



Annual Conference 2024

CONFERENCE WORKBOOK

JUNE 13-15



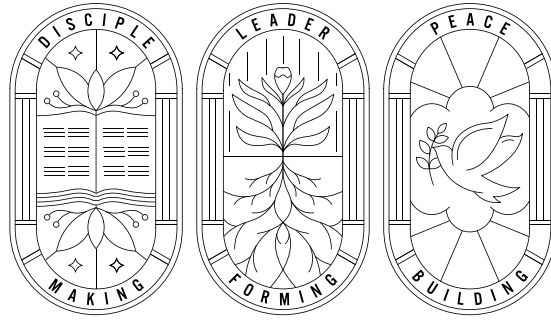
North Carolina Conference
The United Methodist Church

Greenville Convention Center
303 Greenville Blvd SW, Greenville, NC 27834
nccumc.org/ac2024



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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 2024 website:** nccumc.org/ac2024

 **Facebook:** facebook.com/nccumc

 **Instagram:** instagram.com/nccumc

 **X:** twitter.com/nccumc

 **Official Hashtag:** [#nccac24](https://twitter.com/nccumc)

JOIN THE CONVERSATION

Join the conversation by using/following the official hashtag **#nccac24**.

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!

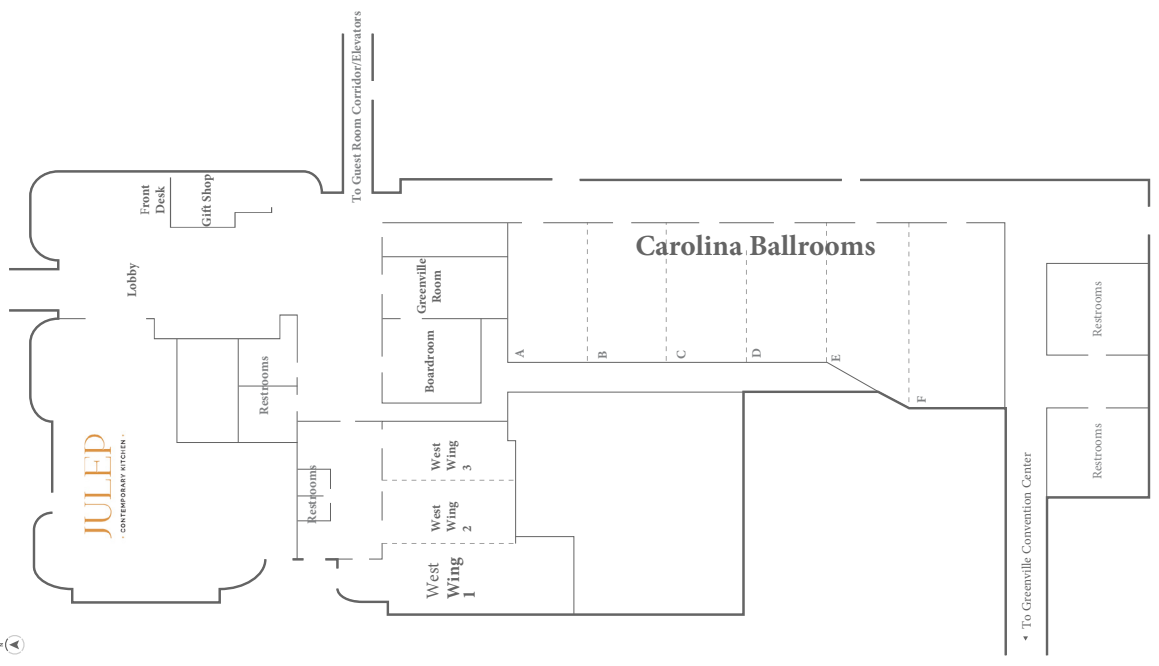
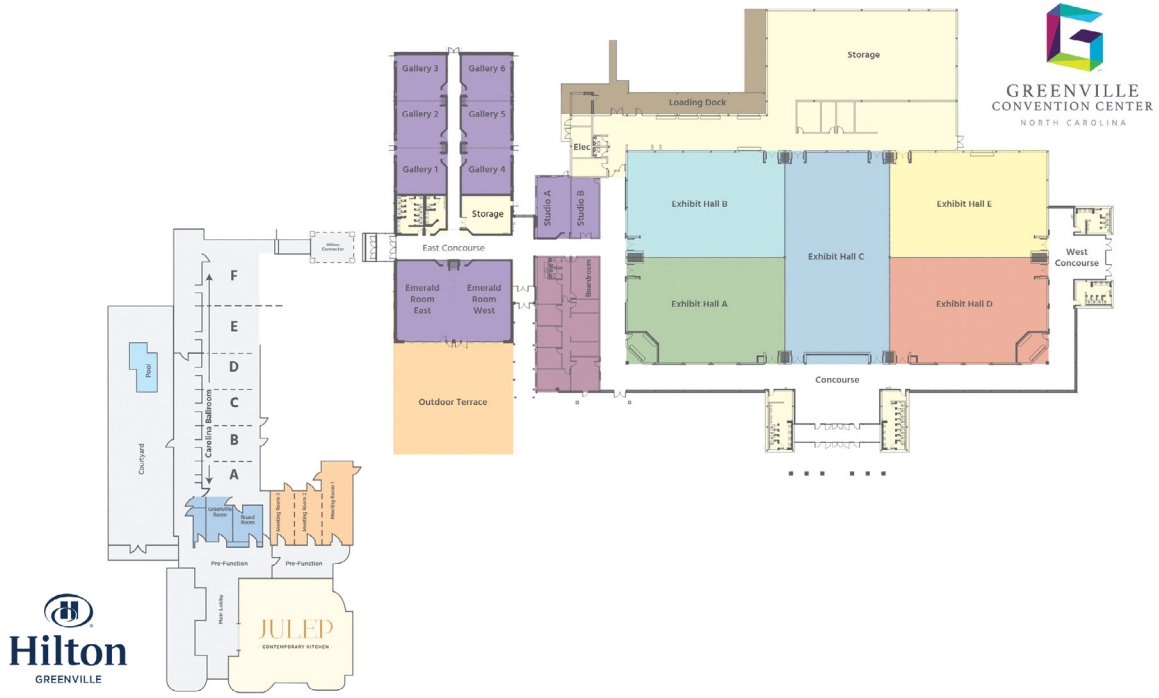
Include **#nccac24** on your public Instagram or X account and pick up your free prints during the Annual Conference.

1. Post to Instagram or X
2. Tag photos with **#nccac24**
3. Take your free prints!

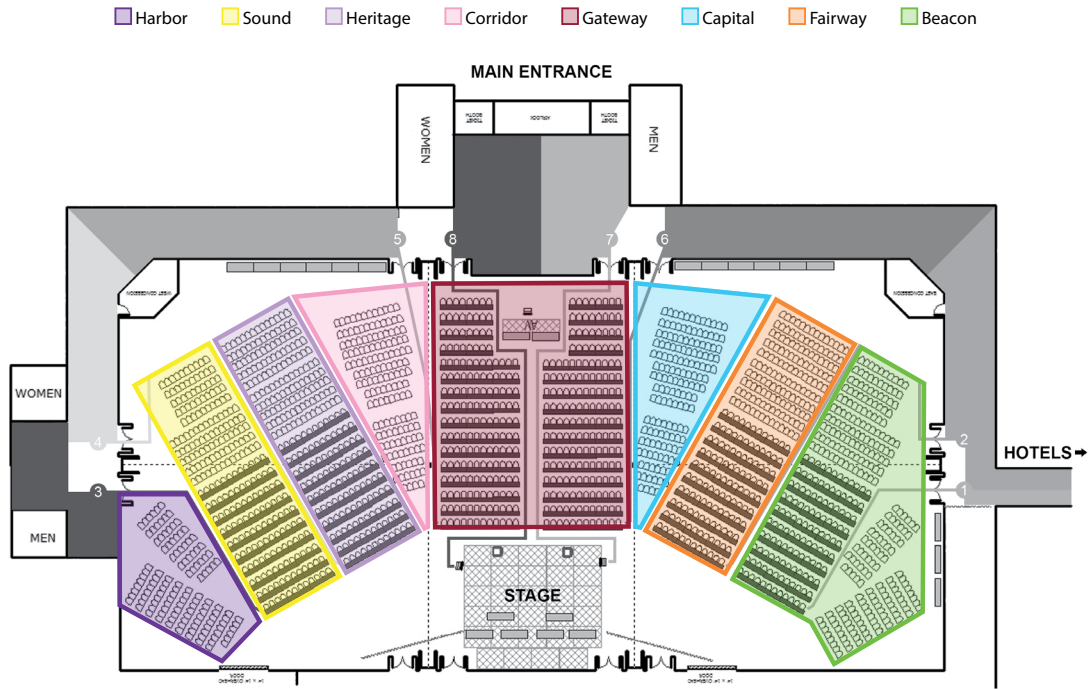
Emergencies/First Aid

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

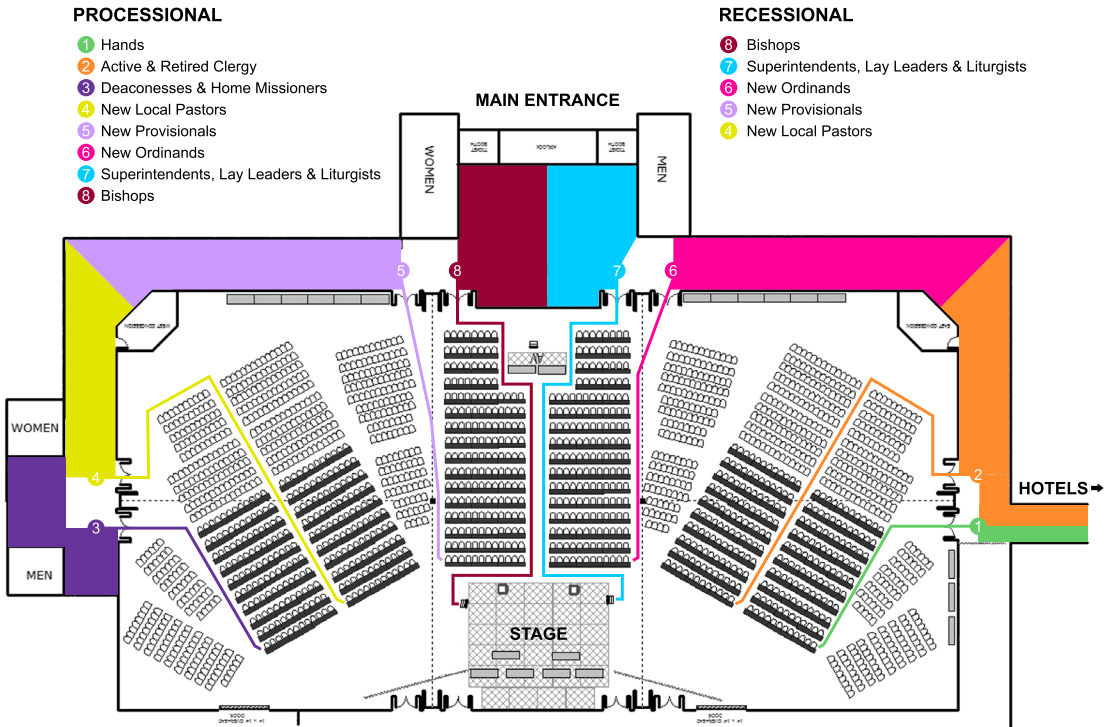
CONFERENCE MAPS



AC TELLER SECTIONS



ORDERING OF MINISTRY



Dear Sister and Brother United Methodists:

The 2024 Session of the Annual Conference is here! We are once again gathering at the Greenville Convention Center for celebration, connection, worship, learning, and focus!

On June 13-15, 2024, we will highlight **Disciple Making**, **Leader Forming**, and **Peace Building**! Kylan Pew, worship leader from Atlanta, Georgia, alongside North Carolina young adults will lead in praise, worship, and imaginative liturgical practices! We are excited to welcome the General Secretary of Discipleship Ministries, Rev. Jeff Campbell, to the NCC. Rev. Campbell will resource our local churches with a presentation on **Disciple Making**, our first day's focus.

Our second focus is **Leader Forming**. With great intentionality, the North Carolina Conference forms spiritual leaders who follow Jesus with a posture to "serve, not to be served." We will hear stories from many ministries who are preparing the next generation of leaders! Rev. Jon Strother, NCC district superintendent, will bring a sermon of hope and gratitude at the Memorial Service on Friday morning.

The third focus is **Peace Building** - expressions of communal discipleship through which God transforms the world. Rev. Molly White, Associate Pastor at Hayes Barton UMC, Raleigh, will teach from the Sermon on the Mount as we hear from peacebuilders across our conference.

The Ordering of Ministry Service on Saturday morning will send new leaders into the church and the world to serve. Rev. Dr. Sangwoo Kim, Associate Dean for Vocational Formation and Senior Director of the Methodist House, Duke Divinity School, will preach God's word for this service. Paul Saik, worship leader at Centenary UMC, New Bern, will coordinate and lead music for the Ordering of Ministry Service.

Come with expectant hearts and an attitude of unity as we gather in Greenville! The North Carolina Conference envisions healthy congregations and effective leaders in every place making disciples of Jesus Christ for the transformation of the world.

SPECIAL OFFERINGS

Opening Worship Offering will support **The Gary Wayne Locklear Mission Endowment** which is used to respond to needs related to health, wellness, and abundant life; economic resources for fullness of life; education; and spiritual vitality found in Jesus Christ.

Ordering of Ministry Offering will undergird the **Professors in Methodism**, an endowed fund, to provide salary support for professors who will teach Methodist history, theology, and polity in our Central Conferences.

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, or in writing. To be recognized to speak on an issue, raise the white paddle. When the Bishop recognizes anyone with a raised white paddle, the Bishop 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 to the registration desk.

Lanyard colors are reflective of your current status, not your 07/01/24 status.

Red – *Lay Members, At Large Members, Deaconesses, Diaconal Ministers, Home Missioners* (¶602.6)

- Vote on all deliberations/measures except on the granting and validation of license, ordination, reception into full conference membership, or any questions concerning character and official conduct of ordained ministers.

Blue – *Clergy Members (Deacons/Elders) in Full Connection and all members of the Board of Ordained Ministry (including local pastors, associate members and laity)* (¶602.1a)

- Vote on all matters of the Annual Conference.
- Attend Clergy Session

Green – *Local Pastors and Retired Local Pastors under appointment and those serving as Other Denomination* (¶602.1d, ¶346.2)

- Vote on all matters except ordination, character, constitutional amendments, clergy delegates to General and Jurisdictional Conference and conference relations of clergy, except those who are members of the Board of Ordained Ministry.
- Attend Clergy Session

White – *Associate Members, Provisional Members* (¶602.1b, c)

- Vote on all matters except ordination, character, constitutional amendments, clergy delegates to General and Jurisdictional Conference and conference relations of clergy, except those who are members of the Board of Ordained Ministry.
- Attend Clergy Session

Orange – *Retired Local Pastors not under appointment* (¶320.5)

- Have voice but no vote
- May attend Clergy Session

Purple – *Interim Supply* (¶206.4)

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

Yellow – *Members of Other Conferences, Other Methodist Denominations, Affiliates, Student Pastors* (¶346.1, ¶318.3, ¶344.4)

- Have voice but no vote
- May attend Clergy Session
- Student pastors as listed in the BOD ¶318.3

Black – *Official Staff Members and Guests*

- All staff available for your assistance will be wearing black lanyards. (They have no vote and have no voice unless granted on the floor of the Conference.)

ANNUAL CONFERENCE OUTREACH PROJECT

This year's collection of items at Annual Conference in Greenville will center around Menstrual Hygiene Kits. These kits are distributed at times of natural disaster when such supplies are hard to access. Also, kits are distributed in communities in many countries where girls and women are not able to go to school or work because of the lack of access to these items.

We are asking members of the Annual Conference to bring completed menstrual hygiene kits to our gathering in June in Greenville. Alternatively, members may bring any of the following items which will become part of the kits at a later time:

Menstrual Hygiene Kits:

Materials Needed

- Two, 2oz bottles of hand sanitizer
- Three, 4-gallon bathroom trash bags
- 10 tampons (5 regular and 5 super)
 - unscented
- 10 Sanitary pads (long, super, ultra thin)
 - unscented
- Bath soap (3oz bar or larger)
 - No Ivory or Jergens soap
 - Do not remove from packaging
- One pack of flushable wipes (42 count)
 - unscented
- Six laundry detergent sheets or vending machine sized detergent boxes
- One, one-gallon sized resealable bag

Our goal is to have enough materials to make 1,000 kits. The kits will be used locally and globally this year. For more information about how to complete a kit, please visit <https://nccumc.org/disaster/kits/menstrual-hygiene-kits/>

Collection boxes will be to the right of the stage in the Convention Center.

