,371 shortfall from 2022 raised for 2023, $1,744,429 requested for 2022 increase of $0, 11.09% increase.
- **Outreach Ministry Team**: $1,272,000 raised for 2022, $1,086,518 raised for 2021, $185,482 shortfall from 2022 raised for 2023, $1,272,000 requested for 2022 increase of $88,000, 6.92% increase.
- **Race Equity & Justice Ministries Team**: $959,000 raised for 2022, $819,159 raised for 2021, $139,841 shortfall from 2022 raised for 2023, $959,000 requested for 2022 increase of $0, 6.09% increase.
- **Leadership Development Team**: $546,359 raised for 2022, $466,689 raised for 2021, $79,670 shortfall from 2022 raised for 2023, $361,695 requested for 2022 increase of $0, 3.47% increase.
- **Clergy Life**: $23,620 raised for 2022, $16,800 raised for 2021, $6,820 shortfall from 2022 raised for 2023, $16,800 requested for 2022 increase of $0, 0.11% increase.
- **Superintendency & Mission Strategists**: $2,272,000 raised for 2022, $2,086,518 raised for 2021, $185,482 shortfall from 2022 raised for 2023, $1,272,000 requested for 2022 increase of $88,000, 6.92% increase.
- **Bishop and Cabinet**: $43,500 raised for 2022, $37,157 raised for 2021, $6,343 shortfall from 2022 raised for 2023, $43,500 requested for 2022 increase of $0, 0.28% increase.
- **Effective Ministry Program**: $30,000 raised for 2022, $25,625 raised for 2021, $4,375 shortfall from 2022 raised for 2023, $50,000 requested for 2022 increase of $0, 0.32% increase.

### Ministry Teams
- **World Service**
- **Outreach Ministry Team**
- **Race Equity & Justice Ministries Team**
- **Leadership Development Team**
- **Clergy Life**
- **Superintendency & Mission Strategists**
- **Bishop and Cabinet**
- **Effective Ministry Program**
## I. Conference Budget to be Raised January 1, 2023 to December 31, 2023

### OPERATIONS & ADMINISTRATIVE RESOURCES TEAM

<table>
<thead>
<tr>
<th>Ministry Teams</th>
<th>Approved Request 2022 for 2023</th>
<th>Actual Raised 2021 for 2022</th>
<th>Shortfall 2021 for 2022</th>
<th>Approved Request 2021 for 2022</th>
<th>Requested Raised 2022 for 2023</th>
<th>Increase</th>
<th>% of Increase</th>
<th>Total Apportion</th>
</tr>
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<tbody>
<tr>
<td>Archives &amp; History</td>
<td>9,500</td>
<td>8,115</td>
<td>1,385</td>
<td>8,500</td>
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<tr>
<td>Conf. Media Center</td>
<td>7,496</td>
<td>6,403</td>
<td>1,093</td>
<td>7,476</td>
<td>7,476</td>
<td>-</td>
<td>0.00%</td>
<td>0.05%</td>
</tr>
<tr>
<td>CCM Office, Mgrs. &amp; Cong. Revitalization</td>
<td>155,500</td>
<td>96,566</td>
<td>58,934</td>
<td>96,566</td>
<td>96,566</td>
<td>-</td>
<td>0.00%</td>
<td>0.63%</td>
</tr>
<tr>
<td>CCM Staff: Sal &amp; Ben</td>
<td>1,542,000</td>
<td>1,317,147</td>
<td>224,853</td>
<td>1,542,000</td>
<td>1,532,000</td>
<td>(10,000)</td>
<td>-0.65%</td>
<td>9.74%</td>
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<td>Communications</td>
<td>148,500</td>
<td>126,846</td>
<td>21,654</td>
<td>123,100</td>
<td>123,100</td>
<td>-</td>
<td>0.00%</td>
<td>0.78%</td>
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<td>Operations - Annual Conference</td>
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<td></td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td>Annual Conf. Expense</td>
<td>230,000</td>
<td>187,920</td>
<td>32,080</td>
<td>220,000</td>
<td>220,000</td>
<td>-</td>
<td>0.00%</td>
<td>1.40%</td>
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<td>Conf. Secretary's Office</td>
<td>17,400</td>
<td>14,963</td>
<td>2,437</td>
<td>15,000</td>
<td>15,000</td>
<td>-</td>
<td>0.00%</td>
<td>0.10%</td>
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<tr>
<td>Conf. Secretary's Office: Sal &amp; Ben</td>
<td>109,000</td>
<td>93,106</td>
<td>15,894</td>
<td>109,000</td>
<td>120,000</td>
<td>11,000</td>
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<td>Conf. Journal/Printing</td>
<td>8,000</td>
<td>6,833</td>
<td>1,167</td>
<td>6,000</td>
<td>6,000</td>
<td>-</td>
<td>0.00%</td>
<td>0.04%</td>
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<td>Operations &amp; Administrative Resources</td>
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<td></td>
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<tr>
<td>Conf. Treasurer's Office: Sal &amp; Ben</td>
<td>1,158,867</td>
<td>989,882</td>
<td>168,985</td>
<td>1,158,867</td>
<td>1,155,000</td>
<td>6,133</td>
<td>0.53%</td>
<td>7.40%</td>
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<td>Conf. Treasurer's Office</td>
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<td>132,398</td>
<td>22,602</td>
<td>150,000</td>
<td>150,000</td>
<td>-</td>
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<td>0.95%</td>
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<td>Information Management Office</td>
<td>182,200</td>
<td>155,632</td>
<td>26,568</td>
<td>170,000</td>
<td>170,000</td>
<td>-</td>
<td>0.00%</td>
<td>1.08%</td>
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<tr>
<td>Nominations</td>
<td>1,000</td>
<td>854</td>
<td>146</td>
<td>500</td>
<td>500</td>
<td>-</td>
<td>0.00%</td>
<td>0.00%</td>
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<tr>
<td>Conf. Board of Trustees</td>
<td>1,750</td>
<td>1,495</td>
<td>255</td>
<td>1,500</td>
<td>750</td>
<td>(750)</td>
<td>-50.00%</td>
<td>0.00%</td>
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<td>Board of Institutions</td>
<td>500</td>
<td>427</td>
<td>73</td>
<td>500</td>
<td>500</td>
<td>-</td>
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<td>Contingency Fund</td>
<td>15,000</td>
<td>12,813</td>
<td>2,187</td>
<td>15,000</td>
<td>15,000</td>
<td>-</td>
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<td>0.10%</td>
</tr>
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<td>** Meth. Bldg. Operating Fund</td>
<td>200,000</td>
<td>170,836</td>
<td>29,164</td>
<td>200,000</td>
<td>200,000</td>
<td>-</td>
<td>0.00%</td>
<td>1.27%</td>
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<td>Legal Counsel</td>
<td>20,000</td>
<td>17,084</td>
<td>2,916</td>
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<td>-</td>
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<td>0.13%</td>
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<tr>
<td>Minister's Moving Expense</td>
<td>150,000</td>
<td>128,125</td>
<td>21,873</td>
<td>150,000</td>
<td>150,000</td>
<td>-</td>
<td>0.00%</td>
<td>0.11%</td>
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<tr>
<td>Equitable Compensation</td>
<td>175,000</td>
<td>149,482</td>
<td>25,518</td>
<td>175,000</td>
<td>175,000</td>
<td>-</td>
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<td>0.11%</td>
</tr>
<tr>
<td>Joint Comm. on Clergy Medical Leave</td>
<td>350,000</td>
<td>298,963</td>
<td>51,037</td>
<td>340,000</td>
<td>295,000</td>
<td>(45,000)</td>
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<tr>
<td>** Administration - General &amp; Jurisdictional Connections</td>
<td>214,825</td>
<td>183,499</td>
<td>31,326</td>
<td>214,825</td>
<td>214,825</td>
<td>-</td>
<td>0.00%</td>
<td>0.95%</td>
</tr>
<tr>
<td>** SEJ Mission &amp; Ministry</td>
<td>31,410</td>
<td>26,830</td>
<td>4,580</td>
<td>31,410</td>
<td>31,410</td>
<td>-</td>
<td>0.00%</td>
<td>0.20%</td>
</tr>
<tr>
<td>General &amp; Jurisdictional Conference</td>
<td>30,000</td>
<td>25,823</td>
<td>4,177</td>
<td>30,000</td>
<td>30,000</td>
<td>-</td>
<td>0.00%</td>
<td>0.19%</td>
</tr>
<tr>
<td>** Interdenominational Ministries &amp; Admin Resources Team</td>
<td>4,862,948</td>
<td>4,153,836</td>
<td>709,112</td>
<td>4,787,178</td>
<td>4,747,061</td>
<td>(40,117)</td>
<td>-0.84%</td>
<td>30.17%</td>
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<td>Conference Connectional Ministries</td>
<td>$12,711,026</td>
<td>$10,857,513</td>
<td>$1,853,513</td>
<td>$12,632,856</td>
<td>$12,972,761</td>
<td>$339,905</td>
<td>2.69%</td>
<td>82.45%</td>
</tr>
<tr>
<td>World Service &amp; Connectional Ministries</td>
<td>$14,455,455</td>
<td>$12,347,571</td>
<td>$2,107,884</td>
<td>$14,377,285</td>
<td>$14,717,190</td>
<td>$339,905</td>
<td>2.36%</td>
<td>93.53%</td>
</tr>
<tr>
<td>** Other General Conference</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Episcopal Fund</td>
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<td>606,560</td>
<td>93,893</td>
<td>700,453</td>
<td>700,453</td>
<td>0</td>
<td>0.00%</td>
<td>4.45%</td>
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<td>Africa University Fund</td>
<td>56,765</td>
<td>49,404</td>
<td>7,361</td>
<td>56,765</td>
<td>56,765</td>
<td>-</td>
<td>0.00%</td>
<td>0.36%</td>
</tr>
<tr>
<td>Black College Fund</td>
<td>252,489</td>
<td>220,354</td>
<td>32,135</td>
<td>252,489</td>
<td>252,489</td>
<td>-</td>
<td>0.00%</td>
<td>1.60%</td>
</tr>
<tr>
<td>Interdenominational Coop. Fund</td>
<td>7,552</td>
<td>6,797</td>
<td>755</td>
<td>7,552</td>
<td>7,552</td>
<td>-</td>
<td>0.00%</td>
<td>0.05%</td>
</tr>
<tr>
<td>Total Other General Apportionments</td>
<td>$1,017,259</td>
<td>$883,095</td>
<td>$134,164</td>
<td>$1,017,259</td>
<td>$1,017,259</td>
<td>0</td>
<td>0.00%</td>
<td>6.47%</td>
</tr>
<tr>
<td>** Grand Total All Funds</td>
<td>$15,472,714</td>
<td>$13,230,666</td>
<td>$2,242,046</td>
<td>$15,394,544</td>
<td>$15,734,449</td>
<td>$339,905</td>
<td>2.21%</td>
<td>100.00%</td>
</tr>
</tbody>
</table>

- ** Budget raised and spent in the same year
## Ila. 2021 Actual Operating Budget

<table>
<thead>
<tr>
<th>Ministry Teams</th>
<th>Actual Raised in 2020</th>
<th>Total Approved Supplement</th>
<th>Actual Operating Budget for 2021</th>
<th>Actual Expenditures 2021</th>
<th>Remaining Balance 2021</th>
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<tbody>
<tr>
<td><strong>Outreach Ministry Team</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 ** World Service</td>
<td>$1,793,489</td>
<td>352,130</td>
<td>$1,744,429</td>
<td>$1,842,188</td>
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<tr>
<td>2 Restorative Justice &amp; Mercy Ministries</td>
<td>$9,653</td>
<td>-</td>
<td>$10,618</td>
<td>$9,503</td>
<td>$1,115</td>
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<tr>
<td>3 Disaster Readiness &amp; Response</td>
<td>32,292</td>
<td>-</td>
<td>35,521</td>
<td>23,975</td>
<td>11,546</td>
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<tr>
<td>4 Golden Cross Fund</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>5 Missions &amp; Outreach</td>
<td>651,987</td>
<td>41,013</td>
<td>693,000</td>
<td>652,296</td>
<td>40,704</td>
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<tr>
<td>6 Refugee &amp; Immigration</td>
<td>21,060</td>
<td>-</td>
<td>23,166</td>
<td>6,500</td>
<td>16,666</td>
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<td>7 Board of Institutions</td>
<td>439</td>
<td>-</td>
<td>483</td>
<td>-</td>
<td>483</td>
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<tr>
<td>8 Creation Care Ministries</td>
<td>6,406</td>
<td>(1,606)</td>
<td>4,800</td>
<td>4,800</td>
<td>-</td>
</tr>
<tr>
<td><strong>Christian Formation Team</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>9 Evangelism</td>
<td>$15,795</td>
<td>($7,800)</td>
<td>$9,575</td>
<td>$0</td>
<td>$9,575</td>
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<tr>
<td>10 Church &amp; Society</td>
<td>17,550</td>
<td>(7,000)</td>
<td>12,305</td>
<td>5,601</td>
<td>6,704</td>
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<tr>
<td>11 Faith Formation</td>
<td>96,526</td>
<td>(13,000)</td>
<td>93,179</td>
<td>93,179</td>
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<tr>
<td>12 Worship</td>
<td>5,792</td>
<td>(1,500)</td>
<td>4,871</td>
<td>1,423</td>
<td>3,448</td>
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<tr>
<td>13 Higher Education &amp; Campus Ministries</td>
<td>7,459</td>
<td>(2,459)</td>
<td>5,000</td>
<td>3,000</td>
<td>2,000</td>
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<td>14 College Chaplaincy Support</td>
<td>231,661</td>
<td>(33,661)</td>
<td>198,000</td>
<td>198,000</td>
<td>-</td>
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<td>15 Campus Ministry</td>
<td>489,954</td>
<td>180,103</td>
<td>670,057</td>
<td>549,934</td>
<td>120,123</td>
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<td>16 Safe Sanctuaries</td>
<td>3,071</td>
<td>(975)</td>
<td>2,403</td>
<td>277</td>
<td>2,126</td>
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<tr>
<td>17 Camp &amp; Retreat Ministries Inc.</td>
<td>241,314</td>
<td>33,686</td>
<td>275,000</td>
<td>275,000</td>
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</tr>
<tr>
<td>18 Emerging Church Support</td>
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<td>267,472</td>
<td>1,109,000</td>
<td>1,090,226</td>
<td>18,774</td>
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<td>259,506</td>
<td>-</td>
<td>285,457</td>
<td>247,747</td>
<td>37,710</td>
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<td>20 New Faith Communities Office</td>
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<td>9,187</td>
<td>84,518</td>
<td>44,804</td>
<td>36,777</td>
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<td>21 Ministries with Differently Abled People</td>
<td>4,388</td>
<td>(2,500)</td>
<td>2,327</td>
<td>-</td>
<td>2,327</td>
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<td>22 Financial Discipleship Team</td>
<td>5,104</td>
<td>(3,000)</td>
<td>2,327</td>
<td>-</td>
<td>2,327</td>
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<tr>
<td><strong>Leadership Team</strong></td>
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<td></td>
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<td>23 Multicultural Ministries Team</td>
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<td>-</td>
<td>$18,340</td>
<td>$2,494</td>
<td>$15,846</td>
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<td>24 Multicultural Ministries Grants</td>
<td>52,650</td>
<td>-</td>
<td>57,915</td>
<td>35,425</td>
<td>22,490</td>
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<td>26 ** Ministerial Education Fund</td>
<td>605,757</td>
<td>116,637</td>
<td>546,359</td>
<td>583,327</td>
<td>-</td>
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<tr>
<td>27 Board of Ordained / Diaconal Ministry</td>
<td>317,389</td>
<td>14,306</td>
<td>363,434</td>
<td>198,193</td>
<td>165,241</td>
</tr>
<tr>
<td>28 Laity</td>
<td>26,764</td>
<td>(3,000)</td>
<td>26,440</td>
<td>3,399</td>
<td>23,041</td>
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<td>29 District: DS &amp; Sal &amp; Ben</td>
<td>1,083,719</td>
<td>151,281</td>
<td>1,235,000</td>
<td>1,180,973</td>
<td>54,027</td>
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<td>30 District Offices</td>
<td>219,611</td>
<td>-</td>
<td>239,328</td>
<td>193,157</td>
<td>46,171</td>
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<td>31 District Administration: Sal &amp; Ben</td>
<td>215,564</td>
<td>487,079</td>
<td>702,643</td>
<td>627,907</td>
<td>74,736</td>
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<td>32 District Administration: Office</td>
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<td>30,000</td>
<td>48,619</td>
<td>35,380</td>
<td>13,239</td>
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<td>33 DS &amp; AADS Travel</td>
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<td>(25,000)</td>
<td>110,484</td>
<td>29,721</td>
<td>70,763</td>
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<td>34 Cabinet Meeting Expenses</td>
<td>38,171</td>
<td>-</td>
<td>41,988</td>
<td>5,353</td>
<td>36,635</td>
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<td>35 Ministerial Relations Office: Sal &amp; Ben</td>
<td>408,807</td>
<td>57,067</td>
<td>506,357</td>
<td>411,803</td>
<td>94,952</td>
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<td>36 Ministerial Relations Office</td>
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<td>-</td>
<td>22,027</td>
<td>12,458</td>
<td>9,569</td>
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<td>37 Christian Unity</td>
<td>11,408</td>
<td>-</td>
<td>12,549</td>
<td>2,000</td>
<td>10,549</td>
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<td>38 NC Council of Churches</td>
<td>21,938</td>
<td>-</td>
<td>21,938</td>
<td>21,938</td>
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<tr>
<td>39 Office of the Bishop</td>
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<td>4,777</td>
<td>39,000</td>
<td>38,219</td>
<td>781</td>
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<td>-</td>
<td>28,958</td>
<td>27,014</td>
<td>1,944</td>
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<td>41 Center for Leadership Excellence</td>
<td>62,557</td>
<td>-</td>
<td>68,813</td>
<td>23,088</td>
<td>45,725</td>
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<td>42 Nominations</td>
<td>878</td>
<td>-</td>
<td>966</td>
<td>-</td>
<td>966</td>
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<td>43 Comm. on the Status/Role of Women (COSROW)</td>
<td>6,801</td>
<td>-</td>
<td>7,481</td>
<td>1,023</td>
<td>6,458</td>
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<td>44 Conflict Transformation</td>
<td>7,130</td>
<td>-</td>
<td>7,843</td>
<td>1,457</td>
<td>6,386</td>
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<td>45 Anti-racism Ministries</td>
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<td>-</td>
<td>6,800</td>
<td>50,320</td>
<td>45,680</td>
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**Total** | $2,286,061 | $418,553 | $2,752,029 | $2,509,190 | $242,838

**Subtotal - Leadership Team** | $4,071,065 | $272,159 | $4,343,224 | $3,596,679 | $746,661
## IIa. 2021 Actual Operating Budget (continued)

<table>
<thead>
<tr>
<th>Ministry Teams</th>
<th>Actual Raised in 2020</th>
<th>Total Approved Supplement</th>
<th>Actual Operating Budget for 2021</th>
<th>Actual Expenditures 2021</th>
<th>2021 Remaining Balance</th>
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<tr>
<td>Stewardship Team</td>
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<td>($70,000)</td>
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<td>93,016</td>
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<tr>
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<td>131,626</td>
<td>(5,776)</td>
<td>139,013</td>
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<td>212,962</td>
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<td>214,825</td>
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<tr>
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<td>-</td>
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<td>330,053</td>
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<td>58 Contingency Fund</td>
<td>13,163</td>
<td>-</td>
<td>14,479</td>
<td>-</td>
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<td>146,691</td>
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<td>62 Minister's Moving Expense</td>
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<td>-</td>
<td>144,789</td>
<td>114,819</td>
<td>29,970</td>
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<td>39,443</td>
<td>322,000</td>
<td>210,544</td>
<td>111,456</td>
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<td>64 General and Jurisdictional Conference</td>
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<tr>
<td>65 Archives &amp; History</td>
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<td>-</td>
<td>8,205</td>
<td>5,458</td>
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<td>-</td>
<td>6,607</td>
<td>6,532</td>
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<td>101,352</td>
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<td>11,453</td>
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<td>1,526,802</td>
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<td>$12,482,640</td>
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<td>$13,464,164</td>
<td>$1,386,534</td>
<td>$14,272,069</td>
<td>$12,735,058</td>
<td>$1,596,910</td>
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<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>Other General Conference</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>71 ** Episcopal Fund</td>
<td>$536,321</td>
<td>$0</td>
<td>700,453</td>
<td>606,580</td>
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<td>7,190</td>
<td>56,810</td>
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<tr>
<td>73 ** Black College Fund</td>
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<td>33,227</td>
<td>252,489</td>
<td>252,489</td>
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<tr>
<td>74 ** Interdenominational Coop.Fund</td>
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<td>44,214</td>
<td>7,552</td>
<td>50,971</td>
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<tr>
<td>Total Other General Apportionments</td>
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<td>$1,017,295</td>
<td>$967,727</td>
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<tr>
<td>Grand Total All Funds</td>
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<td>$1,471,165</td>
<td>$15,242,348</td>
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<tr>
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<td>$3,522,872</td>
<td>$3,611,986</td>
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<td>Total Jurisdictional Conference</td>
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<tr>
<td>Total Pensions &amp; Conference Claimants</td>
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<td>$0</td>
<td>$0</td>
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<td>$0</td>
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<tr>
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<td>$1,681,444</td>
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** Funds raised and spent in the same year
### IIb. 2022 Actual Operating Budget

