

Graceful Hospitality

Annual Conference 2023

CONFERENCE WORKBOOK

JUNE 15-17



North Carolina Conference
The United Methodist Church

Greenville Convention Center
303 Greenville Blvd SW • Greenville, NC 27834
nccumc.org/ac2023

TABLE OF CONTENTS

Stay Connected	ii
Conference Maps	1
Welcome & General Information	3
Agenda	7
Conference Officers, Cabinet and Staff	9
Special Meals	11
Standing Rules (In Person)	13
Standing Rules (Online)	21
NC Conference Lay Equalization Plan	29
District Officers & Committees	31
Reports	35
Council on Finance & Administration	36
Insurance	54
Board of Pension	61
Clergy Medical Leave	72
Equitable Compensation	76
Nominations	82
Statistician's Report	85
Board of Trustees	89
Resolutions	93

Graceful Hospitality

Stay Connected

You will be able to connect with attendees and ministries during Annual Conference.

 **Download the Annual Conference app:** nccumc.org/app

 **View AC 2023 website:** nccumc.org/ac2023

 **Facebook:** facebook.com/nccumc

 **Instagram:** instagram.com/nccumc

 **Twitter:** twitter.com/nccumc

 **Official Hashtag:** [#nccac23](https://twitter.com/nccumc)

JOIN THE CONVERSATION

Join the conversation by using/following the official hashtag **#nccac23**.

Throughout the 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!

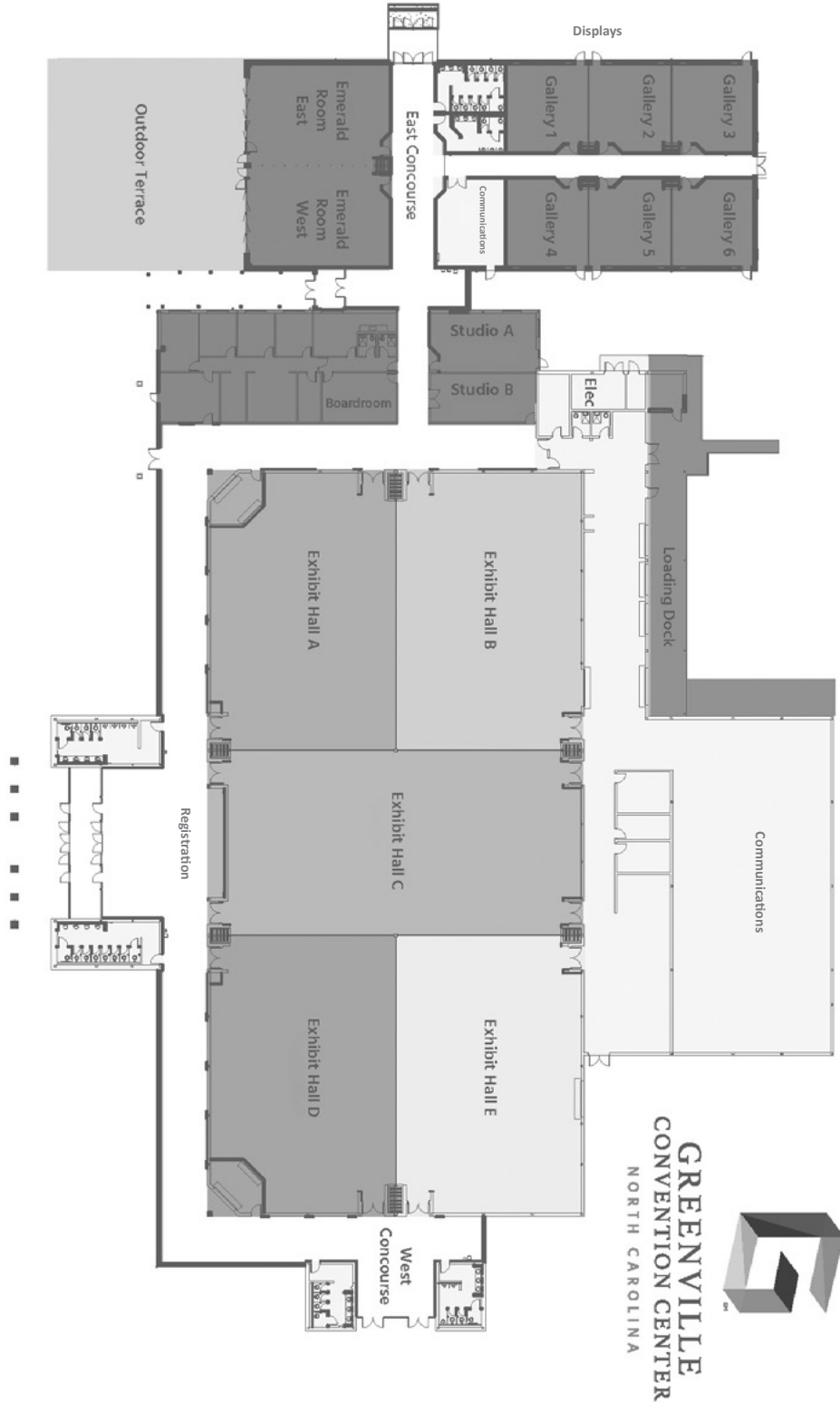
Include **#nccac23** on your public Instagram or Twitter account and pick up your free prints during the Annual Conference.

1. Post to Instagram or Twitter
2. Tag photos with **#nccac23**
3. Take your free prints!

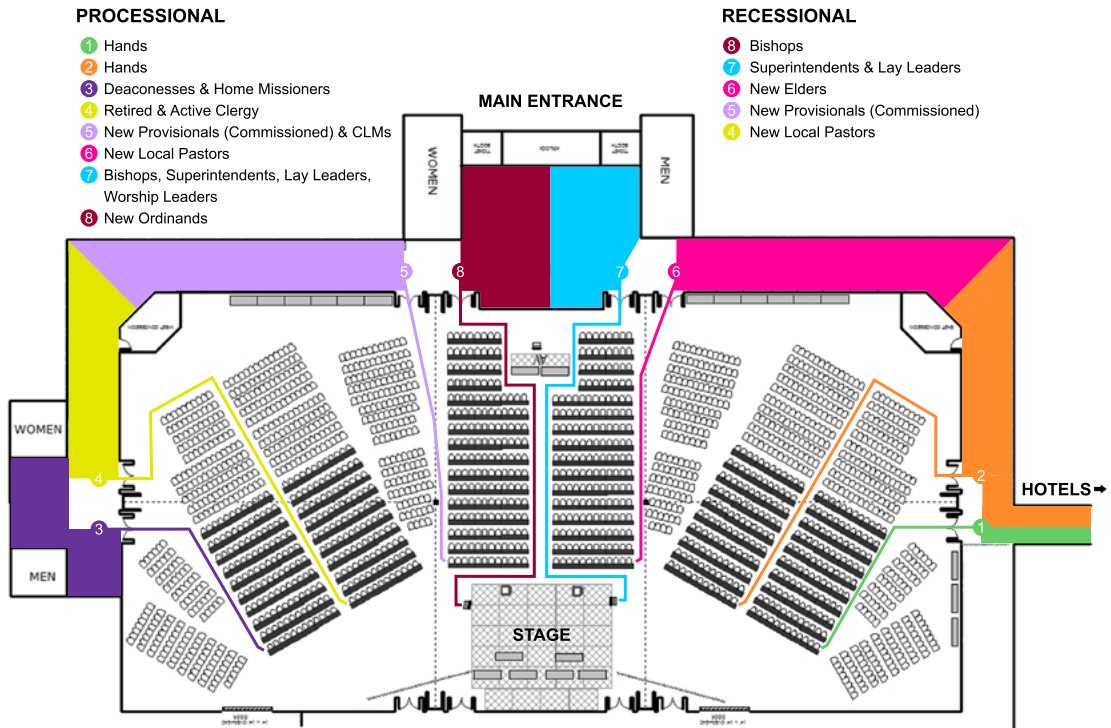
Emergencies/First Aid

Please contact the Registration area in the Convention Center or call 911.

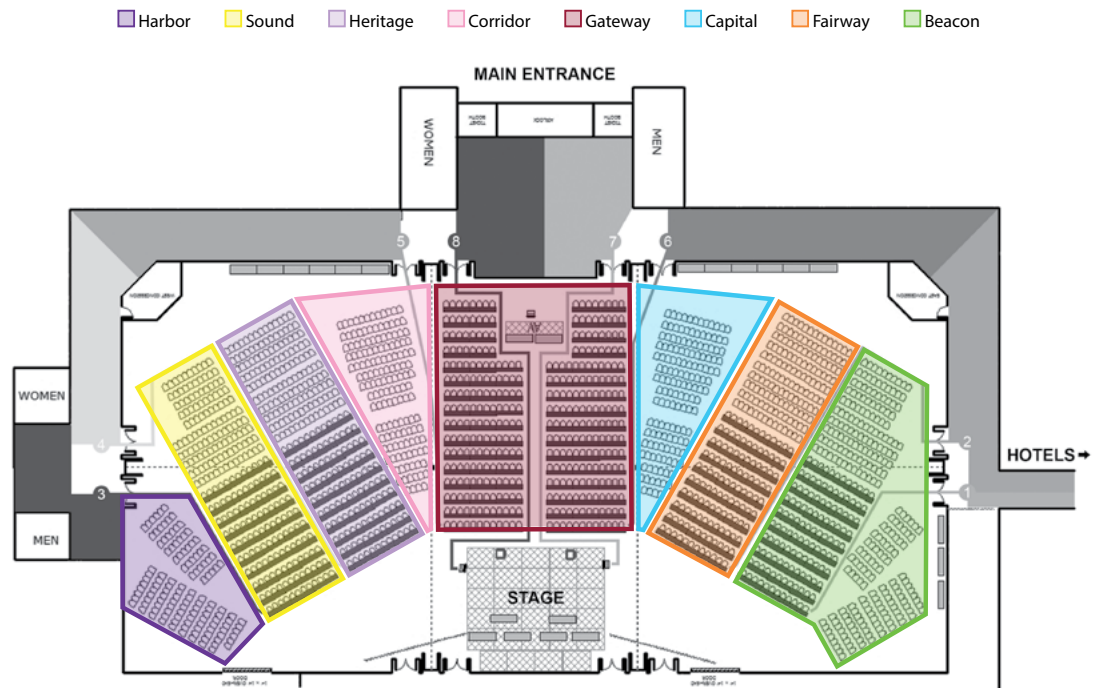
CONFERENCE MAPS



GREENVILLE
CONVENTION CENTER
NORTH CAROLINA



AC TELLER SECTIONS



Dear Sister and Brother United Methodists:

The 2023 Session of the Annual Conference of the North Carolina Conference of The United Methodist Church is upon us! We anticipate with joy seeing one another, focusing on our mission, and dreaming God's dreams for the future of The United Methodist Church. God's embodiment through Jesus of **Graceful Hospitality** will be the invitation to each of us. The Pentecost power of the Holy Spirit is the fuel of our sacramental life where we proclaim, "Make us one with Christ, one with each other, and one in ministry to all the world."

We welcome Rev. Adam Hamilton as a teacher and visionary! We celebrate those continuing to answer God's call through licensing, provisional membership and ordination! We bear witness to our collaborative life of lay and clergy leadership! In opening worship, we hear Jesus' words, "Father, I also want them to be with me where I am to see my glory" (John 17:24).

We sing with joy and humility, "And are we yet alive, and see each other's face? Glory and thanks to Jesus give for his almighty grace!" This is the core of our Wesleyan theology and practice.

The United Methodist Church is beckoned by Jesus into a future of grace and hope! Our fully divine, fully human, resurrected Jesus holds the mirror before us to see ourselves as church. How does each church in the NCC reflect the grace of Jesus in their communities? In what way is our shared life across eastern NC embodying graceful hospitality, initiating and sustaining deep change, and alleviating suffering in our neighborhoods, cities, districts, and state?

SPECIAL OFFERINGS

We will celebrate the 10th Anniversary of C4C (Congregations for Children). Launched in 2013 by NCC Bishop Hope Morgan Ward and WNC Bishop Larry Goodpaster, **Congregations for Children** is a statewide initiative of The United Methodist Church focused on reflecting the love of Christ to our neighbors by helping children in public schools who are living in poverty. Hundreds of NC UM churches partner with public schools to enhance literacy skills, provide for basic needs, increase parent involvement, interact with positive adult role models, and advocate for support. Please bring an offering to the opening worship to support this initiative!

Through the Ordering of Ministry Service on Saturday morning at 11:00, we will join with United Methodists across the world to support strong Wesleyan education in our central conferences. "Professors in Methodism" is a special fund* to support the salaries of professors who teach Methodist history, theology, and polity for a new generation of clergy in each of our United Methodist-related Schools and Faculties of Theology around the world. Please bring an offering from your congregation to share during the Ordering of Ministry Service!

Let's gather to celebrate all that God is doing among us! **Graceful Hospitality... it's who we are as North Carolina United Methodists.**

Connie Mitchell Shelton
Bishop, NC Conference

H. Gray Southern
Conference Secretary

*"Professors in Methodism" is within "FORMING TRUSTED LEADERS," the endowment fund for theological education in Africa, Europe, and the Philippines.

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 the Bishop recognizes anyone with a raised white paddle, they 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 colored 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 the Annual Conference, return lanyards and electronic voting devices to the registration desk.

Lanyard colors are reflective of your current status, not your 07/01/23 status.

Red – *Lay Members, At Large Members, Deaconesses, Diaconal Ministers, Home Missioners*

- Vote on all deliberations/measures other than clerical license, ordination, and reception. (See ¶602.6)

Blue – *Clergy Members (Deacons/Elders) in Full Connection and all members of the Board of Ordained Ministry*

- Vote on all matters of the Annual Conference. (See ¶602.1a)
- Attend Clergy Session

Green – *Local Pastors and Retired Local Pastors under appointment*

- Vote on all matters except ordination, character, and constitutional amendments, except those who are members of the Board of Ordained Ministry. (See ¶602.1b, c,d)
- Attend Clergy Session

White – *Associate Members, Provisional Members*

- 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
- Attend Clergy Session

Purple – *Interim Supply*

- No voice or vote unless granted on the floor of the Conference.
- Do not attend Clergy Session may attend the Laity Session

Yellow – *Members of Other Conferences, Affiliates, Student Pastors and those serving as Other Denomination*

- No vote and have no voice unless granted on the floor of the Conference.
- May attend Clergy Session
- Student pastors are local pastors as outlined in the BOD ¶318.3

Black – *Official Staff Members and Guests*

- 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.)

UNDERSTANDING PARLIAMENTARY PROCEDURE

Each time you want to do this:

First give your name and your district, and then say this:

Interrupt speaker?

Second needed?

Motion debatable?

Amendable?

Vote?

Main Motions as tools to introduce new business

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

Secondary Motions in order of preference

Adjourn	"I move to adjourn..."	no	yes	no	no	majority
Recess	"I move we recess until..."	no	yes	no	no	majority
Suspend debate without calling for vote	"I move that we table"	no	yes	no	no	majority
End debate	"I move the previous question"	no	yes	no	no	2/3 majority
Limit debate	"I move debate be limited to"	no	yes	yes	yes	2/3 majority
Postpone to specific time	"I move to postpone this matter until..."	no	yes	yes	yes	majority
Have matter studied further	"I move we refer this matter to..."	no	yes	yes	yes	majority
Amend a motion or substitute	"I move to amend by..." or "I move to substitute..."	no	yes	yes	yes	majority
Postpone indefinitely	"I move to postpone indefinitely..."	no	yes	yes	no	majority

Incidental Motions grow out of the business the conference is considering

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

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

HEALTH MINISTRY OFFERINGS

The NC Conference Health Team invites ALL conference attendees to participate in a FREE brief health screening. Those who are NOT enrolled in the conference health insurance plan are encouraged to be screened by ECU Health on Thursday from 9 am - 4 pm, and those enrolled in the conference insurance plan are encouraged to be screened from 6 am - 10 am by Quest Diagnostics on Friday. Pre-registration for the Quest Diagnostics screening is strongly recommended by June 2. Health plan members can register by logging in to their Virgin Pulse account and finding Quest Blueprint for Wellness Screening under the "Benefits" tab.

MENTAL HEALTH TALKSPACE - FRIDAY

Provided by Carenet Counseling. Private counseling sessions. A free talk space for anyone who would like a free 30-minute session with a trained, licensed professional. TOTALLY ANONYMOUS - in a private space, and no one at the NC UMC Conference has access to the sign-up, so sign-ups should be done online. See the health team website for more information. (nccumc.org/outreach/health-ministry-team/)

PARTNERS IN HEALTH & WHOLENESS

Visit their table at the Convention Center entrance across from the Hampton Inn to learn more about healthy aging, mental health, opioid response in NC, their NEW GRANT PROGRAM, and pick up some HEALTHY SNACKS!

HEALTH DISPLAYS

Visit the display area for the Partners in Health & Wholeness / CareNet display for free basic mental health assessments and referrals to a local mental health professional in your area.

Visit the "calming corner" provided by the Conference Health Team to find adult coloring sheets, crayons, and more tools to help you find a calm space.

CHAPEL

The Conference Health Team & Worship Team have collaborated to create a calming, quiet prayer space in the Hilton for you to decompress and connect with God during the conference.

MASKED SEATING AREA

The main room will have a designated section for masked seating (Exhibit Hall D). For a close entrance, enter through the West Concourse (the entrance on the right if facing the GCC).