HAPPENINGS AT ANNUAL CONFERENCE

Clergy Spouse Association:

The NCCUMC Clergy Spouse Association is delighted to offer "cross and flames" garden/yard stakes for sale. Since 2023, our association has been gifting newly licensed, confirmed, and ordained clergy with a cross to accompany them on their journey. Our aim is to continue providing this special gift in the future. This year, we will have a limited number of crosses available for \$75.00 each at our display area table. It would be wonderful to see these crosses displayed throughout our beautiful conference!

Cash & Check Accepted

For Additional Information Please contact nccumcclergyspouse@gmail.com

NC Conference Disaster Team:

The NC Conference Disaster Team has a Solar Powered Generation Trailer. Come and check it out along with the Disaster Team display table right outside the Convention Center toward the Hampton Inn. The trailer allows local churches to meet needs during power outages whether caused by storms or other causes such as the Moore County Power Station attack. The trailer can power a church's fellowship hall and kitchen for community meal preparation, a warming or cooling station or misting tent, a hub for recharging electronics or a battery library to charge home-based electronics and medical devices, or volunteer team housing. The possibilities are endless.

Thursday Night Ice Cream Social and other activities- 7pm at the Convention Center:

Come out on Thursday night at 7pm for ice cream, book signing and karaoke!

Join NC Conference pastors who are also authors, who have recently been published, for a book signing event in the Emerald Room. Come purchase books authored by your colleagues on a variety of topics including Bible study, spiritual formation, theology, Methodist history, and even a children's picture book!

Your NCCUMC college chaplains and Wesley campus ministers invite you to our first-ever Karaoke Night! Wear the gear of your favorite college and come out to sing a song (or cheer on your friends and colleagues)!

Early Morning Communion:

Join us on Friday, June 14th at 7am for Early Morning Communion. We will meet at the Convention Center in the West Concourse (the area between the main room and the exit to the Hampton Inn). You can locate the West Concourse on the map of the Convention Center.

Quiet Room at the Hilton:

We have set aside space at the Hilton to be used as a Quiet Room. This room can be used by anyone who needs some space or quiet time to pray, rejuvenate or calm a child. The room will have a draped space for nursing mothers. The room is in the West Wing 1 room at the Hilton. The room will be marked with a sign and there is a map in your workbook to help you locate the space.

DISPLAY TABLES

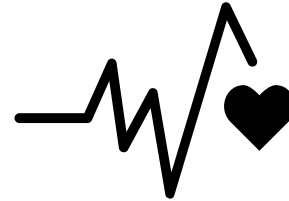
Please stop by and take a look at what we have.

- 1) NCCUMC Clergy Spouse Association
- 2) Zoe Empowers
- 3) Race Equity & Justice Ministries
- 4) United Methodist Rural Advocates
- 5) Mothers and Their Children Inc.
- 6) United Methodist Men
- 7) The United Methodist Credit Union
- 8) Asian Ministry Committee
- 9) Perkins School of Theology | SMU
- 10) Greensboro College
- 11) United Methodist Foundation
- 12) Discipleship Ministries
- 13) NC Conference Archives
- 14) NCCUMC Outreach Ministry Vietnam Mission Initiative
- 15) The Church at Spring Forest
- 16) New Faith Communities
- 17) North Carolina Council of Churches
- 18) Society of St. Andrew
- 19) Wespeth Benefits & Investments
- 20) Missions Team
- 21) North Carolina Conference United Methodist Volunteers in Mission
- 22) NCCUMC Creation Care Committee
- 23) United Methodist Retirement Homes, Inc.
- 24) Methodist University
- 25) Congregations 4Children
- 26) Wesley Community Development Corporation
- 27) TENx10
- 28) Duke Divinity School
- 29) Duke Clergy Health Initiative and Religion and Social Change Lab
- 30) All God's Children United Methodist Church
- 31) NC Health Team
- 32) NCCUMC Refugee and Immigration
- 33) Union Presbyterian Seminary
- 34) Candler School of Theology
- 35) Wesley Theological Seminary
- 36) Hood Theological Seminary
- 37) UMEA
- 38) United Methodist Rural Advocates
- 39) Center for Leadership Excellence
- 40) Lay Servant Ministries
- 41) NC COSROW
- 42) Selection.com
- 43) Crafts from Jerusalem
- 44) Educational Opportunities Tours
- 45) Christian Olive Art
- 46) Kylan's Music
- NC Conference Media Center - Free Books Table
- NC Conference Media Center
- Disaster Ministries

NC CONFERENCE HEALTH TEAM



NC Conference Health Team



Annual Conference Offerings

SHEPHERD'S CARE MEDICAL CLINIC BUS -- Thursday and Friday.

Parked outside of the conference center side door (on side of Hampton Inn).

They will have a primary care provider on the bus both days who can see any type of walk-in visit for adults/children. Shepherd's Care is a service that benefits the uninsured and in order to support that ministry, expect to pay a small fee to help offset the cost of the visit.



The NC Conference Health Team invites ALL conference attendees to participate in a **FREE** brief health screenings in

Gallery 3 of the Convention Center:

HEALTH SCREENINGS FOR THOSE NOT ON CONFERENCE HEALTH INSURANCE - Thursday

Those who are NOT enrolled in the conference health insurance plan are encouraged to be screened by ECU Health on Thursday from **9am-4pm**.

HEALTH SCREENINGS FOR THOSE ON CONFERENCE HEALTH INSURANCE - Friday

Those enrolled in the conference HealthFlex insurance plan are encouraged to attend the Blueprint for Wellness Screening on Friday **6 am - 9:30 am**. Pre-register by May 31 as there are limited supplies for walk-ins. Register through the Virgin Pulse app or website and find Blueprint for Wellness under the "Benefits" tab or call 1-855-623-9355 (Employer Group: HealthFlex).

Why participate?

Earn \$100 cash incentive rewards if on conference health insurance. It's quick, easy and FREE. You'll receive valuable, confidential health information that you may choose to share with your Primary Care Provider.



HEALTH TEAM DISPLAY

Visit the Health Team display in the **display area**.
Pick up a calming strip, adult coloring sheets and crayons!
Access prayer stations and other helpful information!

CONFERENCE AGENDA

North Carolina Annual Conference 2024

Annual Conference Registration Hours: At the Greenville Convention Center

Wednesday, June 12th

4:00 pm – 6:00 pm

Thursday, June 13th

8:00 am – 5:00 pm

Friday, June 14th

8:00 am – 11:00 am

1:30 pm – 3:30 pm

Saturday, June 15th

8:00 am – 8:30 am

Thursday, June 13th

7:45 am Prayer at Center Stage
 10:00 am Clergy & Laity Executive Sessions
 12:00 pm Recess for Lunch
 1:30 pm Opening Worship & Communion
Bishop Connie Mitchell Shelton, Preacher
 2:45 pm Break
 3:00 pm Disciple-Making Plenary Session
*Rev. Jeff Campbell, Discipleship
 Ministries General Secretary*
 5:00 pm Recess for Dinner
 7:00 pm Ice Cream Social and Karaoke with
 Campus Ministries
 Book Signing with NC Conference
 Authors

Friday, June 14th

7:00 am Early Morning Communion
 7:30 am Extension Ministry Breakfast
 8:15 am Prayer at Center Stage
 9:00 am Leader-Forming Plenary Session
 11:00 am Memorial Service
Rev. Jon Strother, Preacher
 11:45 am Recess for Lunch
 12:00 pm Retiree Luncheon
 1:30 pm Retiree Recognition
 1:45 pm Peace-Building Plenary Session
Rev. Molly White, Teacher
 3:30 pm Break
 3:45 pm Financial Overview
 5:00 pm Recess for Dinner
 7:00 pm Ordering of Ministry Rehearsal

Saturday, June 15th

7:30 am Prayer at Center Stage
 9:00 am Closing Plenary Session
 11:00 am Ordering of Ministry Service
Rev. Dr. Sangwoo Kim, Preacher

CONFERENCE OFFICERS, CABINET AND STAFF

Conference Officers

President:	Connie Shelton
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:	Dennis Peay
President, Conference:	UMM Bill Huggins
President, Conference:	UWF LaNella Smith
President, Conference:	UMYF Emily Johnson
Chancellor:	Eric Stevens

Cabinet Members

Bishop Connie Shelton; Beacon District: Jon Strother; Capital District: Chris Brady; Corridor District: Mike Frese; Fairway District: Sunny Limm; Gateway District: David Blackman; Harbor District: Tara Lain; Heritage District: Ismael Ruiz-Milan; Sound District: Jon Strother

Leadership Team

Bishop Connie Shelton; 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 and Executive Assistant to Bishop Connie Shelton; Douglas Ward, IT Director; Derek Leek, Communications Director; Eight District Superintendents

Cabinet Officers

Dean	
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
Information Technology Office:	Douglas Ward
Bishop's Office:	Lou Jennings
Communications Office:	Derek Leek, Ray Pearce, Dennis Peay
Conference Rules:	Danny Peck
Conference Secretary's Office:	Caroline Jackson
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, Patrick Jones
Treasurer's Office:	Chrisy Powell

2024 CONFERENCE ORGANIZATION AND PERSONNEL

Annual Conference Personnel, Committee on

Area Bishop:	Connie Mitchell Shelton
Conference Lay Leader:	John Hall
Conference Secretary:	Gray Southern
Director:	Connectional Ministries Steve Taylor
President:	UMM Bill Huggins
President:	UWF LaNella Smith
President:	UMYF Emily Johnson

Ex-Officio

Assistant to Bishop for Clergy Life:	Beth Hood
Annual Conference Music:	Kylan Pew and 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 Youth Committee Legislative Affairs Person, Haley DiFruscio

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

Tom Hallberg, Jack Colenda
Elizabeth Gaines, Dawson Lane
Laure Kalau, Suzanne Cobb
Kevin Seymour, Thearon Willis
Bobby Tyson, Mattheue Locklear
Terry Williams, Tal Madison
Kim Lail, Keith Sexton
Layne Harpine, Rhonda Grant Jordan

Lay

Laura Riddick, Tracy Manigault
Shawna Smith Parker, Miles Hunt
Nancy Lee Newell, Sally Humphries
Brenda Brown, Nick Gaster
Lucy Lowry, Stephanie Alford
Jane Williams, Julie Madison
Beth Rhodes, Carol Mehle-Bittner
Susan Branch, Carla Holbrook

SPECIAL MEALS

Thursday – June 13, 2024

Cross-Racial/Cross-Cultural Luncheon

Thursday, June 13th at 12:00 pm

Yolanda Correa
ycorrea@nccumc.org
(984) 257-7205

Greenville Hilton, Room Carolina F
207 SW Greenville Blvd
Greenville, North Carolina 27834

Additional Information: The NCCUMC Race Equity and Justice Office would like to honor and celebrate all our Cross-Racial/Cross-Cultural appointments.

Clergywomen's Luncheon

Thursday, June 13th at 12:00 pm
\$22.00

Tracy Sexton
tclayton@nccumc.org
(252) 586-5385

Greenville Hilton
207 SW Greenville Blvd
Greenville, North Carolina 27834

United Methodist Foundation Partners Luncheon

Thursday, June 13th at 12:30 pm

Lynita Williams
lynita.williams@umfnc.org
(910) 332-9393

Greenville Hilton
207 Southwest Greenville Boulevard
Greenville, North Carolina 27834

Additional Information: Invitations to the UMF Partner Celebration Luncheon will include a link to register. Please reach out to our office at info@umfnc.org or call (919) 836-0029 if you have any questions regarding invitations or registration.

Deacon Dinner

Thursday, June 13th at 5:00 pm
\$20.00

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

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

Additional Information: The NCCUMC Deacons will gather for our dinner during Annual Conference on Thursday, June 13, 2024, at 5:00 p.m. (or as soon as you can get there following the afternoon Conference session). Location is St. James UMC, 2000 E. 6th St., Greenville.

The cost of the meal is \$20. Please make checks out to St. James UMC, 2000 E. 6th St., Greenville, NC 27858, ATTN: Joyce Day. Please complete the form below to RSVP. We will be sending out an email later to share information about the menu and to ask your meal preference. Deadline for reservations is Friday, June 7.

Evangelical Fellowship Meal/Meeting

Thursday, June 13th at 5:00 pm

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

Parker's Barbecue Restaurant
3109 S. Memorial Drive
Greenville, North Carolina 27834

Additional Information: All who are claimed by the Church's evangelical faith are welcome to gather for fellowship, food, and encouragement. Ordering from a menu, we will enjoy Christian conversation with each other — and perhaps a conversational program on Christian truths for reforming The United Methodist Church.

Friday – June 14, 2024

Extension Ministry Breakfast

Friday, June 14th at 7:30 am

Becki Leeland
clergy@nccumc.org
(984) 257-7226

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

Additional Information: This event is by clergy invitation only.

Board of Pension Retiree Luncheon

Friday, June 14th at 12:00 pm

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

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

register by Mail before 05/27/2024

Gayle Felton Love Thy Neighbor Worship Celebration

Friday, June 14th at 5:30 pm

Henry Jarrett
jarretth@bellsouth.net
(919) 606-5674

Greenville Holiday Inn
Holiday Inn Greenville
Greenville, North Carolina 27834

additional information: Please contact us at mfsancc@gmail.com if interested in attending.

STANDING RULES OF ORDER

for In-Person 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 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 the floor of the Greenville Convention Center, except those spaces designated for guests and visitors within the marked partitions. Guests, annual conference staff, and convention center staff necessary for the work of the annual conference shall have access to the bar as do conference members.
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.
 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 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. **There shall be up to three (3) speeches for and three (3) against each motion.**
 - ~~2:~~ **3.** 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:~~ **4.** 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:~~ **5.** 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. 6. 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.
7. 8. 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,
 - 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 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*.
8. 9. 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. 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). 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 -- 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 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. 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 2022~~3~~ Annual Conference. A complete report is in the 2022~~3~~ Journal. ~~The Conference Rules Committee will submit a Lay Equalization Plan for consideration at the 2023 annual conference and, if adopted, will be used ahead of the 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 **any part of a four-year quadrennium, with the possibility of reelection for a second quadrennium except as otherwise defined in *The Book of Discipline*. 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 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, 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. **There shall be a** 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 for Clergy Life, Executive Director of New Faith Communities, Conference Treasurer;
 - (3) Conference Team 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 of Faith**, United Methodist Men, conference council on youth ministry, and others.

E. Annual Conference Officers

1. The Annual Conference Lay Leader shall be elected quadrennially. This nomination will be made in a joint session of the Board of Laity and Cabinet. The nomination is to be made no later than October of the year prior to 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 for Clergy Life with such duties and responsibilities as determined by the Annual Conference or assigned by the presiding Bishop.
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 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.

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.

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 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 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.

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. 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 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. **There shall be up to three (3) speeches for and three (3) against each motion.**
- ~~2.~~ 3. 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.~~ 4. 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.~~ 5. 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.~~ 6. 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.
7. Members requesting the floor shall follow the process outlined above in an online meeting of 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. 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). 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. 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 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 a one-page biographical statement to the delegation Secretary, who will distribute all such statements to all members of the delegation. 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 2022~~3~~ Annual Conference. A complete report is in the 2022~~3~~ Journal. ~~The Conference Rules Committee will submit a Lay Equalization Plan for consideration at the 2023 annual conference and, if adopted, will be used ahead of the 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 **any part of a four-year quadrennium, with the possibility of reelection for a second quadrennium except as otherwise defined in *The Book of Discipline*. 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 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, 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. **There shall be a 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 for Clergy Life, Executive Director of New Faith Communities, Conference Treasurer;

- (3) Conference Team 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 of **Faith**, United Methodist Men, conference council on youth ministry, and others.
- E. Annual Conference Officers
1. The Annual Conference Lay Leader shall be elected quadrennially. This nomination will be made in a joint session of the Board of Laity and Cabinet. The nomination is to be made no later than October of the year prior to 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 for Clergy Life with such duties and responsibilities as determined by the Annual Conference or assigned by the presiding Bishop.
 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 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.

NC CONFERENCE LAY EQUALIZATION PLAN

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

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

Total required clergy membership (TRCM): _____

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

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

Total required lay membership (TRLM): _____

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

STEP 4: To approach the TALM, admit the following as lay members in this order:

- A. Lay chairpersons of conference boards and divisions (1974 Journal, p. 261)
- B. Conference treasurer (inserted per 1987 Journal, p. 147)
- C. Lay members of general boards (1974 Journal, p. 261)

- D. Lay members of the latest session of General Conference (1974 Journal, p. 261)
- E. Reserve lay members of the latest session of General Conference (1974 Journal, p. 261)
- F. Lay members of the latest session of Jurisdictional Conference (1974 Journal, p. 261)
- G. Reserve lay members of the latest session of Jurisdictional Conference (1974 Journal, p. 261)
- H. District presidents of UMW (1974 Journal, p. 261)
- I. Lay persons on program staff (est. 1987 Journal, p. 147)
- J. One college or university student from each UM-related campus ministry within bounds of conference (1988 Journal, p. 173)
- K. District presidents of UMM (established 1983, codified 1989 Journal, p. 329)
- L. Presidents of the UM-affiliated colleges within bounds of conference (if lay) (established 1976, codified 1989 Journal, p. 329)
- M. Lay persons who are Administrative Assistants to the District Superintendents (2013 Journal, p. 79) and the Director of the District Office if a lay person.
- N. Conference youth vice president (2013 Journal, p. 79)
- O. Conference youth secretary (2013 Journal, p. 79)
- P. Conference youth treasurer (2013 Journal, p. 79)
- Q. Conference Youth Committee
- R. Lay members of the Committee on Finance and Administration
- S. Lay members of the Board of Pension
- T. Lay members of the Board of Trustees
- U. Lay members of the Board of Ordained Ministry
- V. Conference Chancellor
- W. Any co- District Lay Leader
- 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.