<table>
<thead>
<tr>
<th>Row #</th>
<th>Carry Over from 2021</th>
<th>Actual Raised in 2021</th>
<th>Total Approved 2021</th>
<th>Operating Budget 21</th>
<th>Budget 21 Actual % of Total</th>
<th>% Change 2021</th>
<th>% Change 2022</th>
<th>Total</th>
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<tr>
<td>1</td>
<td>-</td>
<td>1,490,058</td>
<td>-</td>
<td>1,744,429</td>
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<td>-5.31%</td>
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<tr>
<td>2</td>
<td>** World Service</td>
<td></td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
<td></td>
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<td>3</td>
<td>Disaster Readiness &amp; Response</td>
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<td>36,303 -</td>
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<tr>
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<td>Missions &amp; Outreach</td>
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<td>756,500 9.16%</td>
<td>15.97% 4.86%</td>
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<tr>
<td>5</td>
<td>Health Ministries</td>
<td>-</td>
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<td>72.63% 0.05%</td>
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<tr>
<td>6</td>
<td>Creation Care Ministries</td>
<td>405</td>
<td>13,581 -</td>
<td>13,986</td>
<td>12.79%</td>
<td>16.60%</td>
<td>0.09%</td>
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<tr>
<td>7</td>
<td>Camp &amp; Retreat Ministries Inc.</td>
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<td>8</td>
<td>Congregations for Children</td>
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<td>100.00%</td>
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<td>** Subtotal - Outreach Ministry Team</td>
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<td>$933,278 $117,767 $1,058,080</td>
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<td>56.41%</td>
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<tr>
<td>10</td>
<td>** Christian Formation Team</td>
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<td>$112,325 $18,227 $131,552</td>
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<td>-94.35%</td>
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<tr>
<td>11</td>
<td>Multicultural Ministries Team</td>
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<td>16,229 -</td>
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<td>615.83%</td>
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<tr>
<td>12</td>
<td>Multicultural Ministries Grants</td>
<td>5,125</td>
<td>51,251 -</td>
<td>56,376</td>
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<td>59.14%</td>
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<tr>
<td>13</td>
<td>Multicultural Ministries Program</td>
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<td>107,373</td>
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<tr>
<td>14</td>
<td>Ministries with Differently Abl People</td>
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<td>4,698</td>
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<td>100.00%</td>
<td>0.03%</td>
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<td>15</td>
<td>** Subtotal - Christian Formation Team</td>
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<td>20.00%</td>
<td>2.09%</td>
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<td></td>
</tr>
<tr>
<td>16</td>
<td>Race Equity &amp; Justice Ministries Team</td>
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<td>$25,625 -</td>
<td>$27,569</td>
<td>-4.80%</td>
<td>2.05%</td>
<td>0.18%</td>
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</tr>
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<td>17</td>
<td>Multicultural Ministries Team</td>
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<td>510.70%</td>
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<tr>
<td>18</td>
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<tr>
<td>19</td>
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<td>297.52%</td>
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<tr>
<td>20</td>
<td>Ministries with Differently Abl People</td>
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<td>332.06%</td>
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<td>21</td>
<td>** Subtotal - Race Equity &amp; Justice Ministries Team</td>
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<td>$25,625 -</td>
<td>$27,569</td>
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<td>2.05%</td>
<td>0.18%</td>
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<tr>
<td>22</td>
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<td>$25,625 -</td>
<td>$27,569</td>
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<td>2.05%</td>
<td>0.18%</td>
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<tr>
<td>23</td>
<td>Board of Laity - Lay Servant Ministries</td>
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<tr>
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<td>Center for Leadership Excellence</td>
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<tr>
<td>25</td>
<td>Church &amp; Society</td>
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<td>252.32%</td>
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<tr>
<td>26</td>
<td>Safe Sanctuaries</td>
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<td>Conflict Transformation</td>
<td>694</td>
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<td>252.32%</td>
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<tr>
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<td>11,104 -</td>
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<tr>
<td>33</td>
<td>** Subtotal - Leadership Development Team</td>
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<td>0.18%</td>
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## IIb. 2022 Actual Operating Budget (continued)

<table>
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<tr>
<th>Row #</th>
<th>OPERATIONS &amp; ADMINISTRATIVE RESOURCES TEAM</th>
<th>Carry Over from 2021</th>
<th>Actual Raised in 2021</th>
<th>Total Budget Approved for 2022</th>
<th>22 Budget/ Supplement for 2021</th>
<th>% Change of Total 2021</th>
<th>% Change of Total 2021</th>
<th>Total Actual 2022</th>
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<td>8,115</td>
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<td>108,524</td>
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<td>CCM Staff: Sal &amp; Ben</td>
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<td>1,542,000</td>
<td>0.00%</td>
<td>1.00%</td>
<td>9.91%</td>
<td>1.00%</td>
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<tr>
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<td>1.00%</td>
</tr>
<tr>
<td>61</td>
<td>Annual Conf. Expense</td>
<td>18,792</td>
<td>187,920</td>
<td>220,012</td>
<td>72.05%</td>
<td>356.04%</td>
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<tr>
<td>62</td>
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<td>14,863</td>
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<tr>
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<td>41.35%</td>
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<td>1.00%</td>
</tr>
<tr>
<td>64</td>
<td>Contingency Fund</td>
<td>1,281</td>
<td>12,813</td>
<td>14,094</td>
<td>0.37%</td>
<td>236.44%</td>
<td>0.90%</td>
<td>1.00%</td>
</tr>
<tr>
<td>65</td>
<td>** Meth. Bldg. Operating Fund</td>
<td>- 170,836</td>
<td>- 200,000</td>
<td>-2.66%</td>
<td>100.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td></td>
</tr>
<tr>
<td>66</td>
<td>** SEJ Mission &amp; Ministry</td>
<td>- 17,084</td>
<td>- 20,000</td>
<td>-2.66%</td>
<td>136.01%</td>
<td>0.00%</td>
<td>0.00%</td>
<td></td>
</tr>
<tr>
<td>67</td>
<td>** Joint Comm. on Clergy Medical Leave</td>
<td>- 298,963</td>
<td>- 328,659</td>
<td>-2.66%</td>
<td>56.20%</td>
<td>2.11%</td>
<td>1.00%</td>
<td></td>
</tr>
<tr>
<td>68</td>
<td>Conf. Treasurer's Office: Sal &amp; Ben</td>
<td>- 989,882</td>
<td>168,985</td>
<td>1,158,867</td>
<td>1.11%</td>
<td>8.46%</td>
<td>7.45%</td>
<td>1.00%</td>
</tr>
<tr>
<td>69</td>
<td>Conf. Treasurer's Office</td>
<td>13,240</td>
<td>132,398</td>
<td>145,638</td>
<td>-2.66%</td>
<td>36.01%</td>
<td>0.44%</td>
<td>1.00%</td>
</tr>
<tr>
<td>70</td>
<td>Information Management Office</td>
<td>- 155,632</td>
<td>- 155,632</td>
<td>155,632</td>
<td>7.64%</td>
<td>13.93%</td>
<td>1.00%</td>
<td>1.00%</td>
</tr>
<tr>
<td>71</td>
<td>Nominations</td>
<td>85</td>
<td>854</td>
<td>939</td>
<td>-2.80%</td>
<td>100.00%</td>
<td>0.01%</td>
<td>1.00%</td>
</tr>
<tr>
<td>72</td>
<td>Board of Trustees</td>
<td>43</td>
<td>427</td>
<td>470</td>
<td>-2.66%</td>
<td>100.00%</td>
<td>0.00%</td>
<td>1.00%</td>
</tr>
<tr>
<td>73</td>
<td>Board of Institutions</td>
<td>1,281</td>
<td>12,813</td>
<td>14,094</td>
<td>0.37%</td>
<td>236.44%</td>
<td>0.90%</td>
<td>1.00%</td>
</tr>
<tr>
<td>74</td>
<td>Legal Counsel</td>
<td>- 17,084</td>
<td>- 20,000</td>
<td>-2.66%</td>
<td>136.01%</td>
<td>0.00%</td>
<td>0.00%</td>
<td></td>
</tr>
<tr>
<td>75</td>
<td>** Minnesota's Moving Expense</td>
<td>12,813</td>
<td>128,127</td>
<td>140,940</td>
<td>-2.66%</td>
<td>22.75%</td>
<td>0.91%</td>
<td>1.00%</td>
</tr>
<tr>
<td>76</td>
<td>Equitable Compensation</td>
<td>14,948</td>
<td>149,482</td>
<td>164,430</td>
<td>-2.66%</td>
<td>12.09%</td>
<td>1.06%</td>
<td>1.00%</td>
</tr>
<tr>
<td>77</td>
<td>Joint Comm. on Clergy Medical Leave</td>
<td>29,896</td>
<td>298,963</td>
<td>328,859</td>
<td>2.13%</td>
<td>56.20%</td>
<td>2.11%</td>
<td>1.00%</td>
</tr>
<tr>
<td>78</td>
<td>Administration - General &amp; Jurisdictional Connections</td>
<td>- 183,499</td>
<td>- 214,925</td>
<td>0.00%</td>
<td>1.38%</td>
<td>1.38%</td>
<td>1.38%</td>
<td></td>
</tr>
<tr>
<td>79</td>
<td>** General Administration</td>
<td>- 183,499</td>
<td>- 214,925</td>
<td>0.00%</td>
<td>1.38%</td>
<td>1.38%</td>
<td>1.38%</td>
<td></td>
</tr>
<tr>
<td>80</td>
<td>** GEJ Mission &amp; Ministry</td>
<td>- 26,830</td>
<td>- 31,410</td>
<td>0.00%</td>
<td>17.07%</td>
<td>20.20%</td>
<td>17.07%</td>
<td></td>
</tr>
<tr>
<td>81</td>
<td>General and Jurisdictional Conference</td>
<td>- 25,625</td>
<td>- 25,625</td>
<td>-2.66%</td>
<td>158.02%</td>
<td>0.16%</td>
<td>158.02%</td>
<td></td>
</tr>
<tr>
<td>82</td>
<td>Subtotal - Operations &amp; Administrative Resources Team</td>
<td>$1,181,152</td>
<td>$4,153,836</td>
<td>$4,333,949</td>
<td>$4,771,008</td>
<td>2.77%</td>
<td>17.00%</td>
<td>30.68%</td>
</tr>
<tr>
<td>83</td>
<td>Conference Connectional Ministries</td>
<td>$299,631</td>
<td>$10,857,513</td>
<td>$12,791,511</td>
<td>2.47%</td>
<td>17.43%</td>
<td>82.24%</td>
<td></td>
</tr>
<tr>
<td>84</td>
<td>World Service &amp; Connectional Ministries</td>
<td>$299,631</td>
<td>$12,347,571</td>
<td>$14,535,940</td>
<td>2.17%</td>
<td>14.14%</td>
<td>93.46%</td>
<td></td>
</tr>
<tr>
<td>85</td>
<td>Other General Conference</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td></td>
</tr>
<tr>
<td>86</td>
<td>** Episcopal Fund</td>
<td>- 606,580</td>
<td>- 700,453</td>
<td>0.00%</td>
<td>15.43%</td>
<td>4.50%</td>
<td>15.43%</td>
<td></td>
</tr>
<tr>
<td>87</td>
<td>** Africa University Fund</td>
<td>- 49,404</td>
<td>- 56,765</td>
<td>0.00%</td>
<td>0.30%</td>
<td>0.36%</td>
<td>0.30%</td>
<td></td>
</tr>
<tr>
<td>88</td>
<td>** Black College Fund</td>
<td>- 220,354</td>
<td>- 252,489</td>
<td>0.00%</td>
<td>-0.43%</td>
<td>1.62%</td>
<td>1.62%</td>
<td></td>
</tr>
<tr>
<td>89</td>
<td>** Interdenominational Coop.Fund</td>
<td>- 6,757</td>
<td>- 7,552</td>
<td>0.00%</td>
<td>-85.18%</td>
<td>0.05%</td>
<td>-85.18%</td>
<td></td>
</tr>
<tr>
<td>90</td>
<td>Total Other General Apportionments</td>
<td>$0</td>
<td>$883,095</td>
<td>$0</td>
<td>0.00%</td>
<td>5.12%</td>
<td>6.54%</td>
<td></td>
</tr>
<tr>
<td>91</td>
<td>Grand Total All Funds</td>
<td>$299,631</td>
<td>$13,230,666</td>
<td>$14,535,940</td>
<td>2.17%</td>
<td>14.14%</td>
<td>93.46%</td>
<td></td>
</tr>
<tr>
<td>92</td>
<td>Total General Conference</td>
<td>$0</td>
<td>$3,023,342</td>
<td>$0</td>
<td>0.00%</td>
<td>5.12%</td>
<td>22.65%</td>
<td></td>
</tr>
<tr>
<td>93</td>
<td>Total Jurisdictional Conference</td>
<td>$0</td>
<td>$26,830</td>
<td>$0</td>
<td>0.00%</td>
<td>17.07%</td>
<td>0.20%</td>
<td></td>
</tr>
<tr>
<td>94</td>
<td>Total Annual Conference</td>
<td>$299,631</td>
<td>$10,180,495</td>
<td>$11,998,917</td>
<td>2.64%</td>
<td>19.23%</td>
<td>77.15%</td>
<td></td>
</tr>
</tbody>
</table>

** Funds raised and spent in the same year.
## IIc. Contingency Reserve Fund

### Income

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interest Income on Checking</td>
<td>$16,216</td>
</tr>
<tr>
<td>Interest on CD Investments</td>
<td>$23,065</td>
</tr>
<tr>
<td>Interest on UMF Investments</td>
<td>$309,846</td>
</tr>
<tr>
<td>Net Reclaim Last Year</td>
<td>$1,297,279</td>
</tr>
<tr>
<td>Other Receipts (Return of supplement)</td>
<td>$3,596</td>
</tr>
<tr>
<td>Post Audit Receipts from prior year</td>
<td>$89,610</td>
</tr>
<tr>
<td><strong>TOTAL INCOME</strong></td>
<td><strong>$1,739,612</strong></td>
</tr>
</tbody>
</table>

### Distributions

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Year Budget Supplements</td>
<td>$744,644</td>
</tr>
<tr>
<td>Current Year Non-Budget Supplements</td>
<td>$300,000</td>
</tr>
<tr>
<td>Subsequent Year Budget Supplements</td>
<td>$1,489,627</td>
</tr>
<tr>
<td>Subsequent Year Non-Budget Supplements</td>
<td>$150,000</td>
</tr>
<tr>
<td>Reserve for GC Budget Supplement Consideration (2021-2023)</td>
<td>$(32,960)</td>
</tr>
<tr>
<td>Reserve for BSA Proposed Settlement</td>
<td>$578,276</td>
</tr>
<tr>
<td>Interest / Service Charges Paid</td>
<td>$36,415</td>
</tr>
<tr>
<td>Audit Adjustments (Reclaimed)</td>
<td>$(2)</td>
</tr>
<tr>
<td><strong>TOTAL DISTRIBUTIONS</strong></td>
<td><strong>$3,266,000</strong></td>
</tr>
</tbody>
</table>

Change in net assets (TOT. INCOME — TOT. DISTRIBUTIONS) $(1,526,388)
### IIc. Contingency Reserve Fund (continued)

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Year Budget Supplements:</strong></td>
<td></td>
</tr>
<tr>
<td>General Church Apportionments</td>
<td>$588,644</td>
</tr>
<tr>
<td>Anti-racism Ministries</td>
<td>$96,000</td>
</tr>
<tr>
<td>Centralized District Office</td>
<td>$30,000</td>
</tr>
<tr>
<td>Legal Counsel</td>
<td>$30,000</td>
</tr>
<tr>
<td><strong>Total Current Year Budget Supplements:</strong></td>
<td>$744,644</td>
</tr>
<tr>
<td><strong>Current Year Non-Budget Supplements:</strong></td>
<td></td>
</tr>
<tr>
<td>BOT: Disaffiliation Petition Legal Expenses</td>
<td>$50,000</td>
</tr>
<tr>
<td>UMF Clergy Debt Reduction Loan Program</td>
<td>$250,000</td>
</tr>
<tr>
<td><strong>Total Current Year Non-Budget Supplements:</strong></td>
<td>$300,000</td>
</tr>
<tr>
<td><strong>Subsequent Year Budget Supplements:</strong></td>
<td></td>
</tr>
<tr>
<td>Salary &amp; Benefit Lines Shortfall</td>
<td>$1,104,795</td>
</tr>
<tr>
<td>Office Lines Shortfall</td>
<td>$44,035</td>
</tr>
<tr>
<td>Other Budget Lines Shortfall</td>
<td>$158,797</td>
</tr>
<tr>
<td>Conference Secretary's Office: Salary/Benefits</td>
<td>$8,000</td>
</tr>
<tr>
<td>Clergy Life &amp; Asst. to the Bishop: Salary/Benefits</td>
<td>$80,000</td>
</tr>
<tr>
<td>Clergy Life &amp; Asst. to the Bishop: Office</td>
<td>$4,000</td>
</tr>
<tr>
<td>Anti-racism Ministries</td>
<td>$45,000</td>
</tr>
<tr>
<td>Cabinet Immigration Assistance</td>
<td>$20,000</td>
</tr>
<tr>
<td>Missions and Outreach</td>
<td>$25,000</td>
</tr>
<tr>
<td><strong>Total Subsequent Year Budget Supplements:</strong></td>
<td>$1,489,627</td>
</tr>
<tr>
<td><strong>Subsequent Year Non-Budget Supplements:</strong></td>
<td></td>
</tr>
<tr>
<td>BSA Legal Expense Fund</td>
<td>$150,000</td>
</tr>
<tr>
<td><strong>Total Subsequent Year Non-Budget Supplements:</strong></td>
<td>$150,000</td>
</tr>
<tr>
<td><strong>Grand Total All Supplements:</strong></td>
<td>$2,684,271</td>
</tr>
</tbody>
</table>

Council on Finance & Administration
III. FINANCIAL POLICIES

The United Methodist Church is a connectional church, and all local churches participate in the mission and service giving of the larger church. The outreach and mission giving opportunities of the Connection are distributed to the churches of the NC Conference by means of a formula based on the financial performance in each local church. Every effort is made to develop a computation which is shared with fairness by all. Church leaders are encouraged to interpret the work of the Connection so that each congregation understands these funds to be a necessary extension of the ministry and mission of the church beyond its local organization.

A. APPORTIONMENTS:

1. The funds to be apportioned are:
   - World Service and Connectional Ministries
   - Episcopal Fund
   - Interdenominational Cooperation Fund
   - Black College Fund
   - Africa University Fund

2. Formula: The Apportionments for each year shall be based on the average of the total monies disbursed by each church in the four years immediately previous to the apportionment year less the approved exclusions each year, or on the most recent year less the approved exclusions, whichever is lower. The change in unadjusted apportionments from the previous year shall not increase in excess of 15%. The exclusions are: Payments on World Service and Connectional Ministries, Past Service Liability, Episcopal Fund, and all other apportionments; principal and interest on indebtedness; buildings and improvements; 50% of property insurance; local benevolences paid directly by the local church; General and Conference Advance Specials; New Room Society; up to $4,500 for travel paid by a charge for each pastor; United Methodist Student Day; Human Relations Day; Peace and Justice Sunday; Native American Awareness Sunday; UMCOR Sunday (formerly One Great Hour of Sharing); World Communion Sunday; UWF Funds sent to district or conference treasurer; housing allowance paid in lieu of furnished parsonage to a minister serving under Episcopal appointment in a charge of the Conference; the portion of pastor compensation expense funded by equitable compensation grants from the Conference budget; offerings taken for disasters as designated by the Disaster readiness and Response Committee and the Resident Bishop; contributions to The Gary Wayne Locklear Mission Endowment.

3. Effective July 1, 2004, new faith communities shall be assigned an apportionment beginning in the apportionment year in which the church is chartered (Year A in the following table), or five years from inception date (designated leader begins ministry), whichever is sooner. Inception is defined as the year the new faith community reports statistical data independently from any other church. New faith communities begin reporting statistical data in the year they are established by the Bishop and cabinet, however, multi-site or cooperative expressions may choose to report combined statistical data. In this context, if data is not reported separately, the combined expenses will be considered in the standard apportionment formula of the reporting church until separate statistical tables are established. New faith communities considered under this formula include new churches, multi-site locations, and relaunched churches sponsored by the New Faith Communities Office. The new and projected charter dates for all new churches shall be reported annually by the New Faith Communities Office to the Treasurer’s Office immediately following Annual Conference. The amount to be apportioned shall be a percentage of the apportionment as computed on the standard formula described in III.A.2 above. Because this formula results in a lower apportionment for a longer period than earlier new church formulas, no adjustment will be allowed to the apportionment computed as shown in the following table:
4. Apportionments to the churches shall be made by the Council on Finance and Administration (CFA) based on the current formula. Each cause shall be paid proportionately out of the income from funds received up to the amount fixed by the Annual Conference. In the event receipts shall fall short, all items shall be paid pro-rata. The CFA is authorized to make supplementary appropriations between sessions of the Annual Conference, if funds are available, for emergency or unforeseen needs. Such supplementary appropriations shall be made only from available undesignated funds. In the light of possible unforeseen and emergency need beyond available resources within the Annual Conference, the CFA is authorized to adjust the pro-rata distribution by up to 10% at its discretion and is authorized to use such funds to make supplementary appropriations according to this provision. General Church apportionments will be paid in full as collected to general agencies and will not be subject to adjusted pro-rata distributions. All supplementary appropriations made under these provisions shall be reported in the Conference Journal for purposes of information.

5. Apportionments will be delivered from the Treasurer’s Office to the district superintendents by July 15, 2022.

6. The percentage payout rate for local churches shall be based upon payment of all apportioned items as listed in Section III.A.1. above.

B. The following special offerings shall be taken in each local church and remitted to the Conference Treasurer as separate items. They are not to be included in the Apportionments. General Church special offerings include United Methodist Student Day, Human Relations Day, Peace with Justice Sunday, Native American Awareness Sunday, UMCOR Sunday (formerly One Great Hour of Sharing), and World Communion Sunday. Annual Conference approved special offerings include Project AGAPE Mission to Armenia, Methodist Home for Children, Mother’s Day Offering for the Methodist Retirement Homes, Golden Cross Sunday, and Disciple Bible Outreach Ministries.

C. No Conference agency’s budget shall incorporate funds to be appropriated to a non-conference agency, without specific approval of CFA. All funds granted to a non-conference agency must be spent consistent with the Social Principles of The United Methodist Church.

D. No transfer of funds shall be made from one line item in the Conference Budget to another.

E. All General Church Funds (World Service, Episcopal, Ministerial Education, Black College, Africa University, Interdenominational Cooperation, General Administration), Jurisdictional Conference, and Methodist Building Operations and Capital Maintenance Funds will be raised and paid out in the same year. All other funds will be raised and paid out in the subsequent year on a schedule determined by the CFA.

F. Investment Policy: The investment of the funds of the conference shall be such that funds available for mission are maximized in a manner consistent with the preservation of capital and with the Social Principles
of The United Methodist Church. Investments are with the United Methodist Foundation, Inc. (local), the United Methodist Church Foundation (national), Wespath Benefits and Investments, area banks, and with specific minority-owned financial institutions within the bounds of the NC Conference. Investments of funds reserved for use in the next budget year shall be invested 50% fixed income investments and 50% equity investments.

G. Monies paid by the churches shall be reported to the statistician by the pastors at the end of the year on the Table II, Financial Report. The Table I, Table II and Table III reports for 2022 shall be due to the statistician no later than January 31, 2023.

H. The Council may enact its own bylaws governing meetings, quorum, and other matters of procedure as authorized in the 2016 Discipline, Para. 612.5.b.

