



Love Boldly

Serve Joyfully
Lead Courageously

Annual Conference 2025

CONFERENCE WORKBOOK
JUNE 12-14



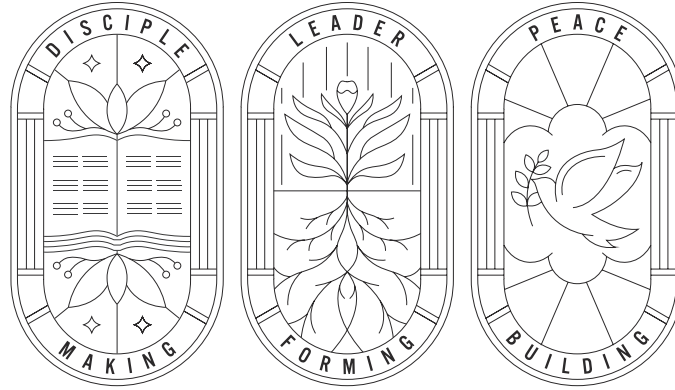
North Carolina Conference
The United Methodist Church

Greenville Convention Center
303 Greenville Blvd SW, Greenville, NC 27834

nccumc.org/ac2025

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Stay Connected

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

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

 **View AC 2025 website:** nccumc.org/ac2025

 **Facebook:** facebook.com/nccumc

 **Instagram:** instagram.com/nccumc

 **Official Hashtag:** #nccac25

JOIN THE CONVERSATION

Join the conversation by using/following the official hashtag **#nccac25**.

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

Print your social media photos!

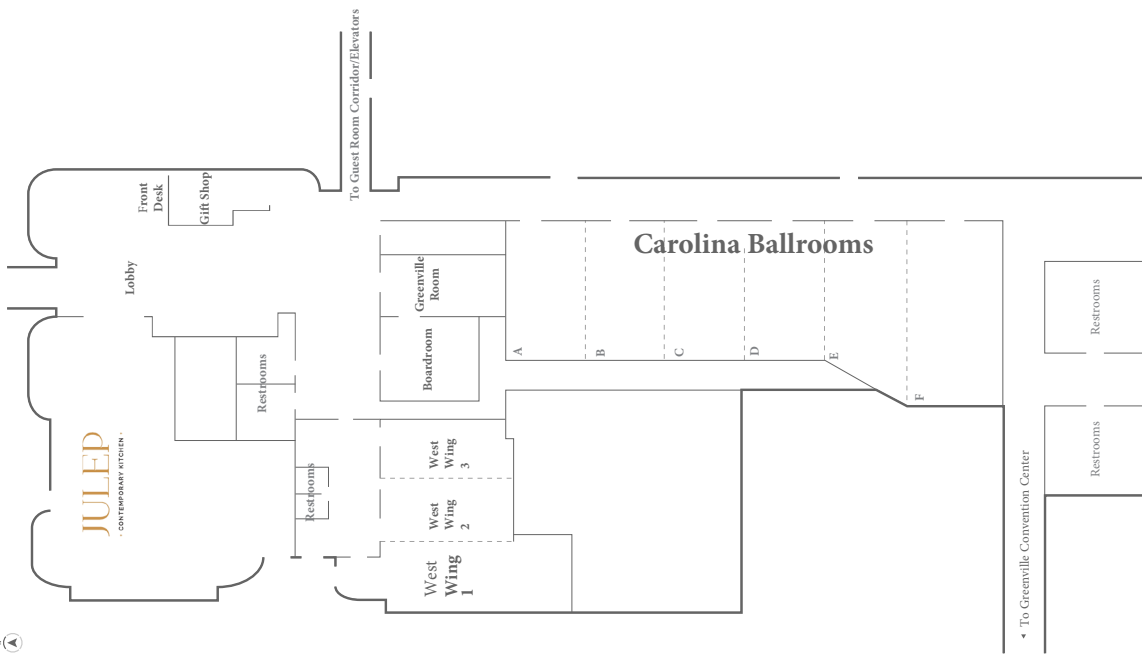
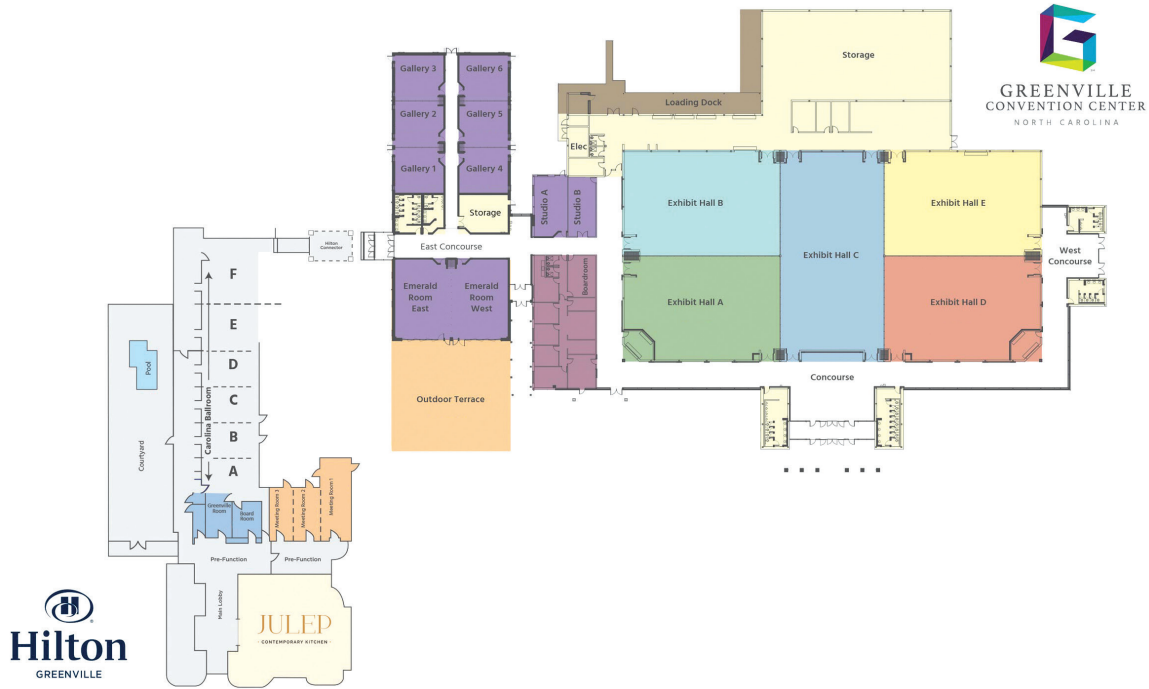
Include **#nccac25** on your public Instagram or X account and pick up your free prints during the Annual Conference.

1. Post to Instagram or X
2. Tag photos with **#nccac25**
3. Take your free prints!

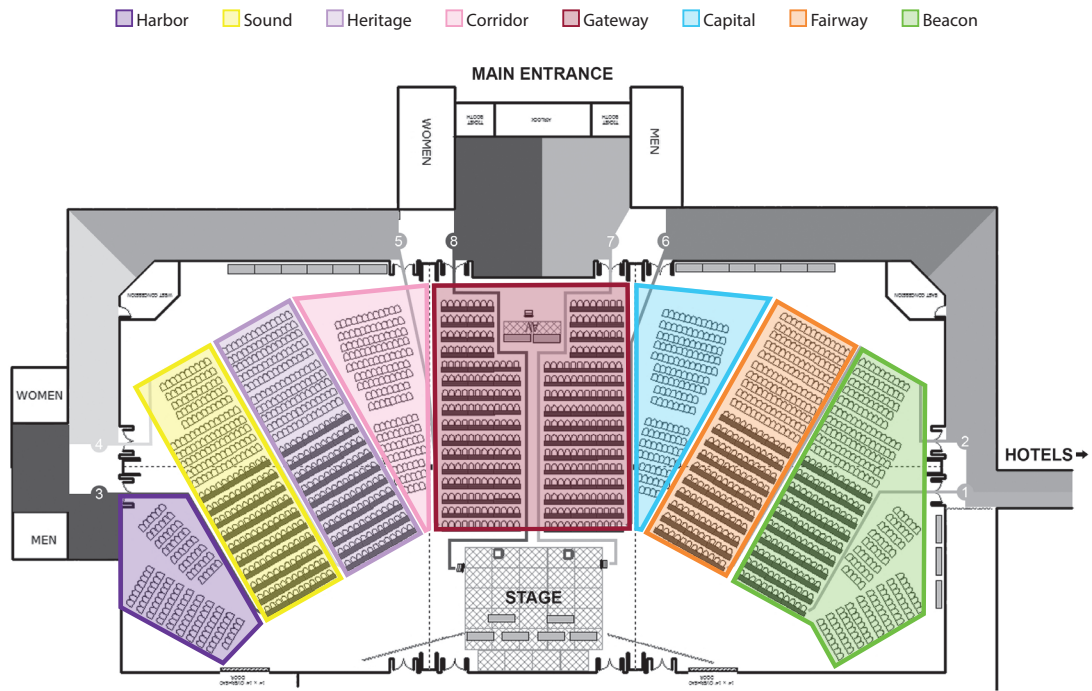
Emergencies/First Aid

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

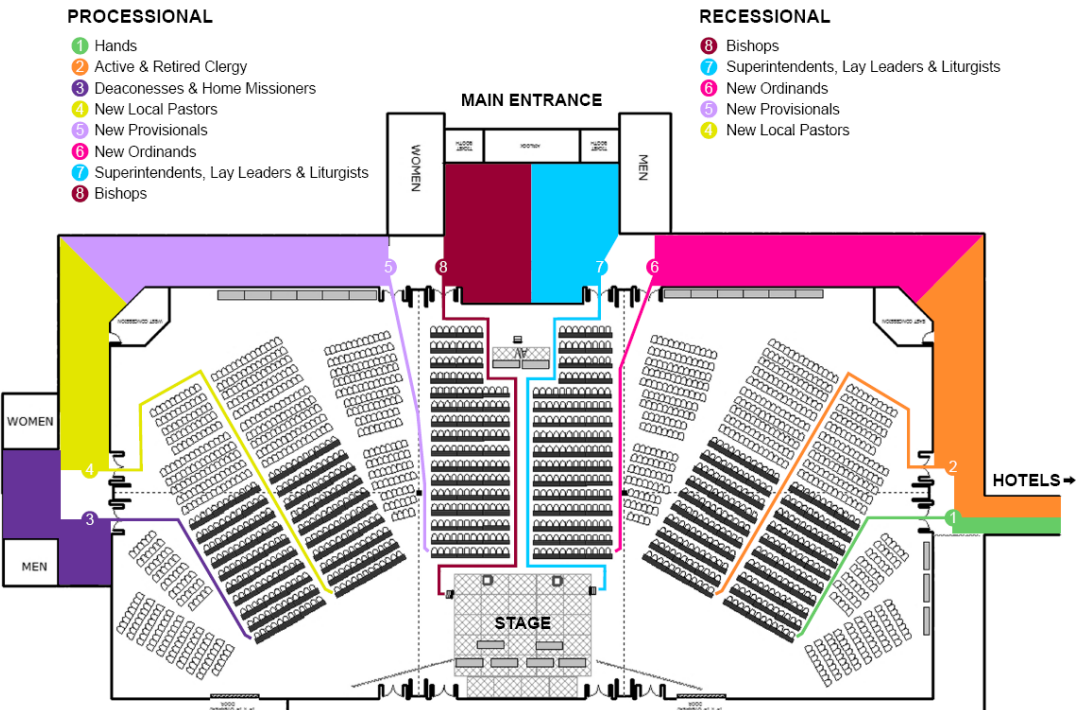
CONFERENCE MAPS



AC TELLER SECTIONS



ORDERING OF MINISTRY



FROM BISHOP CONNIE MITCHELL SHELTON

"The United Methodist Church forms disciples of Jesus Christ who, empowered by the Holy Spirit, love boldly, serve joyfully, and lead courageously in local communities and worldwide connections."

The United Methodist Church Vision Statement

Let's gather in Greenville, NC, from June 11 to 14 for our 2025 Session of the Annual Conference! Our 431 congregations in the NCC are faithfully *making disciples of Jesus Christ for the transformation of the world!*

The North Carolina Conference embraces and embodies The United Methodist Church's new vision statement: **Love Boldly, Serve Joyfully, Lead Courageously!** This inspiring declaration encapsulates our commitment to embody the message of love and grace and to actively engage in our communities through innovative *Disciple Making*, impactful *Leader Forming*, and transformative *Peace Building*.

Come Wednesday, June 11th, for Learning Labs

Every NC church is learning! When we stop learning, we stop discerning!



Leaders:

- Rev. Dr. Michael Beck of *Fresh Expressions*, who will also speak at the Laity Session on Thursday, June 12!
- Rev. Owen Barrow and Shelby Meehan of Fuquay-Varina UMC on designing discipleship and leadership development pathways.
- Rev. Ben Roberts will share his expertise and experience in community transformation from his current ministry at Foundry UMC in Washington, D.C.
- Rev. Dr. Lydia Muñoz, who shepherds The Plan for Hispanic/Latino Ministry for The UMC and shapes communities around *acompañamiento*.

Keynote Speakers:

- Rev. Bob Bergland, beloved NC Conference pastor, will preach the Memorial Service message on Friday morning, June 13.
- Rev. Dr. Lydia Muñoz, The Plan for Hispanic/Latino Ministry, will ignite the gathering on Friday afternoon's Peace Building session.
- Bishop Gregory Palmer, a visionary and inspiring leader, will preach the good news at the Ordering of Ministry worship Service on Saturday morning, June 14.

Musical Leadership:

- The Pilgrimage House Band will kick off Opening Worship on Thursday afternoon, June 12.
- The Clergywomen's Choir will bring the special music for the Memorial Service on Friday morning.
- Rev. Luz Ponce and the Praise Team from Unidos por Cristo will lead worship on Friday afternoon for Peace Building.
- Paul Saik, Centenary UMC, New Bern, and the AC Choir will inspire the gathered community for the Ordering of Ministry on Saturday morning.

Important Decisions Ahead with Constitutional Amendments

During this transformative time, we will also have the significant opportunity to vote on four constitutional amendments that will shape the future of our church. Your participation in this process is crucial; together, we can embrace a vision that reflects our values and aspirations as a vibrant United Methodist community.

Bring Your Church's Offering

Please come prepared to give generously to two offerings:

Samaritan's Fund (#S-00298)

Meet the needs of our neighbors who are suffering as a result of current immigration policies. Funds are used to meet unexpected or unanticipated expenses due to family separations.

The Endowment Fund for Theological Education in the Central Conferences

Help build sustainable support by endowing Wesleyan theological education in Africa, Europe, and the Philippines.

**Through our Worship, Holy Conferencing, and Debate, may we Love Boldly, Serve Joyfully,
and Lead Courageously!**



Bishop Connie Mitchell Shelton

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

The 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 07/01/25 status.

Red – Lay Members, At Large Members (LEP), Deaconesses, Diaconal Ministers, Home Missioners (¶1602.6)

- Vote on all deliberations/measures except on the granting and validation of license, ordination, reception into full conference membership, or any questions concerning the character and official conduct of ordained ministers. Except those who are members of the Board of Ordained Ministry may vote on ordination, character, and conference relations of clergy.

Blue – Clergy Members (Deacons/Elders) in Full Connection and all lay members of the Board of Ordained Ministry (¶1602.1a)

- 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 (¶1602.1d, ¶1346.2)

- Vote on all matters except ordination, character, constitutional amendments, and conference relations of clergy. Except those who are members of the Board of Ordained Ministry may vote on ordination, character, and conference relations of clergy.

- Local Pastors and Retired Local Pastors may vote on clergy delegates to General and Jurisdictional Conference, if they have met the educational requirements, and have been serving under appointment for 2 consecutive years. Other Denomination may not vote on delegates.
- Attend Clergy Session

White – Associate Members, Retired Associate Members, Provisional Members (¶1602.1b, c)

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

Orange – Retired Local Pastors not under appointment (¶1320.5d)

- Have voice but no vote
- May attend Clergy Session

Purple – Interim Supply, Honorable Location, Administrative Location, Local Pastor Approved not Appointed (¶1206.4, ¶1359, ¶1360, ¶1315)

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

Yellow – Full Connection, Provisional, and Local Pastors of Other Conferences, Other Methodist Denominations, Affiliates, Student Pastors (¶1346.1, ¶1318.3, ¶1318.4, ¶1344.4)

- Have voice but no vote
- May attend Clergy Session
- Student pastors as listed in the BOD ¶1318.3

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.)

Voting Items	Lay Members	Full Connection	Local Pastor	Retired Local Pastor Under Appt.	Other Denomination	Provisional Membership	Associate Member, Retired Associate Member	Retired Local Pastor Not Under Appt	Interim Supply	Honorable Location	Administrative Location	Local Pastor Approved not Appointed	Other Annual Conference	Student Pastor	Other Methodist	Affiliate Members
Anything on the floor of AC	yes	yes	yes	yes	yes	yes	yes	no	no	no	no	no	no	no	no	no
Constitutional Amendments	yes	yes	no	no	no	no	no	no	no	no	no	no	no	no	no	no
Matters before Clergy Session	no	yes	no	no	no	no	no	no	no	no	no	no	no	no	no	no
Matters of Ordination, character, conference relations of clergy	no	yes	no	no	no	no	no	no	no	no	no	no	no	no	no	no
Elect Delegates to General and Jurisdictional Conference	yes	yes	Yes- if they have met the educational requirements, and have been serving under appointment for 2 consecutive years.	Yes- if they have met the educational requirements, and have been serving under appointment for 2 consecutive years.	no	yes	yes	no	no	no	no	no	no	no	no	no
Has voice on the floor of AC	yes	yes	yes	yes	yes	yes	yes	yes	no	no	no	no	yes	yes	yes	yes
2020/2024 BOD Reference	¶1602.6	¶1602.1a	¶1602.1d	¶1602.1d	¶1346.2	¶1602.1b	¶1602.1c	¶1320.5d	¶206.4	¶1359	¶1360	¶1315	¶346.1, ¶1318.4	¶1318.3	¶1346.1	¶1344.4

All Members of the Board of Ordained Ministry may vote on matters of ordination, character, conference relations of clergy.

2025 CONSTITUTIONAL AMENDMENTS

Ballot #1:

Worldwide Regionalization

Regionalization allows United Methodists throughout our connection to best serve their unique communities as they share the love of God, make disciples, and transform the world.

Ballot #2:

Inclusiveness of the Church

¶ 4, Article IV

Add to the constitution that neither “gender” nor “ability” are bars to church membership.

Ballot #3

Racial Justice

¶ 5, Article V

Take an explicit stand against racism, racial inequity, colonialism, white privilege, and white supremacy.

Ballot #4

Local Pastor Voting Eligibility

¶ 35, Article IV

Clarify educational requirements for licensed local pastors to vote for General Conference clergy delegates.

ANNUAL CONFERENCE OUTREACH PROJECT

This year’s collection of items at Annual Conference in Greenville will again center around Menstrual Hygiene Kits. This continues to be a significant need. 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 Annual Conference to take completed menstrual hygiene kits to our gathering in June in Greenville. Alternatively, members might take 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.

SERVICE ANIMAL POLICY

Only service animals being used in actual service are permitted on the premises. The definition of a service animal under the Americans with Disabilities Act (ADA) is provided below. Any animal whose sole function is to provide comfort or emotional support is not permitted on the premises. If you have any questions regarding this policy, please contact the Conference Secretary's Office at ncsecretary@nccumc.org.