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

REPORTS AND RESOLUTIONS

STATISTICIAN'S REPORT

Statistician's Report May 2024 for Years 2022-2023

	TABLE I - December 31, 2022	2022	2023	Difference
	CHURCH MEMBERSHIP			
1	Total Professing members at start of year	213,576	169,081	
2a	Received on Profession of Faith through Confirmation	788	555	-233
2b	Received on Profession of Faith other than Confirmation	734	629	-105
2c	Restored by Affirmation of Faith	127	203	76
2	Total of Professions of Faith and Restored	1,649	1,387	-262
2d	Correct last years total by addition	215	70	-145
3	Received from other United Methodist Churches	1,940	2,023	83
4	Received from other denominations	890	807	-83
5a	Total removed by Charge Conference action	1,145	2,259	1,114
5b	Removed by withdrawal	2,301	1,380	-921
5	Total removed by Charge Conference action or withdrawn	3,446	3,639	193
5c	Correct last years total by subtraction	1,219	350	-869
6	Removed by transfer to other United Methodist Churches	2,013	937	-1,076
7	Removed by transfer to other denominations	47,084	11,778	-35,306
8	Removed by Death	2,511	1,791	-720
		161,997	154,530	-7,467
9a	Asian Professing Members	467	468	1
9b	Black Professing Members	5,553	5,	-153
9c	Hispanic/Latino Professing Members	685	679	-6
9d	Native American Professing Members	1,857	806	-1,051
9e	Pacific Islander Professing Members	80	90	10
9f	White Professing Members	152,887	145,966	-6,921
9g	Multi-Racial Professing Members	468	503	35
9h	Male Professing Members	70,706	67,615	-3,091
9i	Female Professing Members	91,257	86,187	-5,070
9j	Non-Binary	34	104	70
9	Total Professing Members at close of year	161,997	154,530	-7,467
10	Average attendance at the principal weekly worship service(s)	41,785	31,834	-9,951
10a	Number of persons who worship online	26,063	23,155	-2,908
11a	Number of persons baptized this year 0-12 years of age	999	684	-315
11b	Number of persons baptized this year 13 or older	734	260	-474
11	Total Baptisms	1,733	944	-789
12	Total Baptized members who have not become Professing members	15,083	14,323	-760
13	Number of persons on Constituency Roll	30,153	21,092	-9,061
14	Total enrolled in confirmation classes this year	879	627	-252

	SUNDAY SCHOOL			0
15	Number of children (0-11) in Christian Groups & all other small groups	11,154	10,013	-1,141
16	Number of Youth (11-18) in Christian Groups & all other small groups	6,416	5,515	-901
17	Number of Young Adults (19-30) in Christian Groups & all other small groups	2,673	1,761	-912
18	Number of Adults (31 + years) in Christian Groups & all other small groups	26,089	20,529	-5,560
19	TOTAL number of person in Christian groups & all other small groups	46,341	37,818	-8,523
20	Average attendance in the Sunday School	17,500	12,927	-4,573
21	DISCONTINUED			0
22	Number of participants in Vacation Bible School	14,973	10,851	-4,122
23	Number of ongoing CLASSES for learning in Sunday School	2,584	1,232	-1,352
24	Number of ongoing CLASSES for learning other than Sunday School	2,501	1,980	-521
25	Number of Short Term CLASSES & Groups (all ages)	1,288	1,133	-155
	UNITED METHODIST MEN			
26	Membership in chartered United Methodist Men	6,151	4,561	-1,590
27	Amount paid for projects	\$898,162	\$210,385,087	209,486,925
	UNITED WOMEN IN FAITH			
28	Membership in United Women in Faith	10,593	7,183	-3,410
29a	Amount paid for local church and community work	\$800,628	\$642,647	-157,981
	UNITED METHODIST YOUTH FELLOWSHIP			
29b	Membership in United Methodist Youth Fellowship	5,334	642,647	637,313
29c	Amount paid for projects	\$554,261	\$547,858	-6,403
30a	Number of UMVIM teams sent from this local church	93	35	-58
30b	Number of church members participating in any UMVIM team	272	479	207
31	Total number of community ministries for outreach, justice & mercy offered by this local church	3,667	2,831	-836
32	Of the ministries counted in Line 31, how many focus on global/regional health?	1,290	989	-301
33	Of the ministries counted in Line 31, how many focus on engaging in ministry with the poor/socially marginalized?	3,051	2,183	-868
34	Number of person from your congregation engaged in mission/ community	42,777	34,453	-8,324

Statistician's Report May 2024 for Years 2022-2023 (continued)

41	Number of persons served by community ministries for outreach, justice & mercy	1,339,916	1,169,724	-170,192
36	Value of church land, buildings and equipment AND Parsonage	1,5849,341	1,394,678,018	-189,331,323
37	Value of other assets	224,752,502	244,057,227	19,304,725
38	Indebtedness on items 36 & 37 at end of year	59,402,066	55,813,472	-3,588,594
39	Other indebtedness	1,100,895	619,289	-481,606
TABLE II - December 2021				
		2022		Difference
35.a	Total amount Apportioned to the Local Church	15,331,015	11,524,457	-3,806,558
35.b	Total amount Apportioned Paid by the Local Church to AC Treasurer	14,170,502	10,121,979	-4,048,523
37	Total Offerings for General Church Special Sunday Offerings	1,044,450	\$526,293.27	-518,157
38	Amount for World Service Specials remitted to the AC Treasurer	120	33	-88
39	Conference Advance Specials	296,058	257,273	-294,481
40	Youth Service Fund	2,874	1,578	-1,934
42a	New Room Society (\$10 Club)	3,175	940	-2,235
42b	Mission Initiative	8,653	158	-8,496
45.a	Human Relations	5,133	7,254	2,121
45.b	UMCOR Sunday (One Great Hour of Sharing)	26,081	27,781	1,700
45.c	Peace with Justice	7,609	4,751	-2,858
45.d	Native American Awareness Sunday	9,919	7,473	-2,446
45.e	World Communion	8,703	8,052	-651
45.f	United Methodist Student Day	6,190	5,249	-941
45	Total General Church Offerings	63,635	60,560	-3,075
50	Total amount given directly to United Methodist causes not sent to AC Treasurer	858,613	976,728	118,115
51	Other benevolences paid directly by local church	11,308,888	9,246,778	-2,062,110
58	All Pastor's Pensions	4,027,633	3,187,937	-839,696
64	Lead Pastor's base compensation	27,832,111	21,229,207	-6,602,904
64b	Equitable Compensation	146,851	66,701	-80,150
65.a	Associate's base compensation	2,992,768	3,329,294	336,526
65.b	Deacons Compensation	406,861	355,519	-51,342
66.a	Lead Pastor's utilities and other housing-related allowances	1,866,846	1,241,362	-625,484
66.b	Associate's utilities and other housing-related allowances	115,814	101,564	-14,250
66.c	Deacon utilities and other related allowances	13,000	0	-13,000
66	Total Utilities/Housing	1,995,660	1,342,927	-652,733
67.a	Lead Pastor's travel	1,193,057	1,044,194	-148,863
67.b	Associate's travel	72,223	881	15,778
67	Total travel paid	1,265,280	1,132,194	-133,086
68.a	Other cash allowances paid to/for pastor	267,967	171,076	-96,891
68.b	Other cash allowances paid to/for associate	62,715	46,743	-15,972
68	Total other cash allowances	330,682	217,819	-112,863
68.c	All Pastor's Medical Insurance paid by the church	5,188,891	3,777,361	-1,411,530
68.d	All Pastor's Life Insurance	91,166	83,121	-8,045
70	Other staff compensation	34,360,604	30,703,147	-3,657,457

71	Current expenses for program (including church school)	6,663,101	5,995,614	-667,487
72.a	Property Insurance paid by church	6,023,122	5,231,595	-791,527
72.b	Other current operating expenses (not including program expenses)	23,720,895	19,633,	-4,087,095
73	Principal and interest paid on indebtedness, loans, mortgages, etc.	7,441,027	7,452,802	11,775
74.a	Paid on buildings and improvements (not include funds borrowed)	19,701,707	17,031,526	-2,670,181
74.b	Housing Allowance - Lead Pastor	2,119,828	1,964,933	-154,895
74.c	Housing Allowance - Associate Pastor(s)	774,304	1,021,896	247,592
74.d	Housing Allowance - Deacon under appointment	136,600	75,980	-60,620
75	Grand Total Paid	172,976,059	145,025,693	-27,950,366
TABLE III				
		2022	2023	Difference
1x	Number of Pledges and Identified Givers	55,366	41,130	-14,236
1.a	Received thru Pledges	49,171,033	47,921,268	-1,249,765
1.b	Received from Non-Pledging yet identified givers	88,090,713	59,813,780	-28,276,933
1.c	Received from Unidentified Givers	3,121,326	2,246,027	-875,299
	Total 1a, 1b & 1c	140,383,072	109,981,075	-30,401,997
1.d	Received from Interest & Dividends	998,402	1,323,684	325,282
1.e	Received from sale of Church Assets	931,385	810,827	-120,558
1.f	Received from building use fees, contributions and rentals	2,499,443	2,996,464	497,021
1.g	Received through fundraisers	7,703,993	2,434,267	-5,269,726
1	Totals	152,516,295	117,546,318	-34,969,977
2.a	Capital Campaign	4,880,017	5,689,179	809,162
2.b	Memorial/Endowment/Bequests	4,543,158	5,746,299	1,203,141
2.c	Other Sources & Projects	9,667,945	2,251,861	-7,416,084
2.d	Amount Received From Special Sundays	2,508,009	2,023,965	-484,044
2	Totals	21,599,129	15,711,304	-5,887,825
3.a	Equitable Compensation Fund	146,851	69,015	-77,836
3.b	Advanced Specials & Apportioned Fund	507,053	521,194	14,141
3.c1	Other - Grants & Financial Support from Institutional Sources	1,641,186	1,827,940	186,754
3.c2	Other - PPP Grants & Part of the CARES ACT	604,595	2,727	-601,868
3.c3	Other - Conference COVID-19 Local Church Grants	529,945	27,242	-502,703
3.c5	Other - Conference Disaffiliation Recovery Local Church Grants		1,074,742	1,074,742
3	Totals	3,429,630	3,522,860	93,230
	Total amount received by the Local Church	177,545,054	136,780,482	-40,764,572
	NOTE: The Table data provided above is preliminary figures and is subject to change upon final audit.			

COUNCIL ON FINANCE & ADMINISTRATION

I. Conference Budget to be Raised January 1, 2025 to December 31, 2025

Row #	Ministry Teams	APPROVED			APPROVED		CCT REQUEST		
		Request 2022 Raised 2023 for 2024	Actual Raised 2023 for 2024	Shortfall for 2024	Request 2023 Raised 2024 for 2025	Request 2024 Raised 2025 for 2026	Increase (Decrease)	-7.56% % Increase (Decrease)	% of Total Apport
1	** World Service	\$1,744,429	\$1,563,923	\$180,506	\$1,242,571	\$1,065,078	(177,493)	-14.28%	9.44%
2	OUTREACH MINISTRY TEAM								
3	Disaster Readiness & Response	30,200	27,075	3,125	21,140	18,000	(3,140)	-14.85%	0.16%
4	Missions & Outreach	628,500	563,465	65,035	678,000	500,000	(178,000)	-26.25%	4.43%
5	Health Ministries	12,000	10,758	1,242	6,000	5,000	(1,000)	-16.67%	0.04%
6	Creation Care Ministries	13,200	11,834	1,366	10,000	10,000	-	0.00%	0.09%
7	Camp & Retreat Ministries Inc.	275,000	246,544	28,456	-	-	-	-	0.00%
8	Congregations for Children	18,000	16,137	1,863	12,000	10,000	(2,000)	-16.67%	0.09%
9	Subtotal - Outreach Ministry Team	\$976,900	\$875,815	\$101,085	\$727,140	\$543,000	(184,140)	-25.32%	4.81%
10	CHRISTIAN FORMATION TEAM								
11	Evangelism & Discipleship	16,250	14,569	1,681	12,000	10,000	(2,000)	-16.67%	0.09%
12	Youth Ministries	102,250	91,670	10,580	96,000	90,000	(6,000)	-6.25%	0.80%
13	Financial Discipleship Team	4,300	3,855	445	4,300	4,300	-	0.00%	0.04%
14	Worship	5,000	4,483	517	3,000	3,000	-	0.00%	0.03%
15	Subtotal - Christian Formation Team	\$127,800	\$114,576	\$13,224	\$115,300	\$107,300	(8,000)	-6.94%	0.95%
16	RACE EQUITY & JUSTICE MINISTRIES TEAM								
17	Multicultural Ministries Team	24,000	21,517	2,483	155,000	143,000	(12,000)	-7.74%	1.27%
18	Multicultural Ministries Grants	57,915	51,922	5,993	-	-	-	-	0.00%
19	Multicultural Ministries Program	107,500	96,376	11,124	-	-	-	-	0.00%
20	Disability Ministries	5,700	5,110	590	2,000	1,000	(1,000)	-50.00%	0.01%
21	Comm. on the Status/Role of Women (COSROW)	24,000	21,517	2,483	10,000	12,000	2,000	20.00%	0.11%
22	Restorative Justice & Mercy Ministries	10,000	8,965	1,035	-	-	-	-	0.00%
23	Refugee & Immigration	20,000	17,930	2,070	10,000	10,000	-	0.00%	0.09%
24	Anti-racism Ministries	50,000	44,826	5,174	70,000	60,000	(10,000)	-14.29%	0.53%
25	Subtotal - Race Equity & Justice Ministries Team	\$299,115	\$268,164	\$30,951	\$247,000	\$226,000	(21,000)	-8.50%	2.00%
26	LEADERSHIP DEVELOPMENT TEAM								
27	Church & World								
28	Board of Laity - Lay Servant Ministries	23,850	21,382	2,468	15,000	15,000	-	0.00%	0.13%
29	Center for Leadership Excellence	64,688	57,994	6,694	57,000	50,000	(7,000)	-12.28%	0.44%
30	Church & Society	16,800	15,062	1,738	10,000	8,000	(2,000)	-20.00%	0.07%
31	Safe Sanctuaries	2,000	1,793	207	1,000	1,000	-	0.00%	0.01%
32	Conflict Transformation	7,150	6,410	740	4,370	4,370	-	0.00%	0.04%
33	Emerging Church Support	959,000	859,767	99,233	900,000	600,000	(300,000)	-33.33%	5.32%
34	New Faith Communities: Sal & Ben	290,000	259,992	30,008	290,000	290,000	-	0.00%	2.57%
35	New Faith Communities Office	75,000	67,239	7,761	60,000	60,000	-	0.00%	0.53%
36	NC Council of Churches	35,000	31,378	3,622	-	-	-	-	0.00%
37	Christian Unity	10,500	9,414	1,086	5,000	5,000	-	0.00%	0.04%
38	Clergy Life								
39	Clergy Life & Asst to the Bishop: Sal & Ben	640,000	573,776	66,224	460,000	375,000	(85,000)	-18.48%	3.32%
40	Clergy Life & Asst to the Bishop: Office	45,000	40,344	4,656	22,820	22,820	-	0.00%	0.20%
41	** Ministerial Education Fund	546,359	489,824	56,535	419,683	368,408	(51,275)	-12.22%	3.27%
42	Board of Ordained / Diaconal Ministry	361,695	324,268	37,427	300,000	300,000	-	0.00%	2.66%
43	Higher Education & Campus Ministries	995,867	892,819	103,048	645,000	645,000	-	0.00%	5.72%
44	Superintendency and Mission Strategists								
45	District: DS Sal & Ben	1,360,000	1,219,273	140,727	930,000	940,000	10,000	1.08%	8.33%
46	District Offices	219,096	196,425	22,671	215,800	215,800	-	0.00%	1.91%
47	District Centralized Support: Sal & Ben	780,000	699,289	80,711	650,000	650,000	-	0.00%	5.76%
48	District Centralized Support: Office	81,880	73,407	8,473	65,000	64,000	(1,000)	-1.54%	0.57%
49	DS & AADS: Travel	130,000	116,548	13,452	100,000	80,000	(20,000)	-20.00%	0.71%
50	Bishop and Cabinet								
51	Cabinet Meeting Expenses	43,500	38,999	4,501	35,000	35,000	-	0.00%	0.31%
52	Office of the Bishop	64,500	57,826	6,674	55,000	48,000	(7,000)	-12.73%	0.43%
53	Cabinet: Immigration Expense Assistance	20,000	17,930	2,070	17,500	17,000	(500)	-2.86%	0.15%
54	Effective Ministry Program	50,000	44,826	5,174	30,000	28,000	(2,000)	-6.67%	0.25%
55	Subtotal - Leadership Development Team	\$6,821,885	\$6,115,985	\$705,900	\$5,288,173	\$4,822,398	(465,775)	-8.81%	42.75%