I. The Council shall maintain a central treasury for all Conference agencies as authorized by Para. 613.12 of the 2016 Discipline, and the 1953 session of the Annual Conference. Annual Conference boards and agencies, including those separately incorporated, are required to maintain their funds on deposit in the central treasury unless exempted by the Annual Conference or the Discipline. Exemptions are granted to the Methodist Home for Children, the Methodist Retirement Homes, the Colleges, the United Methodist Foundation, Inc., Board of Missions, Inc., Asbury Homes, and North Carolina United Methodist Camp and Retreat Ministries, Inc.

J. All new programs or entities which would not be funded by an existing approved budget shall be referred to the CFA for review of budget needs and supplemental funds available prior to approval by Annual Conference. If the item is approved, the next year’s budget shall be amended to include the necessary funds based on the CFA recommendation.

K. Contracts executed by commissions, boards, or agencies which obligate the Annual Conference must: 1) be created for periods of no more than 12 months, 2) not involve expenditures exceeding $50,000 in the aggregate and 3) not include a guarantee by the Conference of debt incurred by a separately incorporated entity. All contracts that exceed a 12-month period and/or $50,000 must be authorized by the Council on Finance and Administration. Should authorization be needed between meetings of CFA, it can be given by two signatures from the Executive Director of Connectional Ministries, the president of CFA, or the Conference Treasurer.

IV. ITINERANT CLERGY MOVING EXPENSE

Effective Date – June 1, 2020

The Itinerant Clergy Moving Expense Committee met to study moving expense needs and policies. The Committee makes the following recommendations.

A. Eligibility

1. Pastors of local churches continuing under appointment to local churches within the Conference, moving to or from extension ministries, district superintendents, ministerial assistants to district superintendents and Conference ministerial staff whose salaries are paid from the Conference Treasurer’s Office.

2. Pastors in section A.1. who become Conference Evangelists upon moving from an appointment to a new residence. Their moving expense to return to any of the above categories will also be paid.

3. Pastors in section A.1 who retire from serving appointment or who assume approved medical leave or return into active service from approved medical leave.

4. Widows or widowers of those identified in section A.1. upon moving from place of appointment to new residence.

5. Pastors moving into an appointment in the North Carolina Conference under section A.1.

6. Interim Supply pastors
7. Pastors being appointed to leave of absence are entitled to moving expense for one leave of absence.
8. Pastors who are called to active military duty will be entitled to moving expense at the time of call up, if need be, and at the time of return, if need be, if not covered by the military, with substantiation of the military orders.
9. Persons moving who are not defined above will not be eligible to make claim.

B. Payment of Claims
1. All reimbursements must be substantiated with paid receipts for actual moving expenses. All reimbursements must be for expenses which are deductible for income tax purposes according to Internal Revenue code, Section 217, non-taxable fringe benefits. Payment will be granted to all who are eligible to make claims as follows: Active itinerant clergy in section A.1., A.2., A.5., A.6., A.7. and A.8. (except retiring clergy, widows, widowers, and clergy couples) will receive reimbursement of costs up to $2,250.00 with submission of paid receipts for actual moving expense.
   a. Active itinerant clergy in section A.1., A.2., A.5., A.6., A.7. and A.8. (except retiring clergy, widows, widowers, and clergy couples) will receive reimbursement of costs up to $2,250.00 with submission of paid receipts for actual moving expense.
   b. Retiring itinerant clergy, widows or widowers will receive reimbursement of costs up to $3,500.00 with submission of paid receipts for actual moving expenses. The retirement amount may be granted upon request when taking medical leave in lieu of receiving the retirement benefit at retirement.
   c. Itinerant clergy couples will receive reimbursement of costs up to $2,600.00 with submission of paid receipts for actual moving expenses. If only one member of the clergy couple is re-appointed, section B.1.a. will apply.
2. Travel: Mileage is reimbursed at the standard IRS rate for moving expense deductions. This rate may be paid per mile per vehicle for a single trip to move each vehicle to the new residence. If a vehicle is used to move household goods, i.e., in lieu of a moving company, additional trips may be reimbursed as necessary. The per trip mileage will be computed from appointment to appointment, or from the Conference boundary to the appointment, or from the appointment to the residence/Conference boundary (in case of retirement), whichever is less. Either the mileage as described above or actual out of pocket expenses for gas, oil, etc. may be reimbursed from the Conference boundary.
3. Reporting and Payment Requirements
   a. Effective January 1, 2018, all moving expense reimbursements are taxable to the recipient. The Conference Treasurer’s Office will reimburse moving expenses directly to the pastor. Moving expense reimbursements will be reported on the employee’s W-2 for employees of the Conference and on a 1099-MISC for pastors not paid through the Conference Treasurer’s Office. Any required benefit computations or payments due for the moving expense reimbursement will be completed by the Conference Treasurer’s Office and funded through the Itinerant Clergy Moving Expense annual budget.
   b. The Conference Treasurer will make this payment upon receiving the Itinerant Clergy Moving Expense Requisition form signed by the person receiving reimbursement and verified by the District Office, along with appropriate receipts to substantiate the expenses.
   c. The pastor should send the completed document, “So You’re Moving” checklist to the District Office. This will fulfill the 2016 Discipline, Paragraph 2533.4, which states “The chairperson of the board of trustees or the chairperson of the parsonage committee, if one exists, the chairperson of the committee on pastor-parish relations, and the pastor shall make an annual review of the church-owned parsonage to ensure proper maintenance.”
d. Moving expense funds will be withheld by the Conference Treasurer if the district superintendent determines that the parsonage was inadequately cleaned or was damaged beyond normal wear and tear. If an inspection by the district superintendent and the pastor-parish relations committee or the parsonage committee reveals monetary needs for cleaning or repairs, or for having the fuel tank filled, the remaining balance of the moving expense due said pastor shall be made payable to the respective district to pay for needed cleaning or repairs. If the district superintendent or the moving pastor is NOT in agreement with said pastor-parish relations committee or the parsonage committee, the superintendent may request the arbitration committee of the clergy living committee, or other committee of the Board of Ordained Ministry assigned these duties, to inspect the parsonage involved and give an impartial recommendation.

4. The Conference Treasurer will make an advance payment up to $600.00 to eligible itinerant clergy to cover the expense of deposit and fees for moving expenses prior to their move, upon verification by the District Office. Those receiving an advance must substantiate their expenditures, and any money that is left over shall be refunded to the Conference Treasurer. All advance payments shall be reported as required as taxable income on the W-2 for conference employees and 1099-MISC for pastors not paid through the Conference Treasurer’s Office.

5. No additional claim can be made against a local church, district or the Conference for payment of moving expenses.

6. Reimbursable expenses include the cost of boarding and moving domestic animals, the moving of recreational vehicles, moving household and personal goods, travel as defined in B.2., lodging, packing, crating, in-transit storage and insurance, labor costs, and any other expense necessary to physically move household items. Labor costs paid to individuals currently residing in the moving household, or those moving their own personal belongings are not reimbursable. Other expenses which are not reimbursable include meals, purchase of household items, or any other item not reasonable or necessary for the move.

7. The request for moving expense reimbursement must be received in the Treasurer’s Office no later than four months following the date of the move.

8. The Moving Expense Committee will consider and have final authority over any questionable or disallowed claim or special claim beyond allowances set in the approved plan.

V. LOCAL CHURCH FINANCE MINIMUM STANDARDS

Serving as a financial officer or in a financially related position within a local church requires that we serve with fiduciary responsibility over the financial matters of the church. This fiduciary responsibility means that we stand in service to perform our duties with the trust and confidence that we act for the benefit of the church and not for the benefit or convenience of ourselves. As we serve with these responsibilities in local churches, we are guided to provide the most effective and most efficient ways to safeguard the assets entrusted to our care. One of the ways we safeguard the assets is to put procedures in place that have been proven to minimize risks by preventing and detecting error, deterring fraud and protecting innocent staff and volunteers. The following guidelines have been developed in order to assist those with financial responsibilities in local churches to identify and implement basic internal control procedures. These guidelines are intended to aid in the prevention or deterrence of fraudulent behavior and are not accusations that fraudulent activities are being performed. These guidelines provide protection for those in a position of controlling financial activity from being accused of fraud. Part of the fulfillment of our calling to be good stewards of the Lord’s funds is having effective procedures in place to safeguard those funds. These minimum standards should be increased for churches with higher volumes of transactions but should not be compromised for lower volumes of transactions. All local churches are expected to meet these minimum standards.
A. Receipts and Disbursements
   1. Treasurer and Financial Secretary should not be the same person and should not be in the same
      immediate family residing in the same household
   2. Counting team (at least two unrelated persons) should count offerings and document totals – not
      treasurer and not financial secretary
   3. Offerings should be deposited the same or next business day
   4. Offering count details should be given to financial secretary for recording
   5. Offering totals should be given to the treasurer or financial secretary to record deposit
   6. The Financial Secretary’s deposit log should be compared to the bank statement to verify deposits (by
      bank reconciliation reviewer)
   7. At least two persons should be listed as authorized signatures on all accounts. This should also be the case
      for setting up electronic payments (or EFTs). For EFTs, one of those individuals should be a Trustee or a
      member of the Finance Committee (other than the Secretary or Treasurer).
   8. The Treasurer is authorized to make electronic payments of bills. The Treasurer shall maintain support for
      every electronic payment just as with the support for paper checks.
   9. Financial policy and authority guidelines should be written and approved by the Finance Committee
      (there is a template available on the Conference Treasurer’s Office website).
  10. Invoices should be required for all payments from all accounts
  11. Someone other than the treasurer (with authority by Finance Committee) should approve invoices for
      payment
  12. Typically, the Treasurer should make payments only after the invoice is approved. A policy may be
      implemented where routine, budgeted expenses (i.e., rent/mortgage, electric bill, etc.) may be paid
      without recurring approval; non-routine expenses must be approved prior to payment.

B. Reporting and Review
   1. All accounts should be reconciled monthly
   2. Someone other than treasurer should review bank reconciliation at least semiannually – including bank
      statements, invoices, checks written, and financial reports
   3. The Treasurer should make detailed report of budget and designated fund activities to the Finance
      Committee at least quarterly
   4. There must be an annual evaluation of financial records – at least in as much detail as the Local Church
      Audit Guide (completed no later than August 1 for preceding year, with the results of the audit being
      reported at Charge Conference) – including ALL accounts of the church (except UMW may be under
      separate evaluation or audit) – ALL accounts includes the general fund, building funds, designated
      accounts, cemetery funds, discretionary funds, Sunday school accounts, etc.
   5. An external annual audit of ALL accounts should be done at least every three years for churches with
      total annual disbursements of more than $500,000 per year (completed by August 1 for preceding year).
      An annual evaluation should be performed during the interim years.
   6. While a full audit is optimal, the term ‘external audit’ could mean a review by a CPA firm or other
      qualified individual (one with an accounting degree and accounting experience) that is independent of
      the church’s Finance Committee or church council.
   7. An external annual audit of ALL accounts should be done every year for churches with total annual
      disbursements of more than $1,000,000 per year (completed by August 1 for preceding year). The
      term ‘external audit’ in this recommendation refers to an audit by an independent CPA or firm—not a
      member of the church. An opinion is given on the financial statements—both balance sheet and income
      statement.
   8. An individual CPA may participate in an audit, however, s/he must be a member of a church audit team
      performing an audit; thereby, a member of an audit team reporting to the church’s finance committee.
C. Tax Reporting Requirements
   1. W-2s must be issued for employees, including pastors, and 1099s issued for non-employee compensation by January 31 for preceding year (federal law requirement)
   2. Payroll tax forms and deposits done as required for payroll amount (federal law requirement) – payroll reporting should be completed for the IRS and SSA by appropriate due date for filing method
   3. Housing allowance or exclusions approved annually at charge conference and kept on file (federal law requirement)

D. Other General Requirements
   1. Prepare list of all church property for insurance purposes – include item description, serial number and value
   2. Prepare list of safety deposit box contents – update authority as needed – access should be allowed by two unrelated people
   3. Computer records are backed up and password protected for security
   4. Ideally, four individuals are required for regular financial procedures: financial secretary, treasurer, person to review and approve invoices and person to review bank reconciliations. It is possible for this to be accomplished with 3 individuals if proper segregation is achieved.

VI. APPROVAL TO SOLICIT FUNDS

Any organization designated as a Conference Advance Special may ask local churches to consider opportunities for giving. It shall be at the discretion of the local church as to whether, when and how these opportunities will be presented to the membership. Solicitation or private campaign may not be taken directly into local churches of the Conference through solicitation in classes or other groups or by the use of membership lists (either partial or in entirety).

Approval is given to the requests of the following agencies and programs for the privilege of soliciting funds under these policies throughout the District or Conference.

A. Christmas Offering for District programs and/or projects.
C. The Board of Directors for Camp and Retreat Ministries, Inc. to solicit from church groups and individuals, materials and money for specific projects for the three camps of the North Carolina Conference.
D. Methodist Retirement Homes, Incorporated; Methodist Home for Children; Louisburg College; Methodist University; and North Carolina Wesleyan College; and Asbury Homes for the privilege of private solicitation and receipt of such funds as may be directed thereto.
E. The United Methodist Foundation, Incorporated, as provided in its charter.
F. The Disaster Response Committee upon joint decision of the committee and the Resident Bishop to respond to disasters within the bounds of the NC Annual Conference.

The CFA continues to recommend that 100% “Missional Service Giving” be the on-going priority. The Council also recommends that stewardship continue to be a missional focus, Conference priority.

VII. DISTRICT SUPERINTENDENTS’ SALARY

The Council on Finance and Administration recommends that the formula for computing the annual salary for the district superintendents be the average of the top 25 pastors’ salaries in the Conference for the previous year, no less than the salary of the previous year. Salary is defined as cash salary plus nonvouchered allowances. In March 2022, current district superintendents requested no increase be made to the district superintendent salary in 2023. Therefore, we recommend the 2023 salary for district superintendents be set at $112,766, reflecting no change from the 2020, 2021, and 2022 salaries.
VIII. ORGANIZATION and PROCEDURE *(presented for information only)*

A. The audit for **2021** will be by Crosslin & Associates, Nashville, Tennessee.

B. The president, vice-president, secretary, and treasurer of the CFA shall serve as the executive committee of the Council. In addition to these individuals, at-large members of the executive committee include chairpersons of the CFA sub-committees.

C. The Conference Treasurer will include in the monthly financial reports, for any given month, all monies received in the office by the 5th day of the following month, except when the 5th day falls on a weekend or holiday the report will include the funds received the following workday.

D. The Treasurer may approve minor over-expenditures of a budget line item up to $5,000 or 5% of the line item, whichever is less. A request for such over-expenditure shall be submitted in writing in advance and shall state the reason for the request. The over-expenditure will be reported to CFA and will be listed in the Conference Journal.

E. Any Conference or non-conference agency which receives financial support from Conference funds or from any authorized conference-wide appeal in excess of $5,000 shall submit, with any budget request, an annual detailed audited budget report of all receipts, disbursements and assets. A statement in effect that "All funds granted have been spent consistent with the Social Principles of The United Methodist Church" will be furnished to CFA upon submission of the audit. Such reports received shall remain on file in the Treasurer's Office until reported to CFA. An agency may be exempted (for just cause) from this reporting requirement by CFA. Note: CFA requests the Board of Institutions to provide regular reports (at least annually) regarding its financial monitoring of related institutions/programs. The financial monitoring shall include consideration of a final independent audit for the institution, pension plan, and affiliated entities, including journal entries, the auditor's management letter and any other reports of the auditors; liability insurance coverage levels; and the institution's projected budget for any subsequent fiscal years, including the current fiscal year.

F. A carry-over of budgeted funds remaining (not including any supplemental appropriations) of up to 10% of the amount raised for the subsequent year will be allowed for Conference budget line items. Any carryover or portion thereof by this policy may be rescinded in any year in which funds are not available to meet basic ministry needs as determined by the CFA.

G. Funds appropriated to a board or agency must be spent in the calendar year of the appropriation unless otherwise allowed.

H. Supplemental Appropriations: The Council will consider requests for supplemental appropriations in the following priority order:

*First Priority*
- Salary and benefit items previously approved according to the policies of the Annual Conference or General Conference (i.e. Equitable Compensation Funds, staff salaries, etc.)
- Programs authorized and mandated by the NC Annual Conference which are not included in the Annual Conference budget for that financial year.
- Amounts required to provide funding for retiree pension or insurance benefits included in previously fully funded plans.

*Second Priority*
- New creative programs to respond to emerging needs and to expand the mission of the Annual Conference which are not included in the Conference budget for that year. Such programs will be funded through supplemental appropriations only on a short-term basis.
- Emergency needs and programs in the life of the boards and agencies of the Annual Conference. The petitioning group shall make such requests in writing to the Treasurer’s Office at least 15 working days before a scheduled CFA meeting.
Third Priority
- Any other type of funding requests.

Procedure for seeking supplemental appropriations:
1. All requests for supplemental appropriations shall be made to the CFA President and/or the Conference Treasurer’s Office in writing at least 15 working days before a scheduled CFA meeting.
2. The normal procedure for requests for supplemental appropriations will be a review by the CFA supplemental appropriations committee which will make a recommendation to the full Council.
3. If an emergency request for supplemental appropriations is received between scheduled meetings, the CFA supplemental appropriations committee will consider the request and may direct the Conference Treasurer to forward it to the membership via mail or e-mail with a recommendation for action.

I. Interest shall be paid to/from the Board of Pension, Insurance Fund, Blackburn Scholarship Fund, Congregational Development funds using the rate of the conference interest-bearing checking account, compounded monthly, on monthly average balances held by the Conference Treasurer for interest earned in excess of service fees paid for transactions in those funds. Excess service costs of boards or committees funded outside the conference budget not covered through the conference interest-bearing account may be billed to the appropriate board or committee’s fund.

J. Retroactive adjustments for transfer or posting delays will be made to the Board of Pension and the Insurance Fund accounts for earnings calculations.

K. Funds in excess of operational needs for the Board of Pension and the Insurance fund are invested in the United Methodist Foundation, Inc. of the N.C. Conference, Wespath, Inc., or other socially responsible investment funds as deemed appropriate by the respective board or committee.

L. In order to prevent a loss of funds due to investment risk, and in order to have funds available for emergency use, the goal of the Council is to maintain minimum reserve funds equal to 15% of the current operating budget for World Service and Connectional Ministries. Supplemental appropriations from current year earnings shall follow the guidelines in paragraph H above. Supplemental appropriations beyond current year earnings shall follow the following guidelines:
   1. If reserves are less than or equal to 20% of the current operating budget, only supplements to meet payroll for existing positions may be considered.
   2. If reserves are above 20% and below 30% of operating budget, only supplements to meet payroll for existing positions, ministries, and retiree pension or insurance may be considered.
   3. If reserves are equal to or greater than 30% of operating budget, other requests may be considered.
   4. No request may be considered if the amount requested would reduce reserves below 15% of operating budget.

M. Mailing address labels will be available for a nominal fee to conference agencies, clergy and lay members of Annual Conference or other United Methodists for church-related uses.

N. CFA Meeting Schedule: The executive committee meets at the call of the President. Scheduled meetings are:
   June 16-17, 2022: There may be a called meeting in conjunction with Annual Conference if necessary, to elect officers or conduct other business.
   September 13, 2022: A meeting to be held for considering general business matters.
   November 1, 2022: An optional meeting to be held, if necessary, at the call of the President.
   December 6, 2022: To consider apportionment matters and supplemental appropriations for salaries.
   January 13, 2023: To look at the shortfall and make a decision regarding paying out the general church apportionments. (Subject to change based on GCFA final closing date.)
   February 7, 2023: To consider the operating budget for the current year. All payments on apportionments are due to the Treasurer by mid-January. A report of receipts, amounts allocated to the budgeted boards and agencies, and supplemental appropriations are decided at the meeting.
March 21, 2023: To consider the budget to be recommended to Annual Conference which will be raised in the subsequent year and spent in the year after it is raised. Additionally, the CFA policy recommendations to the Annual Conference are adopted.

O. Dates to Remember:

July 15, 2022: Apportionments sent to the local church pastors.

November 2, 2022: Requests for supplemental appropriations for the 2022 operating budget due in the Treasurer’s Office.

January 11, 2023: Annual Conference and General Church remittances must be received by 8:30 A.M. in order to receive credit for 2021. (Subject to change based on GCFA final closing date.)

January 18, 2023: Requests for supplemental appropriations for the 2023 operating budget due in the Treasurer’s Office.

January 19, 2023: Requests for the 2025 budget, to be adopted at the 2023 Annual Conference, due to the Treasurer’s Office from Conference Connectional Table (CCT) team leaders to be presented to the full CCT.

January 31, 2023: Tables I, II and III for 2022 due to the Conference statistician.

IX. UNITED METHODIST PERSONAL INVESTMENT PLAN (UMPIP), and UMLifeOptions

A. GENERAL

1. The lay employee’s supervisor is responsible for making lay employees aware of these rules and procedures. Detailed information on the UMPIP and the UMLifeOptions is available from the Treasurer’s Office. Supervisors will have lay employees who are eligible for these benefits contact the Treasurer’s Office 60 days before they are eligible for participation or sign a waiver form if they decline to participate in the UMPIP. The form will be kept on file in the Treasurer’s Office for future reference.

2. The Conference Treasurer’s Office will administer the UMPIP and the UMLifeOptions.

3. Contributions will be withheld from the employee’s pay and remitted to Wespath by the Treasurer’s Office within ten business days after receiving the bill from Wespath.

B. UNITED METHODIST PERSONAL INVESTMENT PLAN (UMPIP - Effective January 1, 2006)

1. The lay employee must be full time (at least 20 hours per week).

2. The lay employee must be an employee for 1 continuous year before becoming eligible for UMPIP.

3. The conference contribution will be twelve percent (12%) of the employee’s base compensation.

4. The lay employee’s required contribution will be 3% of the employee’s base compensation. Participants in the UMPIP must be participants in the UMLifeOptions.