As defined under the ADA, a service animal means any dog that is individually trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability. Other species of animals, whether wild or domestic, trained or untrained, are not service animals for the purposes of this definition. The work or tasks performed by a service animal must be directly related to the individual's disability. Examples of work or tasks

include but are not limited to, assisting individuals who are blind or have low vision with navigation and other tasks, alerting individuals who are deaf or hard of hearing to the presence of people or sounds, providing non-violent protection or rescue work, pulling a wheelchair, assisting an individual during a seizure, alerting individuals to the presence of allergens, retrieving items such as medicine or the telephone, providing physical support and assistance with balance and stability to individuals with mobility disabilities, and helping persons with psychiatric and neurological disabilities by preventing or interrupting impulsive or destructive behaviors. The crime deterrent effects of an animal's presence and the provision of emotional support, well-being, comfort, or companionship do not constitute work or tasks for the purposes of this definition. [28 CFR § 35.104](#)

SUGGESTED CREATION CARE BEST PRACTICES

Submitted by NCC Creation Care Committee

Everyone is encouraged to bring their own water bottle and travel coffee mug. Water refill stations are available around the convention center. The concession stand at the convention center will fill your travel coffee mug. The price will depend on the size of the mug.

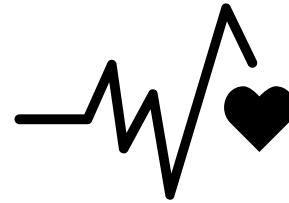
We encourage carpooling to Annual Conference and around Greenville during Annual Conference.

When eating out during Annual Conference, we encourage you to try and find places that are locally sourced, and to choose plant-based meals.

NC CONFERENCE HEALTH TEAM



NC Conference Health Team



Annual Conference Offerings

The NC Conference Health Team invites ALL conference attendees to participate in a **FREE** brief health screening 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 30 as there are limited supplies for walk-ins. Register through the Personify Health app or website and find Blueprint for Wellness under the "Benefits" tab or call 1-855-623-9355 (Employer Group: Wespath2025).

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!

HAPPENINGS AT ANNUAL CONFERENCE

NC Conference Disaster Team:

The NC Conference Disaster Team has a Solar Power Generation Trailer. Come and see it and a laundry trailer outside the Convention Center. The solar trailer allows local churches to meet needs during a power outage, whether caused by storms or other causes such as the December 2023 Moore County Power Station attack. This 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 for volunteer team housing. Together, the power generation and laundry trailers provide washers and dryers for survivors of disasters when electricity and/or clean water are unavailable. The possibilities are endless.

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

Come out Thursday at 7 pm for ice cream and a book signing. 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!

Early Morning Communion:

Please join us Friday at 7 am 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.

DISPLAY TABLES

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

- United Methodist Retirement Homes
- Methodist Home for Children
- United Methodist Foundation
- Louisburg College
- Methodist University
- North Carolina Wesleyan University
- NC Conference Missions Team
- United Methodist Men
- Wespath Benefits & Investments
- NC Conference Disaster Ministries
- Duke Divinity School
- Evangelism & Discipleship Committee
- New Faith Communities
- United Women in Faith
- N.C. Council of Churches
- United Theological Seminary
- Congregations for Children
- Native American Cooperative Ministry
- Race Equity & Justice Ministries
- The United Methodist Credit Union
- Strengthening the Black Church
- NC Refugee and Immigration Team
- The Church at Spring Forest
- Mission Of Hope Rotifunk
- Hispanic Latino Ministries
- Duke Clergy Health Initiative/Religion Social Change Lab
- Zoe Empowers
- Cross Connection
- EarthKeepers
- Conference Creation Care Committee
- Commission on the Status and Role of Women
- Wesley Community Development Corporation
- United Theological Seminary
- The North Carolina Institute for Spiritual Direction and Formation
- Board of Church and Society
- Mothers and Their Children Inc.
- Society of St. Andrew
- The Fellowship of Worship Artists
- Center for Leadership Excellence
- Lay Servant Ministries
- NCCUMC Clergy Spouse Association
- Western North Carolina Conference Disaster Ministries
- Faith in Rural Communities
- NCCUMC Youth/ Youth Service Fund
- Drew Theological School
- Candler School of Theology
- UNC Wesley Campus Ministry
- Givens Highland Farms (Continuing Care Retirement Community)

CONFERENCE AGENDA

North Carolina Annual Conference 2025

Annual Conference Registration Hours At the Greenville Convention Center

Wednesday, June 11th

2:00 pm – 6:00 pm

Thursday, June 12th

8:00 am – 5:00 pm

Friday, June 13th

8:00 am – 11:00 am 1:30 pm – 3:30 pm

Saturday, June 14th

8:00 am – 8:30 am

Wednesday, June 11th

3:00 pm **Learning Labs** in Exhibit Halls A, B, D, E

4:15 pm **Learning Labs** in Exhibit Halls A, B, D, E

Thursday, June 12th

Annual Conference members are encouraged to wear black in support of “Thursdays in Black.”

7:45 am **Prayer** at Center Stage

10:00 am **Clergy Executive Session**
in Exhibit Halls D & E

10:00 am **Laity Executive Session** in Exhibit Halls
A & B with *Rev. Dr. Michael Adam Beck*

12:00 pm **Lunch**

1:30 pm **Opening Worship & Communion**
in the Exhibit Hall
Bishop Connie Mitchell Shelton, Preacher
Special Offering: Samaritan’s Fund

2:45 pm **Break**

3:00 pm **Plenary Session** in the Exhibit Hall
Voting on constitutional amendments
and other items as facilitated by the
Bishop.

- *Opening Hymn “And Are We Yet Alive”*
- *Organization of the Conference*
- *Committee on Conference Rules*

- *Constitutional Amendment Ballot #1*
- *Constitutional Amendment Ballot #2*
- *New Faith Communities*
- *Higher Education & Campus Ministry*
- *Office of Clergy Life*
- *United Methodist Publishing House*

5:00 pm **Adjourn for Dinner**

7:00 pm **Book Signing with NC Conference**
Authors and Ice Cream Social in the
Emerald Room

Friday, June 13th

7:00 am **Early Morning Communion**
in the West Concourse

7:30 am **Extension Ministry Breakfast**
in the Emerald Room

8:15 am **Prayer** at Center Stage

9:00 am **Love Boldly: Connectional Ministries**
in the Exhibit Hall

- *Camp & Retreat Ministries*
- *Connectional Ministries*
- *Methodist Home for Children*
- *The Duke Endowment*
- *The North Carolina Department*
of Adult Corrections

11:00 am **Memorial Service**
Rev. Bob Bergland, Preacher

12:00 pm **Lunch**

12:00 pm **Retiree Luncheon** in the Carolina Ballroom

1:30 pm **Retiree Recognition** in the Exhibit Hall

1:45 pm **Love Boldly: Peace Building** in the
Exhibit Hall
Rev. Dr. Lydia Muñoz, Speaker

2:45 pm **Break**

(Continued on next page)

- 3:00 pm **Plenary Session** in the Exhibit Hall
Voting on constitutional amendments and other items as facilitated by the Bishop.
- Constitutional Amendment Ballot #3
 - Constitutional Amendment Ballot #4
- 3:45 pm **Financial Overview** in the Exhibit Hall
- *Council on Finance & Administration*
 - *Insurance*
 - *Pension*
 - *Equitable Compensation*
 - *Nominations*
 - *Statistician's Report*
- 5:00 pm **Adjourn for Dinner**

Saturday, June 14th

- 8:00 am **Prayer** at Center Stage
- 9:00 am **Plenary Session** in the Exhibit Hall
Voting on items as facilitated by the Bishop.
- *Resolutions*
 - *Setting AC Site and Dates*
 - *Fixing of the Appointments and Sending Forth*
- 11:00 am **Ordering of Ministry Service** in the Exhibit Hall
- *Bishop Gregory Palmer, Preacher*
 - *Special Offering: The Endowment Fund for Theological Education in the Central Conferences*

CONFERENCE OFFICERS, CABINET & STAFF

Conference Officers

President:	<i>Bishop Connie Mitchell Shelton</i>
Assistant to the Bishop for Clergy Life:	<i>Beth Hood</i>
Executive Director, Connectional Ministries:	<i>Ismael Ruiz-Millán</i>
Secretary:	<i>H. Gray Southern</i>
Lay Leader:	<i>John Hall</i>
Conference Treasurer:	<i>Christine Dodson</i>
Conference Controller:	<i>Jennifer Walls</i>
Conference Statistician:	<i>Dennis Peay</i>
UMM President:	<i>Bill Huggins</i>
UWF President:	<i>Janet Shew</i>
UMYF President:	<i>Matthew Wong</i>
Chancellor:	<i>Eric Stevens</i>

Cabinet Members

Bishop Connie Mitchell Shelton; Beth Hood; Ismael Ruiz-Millán; Tim Catlett; Beacon District: Gina Miller; Capital District: Chris Brady; Corridor District: Claire Clyburn; Fairway District: Sunny Limm; Gateway District: David Blackman; Harbor District: Tara Lain; Heritage District: David Joyner; Sound District: Tara Lain

Leadership Team

Bishop Connie Mitchell Shelton; Beth Hood, Asst. to Bishop for Clergy Life; Ismael Ruiz-Millán, 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; Rhonda Grant Jordan, Dir. of Peace Building & Outreach; Lou Jennings, Dir. of District Administration and Executive Assistant to Bishop Connie Shelton; Hope Ledbetter-Bock, Associate Director for New Faith Communities and Clergy Life; Douglas Ward, Dir. of Management Information Systems; Derek Leek, Dir. of Communications; Seven District Superintendents

Cabinet Officers

Dean:	<i>Chris Brady</i>
Secretary:	<i>David Blackman</i>

Secretarial Staff Members

Assistant Conference Secretary: *Paul Lee*

Runners: *Duane R. Partin, Jimmy Wooten, Tyler Daniels, Keith Porter, Pat Porter, Billy Sander, Jesse Baker*

Management Information Systems: *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: *Lee Rodio*

Registration & Attendance: *Ray T. Gooch*

Transcribing: *Shannon Marie Berry, Jenifer Swindell, Sharon Smith, Mark Swindell, Ann Bingham, Patrick Jones*

Treasurer's Office: *Chrisy Powell*

2025 CONFERENCE ORGANIZATION & PERSONNEL

Annual Conference Personnel, Committee on

Area Bishop: *Connie Mitchell Shelton*

Conference Lay Leader: *John Hall*

Conference Secretary: *H. Gray Southern*

Executive Dir.,
Connectional Ministries: *Ismael Ruiz-Millán*

UMM President: *Bill Huggins*

UWF President: *Janet Shew*

UMYF President: *Matthew Wong*

Ex-Officio

Assistant to Bishop for
Clergy Life: *Beth Hood*

Annual Conference Music: *Paul Saik*

Assistant Conference Secretary: *Paul Lee*

Dir. of Communications: *Derek Leek*

Committee on Worship: *Glenn Stallsmith and Rani Woodrow, 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: *Ellen McCubbin, Chairperson*

Lay: *Conference UWF President, Conference UMM President, Conference Lay Leader*

Conference Youth Committee
Legislative Affairs Person: *Ashleigh Moseley*

Clergy: *Gina Barrow, Eddie Hill, William Sabiston*

Tellers

Chief Clergy Teller: *Paul Lee*

Chief Lay Teller: *Shawna Smith Parker*

District Clergy and Lay

Beacon: Clergy: *Tom Hallberg, John Bennett*
Lay: *Lauren Riddick, Misty Hallberg*

Capital: Clergy: *Miles Hunt, Dawson Lane*
Lay: *James Galloway, Linda Edmundson*

Corridor: Clergy: *Casey Mursten, Gloria Winston*
Lay: *Eric Crissman, Margaret Skulnik*

Fairway: Clergy: *Mike Kimbrell, Kennedy Gray*
Lay: *Brenda Brown, Joyce Stewart-Young*

Gateway: Clergy: *Kelly Gallagher, David Woodhouse*
Lay: *Jo Ann Pearson, Paul Roodhuyzen*

Harbor: Clergy: *Caroline Roy, Phil Streuter*
Lay: *Susie Shovlin, Keith Duclos*

Heritage: Clergy: *Tim Nicholson, Johnny Llerena*
Lay: *Bob Cameron, Cathy Rzany*

Sound: Clergy: *Tom Greener, Rob Licht*
Lay: *Raychl Smith, Kendra King*

SPECIAL MEALS

Thursday – June 12th, 2025

Multicultural Ministries Luncheon

Time: 12:00 pm

Location: Hilton Greenville

Contact Information: Rhonda Grant Jordan,
984.257.7163, peacebuilding@nccumc.org

Registration Needed: Yes, by 5/23/2025

Additional Information: This is an opportunity for great fellowship and will allow our committee chairs to provide updates and program information for the next year.

Evangelical Fellowship Meal/Meeting

Time: 5:00 pm

Location: Parker's Barbecue, Greenville

Contact Information: Paul Stallsworth, 252.640.2755,
paulstallsworth@nccumc.org

Registration Needed: No

Additional information: All who confess the Church's evangelical faith are welcome to gather for fellowship, food, and encouragement. Ordering from the menu, we will enjoy Christian conversation with each other, and perhaps a program that aims to renew faith in Christ, obedience to Christ, and perseverance with Christ.

Deacon Dinner

Time: 5:30 pm

Location: St. James UMC

Contact Information: Jaye White, 910.308.0143.
jayewhite@nccumc.org

Cost: \$15

Registration Needed: yes, by 6/6/2025

Additional information: All Deacons in full connection, provisionals, candidates, retirees, and anyone interested in the Order of Deacons, plus

friends and family, are invited. We will celebrate those being commissioned, ordained, and retiring.

Deaconess/ Home Missioner Dinner

Time: 5:30 pm

Location: Cafe Duo Restaurant

Contact Information: Steve Taylor, 919.349.1831,
staylor@nccumc.org

Registration Needed: Yes, by 6/6/2025

Additional Information: All Deaconesses and Home Missioners—active, retired, candidates, and those exploring this Lay Order—along with friends and family are invited. We'll share a meal, reconnect, and spend some time exploring how we can strengthen our community and stay connected in the year ahead. RSVPs are required to secure our reservation. Everyone will order from the menu and pay individually.

Young Clergy Gathering

Time 7:30 pm

Location: Pitt Street Brewing Company

Contact Information: Christina Parrish, 850.376.5453,
cparrish@nccumc.org

Registration Needed: No

Additional Information: Join other young clergy for a time of fellowship. "Young Clergy" by definition are 35 and under, but we don't check IDs! We have two picnic tables reserved on the front porch of Pitt Street Brewing Company starting at 7:30 p.m.

Friday – June 13th, 2025

Extension Ministry Breakfast

Time: 7:30 am

Location: Emerald Room East

Contact Information: Becki Leeland, 984.257.7226,
clergy@nccumc.org

Registration Needed: Yes

Additional Information: This event is by invitation only.

Duke Divinity Alumni Luncheon

Time: 12:00 pm

Location: Hilton Greenville- Carolina Ballroom

Contact Information: Ken Spencer, 919.613.5352,
ken.spencer@div.duke.edu

Registration Needed: Yes, by 5/30/2025

Cost: \$15

Retiree Luncheon

Time: 12:00 pm

Location: Hilton Greenville- Carolina Ballroom

Contact Information: JoAnna Ezuka, 984.207.6248,
jezuka@nccumc.org

Registration Needed: Yes, by 05/28/2025

Gayle Felton Love Thy Neighbor Reception/Worship

Time: 5:30 pm

Location: Holiday Inn Greenville

Contact Information: Henry Jarrett, 919.606.5674,
mfsancc@gmail.com

Registration Needed: No

Additional Information: The Gayle Felton Love Thy Neighbor Reception/Worship is a celebration of the Reverend Dr. Gayle Felton, who was a champion of inclusivity in The United Methodist Church. All are welcome. There will be light refreshments and cookies available. We are asking for a \$20 contribution, if possible, from those to can help defray the cost of the room and the refreshments. It is free for students.

Clergywomen Gathering

Time: 7:00 pm

Location: Mellow Mushroom

Contact Information: Casey Mursten, 321.536.4074,
cmursten@nccumc.org

Cost: \$10

Registration Needed: Yes

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.
 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.
 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.
 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.

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.
 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*.
 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 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 2023 Annual Conference. A complete report is in the 2023 **most recent Annual Conference** Journal.
- ~~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. B. 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*.~~
- ~~D. C. 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 **discernment understanding, clarification casting forth**, and implementing of the vision of the conference;
 - (2) to ~~coordinate the mission, ministries, and resources~~ **connect the missional efforts of all the**

- ministries areas and align the related resources** of the Annual Conference;
- (3) to **foster collaboration through linking** the Teams of Ministry (Leadership Development, Race Equity and Justice Ministries, Christian Formation, **Peace Building and 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 **Peace Building 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 **form and** 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) **Peace Building and** Outreach Ministry Team: Serves to carry forth the ministry that transforms the world.
 - (5) Operations and Administrative Resources Team: Serves to empower, resource, and provide administrative oversight for ministry.
- d. Conference Connectional Table Meeting Schedule—The Conference Connectional Table shall meet at least quarterly.
11. There shall be other boards and committees as required by the *Book of Discipline* including, but not limited to, the Conference Board of Ordained Ministry, the Conference Board of Laity, the Conference Committee on Episcopacy, the Conference Board of Pensions, the United Women of Faith, United Methodist Men, conference council on youth ministry, and others.
- E. D. 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. 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.
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.
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.
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.
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 2023 Annual Conference. A complete report is in the 2023 **most recent Annual Conference Journal**.
- ~~B. The Annual Conference structure is diagrammed on page 342 in the 2008 Conference Journal with adaptations as approved by the 2016 annual conference.~~
- Ⓒ. B. 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*.
- Ⓓ. C. 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 **discernment understanding, clarification** casting forth, and implementing of the vision of the conference;
 - (2) to ~~coordinate the mission, ministries, and resources~~ **connect the missional efforts of all the ministries areas and align the related resources** of the Annual Conference;
 - (3) to **foster collaboration through linking** the Teams of Ministry (Leadership Development, Race Equity and Justice Ministries, Christian Formation, **Peace Building and** 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 **Peace Building 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 **form and** 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) **Peace Building and Outreach Ministry** Team: Serves to carry forth the ministry that transforms the world.
 - (5) Operations and Administrative Resources Team: Serves to empower, resource, and provide administrative oversight for ministry.
- d. Conference Connectional Table Meeting Schedule—The Conference Connectional Table shall meet at least quarterly.
11. There shall be other boards and committees as required by the *Book of Discipline* including, but not limited to, the Conference Board of Ordained Ministry, the Conference Board of Laity, the Conference Committee on Episcopacy, the Conference Board of Pensions, the United Women of Faith, United Methodist Men, conference council on youth ministry, and others
- E. D. 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. 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 34). 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, 2020/2024*

- A. Deacons in full connection (para. 33, 329.2, 369, 602.1)
- B. Elders in full connection (para. 33, 333, 369, 602.1)
- C. Provisional members (para. 33, 327, 369, 602.1)
- D. Associate members (para. 33, 369, 602.1)
- E. Affiliate members, if received by $\frac{2}{3}$ of clergy session, voice but no vote (para. 344.4)
- F. Local pastors under appointment (para. 33, 317.6, 369)

Total required clergy membership (TRCM): _____

STEP 2: Determine lay membership as required by *Book of Discipline, 2020/2024*

- A. Diaconal ministers (para. 33, 602.4)
- B. Active deaconesses (para. 33, 602.4)
- C. Home missionaries under episcopal appt (para. 33, 602.4)
- D. Conference president of UMW (para. 33, 602.4)
- E. Conference president of UMM (para. 33, 602.4)
- F. Conference lay leader (para. 33, 602.4)
- G. District lay leaders (para. 33, 602.4)
- H. Conference director of Lay Servant Ministries (para. 33)
- I. Conference secretary of Global Ministries (if any) (para. 33)
- J. President of conference young adult org (para. 33, 602.4)
- K. President of conference youth org (para. 33, 602.4)
- L. Chair of conference college student org (para. 33, 602.4)
- M. Youth age 12-17, one per district (para. 33, 602.4)
- N. Young person age 18-30, one per district (para. 33, 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. 33, 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 legislative affairs person**
- R. Conference Youth Committee
- S. Lay members of the Committee on Finance and Administration
- T. Lay members of the Board of Pension
- U. Lay members of the Board of Trustees
- V. Lay members of the Board of Ordained Ministry
- W. Conference Chancellor
- X. Any co- District Lay Leader
- Y. District Directors of Lay Servant Ministries
- Z. Officially recognized retired deaconesses and home missionaries.**

STEP 5: The number of remaining TALM needed will be distributed to each district in proportion to the membership of the district. The Conference Secretary will notify each District Superintendent & District Lay Leader of the number of additional lay members needed from their district.