I. Conference Budget to be Raised January 1, 2025 to December 31, 2025 (continued)

Row #	Ministry Teams	APPROVED			APPROVED		CCT REQUEST		% of Total Apport
		Request 2022 Raised 2023 for 2024	Actual Raised 2023 for 2024	Shortfall for 2024	Request 2023 Raised 2024 for 2025	Request 2024 Raised 2025 for 2026	Increase (Decrease)	-7.56% % Increase (Decrease)	
56	OPERATIONS & ADMINISTRATIVE RESOURCES TEAM								
57	Operations - Connectional Ministries & Communications								
58	Archives & History	12,000	10,758	1,242	12,000	8,500	(3,500)	-29.17%	0.08%
59	Conf. Media Center	7,476	6,702	774	6,226	6,100	(126)	-2.02%	0.05%
60	CCM Office, Mtgs. & Cong. Revitalization	98,500	88,308	10,192	85,000	70,000	(15,000)	-17.65%	0.62%
61	CCM Staff: Sal & Ben	1,532,000	1,373,475	158,525	1,330,000	1,330,000	-	0.00%	11.79%
62	Communications	123,100	110,362	12,738	110,500	110,500	-	0.00%	0.98%
63	Operations - Annual Conference								
64	Annual Conf. Expense	220,000	197,235	22,765	169,700	150,000	(19,700)	-11.61%	1.33%
65	Conf. Secretary's Office: Sal & Ben	120,000	107,583	12,417	120,000	80,000	(40,000)	-33.33%	0.71%
66	Conf. Secretary's Office	15,000	13,448	1,552	15,000	15,000	-	0.00%	0.13%
67	Conf. Journal/Printing	6,000	5,379	621	3,000	2,500	(500)	-16.67%	0.02%
68	Operations & Administrative Resources								
69	Conf. Treasurer's Office: Sal & Ben	1,165,000	1,044,451	120,549	1,000,000	890,000	(110,000)	-11.00%	7.89%
70	Conf. Treasurer's Office	150,000	134,479	15,521	130,000	130,000	-	0.00%	1.15%
71	Information Management Office	170,000	152,409	17,591	160,000	160,000	-	0.00%	1.42%
72	Nominations	500	448	52	500	500	-	0.00%	0.00%
73	Conf. Board of Trustees	750	672	78	750	750	-	0.00%	0.01%
74	Board of Institutions	500	448	52	500	500	-	0.00%	0.00%
75	Contingency Fund	15,000	13,448	1,552	15,000	15,000	-	0.00%	0.13%
76	** Meth. Bldg. Operating Fund	200,000	179,305	20,695	200,000	195,000	(5,000)	-2.50%	1.73%
77	Legal Counsel	20,000	17,930	2,070	20,000	20,000	-	0.00%	0.18%
78	Minister's Moving Expense	145,000	129,996	15,004	100,000	100,000	-	0.00%	0.89%
79	Equitable Compensation	175,000	156,892	18,108	120,000	130,000	10,000	8.33%	1.15%
80	Joint Comm. on Clergy Medical Leave	295,000	264,475	30,525	200,000	150,000	(50,000)	-25.00%	1.33%
81	Administration - General & Jurisdictional Connections								
82	** General Administration	214,825	192,596	22,229	147,545	180,006	32,461	22.00%	1.60%
83	** SEJ Mission & Ministry	31,410	28,160	3,250	26,976	21,100	(5,876)	-21.78%	0.19%
84	General & Jurisdictional Conference	30,000	26,896	3,104	30,000	30,000	-	0.00%	0.27%
85	Subtotal - Operations & Administrative Resources Team	\$4,747,061	\$4,255,855	\$491,206	\$4,002,697	\$3,795,456	(207,241)	-5.18%	33.65%
86	Conference Connectional Ministries	\$12,972,761	\$11,630,395	\$1,342,366	\$10,380,310	\$9,494,154	(886,156)	-8.54%	84.17%
87	World Service & Connectional Ministries	\$14,717,190	\$13,194,318	\$1,522,872	\$11,622,881	\$10,559,232	(1,063,649)	-9.15%	93.62%
88									
89	Other General Conference								
90	** Episcopal Fund	700,453	642,446	58,007	367,976	524,994	157,018	42.67%	4.65%
91	** Africa University Fund	56,765	52,155	4,610	37,465	32,888	(4,577)	-12.22%	0.29%
92	** Black College Fund	252,489	231,477	21,012	167,408	146,954	(20,454)	-12.22%	1.30%
93	** Interdenominational Coop. Fund	7,552	6,949	603	6,193	15,246	9,053	146.18%	0.14%
94	Total Other General Apportionments	\$1,017,259	\$933,028	\$84,231	\$579,042	\$720,082	141,040	24.36%	6.38%
95									
96	Grand Total All Funds	\$15,734,449	\$14,127,346	\$1,607,103	\$12,201,923	\$11,279,314	(922,609)	-7.56%	100.00%
97									
98	Total General Conference	\$3,522,872	\$3,179,371	\$343,501	\$2,388,841	\$2,333,574	(55,267)	-2.31%	20.69%
99	Total Jurisdictional Conference	31,410	\$28,160	\$3,250	\$26,976	\$21,100	(5,876)	-21.78%	0.19%
100	Total Annual Conference	\$12,180,167	\$10,919,815	\$1,260,352	\$9,786,106	\$8,924,640	(861,466)	-8.80%	79.12%

** Budget raised and spent in the same year

Ila. 2023 Actual Operating Budget

Row #		Carry Over from 2022	Actual Raised in 2022	Total Approved Supplement	Actual Operating Budget for 2023	Actual Expenditures 2023	2023 Remaining Balance
1	** World Service	-	1,590,763	180,506	1,744,429	1,744,429	-
2	OUTREACH MINISTRY TEAM						
3	Disaster Readiness & Response	2,760	27,604	-	30,364	29,945	419
4	Missions & Outreach	-	547,146	-	547,146	525,198	21,948
5	Health Ministries	702	7,022	-	7,724	3,469	4,255
6	Creation Care Ministries	1,171	11,709	-	12,880	5,275	7,605
7	Camp & Retreat Ministries Inc.	-	250,775	24,225	275,000	275,000	-
8	Congregations for Children	-	29,181	(10,000)	19,181	19,181	-
9	Subtotal - Outreach Ministry Team	\$4,633	\$873,437	\$14,225	\$892,295	\$858,069	\$34,227
10	CHRISTIAN FORMATION TEAM						
11	Evangelism & Discipleship	3,285	32,852	(20,000)	16,137	7,440	8,697
12	Youth Ministries	-	52,412	50,000	102,412	97,364	5,048
13	Financial Discipleship Team	593	5,927	(1,500)	5,020	1,013	4,007
14	Worship	502	5,016	-	5,518	-	5,518
15	Subtotal - Christian Formation Team	\$4,380	\$96,207	\$28,500	\$129,087	\$105,817	\$23,270
16	RACE EQUITY & JUSTICE MINISTRIES TEAM						
17	Multicultural Ministries Team	2,189	21,886	-	24,075	2,122	21,953
18	Multicultural Ministries Grants	4,560	45,596	-	50,156	50,000	156
19	Multicultural Ministries Program	9,666	96,663	-	106,329	95,254	11,075
20	Disability Ministries	520	5,198	(2,500)	3,218	500	2,718
21	Comm. on the Status/Role of Women (COSROW)	1,596	15,958	-	17,554	4,072	13,482
22	Restorative Justice & Mercy Ministries	1,076	10,761	(11,837)	-	-	-
23	Refugee & Immigration	2,198	21,977	-	24,175	23,555	620
24	Anti-racism Ministries	-	45,596	30,000	75,596	69,098	6,498
25	Subtotal - Race Equity & Justice Ministries Team	\$21,805	\$263,633	\$15,663	\$301,103	\$244,601	\$56,502
26	LEADERSHIP DEVELOPMENT TEAM						
27	Church & World						
28	Board of Laity - Lay Servant Ministries	2,154	21,539	-	23,693	15,598	8,095
29	Center for Leadership Excellence	5,782	57,815	-	63,597	25,812	37,785
30	Church & Society	1,532	15,320	(6,800)	10,052	902	9,150
31	Safe Sanctuaries	319	3,192	-	3,511	470	3,041
32	Conflict Transformation	647	6,475	-	7,122	2,725	4,397
33	Emerging Church Support	-	874,522	134,478	1,009,000	993,317	15,683
34	New Faith Communities: Sal & Ben	5,987	264,454	546	270,987	257,179	13,808
35	New Faith Communities Office	-	68,393	31,607	100,000	75,706	24,294
36	NC Council of Churches	-	31,917	-	31,917	31,917	-
37	Christian Unity	958	9,575	-	10,533	2,500	8,033
38	Clergy Life						
39	Clergy Life & Asst. to the Bishop: Sal & Ben	-	460,515	-	460,515	330,509	130,006
40	Clergy Life & Asst. to the Bishop: Office	-	20,810	856	21,666	21,666	-
41	** Ministerial Education Fund	-	498,230	42,401	546,359	532,225	-
42	Board of Ordained / Diaconal Ministry	32,983	329,833	(57,653)	305,163	251,500	53,663
43	Higher Education & Campus Ministries	-	891,666	-	891,666	890,185	1,481
44	Superintendency and Mission Strategists						
45	District: DS Sal & Ben	-	1,159,950	56,025	1,215,975	1,109,521	106,455
46	District Offices	18,737	195,878	-	214,615	162,951	51,664
47	District Centralized Support: Sal & Ben	-	657,123	(53,261)	603,861	566,934	36,927
48	District Centralized Support: Office	7,320	73,203	-	80,523	30,623	49,900
49	DS & AADS Travel	11,855	118,548	(10,000)	120,403	67,471	52,932

Ila. 2023 Actual Operating Budget (continued)

Row #		Carry Over from 2022	Actual Raised in 2022	Total Approved Supplement	Actual Operating Budget for 2023	Actual Expenditures 2023	2023 Remaining Balance
50	Bishop and Cabinet						
51	Cabinet Meeting Expenses	3,967	39,668	-	43,635	41,398	2,237
52	Office of the Bishop	-	58,818	-	58,818	22,364	36,454
53	Cabinet: Immigration Expense Assistance	-	18,238	-	18,238	8,265	9,973
54	Effective Ministry Program	788	45,596	(10,000)	36,384	34,502	1,882
55	Subtotal - Leadership Development Team	\$93,029	\$5,921,279	\$128,199	\$6,148,233	\$5,476,240	\$657,860
56	OPERATIONS & ADMINISTRATIVE RESOURCES TEAM						
57	Operations - Connectional Ministries & Communications						
58	Archives & History	-	7,751	-	7,751	7,404	347
59	Conf. Media Center	153	6,817	-	6,970	6,970	-
60	CCM Office, Mtgs. & Cong. Revitalization	8,982	89,823	-	98,805	73,720	25,085
61	CCM Staff: Sal & Ben	-	1,406,166	220,834	1,627,000	1,521,664	105,336
62	Communications	11,226	112,256	-	123,482	83,618	39,864
63	Operations - Annual Conference						
64	Annual Conf. Expense	3,567	200,620	(20,000)	184,187	158,811	25,376
65	Conf. Secretary's Office: Sal & Ben	-	99,398	14,602	114,000	77,744	36,256
66	Conf. Secretary's Office	1,368	13,679	-	15,047	10,906	4,141
67	Conf. Journal/Printing	547	5,471	-	6,018	5,856	162
68	Operations & Administrative Resources						
69	Conf. Treasurer's Office: Sal & Ben	-	1,056,783	51,042	1,107,825	913,724	194,101
70	Conf. Treasurer's Office	13,679	136,787	-	150,466	131,515	18,951
71	Information Management Office	15,502	155,025	-	170,527	138,872	31,655
72	Nominations	46	456	-	502	-	502
73	Conf. Board of Trustees	-	1,368	-	1,368	1,368	-
74	Board of Institutions	46	456	-	502	-	502
75	Contingency Fund	1,368	13,679	(1,051)	13,995	-	13,995
76	** Meth. Bldg. Operating Fund	-	182,382	-	200,000	179,305	-
77	Legal Counsel	-	18,238	195	18,433	18,433	-
78	Minister's Moving Expense	13,679	136,787	(15,000)	135,466	101,307	34,159
79	Equitable Compensation	15,958	159,584	(10,000)	165,542	69,355	96,187
80	Joint Comm. on Clergy Medical Leave	31,005	310,050	(65,000)	276,055	109,605	166,450
81	Administration - General & Jurisdictional Connections						
82	** General Administration	-	195,901	22,229	214,825	214,825	-
83	** SEJ Mission & Ministry	-	28,643	-	31,410	26,976	-
84	General and Jurisdictional Conference	-	27,357	-	27,357	27,357	-
85	Subtotal - Operations & Administrative Resources Team	\$117,126	\$4,365,477	\$197,851	\$4,697,533	\$3,879,331	\$793,069
86	Conference Connectional Ministries	\$240,973	\$11,520,033	\$384,438	\$12,168,251	\$10,564,058	\$1,564,928
87	World Service & Connectional Ministries	\$240,973	\$13,110,796	\$564,944	\$13,912,680	\$12,308,487	\$1,564,928
88							
89	Other General Conference						
90	** Episcopal Fund	-	648,943	-	700,453	642,446	-
91	** Africa University Fund	-	52,991	4,610	56,765	52,155	-
92	** Black College Fund	-	235,918	21,012	252,489	231,477	-
93	** Interdenominational Coop.Fund	-	7,393	603	7,552	6,949	-
94	Total Other General Apportionments	\$0	\$945,246	\$26,224	\$1,017,259	\$933,028	\$0
95							
96	Grand Total All Funds	\$240,973	\$14,056,041	\$591,168	\$14,929,939	\$13,241,515	\$1,564,928
97							
98	Total General Conference	\$0	\$3,230,140	\$271,361	\$3,522,872	\$3,424,507	\$0
99	Total Jurisdictional Conference	\$0	\$28,643	\$0	\$31,410	\$26,976	\$0
100	Total Annual Conference	\$240,973	\$10,797,258	\$319,807	\$11,375,657	\$9,790,032	\$1,564,928