C. UMLifeOptions

1. The UMLifeOptions plan is a death and disability plan for lay employees.

2. UMLifeOptions is an employer-funded plan and, as such, is required enrollment for all eligible employees.

3. Employees are eligible after one year of employment working at least 20 hours per week.

Anne Lloyd, President
INSURANCE COMMITTEE

I. The Insurance Committee is to be made up of 5 at-large members and representatives from the following boards and agencies: 2-Board of Pension; 1-Board of Pension Chair; 2-Board of Ordained Ministry; 2-Joint Committee on Clergy Medical Leave; 3-Lay Members appointed by the Commission on Laity. The following members are without vote: 1-Conference Treasurer; 1-Controller; 1-Benefits Coordinator; 1-Director of Ministerial Relations - Assistant to the Bishop. Representatives 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 life insurance terminates upon retirement of the subscriber.
   C. The active 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. Voluntary enrollment is available each annual Open Enrollment period.
      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. If your election requires the completion of an evidence of insurability form the approval or denial is administered by MetLife.
   E. Basic LIFE INSURANCE CLAIMS FILED IN 2021:
      Total Claims FILED:  17
      Total Benefit FILED: $157,500
   F. Clergy eligibility for life insurance programs is based on the following three criteria:
      1. Serving half-time or greater appointment.
      2. Making one-half of minimum salary as determined by the Clergy Compensation Worksheet line 7.
      3. Working at least 30 hours per week.
   G. Lay eligibility for life insurance programs is based on working at least 30 hours per week.
   H. 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.

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 is amended as necessary to comply with federal health care laws applicable to the plan.

B. Policy and Rules
1. The North Carolina Conference offers a PPO Base Plan for health insurance benefits with the option of a PPO Buy-Up plan for increased health insurance benefits. **Effective January 1, 2023, the NC Conference will offer a group insurance plan through the HealthFlex program from Wespath Benefits and Investments.** The HealthFlex program will include health insurance, pharmacy, and mental health services. Optional benefits available include supplemental life, dental coverage, vision coverage, medical reimbursement, and dependent care accounts **Flexible Spending Accounts for health care and dependent care.** Funding for all optional coverages will be the responsibility of the participant.

2. Medical Reimbursement and Dependent Care Accounts must be established during Open Enrollment (each November 1 – 30), for an effective date of the following January 1. If you do not claim these funds prior to March 15 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. **Under HealthFlex, a carryover of $570 will be permitted to a subsequent plan year. The remainder of the balance is forfeited if not spent by December 31. The run-out period to file claims is through April 30 of the following year.**

3. Participation in the Flexible Spending Accounts, both the health care and dependent care, is contingent upon participation in the health insurance plan.

4. A change of life circumstances (birth, marriage, divorce, death, loss of spousal coverage) will allow a mid-year change in coverage. 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 Garner is 1-800-849-4433 where staff persons continue to provide personal attention to insurance matters.

5. 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).

6. **Effective January 1, 2004, The Conference group 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.**

7. 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 are administered by Blue Cross Blue Shield of NC vendors contracted by Wespath Benefits and Investments (Wespath). Any pre-authorization would be obtained through Blue Cross Blue Shield of NC. Members can use the MDLive telehealth service or other providers.**

8. **Effective January 1, 2019, Diagnostic imaging services should be pre-certified.**

9. Denial of claims or incorrect processing of claims should be appealed through Blue Cross Blue Shield of NC Illinois. There are two levels of appeal.

10. 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 must be withheld from the participant’s salary by the salary-paying unit on a pre-tax basis.

11. Premiums for health and life insurance may be paid in advance on a monthly, quarterly, semi-annual, or annual basis.

12. Lay persons or clergy on maternity/family medical leave may continue their insurance coverage, as long as the premiums are paid.

13. The Insurance Committee may terminate the coverage for non-payment of premiums. Insurance payments which are 60 days late (from the due 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. If a Participant or a Participant’s Salary-Paying Unit fails to make the required contributions within 30 calendar days of the due date, the North Carolina Conference (Plan Sponsor) may notify Wespath and ask that Wespath apply the HealthFlex Termination Policy. Under the HealthFlex Termination Policy, Wespath will notify the delinquent Participant and demand payment of the delinquent required contributions. If the Participant and/or Salary-Paying Unit does not remedy the delinquency within 15 days of notice, Wespath will terminate the Participant’s coverage (along with the coverage of any of the Participant’s dependents).

14. In case of any 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 Life Insurance Plan with the intent of providing coverage for the active and retired clergy and a Group Health Plan with the intent of providing coverage for active clergy and retirees under age 65. 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. Coverage begins for eligible participants on the first day of the month following the date of hire or appointment. Coverage is not automatic. Enrollment forms must be submitted within 30 days of original eligibility in order to enroll in the insurance plan.

B. Participants 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 group plans will be available to the following mandatory with the option to waive contingent upon compliance with documentation as set forth by HealthFlex:

1. Clergy who are members in full connection of the Conference, provisional and commissioned members, associate members, student local clergy, full-time and part-time local clergy, ordained clergypersons from another annual conference, another Methodist denomination, or another denomination, serving full time or part time (50% or 75% appointment time) 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.
      ii. The institution shall be responsible for payment of all insurance premiums by the due date.
   d. The connectional structure to a unit of the conference for which the annual conference provides for pension contributions to the Clergy Retirement Security Program (CRSP).

2. Clergy eligibility for HealthFlex insurance programs is based on the following criteria:
   a. Serving half-time or greater appointment.
   b. Making one-half of minimum salary as determined by the Clergy Compensation Worksheet line 7.
   c. Working at least 30 hours per week.

D. Health and dental insurance will be available to adult disabled dependents after the retirement of their subscriber parent/guardian. Eligibility and benefits are detailed in the Board of Pension
Report B. Coverage may continue until the dependent becomes eligible for Medicare due to age or disability.

E. Post-Retirement Benefits
1. Eligibility for post-retirement benefits may be viewed in detail in the Board of Pension Report Section B.
2. Post-retirement health plan funding eligibility for clergy newly licensed, commissioned or ordained effective July 1, 2009 (or later), 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 Health and Life Insurance Plans. A minimum of 180 months total enrollment is required for funding eligibility.
3. Effective January 1, 2014 Funding for post-retirement health benefits will be established by the Conference Board of Pension via a Health Reimbursement Account (HRA). Retirees and eligible spouses over age 65 receive an annual HRA amount which can be used to purchase individual Medicare supplemental coverage through Via Benefits or on their own or to reimburse other eligible health care expenses. may purchase individual health care plans with the assistance of Via Benefits or on their own. Individual HRA balances can be used to reimburse retirees for qualified expenses. Funding of the individual HRA will be based on the accrued years of credit as outlined in the Board of Pension Report.

F. Clergy eligible for life and health insurance through the North Carolina Conference benefits under option V. A - C above are entitled to these benefits.

G. 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 (30 days from the date of becoming eligible or added as a late applicant during the following Open 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 retired lay employees will be billed in full for the funding of the post retirement HRA or life insurance premiums associated with retirement insurance benefits. The Annual Conference is not responsible for the funding of local church retired lay staff benefits.

H. Continuation of Benefits
1. Eligibility for non-salaried clergy and lay participants’ participation while on leaves other than medical leave is limited to 12 months, provided a written request to retain benefits is submitted to the Benefits Coordinator within 30 days of the leave. The participant is responsible for the entire monthly rate (church portion and personal portion) by the due date.
2. If a Participant loses eligibility, has been covered for at least three (3) consecutive months and if the Participant pays the required contribution, the participant may be eligible to continue medical and mental health insurance, wellness and prescription drug benefits for up to 18 months following the loss of employment or appointment.
3. **Continuation coverage is not available with respect to dental or full-service vision.**
4. The individual who elects Continuation coverage will remain in his or her then-currently elected benefit options for the balance of the plan year in which the loss of eligibility occurred.
5. Written requests for continuation should be submitted to the Conference Benefits Coordinator within 30 days of the termination of employment or loss of appointment.
6. 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.
7. Flexible Spending Accounts are not available to terminated participants, as they are no longer receiving salary from which to withhold these funds. Funds already contributed must be claimed within 90 days of the termination date.

I. Clergy Medical Leave Appointments Disability
1. Clergy placed on Clergy Medical Leave: A participant approved for the Comprehensive Protection Plan (CPP) or UMLifeOptions benefits can remain covered under the Conference basic life, supplemental life, health, dental, vision, pharmacy, mental and behavioral health insurance plans and well-being programs, provided the participant was enrolled and covered in the Conference plans immediately preceding the approval date of Clergy Medical Leave.

J. Open Enrollment
1. Open Enrollment for active participants is held each November 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, Flexible Spending Accounts will not be available 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 under eligible Episcopal appointment, 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 projected expected claims and administration fees.

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. 2022 Life, Health and Dental Insurance Monthly Rates & Benefit Changes:

<table>
<thead>
<tr>
<th>Life Insurance</th>
<th>2022 Monthly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>$16.50</td>
</tr>
<tr>
<td>Family</td>
<td>$20.75</td>
</tr>
<tr>
<td>Retiree Under 72*</td>
<td>$8.50</td>
</tr>
<tr>
<td>Retiree Over 72*</td>
<td>$3.50</td>
</tr>
</tbody>
</table>

*Retiree contributions are dependent upon the rules in place at the time of retirement.
3% Increase to Health Rates 2021 to 2022

<table>
<thead>
<tr>
<th>Health Insurance (Monthly)</th>
<th>2022 Base Plan</th>
<th>2022 Buy-Up Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Church</td>
<td>$1,439.79</td>
<td>$1,439.79</td>
</tr>
<tr>
<td>Personal Single</td>
<td>$234.42</td>
<td>$272.08</td>
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<tr>
<td>Personal Parent/Child</td>
<td>$433.90</td>
<td>$503.62</td>
</tr>
<tr>
<td>Personal Family</td>
<td>$597.20</td>
<td>$692.52</td>
</tr>
</tbody>
</table>

No Benefit Changes Effective January 1, 2022

<table>
<thead>
<tr>
<th>Dental Insurance - 0% Increase</th>
<th>2022 Monthly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Single</td>
<td>$39.40</td>
</tr>
<tr>
<td>Personal Parent/Child</td>
<td>$70.81</td>
</tr>
<tr>
<td>Personal Family</td>
<td>$111.03</td>
</tr>
</tbody>
</table>

IX. 2023 Life, Health and Dental Insurance Rates & Benefit Changes:

A. The 2019 session of Annual Conference tasked the Insurance Committee with studying insurance plan designs and benefit options with the goal of containing or reducing costs to local churches and participants. The Insurance Committee has completed this study following research into current plan provisions and goals in consideration of the goal of providing sustainable and meaningful benefits into the future. While prior plans were geared in a common pool to support greater levels of benefits and support for families, the Committee has developed a recommendation based on a consumer-driven model to help contain costs while providing flexibility and choice to plan participants to participate in a plan that better matches their individual needs. Allowing more choice gives participants options to fit personal contributions and needed benefits with an array of plan options.

B. The Insurance Committee recommends adopting the HealthFlex Plan administered by Wespath Benefits and Investments (Wespath) in Illinois as the active group insurance plan design, effective January 1, 2023. In accordance with the HealthFlex Plan, the following benefits will be administered by the plan’s chosen current vendors:

1. Medical and behavioral health benefits will be administered by Blue Cross and Blue Shield using the North Carolina network of providers. There are six medical plan offerings from which participants may choose the plan that best suits their needs and budget.
2. Retail and mail order prescription drug plans will be administered by OptumRx.
3. Additional behavioral health benefits will be administered by the Optum Employee Assistance Program (EAP).
4. Dental benefits will be administered by CIGNA Dental Health, Inc. There are up to three dental plan offerings from which participants may choose the plan that best suits their needs and budget.
5. Vision benefits will be administered by Vision Service Plan. There are three vision plan offerings from which participants may choose the plan that best suits their needs and budget.
6. Flexible Spending (FSA), Health Savings Accounts (HSA), and the non-retired participant Health Reimbursement Arrangement/Accounts (HRA) will be administered by Health Equity.
7. Wellness programs through HealthFlex will be administered by Wespath, Virgin Pulse and other chosen vendors.

C. The Conference Insurance Committee’s Wellness Incentive (WIN) program will be continued for retirees. The WIN program will end for active participants on December 31, 2022.

D. The Conference Insurance Committee’s Amazing Pace walking program will be replaced by the HealthFlex Virgin Pulse program to the extent Virgin Pulse can be offered to a comparable pool of participants and similar level of benefits.
### 2023 HealthFlex Plan Rates:

<table>
<thead>
<tr>
<th>Health Insurance (Monthly)</th>
<th>H3000 Default/Base Plan</th>
<th>H2000</th>
<th>H1500</th>
<th>C3000</th>
<th>C2000</th>
<th>B1000</th>
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</thead>
<tbody>
<tr>
<td>Church</td>
<td>$1,368.06</td>
<td>$1,368.06</td>
<td>$1,368.06</td>
<td>$1,368.06</td>
<td>$1,368.06</td>
<td>$1,368.06</td>
</tr>
<tr>
<td>Personal Employee Only</td>
<td>$0</td>
<td>$118.00</td>
<td>$213.00</td>
<td>$106.00</td>
<td>$240.00</td>
<td>$283.00</td>
</tr>
<tr>
<td>Personal Employee Plus One</td>
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<td>$517.00</td>
<td>$314.00</td>
<td>$569.00</td>
<td>$651.00</td>
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<tr>
<td>Personal Family</td>
<td>$152.00</td>
<td>$455.00</td>
<td>$702.00</td>
<td>$424.00</td>
<td>$774.00</td>
<td>$886.00</td>
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</table>

<table>
<thead>
<tr>
<th>Dental Insurance (Monthly)</th>
<th>Passive PPO 2000</th>
<th>Dental PPO</th>
<th>Dental HMO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Employee Only</td>
<td>$50.00</td>
<td>$41.00</td>
<td>$15.00</td>
</tr>
<tr>
<td>Personal Employee Plus One</td>
<td>$100.00</td>
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<tr>
<td>Personal Family</td>
<td>$150.00</td>
<td>$124.00</td>
<td>$47.00</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Vision Insurance (Monthly)</th>
<th>Exam</th>
<th>Full Service</th>
<th>Premier Vision</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Employee Only</td>
<td>$0</td>
<td>$8.00</td>
<td>$14.00</td>
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<tr>
<td>Personal Employee Plus One</td>
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<tr>
<td>Personal Family</td>
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<td>$36.00</td>
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</table>

<table>
<thead>
<tr>
<th>Life Insurance</th>
<th>2023 Monthly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>$16.50</td>
</tr>
<tr>
<td>Family</td>
<td>$20.75</td>
</tr>
<tr>
<td>Retiree Under Age 72*</td>
<td>$8.50</td>
</tr>
<tr>
<td>Retiree Over Age 72*</td>
<td>$3.50</td>
</tr>
</tbody>
</table>

The Committee wishes to thank the members of the Annual Conference for their support. After careful consideration of benefit options for NC Conference clergy and lay employees, we pray this recommendation honors our covenant to provide sustainable and meaningful benefits as we work to care for those serving Christ in the NC Conference. We covet your continued prayers as we navigate this changing landscape in the coming years.

*Dennis Goodwin, Chairperson*
BOARD OF PENSION

Report A - General Information

I. We recommend special appropriations for the following persons in the indicated amounts:
   A. To be paid by Wespath Benefits and Investments (“Wespath”):
      Ministers: None
      Surviving Spouses:
      1. Doris Dellinger Reynolds, build up to 20% of the denominational average compensation for 1982 with 2% annual increase.
      2. Gloria Clarisa Reinoso, an amount equal to $643.50 per month as a missional special grant.
   B. To be paid from the Pension Support Fund:
      Surviving Spouses:
      1. Charlotte Calloway Dingus, total annual benefit $385, paid in 12 monthly payments.
      2. Mary Frances Ham Evans, total annual benefit of $3,240, paid in 12 monthly payments, plus premiums for group health insurance.
      3. Sarah O. Meadows, $150 per month toward health insurance premiums.
      4. Nancy Terry Traynham, $150 per month toward health insurance premiums.
      5. Ruby A. Phillips, $150 per month toward health insurance premiums.

II. Ministers retiring this year (Years of Service listed are according to service history as found in Wespath Benefits and Investments and NC Conference records):

<table>
<thead>
<tr>
<th>Retiree</th>
<th>Retirement Type</th>
<th>Age</th>
<th>Service Years Toward Retirement Eligibility</th>
<th>North Carolina Pre-82 Credit</th>
<th>North Carolina MPP Credit</th>
<th>North Carolina 2007-2013 CRSP Credit</th>
<th>North Carolina post-2013 CRSP Credit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boone, Kay</td>
<td>Full Retirement</td>
<td>70</td>
<td>12.0</td>
<td>0</td>
<td>0</td>
<td>3.5</td>
<td>8.5</td>
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<td>Bowden, R. Larry</td>
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<td>40.0</td>
<td>[4.0 AL-WF]</td>
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<td>7.0</td>
<td>8.5</td>
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<tr>
<td>Brown, Vernon</td>
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<td>42.0</td>
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<td>25.0</td>
<td>7.0</td>
<td>8.5</td>
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<td>Carter, G. Ross</td>
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<td>11.5</td>
<td>7.0</td>
<td>8.5</td>
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<td>66</td>
<td>16.0</td>
<td>0</td>
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<td>2.5</td>
<td>8.5</td>
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<tr>
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<td>41.75</td>
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<td>25.0</td>
<td>7.0</td>
<td>8.5</td>
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<tr>
<td>Crowe, John</td>
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<td>0</td>
<td>23.5</td>
<td>7.0</td>
<td>8.5</td>
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<tr>
<td>Daniel, Donald</td>
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<td>20.0</td>
<td>0</td>
<td>4.5</td>
<td>7.0</td>
<td>8.5</td>
</tr>
<tr>
<td>Retiree</td>
<td>Retirement Type</td>
<td>Age</td>
<td>Service Years Toward Retirement Eligibility</td>
<td>North Carolina Pre-82 Credit</td>
<td>North Carolina MPP Credit</td>
<td>North Carolina 2007-2013 CRSP Credit</td>
<td>North Carolina post-2013 CRSP Credit</td>
</tr>
<tr>
<td>----------------------</td>
<td>----------------</td>
<td>-----</td>
<td>---------------------------------------------</td>
<td>-----------------------------</td>
<td>----------------------------</td>
<td>--------------------------------------</td>
<td>---------------------------------------</td>
</tr>
<tr>
<td>Davenport, Kenneth</td>
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<td>70</td>
<td>27.5</td>
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<td>12.5</td>
<td>7.0</td>
<td>8.0</td>
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<tr>
<td>Faggart, W. Bryan</td>
<td>Actuarially Reduced</td>
<td>63</td>
<td>27.0</td>
<td>0</td>
<td>11.5</td>
<td>7.0</td>
<td>8.5</td>
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<tr>
<td>Farmer, Penny Dollar</td>
<td>Full Retirement</td>
<td>68</td>
<td>42.0</td>
<td>1.5</td>
<td>25.0</td>
<td>7.0</td>
<td>8.5</td>
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<tr>
<td>Frazier, R. Carl</td>
<td>Full Retirement</td>
<td>64</td>
<td>42.25</td>
<td>1.75</td>
<td>25.0</td>
<td>7.0</td>
<td>8.5</td>
</tr>
<tr>
<td>Gooch, Ray</td>
<td>Mandatory</td>
<td>72</td>
<td>49.0</td>
<td>8.5</td>
<td>25.0</td>
<td>7.0</td>
<td>8.5</td>
</tr>
<tr>
<td>Hadden, Sidney</td>
<td>Ad-Interim 8/2/2021</td>
<td>67</td>
<td>28.25</td>
<td>[1.5 KY]</td>
<td>0</td>
<td>12.0</td>
<td>0</td>
</tr>
<tr>
<td>Harris, Linda</td>
<td>Mandatory</td>
<td>72</td>
<td>0.0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Hart, Tommy</td>
<td>Mandatory</td>
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<td>0.0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Helms, Kenneth</td>
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<td>0</td>
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<tr>
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<td>21.5</td>
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<td>0</td>
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<tr>
<td>Hillman, Randy</td>
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<td>68</td>
<td>45.75</td>
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<td>0</td>
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<td>Howell, Karen</td>
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<td>61</td>
<td>25.25</td>
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<td>Jones, David</td>
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<td>1.0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Madison, J. Talton</td>
<td>Actuarially Reduced</td>
<td>64</td>
<td>39.0</td>
<td>0</td>
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<td>7.0</td>
<td>8.5</td>
</tr>
<tr>
<td>McCubbin, Ellen</td>
<td>Full Retirement</td>
<td>65</td>
<td>14.0</td>
<td>0</td>
<td>0</td>
<td>5.5</td>
<td>8.5</td>
</tr>
<tr>
<td>Morris, Brigette Ann Freeman</td>
<td>Actuarially Reduced</td>
<td>64</td>
<td>13.0</td>
<td>0</td>
<td>8.5</td>
<td>4.5</td>
<td>1.25</td>
</tr>
<tr>
<td>Moseley, Charles</td>
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<td>67</td>
<td>44.0</td>
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<td>8.5</td>
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<td>20 Year Rule</td>
<td>56</td>
<td>21.25</td>
<td>0</td>
<td>6.5</td>
<td>7.0</td>
<td>7.75</td>
</tr>
</tbody>
</table>
III. We recommend that the expense account of the Board of Pension and such independent consultation expense as necessary during 2022-2023 be paid from funds designated as Administrative Expense in the Board of Pension Budget.

IV. Recommendations regarding service credit:
   None

Report B - Recommendations for the Pension Program and Post-Retirement Benefits

I. Funding Plan for Supplement One of the Clergy Retirement Security Program
   A. Defined Plan Benefits: Supplement One of the Clergy Retirement Security Program (Pre-82 Plan) provides defined benefit pension benefits to participating retired clergy for all service rendered to the North Carolina Conference through December 31, 1981. This plan will continue until all pastors with past service benefits and their surviving spouses are deceased and is administered by Wespath Benefits and Investments.

   B. Current Past Service Rate: For many years, The Book of Discipline has defined Pre-82 Plan defined benefits as a fixed payment per year of past service. This fixed payment is the Past Service Rate (PSR). The benefit goal is stated to be a PSR of 1% of the Conference Average Compensation (CAC). The 2022 CAC for the North Carolina Conference is $79,471. The 2022 PSR is $813 or 1.02% of the CAC. Our Conference Board would like to maintain a PSR of at least 0.9% of CAC. North Carolina CAC has increased by an average of 1.53% per year over the past 10 years. We estimate future PSR increases to average approximately 2.5% each year.
C. **Funded Status:** The Conference is required to fund all future benefits of the Pre-82 Plan by December 31, 2021. Funded Status (previously called unfunded liability) is the difference of the current assets held by Wespath for future benefits of North Carolina participants and the total present value of all future benefits to be paid under the plan at the approved PSR. Wespath values assets and liabilities of the plan every two years and projects data to current years based on the increase in PSR and investment earnings. For the 2022 Funding Plan, Wespath and the Conference use an assumed earnings rate of 6.375%.