- A. The District Superintendent in partnership with the District Lay Leader will nominate professing members from congregations within the bounds of their District who meet the disciplinary requirements of being active in the United Methodist Church at least 4 years prior and a professing member in the United Methodist Church at least 2 years prior. Attention will be given to a diversity of ethnicity, age, and gender. The four-year participation and the two-year membership requirements for young persons under thirty years of age may be waived per Paragraph 602.4.a of *The Book of Discipline, 2016*.
- B. The nominations will be presented to the Conference Board of Laity for consideration and election.

DISTRICT OFFICERS & COMMITTEES

2025-2026 DISTRICT OFFICERS AND COMMITTEES

CODES: Laywoman (LW) – Layman (LM) – Clergyman (CM) – Clergywoman (CW)

BEACON DISTRICT

Lay Leader: Tracey Manigault (LW)

Committee on District Superintendency:

DS: Gina Miller; **Lay Leader:** Tracey Manigault;
Appointed by DS: Jack Colenda (CM), Allison Lancaster (CW); **Laity:** Elaine Jones (LW), Janice Farr (LW), Pat Parker (LM); **Clergy:** Sylvia Collins-Ball (CW), Betsy Haas (CW), Toni Wood (CW); **At-Large:** Eric Lindblade (CM), Annette Breed (LW)

Board of Trustees:

DS: Gina Miller; **Lay Leader:** Tracey Manigault;
Laity: Elaine Jones (LW), Janice Farr (LW), Pat Parker (LM); **Clergy:** Jack Colenda (CM), Allison Lancaster (CW), Betsy Haas (CW), Toni Wood (CW), Sylvia Collins-Ball (CW)

Committee on Ordained Ministry:

DS: Gina Miller; **Conf. BOM Representative:** Tom Hallberg (CM);
Clergy: Sylvia Collins Ball (CW), Marc O'Neal (CM), Mary Frances McClure (CW), Colin Snider (CM), Vickie Woolard (CW), Jack Colenda (CM), Arthur Manigault (CM), Allison Lancaster (CW); **Laity:** Marjorie Rayburn (LW), Jo Drago (LW), Louanne Ewald (LW)

Board of Church Location and Building:

DS: Gina Miller; **2023-2026:** Dottie Reed (LW); **2025-2028:** TBD (CW), TBD (LW), TBD (CM), TBD (LW), TBD (LM), TBD (LM)

CAPITAL DISTRICT

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

Committee on District Superintendency:

DS: Chris Brady; **Lay Leaders:** Freda Davis (LW), Clement Quintyne (LM); **Appointed by DS:** Lisa Yebuah (CW and At Large), David Rockefeller (LM); **Laity:** Mary June Jones (LW), Latercha McKnight (LW); **Clergy:** Beth Gaines (CW), Wallace Johnson (CM), Karl Grant (CM), Jacob Dye (CM); **At-Large:** Phillip Jefferson (LM)

Board of Trustees:

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

Committee on Ordained Ministry:

DS: Chris Brady; **Conf. BOM Representative:** Alan Felton (CM); **Clergy:** Jen Swindell (CW), Rachel Kwashe (CW), Janet Baucom (CW), LuAnn Charlton (CW), Kevin Johnson (CM), Bob Bergland (CM), Heather Wong (CW); **Laity:** Freda Davis (LW), Karen Throckmorton (LW), Damion Quaye (CM), Susan Smith (LW), Clement Quintyne (LM)

Board of Church Location and Building:

DS: Chris Brady; **2024-2027:** Molly White (CW), (LM), Alan Felton (CM), Stuart Walston (LM), Pam Ginn (LW), Henry Jones (LM), Martha McLean (CW); **2025-2028:** Scott Foster (CM), Scott Fortenberry (LM), Lee Clyburn (LM)

CORRIDOR DISTRICT

Lay Leader: Tommy Humphries (LM)

Committee on District Superintendency:

DS: Claire Clyburn; **Lay Leader:** Tommy Humphries; **Appointed by DS:** Katie Wagstaff (LW), Steve Murphy (CM); **Laity:** John Hall (LM), Eric Crissman (LM), Connie Mundy (LW), Martha Caves (LW); **Clergy:** Varonica Livingston (CW), Ben Williams (CM); **At-Large:** Jeanne Neal (CW), Mike Crane (LM)

Board of Trustees:

DS: Claire Clyburn; **Lay Leader:** Tommy Humphries (LM); **Laity:** John Hall (LM), Katie Wagstaff (LW), Eric Crissman (LM), Connie Mundy (LW), Martha Caves (LW); **Clergy:** Varonica Livingston (CW), Steve Murphy (CM), Ben Williams (CM)

Committee on Ordained Ministry:

DS: Claire Clyburn; **Conf. BOM Representative:** Adam

Seate (CM); **Clergy:** Donna Banks (CW), Jason Gaskin (CM), Lisa Cole (CW), Donnie Jones (CM), Gloria Winston (CW), Varonica Livingston (CW), Cameron Merrill (CM), Casey Mursten (CW), Chae Albright (CM), Kathie Wilkinson (CW), Monica Beachman (CW), Kristen Hanna (CW), Denise Waters (CW), Duane Partin (CM); **Laity:** Gloria McAuley (LW), LaNella Smith (LW), Kathleen Templeton (LW), Tommy Humphries (LM), Eric Crissman (LM), Kim Fulkerson (LW)

Board of Church Location and Building:

DS: Claire Clyburn; **Lay Leader:** Tommy Humphries (LM); **2023-2026:** Bonnie Brewer (LW), Ray Warren (CM); **2024-2027:** Bryan Faggart (CM); **2025-2028:** Tom Steele (LM), Barbara Christy (LW)

FAIRWAY DISTRICT

Lay Leader: Debora Murphy (LW)

Committee on District Superintendency:

DS: Sunny Limm; **Lay Leader:** Debora Murphy (LW); **Appointed by DS:** Owen Barrow (CM), Eddie Hill (CM); **Laity:** Brenda Brown (LW), Claudia Oviedo (LW), Jimmy Torres (LM), Frank Thigpen (LM), Nick Gaster (LM), Norma Smith (LW); **At-Large:** Laura Johnson (CW), Jane Leechford (CW)

Board of Trustees:

DS: Sunny Limm; **Lay Leader:** Debora Murphy (LW); **Laity:** Brenda Brown (LW), Claudia Oviedo (LW), Jimmy Torres (LM), Frank Thigpen (LM), Nick Gaster (LM), Norma Smith (LW); **Clergy:** Owen Barrow (CM), Eddie Hill (CM)

Committee on Ordained Ministry:

DS: Sunny Limm; **Conf. BOM Representative:** TBD (CM); **Clergy:** John Michael McAllister (CM), Patrick Jones (CM), Anne Ahl (CW), Jane Leechford (CW), Thomas Simpson (CM), Jabe Largen (CM), Rhonda Campbell (CW), Shawn Blackwelder (CM), Kyle Meier (CM), Elaine Lilliston (CW); **Laity:** Caroline Jackson (LW), Veronica Watson (LW), Jimmy Torres (LM), Debora Murphy (LW)

Board of Church Location and Building:

DS: Sunny Limm; **2023-2026:** Thomas Simpson (CM); **2024-2027:** Bill Pate (LM), Bill Huggins (LM), William Sabiston (CM), Brenda Brown (LW), Christen Douberly (LW)

GATEWAY DISTRICT

Lay Leader: Lucy Lowry (LW)

Committee on District Superintendency:

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

Board of Trustees:

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

Committee on Ordained Ministry:

DS: David Blackman; **Conf. BOM Representative:** Jaye White (CW); **Clergy:** David Woodhouse (CM), Allen Bingham (CM), Mamie Alley (CW), Charles Bethea (CM), Vermel Taylor (CW), Sam Wynn (CM), Bobby Rackley (CM), Mattheue Locklear (CM), Gypsie Murdaugh (CW); **Laity:** Lucy Lowry (LW), John Blanding (LM), Charles Jackson (LM), Jerline Miller (LW), Robby Lowry (LM), Shirley Jones (LW), Pam Storey (LW), Paige McMillian (LM), Sara Cameron (LW), Larry Beattie (LM)

Board of Location and Building:

DS: David Blackman; **Lay Leader:** Lucy Lowry; **2023-2026:** Douglas Locklear (CM), Guy McCook (LM), Larry Cameron (LM), Chip Bass (CM); **2025-2026:** Vermel Taylor (CW), Allen Bingham (CM)

HARBOR DISTRICT

Lay Leader: John Kelso (LM)

Committee on District Superintendency:

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

Board of Trustees:

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

Committee on Ordained Ministry:

DS: Tara Lain; **Conf. BOM Representative:** Benny Oakes (CM); **Clergy:** Ron Hartman (CM), Russ Nanney (CM), David Goehring (CM), Suzanne Priddy (CW),

Julia Hayes (CW), Tal Madison (CM), Carolyn Roy (CW), Stuart Milton (CM), Vito Bisogno (CM), Frank Brock (CM), Matthew Farabow (CM); **Laity:** John Kelso (LM), Donna Pinckney (LW), Ellie Buckingham (LW)

Board of Church Location and Building:

DS: Tara Lain; **Lay Leader:** John Kelso; **2024-2027:** Debbie Mathis (CW); **2025-2028:** Lee Hauser (LM), Earl Hardy (CM), Matt Hayes (CM), Francis Daniel (CM), Becky Blackman (LW)

HERITAGE DISTRICT

Lay Leader: David Johnson (LM)

Committee on District Superintendency:

DS: David Joyner; **Lay Leader:** David Johnson; **Appointed by DS:** Liz Hounshell (CW), Sylvia Harriss (LW); **Laity:** Suzanne Coker Craig (LW), Bill Goodale (LM), Sam Perdue (LM); **Clergy:** Tuck Taylor (CW), Kim Lail (CW), Glenn Stallsmith (CM); **At-Large:** Jerry Brown (LM), Sylvia Harrison (LW)

Board of Trustees:

DS: David Joyner; **Lay Leader:** David Johnson; **Laity:** Suzanne Coker Craig (LW), Bill Goodale (LM), Sam Perdue (LM), Sylvia Harriss (LW); **Clergy:** Tuck Taylor (CW), Kim Lail (CW), Glenn Stallsmith (CM), Liz Hounshell (CW)

Committee on Ordained Ministry:

DS: David Joyner; **Conf. BOM Representative:** Tyler Williams (CM); **Clergy:** Keith Sexton (CM), Sue Owens (CW), Christina Parrish (CW), Glenn Stallsmith (CM), Laura Wittman (CW), Jenny Wilson (CW), Robert Simpson (CM), Jim Bolyard (CM), Edgar DeJesus (CM); **Laity:** Sylvia Harrison (LW), David Johnson (LM), Carole Mehle (LW), Juanita Rogers (LW), Beth Burt (LW)

Board of Church Location and Building:

DS: David Joyner; **Lay Leader:** David Johnson; **2024-2027:** Laura Wittman (CW), Andrew Krieman (LM), Bill Haddock (CM); **2025-2028:** TBD (LW)

SOUND DISTRICT:

Lay Leader: Kim Smith (LW)

Committee on District Superintendency:

DS: Tara Lain; **Lay Leader:** Kim Smith; **Appointed by DS & At Large:** Hyun (Joseph) Park (CM), Laura Little (LW); **Laity:** Carl Crothers (LM), Ed Mann (LM), Sandra Thompson (LW), Marilyn Boyce (LW), John Connelly (LM), Mary Anne Brown (LW); **Clergy:** Karl Zorowski (CM), Dena White (CW)

Board of Trustees:

DS: Tara Lain; **Lay Leader:** Kim Smith; **Laity:** Carl Crothers (LM), Ed Mann (LM), Sandra Thompson (LW), Marilyn Boyce (LW), John Connelly (LM), Mary Anne Brown (LW); **Clergy:** Karl Zorowski (CM), Dena White (CW)

Committee on Ordained Ministry:

DS: Tara Lain; **Conf. BOM Representative:** John Connelly (LM); **Clergy:** Jason Leighton (CM), Tom Greener (CM), Johnny Branch (CM), Susan Pate-Greenwood (CW), Hyun (Joseph) Park (CM), Jim McConnell (CM), Dennis Peay (CM), Anne Sims (CW), Rob Licht (CM), Rochelle Bailey (CW), Donna Thompson (CW), Ben Wolf (CM); **Laity:** Shelia Barth (LW), Katie Schwartz (LW), Amy Stroud (LW)

Board of Church Location and Building:

DS: Tara Lain; **2023-2026:** John McLean (LM); **2024-2027:** Ann Davis (LW), Linda Grider (CW), Judy Murad (LW), Ross Woodal (LM); **2025-2028:** Dennis Levin (CM)

REPORTS & RESOLUTIONS

COUNCIL ON FINANCE & ADMINISTRATION

I. Conference Budget to be Raised January 1, 2026 to December 31, 2026

Row #	Ministry Teams	Approved Request 2023 Raised 2024 for 2025	Actual Raised 2024 for 2025	Shortfall for 2025	Approved Request 2024 Raised 2025 for 2026	Requested Request 2025 Raised 2026 for 2027	Increase (Decrease)	8.67% % Increase (Decrease)	% of Total Apport
1	** World Service	\$1,242,571	\$1,009,787	\$232,784	\$1,065,078	\$1,271,162	\$206,084	19.35%	10.37%
2	OUTREACH MINISTRY TEAM								
3	Disaster Readiness & Response	21,140	17,180	3,960	18,000	18,450	450	2.50%	0.15%
4	Missions & Outreach	678,000	550,983	127,017	500,000	522,750	22,750	4.55%	4.26%
5	Health Ministries	6,000	4,876	1,124	5,000	5,330	330	6.60%	0.04%
6	Creation Care Ministries	10,000	8,127	1,873	10,000	12,300	2,300	23.00%	0.10%
7	Camp & Retreat Ministries Inc.	-	-	-	-	-	-	-	0.00%
8	Congregations for Children	12,000	9,752	2,248	10,000	16,000	6,000	60.00%	0.13%
9	Subtotal - Outreach Ministry Team	\$727,140	\$590,917	\$136,223	\$543,000	\$574,830	\$31,830	5.86%	4.69%
10	CHRISTIAN FORMATION TEAM								
11	Evangelism & Discipleship	12,000	9,752	2,248	10,000	16,000	6,000	60.00%	0.13%
12	Youth Ministries	96,000	78,015	17,985	90,000	85,000	(5,000)	-5.56%	0.69%
13	Financial Discipleship Team	4,300	3,494	806	4,300	5,000	700	16.28%	0.04%
14	Worship	3,000	2,438	562	3,000	2,800	(200)	-6.67%	0.02%
15	Subtotal - Christian Formation Team	\$115,300	\$93,700	\$21,600	\$107,300	\$108,800	\$1,500	1.40%	0.89%
16	RACE EQUITY & JUSTICE MINISTRIES TEAM								
17	Multicultural Ministries Team	155,000	125,962	29,038	143,000	165,050	22,050	15.42%	1.35%
18	Multicultural Ministries Grants	-	-	-	-	-	-	-	0.00%
19	Multicultural Ministries Program	-	-	-	-	-	-	-	0.00%
20	Disability Ministries	2,000	1,625	375	1,000	1,000	-	0.00%	0.01%
21	Comm. on the Status/Role of Women (COSROW)	10,000	8,127	1,873	12,000	12,000	-	0.00%	0.10%
22	Restorative Justice & Mercy Ministries	-	-	-	-	-	-	-	0.00%
23	Refugee & Immigration	10,000	8,127	1,873	10,000	10,750	750	7.50%	0.09%
24	Anti-racism Ministries	70,000	56,886	13,114	60,000	95,000	35,000	58.33%	0.78%
25	Subtotal - Race Equity & Justice Ministries Team	\$247,000	\$200,727	\$46,273	\$226,000	\$283,800	\$57,800	25.58%	2.32%
26	LEADERSHIP DEVELOPMENT TEAM								
27	Church & World								
28	Board of Laity - Lay Servant Ministries	15,000	12,190	2,810	15,000	16,995	1,995	13.30%	0.14%
29	Center for Leadership Excellence	57,000	46,322	10,678	50,000	50,000	-	0.00%	0.41%
30	Church & Society	10,000	8,127	1,873	8,000	8,000	-	0.00%	0.07%
31	Safe Sanctuaries	1,000	813	187	1,000	1,500	500	50.00%	0.01%
32	Conflict Transformation	4,370	3,551	819	4,370	3,370	(1,000)	-22.88%	0.03%

I. Conference Budget to be Raised January 1, 2026 to December 31, 2026 (continued)

Row #	Ministry Teams	Approved Request 2023 Raised 2024 for 2025	Actual Raised 2024 for 2025	Shortfall for 2025	Approved Request 2024 Raised 2025 for 2026	Requested Request 2025 Raised 2026 for 2027	Increase (Decrease)	8.67% % Increase (Decrease)	% of Total Apport
33	Emerging Church Support	900,000	731,393	168,607	600,000	600,000	-	0.00%	4.89%
34	New Faith Communities: Sal & Ben	290,000	235,671	54,329	290,000	290,000	-	0.00%	2.37%
35	New Faith Communities Office	60,000	48,760	11,240	60,000	60,000	-	0.00%	0.49%
36	NC Council of Churches	-	-	-	-	-	-	-	0.00%
37	Christian Unity	5,000	4,063	937	5,000	5,000	-	0.00%	0.04%
38	Clergy Life								
39	Clergy Life & Asst to the Bishop: Sal & Ben	460,000	373,823	86,177	375,000	400,000	25,000	6.67%	3.26%
40	Clergy Life & Asst to the Bishop: Office	22,820	18,545	4,275	22,820	20,000	(2,820)	-12.36%	0.16%
41	** Ministerial Education Fund	419,683	341,059	78,624	368,408	439,691	71,283	19.35%	3.59%
42	Board of Ordained / Diaconal Ministry	300,000	243,798	56,202	300,000	300,000	-	0.00%	2.45%
43	Higher Education & Campus Ministries	645,000	524,165	120,835	645,000	736,983	91,983	14.26%	6.01%
44	Superintendency and Mission Strategists								
45	District: DS Sal & Ben	930,000	755,773	174,227	940,000	968,142	28,142	2.99%	7.90%
46	District Offices	215,800	175,372	40,428	215,800	221,195	5,395	2.50%	1.80%
47	District Centralized Support: Sal & Ben	650,000	528,229	121,771	650,000	710,000	60,000	9.23%	5.79%
48	District Centralized Support: Office	65,000	52,823	12,177	64,000	65,600	1,600	2.50%	0.54%
49	DS & AADS: Travel	100,000	81,266	18,734	80,000	82,000	2,000	2.50%	0.67%
50	Bishop and Cabinet								
51	Cabinet Meeting Expenses	35,000	28,443	6,557	35,000	35,875	875	2.50%	0.29%
52	Office of the Bishop	55,000	44,696	10,304	48,000	49,200	1,200	2.50%	0.40%
53	Cabinet: Immigration Expense Assistance	17,500	14,222	3,278	17,000	17,425	425	2.50%	0.14%
54	Effective Ministry Program	30,000	24,380	5,620	28,000	28,700	700	2.50%	0.23%
55	Subtotal - Leadership Development Team	\$5,288,173	\$4,297,483	\$990,690	\$4,822,398	\$5,109,676	\$287,278	5.96%	41.69%
56	OPERATIONS & ADMINISTRATIVE RESOURCES TEAM								
57	Operations - Connectional Ministries & Communications								
58	Archives & History	12,000	9,752	2,248	8,500	8,500	-	0.00%	0.07%
59	Conf. Media Center	6,226	5,060	1,166	6,100	6,400	300	4.92%	0.05%
60	CCM Office, Mtgs. & Cong. Revitalization	85,000	69,076	15,924	70,000	80,000	10,000	14.29%	0.65%
61	CCM Staff: Sal & Ben	1,330,000	1,080,837	249,163	1,330,000	1,495,488	165,488	12.44%	12.20%
62	Communications	110,500	89,799	20,701	110,500	110,500	-	0.00%	0.90%
63	Operations - Annual Conference								
64	Annual Conf. Expense	169,700	137,908	31,792	150,000	150,000	-	0.00%	1.22%
66	Conf. Secretary's Office: Sal & Ben	120,000	97,519	22,481	80,000	80,000	-	0.00%	0.65%
65	Conf. Secretary's Office	15,000	12,190	2,810	15,000	15,000	-	0.00%	0.12%
67	Conf. Journal/Printing	3,000	2,438	562	2,500	2,500	-	0.00%	0.02%
68	Operations & Administrative Resources								
69	Conf. Treasurer's Office: Sal & Ben	1,000,000	812,659	187,341	890,000	985,000	95,000	10.67%	8.04%
70	Conf. Treasurer's Office	130,000	105,646	24,354	130,000	140,000	10,000	7.69%	1.14%
71	Information Management Office	160,000	130,025	29,975	160,000	164,000	4,000	2.50%	1.34%