** Funds raised and spent in the same year

Iib. 2024 DRAFT Operating Budget

Row #		DRAFT							
		Carry Over from 2023	Actual Raised in 2023	Total Approved Supplement	Operating Budget 2024	24 Budget/ 23 Budget % Change	24 Budget/ 23 Actual % Change	% of Total	
1	** World Service	-	1,563,923	-	1,242,571	-28.77%	-28.77%	9.00%	
2	OUTREACH MINISTRY TEAM								
3	Disaster Readiness & Response	419	27,075	3,125	30,619	0.84%	2.25%	0.22%	
4	Missions & Outreach	21,948	563,465	36,535	621,948	13.67%	18.42%	4.50%	
5	Health Ministries	1,076	10,758	-	11,834	53.21%	241.09%	0.09%	
6	Creation Care Ministries	1,183	11,834	866	13,883	7.79%	163.19%	0.10%	
7	Camp & Retreat Ministries Inc.	-	246,544	28,456	275,000	0.00%	0.00%	1.99%	
8	Congregations for Children	-	16,137	-	16,137	-15.87%	-15.87%	0.12%	
9	Subtotal - Outreach Ministry Team	\$24,626	\$875,815	\$68,981	\$969,421	8.64%	12.98%	7.02%	
10	CHRISTIAN FORMATION TEAM								
11	Evangelism & Discipleship	1,457	14,569	-	16,026	-0.69%	115.39%	0.12%	
12	Youth Ministries	-	91,670	10,580	102,250	-0.16%	5.02%	0.74%	
13	Financial Discipleship Team	386	3,855	-	4,241	-15.52%	318.73%	0.03%	
14	Worship	448	4,483	-	4,931	-10.64%	0.00%	0.04%	
15	Subtotal - Christian Formation Team	\$2,291	\$114,576	\$10,580	\$127,448	-1.27%	20.44%	0.92%	
16	RACE EQUITY & JUSTICE MINISTRIES TEAM								
17	Multicultural Ministries Team	2,152	21,517	-	23,669	-1.69%	1015.18%	0.17%	
18	Multicultural Ministries Grants	156	51,922	-	52,078	3.83%	4.16%	0.38%	
19	Multicultural Ministries Program	9,638	96,376	-	106,014	-0.30%	11.30%	0.77%	
20	Disability Ministries	511	5,110	-	5,621	74.67%	1024.20%	0.04%	
21	Comm. on the Status/Role of Women (COSROW)	2,152	21,517	-	23,669	34.84%	481.29%	0.17%	
22	Restorative Justice & Mercy Ministries	-	8,965	(8,965)	-	0.00%	0.00%	0.00%	
23	Refugee & Immigration	620	17,930	-	18,550	-23.27%	-21.25%	0.13%	
24	Anti-racism Ministries	-	44,826	-	44,826	-40.70%	-35.13%	0.32%	
25	Subtotal - Race Equity & Justice Ministries Team	\$15,229	\$268,164	(\$8,965)	\$274,427	-8.86%	12.19%	1.99%	
26	LEADERSHIP DEVELOPMENT TEAM								
27	Church & World								
28	Board of Laity - Lay Servant Ministries	2,138	21,382	-	23,520	-0.73%	50.79%	0.17%	
29	Center for Leadership Excellence	5,799	57,994	-	63,793	0.31%	147.14%	0.46%	
30	Church & Society	1,506	15,062	-	16,568	64.82%	1736.95%	0.12%	
31	Safe Sanctuaries	179	1,793	-	1,972	-43.83%	319.85%	0.01%	
32	Conflict Transformation	641	6,410	-	7,051	-1.00%	158.74%	0.05%	
33	Emerging Church Support	-	859,767	99,233	959,000	-4.96%	-3.45%	6.94%	
34	New Faith Communities: Sal & Ben	13,262	259,992	30,008	303,262	11.91%	17.92%	2.20%	
35	New Faith Communities Office	-	67,239	7,761	75,000	-25.00%	-0.93%	0.54%	
36	NC Council of Churches	-	31,378	-	31,378	-1.69%	-1.69%	0.23%	
37	Christian Unity	941	9,414	-	10,355	-1.69%	314.20%	0.07%	
38	Clergy Life								
39	Clergy Life & Asst. to the Bishop: Sal & Ben	57,378	573,776	(100,000)	531,154	15.34%	60.71%	3.85%	
40	Clergy Life & Asst. to the Bishop: Office	-	40,344	-	40,344	86.21%	86.21%	0.29%	
41	** Ministerial Education Fund	-	489,824	-	419,683	-23.19%	-21.15%	3.04%	
42	Board of Ordained / Diaconal Ministry	32,427	324,268	37,427	394,122	29.15%	56.71%	2.85%	
43	Higher Education & Campus Ministries	1,481	892,819	-	894,300	0.30%	0.46%	6.47%	
44	Superintendency and Mission Strategists								
45	District: DS Sal & Ben	50,430	1,219,273	(100,000)	1,169,703	-3.81%	5.42%	8.47%	
46	District Offices	19,266	196,425	-	215,691	0.50%	32.37%	1.56%	
47	District Centralized Support: Sal & Ben	36,927	699,289	(100,000)	636,216	5.36%	12.22%	4.61%	
48	District Centralized Support: Office	7,341	73,407	-	80,748	0.28%	163.68%	0.58%	
49	DS & AADS Travel	11,655	116,548	-	128,203	6.48%	90.01%	0.93%	
50	Bishop and Cabinet								
51	Cabinet Meeting Expenses	2,237	38,999	-	41,236	-5.50%	-0.39%	0.30%	
52	Office of the Bishop	5,783	57,826	-	63,609	8.15%	184.43%	0.46%	
53	Cabinet: Immigration Expense Assistance	1,793	17,930	-	19,723	8.14%	138.63%	0.14%	
54	Effective Ministry Program	1,882	44,826	-	46,708	28.38%	35.38%	0.34%	
55	Subtotal - Leadership Development Team	\$253,066	\$6,115,985	(\$125,571)	\$6,173,339	0.41%	12.73%	44.69%	

IIb. 2024 DRAFT Operating Budget (continued)

ow #		Carry	Actual	Total	DRAFT	24 Budget/	24 Budget/	% of	
		Over from	Raised in	Approved	Operating	23 Budget	23 Actual		
		2023	2023	Supplement	Budget	% Change	% Change	Total	
16	OPERATIONS & ADMINISTRATIVE RESOURCES TEAM								
17	<u>Operations - Connectional Ministries & Communications</u>								
18	Archives & History	347	10,758	-	11,105	43.27%	49.99%	0.08%	
19	Conf. Media Center	-	6,702	-	6,702	-3.85%	-3.85%	0.05%	
20	CCM Office, Mtgs. & Cong. Revitalization	8,831	88,308	-	97,139	-1.69%	31.77%	0.70%	
21	CCM Staff: Sal & Ben	-	1,373,475	158,525	1,532,000	-5.84%	0.68%	11.09%	
22	Communications	11,036	110,362	-	121,398	-1.69%	45.18%	0.88%	
23	<u>Operations - Annual Conference</u>								
24	Annual Conf. Expense	19,724	197,235	-	216,959	17.79%	36.61%	1.57%	
25	Conf. Secretary's Office: Sal & Ben	10,758	107,583	-	118,341	3.81%	52.22%	0.86%	
26	Conf. Secretary's Office	1,345	13,448	-	14,793	-1.69%	35.64%	0.11%	
27	Conf. Journal/Printing	162	5,379	-	5,541	-7.93%	-5.37%	0.04%	
28	<u>Operations & Administrative Resources</u>								
29	Conf. Treasurer's Office: Sal & Ben	104,445	1,044,451	(100,000)	1,048,896	-5.32%	14.79%	7.59%	
30	Conf. Treasurer's Office	13,448	134,479	-	147,927	-1.69%	12.48%	1.07%	
31	Information Management Office	15,241	152,409	-	167,650	-1.69%	20.72%	1.21%	
32	Nominations	45	448	-	493	-1.79%	0.00%	0.00%	
33	Conf. Board of Trustees	-	672	-	672	-50.88%	-50.88%	0.00%	
34	Board of Institutions	45	448	-	493	-1.79%	0.00%	0.00%	
35	Contingency Fund	1,345	13,448	-	14,793	5.70%	0.00%	0.11%	
36	** Meth. Bldg. Operating Fund	-	179,305	-	200,000	0.00%	11.54%	1.45%	
37	Legal Counsel	-	17,930	-	17,930	-2.73%	-2.73%	0.13%	
38	Minister's Moving Expense	13,000	129,996	-	142,996	5.56%	41.15%	1.04%	
39	Equitable Compensation	15,689	156,892	-	172,581	4.25%	148.84%	1.25%	
40	Joint Comm. on Clergy Medical Leave	26,447	264,475	(83,361)	207,560	-24.81%	89.37%	1.50%	
41	<u>Administration - General & Jurisdictional Connections</u>								
42	** General Administration	-	192,596	-	147,545	-31.32%	-31.32%	1.07%	
43	** SEJ Mission & Ministry	-	28,160	-	26,976	-14.12%	0.00%	0.20%	
44	General and Jurisdictional Conference	-	26,896	-	26,896	-1.69%	-1.69%	0.19%	
45	Subtotal - Operations & Administrative Resources Team	\$241,908	\$4,255,855	(\$24,837)	\$4,447,386	-5.33%	14.64%	32.20%	
46	Conference Connectional Ministries	\$537,120	\$11,630,395	(\$79,812)	\$11,992,021	-1.45%	13.52%	86.81%	
47	World Service & Connectional Ministries	\$537,120	\$13,194,318	(\$79,812)	\$13,234,592	-4.87%	7.52%	95.81%	
48	<u>Other General Conference</u>								
49	** Episcopal Fund	-	642,446	-	367,976	-47.47%	-42.72%	2.66%	
50	** Africa University Fund	-	52,155	-	37,465	-34.00%	-28.17%	0.27%	
51	** Black College Fund	-	231,477	-	167,408	-33.70%	-27.68%	1.21%	
52	** Interdenominational Coop.Fund	-	6,949	-	6,193	-18.00%	-10.89%	0.04%	
53	Total Other General Apportionments	\$0	\$933,028	\$0	\$579,042	-43.08%	-37.94%	4.19%	
54	<u>Grand Total All Funds</u>								
55		\$537,120	\$14,127,346	(\$79,812)	\$13,813,634	-7.48%	4.32%	100.00%	
56	Total General Conference	\$0	\$3,179,371	\$0	\$2,388,841	-32.19%	-30.24%	17.29%	
57	Total Jurisdictional Conference	\$0	\$28,160	\$0	\$26,976	-14.12%	0.00%	0.20%	
58	Total Annual Conference	\$537,120	\$10,919,815	(\$79,812)	\$11,397,817	0.19%	16.42%	82.51%	

** Funds raised and spent in the same year

IIC. Contingency Reserve Fund

	2023
Income	
Interest Income on Checking	\$ 12,549
Interest on CD Investments	\$ 98,854
Interest on UMF Investments	\$ 417,976
Net Reclaim Last Year	\$ 1,027,808
Other Receipts (Return of supplement)	\$ 107,307
Disaffiliation Proceeds for 204	\$ 603,867
Post Audit Receipts from prior year	\$ 188,154
TOTAL INCOME	\$ 2,456,515
Distributions	
Current Year Budget Supplements	\$ 271,361
Current Year Non-Budget Supplements	\$ -
Subsequent Year Budget Supplements	\$ 403,550
Subsequent Year Non-Budget Supplements	\$ 15,000
Reserve for GC Budget Supplement Consideration (2021-2023)	\$ (636,587)
Reserve for 2024 Disaffiliation Funds	\$ 603,867
Interest / Service Charges Paid	\$ 15,579
Audit Adjustments (Reclaimed)	\$ (4,537)
TOTAL DISTRIBUTIONS	\$ 668,233
Change in net assets (TOT. INCOME — TOT. DISTRIBUTIONS)	\$ 1,788,282

Current Year Budget Supplements:

General Church Apportionments	\$ 271,361
	\$ 271,361

Current Year Non-Budget Supplements:

<i>none</i>	\$ -
	\$ -

Subsequent Year Budget Supplements:

Salary & Benefit Lines Shortfall	\$ 316,222
Office Lines Shortfall	\$ 7,761
Other Budget Lines Shortfall	\$ 79,567
Other Budget Lines Reallocation Recommendation	\$ (483,361)
	\$ (79,811)

Subsequent Year Non-Budget Supplements:

BOT: Disaffiliation Petition Legal Expenses	\$ 15,000
	\$ 15,000

Grand Total All Supplements:	\$ 206,550
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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 pro-rata. The CFA is authorized to make supplementary appropriations between sessions of the Annual Conference, if funds are available, for emergency or unforeseen needs. Such supplementary appropriations shall be made only from available undesignated funds. In the light of possible unforeseen and emergency need beyond available resources within the Annual Conference, the CFA is authorized to adjust the pro-rata distribution by up to 10% at its discretion and is authorized to use such funds to make supplementary appropriations according to this provision. General Church apportionments will be paid in full as collected to general agencies and will not be subject to adjusted pro-rata distributions. All supplementary appropriations made under these provisions shall be reported in the Conference Journal for purposes of information.
 5. Apportionments will be delivered from the Treasurer's Office to the district superintendents by **July 12, 2024**.
 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 **Cross & Key Ministries (formerly Disciple Bible Outreach Ministries)**.
 - C. No Conference agency's budget shall incorporate funds to be appropriated to a non-conference agency, without specific approval of CFA. All funds granted to a non-conference agency must be spent consistent with the Social Principles of The United Methodist Church.
 - D. No transfer of funds shall be made from one line item in the Conference Budget to another.
 - E. All General Church Funds (World Service, Episcopal, Ministerial Education, Black College, Africa University, Interdenominational Cooperation, General Administration), Jurisdictional Conference, and Methodist Building Operations and Capital Maintenance Funds will be raised and paid out in the same year. All other funds will be raised and paid out in the subsequent year on a schedule determined by the CFA.
 - F. Investment Policy: The investment of the funds of the conference shall be such that funds available for mission are maximized in a manner consistent with the preservation of capital and with the Social Principles

of The United Methodist Church. Investments are with the United Methodist Foundation, Inc. (local), the United Methodist Church Foundation (national), Wespath Benefits and Investments, area banks, and with specific minority-owned financial institutions within the bounds of the NC Conference. Investments of funds reserved for use in the next budget year shall be invested 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 **2024** shall be due to the statistician no later than January 31, **2025**.
- 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 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 \$2,500.00 with submission of paid receipts for actual moving expense.
 - b. Retiring itinerant clergy, widows or widowers will receive reimbursement of costs up to \$3,800.00 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 \$2,800.00 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 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 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 for pastors not paid through the Conference Treasurer's Office.
5. No additional claim can be made against a local church, district or the Conference for payment of moving expenses.
6. Reimbursable expenses include the cost of boarding and moving domestic animals, the moving of recreational vehicles, moving household and personal goods, travel as defined in B.2., lodging, packing, crating, in-transit storage and insurance, labor costs, and any other expense necessary to physically move household items. Labor costs paid to individuals currently residing in the moving household, or those moving their own personal belongings are not reimbursable. Other expenses which are not reimbursable include meals, purchase of household items, or any other item not reasonable or necessary for the move.
7. The request for moving expense reimbursement must be received in the Treasurer's Office no later than four months following the date of the move.
8. The Moving Expense Committee will consider and have final authority over any questionable or disallowed claim or special claim beyond allowances set in the approved plan.

V. LOCAL CHURCH FINANCE MINIMUM STANDARDS

Serving as a financial officer or in a financially related position within a local church requires that we serve with fiduciary responsibility over the financial matters of the church. This fiduciary responsibility means that we stand in service to perform our duties with the trust and confidence that we act for the benefit of the church and not for the benefit or convenience of ourselves. As we serve with these responsibilities in local churches, we are guided to provide the most effective and most efficient ways to safeguard the assets entrusted to our care. One of the ways we safeguard the assets is to put procedures in place that have been proven to minimize risks by preventing and detecting error, deterring fraud and protecting innocent staff and volunteers. The following guidelines have been developed in order to assist those with financial responsibilities in local churches to identify and implement basic internal control procedures. These guidelines are intended to aid in the prevention or deterrence of fraudulent behavior and are not accusations that fraudulent activities are being performed. These guidelines provide protection for those in a position of controlling financial activity from being accused of fraud. Part of the fulfillment of our calling to be good stewards of the Lord's funds is having effective procedures in place to safeguard those funds. These minimum standards should be increased for churches with higher volumes of transactions but should not be compromised for lower volumes of transactions. All local churches are expected to meet these minimum standards.

A. Receipts and Disbursements

1. Treasurer and Financial Secretary should not be the same person and should not be in the same immediate family residing in the same household
2. Counting team (at least two unrelated persons) should count offerings and document totals – not treasurer and not financial secretary
3. Offerings should be deposited the same or next business day
4. Offering count details should be given to financial secretary for recording
5. Offering totals should be given to the treasurer or financial secretary to record deposit
6. The Financial Secretary's deposit log should be compared to the bank statement to verify deposits (by bank reconciliation reviewer)
7. At least two persons should be listed as authorized signatures on all accounts. This should also be the case for setting up electronic payments (or EFTs). For EFTs, one of those individuals should be a Trustee or a member of the Finance Committee (other than the Secretary or Treasurer).
8. The Treasurer is authorized to make electronic payments of bills. The Treasurer shall maintain support for every electronic payment just as with the support for paper checks.
9. Financial policy and authority guidelines should be written and approved by the Finance Committee (there is a template available on the Conference Treasurer's Office website).
10. Invoices should be required for all payments from all accounts
11. Someone other than the treasurer (with authority by Finance Committee) should approve invoices for payment
12. Typically, the Treasurer should make payments only after the invoice is approved. A policy may be implemented where routine, budgeted expenses (i.e., rent/mortgage, electric bill, etc.) may be paid without recurring approval; non-routine expenses must be approved prior to payment.

B. Reporting and Review

1. All accounts should be reconciled monthly
2. Someone other than treasurer should review bank reconciliation at least semiannually – including bank statements, invoices, checks written, and financial reports
3. The Treasurer should make detailed report of budget and designated fund activities to the Finance Committee at least quarterly
4. There must be an annual evaluation of financial records – at least in as much detail as the Local Church Audit Guide (completed no later than August 1 for preceding year, with the results of the audit being reported at Charge Conference) – including ALL accounts of the church (except UMW may be under separate evaluation or audit) – ALL accounts includes the general fund, building funds, designated accounts, cemetery funds, discretionary funds, Sunday school accounts, etc.
5. An external annual audit of ALL accounts should be done at least every three years for churches with total annual disbursements of more than \$500,000 per year (completed by August 1 for preceding year). An annual evaluation should be performed during the interim years.
6. While a full audit is optimal, the term 'external audit' could mean a review by a CPA firm or other qualified individual (one with an accounting degree and accounting experience) that is independent of the church's Finance Committee or church council.
7. An external annual audit of ALL accounts should be done every year for churches with total annual disbursements of more than \$1,000,000 per year (completed by August 1 for preceding year). The term 'external audit' in this recommendation refers to an audit by an independent CPA or firm—not a member of the church. An opinion is given on the financial statements—both balance sheet and income statement.
8. An individual CPA may participate in an audit, however, s/he must be a member of a church audit team performing an audit; thereby, a member of an audit team reporting to the church's finance committee.