Wespath Benefits and Investments has determined that the portion of the pre-82 plan liability attributable to North Carolina Annual Conference is $29,836,375 with a 2.5% PSR increase assumption based on a 2022 PSR of $813. Plan funds currently held with Wespath Benefits and Investments have a value of $22,408,799 as of January 1, 2022 (for 2022 funding plan).

The difference between the total plan liability and current plan funding is $7,427,576. This represents the unfunded plan liability and will be provided through non-plan funds that are held in various investment sources.

The Conference intends for contributions to be made within the 1-year period, ending December 31, 2021. The minimum annual contribution due December 31, 2022, is currently estimated to be $1,054,797.

D. **Funding Plan for 2022:** Our conference pays for plan benefits through several potential funding sources. Both the interest and principal of non-plan funds may be available for retirement funding needs. Below is a description of the non-plan assets available to pay the present value of future contributions. Our Conference expects to utilize funding from previous annual apportionments from the local churches and earnings on those invested apportionment funds as the primary source for pre-82 pension funding. This funding plan was originally approved by the 1991 Annual Conference with revisions approved by the 2013 Annual Conference.

The Conference maintains a General Deposit Account with Wespath Benefits and Investments that has a value of $9,000,879.20 as of January 1, 2022. Both the interest and principal from this account are available to meet future contribution requirements.

The Conference maintains and manages various liquid asset accounts that are available for Supplement One of the Clergy Retirement Security Program funding. The current values of these accounts are $75,429.09 as of January 1, 2022. Both the interest and principal from these sources are available to meet future contribution requirements.

The Superannuate Endowment fund has a value of $986,863.33 as of January 1, 2022. All of it is available except for the original balance of $87,195.39, from which interest only is available.

The 2022 funding plan as of January 1, 2020 is summarized below:

<table>
<thead>
<tr>
<th>Fund Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Deposit Account (Wespath)</td>
<td>$9,000,879</td>
</tr>
<tr>
<td>Conference Managed Liquid Asset Accounts</td>
<td>$75,429</td>
</tr>
<tr>
<td>Conference Superannuate Endowment Fund (Wespath)</td>
<td>$899,667</td>
</tr>
<tr>
<td>Total Additional Plan Assets</td>
<td>$9,975,975</td>
</tr>
</tbody>
</table>

Proposed Past Service Rate: The 2023 CAC for the North Carolina Conference is $80,035.
We propose that the past service rate beginning January 1, 2023 be increased to $834 per service year, or 1.04% of the CAC. Assuming 2.5% future PSR increases and 5.5% investment earnings, this increase creates an unfunded plan liability of $30,787,084. The minimum annual contribution due December 31, 2022 is currently estimated to be $1,054,797. Due to current funding levels no contribution is due for 2023.

II. Ministerial Pension Plan (MPP) (effective through December 31, 2006)

Guidelines for the Ministerial Pension Plan and the Comprehensive Protection Plan are contained in the plan document. A copy of the summary plan document is available on request by contacting the Benefits Team in the Treasurer's Office.

A. Service on and after January 1, 1982 through December 31, 2006 was funded on a defined contribution basis. This plan is basically deferred salary and creates no unfunded liability because it builds an account of funds for a specific minister as his/her salary is paid.

B. These contributions were placed in the individual minister's Church Account to be available for benefits when the minister becomes eligible for payment in the retired relationship.

C. Each minister who is eligible for benefits will be required to designate beneficiaries for the benefits he/she is qualified to receive.

III. Clergy Retirement Security Program (CRSP) (Effective January 1, 2007)

Guidelines for the Clergy Retirement Security Program and the Comprehensive Protection Plan are contained in the plan document. A copy of the summary plan document and historical billing rates is available on request by contacting pension services the Benefits Team in the Treasurer's Office. Service on and after January 1, 2007 will be funded on a combined defined contribution/defined benefit basis.

A. Defined Benefit (Effective January 1, 2007 – December 31, 2013)

1. The Defined Benefit will be 1.25% of the Denominational Average Compensation (DAC) according to the plan document.

2. The Defined Benefit portion will be funded based on a percentage of Plan Compensation calculated on a yearly basis using the normal cost rate provided by Wespath Benefits and Investments factoring in the annual interest rate. The current assumed interest rate is 7.0%. The funding percentage rate through 2013 is 10.4% of Plan Compensation.

B. Defined Benefit (Effective January 1, 2014)

1. The Defined Benefit will be 1.0% of the Denominational Average Compensation (DAC) according to the plan document.

2. The Defined Benefit portion will be funded based on a percentage of Plan Compensation calculated on a yearly basis using up to the normal cost rate provided by Wespath Benefits and Investments factoring in the annual interest rate. The current assumed interest rate is 7.0%. The funding percentage rate from 2014 through 2017 is 8.8% of Plan Compensation.

C. Defined Benefit (Effective January 1, 2018)

1. The Defined Benefit will be 1.0% of the Denominational Average Compensation (DAC) according to the plan document.

2. The Defined Benefit portion will be funded based on a percentage of Plan Compensation calculated on a yearly basis using up to the normal cost rate provided by Wespath Benefits and Investments factoring in the annual interest rate. The current assumed interest rate is 7.0%. The funding percentage rate effective January 1, 2018 is 8.1% of Plan Compensation.

D. Defined Benefit (Effective January 1, 2020)

1. The Defined Benefit will be 1.0% of the Denominational Average Compensation (DAC) according to the plan document.

2. The Defined Benefit portion will be funded based on a percentage of Plan Compensation calculated...
on a yearly basis using up to the normal cost rate provided by Wespath Benefits and Investments factoring in the annual interest rate. The current assumed interest rate is 7.0%. The funding percentage rate effective January 1, 2020 is 7.8% of Plan Compensation.

E. Defined Benefit (Effective January 1, 2021)
   1. The Defined Benefit will be 1.0% of the Denominational Average Compensation (DAC) according to the plan document.
   2. The Defined Benefit portion will be funded based on a percentage of Plan Compensation calculated on a yearly basis using up to the normal cost rate provided by Wespath Benefits and Investments factoring in the annual interest rate. The current assumed interest rate is 7.0%. The funding percentage rate effective January 1, 2021 is 7.5% of Plan Compensation.

F. Defined Benefit (Effective January 1, 2022)
   1. The Defined Benefit will be 1.0% of the Denominational Average Compensation (DAC) according to the plan document.
   2. The Defined Benefit portion will be funded based on a percentage of Plan Compensation calculated on a yearly basis using up to the normal cost rate provided by Wespath Benefits and Investments factoring in the annual interest rate. The current assumed interest rate is 7.0%. The funding percentage rate effective January 1, 2022 is 7.3% of Plan Compensation.

G. Defined Contribution
   1. Benefits will be provided based on the participant's account balance at their actual retirement date.
   2. The Defined Contribution portion funding is based on three percent (3%) of Plan Compensation.
   3. Of the 3% funding, a 2% non-matching contribution will be made to the participant's Defined Contribution account with 1% matching if the participant contributes at least 1% to their United Methodist Personal Investment Plan (UMPIP) account.
   4. Any funds remaining from a pastor's non-participation in the matching component will be redirected to fund the liabilities of other components of the pension plan.

H. Plan Compensation is calculated by Wespath according to the plan document:
   1. Vouchered travel and utilities paid directly to utility companies are not used in Plan Compensation calculations since this is considered by Wespath Benefits and Investments to be a local church expense.
   2. Clergy couples housing:
      a. When only one of the spouses is furnished a parsonage, the one furnished the parsonage includes the housing allowance.
      b. When one spouse is furnished the parsonage and the other a cash allowance, the one furnished the parsonage will use the 25% housing allowance and the other will report the actual cash housing paid.
      c. When two parsonages are furnished each spouse claims a housing allowance.
      d. When neither is furnished a parsonage, the actual cash housing allowance may be counted by the person/or persons receiving the allowance.
   3. In accordance with the plan document, the housing allowance for those furnished housing is 25% times the cash salary.
   4. Those furnished a cash housing allowance will report the actual amount in accordance with the plan document.

I. The Clergy Retirement Security Program contribution from the local church is to be paid monthly by the Church or Charge Treasurer to the Conference Treasurer’s Office.

J. The Defined Contribution portions are placed in the individual minister’s Church Account to be available for benefits when the minister becomes eligible for payment in the retired relationship.

K. Each minister who is eligible for benefits will be required to designate beneficiaries for the benefits he/she is qualified to receive.
IV. Comprehensive Protection Plan (CPP)

1. This part of the program contains provisions for a death benefit and disability income. In addition to the provisions of a death benefit for the pastor, there is a death benefit on the life of the spouse and dependent children under age 18 or who are dependent because of disability. The Comprehensive Protection Plan also includes educational benefits for the children of a deceased minister. This part of the plan is only available to those ministers covered under the CPP.

2. Effective January 1, 2002, the disability benefit equals 70% of plan compensation, with plan compensation capped at 200% of the DAC. (The DAC for 2021 is $74,199 and for 2022 is $75,570 and for 2023 is $76,221. The disability benefit is reduced by any disability benefits payable under the Social Security Act. This revised benefit applies only to eligible clergy whose disability effective date, as determined by Wespath Benefits and Investments, is on or after January 1, 2002.

3. The Comprehensive Protection Plan contribution from the local church is to be paid monthly by the Church or Charge Treasurer to the Conference Treasurer’s Office. (Effective November 1, 2004)

4. For eligible active participants, the death benefit payable upon the death of the clergyperson is $50,000. The death benefit payable upon the death of a spouse of an active participant is $14,839.80 for 2021 and $15,111 for 2022 and $15,244.20 for 2023. This is 20% of the DAC. The death benefit payable upon the death of a surviving spouse of a deceased active participant is $11,129.85 for 2021 and $11,336.00 for 2022 and $11,433.15 for 2023. This is 15% of the DAC.

A. Death Benefits in retirement prior to January 1, 2013

1. For participants who retire prior to January 1, 2013, the death benefit payable upon the death of the clergyperson is $22,259.70 for 2021 and $22,671 for 2022 and $22,866.30 for 2023. This is 30% of the DAC. The death benefit payable upon the death of a spouse of a retired participant is $14,839.80 for 2021 and $15,111 for 2022 and $15,244.20 for 2023. This is 20% of the DAC. The death benefit payable upon the death of a surviving spouse of a deceased retired participant is $11,129.85 for 2021 and $11,336.00 for 2022 and $11,433.15 for 2023. This is 15% of the DAC.

B. Death Benefits in retirement after January 1, 2013

1. For participants who retire after January 1, 2013, death benefits payable upon the death of the clergyperson will be fixed at $20,808. The death benefit payable upon the death of a spouse of a retired participant will be fixed at $15,606. The death benefit payable upon the death of a surviving spouse of a deceased retired participant will be fixed at $10,404.

C. Effective January 1, 2007, the cost of the Comprehensive Protection Plan (CPP) will be funded by billing up to the calculated percentage to fund the CPP each year using the rate required by Wespath Benefits and Investments. For 2022, the cost is a total of 3% of the actual Plan Compensation up to 200% of the Denominational Average Compensation (DAC). The pastor shall be required to pay 1% of Plan Compensation (up to 1% of 200% of DAC) on an after tax basis and the church or charge shall pay 2% of the Plan Compensation (up to 2% of 200% of DAC). ¶1506.15 in The Book of Discipline 2014.

V. Transition Fund (TF)

A. The Transition Fund is a Discretionary Contribution set forth by Addendum to the United Methodist Personal Investment Plan (UMPIP).

B. For specific eligibility and program details, refer to the Treasurer’s Office Transition Fund webpage

C. The Annual Conference retains approval authorization for any changes to the Transition Fund. No changes are proposed for 2021.

D. The Board of Pension reviewed the current design of the Transition Fund to evaluate the schedule of eligibility for members to receive the annual discretionary contribution from the conference. The Board of Pension studied the current plan design, the goals of the Transition Fund, and outside consultation comparing the plan design with current industry trends. The Board of Pension...
recommends the plan change to be based on five years of participation before being eligible for an employer contribution, instead of the current requirement of 10 years. This means that participants must make a contribution for five years before being eligible to receive the employer discretionary contribution beginning in the 6th year of participation. The Board of Pension recommends this change as a way to increase the number of current members eligible to receive this contribution and expand the benefit of the plan to new members who are more than 5 years away from retirement. The proposed change would be effective with the 2022 contribution to be declared in 2023. The Board of Pension is excited to recommend this change.

VI. Implementation of the Program

The benefit program adopted by your Conference Board of Pension seeks to provide a wider range of support for the minister’s family through death benefits for every member of the family, disability income for the minister in time of great stress, educational benefits for children of deceased ministers, minimum annuity benefits for surviving spouses, and clergy benefits based on the Denominational Average Compensation (DAC).

A. Costs of the Clergy Retirement Security Program/Comprehensive Protection Plan will be borne by the local charge as an item of ministerial support according to the Plan Compensation of the minister and the category of the charge.

1. Effective January 1, 2022
   FULL TIME (100% Appointment Time Conference Member/Local Pastor) – 2% of Plan Compensation for CPP (up to 2% of 200% of the DAC) and 7.3% of Plan Compensation for CRSP – Defined Benefit portion and 3% of Plan Compensation for CRSP - Defined Contribution portion. Of the 3% CRSP-Defined Contribution funding, a 2% non-matching contribution will be made to the participant’s UMPIP account with 1% matching if the participant makes a contribution of at least 1% to their UMPIP account. Any funds remaining from a pastor’s non-participation in the matching component will be redirected to fund the liabilities of other components of the pension plan.
   THREE-QUARTERS (75% Appointment Time Conference Member/Local Pastor) – 2% of Plan Compensation for CPP (up to 2% of 200% of the DAC) and 11.2% of Plan Compensation for United Methodist Personal Investment Plan (UMPIP). Of 11.2% funding, a 10.2% non-matching contribution will be made to the participant’s UMPIP account with 1% matching if the participant makes a contribution of at least 1% to their UMPIP account. Any funds remaining from a pastor’s non-participation in the matching component will be redirected to fund the liabilities of other components of the pension plan.
   HALF & QUARTER TIME (50% & 25% Appointment Time Conference Member/Local Pastor/Student Pastor) 11.2% of Plan Compensation for United Methodist Personal Investment Plan (UMPIP). Of the 11.2% funding, a 10.2% non-matching contribution will be made to the participant’s UMPIP account with 1% matching if the participant makes a contribution of at least 1% to their UMPIP account. Any funds remaining from a pastor’s non-participation in the matching component will be redirected to fund the liabilities of other components of the pension plan.
   INTERIM OR RETIRED SUPPLY no pension responsibility

B. Effective January 1, 2007 Deacons and Probationary Deacons serving in Episcopal appointments to a local church or other entity that falls under the pension plan sponsorship of the Conference shall be enrolled in the plans according to the plan document.

C. The pastor will make regular monthly payments to the Conference Treasurer’s Office through the local church treasurer for his/her 1% of Plan Compensation (up to 1% of 200% of the DAC) on an after tax basis for CPP.
D. It is recommended that the pastor make regular monthly payments through the local church treasurer for his/her personal tax paid or tax deferred contributions to the UMPIP of at least 5%.

VII. Policies Related to Life and Health Insurance
A. Eligibility Policies
1. Clergy persons who retire from the North Carolina Annual Conference with twenty or more full time years of earned pension credit in the North Carolina Annual Conference may receive life and health insurance benefits when the clergy person attains age 62 and receives pension benefits or retires with thirty (30) years of service and receives pension benefits provided at least twenty (20) of the thirty years of pension credit is in the North Carolina Annual Conference. The North Carolina pension credit record used to determine insurance funding for retiring Deacons in Full Connection shall consist of eligible North Carolina earned pension credit years in both the lay and clergy pension plans.

2. Effective July 1, 2007, clergy persons who retire at age 59 ½ with 20 or more years may remain on the Conference insurance plan, provided written notification of this intent is provided to the Conference Benefits Manager. The clergy person will be responsible for 100% of the applicable monthly premium until the attainment of age 62. At the attainment of age 62, the monthly premium will be adjusted according to the retirement rules in place at the time of retirement. Monthly premiums will then be calculated at the applicable percentages as defined in Report B Section VII C and D.

3. All retired clergy, spouses and surviving dependents must enroll in Medicare part A and part B when first eligible.

4. Effective August 1, 1992, Pastors who discontinued ¶314.1, or Provisional Members ¶327.6, as well as Conference Members who are retired involuntarily, ¶357 who are granted Honorable Location, ¶358; who withdraw to unite with another denomination, ¶360.1; who surrender the ordained ministerial office ¶360.2; who withdraw under complaints or charges, ¶360.3; and Conference Members who are placed on Administrative Location, ¶359 are ineligible to receive retirement health or life insurance benefits when payments from Wespath Benefits and Investments begin. [Paragraphs noted are from The Book of Discipline, 2016]

B. Retirement after July 1, 2009
(Eligibility policies can be found in Report B, Section VI B.)
Clergy under appointment as of June 30, 2009
1. Post retirement insurance plan eligibility for clergy who are licensed, commissioned, or ordained under NC Episcopal appointment to a NC Conference responsible appointment (i.e., eligible for enrollment in the Conference Insurance Plan) as of June 30, 2009 will be determined using years of NC pension credit/pension eligibility accrued through June 30, 2009. Effective July 1, 2009, accrual of future year’s credit toward post-retirement benefits will be determined by months of enrollment in the Conference insurance plan.

2. Clergy with less than 180 months in the plan (over the course of career) will have access to the NC Conference Insurance Plan and contribute the full cost of the applicable coverage of the plan as shown below.

3. The retiree may only cover dependents that are covered on the last day of enrollment.
4. Funding will be based on the chart printed below:

<table>
<thead>
<tr>
<th>Years of NC Pension Credit/Years in NC Insurance Plan</th>
<th>Individual Contribution</th>
<th>Board of Pension’s Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-14</td>
<td>100%</td>
<td>0%</td>
</tr>
<tr>
<td>15-19</td>
<td>60%</td>
<td>40%</td>
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<tr>
<td>20-24</td>
<td>50%</td>
<td>50%</td>
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<td>25-29</td>
<td>40%</td>
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<tr>
<td>30-34</td>
<td>30%</td>
<td>70%</td>
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<tr>
<td>35-39</td>
<td>20%</td>
<td>80%</td>
</tr>
<tr>
<td>40 or more</td>
<td>10%</td>
<td>90%</td>
</tr>
</tbody>
</table>

C. Newly appointed Clergy (licensed, commissioned or ordained receiving first time appointment) effective July 1, 2009
   (Subject to plan changes effective 1/1/2014, section VI.H)
   1. Post retirement insurance 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.
   2. Participants who do not meet the 180 months minimum will have access to the plan with no funding from the Conference Board of Pension as shown below. The participant will be responsible for 100% of the applicable premiums.
   3. Credited enrollment in the insurance plan, once earned, will not be reduced or terminated due to breaks in enrollment.
   4. Funding will be based on the following:

<table>
<thead>
<tr>
<th>Years of NC Insurance Plan</th>
<th>Individual Contribution</th>
<th>Board of Pension’s Contribution</th>
</tr>
</thead>
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<tr>
<td>40 or more</td>
<td>10%</td>
<td>90%</td>
</tr>
</tbody>
</table>

D. Effective January 1, 2014 retirees and covered spouses age 65 or older will be required to obtain their Medicare secondary coverage through the open market with the help of a Conference designated vendor. Funding for the purchase of coverage will be established through the use of a Health Reimbursement Account (HRA) based on the applicable retirement rules listed above. Retiring clergy and spouses under age 65 will remain in the Conference active plan until their attainment of the Medicare eligibility age or their request to be removed from coverage. The recommended maximum HRA amount for 2022 is $4,059 for 2023 is $4,181 with a 3% future increase assumption.

E. Life Insurance - A clergy person must have been covered under the conference active life insurance plan in order to retain life insurance benefits after retirement. The Board of Pension does not provide life insurance for dependents of retired clergy.
F. Clergy Couples Insurance
   1. When one member of a clergy couple retires, medical and life insurance will be paid for the retiree according to the schedules and rules previously listed.
   2. Funding of health insurance will be provided for the spouse of the retired clergy partner according to the rules and schedules previously listed.
   3. Each member of a clergy couple would receive credit for the years they were covered under the plan.

G. Surviving Spouses
   Surviving spouses of active participants:
   1. Must be enrolled in the health insurance plan at the time of the participant’s death in order to receive health insurance benefits under the current health insurance plan.
   2. The Conference Board of Pension will pay the health insurance premiums for surviving spouses and eligible dependents for up to six months following the death of the active clergy person.
   3. Premiums thereafter will be determined by the retirement rules in place on the date of death.
   4. When surviving spouses are employed and provided health insurance by their employer, the plan of the Board of Pension will be the secondary carrier.
   5. If the surviving spouse remarries, the conference health insurance will terminate. Future benefits under the conference health insurance plan are waived.

   Surviving spouses of retired participants:
   1. Surviving spouses of retired clergy must be enrolled in the conference HRA plan at the time of the retired clergy’s death in order to receive health insurance funding under the current conference HRA plan.
   2. Surviving spouses currently enrolled who married the clergy person after the clergy person’s retirement, can receive funding for Conference sponsored health benefits. The Board of Pension will grant a flat rate of $150 monthly towards the funding of the Health Reimbursement Account (HRA) for the surviving spouse.
   3. Surviving spouses of retired clergy who married the clergy person prior to the clergy person’s retirement are subject to the funding schedule applicable prior to the death of the clergy person.
   4. Retired clergy persons may not add new dependents to the health insurance funding plan.

VIII. Intent
   The North Carolina Annual Conference established health, dental, and life insurance plans with the intent of providing coverage for the active pastors. However, the Annual Conference reserves the right to terminate the health, dental, 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 plans without the consent of the individual participants.

IX. Special Provisions
   The North Carolina Annual Conference Board of Pension is hereby authorized, at its discretion, to arrange with Wespath Benefits and Investments for active participation in the CRSP and/or CPP by persons who are eligible under special rules but not automatically included as active participants. (CRSP Plan Document Section B3 and CPP Plan Document Section 3.)