I. Conference Budget to be Raised January 1, 2026 to December 31, 2026 (continued)

Row #	Ministry Teams	Approved Request 2023 Raised 2024 for 2025	Actual Raised 2024 for 2025	Shortfall for 2025	Approved Request 2024 Raised 2025 for 2026	Requested Request 2025 Raised 2026 for 2027	Increase (Decrease)	8.67% % Increase (Decrease)	% of Total Apport
72	Nominations	500	406	94	500	500	-	0.00%	0.00%
73	Conf. Board of Trustees	750	609	141	750	750	-	0.00%	0.01%
74	Board of Institutions	500	406	94	500	500	-	0.00%	0.00%
75	Contingency Fund	15,000	12,190	2,810	15,000	15,000	-	0.00%	0.12%
76	** Meth. Bldg. Operating Fund	200,000	162,532	37,468	195,000	100,000	(95,000)	-48.72%	0.82%
77	Legal Counsel	20,000	16,253	3,747	20,000	40,000	20,000	100.00%	0.33%
78	Minister's Moving Expense	100,000	81,266	18,734	100,000	104,000	4,000	4.00%	0.85%
79	Equitable Compensation	120,000	97,519	22,481	130,000	140,000	10,000	7.69%	1.14%
80	Joint Comm. on Clergy Medical Leave	200,000	162,532	37,468	150,000	140,000	(10,000)	-6.67%	1.14%
81	Administration - General & Jurisdictional Connections								
82	** General Administration	147,545	119,904	27,641	180,006	214,835	34,829	19.35%	1.75%
83	** SEJ Mission & Ministry	26,976	21,922	5,054	21,100	26,976	5,876	27.85%	0.22%
84	General & Jurisdictional Conference	30,000	24,380	5,620	30,000	30,000	-	0.00%	0.24%
85	Subtotal - Operations & Administrative Resources Team	\$4,002,697	\$3,252,829	\$749,868	\$3,795,456	\$4,049,949	\$254,493	6.71%	33.04%
86	Conference Connectional Ministries	\$10,380,310	\$8,435,655	\$1,944,655	\$9,494,154	\$10,127,055	\$632,901	6.67%	82.62%
87	World Service & Connectional Ministries	\$11,622,881	\$9,445,442	\$2,177,439	\$10,559,232	\$11,398,217	\$838,985	7.95%	92.99%
88									
89	Other General Conference								
90	** Episcopal Fund	367,976	319,781	48,195	524,994	626,577	101,583	19.35%	5.11%
91	** Africa University Fund	37,465	32,278	5,187	32,888	39,251	6,363	19.35%	0.32%
92	** Black College Fund	167,408	144,199	23,209	146,954	175,389	28,435	19.35%	1.43%
93	** Interdenominational Coop. Fund	6,193	5,249	944	15,246	18,196	2,950	19.35%	0.15%
94	Total Other General Apportionments	\$579,042	\$501,506	\$77,536	\$720,082	\$859,413	\$139,331	19.35%	7.01%
95									
96	Grand Total All Funds	\$12,201,923	\$9,946,948	\$2,254,975	\$11,279,314	\$12,257,630	\$978,316	8.67%	100.00%
97									
98	Total General Conference	\$2,388,841	\$1,972,256	\$416,585	\$2,333,574	\$2,785,101	\$451,527	19.35%	22.72%
99	Total Jurisdictional Conference	\$26,976	\$21,922	\$5,054	\$21,100	\$26,976	\$5,876	27.85%	0.22%
100	Total Annual Conference	\$9,786,106	\$7,952,770	\$1,833,336	\$8,924,640	\$9,445,553	\$520,913	5.84%	77.06%

** Budget raised and spent in the same year

Ila. 2024 Actual Operating Budget

Row #		Carry Over from 2023	Actual Raised in 2023	Total Approved Supplement	Actual Operating Budget 2024	Actual Expenditures 2024	2024 Remaining Balance
1	** World Service	-	1,563,923	232,784	1,242,571	1,242,571	-
2	OUTREACH MINISTRY TEAM						
3	Disaster Readiness & Response	419	27,075	3,125	30,619	24,474	6,145
4	Missions & Outreach	21,948	563,465	36,535	621,948	488,504	133,444
5	Health Ministries	1,076	10,758	-	11,834	2,184	9,650
6	Creation Care Ministries	1,183	11,834	866	13,883	9,550	4,333
7	Camp & Retreat Ministries Inc.	-	246,544	28,456	275,000	275,000	-
8	Congregations for Children	-	16,137	-	16,137	16,137	-
9	Subtotal - Outreach Ministry Team	\$24,626	\$875,815	\$68,981	\$969,421	\$815,849	\$153,572
10	CHRISTIAN FORMATION TEAM						
11	Evangelism & Discipleship	1,457	14,569	-	16,026	2,211	13,815
12	Youth Ministries	-	91,670	10,580	102,250	68,795	33,455
13	Financial Discipleship Team	386	3,855	-	4,241	264	3,977
14	Worship	448	4,483	-	4,931	-	4,931
15	Subtotal - Christian Formation Team	\$2,291	\$114,576	\$10,580	\$127,448	\$71,270	\$56,178
16	RACE EQUITY & JUSTICE MINISTRIES TEAM						
17	Multicultural Ministries Team	2,152	21,517	-	23,669	21,592	2,077
18	Multicultural Ministries Grants	156	51,922	-	52,078	38,124	13,954
19	Multicultural Ministries Program	9,638	96,376	-	106,014	100,016	5,998
20	Disability Ministries	511	5,110	-	5,621	1,200	4,421
21	Comm. on the Status/Role of Women (COSROW)	2,152	21,517	-	23,669	1,172	22,497
22	Restorative Justice & Mercy Ministries	-	8,965	(8,965)	-	-	-
23	Refugee & Immigration	620	17,930	-	18,550	18,550	-
24	Anti-racism Ministries	-	44,826	175	45,002	45,001	1
25	Subtotal - Race Equity & Justice Ministries Team	\$15,229	\$268,164	(\$8,790)	\$274,603	\$225,655	\$48,948
26	LEADERSHIP DEVELOPMENT TEAM						
27	Church & World						
28	Board of Laity - Lay Servant Ministries	2,138	21,382	-	23,520	22,374	1,146
29	Center for Leadership Excellence	5,799	57,994	-	63,793	19,124	44,669
30	Church & Society	1,506	15,062	-	16,568	4,072	12,496
31	Safe Sanctuaries	179	1,793	5	1,977	1,977	-
32	Conflict Transformation	641	6,410	-	7,051	906	6,145
33	Emerging Church Support	-	859,767	99,233	959,000	747,859	211,141
34	New Faith Communities: Sal & Ben	13,262	259,992	30,008	303,262	267,208	36,054
35	New Faith Communities Office	-	67,239	7,761	75,000	55,264	19,736
36	NC Council of Churches	-	31,378	-	31,378	31,378	-
37	Christian Unity	941	9,414	-	10,355	4,582	5,773
38	Clergy Life						
39	Clergy Life & Asst. to the Bishop: Sal & Ben	57,378	573,776	(100,000)	531,154	288,861	242,293
40	Clergy Life & Asst. to the Bishop: Office	-	40,344	-	40,344	19,155	21,189
41	** Ministerial Education Fund	-	489,824	58,968	419,683	400,027	-

Ila. 2024 Actual Operating Budget (continued)

Row #		Carry Over from 2023	Actual Raised in 2023	Total Approved Supplement	Actual Operating Budget 2024	Actual Expenditures 2024	2024 Remaining Balance
42	Board of Ordained / Diaconal Ministry	32,427	324,268	37,427	394,122	323,419	70,703
43	Higher Education & Campus Ministries	1,481	892,819	-	894,300	831,712	62,588
44	Superintendency and Mission Strategists						
45	District: DS Sal & Ben	50,430	1,219,273	(100,000)	1,169,703	990,321	179,382
46	District Offices	19,266	196,425	-	215,691	161,259	54,432
47	District Centralized Support: Sal & Ben	36,927	699,289	(100,000)	636,216	559,453	76,763
48	District Centralized Support: Office	7,341	73,407	-	80,748	38,044	42,704
49	DS & AADS Travel	11,655	116,548	-	128,203	90,388	37,815
50	Bishop and Cabinet						
51	Cabinet Meeting Expenses	2,237	38,999	-	41,236	34,477	6,759
52	Office of the Bishop	5,783	57,826	-	63,609	4,629	58,980
53	Cabinet: Immigration Expense Assistance	1,793	17,930	-	19,723	19,723	-
54	Effective Ministry Program	1,882	44,826	-	46,708	42,371	4,337
55	Subtotal - Leadership Development Team	\$253,066	\$6,115,985	(\$66,599)	\$6,173,344	\$4,958,583	\$1,195,105
56	OPERATIONS & ADMINISTRATIVE RESOURCES TEAM						
57	Operations - Connectional Ministries & Communications						
58	Archives & History	347	10,758	-	11,105	7,132	3,973
59	Conf. Media Center	-	6,702	-	6,702	6,612	90
60	CCM Office, Mtgs. & Cong. Revitalization	8,831	88,308	-	97,139	91,785	5,354
61	CCM Staff: Sal & Ben	-	1,373,475	158,525	1,532,000	1,422,476	109,524
62	Communications	11,036	110,362	-	121,398	105,097	16,301
63	Operations - Annual Conference						
64	Annual Conf. Expense	19,724	197,235	-	216,959	159,275	57,684
65	Conf. Secretary's Office: Sal & Ben	10,758	107,583	-	118,341	56,950	61,391
66	Conf. Secretary's Office	1,345	13,448	-	14,793	14,161	632
67	Conf. Journal/Printing	162	5,379	-	5,541	366	5,175
68	Operations & Administrative Resources						
69	Conf. Treasurer's Office: Sal & Ben	104,445	1,044,451	(100,000)	1,048,896	869,312	179,584
70	Conf. Treasurer's Office	13,448	134,479	-	147,927	127,792	20,135
71	Information Management Office	15,241	152,409	-	167,650	145,824	21,826
72	Nominations	45	448	-	493	-	493
73	Conf. Board of Trustees	-	672	-	672	672	-
74	Board of Institutions	45	448	-	493	493	-
75	Contingency Fund	1,345	13,448	(180)	14,613	-	14,613
76	** Meth. Bldg. Operating Fund	-	179,305	-	200,000	162,532	-
77	Legal Counsel	-	17,930	-	17,930	12,878	5,052
78	Minister's Moving Expense	13,000	129,996	-	142,996	96,492	46,504
79	Equitable Compensation	15,689	156,892	-	172,581	87,721	84,860
80	Joint Comm. on Clergy Medical Leave	26,447	264,475	(83,361)	207,560	85,517	122,043
81	Administration - General & Jurisdictional Connections						
82	** General Administration	-	192,596	27,641	147,545	147,545	-

Ila. 2024 Actual Operating Budget (continued)

Row #		Carry Over from 2023	Actual Raised in 2023	Total Approved Supplement	Actual Operating Budget 2024	Actual Expenditures 2024	2024 Remaining Balance
83	** SEJ Mission & Ministry	-	28,160	-	26,976	21,922	-
84	General and Jurisdictional Conference	-	26,896	-	26,896	26,896	-
85	Subtotal - Operations & Administrative Resources Team	\$241,908	\$4,255,855	\$2,624	\$4,447,206	\$3,649,451	\$755,234
86	Conference Connectional Ministries	\$537,120	\$11,630,395	\$6,797	\$11,992,022	\$9,720,807	\$2,209,037
87	World Service & Connectional Ministries	\$537,120	\$13,194,318	\$239,581	\$13,234,593	\$10,963,378	\$2,209,037
88							
89	Other General Conference						
90	** Episcopal Fund	-	642,446	40,994	367,976	319,781	-
91	** Africa University Fund	-	52,155	5,187	37,465	32,278	-
92	** Black College Fund	-	231,477	23,209	167,408	144,199	-
93	** Interdenominational Coop.Fund	-	6,949	944	6,193	5,249	-
94	Total Other General Apportionments	\$0	\$933,028	\$70,335	\$579,042	\$501,506	\$0
95							
96	Grand Total All Funds	\$537,120	\$14,127,346	\$309,917	\$13,813,635	\$11,464,885	\$2,209,037
97							
98	Total General Conference	\$0	\$3,179,371	\$389,728	\$2,388,841	\$2,291,649	\$0
99	Total Jurisdictional Conference	\$0	\$28,160	\$0	\$26,976	\$21,922	\$0
100	Total Annual Conference	\$537,120	\$10,919,815	(\$79,812)	\$11,397,818	\$9,151,313	\$2,209,037

** Funds raised and spent in the same year

Iib. 2025 DRAFT Operating Budget

Row #		Carry Over from 2024	Actual Raised in 2024	Total Approved Supplement	DRAFT Operating Budget 2025	25 Budget/ 24 Budget % Change	25 Budget/ 24 Actual % Change	% of Total
1	** World Service	-	1,009,787	-	1,065,078	-14.28%	-14.28%	8.81%
2	OUTREACH MINISTRY TEAM							
3	Disaster Readiness & Response	1,718	17,180	-	18,898	-38.28%	-22.78%	0.16%
4	Missions & Outreach	55,098	550,983	127,017	733,098	17.87%	50.07%	6.06%
5	Health Ministries	488	4,876	-	5,364	-54.67%	145.61%	0.04%
6	Creation Care Ministries	813	8,127	-	8,940	-35.60%	-6.38%	0.07%
7	Camp & Retreat Ministries Inc.	-	-	-	-	-100.00%	-100.00%	0.00%
8	Congregations for Children	-	9,752	-	9,752	-39.57%	-39.57%	0.08%
9	Subtotal - Outreach Ministry Team	\$58,117	\$590,917	\$127,017	\$776,052	-19.95%	-4.88%	6.42%
10	CHRISTIAN FORMATION TEAM							
11	Evangelism & Discipleship	975	9,752	-	10,727	-33.07%	385.19%	0.09%
12	Youth Ministries	7,802	78,015	-	85,817	-16.07%	24.74%	0.71%
13	Financial Discipleship Team	349	3,494	-	3,843	-9.38%	1355.57%	0.03%
14	Worship	244	2,438	-	2,682	-45.61%		0.02%
15	Subtotal - Christian Formation Team	\$9,370	\$93,700	\$0	\$103,069	-19.13%	44.62%	0.85%

IIb. 2025 DRAFT Operating Budget (continued)

Row #		Carry Over from 2024	Actual Raised in 2024	Total Approved Supplement	DRAFT Operating Budget 2025	25 Budget/ 24 Budget % Change	25 Budget/ 24 Actual % Change	% of Total
16	RACE EQUITY & JUSTICE MINISTRIES TEAM							
17	Multicultural Ministries Team	12,596	125,962	29,038	167,596	608.08%	676.21%	1.39%
18	Disability Ministries	163	1,625	-	1,788	-68.19%	49.00%	0.01%
19	Comm. on the Status/Role of Women (COSROW)	813	8,127	-	8,940	-62.23%	663.12%	0.07%
20	Refugee & Immigration	-	8,127	6,873	15,000	-19.14%	-19.14%	0.12%
21	Anti-racism Ministries	-	56,886	13,114	70,000	55.55%	55.55%	0.58%
22	Subtotal - Race Equity & Justice Ministries Team	\$13,572	\$200,727	\$49,025	\$263,324	-4.11%	16.69%	2.18%
23	LEADERSHIP DEVELOPMENT TEAM							
24	Church & World							
25	Board of Laity - Lay Servant Ministries	1,146	12,190	-	13,336	-43.30%	-40.39%	0.11%
26	Center for Leadership Excellence	4,632	46,322	-	50,954	-20.13%	166.44%	0.42%
27	Church & Society	813	8,127	-	8,940	-46.04%	119.54%	0.07%
28	Safe Sanctuaries	-	813	-	813	-58.88%	-58.87%	0.01%
29	Conflict Transformation	355	3,551	-	3,906	-44.60%	331.34%	0.03%
30	Emerging Church Support	73,139	731,393	-	804,532	-16.11%	7.58%	6.65%
31	New Faith Communities: Sal & Ben	6,046	235,671	40,000	281,717	-7.10%	5.43%	2.33%
32	New Faith Communities Office	4,876	48,760	-	53,636	-28.49%	-2.95%	0.44%
33	NC Council of Churches	-	-	-	-	-100.00%	-100.00%	0.00%
34	Christian Unity	406	4,063	-	4,469	-56.84%	-2.47%	0.04%
35	Clergy Life							
36	Clergy Life & Asst. to the Bishop: Sal & Ben	37,382	373,823	-	411,205	-22.58%	42.35%	3.40%
37	Clergy Life & Asst. to the Bishop: Office	1,854	18,545	4,275	24,674	-38.84%	28.81%	0.20%
38	** Ministerial Education Fund	-	341,059	-	368,408	-12.22%	-7.90%	3.05%
39	Board of Ordained / Diaconal Ministry	24,380	243,798	56,202	324,380	-17.70%	0.30%	2.68%
40	Higher Education & Campus Ministries	52,417	524,165	120,835	697,417	-22.02%	-16.15%	5.77%
41	Superintendency and Mission Strategists							
42	District: DS Sal & Ben	75,577	755,773	174,227	1,005,577	-14.03%	1.54%	8.32%
43	District Offices	15,569	175,372	-	190,940	-11.48%	18.41%	1.58%
44	District Centralized Support: Sal & Ben	52,823	528,229	71,000	652,052	2.49%	16.55%	5.39%
45	District Centralized Support: Office	5,282	52,823	-	58,105	-28.04%	52.73%	0.48%
46	DS & AADS Travel	8,127	81,266	-	89,393	-30.27%	-1.10%	0.74%
47	Bishop and Cabinet							
48	Cabinet Meeting Expenses	2,844	28,443	-	31,287	-24.13%	-9.25%	0.26%
49	Office of the Bishop	4,470	44,696	-	49,166	-22.71%	962.02%	0.41%
50	Cabinet: Immigration Expense Assistance	-	14,222	3,278	17,500	-11.27%	-11.27%	0.14%
51	Effective Ministry Program	2,438	24,380	-	26,818	-42.58%	-36.71%	0.22%
52	Subtotal - Leadership Development Team	\$374,576	\$4,297,483	\$469,817	\$5,169,225	-16.27%	4.25%	42.75%
53	OPERATIONS & ADMINISTRATIVE RESOURCES TEAM							
54	Operations - Connectional Ministries & Communications							
55	Archives & History	975	9,752	-	10,727	-3.40%	50.41%	0.09%
56	Conf. Media Center	90	5,060	-	5,150	-23.16%	-22.11%	0.04%