- C. Tax Reporting Requirements
 1. W-2s must be issued for employees, including pastors, and 1099s issued for non-employee compensation by January 31 for preceding year (federal law requirement)
 2. Payroll tax forms and deposits done as required for payroll amount (federal law requirement) – payroll reporting should be completed for the IRS and SSA by appropriate due date for filing method
 3. Housing allowance or exclusions approved annually at charge conference and kept on file (federal law requirement)
- D. Other General Requirements
 1. Prepare list of all church property for insurance purposes – include item description, serial number and value
 2. Prepare list of safety deposit box contents – update authority as needed – access should be allowed by two unrelated people
 3. Computer records are backed up and password protected for security
 4. Ideally, four individuals are required for regular financial procedures: financial secretary, treasurer, person to review and approve invoices and person to review bank reconciliations. It is possible for this to be accomplished with 3 individuals if proper segregation is achieved.

VI. APPROVAL TO SOLICIT FUNDS

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

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

- A. Christmas Offering for District programs and/or projects.
- 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.

We recommend the 2025 salary for district superintendents be set at \$112,766.

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

- A. The audit for **2023** will be by Crosslin & Associates, Nashville, Tennessee.

- B. The president, vice-president, secretary, and treasurer of the CFA shall serve as the executive committee of the Council. In addition to these individuals, at-large members of the executive committee include chairpersons of the CFA sub-committees.
- C. The Conference Treasurer will include in the monthly financial reports, for any given month, all monies received in the office by the 5th day of the following month, except when the 5th day falls on a weekend or holiday the report will include the funds received the following workday.
- D. The Treasurer may approve minor over-expenditures of a budget line item up to \$5,000 or 5% of the line item, whichever is less. A request for such over-expenditure shall be submitted in writing in advance and shall state the reason for the request. The over-expenditure will be reported to CFA and will be listed in the Conference Journal.
- E. Any Conference or non-conference agency which receives financial support from Conference funds or from any authorized conference-wide appeal in excess of \$5,000 shall submit, with any budget request, an annual detailed audited budget report of all receipts, disbursements and assets. A statement in effect that "All funds granted have been spent consistent with the Social Principles of The United Methodist Church" will be furnished to CFA upon submission of the audit. Such reports received shall remain on file in the Treasurer's Office until reported to CFA. An agency may be exempted (for just cause) from this reporting requirement by CFA. Note: CFA requests the Board of Institutions to provide regular reports (at least annually) regarding its financial monitoring of related institutions/programs. The financial monitoring shall include consideration of a final independent audit for the institution, pension plan, and affiliated entities, including journal entries, the auditor's management letter and any other reports of the auditors; liability insurance coverage levels; and the institution's projected budget for any subsequent fiscal years, including the current fiscal year.
- F. A carry-over of budgeted funds remaining (not including any supplemental appropriations) of up to 10% of the amount raised for the subsequent year will be allowed for Conference budget line items. Any carryover or portion thereof by this policy may be rescinded in any year in which funds are not available to meet basic ministry needs as determined by the CFA.
- G. Funds appropriated to a board or agency must be spent in the calendar year of the appropriation unless otherwise allowed.
- H. Supplemental Appropriations: The Council will consider requests for supplemental appropriations in the following priority order:
- First Priority*
- Salary and benefit items previously approved according to the policies of the Annual Conference or General Conference (i.e. Equitable Compensation Funds, staff salaries, etc.)
 - Programs authorized and mandated by the NC Annual Conference which are not included in the Annual Conference budget for that financial year.
 - Amounts required to provide funding for retiree pension or insurance benefits included in previously fully funded plans.
- Second Priority*
- New creative programs to respond to emerging needs and to expand the mission of the Annual Conference which are not included in the Conference budget for that year. Such programs will be funded through supplemental appropriations only on a short-term basis.
 - Emergency needs and programs in the life of the boards and agencies of the Annual Conference. The petitioning group shall make such requests in writing to the Treasurer's Office at least 15 working days before a scheduled CFA meeting.
- Third Priority*
- Any other type of funding requests.

Procedure for seeking supplemental appropriations:

1. All requests for supplemental appropriations shall be made to the CFA President and/or the Conference Treasurer's Office in writing at least 15 working days before a scheduled CFA meeting.
 2. The normal procedure for requests for supplemental appropriations will be a review by the CFA supplemental appropriations committee which will make a recommendation to the full Council.
 3. If an emergency request for supplemental appropriations is received between scheduled meetings, the CFA supplemental appropriations committee will consider the request and may direct the Conference Treasurer to forward it to the membership via mail or e-mail with a recommendation for action.
- I. Interest shall be paid to/from the Board of Pension, Insurance Fund, Blackburn Scholarship Fund, Congregational Development funds using the rate of the conference interest-bearing checking account, compounded monthly, on monthly average balances held by the Conference Treasurer for interest earned in excess of service fees paid for transactions in those funds. Excess service costs of boards or committees funded outside the conference budget not covered through the conference interest-bearing account may be billed to the appropriate board or committee's fund.
- J. Retroactive adjustments for transfer or posting delays will be made to the Board of Pension and the Insurance Fund accounts for earnings calculations.
- K. Funds in excess of operational needs for the Board of Pension and the Insurance fund are invested in the United Methodist Foundation, Inc. of the N.C. Conference, Wespeth, 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 14, 2024:** There may be a called meeting in conjunction with Annual Conference if necessary, to elect officers or conduct other business.
- September 10, 2024:** A meeting to be held for considering general business matters.
- November 5, 2024:** An optional meeting to be held, if necessary, at the call of the President.
- December 3, 2024:** To consider apportionment matters and supplemental appropriations for salaries.
- January 17, 2025:** To look at the shortfall and make a decision regarding paying out the general church apportionments. *(Subject to change based on GCEA final closing date.)*
- February 4, 2025:** 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 18, 2025:** 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 12, 2024: Apportionments sent to the local church pastors.

November 1, 2024: Requests for supplemental appropriations for the 2024 operating budget due in the Treasurer's Office.

January 15, 2025: Annual Conference and General Church remittances must be received by 8:30 A.M. to receive credit for 2024. *(Subject to change based on GCFA final closing date.)*

January 17, 2025: Requests for supplemental appropriations for the 2025 operating budget due in the Treasurer's Office.

January 22, 2025: Requests for the 2027 budget, to be adopted at the 2025 Annual Conference, due to the Treasurer's Office from Conference Connectional Table (CCT) team leaders to be presented to the full CCT.

January 31, 2025: Tables I, II and III for 2024 due to the Conference statistician.

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

A. GENERAL

1. The lay employee's supervisor is responsible for making lay employees aware of these rules and procedures. Detailed information on the UMPIP and the UMLifeOptions is available from the Treasurer's Office. Supervisors will have lay employees who are eligible for these benefits contact the Treasurer's Office 60 days before they are eligible for participation or sign a waiver form if they decline to participate in the UMPIP. The form will be kept on file in the Treasurer's Office for future reference.
2. The Conference Treasurer's Office will administer the UMPIP and the UMLifeOptions.
3. Contributions will be withheld from the employee's pay and remitted to Wespath by the Treasurer's Office within ten business days after receiving the bill from Wespath.

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

1. The lay employee must be full time (at least 20 hours per week).
2. The lay employee must be an employee for 1 continuous year before becoming eligible for UMPIP.
3. The conference contribution will be twelve percent (12%) of the employee's base compensation.
4. The lay employee's required contribution will be 3% of the employee's base compensation. Participants in the UMPIP must be participants in the UMLifeOptions.

C. UMLifeOptions

1. The UMLifeOptions plan is a death and disability plan for lay employees.
2. UMLifeOptions is an employer-funded plan and, as such, is required enrollment for all eligible employees.
3. Employees are eligible after one year of employment working at least 20 hours per week.

Sheila Ahler, President

BOARD OF TRUSTEES

BOARD OF TRUSTEES

The Board of Trustees of the Annual Conference worked to fulfill responsibilities outlined in paragraphs 2512-2516 of the *2016 Book of Discipline*, as well as 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 2023 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

- Anderson (Hertford) - Beacon District - church closed December 2023; property sold May 2024
- Bell Arthur (Bell Arthur) - Sound District - church closed June 2023
- Beulaville (Beulaville) - Harbor District - property sold September 2023
- Cokesbury (Fuquay Varina) - Fairway District - church closed May 2023 – two property tracts sold or conveyed in 2024, remaining property listed for sale
- Community (Raeford) - Gateway District - closed February 2023, property sold October 2023
- Connally (Milton) - Corridor District - church closed September 2023, property conveyed April 2024
- Epworth (Wilmington) - Harbor District - church closed March 2024
- First (Roanoke Rapids) - Heritage District - property sold March 2024
- Micro (Kenly) - Capital District - property sold March 2024
- South Rosemary (Roanoke Rapids) - Heritage District - closed June 2023, property sold February 2024
- Wharton Trinity (Washington) - Sound District - closed December 2023

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

CONFERENCE PARSONAGES AND PROPERTY

The Board of Trustees provides funding for Conference executive clergy staff positions with housing allowances in lieu of parsonages. Funding to pay the clergy staff housing allowances is provided through the Conference budget. In 2013, investments from prior conference parsonage sales were added to the funding generated through district parsonage sales to furnish housing allowances to district superintendents. Funding needed for district superintendent housing allowances is to be generated from earnings on the investment of the sale proceeds from conference and district parsonages. The investment in the United Methodist Foundation from conference and district parsonage sale proceeds total \$5,058,119.74 as of December 31, 2023.

Following the sale of the Episcopal Residence in April 2020, net proceeds of the sale were added to capital funds being held for capital repairs to the property and were invested with the United Methodist Foundation. Earnings on the investment will be used to provide the Episcopal housing allowance in the future. The investment in the Episcopal Housing Fund had a market value of \$1,034,887.88 as of December 31, 2023.

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 provided through the denominational insurance program, United Methodist Insurance (UMI). In addition to conference insurance coverage, UMI provides coverage options at competitive costs for local churches that meet all of the recommended coverage levels provided above.

GARY WAYNE LOCKLEAR MISSION ENDOWMENT

The *2016 Book of Discipline* gives the responsibility to receive and administer restricted donations for the annual conference in paragraph 2512.3.a. to the Annual Conference Board of Trustees. The North Carolina Annual Conference has established a permanently restricted asset fund with the goal of endowing in perpetuity funding for new mission endeavors within the North Carolina Conference. The balance of the Mission Endowment as of December 31, 2023, was \$1,426,388.12. Applications are being received for 2024 ministry investments through the Mission Endowment and will be announced during or just following Annual Conference 2024.

LOCAL CHURCH DISAFFILIATION AGREEMENT

As required by the legislation approved by the 2019 Special Session of the General Conference of The United Methodist Church, the Board of Trustees has been engaged in a process of disaffiliation for any churches in the NC Conference that expressed an interest in doing so under the provisions of the Book of Discipline paragraph 2553. Following the process outlined in paragraph 2553 and the Disaffiliation Agreement approved by the Board of Trustees, 326 churches disaffiliated from The United Methodist Church during 2022 and 2023. Disaffiliation provisions enacted by the 2019 Special Session of the General Conference expired on December 31, 2023. The General Conference held in April-May 2024 did not extend this provision or add any other disaffiliation provision to the Book of Discipline for future disaffiliations. The Board of Trustees regrets this season of disunity and separation in The United Methodist Church. The Board looks forward with hopeful anticipation to moving past the disaffiliation season and focusing efforts on undergirding the mission of the North Carolina Conference and The United Methodist Church through the work of the Board of Trustees.

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

Respectfully submitted,
David Peele, President

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.
 - 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 & Date	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
Ahler, Sheila	Mandatory 7/1/2024	72	0.0	0.0	0.0	0.00	0.00
Albritton, Robert	Mandatory 7/1/2024	72	11.5	0.0	0.0	1.00	4.50
Almon, Jane	Actuarially Reduced 7/1/2024	64	13.0	0.0	0.0	2.50	6.50
Bell, James	Full 7/1/2024	67	44.0	1.5	25.0	7.00	10.50
Bennett, John	Mandatory 7/1/2024	72	0.0	0.0	0.0	0.00	0.00
Brannock, Jane	Actuarially Reduced 7/1/2024	64	25.25 [16.5 WNC]	0.0	0.0	3.50	2.50
Cheasty-Miller, Patrice	Mandatory 7/1/2024	72	20.75	0.0	13.5	0.02	0.00
Cobb, Suzanne	Full 7/1/2024	67	20.0	0.0	2.5	7.01	10.5
Collins-Ball, Sylvia	Full 7/1/2024	68	23.0	0.0	5.5	7.01	10.51
Day, Joyce	Ad-Interim 1/1/2024	64	23.5 [2.0 WV]	0.0	1.25	7.01	9.25
Dorn, Rodney	Mandatory 7/1/2023	72	8.0	0.0	0.0	0.00	0.00
Dunbar, Henry	Ad-Interim 9/1/2023	64	0.0	0.0	0.0	0.13	0.00

Retiree	Retirement Type & Date	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
Duncan, J Farron	Ad-Interim 1/1/2024	61	20.5	0.0	20.0	6.76	10.00
Early, Laura	Full 7/1/2024	66	37.0	0.0	19.5	7.00	9.92
Greenway, Richard	Full 7/1/2024	66	30.0	0.0	12.5	7.00	10.50
Greer, Martin	Ad-Interim 9/1/2023	66	2.5	0.0	0.0	0.00	0.00
Haas, Elizabeth	Ad-Interim 1/1/2024	65	21.25 [8.5 N.GA]	0.0	0.0	0.00	0.00
Ham, William Craig	Actuarially Reduced 7/1/2024	64	29.0	0.0	11.5	7.00	10.50
Hammond, Donna	Mandatory 7/1/2023	72	0.0	0.0	0.0	0.0	0.0
Holliday, William	Actuarially Reduced 7/1/2024	64	37.0	0.0	19.5	7.00	10.50
Jones, Brenda	Mandatory 7/1/2023	72	0.0	0.0	0.0	0.0	0.0
Oxendine, Jimmy	Mandatory 7/1/2024	72	7.5	0.0	0.0	0.0	0.0
Reynolds, Elizabeth	Full 7/1/2024	66	10.0	0.0	0.0	0.0	10.00
Sexton, Curtis Keith	Full 7/1/2024	65	23.75 [3.0 WNC]	0.0	6.25	7.00	7.50
Shivers, Mary Anne	20-Year Rule 7/1/2024	58	20.25	0.0	5.5	1.04	10.01
Smith, Charles Cooper	Actuarially Reduced 7/1/2024	62	8.0	0.0	0.0	3.42	6.75
Strother, Jon	Full 7/1/2024	66	42.0	0.0	24.5	7.00	10.50
Sweeley, Thomas	Full 7/1/2024	65	41.0	0.0	23.5	7.00	10.50
Wade, David	Full 7/1/2024	67	44.75	2.25	25.0	7.00	10.50
White, Clinton	Ad-Interim 7/1/2023	66	9.5	0.0	0.0	0.00	0.00
White, Jaye	Full 7/1/2024	67	13.0	0.0	13.0	2.50	10.50
Wilkinson, Kathie	Mandatory 7/1/2024	72	14.0	0.0	0.0	3.50	10.50

Retiree	Retirement Type & Date	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
Williams, Kristin D	Ad-Interim 4/1/2024	62	16.5	0.0	3.5	7.00	1.50
Witherington, Ben	Ad-Interim 1/1/2024	72	48.5 [25.0 WNC, 6.0 KY]	0.0	0.5	0.00	0.00
Wynn, Sam	Ad-Interim 9/30/2023	69	44.25	2.5	25.0	7.00	9.75

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 **2024** CAC for the North Carolina Conference is **\$82,087**. The **2024** PSR is **\$855** 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 **1.57%** 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 **2024** 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 **\$25,850,020** with a 2.5% PSR increase assumption based on a **2024** PSR of **\$855**. Plan funds currently held with Wespath Benefits and Investments have a value of **\$26,935,354** as of January 1, **2024** (for **2024** funding plan).

The difference between the total plan liability and current plan funding is **\$1,085,334**. This represents the unfunded plan liability and will be provided through non-plan funds that are held in various investment sources. **Funding Plan for 2024:** 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 **\$7,722,904.43** as of January 1, **2024**. 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 **\$148,501.42** as of January 1, **2024**. Both the interest and principal from these sources are available to meet future contribution requirements.