X. Conclusion
   Our constant aim is to provide our retired families with their needs for an adequate income to purchase essentials for living as well as to insure adequate care in case of illness. To these ends our recommendations are directed, and their satisfaction is found in the acceptance of the North Carolina Conference and its membership.
Report C - Housing Exclusion Allowance (For Income Tax Purposes Only)

Resolutions Relating to Rental/Housing Allowances for Retired, Disabled, or Former Clergypersons of the North Carolina Conference

The North Carolina Conference (the “Conference”) adopts the following resolutions relating to rental/housing allowances for active, retired, terminated or disabled clergypersons of the Conference: WHEREAS, the religious denomination known as The United Methodist Church (the “Church”), of which this Conference is a part, has in the past functioned and continues to function through ministers of the gospel (within the meaning of Internal Revenue Code section 107) who were or are duly ordained, commissioned, or licensed ministers of the Church (“Clergypersons”);

WHEREAS, the practice of the Church and of this Conference was and is to provide active Clergypersons with a parsonage or a rental/housing allowance as part of their gross compensation;

WHEREAS, pensions or other amounts paid to active, retired, terminated and disabled Clergypersons are considered to be deferred compensation and are paid to active, retired, terminated and disabled Clergypersons in consideration of previous active service; and

WHEREAS, the Internal Revenue Service has recognized the Conference (or its predecessors) as an appropriate organization to designate a rental/housing allowance for Clergypersons who are or were members of this Conference and are eligible to receive such deferred compensation;

NOW, THEREFORE, BE IT RESOLVED:

1. THAT an amount equal to 100% of the pension, severance or disability payments received from plans authorized under The Book of Discipline of The United Methodist Church (the “Discipline”), which includes all such payments from Wespath Benefits and Investments (“Wespath”), any amounts received from the Minister’s Transition Fund (MTF) and including amounts received in this respect from the Duke Endowment, during the year 2022 and 2023 by each active, retired, terminated or disabled Clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergyperson; and

2. THAT the pension, severance or disability payments to which this rental/housing allowance designation applies will be any pension, severance or disability payments from plans, annuities, or funds authorized under the Discipline, including such payments from Wespath and from a commercial annuity company that provides an annuity arising from benefits accrued under a Wespath plan, annuity, or fund authorized under the Discipline, that result from any service a Clergyperson rendered to this Conference or that an active, a retired, a terminated or a disabled Clergyperson of this Conference rendered to any local church, annual conference of the Church, general agency of the Church, other institution of the Church, former denomination that is now a part of the Church, or any other employer that employed the Clergyperson to perform services related to the ministry of the Church, or its predecessors, and that elected to make contributions to, or accrue a benefit under, such a plan, annuity, or fund for such an active, a retired, a terminated or a disabled Clergyperson’s pension, severance, or disability plan benefit as part of his or her gross compensation.
NOTE: The rental/housing allowance that may be excluded from a Clergyperson's gross income in any year for federal (and, in most cases, state) income tax purposes is limited under Internal Revenue Code section 107(2) and regulations thereunder to the least of: (1) the amount of the rental/housing allowance designated by the Clergyperson's employer or other appropriate body of the Church (such as this Conference in the foregoing resolutions) for such year; (2) the amount actually expended by the Clergyperson to rent or provide a home in such year; or (3) the fair rental value of the home, including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year. Each clergyperson or former clergyperson is urged to consult with his or her own tax advisor to determine what deferred compensation is eligible to be claimed as a housing allowance exclusion.

Please Note: There is no place on your 1040 Tax Form to list this Housing Exclusion. Wespath Benefits and Investments has provided a sample statement to be used: “I received $____________ from Wespath Benefits and Investments, Incorporated in Illinois Missouri, and/or from a commercial annuity company that provides an annuity arising from benefits accrued under a Wespath plan, annuity, or fund authorized under the Discipline and $____________ from the Duke Endowment and $____________ from the Ministers’ Transition Fund (total $____________) as reported on the attached 1099 - R’s. I did not include that amount on Line 16b because $____________* has been excluded under provisions of IRC Section 107 of the Internal Revenue Code as a rental allowance exclusion. As a retired clergyperson, I am entitled to take this rental allowance exclusion.” (*In this blank put the least of the 3 amounts on your Housing Exclusion Worksheet.)

Attach this note to your 1099-R forms.

Sheila Ahler, Chairperson
CLERGY MEDICAL LEAVE, JOINT COMMITTEE ON

The Joint Committee on Clergy Medical Leave acts as the advocate for those pastors in the North Carolina Conference who are forced by physical or emotional medical and disabling conditions to seek temporary or permanent relief from their appointment. The committee is given the responsibility to study the problems of clergy medical leave within the Conference, to provide a continuing personal ministry to those clergy on medical leave, and to make recommendations to the appropriate agencies of the Conference for each pastor or deacon seeking Clergy Medical Leave, including the source of their disability income. The Joint Committee on Clergy Medical Leave routinely studies the utilization of medical leave 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 medical leave benefits as one part of efforts to ensure the long-term sustainability of our support for clergy on medical leave.

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

The following recommendations are presented to the 2022 session of the North Carolina Annual Conference:

I. GENERAL POLICIES
A. The Joint Committee on Clergy Medical Leave, through the Conference Treasurer's Office, will make available upon request the necessary forms for any full-time or three-quarter time pastor or deacon to make application for Clergy Medical Leave. In all cases the applications must be completed by the pastor or deacon, chair of the Joint Committee on Clergy Medical Leave, Conference benefits officer, and the district superintendent before the request for Clergy Medical Leave can be acted upon. Whenever possible medical leave 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 Disability: For the first 24 months, an active participant will be considered disabled for the purposes of the Comprehensive Protection Plan or UMLifeOptions 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 behavioral illness 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 Clergy Medical Leave secures a disability claim kit from the Conference Treasurer's Office. The applicant completes Form A, completes the applicant's portion of Form C, and submits these forms to the Conference Treasurer's Office for completion. Lincoln Financial reviews the claim and recommends a determination to Wespath Benefits and Investments (Wespath) who retains the authority to approve or deny a claim.

E. We recommend that pastors applying for Clergy Medical Leave be approved only when Wespath grants their request for medical leave 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 Wespath for all pastors receiving medical leave 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 Wespath, for all pastors receiving medical leave 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 Clergy Medical Leave are required to file for Social Security benefits within 60 days of the effective date of approved Clergy Medical 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. A lump sum grant of $5,000 is recommended to be made at the beginning of Clergy Medical Leave. This grant will be available only one time in a pastor’s years of service.

K. The Joint Committee on Clergy Medical Leave will review the progress of each pastor or deacon on Clergy Medical 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 disabling circumstances.

L. We recommend the following pastors to be continued on Clergy Medical Leave:
   1. David J. Beck, Pleasant Hill (Robbins) CC, Fairway District
   2. Vernon Brown, Verona (Jacksonville) CC, Sound District
   3. Marty Cauley, First UMC (Rocky Mount) CC, Heritage District
   4. John M. Crowe, (St. James Greenville) CC, Sound District
   5. Eldrick Davis, Harry Hosier (Fayetteville) CC, Gateway District
   6. Annette Ethridge, Open Table (Raleigh) CC, Capital District
   7. Penny Dollar Farmer, Bayboro (Bayboro) CC, Sound District
   8. Michael David Gira, North Raleigh (Raleigh) CC, Capital District
   9. David William Girod, First (Elon) CC, Corridor District
  10. Terry Hobbs, Westwood (Goldboro) CC, Capital District
  11. Al Hocutt, Horne Memorial (Clayton) CC, Capital District
  12. Ronda Lee-Torres, Pinehurst (Pinehurst) CC, Fairway District
  13. Charles Moseley, Oriental (Oriental) CC, Sound District
  14. Benjamin Sims, Warren's Grove (Roxboro) CC, Corridor District
  15. David C. Wade, Pine Valley (Wilmington) CC, Harbor District

M. We recommend the following pastors to be placed on Clergy Medical Leave for the first time: NONE

N. Who has been placed on Clergy Medical Leave since the last Annual Conference? NONE

O. Who have had their Clergy Medical Leave terminated since the last conference session?
   1. Marty Cauley
   2. Eldrick Davis

P. Who are to be removed from Clergy Medical Leave at this Annual Conference?
   1. Vernon Brown
   2. John M Crowe
   3. Penny Dollar Farmer
   4. Charles Moseley
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 Clergy Medical Leave to maintain good fellowship and provide for pastoral opportunities.

II. CLERGY MEDICAL LEAVE BENEFITS

Wespath:
A. 70% of plan compensation not to exceed 200% of the DAC (2022 DAC = $75,570) as income from CPP. The current range of payments to NC participants is $25,993.20 - $24,555.75 to $57,553.17 - $79,432.26 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 $5,000 to help with the transition from active ministry to Clergy Medical Leave.

E. Insurance benefits through the NC Conference insurance plans (provided the participant was enrolled in the applicable insurance plan prior to the granting of Clergy Medical Leave). Life insurance is paid in full by the Joint Committee on Clergy Medical Leave.


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

III. CLERGY MEDICAL LEAVE POLICIES RELATED TO BENEFITS

A. Clergy Medical Leave participants will have 60 days from the approved date of Clergy Medical Leave in which to file for Social Security benefits. Proof of filing must be submitted to the Conference Benefits Coordinator. 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 Coordinator.

B. Insurance Coverage -- Participants approved for Clergy Medical Leave must be covered under the Conference life and/or health insurance plan immediately preceding the approval date of Clergy Medical Leave in order to have life and/or health insurance coverage after the appointment of Clergy Medical Leave.

C. Life Insurance –
   i. The life insurance premiums are paid by the Joint Committee on Clergy Medical Leave.
   ii. Current participants on Clergy Medical 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.

D. Health Insurance –
   1. Effective January 1, 2020, clergy on Clergy Medical Leave (current and future) and their dependents will be required to pay personal premiums according to the following tiered schedule:
      i. If the participant’s CPP disability income per Wespath records is 125% but less than 150% of Conference Full-Time Minimum Salary, the participant's personal premium will be one-half (1/2) of the Base Coverage personal portion for the participant's selected level of medical coverage.
      ii. If the participant’s CPP disability income per Wespath records is equal to or above 150% of Conference Full Time Minimum Salary, the participant's personal premium will be 100% of the Base Coverage personal portion for the participant's selected level of medical coverage.
      iii. Additional personal premiums will apply if the participant chooses the Buy-Up Plan or dental coverage (rates published in the Insurance Report Section VIII).
      iv. This schedule applies until the clergyperson reaches Medicare eligibility due to age (see D.5. below).
2. 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 toward the health insurance premium as if they were retired.

3. If the participant is enrolled in Medicare (part A and/or B) due to disability, 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.

4. Upon reaching Medicare eligibility due to age and eligibility to retire, clergy receiving CPP benefits and their dependents will receive the same contribution toward the health and life insurance premium as if they were retired.

5. The termination policy defined in the Insurance Committee report Section III.16 will be applicable.

Ben Williams, Chairperson
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). Four 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; (c) providing counsel and advisory material on pastoral support to district superintendents and committees on pastor-parish relations”; and (d) submitting an arrearage policy to be adopted by the annual conference.

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 is 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 double 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” (¶ 330.5.d.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 (CEC) 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 North Carolina 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 North Carolina Annual Conference.

The CEC’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!

For the year 2022, the average full-time salary and non-vouchered cash allowance for all clergy under appointment to a local church in the North Carolina Conference increased by 2.48%. The CPI (Urban South) for the last twelve months ending December 2021 showed an increase of 7.4%. With the rapidly changing economic environment, the CPI varies widely by month. The Commission currently recommends a 2% ($947) increase in minimum salary for the year 2023.
I. Recommended Schedule of Minimum Compensation for 2023:

A. Salary Schedule

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

<table>
<thead>
<tr>
<th>PASTORS UNDER FULL-TIME APPOINTMENT</th>
<th>2022</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Full Connection, Associate, Provisional, Local Pastor)</td>
<td>$47,373</td>
<td>$48,320</td>
</tr>
</tbody>
</table>

| STUDENT PASTORS (Local Pastors or Conference Members) | Salary | $30,792 |

Student Local Pastor Minimum Salary Study

The 2019 session of Annual Conference asked that the Commission study the Student Local Pastor minimum salary. It is the recommendation of the Commission to remove the language of a minimum salary for Student Local Pastors in order to keep conference policies consistent with the Book of Discipline and to align our conference with the practice of other conferences across the denomination. The Commission encourages District Superintendents and local churches to do all they can to continue to care for those currently in this role until they finish their education.

B. Utilities Expense

It is expected that each local charge would provide for utilities expense for parsonages. Utilities have been defined in guidance from the Internal Revenue Service to be electricity, heat, water/sewer, trash pick-up, local telephone, cable and internet access expenses. In order to increase accountability surrounding utility payments and to help ease transitions during appointment changes, the local church shall 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-$5,000 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-$5,000 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 Wespath Benefits and Investments 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 burnout, 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 North Carolina Annual Conference Journal, page 373).

**Recommendations to local congregations:**

1. That clergy members of the Annual Conference (*Book of Discipline 2016* ¶602.1) under 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. Clergy members of the Annual Conference (*Book of Discipline 2016* ¶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.

3. 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 paragraph 351 of the *Book of Discipline 2016*.

**II. Principles Governing Eligibility for Equitable Compensation Funds:**

The clergy's base compensation is the responsibility of the charge; therefore, each charge of The North Carolina Annual Conference should be so arranged as to be able to assume full salary support. The Commission urges each charge receiving Equitable Compensation Funds, its pastor, and the district superintendent responsible for that charge, to administer the affairs of that charge to the end that it may move as rapidly as possible toward total self-support. To enable the Annual Conference, the Commission and the district superintendents to carry on their cooperative efforts in understanding, in harmony, and for the greatest good for all concerned, the following principles and procedures are set forth:

A. **Base Compensation**: That portion of a pastor's compensation which is paid directly to the pastor as cash compensation, contributions authorized by the pastor to either a tax-paid pension program or a tax-deferred program (such as a 403(b) plan), payments to assist the pastor with the personal share of Social Security taxes, and some other kinds of cash compensation, such as bonuses, payments to private investment programs, and the like. Base compensation would not include other items included in total compensation, such as utilities and other housing-related allowances, accountable reimbursements for professional expenses (such as continuing education, books, and the like), and the cost of benefits such as life or health insurance.

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 CEC 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 and recording secretary of the charge conference affixed to it, and receive the approval of the charge conference.
Applications that are not completed in full are not eligible for consideration by the Commission until such time that they have been completed and resubmitted.

E. The CEC will not fund any charge that is also receiving funds from The Emerging Church Salary Fund. The CEC 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 2016 ¶625.4)

**Application Deadlines for Full time Pastoral Compensation Supplement:**

1. Completed applications for the January – December calendar year are to be received by November 1 of the previous year.
2. Completed applications for the July – June appointment cycle are to be received by November 1 of the previous year.
3. The application deadline for superintendent/cabinet-initiated applications for the immediate appointment year is May 15. These grants are subject to the availability of funds.

**Application Deadlines for Mission-Based Supplement:**

1. Completed applications for the July – June appointment cycle are to be received by November 1 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.

**III. Policies Governing Use of Equitable Compensation Funds**

A. Charges must be so arranged that no more than one third (1/3) of the 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 CEC 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 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 CEC 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.

3. It is expected that each church receiving Equitable Compensation support will pay 100% of its financial responsibilities including apportionments, insurance, and pension benefits, etc.

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. CEC 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 pastor, associate member, or member in full connection of The North Carolina Annual Conference, serving full-time, and who, in the opinion of the cabinet and in consultation with CEC is rendering unusually effective service, may apply for a one-time grant in the amount of $400, when such clergy person's salary is equal to the Conference minimum base compensation.

2. **Supplemental Compensation for Years of Service**: 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 2016 ¶625.6). Receipt of this supplemental compensation may be subject to income taxation and will be reported as applicable.

3. **Extraordinary Grants**: These policies do not restrict the CEC, upon the recommendation of the cabinet, from making additional grants in extraordinary circumstances.

IV. **Compensation and Benefits Arrearage Policy**

A. In the event that a local church treasurer becomes aware that the church will be unable to provide to the pastor full payment of a regularly scheduled payroll or housing allowance installment, or to remit to the Conference Treasurer full payment for regular direct billed benefit payments such as pension and health care, the church treasurer shall immediately notify both verbally (within 24 hours) and in writing (within 3 days) the Pastor, the Lay Leader, and the Chairs of S/PPRC, Finance, Trustees, and the Administrative/Church Council of the impending arrearage. Upon receipt of such notice, the Chair of S/PPRC and/or the Pastor shall immediately (within 3 days) notify the District Superintendent of the impending arrearage. It is the pastor’s responsibility to keep copies of all such written notifications, and to provide additional written confirmation to the District Superintendent when an arrearage has taken place. Failure to document salary or benefit arrearages may result in a loss of compensation and/or forfeiture of pension and benefits.

B. Upon receipt of notice of a pending arrearage, the Chair of S/PPRC shall immediately (within 24 hours) call a meeting of the Pastor, Lay Leader, and Chairs of Finance, Trustees, and the Administrative/Church Council to discuss the financial situation and seek remedies to prevent an arrearage from occurring. Such remedies might include:
   a. Drawing from invested funds
   b. An emergency appeal for special giving from the congregation
   c. Emergency grants from the District or Conference

   According to *The Book of Discipline* ¶ 624, such remedies cannot include a reduction in the Pastor’s compensation until the beginning of the next Conference year.

C. If, after consultation among the Lay Leader and Chairs of S/PPRC, Finance, Trustees, and the Administrative/Church Council, it becomes apparent that the church may be facing a long-term financial crisis, the Chair of S/PPRC shall notify in writing the Pastor and District Superintendent that:
   a. An Equitable Compensation Subsidy Grant may be necessary to maintain compensation for the remainder of the Conference year and/or
   b. A change in pastoral compensation or appointment may be necessary at the beginning of the following Conference year.

D. If the local church becomes delinquent in the pastor’s compensation (i.e. more than 30 days delinquent), then the District Superintendent shall notify the CEC, which on its own initiative may do any or all of the following, but not limited to:
a. Sending a representative from CEC to meet with the local church and pastor to seek resolution of the issue.
b. Developing with the local church a payment plan so that the pastor receives full payment of compensation by the end of the conference year.

The District Superintendent shall be invited to participate in this process.

E. If the local church is already receiving a subsidy grant from the CEC, the Commission may also:
   a. Determine if all subsidy grant funds allocated to the church were used to pay the pastor’s salary
   b. Examine the original subsidy grant application to determine if the amount requested to meet minimum compensation was reduced
   c. Require an outside audit of all church funds in compliance with GCFA guidelines (www.gcfa.org)
   d. Notify the District Superintendent of its findings and recommendations in writing

F. If a local church becomes delinquent in the payment of the pastor’s direct billed pension and benefits (i.e. more than 30 days delinquent), then the Conference Benefits Team shall notify the District Superintendent. If the church makes application for salary support, the status of payment of benefits will be reported to the CEC. The Conference Benefits Team and District Superintendent shall develop a written payment plan with the local church so that the Conference receives full payment of pension and benefits by the end of the conference year.

G. It is the responsibility of the pastor to provide evidence of an arrearage by providing documentation such as:
   Treasurer’s Reports, Charge Conference reports of adopted salary and compensation, check stubs, W-2 forms, and a Certification of Payment Form (sample provided by Treasurer’s Office staff) signed by the Pastor, S/PPRC Chair, Trustee Chair, Treasurer, and Administrative/Church Council Chair.

H. The statute of limitations for filing a claim for funds from the Annual Conference (i.e., notification to the District Superintendent of the arrearage) for any salary arrearage is one year from the date of the initial arrearage. Once an appointment ends the Pastor no longer has claim on the local church for compensation funds (¶ 342.4).

I. An Administrative Complaint may be filed against a pastor who fails to report an arrearage according to the timeline established in this policy.

V. The Commission reports that 14 charges received grants for mission and compensation assistance for a total of $146,691. in the year 2021. The Commission has awarded grants for the calendar year 2022 for 15 charges for a total of $156,764.

VI. The Commission reports that no pastors were awarded the Years of Service supplemental compensation for the appointment year 2021.

VII. The Commission remains committed to monitoring the rapidly changing financial realities of our local churches and will adapt our procedures as needed to respond and support ministries of the United Methodist Church.

Johnnie Wright, Chairperson
 NOMINATIONS

The persons listed below in this report are nominated by the Committee on Nominations for service on Annual Conference committees and boards effective July 1, 2022. The listing includes new persons being nominated to serve in addition to those previously elected. In general, additions were made to committees or boards to replace persons who have resigned or must be replaced due to attendance or required term rotation. The Committee on Nominations nominates the following persons for service:

<table>
<thead>
<tr>
<th>Asian Ministries:</th>
<th>Yuko Miller (As-F-C)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Connectional Table:</td>
<td>Rhonda Grant Jordan (AA/B-F-C)</td>
</tr>
</tbody>
</table>
| Communications:           | Julie Linville (W-F-L)  
                            | Emanuel Lirag (As-M-L)  |
| Congregational Development Fund: | Crystal DesVignes (AA/B-F-C) |
|                           | John Harris (W-M-L)    |
|                           | Hiram Williams (W-M-L)  |
| Finance and Administration, Council on: | Scott Foster (W-M-C) |
|                            | Martha Glass (W-F-L)   |
|                            | David Joyner (W-M-C)   |
|                            | Gypsie Murdaugh (AA/B-F-C) |
|                            | Jose Luis Villasenor (H/L-M-C) |
| Financial Discipleship:   | Claire Cox Woodlief (W-F-L) |
|                            | Tom Greener (W-M-C)    |
|                            | David Harvin (W-M-C)   |
| Health Ministries:        | Richard Bryant (W-M-C) |
|                            | Vann Spivey (W-M-C)    |
| Native American Ministries:| Yvonne Dial (NA-F-L)  |
|                           | Panthia Locklear (NA-F-L) |
| Ordained Ministry, Board of: | Michael Crane (W-M-L)   |
|                            | Jeff Jennings (W-M-L)  |
|                            | Gina Miller (W-F-C)    |
|                            | Pete Rodrigues (H/L-M-L) |
Restorative Justice and Mercy Ministries: Laura Early (W-F-C)
Casey Mursten (W-F-C)
Lisa Reynolds (W-F-C)

Rules: Miles Baker Hunt (W-M-L)
Joseph Park (As-M-C)

Safe Sanctuaries: Mamie Alley (W-F-C) (Chairperson)
Spencer Alley (W-F-L)
Michael Griffin (MR-M-C)
Jim Littleton (W-M-C)
Kathy Whittington (W-F-L)

Status and Role of Women, Commission on: Lisa Bachman (W-F-L)

Strengthening the Black Church: Michael Griffin (MR-M-C)

Trustees, Board of: Sheila Ogle (W-F-L)

If corrections are needed to spelling or any demographical information for anyone on the nominations listing, please email helpdesk@nccumc.org and the correction will be made in the nominations files.