CONFERENCE AGENDA

North Carolina Annual Conference 2023 | **Graceful Hospitality**

Thursday, June 15th

- 7:45 am: Prayer at Center Stage
- 8 am: Registration
- 10 am: Clergy & Laity Executive Sessions
- 12 pm: Lunch
- 1:30 pm: Afternoon Plenary Session
 - Calling the Conference to Order
 - Organization of the Conference
 - Welcome to Bishop Connie M. Shelton and Rev. Dr. Joey Shelton
- 1:45 pm: Opening Worship & Plenary Session
 - Committee on Conference Rules
 - Judicial Council Report
 - Laity & Connectional Ministries
 - Conference Trustees Report
 - Service of Holy Communion
- 5 pm: Dinner
- 7 pm: Ice Cream Social, Book Signing by Rev. Adam Hamilton

Friday, June 16th

- 6:30 am: 5K Run/Walk
- 7 am: Early Morning Communion
- 7 am: Extension Ministry Breakfast
- 7:45 am: Prayer at Center Stage
- 8:30 am: Morning Plenary Session
 - Biblical Animation
 - Camp & Retreat Ministries
 - Methodist Home for Children
 - Duke Divinity School
 - NC Board of Managers
 - Board of Ordained Ministry
 - Clergy Spouse Association
- 10 am: Memorial Service
- 11:30 am: Lunch
- 1 pm: Retiree Recognition
- 1:30 pm: Order of the Day – Rev. Adam Hamilton
- 3 pm: Break
- 3:15 pm: Afternoon Plenary Session
 - Financial Overview
 - Council on Finance & Administration
 - Insurance
 - Pension
 - Equitable Compensation
 - Nominations

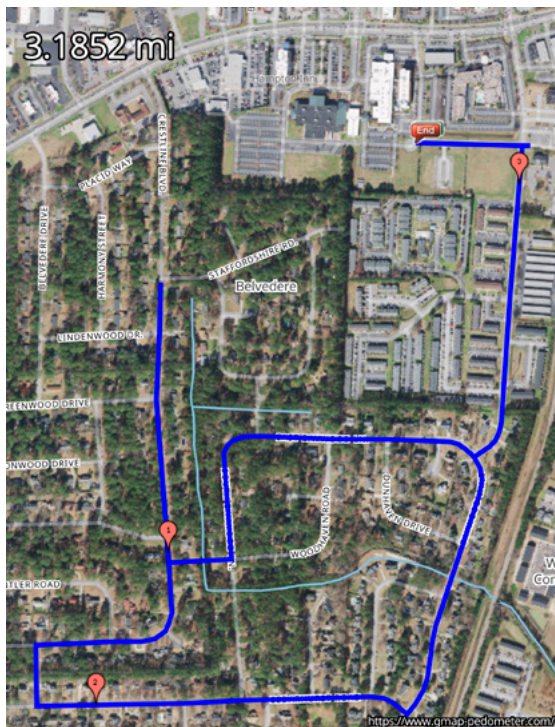
Statistician's Report
 New Faith Communities
 Church Transformation Ministries

5 pm: Dinner

Saturday, June 17th

7 am: Early Morning Communion
 7:30 am: Prayer at Center Stage
 8:30 am: Morning Plenary Session
 Opening Prayer and Hymn
 Resolutions
 Communications
 Amplify
 General Conference
 Setting AC Site and Dates
 Fixing of Appointments and Sending Forth
 Closing Hymn and Benediction
 11 am: Ordering of Ministry Service

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



NCCUMC AC 5K Run/Walk - Glow in Greenville
 Sponsored by the Clergy Spouses Association
 Friday morning - Race begins at 6:30AM.

You're invited to get your steps in early, trekking the familiar 3.1 mile route within the nearby neighborhood. Either running or walking, you'll be guided by signs and volunteers cheering you on. Receive a free t-shirt and refreshments after the event.

All are invited (participants and supporters) to give to the Methodist Home for Children in honor or in memory of NCC clergy spouses.



CONFERENCE OFFICERS, CABINET AND STAFF

Conference Officers

President	Connie Shelton
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	Bill Huggins
President, Conference UWF	Martha Caves
President, Conference UMYF	Will Rouse
Chancellor	Eric Stevens

Cabinet Members

Bishop Connie Shelton; 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-Millán; Sound District: Jon Strother

Leadership Team

Bishop Connie Shelton; 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, Director of Management Information Systems; Derek Leek, Communications Director; Eight District Superintendents

Cabinet Officers

Dean	Kenneth Locklear
Secretary	Mike Frese

Secretarial Staff Members

Assistant Conference Secretary	Paul Lee
Runners	Duane R. Partin, Jimmy Wooten, Tyler Daniels, Keith Porter, Pat Porter, Billy Sander, Jesse Baker
Bishop's Office	Becky Biegger
Communications Office	Derek Leek, Ray Pearce, Dennis Peay
Conference Rules	Danny Peck
Conference Secretary's Office	Heidi Seifert
Management Information Systems	Douglas Ward
Media Contact	Derek Leek
Parliamentarian	Taylor Mills
Registration & Attendance	Ray T. Gooch
Transcribing	Shannon Marie Berry, Jenifer Swindell, Sharon Smith, Gayla Collins, Mark Swindell, Ann Bingham
Treasurer's Office	Chrisy Powell

2023 CONFERENCE ORGANIZATION AND PERSONNEL

Annual Conference Personnel, Committee on

Area Bishop	Connie Shelton
Conference Lay Leader	John Hall
Conference Secretary	Gray Southern
Director, Connectional Ministries	Steve Taylor
President, UMM	Bill Huggins
President, UWF	Martha Caves
President, UMYF	Will Rouse

Ex-Officio

Assistant to the Bishop	Gray Southern
Assistant to Bishop for Clergy Life	Beth Hood
Annual Conference Musician	Paul Saik
Assistant Conference Secretary	Paul Lee
Director of Communications	Derek Leek
Committee on Worship	Jay Locklear and Laura Wittman, Co-chairs
Stage Manager	Dan Baer
Conference Treasurer	Christine Dodson
Committee on Memoirs	The Conference Secretary and the Cabinet
Registration of Members	Ray T. Gooch
Committee on Resolutions & Reference	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

Beacon
Capital
Corridor
Fairway
Gateway
Harbor
Heritage
Sound

Clergy

Gene Tyson, Jack Colenda
Elizabeth Gaines, Paul Woo
Laure Kalau, Suzanne Cobb
Scott Finicum, Patrick Jones
Bobby Tyson, Mattheue Locklear
Terry Williams, Earl Hardy
Kim Lail, George Loveland
Joseph Park

Lay

Rich Lodge, Frank Custer
Eddie Yelverton, Latercha McKnight
Nancy Newell, Sally Humphries
Shannon Jones, Dorothy Moore
Shirley Jones, Lucy Lowry
Jane Williams, Lydia Kelso
Carole Mehle, Carolyn Farmer
Ed Mann, Libbie Halstead

SPECIAL MEALS

Wednesday – June 14, 2023

ATS Alumni & Friends – 5:30 pm

Golden Corral
504 SW Greenville Blvd
Greenville, North Carolina 27858

Register by Email before 06/12/2023
drcrowe@nccumc.org

Additional Information:

This will be a fellowship meeting with each person ordering their own meal. Part of our purpose for meeting will be to inspire theological thought and discussion as we experienced in seminary.

Contact: John Crowe
drcrowe@nccumc.org | (252) 689-3262

Thursday – June 15, 2023

Clergywomen's Luncheon – 12:00 pm, \$16.00

Greenville Hilton
207 Greenville Blvd SW
Greenville, North Carolina 27834

Register by Online Form before 06/01/2023
<https://nccumc.org/clergywomens-luncheon-at-annual-conference-2023/>

Additional Information:

Early bird price is \$16.00. After May 18, the meal price jumps to \$21.00. This event is open to all women in ministry.

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

Duke Divinity Alumni Luncheon – 12:00 pm, \$15.00

Greenville Hilton
207 Greenville Blvd SW
Greenville, North Carolina 27834

Register by Online Form before 06/08/2023
<https://rsvp.duke.edu/event/f837a6a2-94e5-4a85-ae5a-d67a19bcb3d1/summary>

Additional Information:

This year, at our annual luncheon, we will be hearing

from the Dean of Duke Divinity School, Edgardo Colón-Emeric, and Rev. Susanne Priddy, President of the Duke Divinity School National Alumni Council. We also plan to play some games at the end and have prizes from the Divinity School as well. We hope you can join us and enjoy the fellowship with one another again!

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

Deacon Dinner – 5:30 pm, \$15.00

St. James UMC
2000 E. 6th St.
Greenville, North Carolina 27858

Register by Online Form before 06/05/2023
<https://forms.gle/ZHY38pdkubeNgLrBA>

Additional Information:

We welcome all who would like to attend, especially those who are ordained or commissioned deacons or diaconal ministers, those who are candidates considering the deacon track, and anyone else who believes God might be calling them to this amazing ministry.

Contact: Joyce Day
jday@nccumc.org | (252) 347-3609

Evangelical Fellowship – 5:30 pm

Plaza Azteca Mexican Restaurant
A brief walk from the Convention Center.
Greenville, North Carolina 27834

Additional Information:

This gathering will feature encouraging fellowship, individually ordered meals (dutch), and discussion of the Evangelical Fellowship's renewed mission in the North Carolina Conference. If you plan to attend, please contact Paul Stallsworth (252.640.2755 or paulstallsworth@nccumc.org) to mention your intention and the number of guests you will have. Thank you.

Contact: Rev. Paul T. Stallsworth
paulstallsworth@nccumc.org | (252) 640-2755

Friday – June 16, 2023**Extension Ministry Breakfast – 7:00 am**

Emerald Room East
303 Greenville Blvd SW
Greenville, North Carolina 27834

Register by Online Form before 06/05/2023
<https://nccumc.org/bishop/2023-extension-ministries-breakfast-annual-conference/>

Additional Information:

This invitation is limited to Extension Ministry Clergy only.

Contact: Becky Biegger
beckybiegger@nccumc.org | (919) 779-6115

Retiree Luncheon – 12:00 pm

Greenville Hilton Carolina Ballroom
207 Greenville Blvd SW
Greenville, North Carolina 27834

Register by Mail before 05/26/2023

Additional Information:

Guests eligible to attend this event will receive an invitation and RSVP card in the mail from the Board of Pension. Reservations and questions can be sent to benefitsteam@nccumc.org.

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

Strengthening the Black Church First Annual Luncheon – 12:00 pm

Greenville Hilton
207 Greenville Blvd SW
Greenville, North Carolina 27834

Register by Email before 06/01/2023
kgray@nccumc.org

Additional Information:

We invite all clergy of color (BIPOC) for a time of fellowship, connectivity, and idea-sharing in our effort to unify.

Contact: Kennedy Gray
kgray@nccumc.org | (252) 907-4775

Hood Annual Alumni Luncheon – 12:30 pm

Golden Corral
504 SW Greenville Blvd.
Greenville, North Carolina 27834

Register by Email before 06/10/2023
kclarke@hoodseminary.edu

Additional Information:

Welcome Hood Alumni! We look forward to seeing you during Annual Conference! If you would like to invite an additional person, there will be a charge of \$10.00/person (payable at the luncheon) to include them. Please RSVP to Rev. Kimberly Clarke Turner at kclarke@hoodseminary.edu.

Contact: John Everett
Jeverett@hoodseminary.edu | (803) 446-6348

Gayle Felton Love Thy Neighbor Reception – 5:30 pm, \$20.00

Holiday Inn Greenville
203 Greenville Blvd SW
Greenville, North Carolina 27834

Register by Online Form before 06/12/2023
<https://www.mfsancc.org/gayle-felton-reception.html>

Additional Information:

The North Carolina Annual Conference chapter of the Methodist Federation for Social Action and Reconciling United Methodists and Friends NC are proud to sponsor the annual Gayle Felton Love Thy Neighbor Reception on Friday, June 16th from 5:30pm to 7pm at the Holiday Inn in Greenville.

There will be food and refreshment available, and we will celebrate the life and legacy of the Reverend Dr. Gayle Felton who dedicated her life for a more inclusive society and church. It will include both music and worship. Two awards will be given: The Gayle Felton Drum Major for Justice Award and the Jimmy Creech Award for Prophetic Ministry.

To help offset the cost, we are asking for a recommended donation of \$20. Also offering special package of \$75 which would include membership and a donation for the event. We are looking for sponsors for \$100 which would include membership and a ticket to the event. The cost for students is \$10.

Contact: Henry Jarrett
mfsancc@gmail.com | (919) 606-5674

STANDING RULES OF ORDER

for In-Person Annual Conference

Please note the following changes in the proposed rules:

- Dates have been changed to make the rules current.
 - Revisions were made with the rules for General Conference/Jurisdictional Conference delegation meetings, especially as relates to the nomination of a NC delegation nominee for the episcopacy and episcopal elections. These revisions are necessary because of the possibility of another disruption in jurisdictional meetings scheduled because of some event such as the COVID pandemic. Attempts were made to ensure that the rules are applicable in a variety of possible future contexts.
 - Language concerning “The Assistant to the Bishop” was removed as that position is being ended by prior plan.
 - There is a proposal that resolutions be presented but neither debated nor voted upon. Our heritage as Christians and as United Methodists has always been to promote social holiness and changes of heart. Those changes begin where there is an opportunity for dialogue. Such actions most typically occur within congregations, where people can engage biblical and reflective discussions. It is difficult to have those dialogues in an annual conference, especially in this season of deep division and heightened desire for unity. Therefore, in the interests of unity and allowing for a more focused discussion and celebration of the things that unite us, the Resolutions and Rules Committees are proposing a suspension of our typical action on resolutions. They will still be presented and can be used in a variety of settings as representative of the concerns various believers want their sisters and brothers to address as matters of faith and action. Not debated or voted on, they remain witnesses for our discernment. Discernment, both individual and congregational, may well lead to action such as writing legislators where our Christian witness will be heard, perhaps more loudly, than by a single motion of the annual conference. The proposed rule change is for a season and continues to allow for a full expression of concerns, as well as, NC Conference members response.
 - A proposed rule change will allow individuals to freely make their own printed versions of The Journal.
-

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 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. Preparing proposed rules for the next annual conference, the Rules Committee will: begin with the standing rules from a prior annual conference (in-person rules or online rules); edit those standing rules, with strikethroughs for deletions and bold font for additions, to become the proposed rules; publish the proposed rules with strikethrough deletions and bold-font additions in the Conference Workbook and on the Conference Website, and lock them on the Conference Website at least 30 days before the first day of annual conference; and offer the proposed rules to the annual conference for consideration, possible amendment, and adoption.
5. 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.

6. These standing rules of The North Carolina Annual Conference shall become effective immediately upon adoption by the Annual Conference session.
 7. The Official Record of the Attendees of the Annual Conference shall be the Registrations recorded by the Conference Registrar.
 8. 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*.
 9. 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.
 10. 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.
 11. 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. The Committee on Resolutions and Reference shall present all properly submitted resolutions for consideration by the Annual Conference. The Annual Conference shall not debate or vote on the resolutions. Churches are invited to consider each resolution and any possible action they will take.~~
 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 session 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 session.

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 **into the designated microphone** his/her name, clergy/laity status, church/charge name, and district before ~~proceeding with debate or other speech stating the purpose for which he/she seeks recognition.~~
 - d. **If the presiding officer grants the member the floor, the member may begin his/her speech or debate in accordance with these Standing Rules and the current edition of *Robert's Rules of Order, Newly Revised*.**
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 sessions.
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 Convening the Delegation** – 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.~~ **A date will be selected for the second meeting of the delegation, to occur within a period of 14 days from the conclusion of the annual conference session.**
5. **Episcopal Nominations** – ~~The next meeting will occur within a time period of 14 days from the conclusion of Annual Conference.~~ **A meeting of the delegation for the purpose of beginning the episcopal nominee selection process will occur within a time period of 14 days from the conclusion of the annual conference session that conducted elections or from any annual conference session in the year preceding a jurisdictional conference session or at the call of the chair of the delegation as required by the schedule of jurisdictional conference sessions.** 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~~ **North Carolina Conference of The United Methodist Church.** 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. ~~At the conclusion of the 10 days,~~ **At the conclusion of the 10 days,** those who accept nomination must submit ~~by July 5~~ **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~~ **At a time chosen by the delegation,** 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 ~~session~~ **session** immediately before a ~~jurisdictional conference session,~~ **jurisdictional conference session,** 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.

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.

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~~ 2022 Annual Conference. A complete report is in the ~~2021~~ 2022 Journal. The Conference Rules Committee will submit a Lay Equalization Plan for consideration at the ~~2022~~ 2023 annual conference and, if adopted, will be used ahead of the ~~2023~~ 2024 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 Methodist Women, 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~~ **Ministry Directors (Staff)**
 - (4) Director of Communications.
 - (5) **Director of Youth Ministries**
 - (6) **Chairperson of the Board of Higher Education and Campus Ministries**
- 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 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 **session**. 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 **session**. 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.

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.

V. The Annual Conference Journal

- A. The Annual Conference Secretary 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. **Individuals may reproduce it and have it printed at their discretion.**

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 **the Annual Conference session** 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.

~~SPECIAL~~ STANDING RULES OF ORDER FOR AN ONLINE ANNUAL CONFERENCE

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 any online annual conference **sessions** as scheduled by the bishop and to all called online sessions of the North Carolina Annual Conference until superseded.
4. Preparing proposed rules for the next annual conference, the Rules Committee will: begin with the standing rules from a prior annual conference (in-person rules or online rules); edit those standing rules, with strikethroughs for deletions and bold font for additions, to become the proposed rules; publish the proposed rules with strikethrough deletions and bold-font additions in the Conference Workbook and on the Conference Website, and lock them on the Conference Website at least 30 days before the first day of annual conference; and offer the proposed rules to the annual conference for consideration, possible amendment, and adoption.
5. 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.
6. These ~~special~~ standing rules of The North Carolina Annual Conference shall become effective immediately upon adoption by the ~~Annual~~ **Conference session**.
7. The Official Record of the ~~Attendees~~ of the Annual Conference shall be the Registrations recorded by the Conference Registrar via the online meeting platform.
8. 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*.
9. 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.
10. 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.
11. 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. **The Committee on Resolutions and Reference shall present all properly submitted resolutions for consideration by the Annual Conference. The Annual Conference shall not debate or vote on the resolutions. Churches are invited to consider each resolution and any possible action they will take.**
 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 session.
 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.
- 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 an~~ annual conference **session**.
- 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 Convening the Delegation** – 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. A date will be selected for the second meeting of the delegation, to occur within a period of 14 days from the conclusion of the annual conference session.~~
 5. The next meeting will occur within a time period of 14 days from the conclusion of Annual Conference. **A meeting of the delegation for the purpose of beginning the episcopal nominee selection process will occur within a time period of 14 days from the conclusion of the annual conference session that conducted elections or from any annual conference session in the year preceding a jurisdictional conference session or at the call of the chair of the delegation as required by the schedule of jurisdictional conference sessions.** 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~~ **North Carolina Conference of The United Methodist Church**. 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. ~~At the conclusion of the 10 days,~~ **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~~ **At a time chosen by the delegation,** 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 ~~session~~ immediately before a ~~jurisdictional~~ **conference session,** 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.