IIb. 2025 DRAFT Operating Budget (continued)

Row #		Carry Over from 2024	Actual Raised in 2024	Total Approved Supplement	DRAFT Operating Budget 2025	25 Budget/ 24 Budget % Change	25 Budget/ 24 Actual % Change	% of Total
57	CCM Office, Mtgs. & Cong. Revitalization	5,354	69,076	-	74,430	-23.38%	-18.91%	0.62%
58	CCM Staff: Sal & Ben	-	1,080,837	372,001	1,452,838	-5.17%	2.13%	12.02%
59	Communications	8,980	89,799	-	98,779	-18.63%	-6.01%	0.82%
60	Operations - Annual Conference							
61	Annual Conf. Expense	13,791	137,908	25,000	176,699	-18.56%	10.94%	1.46%
62	Conf. Secretary's Office: Sal & Ben	9,752	97,519	-	107,271	-9.35%	88.36%	0.89%
63	Conf. Secretary's Office	632	12,190	-	12,822	-13.32%	-9.46%	0.11%
64	Conf. Journal/Printing	244	2,438	-	2,682	-51.60%	632.17%	0.02%
65	Operations & Administrative Resources							
66	Conf. Treasurer's Office: Sal & Ben	81,266	812,659	25,000	918,925	-12.39%	5.71%	7.60%
67	Conf. Treasurer's Office	10,565	105,646	24,354	140,565	-4.98%	9.99%	1.16%
68	Information Management Office	13,003	130,025	-	143,028	-14.69%	-1.92%	1.18%
69	Nominations	41	406	-	447	-9.33%		0.00%
70	Conf. Board of Trustees	-	609	-	609	-9.38%	-9.38%	0.01%
71	Board of Institutions	-	406	-	406	-17.65%	-17.65%	0.00%
72	Contingency Fund	1,219	12,190	-	13,409	-8.24%		0.11%
73	** Meth. Bldg. Operating Fund	-	162,532	-	195,000	-2.50%	19.98%	1.61%
74	Legal Counsel	1,625	16,253	22,122	40,000	123.09%	210.61%	0.33%
75	Minister's Moving Expense	8,127	81,266	-	89,393	-37.49%	-7.36%	0.74%
76	Equitable Compensation	9,752	97,519	-	107,271	-37.84%	22.29%	0.89%
77	Joint Comm. on Clergy Medical Leave	16,253	162,532	-	178,785	-13.86%	109.06%	1.48%
78	Administration - General & Jurisdictional Connections							
79	** General Administration	-	119,904	-	180,006	22.00%	22.00%	1.49%
80	** SEJ Mission & Ministry	-	21,922	-	21,100	-21.78%	-3.75%	0.17%
81	General and Jurisdictional Conference	-	24,380	-	24,380	-9.35%	-9.35%	0.20%
82	Subtotal - Operations & Administrative Resources Team	\$181,669	\$3,252,829	\$468,477	\$3,994,722	-10.17%	9.46%	33.04%
83	Conference Connectional Ministries	\$637,304	\$8,435,655	\$1,114,337	\$10,306,392	-14.06%	6.02%	85.24%
84	World Service & Connectional Ministries	\$637,304	\$9,445,442	\$1,114,337	\$11,371,470	-14.08%	3.72%	94.04%
85								
86	Other General Conference							
87	** Episcopal Fund	-	319,781	-	524,994	42.67%	64.17%	4.34%
88	** Africa University Fund	-	32,278	-	32,888	-12.22%	1.89%	0.27%
89	** Black College Fund	-	144,199	-	146,954	-12.22%	1.91%	1.22%
90	** Interdenominational Coop.Fund	-	5,249	-	15,246	146.18%	190.46%	0.13%
91	Total Other General Apportionments	\$0	\$501,506	\$0	\$720,082	24.36%	43.58%	5.96%
92								
93	Grand Total All Funds	\$637,304	\$9,946,948	\$1,114,337	\$12,091,552	-12.47%	5.47%	100.00%
94								
95	Total General Conference	\$0	\$1,972,256	\$0	\$2,333,574	-2.31%	1.83%	19.30%
96	Total Jurisdictional Conference	\$0	\$21,922	\$0	\$21,100	-21.78%	-3.75%	0.17%
97	Total Annual Conference	\$637,304	\$7,952,770	\$1,114,337	\$9,736,878	-14.57%	6.40%	80.53%

** Funds raised and spent in the same year

IIc. Contingency Reserve Fund

	<u>2024</u>
<u>Income</u>	
Interest Income on Checking	\$ 4,547
Interest on CD Investments	\$ 83,011
Interest on UMF Investments	\$ 526,503
Net Reclaim Last Year	\$ 1,571,733
Other Receipts (Return of supplement)	\$ 15,145
Post Audit Receipts from prior year	\$ 1,331
TOTAL INCOME	\$ 2,202,270
<u>Distributions</u>	
Current Year Budget Supplements	\$ 389,728
Current Year Non-Budget Supplements	\$ 125,000
Subsequent Year Budget Supplements	\$ 1,114,337
Subsequent Year Non-Budget Supplements	\$ -
Reserve for Raised in 2026 Budget Supplement	\$ 229,149
Reserve for GC Budget Supplement Consideration (2021-2023)	\$ (556,855)
Interest / Service Charges Paid	\$ 11,443
Audit Adjustments (Reclaimed)	\$ (509)
TOTAL DISTRIBUTIONS	\$ 1,312,293
Change in net assets (TOT. INCOME – TOT. DISTRIBUTIONS)	\$ 889,977
 <u>Current Year Budget Supplements:</u>	
General Church Apportionments	\$ 389,728
	<u>\$ 389,728</u>
 <u>Current Year Non-Budget Supplements:</u>	
Disaster Response for Five Conferences	\$ 125,000
	<u>\$ 125,000</u>
 <u>Subsequent Year Budget Supplements:</u>	
Salary & Benefit Lines Shortfall	\$ 680,225
Office Lines Shortfall	\$ 28,629
Other Budget Lines Shortfall	\$ 259,270
Connectional Ministries: Salary/Benefits	\$ 122,838
Legal Counsel	\$ 18,375
Refugee and Immigration	\$ 5,000
	<u>\$ 1,114,337</u>
 <u>Subsequent Year Non-Budget Supplements:</u>	
none	<u>\$ -</u>
 Grand Total All Supplements:	 \$ 1,629,065

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~~ **Ten Dollar Club**; 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 11, 2025**.
 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 **2025** shall be due to the statistician no later than January 31, **2026**.
- H. The Council may enact its own bylaws governing meetings, quorum, and other matters of procedure as authorized in the **2020/2024 Discipline**, Para. 612.5.c.
- I. The Council shall maintain a central treasury for all Conference agencies as authorized by Para. 613.12 of the **2020/2024 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, 2025

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 **for any eligible group**. 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 **2020/2024 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. **All reimbursements must be for expenses which are documented as allowed by the Internal Revenue guidance in instructions for tax-deductible moving expenses.** Examples of 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. **In-transit storage will be considered to include up to a 30-day period that can include days prior to or following a move.** 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, **purchase of vehicles or trailers, cleaning supplies**, 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 Ten Dollar Club**, 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 2026 salary for district superintendents be set at \$116,443.**

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

- A. The audit for **2024** 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 last business day of that month 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 13, 2025: There may be a called meeting in conjunction with Annual Conference if necessary, to elect officers or conduct other business.
September 9, 2025: A meeting to be held for considering general business matters.
November 4, 2025: An optional meeting to be held, if necessary, at the call of the President.
December 2, 2025: To consider apportionment matters and supplemental appropriations for salaries.
January 16, 2026: 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 3, 2026: 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 17, 2026: 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 11, 2025: Apportionments sent to the local church pastors.

November 4, 2025: Requests for supplemental appropriations for the 2025 operating budget due in the Treasurer's Office.

January 14, 2026: Annual Conference and General Church remittances must be received by 8:30 A.M. to receive credit for 2025. *(Subject to change based on GCFA final closing date.)*

January 16, 2026: Requests for supplemental appropriations for the 2026 operating budget due in the Treasurer's Office.

January 23, 2026: Requests for the 2028 budget, to be adopted at the 2026 Annual Conference, due to the Treasurer's Office from Conference Connectional Table (CCT) team leaders to be presented to the full CCT.

January 31, 2026: Tables I, II and III for 2025 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, 2026)

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%) calculated as a percentage** of the employee's base compensation, **using the same billing rate as clergy pension benefits, with consideration and approval annually by CFA.**
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

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 Board of 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 ~~2023~~**2024**:
- Total Claims FILED: **17**
- Total Benefit FILED: **\$90,000**
- 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 \$640 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 31 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 31 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. **Clergy couples without dependents will be enrolled in the health plan as a subscriber plus dependent. The premium will be billed at the employee only rate multiplied by two. The goal of this policy is to remove any disadvantage to clergy couples related to health insurance as they both answer the call to ministry and provide a fair premium to the local churches they serve.**
13. 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.

14. In case of any termination of coverage, the church is responsible for the premium until the Treasurer's Office is notified in writing of such termination.

IV. Statement of Intent

The NC Annual Conference established a Life Insurance Plan with the intent of providing coverage for the active and retired clergy and a Group Health Plan with the intent of providing coverage for active clergy and retirees under age 65. However, the Annual Conference reserves the right to terminate the health and life contracts, in whole or in part, at any time. The Annual Conference, at any time or from time to time, may amend any or all of the provisions of the health or life plan without the consent of individual participants.

V. Eligibility Policies of Non-Retired Participants

- A. Coverage begins for eligible participants on the first day of enrollment. Enrollment forms must be submitted within 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 **retirement** contributions to the Clergy Retirement Security Program (CRSP) **to the Compass plan.**
 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.

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

2026 HealthFlex Plan Rates:

Health Insurance (Monthly)	H5000 Default/Base Plan	H2500	H2000	C3000	C2000	B1000
Church	\$1,523	\$1,523	\$1,523	\$1,523	\$1,523	\$1,523
Personal Employee Only	\$31	\$91	\$249	\$129	\$278	\$326
Personal Employee Plus One	\$143	\$257	\$559	\$330	\$614	\$705
Personal Family	\$192	\$346	\$760	\$447	\$834	\$960

Dental Insurance (Monthly)	Passive PPO 2000	Dental PPO	Dental HMO
Personal Employee Only	\$57	\$47	\$18
Personal Employee Plus One	\$114	\$94	\$32
Personal Family	\$171	\$141	\$56

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

2025 2026 Life Insurance Rates:

Life Insurance	2025 2026 Monthly
Single	\$16.50
Family	\$20.75
Retiree Under Age 72*	\$8.50
Retiree Over Age 72*	\$3.50

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.

Rev. Dennis Goodwin, Chairperson

BOARD OF PENSION

Report A - General Information

- I. We recommend special appropriations for the following persons in the indicated amounts:
- A. To be paid by Wespath Benefits and Investments (“Wespath”):
Ministers: None
Surviving Spouses:
- Gloria Clarisa Reinoso, an amount equal to \$643.50 per month as a missional special grant.
- B. To be paid from the Pension Support Fund:
Surviving Spouses:
- Charlotte Calloway Dingus, total annual benefit \$385, paid in 12 monthly payments.
 - Mary Frances Ham Evans, total annual benefit of \$3,240, paid in 12 monthly payments, plus premiums for group health insurance.
- 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 MPP Credit	North Carolina 2007-2013 CRSP Credit	North Carolina post-2013 CRSP Credit
Beck, David	Ad-Interim 1/1/2025	65	31.5	13.5	7.0	11.0
Brotherton, Mark	Mandatory 7/1/2025	72	0.0	0.0	0.0	0.0
Campbell, Rhonda	Actuarially Reduced 7/1/2025	64	17.5 [7.5 WNC]	1.5	6.5	0.67
Casteel, Joe	Full 7/1/2025	65	37.0	18.5	7.0	11.5
Coffman, Laurie	Full 7/1/2025	71	32.0	13.5	4.65	0.0
Fair, Christopher	Mandatory 7/1/2025	72	0.75	0.0	0.0	0.0
Francis, Bettie	Full 7/1/2025	71	10.5	1.0	7.0	2.49
Girod, David	Full 7/1/2025	65	27.0	8.5	7.0	11.5
Henderson, James	Actuarially Reduced 7/1/2025	62	16.0 [1.0 AL-WFL]	0.0	3.4	11.5
Lackey, Duke	Full 7/1/2025	64	22.5	22.5	7.0	11.5
Lawrence, Cheryl	Full 7/1/2025	65	20.0	1.5	6.62	0.0
Miller, Yuko	Full 7/1/2025	67	10.5	0.5	0.0	0.0
Smith, George Jerome	Actuarially Reduced 7/1/2025	62	39.0	20.5	7.0	11.5
Stanley, Bruce	Full 7/1/2025	68	40.0	21.5	0.0	0.0
Waters, Denise	Mandatory 7/1/2025	72	27.75	9.5	0.0	0.0
Williams, Sr, Terry Michael	Full 7/1/2025	69	31.0	12.5	5.87	11.5

III. We recommend that the expense account of the Board of Pension and such independent consultation expense as necessary during **2024-2025** 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 **2025** CAC for the North Carolina Conference is **\$84,964**. The **2025** PSR is **\$877** or **1.03%** 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 **2.14%** 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 **2025** 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 **\$24,968,206** with a 2.5% PSR increase assumption based on a **2025** PSR of **\$877**. Plan funds currently held with Wespath Benefits and Investments have a value of **\$24,968,206** as of January 1, **2023** (for **2025** funding plan).

The difference between the total plan liability and current plan funding is **\$526,783**. This represents the unfunded plan liability and will be provided through non-plan funds that are held in various investment sources. **Funding Plan for 2025:** 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 **\$7,606,486.68** as of January 1, **2025**. 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. As of January 1, 2025, the current value of these accounts is \$257,297.30. Both the interest and principal from these sources are available to meet future contribution requirements.

The Superannuate Endowment fund has a value of **\$1,004,288.40** as of January 1, **2025**. All of it is available except for the original balance of \$87,195.39, from which interest only is available.

The **2025** funding plan as of January 1, **2023** is summarized below:

Supplement One of the Clergy Retirement Security Program funding Liability:

Assuming a PSR Increase of 2.5%	\$27,420,911
Current Plan Funding as of 1/1/2023	\$24,968,206
Funded Status as of 1/1/2023	(\$2,452,705)
Expected Funded Status as of 1/1/2025	(\$3,813,444)

Additional Plan Assets (as of 12/31/24):

General Deposit Account (Wespath)	\$7,606,487
Conference Managed Liquid Asset Accounts	\$257,297
Conference Superannuate Endowment Fund (Wespath)	\$1,004,288
Total Additional Plan Assets	\$8,868,072

Proposed Past Service Rate: The **2026** CAC for the North Carolina Conference is **\$88,344**.

We propose that the past service rate beginning January 1, **2026** be increased to **\$899** per service year, or **1.02%** of the CAC. Assuming 2.5% future PSR increases and 5.5% investment earnings, this increase creates an unfunded plan liability of **\$24,292,191**. Due to current funding levels no contribution is due for **2026**.

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. Compass Retirement Plan (Effective January 1, 2026)

A. Guidelines for Compass 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.

B. Compass is an account-based plan. Both the Church and Participant make contributions into the Participant's Compass account. Benefits will be provided based on the Participant's balance at their actual retirement date.

C. The Church portion of the Compass plan costs is 10% of Plan Compensation.

D. Part of the 10% billing will include a \$1/\$1 matching contribution of up to 4% of the participant's plan compensation. Participants must contribute at least 4% of Plan Compensation to Compass to receive the full matching contribution from the Church.

E. Plan Compensation is calculated by Wespath.

1. In accordance with the plan document, the housing allowance for those furnished housing is 35% times the cash salary.
2. Those furnished a cash housing allowance will report the actual amount in accordance with the plan document.
3. 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.
4. 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 35% 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.**

V. Comprehensive Protection Plan (CPP)

- A. 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.
- B. Effective January 1, 2002, the disability benefit equals 70% of plan compensation, with plan compensation capped at 200% of the DAC. (The DAC for **2025** is **\$80,003** and for **2026** is **\$81,603**). 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.
- C. 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~~)
- D. 2025 Active Participant Death Benefits:

Plan Provision	Amount
Death of participant	\$50,000
Death of participant's spouse	\$16,000
Death of participant's surviving spouse	\$12,000

- E. 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

- F. 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. 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.

VI. 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 **2026**.

VII. 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/**Compas Retirement Plan and the** 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~~ **January 1, 2026**

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.~~ **10% of Plan Compensation for Compass.** Any funds remaining from a pastor’s non-participation in the matching component will be redirected to fund the liabilities of other components of the pension plan.

THREE-QUARTERS (75% Appointment Time Conference Member/Local Pastor) – 2% of Plan Compensation for CPP (up to 2% of 200% of the DAC) and ~~11.2%~~ **10%** of Plan Compensation for United Methodist Personal Investment Plan (UMPIP). Of ~~11.2%~~ **10%** funding, a ~~10.2%~~ **9%** 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 retirement plan.

HALF & QUARTER TIME (50% & 25% Appointment Time Conference Member/Local Pastor/ Student Pastor) ~~11.2%~~ **10%** of Plan Compensation for United Methodist Personal Investment Plan (UMPIP). Of the ~~11.2%~~ **10%** funding, a ~~10.2%~~ **9%** non-matching contribution will be made to the participant’s UMPIP account with 1% matching if the participant makes a contribution of at least 1% to their UMPIP account. Any funds remaining from a pastor’s non-participation in the matching component will be redirected to fund the liabilities of other components of the pension plan.

INTERIM OR RETIRED SUPPLY - no pension **retirement plan** 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 retirement** 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%.

VIII. 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 Wespith 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 2025 is \$4,435 and **for 2026 is \$4,568** with a 3% future increase assumption.
- E. Life Insurance - A clergy person must have been covered under the conference active life insurance plan in order to retain life insurance benefits after retirement. The Board of Pension does not provide life insurance for dependents of retired clergy.
- F. Clergy Couples Insurance
1. When one member of a clergy couple retires, medical and life insurance will be paid for the retiree according to the schedules and rules previously listed.
 2. Funding of health insurance will be provided for the spouse of the retired clergy partner according to the rules and schedules previously listed.
 3. Each member of a clergy couple would receive credit for the years they were covered under the plan.
- G. Surviving Spouses
- Surviving spouses of active participants:
1. Must be enrolled in the health insurance plan at the time of the participant's death in order to receive health insurance benefits under the current health insurance plan.
 2. The Conference Board of Pension will pay the health insurance premiums for surviving spouses and eligible dependents for up to six months following the death of the active clergy person.
 3. Premiums thereafter will be determined by the retirement rules in place on the date of death.
 4. When surviving spouses are employed and provided health insurance by their employer, the plan of the Board of Pension will be the secondary carrier.
 5. If the surviving spouse remarries, the conference health insurance will terminate. Future benefits under the conference health insurance plan are waived.
- Surviving spouses of retired participants:
1. Surviving spouses of retired clergy must be enrolled in the conference HRA plan at the time of the retired clergy's death in order to receive health insurance funding under the current conference HRA plan.
 2. Surviving spouses currently enrolled who married the clergy person after the clergy person's retirement, can receive funding for Conference sponsored health benefits. The Board of Pension will grant a flat rate of \$150 monthly towards the funding of the Health Reimbursement Account (HRA) for the surviving spouse.
 3. Surviving spouses of retired clergy who married the clergy person prior to the clergy person's retirement are subject to the funding schedule applicable prior to the death of the clergy person.