The committee is grateful for all who applied to serve in these vacancies and appreciates the time and energy that applicants give so generously in service to the committees of the NC Annual Conference. We are blessed in North Carolina with strong capable leadership and look forward to working with both current and future committee members toward our shared mission - healthy congregations and effective leaders in every place making disciples of Jesus Christ for the transformation of the world!

*Note: The Committee on Nominations works with a stated goal of inclusivity on all conference boards, committees, and agencies. This inclusivity goal is broad-based and includes equity in membership as much as possible with respect to gender, ethnicity, clergy or lay status and age. To that end, certain demographic information for nominations is included with each person’s name. The demographic information is included in parentheses following the name in the order of (ethnicity-gender-clergy or lay status). The abbreviations included in each section are as follows:
  Ethnicity: As-Asian, AA/B-African American/Black, Hispanic/Latino – H/L, Multi-Racial – MR,
  NA-Native American, PI-Pacific Islander, W-White/Caucasian
  Gender: F-Female, M-Male
  Clergy or Lay Status: C-Clergy, L-Laity
## 2021 Statistician's Report

### TABLE I

<table>
<thead>
<tr>
<th>CHURCH MEMBERSHIP</th>
<th>2020</th>
<th>2021</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Total Professing members at beginning of year</td>
<td>223,708</td>
<td>218,982</td>
<td>-4,726</td>
</tr>
<tr>
<td>2a. Received on Profession of Faith through Confirmation</td>
<td>445</td>
<td>615</td>
<td>170</td>
</tr>
<tr>
<td>2b. Received on Profession of Faith other than Confirmation</td>
<td>381</td>
<td>562</td>
<td>181</td>
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<tr>
<td>2c. Restored</td>
<td>96</td>
<td>84</td>
<td>-12</td>
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<tr>
<td>2d. Total of Professions of Faith and Restored</td>
<td>922</td>
<td>1,261</td>
<td>339</td>
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<tr>
<td>2d. Correct last years total by addition</td>
<td>11</td>
<td>0</td>
<td>-11</td>
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<tr>
<td>3. Received from other United Methodist Churches</td>
<td>1,029</td>
<td>1,081</td>
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<tr>
<td>4. Received from other denominations</td>
<td>570</td>
<td>522</td>
<td>-48</td>
</tr>
<tr>
<td>5a. Removed by Charge Conference action</td>
<td>2,652</td>
<td>535</td>
<td>-2,117</td>
</tr>
<tr>
<td>5b. Removed by withdrawal</td>
<td>606</td>
<td>946</td>
<td>340</td>
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<tr>
<td>5c. Total removed by Charge Conference action or withdrawn</td>
<td>3,258</td>
<td>1,481</td>
<td>-1,777</td>
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<tr>
<td>5c. Correct last years total by subtraction</td>
<td>431</td>
<td>2,069</td>
<td>1,638</td>
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<tr>
<td>6. Removed by transfer to other United Methodist Churches</td>
<td>500</td>
<td>923</td>
<td>423</td>
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<tr>
<td>7. Removed by transfer to other denominations</td>
<td>657</td>
<td>685</td>
<td>28</td>
</tr>
<tr>
<td>8. Removed by Death</td>
<td>2,412</td>
<td>2,739</td>
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<tr>
<td>9a. Asian Professing Members</td>
<td>651</td>
<td>655</td>
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<tr>
<td>9b. Black Professing Members</td>
<td>6,606</td>
<td>6,522</td>
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<tr>
<td>9c. Hispanic Professing Members</td>
<td>858</td>
<td>843</td>
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<tr>
<td>9d. Native American Professing Members</td>
<td>2,323</td>
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<td>9e. Pacific Islander Professing Members</td>
<td>116</td>
<td>111</td>
<td>-5</td>
</tr>
<tr>
<td>9f. White Professing Members</td>
<td>207,330</td>
<td>202,743</td>
<td>-4,587</td>
</tr>
<tr>
<td>9g. Multi-Racial Professing Members</td>
<td>1,099</td>
<td>1,183</td>
<td>84</td>
</tr>
<tr>
<td>10. Total Professing Members at close of year</td>
<td>218,982</td>
<td>218,320</td>
<td>-662</td>
</tr>
<tr>
<td>11. Male Professing Members</td>
<td>96,161</td>
<td>94,232</td>
<td>-1,929</td>
</tr>
<tr>
<td>12. Female Professing Members</td>
<td>122,821</td>
<td>120,081</td>
<td>-2,740</td>
</tr>
<tr>
<td>14. Total Professing Members at close of year</td>
<td>218,982</td>
<td>218,320</td>
<td>-662</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SUNDAY SCHOOL</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>15. Average attendance at the principal weekly worship service(s)</td>
<td>51,886</td>
<td>38,544</td>
<td>-13,342</td>
</tr>
<tr>
<td>16. Number of persons who worship online</td>
<td>66,086</td>
<td>57,803</td>
<td>-8,283</td>
</tr>
<tr>
<td>17. Number of persons baptized this year 0-12 years of age</td>
<td>480</td>
<td>606</td>
<td>216</td>
</tr>
<tr>
<td>18. Number of persons baptized this year 13 or older</td>
<td>170</td>
<td>264</td>
<td>94</td>
</tr>
<tr>
<td>19. Total Baptisms</td>
<td>650</td>
<td>900</td>
<td>250</td>
</tr>
<tr>
<td>20. Total Baptized members who have not become Professing members</td>
<td>17,583</td>
<td>1,985</td>
<td>-15,398</td>
</tr>
<tr>
<td>21. Number of persons on Constituency Roll</td>
<td>30,406</td>
<td>39,253</td>
<td>8,847</td>
</tr>
<tr>
<td>22. Number of persons enrolled in confirmation classes this year</td>
<td>1,069</td>
<td>615</td>
<td>-454</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>UNITED METHODIST MEN</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>23. Membership in chartered United Methodist Men</td>
<td>7,160</td>
<td>6,473</td>
<td>-687</td>
</tr>
<tr>
<td>24. Amount paid for projects</td>
<td>$1,043,653</td>
<td>$959,823</td>
<td>-83,830</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>UNITED METHODIST WOMEN</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>25. Membership in United Methodist Women</td>
<td>14,779</td>
<td>11,217</td>
<td>-3,562</td>
</tr>
<tr>
<td>26. Amount paid for local church and community work</td>
<td>$854,021</td>
<td>$783,740</td>
<td>-70,281</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>UNITED METHODIST YOUTH FELLOWSHIP</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>27a. Membership in United Methodist Youth Fellowship</td>
<td>6,447</td>
<td>5,639</td>
<td>-808</td>
</tr>
<tr>
<td>27b. Amount paid for projects</td>
<td>$370,259</td>
<td>$541,737</td>
<td>171,478</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>UNITED METHODIST WOMEN</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>30a. Number of UMVIM teams sent from this local church</td>
<td>76</td>
<td>43</td>
<td>-33</td>
</tr>
<tr>
<td>30b. Number of church members participating in any UMVIM team</td>
<td>269</td>
<td>195</td>
<td>-74</td>
</tr>
<tr>
<td>31. Total number of community ministries for outreach, justice &amp; mercy offered by this local church</td>
<td>3,867</td>
<td>3,761</td>
<td>-106</td>
</tr>
<tr>
<td>32. Of the ministries counted in Line 31, how many focus on global/regional health?</td>
<td>1,253</td>
<td>1,321</td>
<td>68</td>
</tr>
<tr>
<td>33. Of the ministries counted in Line 31, how many focus on engaging in ministry with the poor/socially marginalized?</td>
<td>2,959</td>
<td>2,842</td>
<td>-117</td>
</tr>
<tr>
<td>34. Number of persons served by your congregation engaged in mission/community ministries.</td>
<td>39,753</td>
<td>39,145</td>
<td>-608</td>
</tr>
<tr>
<td>35. Number of persons served by community ministries for outreach, justice &amp; mercy</td>
<td>1,201,452</td>
<td>1,364,641</td>
<td>163,189</td>
</tr>
<tr>
<td>36. Value of church land, buildings and equipment AND Parsonage</td>
<td>$1,550,302,683</td>
<td>$1,557,575,175</td>
<td>$7,272,492</td>
</tr>
<tr>
<td>37. Value of other assets</td>
<td>$239,757,678</td>
<td>$256,673,338</td>
<td>26,915,660</td>
</tr>
<tr>
<td>38. Indebtedness on lines 36 &amp; 37 at end of year</td>
<td>$64,396,172</td>
<td>$64,410,776</td>
<td>14,604</td>
</tr>
<tr>
<td>39. Other indebtedness</td>
<td>$8,890,442</td>
<td>$1,972,826</td>
<td>-6,917,616</td>
</tr>
</tbody>
</table>
## 2021 Statistician's Report (continued)

### TABLE II

<table>
<thead>
<tr>
<th>Description</th>
<th>2020</th>
<th>2021</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>35.a Total amount Apportioned to the Local Church</td>
<td>16,431,193</td>
<td>15,332,263</td>
<td>-998,930</td>
</tr>
<tr>
<td>35.b Total amount Apportioned to AC Treasurer</td>
<td>14,262,102</td>
<td>13,278,438</td>
<td>-983,664</td>
</tr>
<tr>
<td>37 Total Offering for General Church Special Sunday Offering</td>
<td>206,775</td>
<td>477,103</td>
<td>270,328</td>
</tr>
<tr>
<td>38 Amount for World Service Specials remitted to the AC Treasurer</td>
<td>1,064,787</td>
<td>1,064,787</td>
<td>0</td>
</tr>
<tr>
<td>39 Conference Advance Specials</td>
<td>396,785</td>
<td>432,190</td>
<td>35,405</td>
</tr>
<tr>
<td>40 Youth Service Fund</td>
<td>2,100</td>
<td>832</td>
<td>-1,268</td>
</tr>
<tr>
<td>42b New Room Society ($10 Club)</td>
<td>9,132</td>
<td>6,681</td>
<td>-2,451</td>
</tr>
<tr>
<td>43b Mission Initiative</td>
<td>325</td>
<td>1,640</td>
<td>1,315</td>
</tr>
<tr>
<td>45.a Housing Allowance - Deacon under appointment</td>
<td>3,078,029</td>
<td>3,078,029</td>
<td>0</td>
</tr>
<tr>
<td>45.b Housing Allowance - Lead Pastor</td>
<td>7,312</td>
<td>2,406,443</td>
<td>2,389,351</td>
</tr>
<tr>
<td>45.d Housing Allowance - Associate</td>
<td>12,682</td>
<td>29,922</td>
<td>17,240</td>
</tr>
<tr>
<td>45.e Housing Allowance - Deacon under appointment</td>
<td>5,721</td>
<td>6,681</td>
<td>960</td>
</tr>
<tr>
<td>45.f Housing Allowance - Deacon under appointment</td>
<td>6,466</td>
<td>6,681</td>
<td>215</td>
</tr>
<tr>
<td>45.g Housing Allowance - Deacon under appointment</td>
<td>4,666</td>
<td>6,681</td>
<td>2,015</td>
</tr>
<tr>
<td>46.1 Total General Church Offering</td>
<td>46,205</td>
<td>75,110</td>
<td>28,905</td>
</tr>
<tr>
<td>50 Other cash allowances paid to/for associate</td>
<td>10,927,947</td>
<td>12,157,954</td>
<td>2,229,947</td>
</tr>
<tr>
<td>51 All Pastor's Pensions</td>
<td>4,213,572</td>
<td>3,857,331</td>
<td>-356,241</td>
</tr>
<tr>
<td>52 Lead Pastor's base compensation</td>
<td>28,255,798</td>
<td>28,042,069</td>
<td>-213,739</td>
</tr>
<tr>
<td>54a Equitable Compensation</td>
<td>174,448</td>
<td>104,441</td>
<td>-70,007</td>
</tr>
<tr>
<td>54b Equitable Compensation</td>
<td>3,439,010</td>
<td>3,075,029</td>
<td>-364,981</td>
</tr>
<tr>
<td>54c Deacons Compensation</td>
<td>270,704</td>
<td>340,306</td>
<td>69,602</td>
</tr>
<tr>
<td>54d Lead Pastor's utilities and other housing-related allowances</td>
<td>1,903,102</td>
<td>1,886,536</td>
<td>-16,566</td>
</tr>
<tr>
<td>54e Associate's utilities and other housing-related allowances</td>
<td>162,229</td>
<td>145,369</td>
<td>-16,860</td>
</tr>
<tr>
<td>54f Deacon utilities and other related allowances</td>
<td>15,910</td>
<td>58,744</td>
<td>42,834</td>
</tr>
<tr>
<td>55 Totals All Utilities/Housing</td>
<td>2,080,841</td>
<td>2,068,649</td>
<td>-12,192</td>
</tr>
<tr>
<td>57 a. Total Pastor's travel</td>
<td>1,091,231</td>
<td>1,064,787</td>
<td>-26,444</td>
</tr>
<tr>
<td>57 b. Associate's travel</td>
<td>54,549</td>
<td>44,910</td>
<td>-9,639</td>
</tr>
<tr>
<td>57 c. Total travel paid</td>
<td>1,145,780</td>
<td>1,099,697</td>
<td>-46,083</td>
</tr>
<tr>
<td>58 a. Other cash allowances paid to pastor</td>
<td>58,303</td>
<td>249,160</td>
<td>190,857</td>
</tr>
<tr>
<td>58 b. Other cash allowances paid to associate</td>
<td>38,042</td>
<td>54,815</td>
<td>16,773</td>
</tr>
<tr>
<td>58 c. Total other cash allowances</td>
<td>322,016</td>
<td>363,975</td>
<td>41,959</td>
</tr>
<tr>
<td>59 a. All Pastor's Medical Insurance paid by church</td>
<td>5,267,336</td>
<td>5,161,510</td>
<td>-105,826</td>
</tr>
<tr>
<td>59 b. All Pastor's Life Insurance</td>
<td>89,767</td>
<td>91,497</td>
<td>1,730</td>
</tr>
<tr>
<td>60 Other staff compensation</td>
<td>34,827,226</td>
<td>33,931,789</td>
<td>-895,437</td>
</tr>
<tr>
<td>61 Current expenses for program (including church school)</td>
<td>5,573,953</td>
<td>5,962,073</td>
<td>388,120</td>
</tr>
<tr>
<td>62 a. Property Insurance paid by church</td>
<td>5,509,080</td>
<td>5,811,790</td>
<td>241,880</td>
</tr>
<tr>
<td>62 b. Other current operating expenses (not including program expenses)</td>
<td>21,091,346</td>
<td>22,213,975</td>
<td>1,122,629</td>
</tr>
<tr>
<td>63 Principal and interest paid on indebtedness, loans, mortgages, etc.</td>
<td>10,575,025</td>
<td>8,681,208</td>
<td>-1,893,817</td>
</tr>
<tr>
<td>64 Paid on buildings and improvements (not include funds borrowed)</td>
<td>16,386,700</td>
<td>24,035,771</td>
<td>7,649,071</td>
</tr>
<tr>
<td>67 Housing Allowance - Lead Pastor</td>
<td>1,955,967</td>
<td>2,020,057</td>
<td>64,090</td>
</tr>
<tr>
<td>68 Housing Allowance - Deacon under appointment</td>
<td>47,655</td>
<td>120,226</td>
<td>72,571</td>
</tr>
<tr>
<td>70 Grand Total Paid</td>
<td>168,804,286</td>
<td>175,127,042</td>
<td>6,322,756</td>
</tr>
</tbody>
</table>

### TABLE III

<table>
<thead>
<tr>
<th>Description</th>
<th>2020</th>
<th>2021</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>1x Number of Pledges and Identified Givers</td>
<td>58,330</td>
<td>55,071</td>
<td>-3,259</td>
</tr>
<tr>
<td>1.a Received thru Pledges</td>
<td>60,841,111</td>
<td>51,283,448</td>
<td>-9,557,663</td>
</tr>
<tr>
<td>1.b Received from Non-Pledging yet identified givers</td>
<td>82,121,411</td>
<td>91,033,224</td>
<td>8,911,813</td>
</tr>
<tr>
<td>1.c Received from Unidentified Givers</td>
<td>2,486,572</td>
<td>2,572,224</td>
<td>85,652</td>
</tr>
<tr>
<td>1.d Totals 1a, 1b &amp; 1c</td>
<td>145,449,099</td>
<td>144,888,945</td>
<td>-560,154</td>
</tr>
<tr>
<td>1.d Received from Interest &amp; Dividends</td>
<td>1,262,246</td>
<td>1,151,931</td>
<td>-110,315</td>
</tr>
<tr>
<td>1.e Received from sale of Church Assets</td>
<td>4,174,291</td>
<td>1,971,159</td>
<td>-2,203,132</td>
</tr>
<tr>
<td>1.f Received from building use fees, contributions and rentals</td>
<td>2,020,085</td>
<td>2,029,057</td>
<td>8,972</td>
</tr>
<tr>
<td>1.g Received through fundraisers</td>
<td>2,393,216</td>
<td>3,335,590</td>
<td>942,374</td>
</tr>
<tr>
<td>1. Totals</td>
<td>155,298,937</td>
<td>153,376,631</td>
<td>-1,922,306</td>
</tr>
<tr>
<td>2.a Capital Campaign</td>
<td>6,822,067</td>
<td>8,237,748</td>
<td>1,415,681</td>
</tr>
<tr>
<td>2.b Memorial/Endowment/Bequests</td>
<td>7,845,788</td>
<td>9,065,972</td>
<td>1,220,184</td>
</tr>
<tr>
<td>2.c Other Projects &amp; Sources</td>
<td>8,597,767</td>
<td>3,140,925</td>
<td>-5,456,842</td>
</tr>
<tr>
<td>2.d Amount Received From Special Sundays</td>
<td>2,181,300</td>
<td>2,406,443</td>
<td>225,143</td>
</tr>
<tr>
<td>2. Totals</td>
<td>25,446,922</td>
<td>22,851,088</td>
<td>-2,595,834</td>
</tr>
</tbody>
</table>

NOTE: The Table data provided above are preliminary figures and are subject to change upon final audit.
BOARD OF TRUSTEES

The Board of Trustees of the Annual Conference works to fulfill responsibilities outlined in paragraphs 2512-2516 of the 2016 Book of Discipline, as well as the new paragraph 2553 approved at the special session of General Conference 2019. The following report provides details of primary responsibilities and activities of the Trustees since the 2021 Annual Conference.

THE UNITED METHODIST BUILDING
The United Methodist Building was completed in 2010 and has had only relatively minor maintenance issues since that time. Anticipated capital improvements over the next few years include carpet replacement, painting, and potential overhaul or replacement of HVAC units due to normal wear and tear. Funding for capital improvements will be paid from capital reserves held in investment funds in the United Methodist Foundation.

CLOSED CHURCHES
- 5one9 (Morrisville/West Cary) - Fairway District - church closing June 2022
- Crossroads N Campus (Fayetteville) - Gateway - church merged with Crossroads September 2021
- Culbreth Memorial (Fayetteville) - Gateway District - church closed November 2021; property sold February 2022
- Devon Park (Wilmington) - Harbor District - church closed September 2021
- Glenwood (Rockingham) - Gateway District - church closed September 2021; parsonage sold May 2022; church under contract
- Leah’s Chapel (Louisburg) - Heritage District - property sold September 2021
- Spring Lake (Fayetteville) - Gateway District - property sold March 2022

The Board of Trustees continues to receive local church properties as they are closed in compliance with The Book of Discipline. The Trustees are working in partnership with Church Transformation Ministries on the evaluation and recommendation for redevelopment or disposal of closed church properties. Church Transformation Ministries expects to increase the number of churches with which the ministry works in the coming years. Redevelopment work happens in partnership with other ministries in active local churches. Wesley Community Development assists the Trustees in the marketing and sale of closed church properties as needed. Proceeds of closed church sales will be held by the Trustees in an investment account using earnings to help sustain the ongoing efforts of Church Transformation Ministries, New Faith Communities, and the Trustees’ work with closed church properties such as cemeteries. Conference Trustees may receive recommendations from district superintendents and/or District Boards of Trustees regarding the use of the proceeds from the sale of closed church properties and other assets. The Conference Trustees will evaluate recommendations and make disbursements as approved by the Board in accordance with provisions of The Book of Discipline.

CONFERENCE PARSONAGES AND PROPERTY
The Board of Trustees provides funding for Conference executive clergy staff positions with housing allowances in lieu of parsonages. Funding to pay the clergy staff housing allowances is provided through the Conference budget. In 2013, investments from prior conference parsonage sales were added to the funding generated through district parsonage sales to furnish housing allowances to district superintendents. Funding needed for district superintendent
housing allowances is to be generated from earnings on the investment of the sale proceeds from conference and district parsonages. The investment in the United Methodist Foundation from conference and district parsonage sale proceeds total $5,987,886 as of December 31, 2021.

Following the sale of the Episcopal Residence in April 2020, net proceeds of the sale were added to capital funds being held for capital repairs to the property and were invested with the United Methodist Foundation. Earnings on the investment will be used to provide the Episcopal housing allowance in the future. The investment in the Episcopal Housing Fund had a market value of $1,192,065 as of December 31, 2021.

FREDERICK AND CLOSS PEACE WARDLAW BEQUEST
The Conference Trustees oversee the remaining assets of the Wardlaw bequest, given with the stated preference of providing a retreat or renewal location for clergy of the Conference. Retreat centers have been constructed in partnership with the NC Camp & Retreat Ministries at Camp Don Lee and Camp Chestnut Ridge. All funds remaining from the Wardlaw bequest were provided to NC Camp & Retreat Ministries for a cabin retaining wall improvement project at Camp Don Lee and further retreat center cabin maintenance. No further funds are held by the Conference Trustees for the Wardlaw retreat cabins.

PROPERTY INSURANCE
The Book of Discipline provides that one of the responsibilities of local church Trustees is to review insurance annually in order to ensure that the church, its properties and its personnel are properly protected against risks. In evaluating these levels of protection, the Conference Trustees recommend the levels of coverage approved by the General Council on Finance and Administration*. In general, the recommendation includes the following types and levels of coverage as guidelines for property and casualty insurance coverage:

- Building and business personal property insurance at full replacement cost,
- General liability coverage at $1,000,000,
- Physical abuse and sexual misconduct liability coverage at $1,000,000,
- Pastoral professional liability coverage at $1,000,000,
- Employee dishonesty and crime coverage at levels adequate to cover assets held by the church – each church needs to evaluate this coverage independently,
- Directors and Officers liability coverage at $1,000,000,
- Umbrella policy coverage at $1,000,000, and
- Workers’ Compensation coverage at $1,000,000 for all employees whether or not the church meets the minimum requirements under North Carolina law.