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.

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~~ 2022 Annual Conference. A complete report is in the ~~2021~~ 2022 Journal. The Conference Rules Committee will submit a Lay Equalization Plan for consideration at the ~~2022~~ 2023 annual conference and, if adopted, will be used ahead of the ~~2023~~ 2024 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 Methodist Women, 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 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~~ **Ministry Directors (Staff)**,
- (4) Director of Communications.
- (5) **Director of Youth Ministries**
- (6) **Chairperson of the Board of Higher Education and Campus Ministries.**

- 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 **session**. 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 **session**. 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.

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.

V. Annual Conference Journal

- A. The ~~Annual~~ Conference Secretary 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. **Individuals may reproduce it and have it printed at their discretion.** ~~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 make the Annual Conference Journal available online for printing by any individual. 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 20223 for implementation before annual conference 20234.

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 *Book of Discipline*, 2016

- Deacons in full connection (para. 32, 329.2, 369, 602.1)
- Elders in full connection (para. 32, 333, 369, 602.1)
- Provisional members (para. 32, 327, 369, 602.1)
- Associate members (para. 32, 369, 602.1)
- Affiliate members, if received by $\frac{2}{3}$ of clergy session, voice but no vote (para. 344.4, 601.1)
- Local pastors under appointment (para. 32, 316.6, 369, 601.1)

Total required clergy membership (TRCM): _____

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

- Diaconal ministers (para. 32, 602.4)
- Active deaconesses (para. 32, 602.4)
- Home missionaries under episcopal appt (para. 32, 602.4)
- Conference president of UMW (para. 32, 602.4)
- Conference president of UMM (para. 32, 602.4)
- Conference lay leader (para. 32, 602.4)
- District lay leaders (para. 32, 602.4)
- Conference director of Lay Servant Ministries (para. 32)
- Conference secretary of Global Ministries (if any) (para. 32)
- President of conference young adult org (para. 32, 602.4)
- President of conference youth org (para. 32, 602.4)
- Chair of conference college student org (para. 32, 602.4)
- Youth age 12-17, one per district (para. 32, 602.4)
- Young person age 18-30, one per district (para. 32, 602.4)
- 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:

- Lay chairpersons of conference boards and divisions (1974 Journal, p. 261)
- Conference treasurer (inserted per 1987 Journal, p. 147)
- Lay members of general boards (1974 Journal, p. 261)
- Lay members of the latest session of General Conference (1974 Journal, p. 261)
- Reserve lay members of the latest session of General Conference (1974 Journal, p. 261)
- Lay members of the latest session of Jurisdictional Conference (1974 Journal, p. 261)
- Reserve lay members of the latest session of Jurisdictional Conference (1974 Journal, p. 261)
- District presidents of UMW (1974 Journal, p. 261)
- Lay persons on program staff (est. 1987 Journal, p. 147)
- One college or university student from each UM-related campus ministry within bounds of conference (1988 Journal, p. 173)
- District presidents of UMM (established 1983, codified 1989 Journal, p. 329)
- Presidents of the UM-affiliated colleges within bounds of conference (if lay) (established 1976, codified 1989 Journal, p. 329)
- Administrative Assistants to the District Superintendents (2013 Journal, p. 79) and the Director of the District Office
- Conference youth vice president (2013 Journal, p. 79)
- Conference youth secretary (2013 Journal, p. 79)
- Conference youth treasurer (2013 Journal, p. 79)
- Conference Youth Committee
- Lay members of the Council on Finance and Administration
- Lay members of the Board of Pension
- Lay members of the Board of Trustees
- **Lay members of the Board of Ordained Ministry**
- **U. V.** Conference Chancellor
- **V. W.** Any co- District Lay Leader
- **W. X.** 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.

- 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*.
- The nominations will be presented to the Conference Board of Laity for consideration and election.

DISTRICT OFFICERS AND COMMITTEES

CODES:

LW – Lay Woman

CW – Clergy Woman

LM – Lay Man

CM – Clergy Man

BEACON DISTRICT

Lay Leader: Tom Santa (LM)

Committee on District Superintendency:

DS: Jon Strother; **Lay Leader:** Tom Santa; **Appointed by DS:** Arthur Manigault (CM), Sylvia Collins-Ball (CW); **Laity:** Elaine Jones (LW), Janice Farr (LW), Steve Day (LM), Pat Parker (LM); **Clergy:** Betsy Haas (CW), Toni Wood (CW); **At- Large:** Eric Linblade (CM), Annette Breed (LW)

Board of Trustees:

DS: Jon Strother; **Lay Leader:** Tom Santa; **Laity:** Elaine Jones (LW), Janice Farr (LW), Steve Day (LM), Pat Parker (LM); **Clergy:** Arthur Manigault (CM), Betsy Haas (CW), Toni Wood (CW), Sylvia Collins-Ball (CW);

Committee on Ordained Ministry:

DS: Jon Strother; **Conf. BOM Representative:** Gina Miller (CW); **Clergy:** Sylvia Collins Ball (CW), Marc O’Neal (CM), Laura Early (CW), Mary Frances McClure (CW), Colin Snider (CM), Vickie Woolard (CW), Jack Colenda (CM), Gene Tyson (CM), Arthur Manigault (CM); **Laity:** Marjorie Rayburn (LW), Jo Drago (LW), Cathey Linton (LW), Ginny Crocker (LW), Louanne Ewald (LW) Ken Wolfskill (LM)

Board of Church Location and Building:

DS: Jon Strother; **2022-2025:** Dawne Hollis-Custer (CW), Samantha Matamoros (LW) Jim Jones (CM), Amy O’Neal (LW), Mike Parrish (LM), Pete Burkheimer (LM); **2023-2026:** Dottie Reed (LW)

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:** Matt Sawchak (LM), Mary June Jones (LW), Latercha McKnight (LW); **Clergy:** Beth Gaines (CW), Wallace Johnson (CM), Karl Grant (CM); **At-Large:** Phillip Jefferson (LM)

Board of Trustees:

DS: Chris Brady; **Lay Leaders:** Freda Davis (LW), Clement Quintyne (LM); **Laity:** Matt Sawchak (LM), Mary June Jones (LW), Latercha McKnight (LW), David Rockefeller (LM); **Clergy:** Beth Gaines (CW), Wallace Johnson (CM), Karl Grant (CM)

Committee on Ordained Ministry:

DS: Chris Brady; **Conf. BOM Representative:** Kelly Lynn Logue (CW); **Clergy:** Dan Baer (CM), Jen Swindell (CW), Alan Felton (CM), Mitzi Johnson (CW), Janet Baucom (CW), LuAnn Charlton (CW), Kevin Johnson (CM), Won NamKoong (CM), Bob Bergland (CM); **Laity:** Roxie Floyd (LW), Freda Davis (LW), Sarah Capel (LW), Karen Throckmorton (LW), Aaron Brothers (LM), Leslie Coman (LW), Clement Quintyne (LM)

Board of Church Location and Building:

DS: Chris Brady; **2020-2024:** 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 (LM)

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:** Adam Seate (CM); **Clergy:** Donna Banks (CW), Jason Gaskin (CM), Julia Webb-Bowden (CW), Donnie Jones (CM), Claire Clyburn (CW), Kellie Gallagher (CW), Jeff Nash (CM), Casey Mursten (CW), Chae Albright (CM), Kathie Wilkinson (CW), Monica Beachman (CW), Lisa Reynolds (CW); **Laity:** Gloria McAuley (LW), LaNella Smith (LW), Kathleen Templeton (LW), Tommy Humphries (LM), Eric Crissman (LM)

Board of Church Location and Building:

DS: Mike Frese; **Lay Leader:** Tommy Humphries (LM); **2021-2024:** Bryan Faggart (CM); **2022-2025:** Brenda Wilson (LW); **2023-2026:** Bonnie Brewer (LW), Cheryl Lawrence (CW), Ross Carter (CM)

FAIRWAY DISTRICT

Lay Leader: Shannon Jones (LW)

Committee on District Superintendency:

DS: Sunny Limm; **Lay Leader:** Shannon Jones (LW); **Appointed by DS:** Marilee Ostman (LW), Eddie Hill (CM); **Laity:** Velda Mustard (LW), Claudia Dwight (LW), Norma Smith (LW), Frank Thigpen (LM), Nick Gaster (LM); **Clergy:** Tommy Sweeley (CM); **At-Large:** Mamie Alley (CW), Jane Leechford (CW)

Board of Trustees:

DS: Sunny Limm; **Lay Leader:** Shannon Jones (LW); **Laity:** Velda Mustard (LW), Claudia Dwight (LW), Norma Smith (LW), Frank Thigpen (LM), Nick Gaster (LM); **Clergy:** Eddie Hill (CM), Tommy Sweeley (CM)

Committee on Ordained Ministry:

DS: Sunny Limm; **Conf. BOM Representative:** Bruce Petty (CM); **Clergy:** Hope Ledbetter-Brock (LW), John Michael McAllister (CM), Patrick Jones (CM), Betty Lou Miller (CW), Jane Leechford (CW), Elaine Lilliston (CW), Mamie Alley (CW), Bill Altman (CM), Laura Johnson (CW); **Laity:** Caroline Jackson (LW), Brenda Brown (LW), Veronica Watson (LW), Shannon Jones (LW), Ruth Altman (LW)

Board of Church Location and Building:

DS: Sunny Limm; **2021-2024:** David Knox (LM), Scott Finicum (CM); **2022-2025:** Laura Beth Casey (CW); **2023-2026:** Thomas Simpson (CM), TBD (CM), TBD (LM)

GATEWAY DISTRICT

Lay Leader: Sara Cameron (LW)

Committee on District Superintendency:

DS: David Blackman; **Lay Leader:** Sara Cameron; **Appointed by DS:** Mattheue Locklear (CM), Sam Wynn (CM); **Laity:** Michelle Skipper (LW), Jerline Miller (LW), Robby Lowry (LM), Melba McCallum (LW), ; **At-Large:** Dan Blair (CM), Gypsie Murdaugh (CW)

Board of Trustees:

DS: David Blackman; **Lay Leader:** Sara Cameron; **Laity:** Michelle Skipper (LW), Jerline Miller (LW), Robby Lowry (LM), Melba McCallum (LW), Murray McKeithan (LM); **Clergy:** Mattheue Locklear (CM), Sam Wynn (CM)

Committee on Ordained Ministry:

DS: David Blackman; **Conf. BOM Representative:** Jaye White (CW); **Clergy:** David Woodhouse (CM), Allen Bingham (CM), Joshua Eom (CM), Charles Bethea (CM), Vermel Taylor (CW), Sam Wynn (CM), Bobby Rackley (CM), Larry Chandler (CM), Mattheue Locklear (CM), Gypsie Murdaugh (CW), James Henderson (CM); **Laity:** Lucy Lowry (LW), John Blanding (LM), Lynn Clewis (LW), Jerline Miller (LW), Robby Lowry (LM), Shirley Jones (LW), Pam Storey (LW), Paige McMillian (LM)

Board of Locations and Building:

DS: David Blackman; **Lay Leader:** Sara Cameron; **2021-2024:** Todd Jones (LM); **2022-2025:** Vermel Taylor (CM), Allen Bingham (CM); **2023-2026:** Douglas Locklear (CM), Marsena Mungin (CW), Larry Cameron (LM), Chip Bass (CM)

HARBOR DISTRICT

Lay Leader: John Kelso (LM)

Committee on District Superintendency:

DS: Tara Lain; **Lay Leader:** John Kelso; **Appointed by DS:** Becca Detterman (CW), Hiram Williams (LM); **Laity:** Eric Younts (LM), Debbie Sasser (LW), Liz White (LW); **Clergy:** Jamie Thompson (CW), Angelo Sanchez (CM), Brock Meyer (CM) **At-Large:** TBD (CM), Linda Bradley (LW)

Board of Trustees:

DS: Tara Lain; **Lay Leader:** John Kelso;
Laity: Eric Younts (LM), Debbie Sasser (LW), Liz White (LW), Hiram Williams (LM);
Clergy: Jamie Thompson (CW), Angelo Sanchez (CM), Brock Meyer (CM), Becca Detterman (CW)

Committee on Ordained Ministry:

DS: Tara Lain; **Conf. BOM Representative:** Benny Oakes (CM); **Clergy:** Terry Williams (CM), Russ Nanney (CM), David Goehring (CM), Suzanne Priddy (CW), Julia Hayes (CW), Tal Madison (CM), Alan Sasser (CM), Duane Partin (CM), Stuart Milton (CM), Vito Bisogno (CM), Edie Gleaves (CW), Frank Brock (CM), Matthew Farabow (CM); **Laity:** John Kelso (LM), Donna Pinckney (LW)

Board of Church Location and Building:

DS: Tara Lain; **Lay Leader:** John Kelso; **2021-2024:** Debbie Black (LW), Mike Priddy (LM); **2022-2025:** Sherry Combs (LW), Lee Hauser (LM), Becca Detterman (CW), Earl Hardy (CM), Heather Reaves (LW), Francis Daniel (CM), Becky Blackman (LW)

HERITAGE DISTRICT

Co-Lay Leaders: TBD & David Johnson (LM)

Committee on District Superintendency:

DS: Ismael Ruiz-Millán; **Co-Lay Leader:** TBD & David Johnson;

Appointed by DS: David Joyner (CM), Sylvia Harriss (LW); **Laity:** Suzanne Coker Craig (LW), Bill Goodale (LM), Alex Cheek (LM), Sam Perdue (LM); **Clergy:** Tuck Taylor (CW), Kim Lail (CW); **At-Large:** Jared Hanson (CM), Sylvia Harrison (LW)

Board of Trustees:

DS: Ismael Ruiz-Millán; **Co-Lay Leader:** TBD & David Johnson;

Laity: Suzanne Coker Craig (LW), Bill Goodale (LM), Alex Cheek (LM), Sam Perdue (LM), Sylvia Harriss (LW);

Clergy: Tuck Taylor (CW), Kim Lail (CW), David Joyner (CM)

Committee on Ordained Ministry:

DS: Ismael Ruiz-Millán; **Conf. BOM Representative:** Tyler Williams (CM); **Clergy:** Keith Sexton (CM), Jen Swindell (CW), Jared Hanson (CM), Sue Owens (CW), Christina Parrish (CW), Sang Park (CM), Glenn Stallsmith (CM), David Joyner (CM), Hyung Kim (CM), Laura Wittman (CW); **Laity:** Sylvia Harrison (LW), David Johnson (LM), Joe Callahan (LM), Beth Burt (LW), Carole Mehle (LW)

Board of Church Location and Building:

DS: Ismael Ruiz-Millán; **Co-Lay Leader:** TBD & David Johnson; **2021-2024:** Peter Varney (LM), Susan Pope (LW), Tracy Clayton Sexton (CW), George Loveland (CM); **2022-2025:** Debbie Matthis (CW), Alex Cheek (LM); **2023-2026:** TBD

SOUND DISTRICT:

Lay Leader: Kim Smith (LW)

Committee on District Superintendency:

DS: Jon Strother; **Lay Leader:** Kim Smith; **Appointed by DS & At Large:** Hyun (Joseph) Park (CM), Laura Little (LW);

Laity: Carl Crothers (LM), Ed Mann (LM), Sandra Thompson (LW), Marilyn Boyce (LW), John Connelly (LM), Mary Anne Brown (LW); **Clergy:** Karl Zorowski (CM), Rhonda Grant-Jordan (CW)

Board of Trustees:

DS: Jon Strother; **Lay Leader:** Kim Smith; **Laity:** Carl Crothers (LM), Ed Mann (LM), Sandra Thompson (LW), Marilyn Boyce (LW), John Connelly (LM), Mary Anne Brown (LW); **Clergy:** Karl Zorowski (CM), Rhonda Grant-Jordan (CW)

Committee on Ordained Ministry:

DS: Jon Strother; **Conf. BOM Representative:** Amy Stroud (LW); **Clergy:** Jason Leighton (CM), Tom Greener (CM), Johnny Branch (CM), Susan Pate-Greenwood (CW), Hyun (Joseph) Park (CM), Kevin Baker (CM), Jim McConnell (CM), Dennis Peay (CM), Anne Sims (CW), Rob Licht (CM), Rochelle Bailey (CW), Donna Thompson (CW), Vann Spivery (CM); **Laity:** Louisa Ringo (LW), Rose Kellum (LW), Shelia Barth (LW), Katie Schwartz (LW)

Board of Church Location and Building:

DS: Jon Strother; **2020-2024:** Ross Woodall (LM), Roger Dunn (LM), Ann Davis (LW), Roxie Cauley (LW), Judy Murad (LW); **2021-2024:** Linda Grider (CW); **2022-2025:** Dennis Levin (LM); **2023-2026:** John McLean (LM)