The Superannuate Endowment fund has a value of **\$935,662.49** as of January 1, **2024**. All of it is available except for the original balance of \$87,195.39, from which interest only is available.

The 2024 funding plan as of January 1, 2022 is summarized below:

Supplement One of the Clergy Retirement Security Program funding Liability:

Assuming a PSR Increase of 2.5%	\$29,100,920
Current Plan Funding as of 1/1/2022	\$26,935,354
Funded Status as of 1/1/2022	(\$2,165,566)
Expected Funded Status as of 1/1/2024	(\$1,085,334)

Additional Plan Assets (as of 12/31/23):

General Deposit Account (Wespath)	\$7,722,904
Conference Managed Liquid Asset Accounts	\$148,501
Conference Superannuate Endowment Fund (Wespath)	\$848,467
Total Additional Plan Assets	\$8,719,872

Proposed Past Service Rate: The **2025** CAC for the North Carolina Conference is **\$84,964**.

We propose that the past service rate beginning January 1, **2025** be increased to **\$877** per service year, or **1.03%** of the CAC. Assuming 2.5% future PSR increases and 5.5% investment earnings, this increase creates an unfunded plan liability of **\$27,420,911**. Due to current funding levels no contribution is due for **2025**.

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 2024 is \$78,292 and for **2025 is \$80,297**). 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 \$15,658 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.~~
 4. **2024 Active Participant Death Benefits:**
 - i. **Participant: \$50,000**
 - ii. **Spouse of active participant: 20% of DAC in the year of death (\$15,658 for 2024)**
 - iii. **Surviving spouse of active participant: 15% of DAC in the year of death (\$11,744 for 2024)**
 5. **2025 Active Participant Death Benefits:**
 - i. **Participant: \$50,000**
 - ii. **Spouse of active participant: \$16,000**
 - iii. **Surviving spouse of active participant: \$12,000**
- 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 clergyperson will be fixed at \$20,808. The death benefit payable upon the death of a spouse of a retired participant will be fixed at \$15,606. The death benefit payable upon the death of a surviving spouse of a deceased retired participant will be fixed at \$10,404.

A. 2024 Retired Participant Death Benefits:

Plan Provision	Clergy Who Retire Before January 1, 2013	Clergy Who Retire January 1, 2013 or Later
Death of retired participant	30% DAC in the year of death (for 2024: \$23,488)	\$21,400
Death of retiree's spouse	20% of DAC in the year of death (for 2024: \$15,658)	\$16,100
Death of retiree's surviving spouse	15% of DAC in the year of death (for 2024: \$11,744)	\$10,800

B. 2025 Retired Participant Death Benefits:

Plan Provision	Amount
Death of retired participant	\$24,000
Death of retiree's spouse	\$16,000
Death of retiree's surviving spouse	\$12,000

- 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 **2025**.

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.
 2. 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.
 3. 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.
 4. INTERIM OR RETIRED SUPPLY - no pension responsibility
- B. Effective January 1, 2007 Deacons and Probationary Deacons serving in Episcopal appointments to a local church or other entity that falls under the pension plan sponsorship of the Conference shall be enrolled in the plans according to the plan document.
- C. The pastor will make regular monthly payments to the Conference Treasurer's Office through the local church treasurer for his/her 1% of Plan Compensation (up to 1% of 200% of the DAC) on an after tax basis for CPP.
- D. It is recommended that the pastor make regular monthly payments through the local church treasurer for his/her personal tax-paid or tax-deferred contributions to the UMPIP of at least 5%.

VII. Policies Related to Life and Health Insurance

A. Eligibility Policies

1. Clergy persons who retire from the North Carolina Annual Conference with twenty or more full time years of earned pension credit in the North Carolina Annual Conference may receive life and health insurance benefits when the clergy person attains age 62 and receives pension benefits or retires with thirty (30) years of service and receives pension benefits provided at least twenty (20) of the thirty years of pension credit is in the North Carolina Annual Conference. The North Carolina pension credit record used to determine insurance funding for retiring Deacons in Full Connection shall consist of eligible North Carolina earned pension credit years in both the lay and clergy pension plans.
2. Effective July 1, 2007, clergy persons who retire at age 59 ½ with 20 or more years may remain on the Conference insurance plan, provided written notification of this intent is provided to the Conference Benefits Manager. The clergy person will be responsible for 100% of the applicable monthly premium until the attainment of age 62. At the attainment of age 62, the monthly premium will be adjusted according to the retirement rules in place at the time of retirement. Monthly premiums will then be calculated at the applicable percentages as defined in Report B Section VII C and D.
3. All retired clergy, spouses and surviving dependents must enroll in Medicare part A and part B when first eligible.
4. Effective August 1, 1992, Pastors who discontinued ¶314.1, or Provisional Members ¶327.6, as well as Conference Members who are retired involuntarily, ¶357 who are granted Honorable Location, ¶358; who withdraw to unite with another denomination, ¶360.1; who surrender the ordained ministerial office ¶360.2; who withdraw under complaints or charges, ¶360.3; and Conference Members who are placed on Administrative Location, ¶359 are ineligible to receive retirement health or life insurance benefits when payments from Wespath Benefits and Investments begin. [Paragraphs noted are from The Book of Discipline, 2016]

B. Retirement after July 1, 2009

(Eligibility policies can be found in Report B, Section VI B.)

Clergy under appointment as of June 30, 2009

1. Post retirement insurance plan eligibility for clergy who are licensed, commissioned, or ordained under NC Episcopal appointment to a NC Conference responsible appointment (i.e., eligible for enrollment in the Conference Insurance Plan) as of June 30, 2009 will be determined using years of NC pension credit/pension eligibility accrued through June 30, 2009. Effective July 1, 2009, accrual of future year's credit toward post-retirement benefits will be determined by months of enrollment in the Conference insurance plan.
2. Clergy with less than 180 months in the plan (over the course of career) will have access to the NC Conference Insurance Plan and contribute the full cost of the applicable coverage of the plan as shown below.
3. The retiree may only cover dependents that are covered on the last day of enrollment.
4. Funding will be based on the chart printed below:

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 2024 is \$4,306 and for **2025** is **\$4,435** 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. 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 2024 and 2025 by each active, retired, terminated or disabled Clergy person 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 Clergy person; 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 Clergy person rendered to this Conference or that an active, a retired, a terminated or a disabled Clergy person 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 Clergy person 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 Clergy person'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 Clergy person'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. Wespath Benefits and Investments has provided a sample statement to be used: "I received \$_____ from Wespath Benefits and Investments, Incorporated in Missouri; and/or from a commercial annuity company that provides an annuity arising from benefits accrued under a Wespath plan, annuity, or fund authorized under the Discipline and \$_____ from the Duke Endowment (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.

Donna Banks, 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 **2024** 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. David William Girod, First (Elon) CC, Corridor District
 4. Terry Hobbs, Westwood (Goldsboro) CC, Capital District
 5. Al Hocutt, Horne Memorial (Clayton) CC, Capital District
 6. Ronda Lee-Torres, Pinehurst (Pinehurst) CC, Fairway District
 7. Benjamin Sims, Oriental (Oriental) CC, Sound District
 - 8. Julia Webb-Bowden, Pleasant Green CC, Corridor District**
 - 9. Richard Bryant, Christ (Chapel Hill) CC, Corridor District**
- M. We recommend the following pastors to be placed on Clergy Medical Leave for the first time:
Julia Webb-Bowden
Richard Bryant
- N. Who has been placed on Clergy Medical Leave since the last Annual Conference?
Julia Webb-Bowden
Richard Bryant
- O. Who have had their Clergy Medical Leave terminated since the last conference session?
Michael David Gira
- P. Who are to be removed from Clergy Medical Leave at this Annual Conference?
David Wade
- Q. **Who has submitted a request pending determination to be placed on Clergy Medical Leave since the last Annual Conference?**
Tracy Sexton

- R. 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 (**2024 DAC = \$78,292**) as income from CPP. The current range of payments to NC participants is ~~\$23,292.72~~ **\$26,020.86** to ~~\$83,642.40~~ **\$91,449.04** 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 196 of the 2023 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. **All persons on Clergy Medical Leave will be required to pay the minimum amount of \$20 per month for the default Clergy Medical Leave plan.**
 - b. **If the participant's CPP disability income per Wespath records is less than 125% of Conference Full-Time Minimum Salary, the participant's personal premium will be 25% of the default Clergy Medical leave plan personal portion for the participant's selected level of medical coverage.**
 - c. 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)~~ **50%** of the default Clergy Medical Leave plan personal portion for the participant's selected level of medical coverage.

- d. 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 default Clergy Medical Leave plan personal portion for the participant's selected level of medical coverage.
 - e. Additional personal premiums will apply if the participant chooses a plan other than the default Clergy Medical Leave plan or dental or vision coverage (rates published in the Insurance Report Section VIII).
 - f. 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 **2024**, 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%~~ **2.43%**. The CPI (Urban South) for the last

twelve months ending December **2023** showed an increase of ~~7.0%~~ **3.7%**. With the rapidly changing economic environment, the CPI varies widely by month. The Commission currently recommends a **3.0% (\$1,493)** increase in minimum salary for the year **2025**.

I. Recommended Schedule of Minimum Compensation for 2025:

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>2024</u>	<u>2025</u>
(Full Connection, Associate, Provisional, Local Pastor)		
Salary	\$49,770	\$51,263
STUDENT PASTORS (Local Pastors or Conference Members)		
Salary	\$32,351	\$33,321

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 9 charges received grants for mission and compensation assistance for a total of \$69,015. in the year 2023. The Commission has awarded grants for the calendar year 2024 for 7 charges for a total of \$104,378.**
- VI. **The Commission reports that no pastors were awarded the Years of Service supplemental compensation for the appointment year 2023-2024.**
- 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

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~~ **2023**:
- Total Claims FILED: **20**
- Total Benefit FILED: **\$132,524.10**
- 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 \$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**. Enrollment forms must be submitted within ~~30~~ **31** 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 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.

2024 HealthFlex Plan Rates:

Health Insurance (Monthly)	H5000 Default/Base Plan	New-H2000	H2500	C3000	C2000	B1000
Church	\$1,450	\$1,450	\$1,450	\$1,450	\$1,450	\$1,450
Personal Employee Only	\$20	\$125	\$226	\$112	\$254	\$300.00
Personal Employee Plus One	\$122	\$356	\$548	\$333	\$603	\$690.00
Personal Family	\$161	\$482	\$744	\$449	\$820	\$939.00

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

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

2025 HealthFlex Plan Rates:

Health Insurance (Monthly)	H5000 Default/Base Plan	H2500	H2000	C3000	C2000	B1000
Church	\$1,508	\$1,508	\$1,508	\$1,508	\$1,508	\$1,508
Personal Employee Only	\$31	\$90	\$247	\$128	\$275	\$323
Personal Employee Plus One	\$142	\$254	\$553	\$327	\$608	\$698
Personal Family	\$190	\$343	\$752	\$443	\$826	\$950

Dental Insurance (Monthly)	Passive PPO 2000	Dental PPO	Dental HMO
Personal Employee Only	\$52	\$43	\$17
Personal Employee Plus One	\$104	\$86	\$31
Personal Family	\$156	\$129	\$54

Vision Insurance (Monthly)	Exam Core	Full Service	Premier Vision
Personal Employee Only	\$0	\$9	\$15
Personal Employee Plus One	\$0	\$14	\$25
Personal Family	\$0	\$22	\$40

2024 2025 Life Insurance Rates:

Life Insurance	2024 2025 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 these plans honor 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

2024 RESOLUTIONS

I. Inclusivity in the Communion Liturgy 1

Whereas, about inclusivity, the official United Methodist Church website states, “Everyone is welcome to worship and actively participate in the life of our churches” [1]; and 2
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Whereas, the United Methodist Social Principles (2016) paragraph 162 states, “We affirm all persons as equally valuable in the sight of God. We therefore work toward societies in which each person’s value is recognized, maintained, and strengthened”; and 4
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Whereas, Galatians 3:28 states, “There is neither Jew nor Gentile, neither slave nor free, nor is there male & female, for you are all one in Christ Jesus”; and 7
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Whereas, the current Communion liturgy of “men and women of Christ” does not accurately represent the beliefs stated above; and 9
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Whereas, making people feel comfortable and included at Church services is important and the current wording of the communion liturgy excludes people who don’t identify as either men or women; and 11
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Whereas, inclusive wording in the church fosters a strong community where everyone can feel comfortable; 14
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Now, therefore, be it resolved, the North Carolina Conference of The United Methodist Churches echoes the 72nd Annual Conference Session for Youth calling for the change of the communion liturgy from using “men and women of Christ” to using “people of Christ”; and 16
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Be it further resolved, legislation calling for this change shall be drafted and sent by the Conference Secretary to the next session of the General Conference of The United Methodist Church. 19
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[1] “What Is the Church’s Position on Homosexuality?” *The United Methodist Church*, September 24, 2019. <https://www.umc.org/en/content/ask-the-umc-what-is-the-churchs-position-on-homosexuality>. 21
22

The 72nd Annual Conference Session for Youth of the 23
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 Approved July 2023 25

II. Furthering Research on the Impact of Disaffiliation on NC Youth Ministry and Ministerial Programs 26
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Whereas, The United Methodist Church and its entirety of congregants and ministerial programs are currently undergoing a theological divide, the splitting of The United Methodist Church denomination, and there has been little to no research on the impact of this split on the different ministerial program; and 28
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Whereas, The North Carolina Conference of The United Methodist Church has a very involved youth ministry program with approximately 5,000 participants, and there is not much consideration when it comes to the impact on youth ministry programs and how disaffiliation is impacting the individual church-involved youth; and 32
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Whereas, scant research has been conducted about the impact of the disaffiliation on youth ministry, however the little research conducted can show the North Carolina Conference and worldwide United Methodist Church that research is incredibly important to determine how to lead and grow the youth ministerial program; and 36
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Whereas , one work of research has been conducted with interviews and surveys about how the youth have been impacted by disaffiliation; and	40 41
Whereas , from the quantitative data from that piece, the youth survey showed that approximately 93% of the 40 North Carolina Methodist-affiliated survey respondents opposed disaffiliation, which ultimately provided further information and structure to the negative impact, synthesized from a youth's perspective. This quantitative data supported the research on this topic by interpreting the youth's opinions and allowing researchers to make assumptions about the future of the denomination, and the surveys with Conference Youth Director Jason Villegas and Local Pastor Ed Priestaf showed trends in their responses concerning mental and spiritual wellbeing, economic factors, and youth impact which contributed to the collection of results; and	42 43 44 45 46 47 48 49
Whereas , from the little research gathered, it has been proven that the impact of religion on LGBTQ+ youth is detrimental; and	50 51
Whereas , most American Protestant denominations have condemned same-sex activity as sinful, barred LGBTQ+ individuals from spiritual leadership roles (or required celibacy in such positions), and refused to approve same-sex union ceremonies, and these beliefs are currently supported by the three major denominations, the Roman Catholic Church, the Southern Baptist Convention, and The United Methodist Church, which account for nearly 35% of Americans' religious associations (Barnes & Meyer, 2012); and	52 53 54 55 56 57
Whereas , this negative perception of these young individuals impacts their physical and mental state, LGBTQ+ people experienced discrimination more frequently than heterosexual people, both daily and throughout their lifetime; and	58 59 60
Whereas , this is a very controversial and current topic and there are concerns regarding the future of youth ministry programs and how this process will impact individual youth mentally, physically, and spiritually;	61 62 63
Now, therefore, be it resolved , the North Carolina Conference of The United Methodist Churches echoes the 72nd Annual Conference Session for Youth in calling for more research to fully determine the impact of the denomination-wide disaffiliation on a local level within youth ministry; and	64 65 66
Be it further resolved , this resolution be sent to Conference Youth Director Jason Villegas, UMC Director of Young People's Ministries Christopher Witerdink, and the CCYM chairs Jenn Tabor and Heather Wong.	67 68 69
<i>HRC Foundation. (2020). Stances of faiths on LGBTQ issues: United Methodist Church. Human Rights Campaign. Retrieved March 21, 2023, from https://www.hrc.org/resources/stances-of-faiths-on-lgbt-issues-united-methodist-church</i>	70 71 72
<i>Almeida, J., Johnson, R. M., Corliss, H. L., Molnar, B. E., & Azrael, D. (2009, August). Emotional distress among LGBT youth: The influence of perceived discrimination based on sexual orientation. Journal of Youth and Adolescence. Retrieved March 21, 2023, from https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3707280/</i>	73 74 75 76
The 72nd Annual Conference Session for Youth of the	77
North Carolina Conference of The United Methodist Church	78
Approved July 2023	79