*Details of the GCFA recommendation can be found at:
https://www.gcfa.org/services/legal-services/minimum-insurance-requirements/

Property insurance for the NC Annual Conference property is insured through the denominational insurance provider, United Methodist Insurance (UMI). In addition to conference insurance coverage, UMI provides coverage options at competitive costs for local churches that meet all of the recommended coverage levels provided above.

GARY WAYNE LOCKLEAR MISSION ENDOWMENT
The 2016 Book of Discipline gives the responsibility to receive and administer restricted donations for the annual conference in paragraph 2512.3.a. to the Annual Conference Board of Trustees. The North Carolina Annual Conference has established a permanently restricted asset fund with the goal of endowing in perpetuity funding
for new mission endeavors within the North Carolina Conference. The balance of the Mission Endowment as of December 31, 2021, was $1,760,463. Applications are being received for 2022 ministry investments through the Mission Endowment and will be announced during or just following Annual Conference 2022.

**LOCAL CHURCH DISAFFILIATION AGREEMENT**
As required by the legislation approved by the 2019 Special Session of the General Conference of The United Methodist Church, the Board of Trustees has developed a process of disaffiliation for any churches in the NC Conference that express an interest in doing so under the provisions of *The Book of Discipline* paragraph 2553. The legislation approved by General Conference required the Board of Trustees to confer with the Cabinet and a variety of other officers of the conference. Many elements must be included in the process, such as a standard disaffiliation agreement, calculation of Conference and local church pension liabilities based on market factors, and additional terms to be included in all agreements. An interim disaffiliation agreement was approved in 2020 prior to the postponement of General Conference until 2024. The Trustees reevaluated the interim agreement following the postponement and approved a standard disaffiliation agreement in May 2022. Requests for discussions of the disaffiliation process should be directed to the District Superintendent of the local church and Church Transformation Ministries. All requests will be coordinated through Church Transformation Ministries in consultation with the Bishop, Cabinet, and Board of Trustees.

The Conference Board of Trustees seeks to be faithful stewards of the assets of the North Carolina Conference. All financial activities and assets held by the Conference Board of Trustees are included in the audit of financial records of the Conference. Full reports of this activity are available from the Conference Treasurer’s Office. We will continue to manage property of the Conference to the best of our ability with thanksgiving to God and in compliance with *The Book of Discipline*.

Respectfully submitted,

*David Peele, President*
2022 RESOLUTIONS

Resolutions for the 2022 Session of the North Carolina Annual Conference of The United Methodist Church. Presented in the order they were officially submitted.

1. Statehood for Puerto Rico
2. Representation of Plus Size Women in Major Media
3. The Creation of a Paid Conference Youth Position
4. Safe Spaces in the United Methodist Church for LGBTQ+ Individuals
5. Clergy Gender Wage Gap Amongst Clergy
6. The World as Parish: In Support of United Methodist Volunteers in Mission (UMVIM) Ministries
7. As We Move Forward
1. Statehood for Puerto Rico

Whereas, Puerto Rico has been an unincorporated US territory since the end of the Spanish-American War in 1898; and

Whereas, in 1914, Puerto Rico voted to get independence from the US, but it was rejected as unconstitutional; and

Whereas, in 1917, the US granted Puerto Ricans citizenship, despite the fact that a majority of them voted against it; and

Whereas, Puerto Rico’s population of 3.29 million people would make it the 31st biggest state; and

Whereas, Puerto Rico is 3,515 square miles of land and water, which make it bigger than Delaware and Rhode Island; and

Whereas, Puerto Ricans hold American citizenship, yet Puerto Ricans who meet all federal voting requirements are only allowed to vote in presidential primaries for president and vice president; and

Whereas, Puerto Rico is only allowed to send one non-voting representative called the Resident Commissioner to Congress to speak on their behalf, and the representative is not allowed to vote, even when the bill directly affects Puerto Ricans; and

Whereas, Congress has control of citizenship, currency, postal service, foreign policy, military defense, commerce, and finance; and

Whereas, although Puerto Ricans hold American citizenship, they are not offered the full protection given by the US Constitution; and

Whereas, Puerto Rico has their own constitution, but it had to have Congressional approval; and

Whereas, Puerto Rican women weren’t given the right to vote until 1929 because they had to ask Congress for it; and

Whereas, Puerto Rico has an executive branch, consisting of a governor and cabinet; a judicial branch with a supreme court; and a legislative branch with a bicameral legislature, that are all modeled after the US’s; and

Whereas, in 2016, a control board was established by President Obama that consists of 7 presidentially appointed members who have the power to overrule any decision made by Puerto Rico; and

Whereas, in 2009, Puerto Rico paid 3.742 billion dollars in federal taxes to the US Treasury; and

Whereas, Puerto Ricans are included in the draft; and

Whereas, Puerto Rican people have fought in every American conflict since 1917; and

Whereas, an estimated 100,000 Puerto Ricans previously or currently serve in the military; and
Whereas, after Hurricane Maria hit the island in 2017, it took over a week for federal aid to arrive; and

Whereas, in 2021 an investigation by the Inspector General found that President Trump stalled federal aid after Hurricane Maria; and

Whereas, the non-profit organization Oxfam’s president said “while the United States Government is engaged in relief efforts, it has failed to address the most urgent needs…The United States has more than enough resources to mobilize an emergency response but has failed to do so in a swift and robust manner” regarding the federal government’s response to the 90 billion dollars’ worth of damage left in Puerto Rico after Hurricanes Irma and Maria; and

Whereas, in 2009, the United Nations Special Committee on Decolonization called for Puerto Rico to get the ability to exercise fully their inalienable right to self-determination and independence; and

Whereas, 66% of Americans support statehood for Puerto Rico; and

Whereas, in November 2020, a statehood referendum was held during the general election in which 52% of Puerto Ricans voted yes; and

Whereas, in March of 2021, House Bill H.R. 1522 and Senate Bill S. 780 were introduced to give Puerto Rico statehood, and both have bipartisan support;

Now, therefore, be it resolved, we, the North Carolina Conference of The United Methodist Church, echo the 70th Annual Conference Session for Youth of the North Carolina Conference of The United Methodist Church calling for Congress to give Puerto Rico statehood by passing bills H.R. 1522 and S. 780; and

Be it further resolved, this resolution be sent to Congressional Representatives for North Carolina G. K. Butterfield, Deborah Ross, Gregory Murphy, David Price, Virginia Foxx, Kathy Manning, David Rouzer, Richard Hudson, Dan Bishop, Patrick McHenry, Madison Cawthorn, Alma Adams, and Ted Budd; North Carolina’s Senators Thom Tills and Richard Burr; Resident Commissioner of Puerto Rico Jenniffer González; Speaker of the House Nancy Pelosi; Senate Majority Leader Chuck Schumer; Senate Minority Leader Mitch McConnell; and President Joe Biden.

Adapted from the resolution passed by the 70th Annual Conference Session of the Youth of the North Carolina Conference of The United Methodist Church, July 2021, Fayetteville, NC
2. Representation of Plus Size Women in Major Media

Whereas, Genesis 1:27 (NIV) states, “So God created mankind in his image, in the image of God he created them; male and female he created them”; and

Whereas, the Social Principles of The United Methodist Church affirm, “the right of all people, regardless of gender, socioeconomic status, race, religion, disability, age, physical appearance, sexual orientation and gender identity, to be free of unwanted aggressive behavior and harmful control tactics” (The Book of Discipline [2016] ¶161.R); and

Whereas, according to CNBC, 70 percent of women in America are considered plus size, meaning they wear a size 14 or higher; and

Whereas, according to North Texas Daily, “directors and producers are purposely going out of their way to not hire a woman who is a size fourteen and up. Plus size women rarely ever get the roles of love interest or the opportunity to star in serious romance movies. They often play as sidekicks, moms/dads, or just get less innovative roles compared to their smaller sized counterparts”; and

Whereas, according to Film Daily, the lack of diverse representation in media can result in lack of self-esteem and effect the “collective understanding of beauty and self-worth”; and

Whereas, in the last 10 years there have only been three plus sized women who have won Oscars and they were all for supporting roles; and

Whereas, acting ability is not defined by the physical appearance of someone;

Now, therefore, be it resolved, we, the North Carolina Conference of The United Methodist Church, echo the 70th Annual Conference Session for Youth of the North Carolina Conference of The United Methodist Church calling for the promotion and visibility of plus size women in all aspects of our media; and

Be it further resolved, we call on pastors and other leaders to support the efforts of plus sized women inside and outside the church.

Adapted from the resolution passed by the 70th Annual Conference Session of the Youth of the North Carolina Conference of The United Methodist Church, July 2021, Fayetteville, NC
3. The Creation of a Paid Conference Youth Position

Whereas, all North Carolina Conference United Methodist Church Youth Events are fully run by volunteers without a single paid staff member; and

Whereas, 1 Timothy 4:12 (ESV) states, “Let no one despise you for your youth, but set the believers an example in speech, in conduct, in love, in faith, in purity,” which calls all youth to Christian fellowship and service; and

Whereas, Conference Youth Events foster a firm foundation in Christian fellowship and offer participants an introduction to the legislative process of The United Methodist Church which they can then use to assist their local churches in youth ministry; and

Whereas, ¶256 of The Book of Discipline (2016) states that Young People’s Ministries exist “To further educate youth and adults on The United Methodist Church as a connectional church by encouraging and supporting the participation of youth and adults in district, annual, jurisdictional, and central conferences, and other general Church ministries” which encourages having a full-time position dedicated to connecting youth across the Conference; and

Whereas, the deans of Conference Youth Events are solely tasked with scheduling the events, financially organizing all of the bills and contracts, and leading the design team without monetary compensation; and

Whereas, deans are unable to schedule their respective event past the year in which they are currently serving, which limits the participation of large church youth groups who have events overlapping with Conference events planned years in advance; and

Whereas, the Conference Council on Youth Ministries Chair is tasked with creating the structure for youth events, organizing CCYM meetings, and contacting District Youth Coordinators without a paid official to act as a supervisor; and

Whereas, attendance for the Annual Conference Session for Youth has been decreasing an average of approximately 16 members per year from the period of 2010 to 2019 (Table 1), which excludes the impact the COVID-19 pandemic has had on attendance; and

Whereas, attendance for the largest Conference Event, Pilgrimage, has been declining in attendance by approximately 189 members per year from the period of 2011 to 2019 (Table 1), and Pilgrimage once brought more than six thousand youth together but has averaged around three thousand five hundred between 2017 and 2019; and

Whereas, connection to the districts and local churches is vital for increasing participation in Conference Events; however, there is no position, volunteer or professional, that connects the districts to Conference Ministry; and

Whereas, there is no authority to recruit, administer, and provide an overall reference point for the direction of youth ministry on the conference level; and

Whereas, the District Youth Coordinators are the only link between the local church and the district, and there is no lead Youth Coordinator to coach the District Youth Coordinators to support Conference Events;
Now, therefore, be it resolved, we, the North Carolina Conference of The United Methodist Church, echo the 70th Annual Conference for the Youth of the North Carolina Conference of The United Methodist Church urging members of the Annual Conference to support youth ministry on the conference level by continuing to fund the newly-created position of Director of Youth Ministries [1], a paid position that acts as a communicator to the local churches and districts and assists deans by scheduling events years in advance and handling the financial responsibilities that are intrinsic to holding events; and

Be it further resolved, that this new Director of Youth Ministries should inform District Youth Coordinators of Conference Youth Ministry to increase participation and awareness of Conference Youth Events; and

Be it further resolved, that this resolution be sent to Bishop Fairley, Christine Dodson, the NC Conference Connectional Table, and the Cabinet.

1. “Villegas Joins Conference Staff as Director of Youth Ministries.” NC Conference of The UMC, May 3, 2022. https://nccumc.org/news/2022/05/villegas-joins-conference-staff-as-director-of-youth-ministries/. This staff position has been created since ACS 2021, and so the resolution has been edited to reflect this by the Conference Committee on Resolutions and Reference.

Adapted from the resolution passed by the 70th Annual Conference Session of the Youth of the North Carolina Conference of The United Methodist Church, July 2021, Fayetteville, NC
4. Safe Spaces in the United Methodist Church for LGBTQ+ Individuals

Whereas, with the current stance of The United Methodist Church on LGBTQ+ persons, individual churches lack the ability to support these members of their congregation; and

Whereas, safe spaces should offer all members of the community access to receive mental, emotional, and religious support by laity and clergy; and

Whereas, 87% of LGBTQ+ youth stated in 2019 to the Trevor Project that a crisis intervention organization was an important tool for them, and 98% of the participants said a safe space networking site would be of use to them; and

Whereas, the vast majority of United Methodist churches lack an official safe space for their youth and adults; and

Whereas, the licensed therapist Alyss Swanson stated, “As a therapist, I deal with it daily. Kiddos that come in can’t share with or don’t feel like it’s safe to share with their parents what’s going on for them. Some have suicidal thoughts, because they just don’t see any hope.”; and

Whereas, Psalm 4:8 (NIV) states, “In peace I will lie down and sleep, for you alone, LORD, make me dwell in safety,” which encourages the idea that God alone offers all people, regardless of sexuality, safety;

Now, therefore, be it resolved, we, the North Carolina Conference of The United Methodist Church, echo the 70th Annual Conference Session for Youth of the North Carolina Conference of The United Methodist Church supporting the creation of safe spaces for LGBTQ+ youth and adults within the conference; and

Be it further resolved, we urge conference members to allocate moneys to create a fund all churches can apply and receive grants from to create these safe spaces; and

Be it further resolved, this resolution be sent to Bishop Fairley and Executive Director of NC Safe Space, Monica Kearney.

Adapted from the resolution passed by the 70th Annual Conference Session of the Youth of the North Carolina Conference of The United Methodist Church, July 2021, Fayetteville, NC
5. Gender Wage Gap Amongst Clergy

Whereas, full rights for clergywomen were approved by the General Conference of The Methodist Church in 1956, and;

Whereas, in 2011, the General Commission on the Status and Role of Women reported that clergywomen make an average of 13% less than clergymen and four years later, in 2015, that number grew to 16% less than men; and

Whereas, the clergy title comes from credentials such as ordination as well as educational requirements not affected by gender, making the wage gap between sexes unfair and notable; and

Whereas, the book of Esther tells the story of a powerful woman leading and saving a nation through her bravery, with Esther 9:32 (ESV) saying, “The command of Esther confirmed these practices of Purim, and it was recorded in writing”; and

Whereas, women are additionally less likely to be offered a parsonage and more likely to only be offered a salary (General Commission on the Status and Role of Women); and

Whereas, ¶310 of The Book of Discipline (2016) lists many qualifications for ordination, including that a candidate “[h]ave a personal faith in Christ and be committed to Christ as Savior and Lord” and “[g]ive evidence of God’s gifts for ordained ministry, evidence of God’s grace in their lives, and promise of future usefulness in the mission of the Church”, but includes nothing prohibiting either gender towards pastoral leadership;

Now, therefore, be it resolved, we, the North Carolina Conference of The United Methodist Church, echo the 70th Annual Conference Session for youth of the North Carolina Conference of The United Methodist Church calling for the closing of the wage gap between clergymen and clergywomen in not only the North Carolina Conference but also the global United Methodist Church, and;

Be it further resolved, this resolution be sent to Bishop Leonard Fairley and Conference Committee on Youth Ministry Interim Chair Jay Locklear to be passed to the future permanent Chair.

Adapted from the resolution passed by the 70th Annual Conference Session of the Youth of the North Carolina Conference of The United Methodist Church, July 2021, Fayetteville, NC
6. The World as Parish: In Support of United Methodist Volunteers in Mission (UMVIM) Ministries

Whereas, Christians are called to be witnesses of Jesus Christ across the entire world, as is demonstrated in Acts 1:8 (CEB): “Rather, you will receive power when the Holy Spirit has come upon you, and you will be my witnesses in Jerusalem, in all Judea and Samaria, and to the end of the earth”; and

Whereas, Christians are called to the care of others through service, as is demonstrated by 1 John 3:16-18 (CEB): “This is how we know love: Jesus laid down his life for us, and we ought to lay down our lives for our brothers and sisters. But if someone has material possessions and sees a brother or sister in need but refuses to help—how can the love of God dwell in a person like that? Little children, let’s not love with words or speech but with action and truth”; and

Whereas, John Wesley, the founder of the Methodist movement wrote in his journals, “I look upon all the world as my parish; thus far I mean, that, in whatever part of it I am, I judge it meet, right, and my bounden duty to declare unto all that are willing to hear, the glad tidings of salvation” [1]; and

Whereas, Resolution #3142 (Book of Resolutions [2016]) of The United Methodist Church affirms “people of the Wesleyan heritage look upon the whole world as their parish. They feel committed to preach the gospel of Jesus Christ to all people”; and

Whereas, UMVIM exists to connect individuals with mission both in their own community and across the globe, relating closely with annual conferences, UMVIM committees, and the General Board of Global Ministries to put the best of our collective resources to good use. Through Global Ministries’ Mission Volunteer Office, UMVIM is connected to a network of organizations and programs such as Mission Volunteers (individual service over a longer term), NOMADS, Primetimers, Global Mission Fellows, and a cadre of career missionaries [2]; and

Whereas, since the 1970s, UMVIM has offered a framework through which disciples can engage in short-term mission locally, nationally, and globally, equipping tens of thousands of United Methodists to engage in short-term mission each year in ministries as varied as, community development, pastor training, microenterprise, agriculture, Vacation Bible School, building repair and construction, and medical/dental services; and

Whereas, in 1980, a petition was passed at General Conference admitting UMVIM as part of the structure of the global church. The legislation affirmed the “concept of volunteers in mission (short-term) as an authentic form of personal missionary involvement, and to devise appropriate structures to interpret and implement such opportunities for short term volunteers in the global community” [3]; and

Whereas, the North Carolina Annual Conference United Methodist Volunteers in Mission (NCC UMVIM) exists to promote, encourage, and enable Christians to exemplify “Christian Love in Action” and aims to achieve the Great Commission through providing short-term mission exchange opportunities for everyday Christians; and

Whereas, the core values of an UMVIM team are 1) God Is in Charge of Our Mission, 2) Radical Discipleship, 3) Partnership, 4) People over Projects, 5) Intercultural Competency, 6) Self-Awareness, and 7) John Wesley’s Simple Rules [4]; and
Whereas, the tenets of the General Board of Global Ministries “Theology of Mission” are 1) God’s Mission from Creation to Completion, 2) The Self-Emptying Life of Jesus the Christ in Service to the Least and the Last, 3) The Church as a Community of Servanthood in Mission, 4) Grace at Work Everywhere, 5) Transformative Witness, 6) God’s Prior Presence, Our Current Response, and 7) The Spirit’s Surprising Activity [5];

Now, therefore, be it resolved, we, the North Carolina Conference of The United Methodist Church commend and encourage the work of UMVIM ministries. We encourage and urge missional involvement from persons at the local, Conference, Jurisdictional, and General levels of the Church through a variety of UMVIM ministries; and

Be it further resolved, we, the North Carolina Conference of The United Methodist Church, deeply lament the times in which Christian mission has been and is used as an excuse to justify the control, colonization, exploitation, and enslavement of peoples throughout the world; and

Be it further resolved, we, the North Carolina Annual Conference of The United Methodist Church strongly encourage mission teams to follow UMVIM Ministries “Core Values and Best Practices”; and

Be it further resolved, we, the North Carolina Annual Conference of The United Methodist Church strongly encourage mission teams to adhere to the General Board of Global Ministries “Theology of Mission”; and

Be it further resolved, given the 2016 United Methodist Book of Discipline establishes an UMVIM Awareness Sunday (¶ 265.5), we, the North Carolina Annual Conference of The United Methodist Church, strongly encourage local churches to collect an offering on UMVIM Awareness Sunday in support of North Carolina Conference UMVIM Ministries; and

Be it further resolved, we, the North Carolina Annual Conference of The United Methodist Church strongly urge the North Carolina Annual Conference to continue providing budgetary funding for UMVIM missions and ministries; and

Be it further resolved, the Conference Secretary shall send a copy of this resolution no later than August 1, 2022 to the following persons: the NCCUMC Resident Bishop; the Senior Pastor and Outreach Chair of each Conference church; each Conference District Superintendent; each Conference District Lay Leader; each member of the Conference Leadership Team; each Conference Officer; each Jurisdictional Coordinator of UMVIM Ministries; each member of the General Board of Global Ministries’ Senior Leadership Team; and each Director of the General Board of Global Ministries.


Approved by NCC UMVIM Committee, April 14, 2022
7. As We Move Forward

Whereas, the resolution “Supporting Full Inclusion of LGBTQIA+ Persons and Rejecting the Traditional Plan” was passed on June 14, 2019 by the 2019 Session of the North Carolina Annual Conference of the United Methodist Church (the last such meeting of this body in an in-person format); and

Whereas, the above named and adopted resolution speaks to the removal of discriminatory language from The Book of Discipline which explicitly focuses on LGBTQIA+ persons; and

Whereas, in light of the postponement of the 2020 General Conference, many Annual Conferences have adopted non-discriminatory resolutions (some as early as 2016) that are guiding their Annual Conferences, which include the Desert Southwest, the New England, Cal-Pac and Oregon-Idaho Annual Conferences; and

Whereas, we recognize that while there is a deep theological divide among the people called United Methodists, we remain convinced that a total and full inclusion of all persons, in every aspect of ministry, regardless of race, gender, or sexual orientation is a clear reflection of the intention of the Kingdom of God; and

Whereas, we firmly seek to abide and adhere to John Wesley’s General Rules of doing no harm, doing good, and loving God. We recognize that in Luke 10:27, Jesus teaches us to love God and to love our neighbor, even if that neighbor is ‘different’, simply because we are all children of God; and

Whereas, it is the position of this conference stated many times over that our church is better together, as a “United” Methodist Church, working to make disciples of Jesus Christ for the transformation of the world;

Now, therefore, be it resolved, the North Carolina Conference of The United Methodist Church shall continue to open the doors of inclusion of all God’s children, including LGBTQIA+ persons; and

Be it further resolved, we encourage unity in a totally inclusive United Methodist connexion, as it is central to our Wesleyan heritage that the table of the Lord is and should be open to all, and as the Lord’s table is open so too should be the Lord’s houses of worship and ministries, and

Be it further resolved, we, as the body of Christ, be a welcoming community of disciples so that we may reflect the fullness of the Kingdom of God, inclusive of all regardless of ideologies, race, gender, sexual orientation and identity, including the intellectually and physically challenged so that we all may work together to make disciples of Jesus Christ for the transformation of the world.

Methodist Federation for Social Action, North Carolina Conference Chapter
Approved May 15, 2022
NOTES