REPORTS AND RESOLUTIONS

COUNCIL ON FINANCE & ADMINISTRATION

I. Conference Budget to be Raised January 1, 2024 to December 31, 2024

Row #	Ministry Teams	Approved Request 2021 Raised 2022 for 2023	Actual Raised 2022 for 2023	Shortfall for 2023	Approved Request 2022 Raised 2023 for 2024	Requested Request 2023 Raised 2024 for 2025	Increase (Decrease)	% Increase (Decrease)	% of Total Apport
1	** World Service	\$1,744,429	\$1,590,763	\$153,666	\$1,744,429	\$1,242,571	(501,858)	-28.77%	10.46%
2	OUTREACH MINISTRY TEAM								
3	Disaster Readiness & Response	30,270	27,604	2,666	30,200	21,140	(9,060)	-30.00%	0.18%
4	Missions & Outreach	600,000	547,146	52,854	628,500	353,000	(275,500)	-43.83%	2.97%
5	Health Ministries	7,700	7,022	678	12,000	6,000	(6,000)	-50.00%	0.05%
6	Creation Care Ministries	12,840	11,709	1,131	13,200	10,000	(3,200)	-24.24%	0.08%
7	Camp & Retreat Ministries Inc.	275,000	250,775	24,225	275,000	-	(275,000)	-100.00%	0.00%
8	Congregations for Children	32,000	29,181	2,819	18,000	12,000	(6,000)	-33.33%	0.10%
9	Subtotal - Outreach Ministry Team	\$957,810	\$873,437	\$84,373	\$976,900	\$402,140	(574,760)	-58.84%	3.39%
10	CHRISTIAN FORMATION TEAM								
11	Evangelism & Discipleship	36,025	32,852	3,173	16,250	12,000	(4,250)	-26.15%	0.10%
12	Youth Ministries	57,475	52,412	5,063	102,250	96,000	(6,250)	-6.11%	0.81%
13	Financial Discipleship Team	6,500	5,927	573	4,300	4,300	-	0.00%	0.04%
14	Worship	5,500	5,016	484	5,000	3,000	(2,000)	-40.00%	0.03%
15	Subtotal - Christian Formation Team	\$105,500	\$96,207	\$9,293	\$127,800	\$115,300	(12,500)	-8.86%	0.97%
16	RACE EQUITY & JUSTICE MINISTRIES TEAM								
17	Multicultural Ministries Team	24,000	21,886	2,114	24,000	155,000	131,000	545.83%	1.31%
18	Multicultural Ministries Grants	50,000	45,596	4,404	57,915	-	(57,915)	-100.00%	0.00%
19	Multicultural Ministries Program	106,000	96,663	9,337	107,500	-	(107,500)	-100.00%	0.00%
20	Disability Ministries	5,700	5,198	502	5,700	2,000	(3,700)	-64.91%	0.02%
21	Comm. on the Status/Role of Women (COSROW)	17,500	15,958	1,542	24,000	10,000	(14,000)	-58.33%	0.08%
22	Restorative Justice & Mercy Ministries Refugee & Immigration	11,800	10,761	1,039	10,000	-	(10,000)	-100.00%	0.00%
23	Immigration	24,100	21,977	2,123	20,000	10,000	(10,000)	-50.00%	0.08%
24	Anti-racism Ministries	50,000	45,596	4,404	50,000	70,000	20,000	40.00%	0.59%
25	Subtotal - Race Equity & Justice Ministries Team	\$289,100	\$263,633	\$25,467	\$299,115	\$247,000	(52,115)	-21.15%	2.08%
26	LEADERSHIP DEVELOPMENT TEAM								
27	Church & World								
28	Board of Laity - Lay Servant Ministries	23,620	21,539	2,081	23,850	15,000	(8,850)	-37.11%	0.13%
29	Center for Leadership Excellence	63,400	57,815	5,585	64,688	57,000	(7,688)	-11.88%	0.48%
30	Church & Society	16,800	15,320	1,480	16,800	10,000	(6,800)	-40.48%	0.08%
31	Safe Sanctuaries	3,500	3,192	308	2,000	1,000	(1,000)	-50.00%	0.01%
32	Conflict Transformation	7,100	6,475	625	7,150	4,370	(2,780)	-38.88%	0.04%
33	Emerging Church Support	959,000	874,522	84,478	959,000	900,000	(59,000)	-6.15%	7.58%
34	New Faith Communities: Sal & Ben	290,000	264,454	25,546	290,000	290,000	-	0.00%	2.44%
35	New Faith Communities Office	75,000	68,393	6,607	75,000	60,000	(15,000)	-20.00%	0.51%
36	NC Council of Churches	35,000	31,917	3,083	35,000	-	(35,000)	-100.00%	0.00%
37	Christian Unity	10,500	9,575	925	10,500	5,000	(5,500)	-52.38%	0.04%
38	Clergy Life								
39	Clergy Life & Asst to the Bishop: Sal & Ben	505,000	460,515	44,485	640,000	460,000	(180,000)	-28.13%	3.87%
40	Clergy Life & Asst to the Bishop: Office	22,820	20,810	2,010	45,000	22,820	(22,180)	-49.29%	0.19%
41	** Ministerial Education Fund	546,359	498,230	48,129	546,359	419,683	(126,676)	-23.19%	3.53%
42	Board of Ordained / Diaconal Ministry	361,695	329,833	31,862	361,695	300,000	(61,695)	-17.06%	2.53%
43	Higher Education & Campus Ministries	977,800	891,666	86,134	995,867	645,000	(350,867)	-35.23%	5.43%
44	Superintendency and Mission Strategists								
45	District: DS Sal & Ben	1,272,000	1,159,950	112,050	1,360,000	930,000	(430,000)	-31.62%	7.83%
46	District Offices	214,800	195,878	18,922	219,096	215,800	(3,296)	-1.50%	1.82%
47	District Centralized Support: Sal & Ben	720,600	657,123	63,477	780,000	650,000	(130,000)	-16.67%	5.47%
48	District Centralized Support: Office	80,274	73,203	7,071	81,880	65,000	(16,880)	-20.62%	0.55%
49	DS & AADS: Travel	130,000	118,548	11,452	130,000	100,000	(30,000)	-23.08%	0.84%
50	Bishop and Cabinet								
51	Cabinet Meeting Expenses	43,500	39,668	3,832	43,500	35,000	(8,500)	-19.54%	0.29%
52	Office of the Bishop	64,500	58,818	5,682	64,500	55,000	(9,500)	-14.73%	0.46%
53	Cabinet: Immigration Expense Assistance	20,000	18,238	1,762	20,000	17,500	(2,500)	-12.50%	0.15%
54	Effective Ministry Program	50,000	45,596	4,404	50,000	30,000	(20,000)	-40.00%	0.25%
55	Subtotal - Leadership Development Team	\$6,493,268	\$5,921,279	\$571,989	\$6,821,885	\$5,288,173	(1,533,712)	-23.18%	44.52%

I. Conference Budget to be Raised January 1, 2024 to December 31, 2024 (continued)

Row #	Ministry Teams	Approved Request 2021 Raised 2022 for 2023	Actual Raised 2022 for 2023	Shortfall for 2023	Approved Request 2022 Raised 2023 for 2024	Requested Request 2023 Raised 2024 for 2025	Increase (Decrease)	% Increase (Decrease)	% of Total Apport
56	OPERATIONS & ADMINISTRATIVE RESOURCES TEAM								
57	Operations - Connectional Ministries & Communications								
58	Archives & History	8,500	7,751	749	12,000	12,000	-	0.00%	0.10%
59	Conf. Media Center	7,476	6,817	659	7,476	6,226	(1,250)	-16.72%	0.05%
60	CCM Office, Mtgs. & Cong. Revitalization	98,500	89,823	8,677	98,500	85,000	(13,500)	-13.71%	0.72%
61	CCM Staff: Sal & Ben	1,542,000	1,406,166	135,834	1,532,000	1,330,000	(202,000)	-13.19%	11.20%
62	Communications	123,100	112,256	10,844	123,100	110,500	(12,600)	-10.24%	0.93%
63	Operations - Annual Conference								
64	Annual Conf. Expense	220,000	200,620	19,380	220,000	169,700	(50,300)	-22.86%	1.43%
66	Conf. Secretary's Office: Sal & Ben	109,000	99,398	9,602	120,000	120,000	-	0.00%	1.01%
65	Conf. Secretary's Office	15,000	13,679	1,321	15,000	15,000	-	0.00%	0.13%
67	Conf. Journal/Printing	6,000	5,471	529	6,000	3,000	(3,000)	-50.00%	0.03%
68	Operations & Administrative Resources								
69	Conf. Treasurer's Office: Sal & Ben	1,158,867	1,056,783	102,084	1,165,000	1,000,000	(165,000)	-14.16%	8.42%
70	Conf. Treasurer's Office	150,000	136,787	13,213	150,000	130,000	(20,000)	-13.33%	1.09%
71	Information Management Office	170,000	155,025	14,975	170,000	160,000	(10,000)	-5.88%	1.35%
72	Nominations	500	456	44	500	500	-	0.00%	0.00%
73	Conf. Board of Trustees	1,500	1,368	132	750	750	-	0.00%	0.01%
74	Board of Institutions	500	456	44	500	500	-	0.00%	0.00%
75	Contingency Fund	15,000	13,679	1,321	15,000	15,000	-	0.00%	0.13%
76	** Meth. Bldg. Operating Fund	200,000	182,382	17,618	200,000	200,000	-	0.00%	1.68%
77	Legal Counsel	20,000	18,238	1,762	20,000	20,000	-	0.00%	0.17%
78	Minister's Moving Expense	150,000	136,787	13,213	145,000	100,000	(45,000)	-31.03%	0.84%
79	Equitable Compensation	175,000	159,584	15,416	175,000	120,000	(55,000)	-31.43%	1.01%
80	Joint Comm. on Clergy Medical Leave	340,000	310,050	29,950	295,000	200,000	(95,000)	-32.20%	1.68%
81	Administration - General & Jurisdictional Connections								
82	** General Administration	214,825	195,901	18,924	214,825	147,545	(67,280)	-31.32%	1.24%
83	** SEJ Mission & Ministry	31,410	28,643	2,767	31,410	26,976	(4,434)	-14.12%	0.23%
84	General & Jurisdictional Conference	30,000	27,357	2,643	30,000	30,000	-	0.00%	0.25%
85	Subtotal - Operations & Administrative Resources Team	\$4,787,178	\$4,365,477	\$421,701	\$4,747,061	\$4,002,697	(744,364)	-15.68%	33.70%
86	Conference Connectional Ministries	\$12,632,856	\$11,520,033	\$1,112,823	\$12,972,761	\$10,055,310	(2,917,451)	-22.49%	84.66%
87	World Service & Connectional Ministries	\$14,377,285	\$13,110,796	\$1,266,489	\$14,717,190	\$11,297,881	(3,419,309)	-23.23%	95.12%
88									
89	Other General Conference								
90	** Episcopal Fund	700,453	648,943	51,510	700,453	367,976	(332,477)	-47.47%	\$0
91	** Africa University Fund	56,765	52,991	3,774	56,765	37,465	(19,300)	-34.00%	0.32%
92	** Black College Fund	252,489	235,918	16,571	252,489	167,408	(85,081)	-33.70%	1.41%
93	** Interdenominational Coop. Fund	7,552	7,393	159	7,552	6,193	(1,359)	-18.00%	0.05%
94	Total Other General Apportionments	\$1,017,259	\$945,246	\$72,013	\$1,017,259	\$579,042	(438,217)	-43.08%	4.88%
95									
96	Grand Total All Funds	\$15,394,544	\$14,056,041	\$1,338,503	\$15,734,449	\$11,876,923	(3,857,526)	-24.52%	100.00%
97									
98	Total General Conference	\$3,522,872	\$3,230,140	\$292,732	\$3,522,872	\$2,388,841	(1,134,031)	-32.19%	20.11%
99	Total Jurisdictional Conference	\$31,410	\$28,643	\$2,767	\$31,410	\$26,976	(4,434)	-14.12%	0.23%
100	Total Annual Conference	\$11,840,262	\$10,797,258	\$1,043,004	\$12,180,167	\$9,461,106	(2,719,061)	-22.32%	79.66%

** Budget raised and spent in the same year

Ila. 2022 Actual Operating Budget

Row #		Carry Over from 2021	Actual Raised in 2021	Total Approved Supplement	Actual Operating Budget for 2022	Actual Expenditures 2022	2022 Remaining Balance
1	** World Service	-	1,490,058	153,666	1,744,429	1,744,429	-
2	OUTREACH MINISTRY TEAM						
3	Disaster Readiness & Response	3,630	36,303	-	39,933	25,536	14,397
4	Missions & Outreach	-	624,833	131,667	756,500	676,353	80,147
5	Health Ministries	-	8,286	-	8,286	1,177	7,109
6	Creation Care Ministries	405	13,581	-	13,986	3,444	10,542
7	Camp & Retreat Ministries Inc.	-	234,900	40,100	275,000	275,000	-
8	Congregations for Children	-	15,375	-	15,375	15,375	-
9	Subtotal - Outreach Ministry Team	\$4,035	\$933,278	\$171,767	\$1,109,080	\$996,885	\$112,195
10	CHRISTIAN FORMATION TEAM						
11	Evangelism & Discipleship	4,954	49,542	8,458	62,954	1,091	61,863
12	Youth Ministries	5,168	51,678	8,822	65,668	65,668	-
13	Financial Discipleship Team	555	5,552	948	7,055	-	7,055
14	Worship	555	5,552	-	6,107	732	5,375
15	Subtotal - Christian Formation Team	\$11,232	\$112,325	\$18,227	\$141,784	\$67,491	\$74,293
16	RACE EQUITY & JUSTICE MINISTRIES TEAM						
17	Multicultural Ministries Team	1,623	16,229	-	17,852	15,397	2,455
18	Multicultural Ministries Grants	5,125	51,251	-	56,376	37,998	18,378
19	Multicultural Ministries Program	3,462	103,911	-	107,373	95,183	12,190
20	Disability Ministries	427	4,271	-	4,698	-	4,698
21	Comm. on the Status/Role of Women (COSROW)	662	6,620	-	7,282	3,950	3,332
22	Restorative Justice & Mercy Ministries Refugee	1,008	10,079	-	11,087	9,500	1,587
23	& Immigration	2,349	23,490	-	25,839	8,700	17,139
24	Anti-racism Ministries	-	42,709	52,291	95,000	91,697	3,303
25	Subtotal - Race Equity & Justice Ministries Team	\$14,656	\$258,561	\$52,291	\$325,507	\$262,425	\$63,082
26	LEADERSHIP DEVELOPMENT TEAM						
27	Church & World						
28	Board of Laity - Lay Servant Ministries	2,545	25,455	-	28,000	19,318	8,682
29	Center for Leadership Excellence	6,089	60,895	10,395	77,379	42,624	34,755
30	Church & Society	1,794	17,938	-	19,732	16,567	3,165
31	Safe Sanctuaries	299	2,990	-	3,289	28	3,261
32	Conflict Transformation	694	6,940	-	7,634	2,995	4,639
33	Emerging Church Support	-	819,159	139,841	959,000	927,879	31,121
34	New Faith Communities: Sal & Ben	23,490	234,900	(2,400)	255,990	252,403	3,587
35	New Faith Communities Office	6,406	64,064	40,936	111,406	94,770	16,636
36	NC Council of Churches	-	21,355	-	21,355	21,355	-
37	Christian Unity	1,110	11,104	-	12,214	2,800	9,414
38	Clergy Life						
39	Clergy Life & Asst. to the Bishop: Sal & Ben	37,885	387,037	146,072	570,994	442,384	128,610
40	Clergy Life & Asst. to the Bishop: Office	1,949	19,492	8,584	30,026	30,026	-
41	** Ministerial Education Fund	-	466,689	36,096	546,359	534,327	-
42	Board of Ordained / Diaconal Ministry	33,458	334,578	-	368,036	322,581	45,455
43	Higher Education & Campus Ministries	2,000	773,888	132,112	908,000	830,566	77,434
44	Superintendency and Mission Strategists						
45	District: DS Sal & Ben	-	1,086,518	185,482	1,272,000	1,172,897	99,103
46	District Offices	17,073	174,394	29,771	221,238	165,554	55,684
47	District Centralized Support: Sal & Ben	-	608,360	103,855	712,215	642,010	70,205
48	District Centralized Support: Office	-	67,224	-	67,224	33,283	33,941
49	DS & AADS Travel	11,104	111,043	-	122,147	58,341	63,806
50	Bishop and Cabinet						
51	Cabinet Meeting Expenses	3,716	37,157	-	40,873	21,384	19,489

Ila. 2022 Actual Operating Budget (continued)

Row #		Actual					2022 Remaining Balance
		Carry Over from 2021	Actual Raised in 2021	Total Approved Supplement	Operating Budget for 2022	Actual Expenditures 2022	
52	Office of the Bishop	-	42,709	-	42,709	42,709	-
53	Cabinet: Immigration Expense Assistance	-	-	20,000	20,000	9,065	10,935
54	Effective Ministry Program	1,944	25,625	-	27,569	26,781	788
55	Subtotal - Leadership Development Team	\$151,556	\$5,399,514	\$850,746	\$6,445,389	\$5,712,648	\$720,710
56	OPERATIONS & ADMINISTRATIVE RESOURCES TEAM						
57	Operations - Connectional Ministries & Communications						
58	Archives & History	811	8,115	382	9,308	9,308	-
59	Conf. Media Center	75	6,403	-	6,478	6,325	153
60	CCM Office, Mtgs. & Cong. Revitalization	9,866	98,658	-	108,524	62,036	46,488
61	CCM Staff: Sal & Ben	-	1,317,147	224,853	1,542,000	1,469,373	72,627
62	Communications	12,685	126,846	-	139,531	86,137	53,394
63	Operations - Annual Conference						
64	Annual Conf. Expense	18,792	187,920	13,300	220,012	203,145	16,867
65	Conf. Secretary's Office: Sal & Ben	1,486	93,106	24,268	118,860	118,860	-
66	Conf. Secretary's Office	1,448	14,863	-	16,311	4,805	11,506
67	Conf. Journal/Printing	683	6,833	-	7,516	6,050	1,466
68	Operations & Administrative Resources						
69	Conf. Treasurer's Office: Sal & Ben	-	989,882	168,985	1,158,867	1,076,563	82,304
70	Conf. Treasurer's Office	13,240	132,398	-	145,638	123,046	22,592
71	Information Management Office	-	155,632	-	155,632	126,418	29,214
72	Nominations	85	854	-	939	-	939
73	Conf. Board of Trustees	-	1,495	-	1,495	1,495	-
74	Board of Institutions	43	427	-	470	-	470
75	Contingency Fund	1,281	12,813	(2,013)	12,081	-	12,081
76	** Meth. Bldg. Operating Fund	-	170,836	-	200,000	182,382	-
77	Legal Counsel	-	17,084	2,916	20,000	19,096	904
78	Minister's Moving Expense	12,813	128,127	-	140,940	124,140	16,800
79	Equitable Compensation	14,948	149,482	-	164,430	147,077	17,353
80	Joint Comm. on Clergy Medical Leave	29,896	298,963	-	328,859	135,517	193,342
81	Administration - General & Jurisdictional Connections						
82	** General Administration	-	183,499	18,924	214,825	214,825	-
83	** SEJ Mission & Ministry	-	26,830	-	31,410	26,976	-
84	General and Jurisdictional Conference	-	25,625	-	25,625	25,625	-
85	Subtotal - Operations & Administrative Resources Team	\$118,152	\$4,153,836	\$451,616	\$4,769,751	\$4,169,199	\$578,500
86	Conference Connectional Ministries	\$299,631	\$10,857,513	\$1,544,648	\$12,791,511	\$11,208,648	\$1,548,780
87	World Service & Connectional Ministries	\$299,631	\$12,347,571	\$1,698,314	\$14,535,940	\$12,953,077	\$1,548,780
88	Other General Conference						
90	** Episcopal Fund	-	606,580	51,510	700,453	700,453	-
91	** Africa University Fund	-	49,404	3,774	56,765	56,765	-
92	** Black College Fund	-	220,354	16,571	252,489	252,489	-
93	** Interdenominational Coop.Fund	-	6,757	159	7,552	7,552	-
94	Total Other General Apportionments	\$0	\$883,095	\$72,013	\$1,017,259	\$1,017,259	\$0
95	Grand Total All Funds						
96		\$299,631	\$13,230,666	\$1,770,327	\$15,553,199	\$13,970,336	\$1,548,780
97	Total General Conference						
98		\$0	\$3,023,342	\$280,699	\$3,522,872	\$3,510,840	\$0
99	Total Jurisdictional Conference						
99		\$0	26,830	\$0	\$31,410	\$26,976	\$0
100	Total Annual Conference						
100		\$299,631	\$10,180,495	\$1,489,627	\$11,998,917	\$10,432,520	\$1,548,780