III. Menstrual Products in All North Carolina United Methodist Church Bathrooms	80
Whereas , not having access to period products can be harmful for many people for various circumstances; and	81 82
Whereas , data from the nonprofit Free the Tampon Foundation found 86 percent of people started their period unexpectedly in public without the supplies they needed; and	83 84
Whereas , if and when people were caught in public without period supplies they needed, 57 percent said they would feel embarrassed and annoyed, and 43 percent would feel anxious and stressed; and	85 86
Whereas , many people are constantly in need of menstrual products in their daily life and it's not uncommon to be unprepared;	87 88
Now, therefore, be it resolved , the North Carolina Conference of The United Methodist Churches echoes the 72nd Annual Conference Session for Youth in urging that all bathrooms in United Methodist churches have menstrual products available; and	89 90 91
Be it further resolved , this resolution shall be sent to every local church's pastor and chair of the board of trustees.	92 93
<i>Ali, Shirin (2022). The Movement to Make Period Products Free is Growing in the U.S. The Hill. Retrieved April 12, 2023, from https://thehill.com/changing-america/respect/accessibility/3604347-the-movement-to-make-period-products-free-is-growing-in-the-u-s/</i>	94 95 96
The 72nd Annual Conference Session for Youth of the	97
North Carolina Conference of The United Methodist Church	98
Approved July 2023	99
IV. An Invitation to the Council of Bishops and Individual Bishops to Repent and Apologize	100
Whereas , “a bishop, as God’s servant, must be blameless; he [sic] must not be arrogant...” (Titus 1:7, NRSV); and	101 102
Whereas , John Wesley interpreted what the NRSV calls “arrogant” as “selfwilled—Literally, pleasing himself...” [1]; and	103 104
Whereas , The United Methodist Church requires in its Constitution the Council of Bishops to “plan for the general oversight and promotion of the temporal and spiritual interests of the entire Church and for carrying into effect the rules, regulations, and responsibilities prescribed and enjoined by the General Conference...” (The Book of Discipline 2016 ¶47); and	105 106 107 108
Whereas , “...bishops are members of the Council of Bishops and are bound in special covenant with all other bishops. In keeping with this covenant, bishops fulfill their servant leadership and express their mutual accountability.... The Church expects the Council of Bishops to speak to the Church and from the Church to the world and to give leadership in the quest for Christian unity...” (The Book of Discipline 2016 ¶422); and	109 110 111 112 113
Whereas , The United Methodist Church charges its resident bishops “[t]o guard, transmit, teach, and proclaim, corporately and individually, the apostolic faith as it is expressed in Scripture and tradition, and, as they are led and endowed by the Spirit, to interpret that faith evangelically and prophetically” (The Book of Discipline 2016 ¶414); and	114 115 116 117
Whereas , in recent years, individual bishops have ignored and openly dissented from church doctrine, and neglected or flagrantly broken church discipline. In response, the Council of Bishops has not held such bishops accountable, neither institutionally through due process nor personally through collegial correction; and	118 119 120 121

Whereas , when The United Methodist Church’s Council of Bishops and certain individual bishops did not carry out what General Conference had decided, by teaching church doctrine and upholding church discipline—that is, when the Council and certain of its members acted according to their own will—they set an example of “expressive individualism” (Robert Bellah), by ranking their personal opinions over church doctrine and church discipline; and	122 123 124 125 126
Whereas , the expressive individualism of the Council of Bishops and certain bishops, spread throughout The United Methodist Church among the clergy and among the laity; and	127 128
Whereas , over time, the example set by the Council of Bishops and certain bishops caused, or contributed to, thousands of congregations disaffiliating, and hundreds of clergy withdrawing, from their Annual Conferences. In the North Carolina Conference alone, 326 local churches recently disaffiliated; and	129 130 131 132
Whereas , to date, the Council of Bishops and individual bishops have not admitted or confessed that the Council and its members have been responsible, in any way, for the recent schism in The United Methodist Church;	133 134 135
Now, therefore, be it resolved , striving for authentic Christian reconciliation which requires honesty and truth-telling, the 2024 Session of the North Carolina Conference invites the Council of Bishops and individual bishops to offer repentance to God, and to issue an apology to The United Methodist Church, for the division that they have contributed to within the church they were ordained and consecrated to serve for the sake of unity; and	136 137 138 139 140
Be it further resolved , the 2024 Session of the North Carolina Conference expresses hope that such repentance and apology will lead to increasing forgiveness and reconciliation throughout The United Methodist Church and beyond—between her bishops and former bishops, her clergy and former clergy, her congregations and her former congregations, and her members and former members; and	141 142 143 144
Be it further resolved , the 2024 Session of the North Carolina Conference instructs the Conference Secretary to email and mail this resolution to the President of the Council of Bishops, the Secretary of the Council of Bishops, and to all other individual bishops (resident and retired).	145 146 147
<i>1. Wesley’s Notes on the New Testament, Volume II, Titus 1:7. Available at http://wesley.nnu.edu/john-wesley/john-wesleys-notes-on-the-bible/notes-on-st-pauls-epistle-to-titus/#c5552</i>	148 149
Rev. Paul T. Stallsworth (Elder, Retired, Report to Whiteville CC [Harbor])	150
Submitted April 17, 2024	151

V. A Call for Peace 152

Whereas , Jesus in Matthew 5:9 says, “blessed are the peacemakers”; and	153
Whereas , the Social Principles of The United Methodist Church declare war incompatible with Christian teaching (The Book of Discipline 2016 ¶165.C) and that nations have a right to self-determination (¶165.B); and	154 155 156
Whereas , the response to the attack on innocent civilians on October 7th has disproportionately fallen on innocent Palestinian civilians; and	157 158
Whereas , The United Methodist Church has said in the Social Principles it stands for justice and peace (¶165.A);	159 160
Now, therefore, be it resolved , we the North Carolina Annual Conference of The United Methodist calls for an immediate and permanent cessation of hostilities between Israel and Hamas and the release of hostages; and	161 162 163

Be it further resolved, we strongly and prayerfully encourage the US Department of State to work with the State of Israel and the Palestinian Authority and other regional interests towards a long-term solution to the conflict that ensures long-lasting peace, stability, and security for both Palestinians and Israelis.

Methodist Federation for Social Action, North Carolina Annual Conference Chapter
Approved May 9, 2023

VI. Church Land Use

Whereas, when God created the heavens and the earth, God put into place systems and cycles that would be life-promoting and -sustaining and made humans caretakers of all life on earth; and

Whereas, God gave the earth water, which is essential for all life, and created a cycle of cleansing, renewal, and release that makes the water that God gave us in the beginning usable and life-supporting still today (Genesis 1:9-10); and

Whereas, God gave the earth soil where life abounds, filled with microorganisms vital to the health and fertility of the soil; where life can grow and thrive, taking nutrients and water from the soil to support the growth of plants; and where life is renewed when microorganisms perform the process of decay following death and bring forth new, fertile soil through the process (Genesis 1:11); and

Whereas, God gave the earth plants that grow from the combination of nutrients in the soil, the sunlight, and the water, and that are used as food and shelter by other life forms on earth. These plants absorb carbon dioxide and release oxygen, which cleans the air and provides humans and other animals with oxygen they require to live. Through transpiration, these plants release water into the air that cools the air and becomes the basis for precipitation that releases water back to the ground for use, once again, by plants and other animals (Genesis 1:11-12); and

Whereas, God created humans, animals, creatures of the sea, and birds of the air, to live upon the earth; God created all these things, and more, to work together in harmony in a manner that promotes and sustains all life on earth. When we work together as our Creator intended, God multiplies the fruits of our labors and brings forth more and more blessings (Genesis 1:20-27); and

Whereas, at present, humans are not working together in harmony with the rest of Creation as God intended; we are in the midst of a biodiversity and wildlife crisis that is so extreme it is often referred to as the Sixth Mass Extinction. [1] According to the Center for Biological Diversity, more than 30,000 species go extinct annually. Ornithological studies reveal that nearly three billion North American birds have vanished since 1970, and two thirds of the birds that remain are at an increasing risk of extinction due to global temperature rise. [2] While prior mass extinction events in history were due to natural causes, this one is being caused by humans through land conversion, habitat destruction and fragmentation, use of chemical pesticides and biocides, as well as other harmful synthetic chemicals that persist in the environment known as “forever chemicals,” water pollution, and air pollution, including excessive release of methane and carbon dioxide into the atmosphere as by-products from the production and burning of massive amounts of fossil fuels, which is causing the climate crisis; and

Whereas, since human actions are the cause of these problems, they can also be the solution. Because God created the earth to incorporate life-promoting and life-sustaining systems, we humans can follow God’s intended order and renew the life-giving abilities of these systems that we have been harming (Genesis 1:28-31);

Now, therefore, be it resolved, North Carolina Conference of The United Methodist Church local churches and other holders of church lands, such as camp and retreat centers, as well as conference

offices and district locations, are urged to implement actions in their setting that bring their land back in harmony with God's intention and systems; and	208 209
Be it further resolved , all aforesaid organizations be urged to implement sustainable practices in their landscaping that support local, native biodiversity and healthy ecology. These actions can include evaluating the plants growing on their property, removing invasive species, replacing monoculture lawns with ecologically supportive plantings, and including native plant species in all landscaping; and	210 211 212 213 214
Be it further resolved , property owned and cared for by aforesaid organizations be used to protect and support life, both human and non-human. This may include landscaping that can prevent disasters, such as rain gardens or wetland restoration that prevents flooding, or erosion control that prevents topsoil loss. This also may include planting that supports local flora and fauna, such as planting native trees in clusters of three or more, plants to provide food sources for local wildlife, and plants that provide for local, native pollinators; and	215 216 217 218 219 220
Be it further resolved , all aforesaid organizations are urged to stop using synthetic fertilizers, pesticides, herbicides and other biocides that negatively impact soil and ecological health, and to incorporate sustainable practices in their property upkeep, such as composting, natural areas, and renewable sources of energy and water.	221 222 223 224
<i>[1] Eldredge, Niles. "The Sixth Extinction." actionbioscience.org, August 12, 2009. Accessed May 10, 2024. https://www.biologicaldiversity.org/programs/population_and_sustainability/extinction/pdfs/Eldridge-6th-extinction.pdf</i>	225 226
<i>[2] "Halting the Extinction Crisis." Center for Biological Diversity. No date. Accessed May 10, 2024. https://www.biologicaldiversity.org/programs/biodiversity/elements_of_biodiversity/extinction_crisis/index.html</i>	227 228
NCCUMC Creation Care Committee	229
Approved April 15, 2024	230

VII. Striving Towards a Diverse & Equally Paid Clergy	231
Whereas , "faith in Christ Jesus is what makes each of you equal with each other, whether you are a Jew or a Greek, a slave or a free person, a man or a woman" (Galatians 3:28, CEV); and	232 233
Whereas , God's very nature is diverse. The Trinity is made up of distinct persons united as one. Diversity is at the core and heart of who God is. If the image of God is diverse, and we as humans are made in the image of God, then we hold that same diversity. Since diversity is at the core of who God is and who we are, then diversity is also at the heart of how we all come together in the Church. The early Church and the Church of today are made up of many generations, individuals of different economic classes, ethnicities, races, and personalities; and	234 235 236 237 238 239
Whereas , as baptized members of the Body of Christ, we vow to "accept the freedom and power God gives us to resist evil, injustice, and oppression in whatever forms they present themselves" and "serve Christ as Lord in union with the church which Christ has opened to people of all ages, nations, and races (United Methodist Book of Worship, Baptismal Covenant I, pg. 88)"; and	240 241 242 243
Whereas , full clergy rights for clergywomen were approved by the General Conference of the Methodist Church in 1956 and full clergy rights for persons of color were approved by the General Conference of The United Methodist Church in 1968; and	244 245 246
Whereas , in 2024, only 71 of the 361 clergy members or 19.6% of clergy in the North Carolina Conference of The United Methodist Church (NCCUMC) are people of color [1]; and	247 248
Whereas , in 2024, only 133 of the 361 active clergy members or 36.8% of clergy in the NCCUMC are women [1]; and	249 250

Whereas , in 2024, in the NCCUMC, full-time clergy women earned 88 cents to every dollar earned by white clergy men [1]; and	251 252
Whereas , in 2024, in the NCCUMC, full-time clergy of color earned 82 cents to every dollar earned by white clergy men [1]; and	253 254
Whereas , in 2018, 40% of pastors of color and 20% of female pastors are at minimum salary compared to 13% of white male clergy in the NCCUMC [2]; and	255 256
Whereas , there are currently no Native American pastors in seminary or in the ordination process in the NCCUMC [2]; and	257 258
Whereas , forming anti-racist disciples is a priority of the NCCUMC and regular reporting and goals are needed to help us achieve this goal together as an annual conference; and	259 260
Whereas , candidates for ministry, who become certified, licensed, provisional, and/or full-connection clergy, begin as members of local churches recommended by local church Charge Conferences. Local church charge conferences also annually set clergy salaries;	261 262 263
Now, therefore, be it resolved , that all members of NCCUMC have a role to play in working towards a diverse and equally paid clergy. We urge all North Carolina Conference United Methodists to avail themselves of the information regarding the racial and gender wage gap in the North Carolina Conference and work within their local context through the actions of the Staff-Parish Relations Committee (SPRC) and charge conferences to strive towards diversity and pay equity in regard to candidates for ministry and clergy salary; and	264 265 266 267 268 269
Be it further resolved , we, the NCCUMC, urge the Bishop's Cabinet of our Annual Conference to report on the racial and gender wage gap in the North Carolina Conference among active clergy each year at Annual Conference; and	270 271 272
Be it further resolved , we urge the Bishop's Cabinet in coordination with the Office of Clergy Life to report on the racial and gender diversity of candidates for ordained ministry, active clergy serving in the Annual Conference, and the number of clergy who have entered and exited the conference or ordination process; and	273 274 275 276
Be it further resolved , we urge the Bishop's Cabinet to establish a yearly measurable goal in partnership with the NCCUMC Office of Race Equity and Justice Ministries and the NCCUMC Commission on the Status and Role of Women (COSROW) that works towards equity in closing the racial and gender wage gap among clergy in the NCCUMC. The measurable outcome of this yearly goal could be reported at the NCCUMC the following year.	277 278 279 280 281
<i>[1] Statistic received from the NCCUMC Conference Treasurer's Office.</i>	282
<i>[2] Statistic received from the NCCUMC Office of Race Equity and Justice Ministries.</i>	283
Corridor District Anti-Racism Team	284
Approved May 2, 2024	285
Endorsed by:	286
Asian Ministries Committee	287
Hispanic Latinx Committee	288
Native American Committee	289
Strengthening the Black Church Committee	290
Refugee and Immigration Committee	291
Commission on the Status & Role of Women	292

VIII. Lament for Clergy and Family Health Insurance in the NCCUMC	293
Whereas , “Health is a condition of physical, mental, social wellbeing...Health care is a basic human right” (Book of Discipline 2016 ¶162V); and	294 295
Whereas , the Duke Endowment spent \$12,000,000 to study the health of UMC pastors in North Carolina and found that, “Churches and other religious institutions have often been viewed as structures in which to enact health interventions. However, this study’s findings indicate that it is critical to improve the health of clergy themselves” [1]; and	296 297 298 299
Whereas , the financial burden of insurance costs has had a significant impact on families in the NCCUMC since it has changed providers; and	300 301
Whereas , prescription prices have increased, pushing essential medications beyond reach for many families; and	302 303
Whereas , many clergy, their spouses, and children of NCCUMC are going without proper mental and physical healthcare because they cannot afford it. This is exacerbated by faithfully serving during a distinctive time to be a United Methodist pastor; and	304 305 306
Whereas , access to mental health care has plummeted with our current plan. Therapists and psychiatrists, once in-network, are now out of reach for policyholders. Even with providers advocating for necessary treatments, denials are rampant; and	307 308 309
Whereas , emergency room visits, often due to out-of-network hospitals or doctors, have resulted in crippling bills ranging from \$2,000 to \$10,000 when it used to be an attainable co-pay; and	310 311
Whereas , the current state of insurance and healthcare offerings leaves families grappling with increased expenses, decreased coverage, postponed care, and worries about future unpredictability. Our healthcare coverage used to be simple and dependable. Now it is frustrating, demoralizing, and discouraging;	312 313 314 315
Now, therefore, be it resolved , we ask that the Insurance Committee of CFA to consider reviewing insurance options, with an emphasis on offering respectable coverage for the many dedicated active clergy and their families in the NCCUMC; and	316 317 318
Be it further resolved , we ask the Insurance Committee to consider doing a study that involves clergy, spouses, and families to evaluate the experience, financial implications, and effectiveness of our current insurance plans and options.	319 320 321
<i>[1] Proeschold-Bell, Rae Jean, and Sara H. LeGrand. 2010. “High Rates of Obesity and Chronic Disease Among United Methodist Clergy.” <i>Obesity</i> 18 (9): 1867–70. https://doi.org/10.1038/oby.2010.102.</i>	322 323
The Clergy Spouse Association of the NCCUMC	324
Approved May 8, 2024	325