4. Retired clergy persons may not add new dependents to the health insurance plan.

IX. 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.

X. 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.)

XI. 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 **2025** and **2026** by each active, retired, terminated or disabled Clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergyperson; and
2. THAT the pension, severance or disability payments to which this rental/housing allowance designation applies will be any pension, severance or disability payments from plans, annuities, or funds authorized under the Discipline, including such payments from Wespath and from a commercial annuity company that provides an annuity arising from benefits accrued under a Wespath plan, annuity, or fund authorized under the Discipline, that result from any service a Clergyperson rendered to this Conference or that an

active, a retired, a terminated or a disabled 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. Wespeth Benefits and Investments has provided a sample statement to be used: "I received \$_____ from Wespeth Benefits and Investments, Incorporated in Missouri; and/or from a commercial annuity company that provides an annuity arising from benefits accrued under a Wespeth plan, annuity, or fund authorized under the Discipline and \$_____ from the Duke Endowment (total \$_____) as reported on the attached 1099-R's. I did not include that amount on Line 16b because \$_____ * has been excluded under provisions of IRC Section 107 of the Internal Revenue Code as a rental allowance exclusion. As a retired clergy person, I am entitled to take this rental allowance exclusion." (*In this blank put the least of the 3 amounts on your Housing Exclusion Worksheet.)

Attach this note to your 1099-R forms.

Rev. 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 **2025** 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 process information packet 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), which 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, **and the retirement plan** 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. **Regina Harrison, CC TBD**
 5. Terry Hobbs, Westwood (Goldsboro) CC, Capital District
 6. Al Hocutt, Horne Memorial (Clayton) CC, Capital District
 7. Ronda Lee-Torres, Pinehurst (Pinehurst) CC, Fairway District
 8. Benjamin Sims, Oriental (Oriental) CC, Sound District
 9. Julia Webb-Bowden, Pleasant Green CC, Corridor District
 10. 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:
Regina Harrison
- N. Who has been placed on Clergy Medical Leave since the last Annual Conference?
Regina Harrison
- O. Who have had their Clergy Medical Leave terminated since the last conference session?
David J. Beck
- P. Who are to be removed from Clergy Medical Leave at this Annual Conference?
David William Girod
- Q. Who has submitted a request pending determination to be placed on Clergy Medical Leave since the last Annual Conference?
NONE
- 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 (**2025 DAC = \$80,003**) as income from CPP. The current range of payments to NC participants is ~~\$26,020.86~~ **\$22,373.17** to ~~\$91,449.04~~ **\$68,567.48** annually (with a 3% annual increase). Payments are coordinated with Social Security Disability benefits when applicable.
- B. Benefits afforded active clergy such as **pension retirement** 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 **194** of the **2024** 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 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.

Rev. Mamie Alley, 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 **2025**, the average full-time salary and non-vouchered cash allowance for all clergy under appointment to a local church in the North Carolina Conference increased by ~~2.43%~~ **3.07%**. The CPI (Urban South) for the last

twelve months ending December **2024** showed an increase of ~~3.7%~~ **2.8%**. With the rapidly changing economic environment, the CPI varies widely by month. The Commission currently recommends a **3.0% (\$1,537)** increase in minimum salary for the year **2026**.

I. Recommended Schedule of Minimum Compensation for 2026:

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>2025</u>	<u>2026</u>
(Full Connection, Associate, Provisional, Local Pastor)		
Salary	\$51,263	\$52,800
STUDENT PASTORS (Local Pastors or Conference Members)		
Salary	\$33,321	\$34,320

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 Retirement Program

Charges receiving Equitable Compensation Funds support are responsible for paying the total amount required for the clergy **Pension retirement** 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 retirement** 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:

4. Completed applications for the July – June appointment cycle are to be received by November 1 of the previous year.
5. 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~~ retirement 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 retirement** 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 retirement and health care** 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:
 1. Drawing from invested funds
 2. An emergency appeal for special giving from the congregation
 3. 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:

1. An Equitable Compensation Subsidy Grant may be necessary to maintain compensation for the remainder of the Conference year and/or
 2. 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:
1. Sending a representative from CEC to meet with the local church and pastor to seek resolution of the issue.
 2. 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:
1. Determine if all subsidy grant funds allocated to the church were used to pay the pastor's salary
 2. Examine the original subsidy grant application to determine if the amount requested to meet minimum compensation was reduced
 3. Require an outside audit of all church funds in compliance with GCFA guidelines (www.gcfa.org)
 4. 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 retirement and health care** 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 retirement** and benefits by the end of the conference year.
- G. It is the responsibility of the pastor to provide evidence of an arrearage by providing documentation such as: Treasurer's Reports, Charge Conference reports of adopted salary and compensation, check stubs, W-2 forms, and a Certification of Payment Form (sample provided by Treasurer's Office staff) signed by the Pastor, S/PPRC Chair, Trustee Chair, Treasurer, and Administrative/Church Council Chair.
- H. The statute of limitations for filing a claim for funds from the Annual Conference (i.e., notification to the District Superintendent of the arrearage) for any salary arrearage is one year from the date of the initial arrearage. Once an appointment ends the Pastor no longer has claim on the local church for compensation funds (§ 342.4).
- I. An Administrative Complaint may be filed against a pastor who fails to report an arrearage according to the timeline established in this policy.

V. The Commission reports that 7 charges received grants for mission and compensation assistance for a total of \$87,721 in the year 2024. The Commission has awarded grants for the calendar year 2025 for 10 charges for a total of \$114,942.

VI. The Commission reports that no pastors were awarded the Years of Service supplemental compensation for the appointment year 2024-2025.

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.

Rev. Becca Detterman, Chairperson

STATISTICIAN'S REPORT

Statistician's Report May 2025 for Years 2023-2024

TABLE I		2023	2024	Difference
CHURCH MEMBERSHIP				
1	Total Professing members at start of year	161,978	146,551	
2a	Received on Profession of Faith through Confirmation	498	452	-46
2b	Received on Profession of Faith other than Confirmation	618	567	-51
2c	Restored by Affirmation of Faith	187	136	-51
2	Total of Professions of Faith and Restored	1,303	1,155	-148
2d	Correct last years total by addition	70	5	-65
3	Received from other United Methodist Churches	1,957	735	-1,222
4	Received from other denominations	765	701	-64
5a	Total removed by Charge Conference action	2,068	1,380	-688
5b	Removed by withdrawal	1,580	988	-592
5	Total removed by Charge Conference action or withdrawn	3,648	2,368	-1,280
5c	Correct last years total by subtraction	372	1,534	1,162
6	Removed by transfer to other United Methodist Churches	1,087	515	-572
7	Removed by transfer to other denominations	13,433	982	-12,451
8	Removed by Death	1,749	1,395	-354
9a	Asian Professing Members	436	441	5
9b	Black Professing Members	5,341	5,188	-153
9c	Hispanic/Latino Professing Members	669	704	35
9d	Native American Professing Members	773	772	-1
9e	Pacific Islander Professing Members	75	76	1
9f	White Professing Members	137,956	134,222	-3,734
9g	Multi-Racial Professing Members	427	402	-25
9h	Male Professing Members	64,034	62,800	-1,234
9i	Female Professing Members	81,557	79,549	-2,008
9j	Non-Binary	104	36	-68
9	Total Professing Members at close of year	145,695	142,385	-3,310
10	Average attendance at the principal weekly worship service(s)	31,146	28,957	-2,189
10a	Number of persons who worship online	22,539	29,822	7,283
11a	Number of persons baptized this year 0-12 years of age	641	588	-53
11b	Number of persons baptized this year 13 or older	257	216	-41
11	Total Baptisms	898	804	-94
12	Total Baptized members who have not become Professing members	12,540	12,079	-461

13	Number of persons on Constituency Roll	19,921	18,731	-1,190
14	Total enrolled in confirmation classes this year	569	512	-57
SUNDAY SCHOOL				
15	Number of children (0-11)in Christian Groups & all other small groups	9,326	8,904	-422
16	Number of Youth (11-18)in Christian Groups & all other small groups	4,999	4,747	-252
17	Number of Young Adults (19-30)in Christian Groups & all other small groups	1,729	1,678	-51
18	Number of Adults (31 + years) in Christian Groups & all other small groups	19,641	18,108	-1,533
19	TOTAL number of person in Christian groups & all other small groups	35,547	33,437	-2,110
20	Average attendance in the Sunday School	12,680	11,901	-779
22	Number of participants in Vacation Bible School	10,429	9,209	-1,220
23	Number of ongoing CLASSES for learning in Sunday School	1,214	1,939	725
24	Number of ongoing CLASSES for learning other than Sunday School	1,895	1,988	93
25	Number of Short Term CLASSES & Groups (all ages)	1,117	1,132	15
UNITED METHODIST MEN				
26	Membership in chartered United Methodist Men	4,519	3,927	-592
27	Amount paid for projects	\$2,737,121	\$1,048,561	\$(1,688,560.75)
UNITED WOMEN IN FAITH				
28	Membership in United Women in Faith	7,080	6,169	-911
29a	Amount paid for local church and community work	\$628,808	\$596,074	\$(32,734.46)
UNITED METHODIST YOUTH FELLOWSHIP				
29b	Membership in United Methodist Youth Fellowship	4,299	6,073	1,774
29c	Amount paid for projects	\$486,905	\$504,288	\$17,383.93
30a	Number of UMWIM teams sent from this local church	34	49	15
30b	Number of church members participating in any UMWIM team	478	384	-94
31	Total number of community ministries for outreach, justice & mercy offered by this local church	2,781	2,641	-140
32	Of the ministries counted in Line 31, how many focus on global/regional health?	979	886	-93

33	Of the ministries counted in Line 31, how many focus on engaging in ministry with the poor/socially marginalized?	2,136	1,964	-172
34	Number of person from your congregation engaged in mission/community ministries.	32,983	30,111	-2,872
41	Number of persons served by community ministries for outreach, justice & mercy	1,140,750	1,102,096	-38,654
36	Value of church land, buildings and equipment AND Parsonage	\$1,324,588,972.37	\$1,251,254,449.49	\$(73,334,522.88)
37	Value of other assets	\$231,446,740.55	\$200,742,820.89	\$(30,703,919.66)
38	Indebtedness on items 36 & 37 at end of year	\$52,700,644.99	\$47,280,184.91	\$(5,420,460.08)
39	Other indebtedness	\$619,236.22	\$623,796.04	\$4,559.82
TABLE II - December 2021				Difference
35.a	Total amount Apportioned to the Local Church	\$11,524,457.10	\$11,299,378.38	\$(225,078.72)
35.b	Total amount Apportioned Paid by the Local Church to AC Treasurer	\$10,121,979.03	\$9,354,842.88	\$(767,136.15)
37	Total Offerings for General Church Special Sunday Offerings	\$525,893.27	\$710,993.90	\$185,100.63
38	Amount for World Service Specials remitted to the AC Treasurer	\$65.00	\$-	\$(65.00)
39	Conference Advance Specials	\$490,670.58	\$440,084.25	\$(50,586.33)
40	Youth Service Fund	\$3,155.00	\$400.00	\$(2,755.00)
42a	New Room Society (\$10 Club)	\$1,880.00	\$2,585.00	\$705.00
42b	Mission Initiative	\$115.00	\$2,540.00	\$2,425.00
45.a	Human Relations	\$14,508.12	\$4,023.21	\$(10,484.91)
45.b	UMCOR Sunday (One Great Hour of Sharing)	\$55,162.88	\$39,055.00	\$(16,107.88)
45.c	Peace with Justice	\$9,502.26	\$5,636.71	\$(3,865.55)
45.d	Native American Awareness Sunday	\$14,945.46	\$7,486.00	\$(7,459.46)
45.e	World Communion	\$13,604.46	\$5,429.00	\$(8,175.46)
45.f	United Methodist Student Day	\$10,497.46	\$4,418.17	\$(6,079.29)
45	Total General Church Offerings	\$118,220.64	\$66,048.09	\$(52,172.55)
50	Total amount given directly to United Methodist causes not sent to AC Treasurer	\$951,879.94	\$1,308,004.15	\$356,124.21
51	Other benevolences paid directly by local church	\$8,165,097.18	\$9,330,170.74	\$1,165,073.56
58	All Pastor's Pensions	\$3,028,529.04	\$2,852,760.70	\$(175,768.34)
64	Lead Pastor's base compensation	\$19,457,872.65	\$17,898,954.83	\$(1,558,917.82)
64b	Equitable Compensation	\$66,700.54	\$87,721.02	\$21,020.48
65.a	Associate's base compensation	\$2,761,320.12	\$2,781,094.26	\$19,774.14
65.b	Deacons Compensation	\$355,518.58	\$342,885.51	\$(12,633.07)
66.a	Lead Pastor's utilities and other housing-related allowances	\$1,233,949.76	\$1,149,742.82	\$(84,206.94)
66.b	Associate's utilities and other housing-related allowances	\$89,386.46	\$90,333.77	\$947.31
66.c	Deacon utilities and other related allowances	\$-	\$-	\$-
66	Total Utilities/Housing	\$1,323,336.22	\$1,240,076.59	\$(83,259.63)
67.a	Lead Pastor's travel	\$791,918.40	\$703,617.49	\$(88,300.91)
67.b	Associate's travel	\$82,403.98	\$93,416.70	\$11,012.72
67	Total travel paid	\$1,074,343.14	\$797,034.19	\$(277,308.95)
68.a	Other cash allowances paid to/ for pastor	\$166,360.90	\$145,176.60	\$(21,184.30)
68.b	Other cash allowances paid to/for associate	\$36,659.86	\$48,856.68	\$12,196.82

68	Total other cash allowances	\$203,020.76	\$194,033.28	\$(8,987.48)
68.c	All Pastor's Medical Insurance paid by the church	\$3,605,969.90	\$3,371,261.69	\$(234,708.21)
68.d	All Pastor's Life Insurance	\$78,538.59	\$57,813.63	\$(20,724.96)
70	Other staff compensation	\$27,012,630.01	\$26,868,139.76	\$(144,490.25)
71	Current expenses for program (including church school)	\$5,278,041.58	\$5,055,298.61	\$(222,742.97)
72.a	Property Insurance paid by church	\$4,780,078.15	\$5,233,825.16	\$453,747.01
72.b	Other current operating expenses (not including program expenses)	\$17,826,454.36	\$17,972,673.77	\$146,219.41
73	Principal and interest paid on indebtedness, loans, mortgages, etc.	\$7,531,001.14	\$6,909,771.39	\$(621,229.75)
74.a	Paid on buildings and improvements (not include funds borrowed)	\$16,206,097.06	\$11,799,752.45	\$(4,406,344.61)
74.b	Housing Allowance - Lead Pastor	\$1,924,527.96	\$1,890,379.02	\$(34,148.94)
74.c	Housing Allowance - Associate Pastor(s)	\$951,879.94	\$757,080.51	\$(194,799.43)
74.d	Housing Allowance - Deacon under appointment	\$75,980.00	\$101,770.00	\$25,790.00
75	Grand Total Paid	\$149,294,705.32	\$127,427,995.38	\$(21,866,709.94)
TABLE III				Difference
1x	Number of Pledges and Identified Givers	\$39,452.00	\$36,080.00	\$(3,372.00)
1.a	Received thru Pledges	\$43,728,137.95	\$44,806,526.81	\$1,078,388.86
1.b	Received from Non-Pledging yet identified givers	\$58,690,154.30	\$51,269,276.99	\$(7,420,877.31)
1.c	Received from Unidentified Givers	\$2,229,424.82	\$2,351,965.09	\$122,540.27
Total 1a, 1b & 1c		\$104,647,717.07	\$98,427,768.89	\$(6,219,948.18)
1.d	Received from Interest & Dividends	\$1,241,867.27	\$2,237,932.77	\$996,065.50
1.e	Received from sale of Church Assets	\$810,827.19	\$1,085,471.71	\$274,644.52
1.f	Received from building use fees, contributions and rentals	\$2,704,904.25	\$3,169,950.12	\$465,045.87
1.g	Received through fundraisers	\$2,204,015.17	\$3,313,683.75	\$1,109,668.58
1	Totals	\$111,609,330.95	\$108,234,807.24	\$(3,374,523.71)
2.a	Capital Campaign	\$5,658,194.43	\$4,768,940.51	\$(889,253.92)
2.b	Memorial/Endowment/Bequests	\$5,401,095.12	\$4,661,332.46	\$(739,762.66)
2.c	Other Sources & Projects	\$1,973,656.90	\$5,284,227.05	\$3,310,570.15
2.d	Amount Received From Special Sundays	\$1,740,653.61	\$2,434,088.37	\$693,434.76
2	Totals	\$14,773,600.06	\$17,148,588.39	\$2,374,988.33
3.a	Equitable Compensation Fund	\$69,015.02	\$87,721.02	\$18,706.00
3.b	Advanced Specials & Apportioned Fund	\$502,364.31	\$521,105.32	\$18,741.01
3.c1	Other - Grants & Financial Support from Institutional Sources	\$1,735,827.89	\$1,865,961.80	\$130,133.91
3.c2	Other - PPP Grants & Part of the CARES ACT	\$2,727.00	\$51,496.00	\$48,769.00
3.c3	Other - Conference COVID-19 Local Church Grants	\$27,241.86	\$-	\$(27,241.86)
3.c5	Other - Conference Disaffiliation Recovery Local Church Grants	\$1,048,334.43	\$-	\$(1,048,334.43)
3	Totals	\$3,385,510.51	\$2,526,284.14	\$(859,226.37)
Total amount received by the Local Church		\$129,768,441.52	\$127,909,679.77	\$(1,858,761.75)
NOTE: The data provided above includes preliminary figures and is subject to change upon final audit.				

CONVOCATION & PASTORS' SCHOOL AT DUKE DIVINITY SCHOOL

The 2024 Convocation & Pastors' School was held at Duke Divinity School October 14-15, 2024. The theme for 2024, *Pulpits in Many Places: Embodying Christ in the World*, was inspired by Acts 1: 8 was intended to connect participants with experts who would share their stories and best practices to embody Christ wherever we are as preachers are not limited to chancels. The distinguished list of presenters included:

- Kate Bowler, *NY Times Best Selling Author & Associate Professor of Christian History, Duke Divinity School*
- Mike Krzyzewski, *legendary basketball coach with Duke and Team USA*
- Lanecia Rouse, *multidisciplinary artist and Duke Divinity alumna*
- Bishop Gregory V. Palmer, *retired Resident Bishop of the West Ohio Conference and Duke University Trustee*
- Will Willimon, *retired United Methodist Bishop and Professor of the Practice of Christian Ministry, Duke Divinity School*

This year the live taping of the *Everything Happens* podcast featured a conversation between Kate Bowler and Mike Krzyzewski (Coach K). Over 1,100 people attended the event in Page Auditorium. During the Monday and Tuesday sessions over 250 people gathered in plenary sessions and workshops. Our opening worship service featured Rev. Dr. Dennis Campbell, Vice Chair of The Duke Endowment and former Dean of Duke Divinity School, preaching. Our closing worship service featured Bishop Connie Shelton preaching. Of those who attended CPS, 166 were Duke Divinity School alums.