** Funds raised and spent in the same year

IIb. 2023 Draft Operating Budget

DRAFT

Row #		Carry Over from 2022	Actual Raised in 2022	Total Approved Supplement	Operating Budget for 2023	23 Budget/ 22 Budget % Change	23 Budget/ 22 Actual % Change	% of Total
1	** World Service	-	1,590,763	-	1,744,429	0.00%	0.00%	11.68%
2	OUTREACH MINISTRY TEAM							
3	Disaster Readiness & Response	2,760	27,604	-	30,364	-23.96%	18.91%	0.20%
4	Missions & Outreach	-	547,146	-	547,146	-27.67%	-19.10%	3.66%
5	Health Ministries	702	7,022	-	7,724	-6.78%	556.28%	0.05%
6	Creation Care Ministries	1,171	11,709	-	12,880	-7.91%	274.00%	0.09%
7	Camp & Retreat Ministries Inc.	-	250,775	24,225	275,000	0.00%	0.00%	1.84%
8	Congregations for Children	-	29,181	(10,000)	19,181	24.75%	24.75%	0.13%
9	Subtotal - Outreach Ministry Team	\$4,633	\$873,437	\$14,225	\$892,295	-19.55%	-10.49%	5.98%
10	CHRISTIAN FORMATION TEAM							
11	Evangelism & Discipleship	3,285	32,852	(20,000)	16,137	-74.37%	1378.87%	0.11%
12	Youth Ministries	-	52,412	50,000	102,412	55.95%	55.95%	0.69%
13	Financial Discipleship Team	593	5,927	(1,500)	5,020	-28.84%	100.00%	0.03%
14	Worship	502	5,016	-	5,518	-9.64%	653.98%	0.04%
15	Subtotal - Christian Formation Team	\$4,380	\$96,207	\$28,500	\$129,087	-8.96%	91.27%	0.86%
16	RACE EQUITY & JUSTICE MINISTRIES TEAM							
17	Multicultural Ministries Team	2,189	21,886	-	24,075	34.86%	56.36%	0.16%
18	Multicultural Ministries Grants	4,560	45,596	-	50,156	-11.03%	32.00%	0.34%
19	Multicultural Ministries Program	9,666	96,663	-	106,329	-0.97%	11.71%	0.71%
20	Disability Ministries	520	5,198	(2,500)	3,218	-31.50%	100.00%	0.02%
21	Comm. on the Status/Role of Women (COSROW)	1,596	15,958	-	17,554	141.06%	344.41%	0.12%
22	Restorative Justice & Mercy Ministries Refugee	1,076	10,761	(11,837)	-	-100.00%	-100.00%	0.00%
23	& Immigration	2,198	21,977	-	24,175	-6.44%	177.87%	0.16%
24	Anti-racism Ministries	-	45,596	30,000	75,596	-20.43%	-17.56%	0.51%
25	Subtotal - Race Equity & Justice Ministries Team	\$21,805	\$263,633	\$15,663	\$301,103	-7.50%	14.74%	2.02%
26	LEADERSHIP DEVELOPMENT TEAM							
27	Church & World							
28	Board of Laity - Lay Servant Ministries	2,154	21,539	-	23,693	-15.38%	22.65%	0.16%
29	Center for Leadership Excellence	5,782	57,815	-	63,597	-17.81%	49.20%	0.43%
30	Church & Society	1,532	15,320	(6,800)	10,052	-49.06%	-39.33%	0.07%
31	Safe Sanctuaries	319	3,192	-	3,511	6.75%	12223.62%	0.02%
32	Conflict Transformation	647	6,475	-	7,122	-6.71%	137.82%	0.05%
33	Emerging Church Support	-	874,522	134,478	1,009,000	5.21%	8.74%	6.76%
34	New Faith Communities: Sal & Ben	5,987	264,454	546	270,987	5.86%	7.36%	1.82%
35	New Faith Communities Office	-	68,393	31,607	100,000	-10.24%	5.52%	0.67%
36	NC Council of Churches	-	31,917	-	31,917	49.46%	49.46%	0.21%
37	Christian Unity	958	9,575	-	10,533	-13.76%	276.13%	0.07%
38	Clergy Life							
39	Clergy Life & Asst. to the Bishop: Sal & Ben	-	460,515	-	460,515	-19.35%	4.10%	3.08%
40	Clergy Life & Asst. to the Bishop: Office	-	20,810	-	20,810	-30.69%	-30.69%	0.14%
41	** Ministerial Education Fund	-	498,230	-	546,359	0.00%	2.25%	3.66%
42	Board of Ordained / Diaconal Ministry	32,983	329,833	(57,653)	305,163	-17.08%	-5.40%	2.04%
43	Higher Education & Campus Ministries	-	891,666	-	891,666	-1.80%	7.36%	5.97%
44	Superintendency and Mission Strategists							
45	District: DS Sal & Ben	-	1,159,950	56,025	1,215,975	-4.40%	3.67%	8.14%
46	District Offices	18,737	195,878	-	214,615	-2.99%	29.63%	1.44%
47	District Centralized Support: Sal & Ben	-	657,123	(53,261)	603,861	-15.21%	-5.94%	4.04%
48	District Centralized Support: Office	7,320	73,203	-	80,523	19.78%	141.93%	0.54%
49	DS & AADS Travel	11,855	118,548	(10,000)	120,403	-1.43%	106.38%	0.81%
50	Bishop and Cabinet							
51	Cabinet Meeting Expenses	3,967	39,668	-	43,635	6.76%	104.06%	0.29%

IIb. 2023 Draft Operating Budget (continued)

Row #		Carry Over from 2022	Actual Raised in 2022	Total Approved Supplement	DRAFT			
					Operating Budget for 2023	23 Budget/ 22 Budget % Change	23 Budget/ 22 Actual % Change	% of Total
52	Office of the Bishop	-	58,818	-	58,818	37.72%	37.72%	0.39%
53	Cabinet: Immigration Expense Assistance	-	18,238	-	18,238	-8.81%	101.19%	0.12%
54	Effective Ministry Program	788	45,596	(10,000)	36,384	31.97%	35.86%	0.24%
55	Subtotal - Leadership Development Team	\$93,029	\$5,921,279	\$84,941	\$6,147,377	-4.62%	7.61%	41.17%
56	OPERATIONS & ADMINISTRATIVE RESOURCES TEAM							
57	Operations - Connectional Ministries & Communications							
58	Archives & History	-	7,751	-	7,751	-16.73%	-16.73%	0.05%
59	Conf. Media Center	153	6,817	-	6,970	7.59%	10.20%	0.05%
60	CCM Office, Mtgs. & Cong. Revitalization	8,982	89,823	-	98,805	-8.96%	59.27%	0.66%
61	CCM Staff: Sal & Ben	-	1,406,166	220,834	1,627,000	5.51%	10.73%	10.90%
62	Communications	11,226	112,256	-	123,482	-11.50%	43.35%	0.83%
63	Operations - Annual Conference							
64	Annual Conf. Expense	3,567	200,620	(20,000)	184,187	-16.28%	-9.33%	1.23%
65	Conf. Secretary's Office: Sal & Ben	-	99,398	14,602	114,000	-4.09%	-4.09%	0.76%
66	Conf. Secretary's Office	1,368	13,679	-	15,047	-7.75%	213.13%	0.10%
67	Conf. Journal/Printing	547	5,471	-	6,018	-19.93%	-0.53%	0.04%
68	Operations & Administrative Resources							
69	Conf. Treasurer's Office: Sal & Ben	-	1,056,783	51,042	1,107,825	-4.40%	2.90%	7.42%
70	Conf. Treasurer's Office	13,679	136,787	-	150,466	3.32%	22.28%	1.01%
71	Information Management Office	15,502	155,025	-	170,527	9.57%	34.89%	1.14%
72	Nominations	46	456	-	502	-46.54%	100.00%	0.00%
73	Conf. Board of Trustees	-	1,368	-	1,368	-8.49%	-8.49%	0.01%
74	Board of Institutions	46	456	-	502	6.81%	100.00%	0.00%
75	Contingency Fund	1,368	13,679	-	15,047	24.55%	100.00%	0.10%
76	** Meth. Bldg. Operating Fund	-	182,382	-	200,000	0.00%	9.66%	1.34%
77	Legal Counsel	-	18,238	-	18,238	-8.81%	-4.49%	0.12%
78	Minister's Moving Expense	13,679	136,787	(15,000)	135,466	-3.88%	9.12%	0.91%
79	Equitable Compensation	15,958	159,584	(10,000)	165,542	0.68%	12.55%	1.11%
80	Joint Comm. on Clergy Medical Leave	31,005	310,050	(65,000)	276,055	-16.06%	103.71%	1.85%
81	Administration - General & Jurisdictional Connections							
82	** General Administration	-	195,901	-	214,825	0.00%	0.00%	1.44%
83	** SEJ Mission & Ministry	-	28,643	-	31,410	0.00%	16.44%	0.21%
84	General and Jurisdictional Conference	-	27,357	-	27,357	6.76%	6.76%	0.18%
85	Subtotal - Operations & Administrative Resources Team	\$117,126	\$4,365,477	\$176,478	\$4,698,390	-1.50%	12.69%	31.47%
86	Conference Connectional Ministries	\$240,973	\$11,520,033	\$319,807	\$12,168,252	-4.87%	8.56%	81.50%
87	World Service & Connectional Ministries	\$240,973	\$13,110,796	\$319,807	\$13,912,681	-4.29%	7.41%	93.19%
88								
89	Other General Conference							
90	** Episcopal Fund	-	648,943	-	700,453	0.00%	0.00%	4.69%
91	** Africa University Fund	-	52,991	-	56,765	0.00%	0.00%	0.38%
92	** Black College Fund	-	235,918	-	252,489	0.00%	0.00%	1.69%
93	** Interdenominational Coop.Fund	-	7,393	-	7,552	0.00%	0.00%	0.05%
94	Total Other General Apportionments	\$0	\$945,246	\$0	\$1,017,259	0.00%	0.00%	6.81%
95								
96	Grand Total All Funds	\$240,973	\$14,056,041	\$319,807	\$14,929,940	-4.01%	6.87%	100.00%
97								
98	Total General Conference	\$0	\$3,230,140	\$0	\$3,522,872	0.00%	0.34%	23.60%
99	Total Jurisdictional Conference	\$0	\$28,643	\$0	\$31,410	0.00%	16.44%	0.21%
100	Total Annual Conference	\$240,973	\$10,797,258	\$319,807	\$11,375,658	-5.19%	9.04%	76.19%

** Funds raised and spent in the same year

IIc. Contingency Reserve Fund

	<u>2022</u>
<u>Income</u>	
Interest Income on Checking	\$ 6,798
Interest on CD Investments	\$ 16,324
Interest on UMF Investments	\$ 288,411
Net Reclaim Last Year	\$ 1,307,807
Other Receipts (Return of supplement)	\$ 6,557
Post Audit Receipts from prior year	<u>\$ 57,270</u>
TOTAL INCOME	\$ 1,683,167
<u>Distributions</u>	
Current Year Budget Supplements	\$ 280,699
Current Year Non-Budget Supplements	\$ 250,000
Subsequent Year Budget Supplements	\$ 319,807
Subsequent Year Non-Budget Supplements	\$ 280,000
Reserve for GC Budget Supplement Consideration (2021-2023)	\$ (81,145)
Interest / Service Charges Paid	\$ 31,697
Audit Adjustments (Reclaimed)	<u>\$ 133</u>
TOTAL DISTRIBUTIONS	<u>\$ 1,081,191</u>
Change in net assets (TOT. INCOME — TOT. DISTRIBUTIONS)	\$ 601,976

IIc. Contingency Reserve Fund *(continued)***Current Year Budget Supplements:**

General Church Apportionments	\$ 280,699
	<u>\$ 280,699</u>

Current Year Non-Budget Supplements:

Appointment Assistance Post-Disaffiliation	\$ 196,860
COVID-19 Response	\$ 53,140
	<u>\$ 250,000</u>

Subsequent Year Budget Supplements:

Salary & Benefit Lines Shortfall	\$ 418,491
Office Lines Shortfall	\$ 6,607
Other Budget Lines Reallocation Recommendation	\$ (110,290)
Conference Secretary's Office: Salary/Benefits	\$ 5,000
	<u>\$ 319,808</u>

Subsequent Year Non-Budget Supplements:

Appointment Assistance Post-Disaffiliation	\$ 130,000
BOT: Disaffiliation Petition Legal Expenses	\$ 150,000
	<u>\$ 280,000</u>

Grand Total All Supplements:	\$ 1,130,507
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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; UMW 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, 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:

Year	Percent	Base Year	Net Disbursement Formula	Maximum % Change
A	0%		None	None
B	60%		$= (4A)/4$	None
C	65%		$= ((3A)+B)/4$	None
D	70%		$= ((2A)+B+C)/4$	None
E	75%		$= (A+B+C+D)/4$	None
F	80%		$= (B+C+D+E)/4$	None
G	85%		$= (C+D+E+F)/4$	None
H	90%		$= (D+E+F+G)/4$	None
I	95%		$= (E+F+G+H)/4$	None
J	100%		$= (F+G+H+I)/4$	None

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 prorata. 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 14, 2023**.
 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 nonconference agency, without specific approval of CFA. All funds granted to a nonconference 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~~ **in accordance with the investment policy statement adopted by the CFA.**

- 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 **2023** shall be due to the statistician no later than January 31, **2024**.
- 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, 2023

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~~ **documented as allowed by the Internal Revenue guidance in instructions for moving expenses**. Payment will be granted to all who are eligible to make claims as follows:
 - 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~~ **\$2,500.00** 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~~ **\$3,800.00** 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~~ **\$2,800.00** 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 ~~Form 1099-MISC~~ **Form 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 ~~must~~ **must** 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 **if requested by the pastor**, 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 **Form 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 nonemployee 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.
- B. The Congregational Development Fund, Inc., for the promotion of the Church Extension, New Room Society, and the John Wesley Endowment for Congregational Development.
- 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 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. We recommend the 2024 salary for district superintendents be set at \$112,766.

VIII. ORGANIZATION and PROCEDURE *(presented for information only)*

- A. The audit for 2022 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 overexpenditure 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 interestbearing 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, 2023: There may be a called meeting in conjunction with Annual Conference if necessary, to elect officers or conduct other business.

September 12, 2023: A meeting to be held for considering general business matters.

November 7, 2023: An optional meeting to be held, if necessary, at the call of the President.

December 5, 2023: To consider apportionment matters and supplemental appropriations for salaries.

January 12, 2024: 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 6, 2024: 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 19, 2024: 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 14, 2023: Apportionments sent to the local church pastors.

November 1, 2023: Requests for supplemental appropriations for the 2023 operating budget due in the Treasurer's Office.

January 10, 2024: Annual Conference and General Church remittances must be received by 8:30 A.M. in order to receive credit for 2023. (Subject to change based on GCFA final closing date.)

January 17, 2024: Requests for supplemental appropriations for the 2024 operating budget due in the Treasurer's Office.

January 19, 2024: Requests for the 2026 budget, to be adopted at the 2024 Annual Conference, due to the Treasurer's Office from Conference Connectional Table (CCT) team leaders to be presented to the full CCT.

January 31, 2024: Tables I, II and III for 2023 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. 1. The UMLifeOptions plan is a death and disability plan for lay employees.
2. 2. UMLifeOptions is an employer-funded plan and, as such, is required enrollment for all eligible employees.
3. 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- 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. 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 **2022**:
Total Claims FILED: **19**
Total Benefit FILED: **\$112,514**
 - 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.
 - I. The NC Conference Insurance Committee may terminate the coverage for non-payment of life insurance premiums. Life insurance payments which are 60 days late (from the due date of the bill) will result in termination of life insurance benefits. Termination will take place on the last day of the month in which the 60th day has occurred. Life Insurance benefits may be reinstated without lapse in coverage if full payment is made within 30 days of the termination date. Thereafter, life insurance coverage may be reinstated upon full payment and coverage will be effective the first day of the following month.
- 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. Effective January 1, 2023, the NC Conference will offer a group insurance plan through the HealthFlex program from Wespath Benefits and Investments (Wespath). The HealthFlex program will include health insurance, pharmacy, and mental health services. Optional benefits available include dental coverage, vision coverage, 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 Annual Election (each November), for an effective date of the following January 1. Under HealthFlex, a carryover of ~~\$570~~ **\$610** 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. 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. Mental Health benefits are administered by vendors contracted by Wespath. Members can use the MDLive telehealth service or other providers.
 8. 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 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. If a Participant or a Participant's Salary-Paying Unit fails to make the required **health/dental/vision plan** contributions within 30 calendar days of the due date, **per HealthFlex provisions** 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). **Thereafter, health/dental/vision insurance coverage may be reinstated at the following Annual Election period and become effective on the following January 1.**
 13. 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. Enrollment forms must be submitted within 30 days of original eligibility in order to enroll in the insurance plan.
- B. Health insurance through the Conference group plans will be 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. Working at least 30 hours per week.
- C. 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.
- D. 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. 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. Funding of the individual HRA will be based on the accrued years of credit as outlined in the Board of Pension Report.
- E. Clergy eligible for life and health insurance through the North Carolina Conference benefits under option V. A - C (above) are entitled to these benefits.
- F. 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.
 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).
 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.
- G. 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, 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.
- H. Disability
1. 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~~ **these benefits**.
- I. Open Enrollment
1. Open Enrollment for active participants is held each November.
 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.
- J. The Insurance Committee continues to explore eligibility options for future benefit plans and questions of church participation.
- K. 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. 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.

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

Life Insurance	2023 Monthly
Single	\$16.50
Family	\$20.75
Retiree Under 72*	\$ 8.50
Retiree Over 72*	\$ 3.50
*Retiree contributions are dependent upon the rules in place at the time of retirement.	

3% Increase to Health Rates 2021 to 2022

Health Insurance (Monthly)	2022 Base Plan	2022 Buy-Up Plan
Church	\$1,439.79	\$1,439.79
Personal Single	\$234.42	\$272.08
Personal Parent/Child	\$433.90	\$503.62
Personal Family	\$597.20	\$692.52

No Benefit Changes Effective January 1, 2022

Dental Insurance – 0% Increase	2022 Monthly
Personal Single	\$39.40
Personal Parent/Child	\$70.81
Personal Family	\$111.03

VIII. 2024 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.

2024 HealthFlex Plan Rates:

6% Increase to Health Rates

Health Insurance (Monthly)	New H5000 Default/Base Plan	New H2500	New H2000	C3000	C2000	B1000
Church	\$1,450	\$1,450	\$1,450	\$1,450	\$1,450	\$1,450
Personal Employee Only	\$20	\$125	\$226	\$112	\$254	\$300
Personal Employee Plus One	\$122	\$356	\$548	\$333	\$603	\$690
Personal Family	\$161	\$482	\$744	\$449	\$820	\$939

0% Increase to Dental Rates

Dental Insurance (Monthly)	Passive PPO 2000	Dental PPO	Dental HMO
Personal Employee Only	\$50.00	\$41.00	\$15.00
Personal Employee Plus One	\$100.00	\$82.00	\$27.00
Personal Family	\$150.00	\$124.00	\$47.00

0% Increase to Vision Rates

Vision Insurance (Monthly)	Exam	Full Service	Premier Vision
Personal Employee Only	\$0	\$8.00	\$14.00
Personal Employee Plus One	\$0	\$13.00	\$23.00
Personal Family	\$0	\$20.00	\$36.00

2024 Life Insurance Rates:

Life Insurance	2024 Monthly
Single	\$16.50
Family	\$20.75
Retiree Under Age 72*	\$8.50
Retiree Over Age 72*	\$3.50

* Retiree contributions are dependent upon the rules in place at the time of retirement.

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:
- 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:
- Charlotte Calloway Dingus, total annual benefit \$385, paid in 12 monthly payments.
 - Mary Frances Ham Evans, total annual benefit of \$3,240, paid in 12 monthly payments, plus premiums for group health insurance.
 - Nancy Terry Traynham, \$150 per month toward health insurance premiums.
 - 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):

Retiree	Retirement Type	Age	Service Years Toward Retirement Eligibility	North Carolina Pre-82 Credit	North Carolina MPP Credit	North Carolina 2007-2013 CRSP Credit	North Carolina post-2013 CRSP Credit
Albritton, Rebecca	Mandatory 7/1/2023	72	3.75	0	0	0	0
Alliger, Julia	Full 7/1/2023	67	19.0	0	2.5	5.19	9.5
Bauman, Robert	Actuarially Reduced 7/1/2023	62	31.0	0	14.5	7.0	6.83
Bundy, David	Ad-Interim 6/1/02023	64	22.25	0	6.25	7.0	9.0
Calhoun, Leanne	Ad-Interim 1/1/2023	64	33.5 [13.0 SC]	0	4.5	7.0	9.0
Cribb, Dalma	Ad-Interim 1/1/2023	66	22.5	0	6.5	7.0	9.0
Davis, Alice	Full 7/1/2023	71	12.0 [3.0 WNC]	0	0	2.5	6.5
Dean, Carol	Ad-Interim 1/1/2023	63	18.5	0	2.5	7.0	9.0
Dodson, Scott	Ad-Interim 1/1/2023	56	20.5	0	4.5	7.0	9.0
Haddock, William	Full 7/1/2023	68	45.0	3.5	25	7.0	9.5
Horney, Thurman	Ad-Interim 1/1/2023	63	21.5	0	5.5	7.0	9.0

Retiree	Retirement Type	Age	Service Years Toward Retirement Eligibility	North Carolina Pre-82 Credit	North Carolina MPP Credit	North Carolina 2007-2013 CRSP Credit	North Carolina post-2013 CRSP Credit
Hunt, Terry	Ad-Interim 10/10/2022	60	28.25 [2.0 KY]	0	10.5	7.0	8.78
Kim, Hyung s	Full 7/1/2023	65	20.0	0	3.5	7.0	9.5
Lewis, Stanley	Ad-Interim 1/1/2023	58	23.5	0	7.5	7.0	9.0
Locklear, George	Ad-Interim 1/1/2023	71	14.0	0	14.0	2.0	0
Locklear, Kenneth	Full 7/1/2023	66	39.0 [11.5 WNC]	0	11.0	7.0	9.5
Logston, Linda	Ad-Interim 8/2/2022	65	19.75 [9.25 Other]	0	9.0	0	0
Martin, Jerry	Full 7/1/2023	69	27.0 [5.0 TX]	0	10.5	7.0	4.49
Moehring, David	Ad-Interim 1/1/2023	65	36.5 [8.0 CAL-NV]	0	12.5	7.0	9.0
Murphy, Mark	Ad-Interim 1/1/2023	71	18.5	0	2.5	3.0	0
Namkoong, Won	Full 7/1/2023	66	28.0	0	11.5	7.0	9.5
Oldham, Kirk	Actuarially Reduced 7/1/2023	63	39.5 [4.5 FL]	0	18.5	7.0	9.5
Presnal, Gregg	Full 7/1/2023	67	33.0	0	16.5	7.0	9.5
Robinson, Donald	Ad-Interim 3/1/2023	70	0	0	0	0	0
Roy, Carolyn	Full 7/1/2023	66	20.0	0	0	6.25	9.5
Southern, Gray	Full 7/1/2023	67	43.0	1.5	25	7.0	9.5
Tyson, Valerie	Full 7/1/2023	66	22.0	0	6.5	7.75	9.5
Woodhouse, Andrea	Actuarially Reduced 7/1/2023	58	34.5	0	18.5	6.5	9.5
Wright, Johnnie	Ad-Interim 1/1/2023	67	28.5	0	12.5	7.0	9.0

III. We recommend that the expense account of the Board of Pension and such independent consultation expense as necessary during 2023-2024 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 **2023** CAC for the North Carolina Conference is **\$80,035**. The **2023** PSR is **\$834** or **1.04%** 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 **1.50%** per year over the past 10 years. We estimate future PSR increases to average approximately 2.5% each year.
- C. Funded Status:** The Conference was 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 **2023** Funding Plan, Wespath and the Conference use an assumed earnings rate of **5.5%**

Wespath Benefits and Investments has determined that the portion of the pre-82 plan liability attributable to North Carolina Annual Conference is **\$27,183,740** with a 2.5% PSR increase assumption based on a **2023** PSR of **\$834**. Plan funds currently held with Wespath Benefits and Investments have a value of **\$24,502,549** as of January 1, **2023** (for **2023** funding plan).

The difference between the total plan liability and current plan funding is **\$2,681,191**. This represents the unfunded plan liability and will be provided through non-plan funds that are held in various investment sources **Funding Plan for 2023:** 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 **\$6,937,586.85** as of January 1, **2023**. 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 **\$51,607.27** as of January 1, **2023**. Both the interest and principal from these sources are available to meet future contribution requirements.

The Superannuate Endowment fund has a value of **\$822,743.87** as of January 1, **2023**. All of it is available except for the original balance of \$87,195.39, from which interest only is available.

The **2023** funding plan as of January 1, **2021** is summarized below:

Supplement One of the Clergy Retirement Security Program funding Liability:

Assuming a PSR Increase of 2.5%	\$30,712,268
Current Plan Funding as of 1/1/2021	\$24,502,549
Funded Status as of 1/1/2021	(\$11,543,519)
Expected Funded Status as of 1/1/2023	(\$6,209,719)

Additional Plan Assets (as of 12/31/21):

General Deposit Account (Wespath)	\$6,937,586
Conference Managed Liquid Asset Accounts.....	\$51,607
Conference Superannuate Endowment Fund (Wespath)	\$735,548
Total Additional Plan Assets.....	\$7,724,741

Proposed Past Service Rate: The **2024** CAC for the North Carolina Conference is **\$82,087**.

We propose that the past service rate beginning January 1, **2024** be increased to **\$855** 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 **\$29,100,920**. Due to current funding levels no contribution is due for **2024**.

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 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, 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.
- B. 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.
- C. 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.
- D. 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.
- E. 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.
- F. 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 2023 is \$76,221 and **for 2024 is \$82,087**). 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 \$15,244.20 for 2023 and **\$16,417.40 for 2024**. This is 20% of the DAC. The death benefit payable upon the death of a surviving spouse of a deceased active participant is \$11,433.15 for 2023 and **\$12,313.05 for 2024**. 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 \$22,866.30 for 2023 and **\$24,626.10 for 2024**. This is 30% of the DAC. The death benefit payable upon the death of a spouse of a retired participant is \$15,244.20 for 2023 and **\$16,417.40 for 2024**. This is 20% of the DAC. The death benefit payable upon the death of a surviving spouse of a deceased retired participant is \$11,433.15 for 2023 and **\$12,313.05 for 2024**. 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 clergy person 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 **2023**, 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 **2024**.

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 taxpaid or taxdeferred 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 Wespeth 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:

Years of NC Pension Credit/Years in NC Insurance Plan	Individual Contribution	Board of Pension's Contribution
1- 14	100%	0%
15-19	60%	40%
20-24	50%	50%
25-29	40%	60%
30-34	30%	70%
35-39	20%	80%
40 or more	10%	90%

- 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:

Years of NC Insurance Plan	Individual Contribution	Board of Pension's Contribution
1- 14	100%	0%
15-19	60%	40%
20-24	50%	50%
25-29	40%	60%
30-34	30%	70%
35-39	20%	80%
40 or more	10%	90%

- 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 for 2023 is \$4,181 and for 2024 is \$4,306 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”) and including amounts received in this respect from the Duke Endowment, during the year **2023** and **2024** 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 Clergy person'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 Clergy person 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 clergy person or former clergy person 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. Wespeth Benefits and Investments has provided a sample statement to be used: "I received \$_____ from Wespeth Benefits and Investments, Incorporated in Missouri; and/or from a commercial annuity company that provides an annuity arising from benefits accrued under a Wespeth plan, annuity, or fund authorized under the Discipline and \$_____ from the Duke Endowment (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 clergy person, 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 **2023** 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. Annette Ethridge, Open Table (Raleigh) CC, Capital District
 3. Michael David Gira, North Raleigh (Raleigh) CC, Capital District
 4. David William Girod, First (Elon) CC, Corridor District
 5. Terry Hobbs, Westwood (Goldsboro) CC, Capital District
 6. Al Hocutt, Horne Memorial (Clayton) CC, Capital District
 7. Ronda Lee-Torres, Pinehurst (Pinehurst) CC, Fairway District
 8. Benjamin Sims, ~~Warren's Grove (Roxboro) CC, Corridor District~~ **Oriental (Oriental) CC, Sound District**
 9. David C. Wade, ~~Pine Valley (Wilmington) CC, Harbor District~~ **Camp Ground (Fayetteville) CC, Gateway 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?
NONE
- P. Who are to be removed from Clergy Medical Leave at this Annual Conference?
NONE
- 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 (**2023 DAC = \$76,221**) as income from CPP. The current range of payments to NC participants is ~~\$24,555.75~~ **\$23,292.72** to ~~\$79,432.26~~ **\$83,642.40** 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.
- F. Moving expenses paid as outlined in the Itinerant Clergy Moving Expense Report (page **222** of the **2022** Journal).

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 –
 - 1. The life insurance premiums are paid by the Joint Committee on Clergy Medical Leave.
 - 2. 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.
 - 3. 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:
 - a. 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~~ **default Clergy Medical Leave plan** personal portion for the participant's selected level of medical coverage.
 - b. 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~~ **default Clergy Medical Leave plan** personal portion for the participant's selected level of medical coverage.
 - c. Additional personal premiums will apply if the participant chooses ~~the Buy-Up Plan~~ **a plan other than the default Clergy Medical Leave plan** or dental **or vision** coverage (rates published in the Insurance Report Section VIII).
 - d. 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 **2023**, 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 **1.76%**. The CPI (Urban South) for the last twelve

months ending December **2022** showed an increase of **7.0%**. With the rapidly changing economic environment, the CPI varies widely by month. The Commission currently recommends a **3% (\$1,450)** increase in minimum salary for the year **2024**.

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.

PASTORS UNDER FULL-TIME APPOINTMENT	<u>2023</u>	<u>2024</u>
(Full Connection, Associate, Provisional, Local Pastor)		
Salary	\$48,320	\$49,770
STUDENT PASTORS (Local Pastors or Conference Members)		
Salary	\$31,408	\$32,351

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 \$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 \$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 2016 Book of Discipline.

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 7 charges received grants for mission and compensation assistance for a total of \$146,851. in the year 2022. The Commission has awarded grants for the calendar year 2023 for 9 charges for a total of \$83,633.**
- VI. **The Commission reports that no pastors were awarded the Years of Service supplemental compensation for the appointment year 2022.**
- 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.**

Tom Greener, 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, 2023. 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:

Asian Ministries:	Mick Raynor (MR-M-C)
Christian Unity & Interreligious Relationships:	Marilyn Boyce (W-F-L)
Church & Society:	Freya Dahlgren (W-F-L) Cathy White (AA/B-F-L)
Congregational Development Fund:	Edith Gleaves (AA/B-F-C) Gray Southern (W-M-C)
Congregations for Children:	Alison Harrington (W-F-L) Marisol Hernandez (H/L-F-C) Bernice Johnson (AA/B-F-L) Anna Joyner (W-F-L) Elaine Lilliston (W-F-C) Russell Oxendine (NA-M-C) Nancy Martinez (H/L-F-L) Valarie Nasser (W-F-L) Ann Russell (W-F-L) Vicky Temple-Rains (W-F-L) Jo Wainright (W-F-L)
Connectional Table:	Kim Lamb (W-F-C) Carmella McKeller-Smith (AA/B-F-L)
Creation Care:	Marsena Mungin (AA/B-F-C)
Disaster Readiness & Response:	Dennis Carrol (W-M-L) Shawn Mitchell (AA/B-M-C) Bill Taylor (W-M-L) Tammy Taylor (W-F-L)
Episcopacy, Committee on:	Louis McIntyre (AA/B-M-L) Harry Miller Jr. (AA/B-M-L)
Equitable Compensation:	Becca Detterman (W-F-C) Kenneth Locklear (NA-M-C) Dena White (W-F-C)

Evangelism & Discipleship:	Saul Gastelum (H/L-M-C) Hyun Soak (Joseph) Park (As-M-C) Clay Parker (W-M-C)
Finance and Administration, Council on:	Sheila Ahler (W-F-C) Jill Charville (W-F-L) Roxie Floyd (AA/B-F-L) Lucy Maynor (NA-F-L) Alex Parker (As-M-C)
Financial Discipleship:	Tom Greener (W-M-C) [Chairperson] David Harvin (W-M-C)
Health Ministries:	Gina Barrow (W-F-C)
Hispanic/Latino Ministries:	Rafael Antonio Martinez (H/L-M-C)
Institutions, Board of:	Brenda Brown (AA/B-F-L) Eddie Hill (W-M-C) Eric Hilliard (W-M-L) Gray Southern (W-M-C) [Chairperson]
Insurance:	Kenneth Locklear (NA-M-C)
Investigation:	Lay Alternate - Miles Baker Hunt (W-M-L)
Missions, Board of:	Marjorie Rayburn (W-F-L)
Multicultural Ministries:	Kennedy Gray (AA/B-M-C) Mattheue Locklear (NA-M-C) Hyun Soak (Joseph) Park (As-M-C)
Native American Ministries:	Kenneth Locklear (NA-M-C)
New Faith Communities Lead Team:	Justin Coleman (AA/B-M-C) Kiana Hertogh (As-F-L) Doug Lain (W-M-C)
Ordained Ministry, Board of:	Daniel Collins (W-M-C) Regina Henderson Moore (AA/B-F-C) Seyun Hwang (As-M-C) Christiana Parish (W-F-C)
Pension, Board of:	Joan Thomas (W-F-L)
Refugee & Immigration:	Laure Kalau (Af-F-C) [Co-Chairperson] Edgar Vergara (H/L-M-C) [Co-Chairperson]
Safe Sanctuaries:	Charlotte Brendel (W-F-C)

Strengthening the Black Church:	Shirley Jones (AA/B-F-L) Allyn Glenn McLean Jr. (AA/B-M-C) Kathy Newton-Dunton (AA/B-F-C)
Structure Review:	Miles Baker Hunt (W-M-L)
Trustees, Board of:	Eunsoo Kang (As-F-C)
Youth Operations Team:	Elias Ballew (W-M-C) Lici Burns (W-F-L) Charlie Hatch (H/L-F-L) Anna Hughes (W-F-C) Tyler Moore (W-M-C) Danny Peck (W-M-L)

In addition to the persons nominated to serve as listed above, there are changes to committees within the Annual Conference structure.