The next Convocation & Pastors' School will take place in-person at Duke Divinity School with sessions schedule October 13-14, 2025.

Pastors serving churches eligible for grants from The Duke Endowment, current divinity school students, and attendee guests are able to attend in person Convocations at a discounted rate.

The Convocation & Pastors' School Board of Managers is comprised of representatives from the North Carolina and Western North Carolina Conferences, and it advises and works with Duke Divinity School to offer a quality continuing education event annually. The North Carolina Conference representatives on the Board of Managers for 2024 are:

- Seyun Hwang, July 2021-June 2025
- Gysie Murdaugh, July 2021-June 2025
- Crystal DesVignes, July 2022 - June 2026
- Hope Ledbetter-Bock, July 2022 - June 2026
- Johnny Llerena, July 2024, June 2027
- Tracy Clayton Sexton, July 2024 - June 2027
- Clay Parker, July 2024 – June 2028
- Nguyen, Tobi, July 2024 – June 2028

Additional information about Convocation & Pastors' School is available online at: <http://www.divinity.duke.edu/cps>.

Ken Spencer, Director of Convocation and Pastors' School

BOARD OF TRUSTEES

BOARD OF TRUSTEES

The Board of Trustees of the Annual Conference worked to fulfill responsibilities outlined in paragraphs 2512-2517 of the 2020/2024 *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 2024 session 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

- Bell Arthur (Bell Arthur) - Sound District - property sold December 2024
- Cameron (Cameron) – Fairway District – closed May 2025
- Cokesbury (Fuquay Varina) - Fairway District - property sold February 2025
- Community (Raeford) – Gateway District – undeveloped land parcel sold February 2025
- Durham Home Church Network (Durham) - church closed January 2025
- Epworth (Wilmington) - Harbor District - property conveyed April 2025
- Glendale Heights (Durham) - Corridor District - church closed September 2024; parsonage sold April 2025
- La Estrella Hispanic Ministries (Spring Hope) - Heritage District - closed June 2024; property sold April 2025
- Mt. Carmel (Henderson) – Heritage District – closed May 2025
- Spring Valley (Henderson) – Heritage District – closing June 2025
- The Mills NFC (Rocky Mount) – Heritage District – closing June 2025
- The Six:Eight Church NFC (Durham) - Corridor District - church closed June 2024
- Wharton Trinity (Washington) - Sound District - property sold July 2024
- White Memorial (Henderson) – Heritage District – closing June 2025
- Whitley Memorial (Smithfield) - Capital District - closed September 2024; property conveyed April 2025

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 \$5,331,559.98 as of December 31, 2024.

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 \$1,093,212.14 as of December 31, 2024.

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 2020/2024 *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, 2024, was \$1,519,770.58. Applications are being received for 2025 ministry investments through the Mission Endowment and will be announced during or just following Annual Conference 2025.

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

REPORT OF THE COMMITTEE ON NOMINATIONS

NORTH CAROLINA ANNUAL CONFERENCE JUNE 2025

The persons listed below in this report are nominated by the Committee on Nominations for service on Annual Conference committees and boards effective July 1, 2025. The listing includes new persons being nominated to serve in addition to those previously elected. In general, additions were made to committees or boards to replace persons who have resigned or must be replaced due to attendance or required term rotation. The Committee on Nominations nominates the following persons for service:

Administrative Policy Review:	Deb Hadley (W-F-L)	Finance and Administration,	
Archives & History:	Haley Capps (W-F-C)	Council on:	Shannon Marie Berry (W-F-C)
	Yvonne Dial (NA-F-L)	Financial Discipleship:	Justin Wells (W-M-C)
	Douglas Jonas (W-M-L)	Hispanic Latino Ministries:	Mahali Frias (H/L-F-L)
	William B. Lawrence (W-M-C)	Institutions, Board of:	James Edwards (W-M-L)
	Grace McGee (AA/B-F-C) Kathy	Missions, Board of:	Marisol Hernandez (H/L-F-C)
	Newton-Dunton (AA/B-F-C)	Pension, Board of:	Miles Baker Hunt (W-M-C)
Asian Ministries:	Eunsoo Kang (As-F-C)	Refugee & Immigration:	Gloria Winston (AA/B-F-C)
Christian Unity & Interreligious Relationships:	Catherine Colardo (W-F-L)	Resolutions & Reference:	Varonica Livingston (AA/B-F-C)
	Elizabeth Polk (W-F-C)		William Sabiston (W-M-C)
	Pattie Porter (W-F-L)		[Chairperson]
Church & Society:	Charlie Hatch (H/L-F-L)	Safer Sanctuaries:	Haley Capps (W-F-C)
Communications:	Jay Locklear (NA-M-L)	Worship:	Allison Baxter (AA/B-F-L)
	Trevor Warren (W-M-C)		Marsena Mungin (AA/B-F-C)
Congregations for Children:	Cat Berry (W-F-L)		Anne Sims (W-F-C)
	Gypsie Murdaugh (AA/B-F-C)		
Evangelism & Discipleship:	Kim Lail (W-F-L)		
	Tracy Manigault (AA/B-F-L)		

In addition to the persons nominated to serve as listed above, there is one change to a committee name:

- The name of the Safe Sanctuaries Committee is changed to Safer Sanctuaries Committee due to a change in the name of the effort and resources throughout the denomination.

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

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

*Note: The Committee on Nominations works with a stated goal of inclusivity on all conference boards, committees, and agencies. This inclusivity goal is broad-based and includes equity in membership as much as possible with respect to gender, ethnicity, clergy or lay status and age. To that end, certain demographic information for nominations is included with each person's name. The demographic information is included in parentheses following the name in the order of (ethnicity-gender-clergy or lay status). The abbreviations included in each section are as follows:

Ethnicity: Af – African, As-Asian, AA/B-African American/Black, Hispanic/Latino – H/L, Multi-Racial – MR, NA-Native American, PI-Pacific Islander, W-White/Caucasian

Gender: F-Female, M-Male

Clergy or Lay Status: C-Clergy, L-Lait

OFFICE OF CLERGY LIFE

The Office of Clergy Life works in the areas of calling, equipping, and sustaining servant leaders in the North Carolina Conference. This includes:

- **Nurturing those who are discerning a call to ministry.**
- **Supporting those who are navigating the candidacy process.** This includes administering the credentialing process for persons seeking ordination and professional certification. Personnel files for clergy, diaconal ministers, and certified lay professionals in the North Carolina Conference are kept in this office.
- **Providing support for the North Carolina Conference Board of Ordained Ministry**, which works in the areas of call, development, and support of clergy, diaconal ministers, and certified lay professionals
- **Providing support for district committees on ordained ministry** to assist them in their work with candidates and local pastors
- **Sustaining and encouraging the ministry of servant leaders in our Conference.** This includes providing resources for appointment transitions, milestone seasons of early ministry years and mid-year ministry, clergy well-being, continuing education, and financial aid for seminary students.

Calling, equipping, and sustaining servant leaders invites numerous partnerships, for which we are grateful. Below are a few highlights:

- The Duke Endowment & Passion In Partnership Ministries introduced clergy to **The Esther Project**, an initiative that equips clergy to develop and strengthen “ministry muscle” in the areas of emotional intelligence and learning agility. Participants celebrate their call to lead “in such a time as this,” a time in history that requires clergy to lead in a rapidly changing social and religious landscape.
- A long-standing partnership with **The Duke Clergy Health Initiative** continues to provide research and resources that the Office of Clergy Life uses to empower clergy and staff/pastor parish relations committees. *Fully Alive: A Resource to Guide Clergy Towards Four Behaviors of Flourish* is the most recent resource produced.
- This year the Office of Clergy Life began stewarding a collaborative effort to strive toward a diverse and equally paid clergy, a high value to the Bishop's Cabinet, Office of Clergy Life, as well as the members of the NC Conference, evidenced in the affirmation of the **2024 NCCUMC Resolution entitled “Striving Towards a Diverse & Equally Paid Clergy.”** The resolution urged the following:
 1. The Bishop's Cabinet of our Annual Conference to report on the racial and gender wage gap among active clergy in the NC Conference.
 2. The Bishop's Cabinet, in coordination with the Office of Clergy Life, to report on the racial and gender diversity of:
 - a. candidates for ordained ministry

- b. active clergy serving in the annual conference
- c. Clergy who have entered and exited the conference
- d. Clergy who have entered and exited the ordination process
3. The Bishop's Cabinet to establish a yearly measurable goal that works towards equity in closing the racial and gender wage gap among clergy in the NC Conference.
4. Reporting of the measurable outcome of this yearly goal.

The early stages of this work have involved conversations with **Wespath** and the NC Conference Director of Management Information Systems in an attempt to clarify what we are measuring, how we are measuring it, and what changes need to be made that reduce misrepresentation of our reality. Below are some initial findings and statistical discoveries. There is much more to be done. This is the first step in a long journey.

We look forward to expanding our partnerships with the **NC Conference Office of Race Equity & Justice Ministries and the NC Conference Commission on the Status and Role of Women (COSROW)** in closing the racial and gender wage gap among clergy in the NC Conference.

Wage Gap Discoveries (as of 05/07/2025)

NC Conference clergy women serving in full-time local church appointments are paid, on average, **92.6% of the salary** that clergymen serving in full-time local church appointments are paid. Clergy women serving in full-time local church appointments receive, on average, **95.3% of the housing allowance** that clergymen serving in full-time local church appointments receive.*

NC Conference clergy of color serving in full-time local church appointments are paid, on average, the following percentage of the **salary** that white clergy serving in full-time local church appointments are paid:

Ethnicity	Percent of White (Male)
Asian	82%
Black	69%
Hispanic/Latino	98%
Native American	74%
Pacific Islander	0%
White	100%
Multi-Racial	70%

Ethnicity	Percent of White (Female)
Asian	78%
Black	97%
Hispanic/Latino	89%
Native American	0%
Pacific Islander	0%
White	100%
Multi-Racial	111%

NC Conference clergy of color serving in full-time local church appointments receive, on average, the following percentage of **housing allowance** that white clergy serving in full-time local church appointments receive:

Ethnicity	Percent of White (Male)
Asian	100%
Black	65%
Hispanic/Latino	97%
Native American	122%
Pacific Islander	0%
White	100%
Multi-Racial	0%

Ethnicity	Percent of White (Female)
Asian	101%
Black	93%
Hispanic/Latino	92%
Native American	0%
Pacific Islander	0%
White	100%
Multi-Racial	97%

We are also analyzing the ethnicity and gender of candidates for licensed or ordained ministry as well as clergy serving local churches. The number of white candidates is decreasing and the number of female candidates is increasing compared to our existing pool of clergy. Our pastoral leadership is changing in NCCUMC to more expansively embody gender and ethnic diversity.

Ethnicity of Candidates for Licensed or Ordained Ministry	
White	74.4%
Asian	9.3%
Black	7.0%
Hispanic/Latino	4.7%
Native American	2.3%
Multi-Racial	2.3%
Gender of Candidates for Licensed or Ordained Ministry	
Female	62.8%
Male	37.2%

Ethnicity of Clergy Serving Local Churches (Full-Time & Part-Time)	
White	80.1%
Asian	3.0%
Black	9.6%
Hispanic/Latino	3.5%
Native American	2.3%
Multi-Racial	1.5%
Gender of Clergy Serving Local Churches (Full-Time & Part-Time)	
Female	38.3%
Male	61.7%

*This figure does not currently account for parsonage values, only housing allowance paid in lieu of a parsonage. We hope to incorporate parsonage value in our calculations going forward so as to align with research being done at the general church level (Wespath). While we have statistics related to less than full-time appointments, we are keenly aware that these statistics are difficult to validate as averages because the way in which salary and housing allowance are designated for part-time appointments varies greatly in order to provide clergy income tax advantages.

AFRICA UNIVERSITY REPORT

Greetings and thanks to you, the members of the North Carolina Annual Conference, for your love of Africa University! Your love, lived out in the local church, and across every level of The United Methodist Church worldwide, is a source of hope and transformation.

Africa University's students, faculty, staff, trustees, and alumni thank you for graciously investing 82 percent of the asking to the Africa University Fund apportionment in 2024. Through its missional engagement with Africa University, the North Carolina Conference equips change leaders who share the gospel of Jesus Christ, reduce hunger, improve public health, nurture thriving congregations, and build peaceful communities. As 2025 unfolds, Africa University is urging North Carolina Conference congregations to:

- **Provide ongoing support for the Africa University Fund (AUF) at the 2016 budget level and strive for 100% investment to the AUF this year.**
- Explore becoming a “Keystone Congregation” for Africa University by making a multiyear commitment of \$7,000 a year in scholarship support for one undergraduate student and walking alongside that student with prayer and encouragement as she or he progresses through a degree program.

In partnering with Africa University, North Carolina United Methodists nurture servant leaders with ethics, empathy, and an audacious, can-do mindset. As they experience God’s grace through your love in action, Africa University students deepen their faith and become more effective in their witness. Here are 2024 highlights of the impact of Africa University students, faculty, and administrators:

- Africa University start-up, Reagan Technologies, earned a semi-final finish in the Hult Prize Global Accelerator competition. Known as the ‘*Nobel prize contest for students*,’ the Hult Prize judges were impressed with the three-student AU team’s innovative concept for generating electricity from footsteps. The team’s climate-smart pavement tiles stood out against the competition from more than 60 universities.
- Another AU trio is transforming education by bridging the digital divide in Africa. Three students majoring in computer science won the top prize at the UbuntuNet Alliance Women’s Hackathon with FUNDISA. It’s a chatbot that delivers instant, curriculum-aligned explanations to students who lack internet access, but have phones with SMS functionality. The chatbot enables students to simply send a text to a short code to receive educational support.
- Africa University’s Doctor of Ministry program, a first for the continent of Africa, was accredited by the Zimbabwe Council for Higher Education, with options for specialization in Mission and Evangelism, Liturgical Theology, Church Administration, Church and Society, and Chaplaincy Ministry. A pioneer group of 10 senior officers in the military, prisons and policing from Botswana, Malawi, Zambia, and Zimbabwe have completed the program, thanks to a collaboration between Africa University and Wesley Theological Seminary. Their doctoral research projects generated new knowledge that addresses deployment trauma, reducing drug abuse among officers, and the use of Psalms of lament for facilitating healing in families of inmates.

This is the transformation story that United Methodists of the North Carolina Conference are shaping through Africa University. Your prayers encourage and your generosity equips solution-finders and world-changers. Thank you for showing up, North Carolina Conference, so that promise, calling, and a just future can be realized. Your leadership and generous contributions are as pivotal today as they were at Africa University’s inception, 33 years ago.

Thank you.

James H. Salley, President/CEO of Africa University (Tennessee) Inc. and Associate Vice Chancellor for Institutional Advancement, Africa University.

CANDLER SCHOOL OF THEOLOGY

2025 REPORT TO THE UMC ANNUAL CONFERENCES

Since 1914, **Candler School of Theology at Emory University** has educated faithful and creative leaders for the church's ministries throughout the world. An official seminary of The United Methodist Church, Candler holds true to the Wesleyan value of ecumenical openness, welcoming students from more than 40 denominations. Our student body reflects the diversity and breadth of the Christian faithful, with an enrollment of 416 from 13 countries, 41 states, 32 annual conferences, and 43% persons of color. We see this diversity as a blessing, enriching our life together and providing the perfect context for training for relevant ministry in the 21st century—ministry that cultivates community across difference, welcomes all to contribute and belong, and embodies Christ's love in and among us.

Candler offers six degrees (Master of Divinity, Master of Theological Studies, Master of Arts in Religion and Leadership, Master of Religion and Public Life, Master of Theology, Doctor of Ministry), most of which are available in hybrid or online formats. Response to our hybrid-format Master of Divinity, blending online classes and in-person intensives, continues to be strong: 63% of 2024's MDiv entering class chose the hybrid model. Nearly a quarter of MDiv students participate in Candler's Teaching Parish program, earning contextual education credit by serving as student pastors in local churches. And our proven DMin program—with a near 90% completion rate—is 90% online. These flexible options along with Candler's recognized academic excellence and hands-on learning opportunities are opening possibilities for more people to follow God's call to ministry.

Generous financial aid is a top priority for Candler. In 2024-2025, we are on track to award nearly \$6.5 million in scholarship support across all degree programs. All MDiv students receive scholarship support, and those who are certified candidates for ordained ministry in the UMC receive full-tuition scholarships. Plus, a remarkable gift this year of \$20 million from the O. Wayne Rollins Foundation promises to have a transformative impact on the school and future students alike, fueling a considerable expansion of our scholarship program and reducing financial barriers to high-quality theological education.

Several programs beyond our formal degrees make Candler a hub of Christian learning for an expanding audience. Those who are not seeking a graduate degree can engage in learning through The Candler Foundry, which offers in-person and online short courses, events, and certificate programs; the United Methodist Course of Study for educating licensed local pastors; the Candler Center for Christian Leadership for refining business skills of United Methodist leaders; and La Mesa Academy, offering a graduate certificate in theological studies via a two-year hybrid program with courses in Spanish, English, and Korean.

Candler continued to strengthen the already robust United Methodist presence among our faculty with four key appointments this year: Geordan Hammond, associate professor of Methodist and Wesleyan studies; Soren Hessler, assistant professor in the practice of leadership and administration; Jennifer Quigley, assistant professor of New Testament; and Bishop Hope Morgan Ward, who joined us as bishop-in-residence following the retirement of Bishop Larry Goodpaster.

Jonathan Strom became dean of Candler in August 2024, when former dean Jan Love returned to the faculty. Strom has served on Candler's faculty since 1997 as professor of church history, with nearly a decade as senior associate dean of faculty and academic affairs, and a number of years as director of international initiatives. He is committed to nurturing the school's deep connection with The United Methodist Church.

Candler is strengthened by your prayers, partnership, and support. Thank you for the countless ways you advance this vital ministry in the life of the church. We invite you to visit us online at candler.emory.edu and follow us on social media to stay informed of all we offer throughout the year.

—Office of Communications
Candler School of Theology, Emory University

DREW UNIVERSITY

THEOLOGICAL SCHOOL

2024 REPORT TO THE UMC ANNUAL CONFERENCES

Drew University Theological School

Rev. Edwin David Aponte, PhD, ThD (honorary)

Dean and Professor of Religion & Culture

January 10, 2025

Drew University Theological School educates and mentors pastors, preachers, deacons, activists, teachers, thought leaders, and change agents for ministry and service in the church, society, and the wider world. Building upon its Wesleyan and Methodist foundations, Drew Theological School is diverse in theology, vocations, age, as well as racial, ethnic, national, and international identities of its faculty, students, and staff. Many Drew students are just beginning their ministry, while others come to graduate theological education with prior ministry experience. The latter reflects a growing trend among all theological schools in the United States and Canada. In providing theological education to the world, Drew holds in-person classes in Madison, New Jersey, classes that meet exclusively online, while others meet in hybrid fashion, i.e., partially online, partially in-person, as well as in-person Doctor of Ministry cohort in South Korea and a pilot in-person Master of Divinity cohort in Liberia. Regular chapel worship originates on campus in Seminary Hall, but also is live-streamed so that students, alumni, and friends around the world can participate. Drew Theological School is a global seminary with a global student population serving the worldwide church.

In Fall 2024 Drew Theological School welcomed 94 new students in all degree programs, with total student enrollment (by headcount) in Fall 2024 semester being 388. Enrollment of international students at Drew increased from 120 students in Fall 2021 to 157 students in Fall 2024. This number includes students who are studying full-time in the U.S.A. on a student Visa, students who are studying online from their home country, and students in the South Korean Cohort of the Doctor of Ministry program.