- The Committee on Differently-Abled Persons has been discontinued and that work has been added within the scope of Safe Sanctuaries. The name of the budget set aside for the Committee on Differently-Abled Persons will be changed to Disability Ministries and overseen by Safe Sanctuaries.
- The Restorative Justice & Mercy Ministries Committee was discontinued and the ministry will be aligned with Cross & Key Ministries moving forward.

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: Af – African, 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

2022 Statistician's Report: TABLE I – Including December 31, 2022 Disaffiliated Churches

TABLE I- December 31, 2022		2021	2022	Difference
CHURCH MEMBERSHIP				
1	Total Professing members at beginning of 2022	218,982	213,576	
2a	Received on Profession of Faith through Confirmation	615	788	173
2b	Received on Profession of Faith other than Confirmation	508	734	226
2c	Restored by Affirmation of Faith	84	127	43
2	Total of Professions of Faith and Restored	1,207	1,649	442
2d	Correct last years total by addition	0	215	215
3	Received from other United Methodist Churches	1,001	1,940	939
4	Received from other denominations	522	890	368
5a	Total removed by Charge Conference action	535	1,145	610
5b	Removed by withdrawal	947	2,301	1,354
5	Total removed by Charge Conference action or withdrawn	1,482	3,446	1,964
5c	Correct last years total by subtraction	2,069	1,219	-850
6	Removed by transfer to other United Methodist Churches	923	2,013	1,090
7	Removed by transfer to other denominations	685	47,084	46,399
8	Removed by Death	2,289	2,511	222
	NOTE: There are 628 in the UM Collective making 162,625 total members	214,264	161,997	-52,267
9a	Asian Professing Members	650	467	-183
9b	Black Professing Members	6,517	5,553	-964
9c	Hispanic/Latino Professing Members	846	685	-161
9d	Native American Professing Members	2,297	1,857	-440
9e	Pacific Islander Professing Members	111	80	-31
9f	White Professing Members	202,701	152,887	-49,814
9g	Multi-Racial Professing Members	1,142	468	-674
		214,264	161,997	-52,267
9h	Male Professing Members	94,200	70,706	-23,494
9i	Female Professing Members	120,057	91,257	-28,800
9j	Non-Binary	7	34	7
9	Total Professing Members at close of year	214,264	161,997	-52,267
10	Average attendance at the principal weekly worship service(s)	38,574	41,785	3,211
10a	Number of persons who worship online	57,803	26,063	-31,740
11a	Number of persons baptized this year 0-12 years of age	696	999	303
11b	Number of persons baptized this year 13 or older	264	734	470
11	Total Baptisms	960	1,733	773
12	Total Baptized members who have not become Professing members	15,962	15,083	-879
13	Number of persons on Constituency Roll	39,184	30,153	-9,031
14	Total enrolled in confirmation classes this year	1,985	879	-1,106
SUNDAY SCHOOL				
15	Number of children (0-11)in Christian Groups & all other small groups	11,680	11,154	-526
16	Number of Youth (11-18)in Christian Groups & all other small groups	6,642	6,416	-226
17	Number of Young Adults (19-30)in Christian Groups & all other small groups	3,041	2,673	-368
18	Number of Adults (31+ years) in Christian Groups & all other small groups	26,713	26,089	-624
19	TOTAL number of person in Christian groups & all other small groups	48,076	46,341	-1,735
20	Average attendance in the Sunday School	16,973	17,500	527
21	DISCONTINUED			
22	Number of participants in Vacation Bible School	11,211	14,973	3,762
23	Number of ongoing CLASSES for learning in Sunday School	1,842	2,584	742
24	Number of ongoing CLASSES for learning other than Sunday School	2,368	2,501	133
25	Number of Short Term CLASSES & Groups (all ages)	1,145	1,288	143
UNITED METHODIST MEN				
26	Membership in chartered United Methodist Men	6,473	6,151	-322
27	Amount paid for projects	\$959,829	\$898,162	-61,667
UNITED WOMEN IN FAITH				
28	Membership in United Women in Faith	11,217	10,593	-624
29a	Amount paid for local church and community work	\$783,740	\$800,628	16,888
UNITED METHODIST YOUTH FELLOWSHIP				
29b	Membership in United Methodist Youth Fellowship	5,839	5,334	-505
29c	Amount paid for projects	\$541,737	\$554,261	12,524
30a	Number of UMVIM teams sent from this local church	43	93	50
30b	Number of church members participating in any UMVIM team	195	272	77
31	Total number of community ministries for outreach, justice & mercy offered by this local church	3,761	3,667	-94
32	Of the ministries counted in Line 31, how many focus on global/regional health?	1,321	1,290	-31
33	Of the ministries counted in Line 31, how many focus on engaging in ministry with the poor/socially marginalized?	2,842	3,051	209
34	Number of person from your congregation engaged in mission/community	39,145	42,777	3,632
41	Number of persons served by community ministries for outreach, justice & mercy	1,364,641	1,339,916	-24,725
36	Value of church land, buildings and equipment AND Parsonage	1,567,960,174	1,584,009,341	16,049,167
37	Value of other assets	256,933,036	224,752,502	-32,180,534
38	Indebtedness on items 36 & 37 at end of year	64,710,776	59,402,066	-5,308,710
39	Other indebtedness	1,972,826	1,100,895	-871,931

TABLES II & III – Including December 31, 2022 Disaffiliated Churches

TABLE II - December 2022		2021	2022	Difference
35.a	Total amount Apportioned to the Local Church	15,486,335	15,331,015	-155,320
35.b	Total amount Apportioned Paid by the Local Church to AC Treasurer	13,278,438	14,170,502	892,064
37	Total Offerings for General Church Special Sunday Offerings	474,100	1,044,450	570,350
38	Amount for World Service Specials remitted to the AC Treasurer	215	120	-95
39	Conference Advance Specials	421,927	296,058	-125,869
40	Youth Service Fund	832	2,874	2,042
42a	New Room Society (\$10 Club)	6,391	3,175	-3,216
42b	Mission Initiative	1,640	8,653	7,013
45.a	Human Relations	6,806	5,133	-1,673
45.b	UMCOR Sunday (One Great Hour of Sharing)	29,922	26,081	-3,841
45.c	Peace with Justice	6,681	7,609	928
45.d	Native American Awareness Sunday	12,413	9,919	-2,494
45.e	World Communion	10,753	8,703	-2,050
45.f	United Methodist Student Day	7,312	6,190	-1,122
45	Total General Church Offerings	73,887	63,635	-10,252
50	Total amount given directly to United Methodist causes not sent to AC Treasurer	760,385	858,613	98,228
51	Other benevolences paid directly by local church	12,157,954	11,308,888	-849,066
58	All Pastor's Pensions	3,962,606	4,027,633	65,027
64	Lead Pastor's base compensation	28,098,384	27,832,111	-266,273
64b	Equitable Compensation	140,441	146,851	6,410
65.a	Associate's base compensation	3,078,029	2,992,768	-85,261
65.b	Deacons Compensation	340,306	406,861	66,555
66.a	Lead Pastor's utilities and other housing-related allowances	1,886,536	1,866,846	-19,690
66.b	Associate's utilities and other housing-related allowances	145,369	115,814	-29,555
66.c	Deacon utilities and other related allowances	36,744	13,000	-23,744
66	Total Utilities/Housing	2,068,649	1,995,660	-72,989
67.a	Lead Pastor's travel	1,064,787	1,193,057	128,270
67.b	Associate's travel	44,910	72,223	27,313
67	Total travel paid	1,109,697	1,265,280	155,583
68.a	Other cash allowances paid to/for pastor	249,160	267,967	18,807
68.b	Other cash allowances paid to/for associate	54,815	62,715	7,900
68	Total other cash allowances	303,975	330,682	26,707
68.c	All Pastor's Medical Insurance paid by the church	5,165,769	5,188,891	23,122
68.d	All Pastor's Life Insurance	91,497	91,166	-331
70	Other staff compensation	33,943,128	34,360,604	417,476
71	Current expenses for program (including church school)	5,963,203	6,663,101	699,898
72.a	Property Insurance paid by church	5,818,867	6,023,122	204,255
72.b	Other current operating expenses (not including program expenses)	22,190,452	23,720,895	1,530,443
73	Principal and interest paid on indebtedness, loans, mortgages, etc.	8,701,464	7,441,027	-1,260,437
74.a	Paid on buildings and improvements (not include funds borrowed)	24,046,442	19,701,707	-4,344,735
74.b	Housing Allowance - Lead Pastor	2,004,253	2,119,828	115,575
74.c	Housing Allowance - Associate Pastor(s)	810,190	774,304	-35,886
74.d	Housing Allowance - Deacon under appointment	192,229	136,600	-55,629
75	Grand Total Paid	175,205,350	172,976,059	-2,229,291
TABLE III		2021	2022	Difference
1x	Number of Pledges and Identified Givers	55,125	55,366	241
1.a	Received thru Pledges	51,283,448	49,171,033	-2,112,415
1.b	Received from Non-Pledging yet identified givers	91,141,574	88,090,713	-3,050,861
1.c	Received from Unidentified Givers	2,572,723	3,121,326	548,603
	Total 1a, 1b & 1c	144,997,745	140,383,072	-4,614,673
1.d	Received from Interest & Dividends	1,151,931	998,402	-153,529
1.e	Received from sale of Church Assets	1,871,159	931,385	-939,774
1.f	Received from building use fees, contributions and rentals	2,104,057	2,499,443	395,386
1.g	Received through fundraisers	3,335,539	7,703,993	4,368,454
1	Totals	153,460,431	152,516,295	-944,136
2.a	Capital Campaign	8,237,748	4,880,017	-3,357,731
2.b	Memorial/Endowment/Bequests	9,065,972	4,543,158	-4,522,814
2.c	Other Sources & Projects	3,140,925	9,667,945	6,527,020
2.d	Amount Received From Special Sundays	2,406,443	2,508,009	101,566
2	Totals	22,851,088	21,599,129	-1,251,959
3.a	Equitable Compensation Fund	140,441	146,851	6,410
3.b	Advanced Specials & Apportioned Fund	490,584	507,053	16,469
3.c.1	Other - Grants & Financial Support from Institutional Sources	2,048,790	1,641,186	-407,604
3.c.2	Other - PPP Grants & Part of the CARES ACT	3,826,270	604,595	-3,221,675
3.c.3	Other - Conference COVID-19 Local Church Grants	1,545,464	529,945	-1,015,519
3	Totals	8,051,549	3,429,630	-4,621,919
	Total amount received by the Local Church	184,363,068	177,545,054	-6,818,014
	NOTE: The Table data provided above is preliminary figures and is subject to change upon final audit.			

TABLE I – Reflecting December 31, 2022 Church Disaffiliations

TABLE I - Reflecting Modifications - January 1, 2023		2021	2022	Difference
CHURCH MEMBERSHIP				
1	Total Professing members at beginning of year	171,624	166,285	
2.a	Received on Profession of Faith through Confirmation	477	629	152
2.b	Received on Profession of Faith other than Confirmation	363	414	51
2.c	Restored by Affirmation of Faith	76	123	47
2	Total of Professions of Faith and Restored	916	1,166	250
2.d	Correct last years total by addition	0	215	215
3	Received from other United Methodist Churches	784	1,537	753
4	Received from other denominations	371	567	196
5.a	Total removed by Charge Conference action	464	1,115	651
5.b	Removed by withdrawal	736	1,773	1,037
5	Total removed by Charge Conference action or withdrawn	1,200	2,888	1,688
5.c	Correct last years total by subtraction	2,059	1,219	-840
6	Removed by transfer to other United Methodist Churches	842	1,088	246
7	Removed by transfer to other denominations	531	595	64
8	Removed by Death	1,713	1,983	270
	NOTE: There are 628 in the UM Collective making 162,625 total members	167,350	161,997	-5,353
9.a	Asian Professing Members	519	467	-52
9.b	Black Professing Members	6,171	5,553	-618
9.c	Hispanic/Latino Professing Members	745	685	-60
9.d	Native American Professing Members	1,888	1,857	-31
9.e	Pacific Islander Professing Members	103	80	-23
9.f	White Professing Members	156,885	152,887	-3,998
9.g	Multi-Racial Professing Members	1,039	468	-571
		167,350	161,997	-5,353
9.h	Male Professing Members	73,336	70,706	-2,630
9.i	Female Professing Members	94,007	91,257	-2,750
9.j	Non-Binary	7	34	7
9	Total Professing Members at close of year	167,350	161,997	-5,353
10	Average attendance at the principal weekly worship service(s)	27,245	29,698	2,453
10.a	Number of persons who worship online	36,364	20,699	-15,665
11.a	Number of persons baptized this year 0-12 years of age	539	762	223
11.b	Number of persons baptized this year 13 or older	161	594	433
11	Total Baptisms	700	1,356	656
12	Total Baptized members who have not become Professing members	13,249	12,688	-561
13	Number of persons on Constituency Roll	26,758	20,895	-5,863
14	Total enrolled in confirmation classes this year	1,800	721	-1,079
SUNDAY SCHOOL				
15	Number of children (0-11)in Christian Groups & all other small groups	9,270	8,740	-530
16	Number of Youth (11-18)in Christian Groups & all other small groups	5,080	4,821	-259
17	Number of Young Adults (19-30)in Christian Groups & all other small groups	2,339	1,931	-408
18	Number of Adults (31+ years) in Christian Groups & all other small groups	20,197	19,483	-714
19	TOTAL number of person in Christian groups & all other small groups	36,886	34,973	-1,913
20	Average attendance in the Sunday School	12,115	12,411	296
22	Number of participants in Vacation Bible School	6,903	10,025	3,122
23	Number of ongoing CLASSES for learning in Sunday School	1,236	1,283	47
24	Number of ongoing CLASSES for learning other than Sunday School	1,872	1,931	59
25	Number of Short Term CLASSES & Groups (all ages)	919	1,033	114
UNITED METHODIST MEN				
26	Membership in chartered United Methodist Men	5,163	4,931	-232
27	Amount paid for projects	\$815,912	\$687,516	-128,396
UNITED WOMEN IN FAITH				
28	Membership in United Women in Faith	8,813	8,362	-451
29.a	Amount paid for local church and community work	\$583,651	\$610,234	26,583
UNITED METHODIST YOUTH FELLOWSHIP				
29.b	Membership in United Methodist Youth Fellowship	4,349	3,877	-472
29.c	Amount paid for projects	\$412,412	\$440,183	27,771
30.a	Number of UMWIM teams sent from this local church	29	31	2
30.b	Number of church members participating in any UMWIM team	156	210	54
31	Total number of community ministries for outreach, justice & mercy offered by this local church	2,758	2,633	-125
32	Of the ministries counted in Line 31, how many focus on global/regional health?	943	919	-24
33	Of the ministries counted in Line 31, how many focus on engaging in ministry with the	2,073	2,265	192
34	Number of person from your congregation engaged in mission/community ministries.	31,319	34,118	2,799
41	Number of persons served by community ministries for outreach, justice & mercy	978,780	974,224	-4,556
36	Value of church land, buildings and equipment AND Parsonage	1,223,086,359	1,235,966,367	12,880,008
37	Value of other assets	200,267,656	173,892,398	-26,375,258
38	Indebtedness on items 36 & 37 at end of year	60,710,959	56,515,981	-4,194,978
39	Other indebtedness	1,722,036	1,086,029	-636,007

TABLES II & III – Reflecting December 31, 2022 Church Disaffiliations

TABLE II - Reflecting Modifications January 2023		2021	2022	Difference
35.a	Total amount Apportioned to the Local Church	11,832,889	11,617,399	-215,490
35.b	Total amount Apportioned Paid by the Local Church to AC Treasurer	10,972,847	10,453,879	-518,968
37	Total Offerings for General Church Special Sunday Offerings	430,483	778,320	347,837
38	Amount for World Service Specials remitted to the AC Treasurer	215	100	-115
39	Conference Advance Specials	379,244	198,213	-181,031
40	Youth Service Fund	576	557	-19
42a	New Room Society (\$10 Club)	6,391	610	-5,781
42b	Mission Initiative	1,640	7,118	5,478
45.a	Human Relations	5,390	3,738	-1,652
45.b	UMCOR Sunday (One Great Hour of Sharing)	25,304	18,631	-6,673
45.c	Peace with Justice	5,541	4,916	-625
45.d	Native American Awareness Sunday	10,060	5,892	-4,168
45.e	World Communion	10,827	6,059	-4,768
45.f	United Methodist Student Day	6,257	3,513	-2,744
45	Total General Church Offerings	63,379	42,749	-20,630
50	Total amount given directly to United Methodist causes not sent to AC Treasurer	634,434	762,528	128,094
51	Other benevolences paid directly by local church	9,138,993	8,406,306	-732,687
58	All Pastor's Pensions	3,037,416	3,086,128	48,712
64	Lead Pastor's base compensation	20,746,744	20,523,633	-223,111
64b	Equitable Compensation	103,779	119,403	15,624
65.a	Associate's base compensation	2,496,098	2,404,731	-91,367
65.b	Deacons Compensation	176,006	246,781	70,775
66.a	Lead Pastor's utilities and other housing-related allowances	1,363,676	1,354,979	-8,697
66.b	Associate's utilities and other housing-related allowances	106,845	71,584	-35,261
66.c	Deacon utilities and other related allowances	19,100	0	-19,100
66	Total Utilities/Housing	1,489,621	1,426,563	-63,058
67.a	Lead Pastor's travel	660,331	765,577	105,246
67.b	Associate's travel	34,923	57,335	22,412
67	Total travel paid	695,254	822,912	127,658
68.a	Other cash allowances paid to/for pastor	177,581	185,089	7,508
68.b	Other cash allowances paid to/for associate	42,843	41,431	-1,412
68	Total other cash allowances	220,424	226,520	6,096
68.c	All Pastor's Medical Insurance paid by the church	4,001,120	4,047,287	46,167
68.d	All Pastor's Life Insurance	70,176	67,736	-2,440
70	Other staff compensation	26,766,619	26,953,335	186,716
71	Current expenses for program (including church school)	4,223,617	4,991,479	767,862
72.a	Property Insurance paid by church	4,379,593	4,477,124	97,531
72.b	Other current operating expenses (not including program expenses)	16,912,424	17,999,802	1,087,378
73	Principal and interest paid on indebtedness, loans, mortgages, etc.	7,784,790	6,710,260	-1,074,530
74.a	Paid on buildings and improvements (not include funds borrowed)	19,435,536	17,315,876	-2,119,660
74.b	Housing Allowance - Lead Pastor	1,820,174	1,885,404	65,230
74.c	Housing Allowance - Associate Pastor(s)	701,427	664,868	-36,559
74.d	Housing Allowance - Deacon under appointment	147,842	93,230	-54,612
75	Grand Total Paid	136,836,862	134,713,452	-2,123,410
TABLE III		2021	2022	Difference
1.x	Number of Pledges and Identified Givers	41,383	40,942	-441
1.a	Received thru Pledges	45,018,926	43,280,848	-1,738,078
1.b	Received from Non-Pledging yet identified givers	60,718,916	59,497,606	-1,221,310
1.c	Received from Unidentified Givers	1,588,392	2,100,236	511,844
	Total 1a, 1b & 1c	107,326,234	104,878,690	-2,447,544
1.d	Received from Interest & Dividends	932,809	853,111	-79,698
1.e	Received from sale of Church Assets	1,698,673	843,067	-855,606
1.f	Received from building use fees, contributions and rentals	1,967,280	2,397,374	430,094
1.g	Received through fundraisers	2,839,491	7,269,107	4,429,616
1	Totals	114,764,487	116,241,349	1,476,862
2.a	Capital Campaign	7,398,886	4,322,090	-3,076,796
2.b	Memorial/Endowment/Bequests	8,136,896	3,640,314	-4,496,582
2.c	Other Sources & Projects	2,959,709	9,233,574	6,273,865
2.d	Amount Received From Special Sundays	1,915,968	2,212,700	296,732
2	Totals	20,411,459	19,408,678	-1,002,781
3.a	Equitable Compensation Fund	103,779	119,403	15,624
3.b	Advanced Specials & Apportioned Fund	485,459	507,053	21,594
3.c1	Other - Grants & Financial Support from Institutional Sources	2,074,414	1,613,651	-460,763
3.c2	Other - PPP Grants & Part of the CARES ACT	3,439,546	604,595	-2,834,951
3.c3	Other - Conference COVID-19 Local Church Grants	1,391,486	493,144	-898,342
3	Totals	7,494,684	3,337,846	-4,156,838
	Total amount received by the Local Church	142,670,630	138,987,873	-3,682,757
	NOTE: The Table data provided above is preliminary figures and is subject to change upon final audit.			

BOARD OF TRUSTEES

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 2022 sessions of 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

- Beulaville (Beulaville) - Harbor District – church closed December 2022
- First (Roanoke Rapids) - Heritage District – church closed December 2022
- Glenwood (Rockingham) - Gateway District - church property sold August 2022
- Micro (Kenly) - Capital District - church closed December 2022
- Noble’s Chapel (Deep Run) - Sound District - church closed December 2022, property sold May 2023
- Pioneers (Durham) - Corridor District - church closed June 2022
- Todos Juntos En Cristo Mission Congregation (Tyner) - Beacon District - church closed May 2022, property (former Center Hill) sold December 2022

PENDING CHURCH CLOSURES

- Cokesbury (Fuquay Varina) - Fairway District - church closure pending May 2023
- Connally (Milton) - Corridor District - church closure pending June 2023
- South Rosemary (Roanoke Rapids) - Heritage District - church closure pending June 2023

In addition to the churches listed above that closed by vote of church leadership, the Board of Trustees recommends the Annual Conference vote to formally close two additional churches as set forth below.

First, pursuant to the recommendation of the Harbor District Superintendent, the Bishop, all members of the Cabinet, and all members of the Harbor District Board of Church Location and Building adopted a resolution effective March 24, 2023 declaring that exigent circumstances exist requiring the immediate protection of the property of Fifth Avenue UMC in Wilmington for the benefit of the denomination and thereby acquired title to the church’s real and personal property pursuant to ¶ 2549.3(b) of *The Book of Discipline*, pending approval of the church closure by Annual Conference vote. As of the date of the Resolution, the church, located in a growing area in downtown Wilmington, North Carolina, had declined to a membership of 205 and average weekly attendance of approximately 20 members. The Resolution explains that “the North Carolina Conference has a clear, present and pressing need to respond to local needs in the community by providing space for, among other things, basic needs for unsheltered people, a gathering space for senior adults and persons with disabilities, space for providing shelter and other assistance following major storms, and a welcoming space for worship and study for one or more new United Methodist faith communities” among other reasons. Also stated in the Resolution is the fact that “the current membership of the Church has declined opportunities to collaborate with and participate in important ministries and needs of the North Carolina Conference and the local community.” Following Conference and District attempts for collaboration and participation in important ministries in the Conference and local community, a representative of Fifth Avenue UMC

submitted a disaffiliation inquiry on January 25, 2023. The Resolution for Closure of Fifth Avenue United Methodist Church was approved by the Bishop, Cabinet, and Harbor District Board of Church Location and Building, effective March 24, 2023. Some members of the Fifth Avenue UMC congregation, through counsel, have informed the Conference that the church does not want to close and instead wants to disaffiliate. The congregation's counsel says they intend to seek a ruling of law on the actions taken by the Conference and, if the ruling is not favorable, pursue a civil action. Following careful consideration of these facts, the Board of Trustees is prepared to move forward in collaboration with the Harbor District and appropriate ministry teams to envision the rebirth of the ministry in this Fifth Avenue UMC location and recommends Annual Conference approval of the formal closure of Fifth Avenue UMC following the interim closure as declared by the Bishop, the Cabinet, and District Board of Church Location and Building.

Second, Gateway District Superintendent Kenneth W. Locklear, with the consent of the Bishop, all members of the Cabinet, and all members of the Gateway District Board of Church Location and Building recommends that the Annual Conference formally close Community UMC in Raeford, North Carolina. District Superintendent Locklear guided the congregation in a thorough assessment of its options pursuant to the procedure set forth in *The Book of Discipline* ¶ 2549.2(a). Thereafter, the majority of members of the congregation present at a duly called Charge Conference held on January 25, 2023, voted to close the church. At the time of the Charge Conference, the church was not able to pay its pastor or fulfill its other financial obligations and the church's average worship attendance had declined to five members. Following the vote, the church liaison initially cooperated with Church Transformation Ministries in taking steps to complete the closure and complete the process of transferring title in the church property to the Conference Board of Trustees, but later the church representatives declined to execute the transfer documents and indicated that the church does not want to close but instead wants to disaffiliate. Church representatives have subsequently indicated an interest in alternative solutions such as having the congregation purchase some or all of the church property after closure, but no agreement has been reached. We hereby recommend the Annual Conference vote to formally close Community UMC following the Charge Conference at which the decision to close was duly approved by a majority of those present and voting. The Conference Trustees will then hold and make decisions with regard to the property in accordance with the best interests of the Annual Conference.

Regarding all other church closures, 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 \$4,637,281.97 as of December 31, 2022.

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 \$942,470.73 as of December 31, 2022.

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/>

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.

THE 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, 2022, was \$1,291,765.15. Applications are being received for 2023 ministry investments through the Mission Endowment and will be announced during or just following Annual Conference 2023.

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 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. As reported to the June 2022 Annual Conference, a final Disaffiliation Agreement was published by the Board of Trustees in May 2022. Since that time, the Board of Trustees has been engaged with the Bishop, Cabinet, and other leaders to process churches as requested through the disaffiliation process. As can be found in the Journal of the November 2022 Conference, 249 local churches were approved for disaffiliation and all of those completed the requirements and

disaffiliated as of December 31, 2022. Following the published disaffiliation agreement and process, the Board of Trustees has included a listing of local churches whose church conference has approved the disaffiliation agreement and process as an addendum to this report for your consideration for a July 31, 2023, effective date. Upon ratification of the Annual Conference and fulfillment of all provisions of the disaffiliation agreement prior to the effective date of July 31, 2023, the churches listed in the addendum will disaffiliate and no longer be a local church of The United Methodist Church.

While the Board of Trustees regrets the state of disunity and separation in The United Methodist Church, the Board has worked to fulfill the responsibilities entrusted to its care in *The Book of Discipline*. Therefore, in accordance with paragraphs 33 and 2529.1(b)(3) of *The Book of Discipline* and Judicial Council Decision 1379 which requires that ‘the disaffiliation agreement be ratified by a simple majority of the members of the annual conference present and voting,’ the Board of Trustees moves the ratification of the Disaffiliation Agreement of the churches named in the Addendum to this report.

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

Addendum to the Report of the Annual Conference Board of Trustees

District	Church	District	Church	District	Church
Beacon	Bethany UMC (Winsteadville)	Gateway	Cotton UMC (Hope Mills)	Heritage	Ebenezer UMC (Littleton)
Beacon	Bethel UMC (Bethel)	Gateway	Hickory Grove UMC (Clio, SC)	Heritage	Gillburg UMC (Henderson)
Beacon	Cedar Grove UMC (Winfall)	Gateway	Hope Mills UMC (Hope Mills)	Heritage	Gray Rock UMC (Kittrell)
Beacon	Savages UMC (Gates)	Gateway	Mt. Ariel UMC (Lillington)	Heritage	Norlina UMC (Norlina)
Capital	Ebenezer UMC (Raleigh)	Gateway	Parker UMC (Raeford)	Heritage	Rich Square UMC (Rich Square)
Capital	Erwin UMC (Erwin)	Gateway	Rowland UMC (Rowland)	Heritage	Sandy Cross UMC (Nashville)
Capital	Hopewell UMC (Newton Grove)	Gateway	Sandy Grove UMC (Lumber Bridge)	Heritage	Scotland Neck UMC (Scotland Neck)
Capital	Jefferson UMC (Goldsboro)	Gateway	Tabernacle UMC (Hamlet)	Heritage	Shiloh UMC (Gaston)
Capital	Pine Forest UMC (Goldsboro)	Gateway	Union UMC (Lillington)	Heritage	Stovall UMC (Stovall)
Capital	Stantonsburg UMC (Stantonsburg)	Gateway	West Robeson UMC (Maxton)	Heritage	Temperance Hall UMC (Elm City)
Corridor	Belmont UMC (Burlington)	Harbor	Bluefield UMC (Clarkton)	Heritage	Union Chapel UMC (Kittrell)
Corridor	Faith UMC (Burlington)	Harbor	Dixon's Chapel UMC (Supply)	Sound	Asbury UMC (Cove City)
Corridor	Grace-CaVel UMC (Roxboro)	Harbor	Grace UMC (Clinton)	Sound	Bridgeton UMC (Bridgeton)
Corridor	Hebron UMC (Mebane)	Harbor	Jordan's Chapel UMC (Burgaw)	Sound	Dover UMC (Dover)
Corridor	Helena UMC (Timberlake)	Harbor	Rose Hill UMC (Rose Hill)	Sound	Hickory Grove UMC (LaGrange)
Corridor	Rock Creek UMC (Snow Camp)	Harbor	Shiloh UMC (Maco)	Sound	Oak Grove UMC (Havelock)
Corridor	Shiloh UMC (Gibsonville)	Harbor	St. Paul UMC (Tabor City)	Sound	Pollocksville UMC (Pollocksville)
Fairway	Buckhorn UMC (Moncure)	Harbor	Village Point UMC (Shallotte)	Sound	Queen's Creek UMC (Hubert)
Fairway	Carbonton UMC (Goldston)	Harbor	Wallace UMC (Wallace)		
Fairway	Cool Springs UMC (Carthage)				
Fairway	Hickory Grove UMC (Siler City)				
Fairway	Pleasant Hill UMC (Jackson Springs)				

2023 RESOLUTIONS

CREATION CARE TEAMS IN LOCAL CHURCHES

Whereas, Scripture proclaims God created all, nurtures all, and orders all creation in harmony—from Earth’s hospitable atmosphere, mighty seas, abundant forests and other plants to nutrient-rich soil, from majestic whales to the tiniest microbes and all sentient and non-sentient beings in between, relating to each and all in self-giving love. Scripture also proclaims God called humans to be caretakers of creation (Genesis 1–2), bearing God’s image by relating to creation in a godly manner, nurturing it and maintaining it in harmony. Jesus declared the Greatest Commandments are to love God and to love neighbor, especially the most vulnerable (Luke 10:25-37). Persons living in poverty, persons of color, and indigenous people in this country and throughout the world are harmed first and most by the degradation of creation, and these same groups have the fewest resources to recover from that harm. Care for creation is clearly a matter of justice. Creation, including all people, is already or will be affected by the current and coming level of danger from climate change and its consequences that intersect with multiple expressions of injustice. It follows that loving God, the Creator, means loving God’s Creation and that loving neighbors in distress requires stopping harm and righting wrongs, in other words, working for justice; and

Whereas, Tradition for United Methodists includes John Wesley’s Three Simple Rules for living faithfully: First, do no harm; second, do all the good you can; and third, stay in love with God.

Our proposed 2020 Social Principles begin with “The Community of All Creation,” outlining the care and justice work needed amid the cascading crises that are harming God’s creation and our neighbors. The 2009 Pastoral Letter of the Council of Bishops of The United Methodist Church, *God’s Renewed Creation: Call to Hope and Action*, pledges leadership in the work of renewal. The 2016 *Book of Discipline* (Paragraph 254) includes an Earth Advocacy ministry group as a way “to fulfill the mission of the local church.” At their November 2021 meeting, the Council of Bishops made a statement to “Encourage and support action on climate change at the annual conference level, including support for moving toward net-zero greenhouse gas emissions.” In 2021, The Conference Board of Trustees committed the North Carolina Conference to a 50% emissions reduction by 2030 and 100% reduction by 2050 [1]; and

Whereas, Reason is a God-given gift. Our reasoning capabilities are informed by modern scientific research and practices. The scientific community has given clear warning that creation is under tremendous strain due to the poisoning of air, water, and land; habitat destruction; the unsustainable consumption of earth’s finite resources; and the rapidly accelerating extinction of species. Scientists have sounded the alarm of catastrophic harm to creation if global warming and associated climate change are not halted and reversed. They point to how rising temperatures have already intensified wildfires, hurricanes, drought, and sea-level rise throughout the world with devastating impacts [2]. Our reasoning capabilities are also informed by the examples of indigenous peoples whose traditional wisdom and practices honor living in harmony with nature. Globally, humans can understand the damage and ways of mitigating the effects. They can discern what is needed and how to carry out their specific plans in their local situations; and

Whereas, Experience is honored by United Methodists as a way of recognizing lifetime gains of knowledge, understanding, perspectives, and practices of diverse, unique individuals. Functioning as a team, they become stronger in their efforts, taking heart from one another in these critical times (Ecclesiastes 4:12). Experience is also honored in the varied ways in which humans encounter God through nature and society. As we age, we grow ever more aware of our creaturely mortality. Such awareness is divinely intended to grow us in empathetic wisdom and spur our action. Such senior wisdom is honored by all ages. Youth and young adults,

aware of how much the crisis will affect them and their descendants, have armed themselves with knowledge and ardent empathy. Wise elders respect, honor and encourage our far-seeing younger colleagues, fostering them as leaders in our common calling;

Now, therefore, be it resolved, the North Carolina Annual Conference urges every local church **to create a Creation Care Team or strengthen an existing one for action** in four areas each year—Worship, Education, Practice, and Advocacy—providing children, youth, and adults of all ages with inspiration, knowledge, encouragement, and practical means for caring for creation and justice. These actions include:

One or more occasions of worship celebrating God’s grace, glory, and beauty in creation and connecting creation care and justice to the scriptural call to love God and neighbor; and weekly confessing our failure to be godly stewards of God’s creation.

One or more educational opportunities, held within and for the congregation and/or community, related to some aspect of creation care and justice.

One or more positive changes in the practices of the church’s life and/or to the church building or grounds, for the purpose of meeting the 2021 emission goals quoted above [1].

One or more actions that advocate for change in systems that perpetuate injustice and harm to creation and communities either locally, regionally, nationally, or globally; and

Be it further resolved, the North Carolina Annual Conference urges every local church to **lift up creation care and justice in all areas of ministry and mission**, including preaching, liturgy, communications, education, outreach, and advocacy. In liturgy, weekly prayer of Confession could include words like, “We have not heeded the groaning of creation,” (Romans 8); and

Be it further resolved, the North Carolina Annual Conference urges every local church to **exchange ideas and offer inspiration** throughout the connection; and

Be it further resolved, the NC annual conference **will continue its ongoing work of assisting churches by means of the conference creation care team, and through the new District creation care teams**, under the guidance of the district superintendents.

1. “Joint statement from the Creation Care Committee and Conference Board of Trustees,” September 20, 2021. <https://nccumc.org/creation/2021/09/joint-statement-from-the-creation-care-committee-and-conference-board-of-trustees/> also: <https://www.umc.org/en/content/global-ministries-commits-to-net-zero-emissions-by-2050-adv>

2. Intergovernmental Panel on Climate Change: <https://www.ipcc.ch/report/sixth-assessment-report-cycle/>

See also: **Project Drawdown: Climate Solutions 101**: <https://drawdown.org/climate-solutions-101> and <https://drawdown.org/news/insights/new-drawdown-lift-report-advancing-climate-solutions-can-help-alleviate-extreme>

Approved by the Creation Care Committee NCCUMC, May 8, 2023