Drew's interdisciplinary degree programs provide real-world apprenticeships, promote adaptive leadership skills, and encourage innovation through team-taught core courses as well as a variety of electives that integrate theological disciplines and faith practices. The Drew faculty's shared values are infused across all aspects of the teaching, learning, and the formation of students: 1) a commitment to anti-racism; 2) gender and sexual-identity equality; 3) eco-sustainability and environmental justice; and 4) interfaith understanding and cooperation. Drew Theological School has an increase in United Methodist students, additionally, Drew has many United Methodist Global Fellows pursuing further education for ministry. UMC graduates are serving in conferences across the United States, and especially within nearby regional episcopal areas of The United Methodist Church in the annual conferences of Greater New Jersey, Eastern Pennsylvania, Susquehanna, Upper New York, New York, and New England.

DUKE DIVINITY SCHOOL

2025 ANNUAL CONFERENCE REPORT

In the fall of 2024, Duke Divinity School celebrated its 98th Opening Convocation with these words from Dean Edgardo Colón-Emeric: “There are potential pulpits across this university and throughout this land. ... If you are here studying how to become a pastor or a chaplain, you are a Pentecost preacher. If you are here studying to be a theologically formed social worker or health care provider, you are a Pentecost preacher. If you are here as an aspiring scholar or merely as a Christian, you are a Pentecost preacher.”

Through God’s sustaining grace and faithfulness, we continue to welcome students from across the nation and around the world to be trained for ministries ranging from rural church pastorates to hospital and prison chaplains to community service leaders to theological educators. In 2024, we were joined by 224 students from 41 U.S. states and the District of Columbia as well as new students who hold either primary or secondary citizenship in 11 other countries. The Master of Divinity program gained 108 new students, including 62 residential students (up from 54 the year before) and 46 in the hybrid program. The Master of Arts in Christian Practice enrolled eight new students; the Doctor of Ministry, 39 (up from 22 last year); Master of Theology, 10; Master of Theological Studies, 27; the Doctor of Theology welcomed five new students to campus. The Certificate in Theology and Health Care welcomed five residential students to campus and 21 to the hybrid program.

We are grateful that God continues to bring people with a diversity of backgrounds and gifts to Duke Divinity School. Of the new residential M.Div. students, 42 percent reported one or more non-white racial/ethnic identities, and female students make up 50 percent of incoming residential M.Div. students. For new hybrid M.Div. students, 33 percent reported one or more non-white racial/ethnic; and female students make up 63 percent of incoming hybrid M.Div. students.

This has been a year of centennial celebrations for Duke University and The Duke Endowment. The Divinity School was honored to participate in a Founders’ Weekend chapel service, held in Duke Chapel, in which both United Methodist Church bishops in North Carolina (Bishop Connie Shelton and Bishop Ken Carter) participated in leading the service, along with Dean Colón-Emeric. Divinity students and alumni contributed prayers and music, and of particular note were three women in our Master of Theology program who offered prayers in Mandarin, Hindi, and Korean. It is a joy to share these gifts from our global community with the university campus.

Duke Divinity School continues to invest in ways to support Methodist leadership and pastoral formation. Our D.Min. program welcomed two new cohorts, one in Traditional Leadership and one in Missional Leadership, with support from the Parish Ministry Fund and The Duke Endowment. These 39 students are strengthening their capacity for leadership, establishing new faith communities, and meeting the challenges confronting churches and communities.

Master of Divinity students in the UMC had the opportunity in the spring 2024 semester to enroll in a course designed to prepare them to be observers at the UMC General Conference, held in Charlotte, N.C. So many students were interested that the enrollment cap had to be raised. Students met weekly with Duke Divinity faculty who are ordained elders in the UMC as well as with nearly half a dozen bishops and denominational leaders. As one student (pursuing ordination in the Virginia Conference) said: “It is a time when we hold fast to our convictions and identify what is unique to the United Methodist Church. What is our role, currently and in the future? It’s amazing; our mission is to make disciples for Jesus Christ for the transformation of the world. I am excited about my ministry journey and the future of the UMC.”

Duke Divinity continues to build on our connection to Methodist churches around the world through a formal partnership with Methodist Theological University in Seoul, South Korea. This agreement, signed on Sept. 21, 2024, supports the creation of pathways for the exchange of students, faculty, and academic programming.

Closer to home, Duke Divinity remains committed to our deep roots in the North Carolina and Western North Carolina Conferences of the United Methodist Church. We mourned the devastation from Hurricane Helene that affected so many of our alumni, supporting congregations, and community partners in western North Carolina. The school—and many students and staff—have sought to support Bishop Ken Carter and the Western North Carolina Conference with resources and relief items.

Our faculty continue to excel in their committed service to teaching, research, and ministry. Two scholars joined our faculty this year: Aaron Griffith, assistant professor of American church history, and Kevin Hart, Jo Rae Wright University Distinguished Professor, with a joint appointment in the Duke University department of English. William Turner Jr., James T. and Alice Mead Cleland Professor Emeritus of the Practice of Preaching, received the Duke University Medal for Distinguished Meritorious Service, the highest honor bestowed by the university.

Duke Divinity commemorated the 50th anniversary of the Women's Center at the school with a guest preacher and celebration dinner. With a \$5 million gift from The Duke Endowment, we are strengthening our Office of Black Church Studies through recruiting a senior scholar and supporting academic, theological research. A \$1.25 million grant from Lilly Endowment Inc., part of their Nurturing Children through Worship and Prayer Initiative, will help launch a Duke Divinity program to study how congregations more fully and intentionally engage children in intergenerational corporate worship and prayer practices. The program, "Let the Children Come," is a regional partnership of congregations and leaders from across the southeastern United States.

Duke Divinity School continues to be grateful for our ongoing participation in The United Methodist Church and partnership with this annual conference. We look forward to our ongoing work with you as we join the leading of God's Spirit in the task of preparing people for Christian ministry. To learn more about Duke Divinity School, please visit our website at www.divinity.duke.edu.

*Respectfully submitted by Edgardo Colón-Emeric
Dean of Duke Divinity School*

DUKE DIVINITY SCHOOL

REPORTE A LA CONFERENCIA ANUAL 2025

En el otoño del 2024, Duke Divinity celebró su nonagésima octava convocatoria de apertura con estas palabras del Decano Edgardo Colón-Emeric: “Hay posibles púlpitos en toda esta universidad y por toda esta tierra... Si estás aquí estudiando para ser pastor o capellán, eres un predicador de Pentecostés. Si estás aquí estudiando para ser un trabajador social o un proveedor de cuidado médico teológicamente formado, eres un predicador de Pentecostés. Si estás aquí aspirando a pertenecer a la academia o meramente a ser cristiano, eres un predicador de Pentecostés.”

Por la gracia sustentadora y la fidelidad de Dios, continuamos recibiendo estudiantes de toda la nación y de todo el mundo para ser entrenados para ministerios que van desde el pastoreo de la iglesia local hasta la capellanía en hospitales y prisiones; desde el liderazgo comunitario hasta educación teológica. En el 2024, le dimos la bienvenida a 223 estudiantes de 41 estados de los Estados Unidos y el Distrito de Columbia, y a varios estudiantes que poseen ciudadanía primaria o secundaria en otros 11 países. El programa de Maestría en Divinidad recibió 108 nuevos estudiantes, incluyendo 62 en el programa residencial (un incremento de los 54 que recibimos el año anterior) y 46 en el programa híbrido. La Maestría en Artes de la Práctica Cristiana recibió ocho estudiantes nuevos; el Doctorado en Ministerio, 39 (un incremento de 22 que recibimos el año anterior); la Maestría en Teología, 10; la Maestría en Estudios Teológicos, 27; el Doctorado en Teología recibió cinco estudiantes nuevos. El Certificado en Teología y Cuidado de la Salud dio la bienvenida a cinco estudiantes presenciales en el campus y a 21 en el programa híbrido.

Estamos agradecidos de que Dios continúa trayendo personas con diversidad de orígenes y dones a la Escuela de Divinidad de Duke. De los estudiantes del M.Div. residencial, el 42 por ciento reportó una o más identidades raciales/étnicas no-blancas, y el 50 por ciento de nuestras estudiantes entrantes a este programa son mujeres. En el caso de nuevos estudiantes del programa híbrido del M.Div., el 33 por ciento reportó una o más identidades raciales/étnicas no-blancas y el 63 por ciento son mujeres.

Este ha sido un año de celebraciones centenarias para la Universidad de Duke y *The Duke Endowment*. Duke Divinity tuvo el honor de participar del servicio de capilla durante el fin de semana de fundadores que se celebró en la Capilla de Duke, donde ambos obispos de las conferencias de la Iglesia Metodista Unida en Carolina del Norte (la Obispo Connie Shelton y el Obispo Ken Carter) participaron dirigiendo partes del servicio, junto con el Decano Colón-Emeric. Estudiantes y exalumnos de Duke Divinity contribuyeron oraciones y música, haciendo mención especial de tres mujeres que forman parte de nuestro programa de Maestría en Teología quienes ofrecieron oraciones en mandarín, hindi, y coreano. Es un gozo compartir estos dones de nuestra comunidad global con el campus universitario.

Duke Divinity continúa invirtiendo en maneras de apoyo para el liderazgo metodista y su formación pastoral. Nuestro programa de D.Min. le dio la bienvenida a dos cohortes nuevas, una en Liderazgo Tradicional y una en Liderazgo Misional, con apoyo del *Parish Ministry Fund* y *The Duke Endowment*. Estos 39 estudiantes están fortaleciendo su capacidad para el liderazgo, estableciendo nuevas comunidades de fe, y afrontando los retos que enfrentan las iglesias y las comunidades.

Durante la primavera del 2024, aquellos estudiantes de la Maestría en Divinidad que son miembros de la Iglesia Metodista Unida tuvieron la oportunidad de matricularse en un curso diseñado para prepararlos para ser observadores en la Conferencia General de la IMU que se celebró en Charlotte, Carolina del Norte. Tuvimos tantos estudiantes interesados que tuvimos que aumentar el límite de inscripción. Los estudiantes se reunieron semanalmente con miembros de la facultad de Duke Divinity que han sido ordenados presbíteros en la IMU, y con casi media docena de obispos y líderes denominacionales. Como un estudiante (quien está en el proceso para ordenación en la Conferencia de Virginia) dijo: “Este es un tiempo en el cual nos aferramos a nuestras convicciones e identificamos aquello que es único de la Iglesia Metodista Unida. ¿Cuál es nuestro rol en este momento y en el futuro? Es increíble: nuestra

misión es hacer discípulos de Jesucristo para la transformación del mundo. Me emociona pensar en mi jornada en el ministerio y el futuro de la IMU.”

Duke Divinity continúa construyendo sobre nuestra conexión con iglesias metodistas alrededor del mundo a través de una colaboración formal con la Universidad Teológica Metodista en Seúl, Corea del Sur. Este acuerdo, el cual se firmó el 21 de septiembre del 2024, apoya la creación de sendas para el intercambio de estudiantes, facultad, y programación académica.

Más cerca de casa, Duke Divinity continúa comprometida a nuestras raíces profundas en las conferencias de Carolina del Norte y del Oeste de Carolina del Norte de la Iglesia Metodista Unida. Lamentamos la devastación causada por el Huracán Helene que afectó a tantos de nuestros alumnos, nuestras congregaciones de apoyo, y nuestros socios comunitarios en el oeste de Carolina del Norte. Esta escuela – junto con muchos de nuestros estudiantes y nuestro personal – han buscado apoyar al Obispo Ken Carter y a la Conferencia del Oeste de Carolina del Norte con recursos y artículos de apoyo.

Nuestra facultad continúa sobresaliendo en su servicio comprometido a la educación, la investigación, y el ministerio. Este año, se añadieron dos miembros a nuestra facultad: Aaron Griffith, Profesor Asistente de Historia de la Iglesia Estadounidense, y Kevin Hart, Profesor Universitario Distinguido, con un nombramiento conjunto en el Departamento de Inglés de la Universidad de Duke. William Turner Jr., Profesor Emérito de la Práctica de la Predicación, recibió la Medalla al Servicio Meritorio Distinguido de la Universidad de Duke, el honor más alto que otorga la universidad.

Duke Divinity conmemoró el quincuagésimo aniversario del Centro de la Mujer en nuestra escuela con la presencia de una predicadora invitada y una cena de celebración. Con el recibimiento de un fondo de \$5 millones del *Duke Endowment* estamos fortaleciendo nuestra Oficina de Estudios de la Iglesia Negra a través del reclutamiento de un nuevo profesor y el apoyo a investigación teológica académica. Una beca de \$1.25 millones del *Lilly Endowment* como parte de su Iniciativa para Nutrir a la Niñez a través de la Adoración y la Oración ayudará a lanzar un programa en Duke Divinity para estudiar como las congregaciones pueden involucrar a la niñez de maneras más completas e intencionales en la adoración colectiva intergeneracional y las prácticas de oración. El programa “Dejar a Los Niños Venid” es una colaboración regional de congregaciones y líderes del sureste de los Estados Unidos.

Duke Divinity continúa estando agradecida por nuestra participación continua en la Iglesia Metodista Unida y nuestra colaboración con esta conferencia. Miramos con emoción hacia la continuación del trabajo colaborativo entre nuestras instituciones mientras juntos seguimos la dirección del Espíritu Santo en la tarea de preparar personas para el ministerio cristiano. Para aprender más sobre Duke Divinity, por favor visité nuestra página web www.divinity.duke.edu.

*Sometida respetuosamente por Edgardo Colón-Emeric
Decano de Duke Divinity*

GAMMON THEOLOGICAL SEMINARY

2024-2025 ANNUAL CONFERENCE REPORT

GAMMON THEOLOGICAL SEMINARY is the only Historically Black Theological Institution (HBTI) of The United Methodist Church. Gammon's Mission is to help prepare for the practice of Christian ministry and public leadership individuals who understand their vocation as working in partnership with God in forming a just and generative world for all.

GTS is currently an "extended unit" of the Interdenominational Theological Center. As a constituent member of the ITC who is accredited through the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), GTS has conferred degrees in partnership with the ITC for Gammon Theological Seminary graduates since 1959. Gammon Theological Seminary seeks separate accreditation through SACSCOC and the Association of Theological Schools in the United States and Canada (ATS).

We are excited to share Academic and Operational updates for 2024.

- In June 2024, we hired a world-renowned theologian and scholar, Dr. Renita J. Weems, as our Chief Academic Officer.
- This Fall 2024, we launched state-of-the-art renovations to the Gammon building. The renovations transformed the facility into a place for four in-person class sessions, upgrading all meeting spaces with state-of-the-art technology and furnishings.
- In September 2024, the Board of Trustees of Gammon Theological Seminary approved the submission of our application to begin the SACSCOC Accreditation process. This historic decision included Gammon launching our Independent MDIV degree program in September 2024.

Here are a few of this year's ministry and fund development highlights.

- In Spring 2024, Gammon hosted our 2nd Annual Student Scholarship Fundraiser Golf Tournament, which received \$70,000 in donations toward the scholarship fund.
- The Rev. Walter H. McKelvey Endowed Scholarship The fund, which was launched by Dr. Loretta F. McKelvey (wife of the late Rev. McKelvey) and Dr. Walter Kimbrough, continues to grow with matching gifts in partnership with the South Carolina United Methodist Foundation.
- In June 2024, the Florida Conference's Rev. Geraldine McClellan Endowed Scholarship Fund, which is now fully endowed at the Florida United Methodist Foundation, continued to grow with donations for 2024. Now, the fund balance exceeds \$130,000.00, and Dr. Geraldine McClellan was honored at our 2024 Founder's Day/Pastors and Leaders Conference Gala banquet with our Icon of Excellence Award.
- Gammon hosted the Ebony Exploration Event for 75 young adults under the age of 35. The students explored their sense of call and vocational discernment.
- In December 2024, Gammon celebrated our 141st Founder's Day and Pastors and Leaders Conference. We hosted over three hundred people attending workshops (in person and virtual) and our Scholarship Gala Dinner at IMPACT Church in Atlanta, GA.
- Gammon received two \$10,000 donations for two new endowed funds from Dr. James H. Salley, in honor of his parents in the South Carolina Conference, and from Rev. Dr. Michael McQueen, District Superintendent for the North Georgia Central North District.

Respectfully Submitted,

Dr. Candace M. Lewis

President - CEO

GARRETT-EVANGELICAL THEOLOGICAL SEMINARY

REPORT TO THE ANNUAL CONFERENCE 2024-2025

Garrett-Evangelical Theological Seminary continues to live into its mission of *Forming courageous leaders in the way of Jesus to cultivate communities of justice, compassion, and hope...for the thriving of the Church and the healing of the world.* We do this work in partnership with the annual conferences of the United Methodist Church and other partners who share our values. Now in our 172nd year of ministry to the church, the academy, and the world, Garrett is a strong, growing, thriving community of faith and learning that represents the fullness of the global church's witness.

During this past academic year, Garrett welcomed its largest entering class in over a decade for a fifth straight year, with 135 new students, and a current enrollment of 324 students representing 38 states and 24 nations from across the globe. We continue to see growth in our student body from Asia, Africa, and Latin America, adding to an already richly diverse student body. While our denominational diversity also continues to grow, we also proudly welcomed growth in our United Methodist students who constitute more than half of our student body. Our faculty also reflect this regional and global diversity, with fully half originating from nations outside the United States.

Our growth in recent years continues to reflect patterns seen across theological education, mainly in distance and online learners. For the first time in our history, distance learners in the entering class outnumbered residential students. This has allowed for truly global learning spaces that have enriched our conversations and our overall learning environment. We're blessed to have the world represented in our classrooms, which also impacts how our faculty teach, what they research, and for whom.

Over the last year Garrett has also been blessed by multiple major grants to fund faculty research and institutional priorities. A major grant is funding the work of our Center for Ecological Regeneration, allowing the seminary to partner with local congregations in the Midwest to equip them to respond to climate change in their communities and the disproportionate impact it tends to have on the poor and local economies. Another major grant is funding work in our Centro Raices Latinas to strengthen Hispanic-Latiné pastoral leaders and congregations, helping clergy and communities build institutional capacity and expand their ministries. Yet another grant is helping to expand the reach and impact of our Garrett Collective, our lifelong learning and resource platform that seeks to make theological education accessible and affordable to a significantly broader audience.

Garrett's world-class faculty continue developing curricular innovations that are responsive to the church's growing needs, while also contributing a significant body of scholarly work to their respective fields. They are also partnering with annual conferences and local churches in delivering much needed programming for leadership development and faith formation, an expanding focus of our Strategic Initiatives and Partnerships division. Garrett is proud to be a United Methodist institution, and proud to continue to deepen its partnership and programming with annual conferences around the globe.

SEMINARIO TEOLÓGICO EVANGÉLICO GARRETT

INFORME A LA CONFERENCIA ANUAL 2024-2025

El Seminario Teológico Evangélico Garrett sigue cumpliendo su misión de formar líderes valientes que siguen el camino de Jesús para cultivar comunidades de justicia, compasión y esperanza... para el florecimiento de la Iglesia y la sanación del mundo. Hacemos este trabajo en asociación con las conferencias anuales de la Iglesia Metodista Unida y otros compañeros en misión que comparten nuestros valores. Ahora en nuestro 172.º año de ministerio para la iglesia, la academia y el mundo, Garrett es una comunidad de fe y aprendizaje fuerte, en crecimiento y próspera que representa la plenitud del testimonio de la iglesia global.

Durante el último año académico, Garrett dio la bienvenida a su clase entrante más grande en más de una década por quinto año consecutivo, con 135 nuevos estudiantes y una matrícula actual de 324 estudiantes que representan a 38 estados y 24 naciones de todo el mundo. Seguimos viendo un crecimiento en nuestro cuerpo estudiantil proveniente de Asia, África y América Latina, que se suma a un cuerpo estudiantil ya muy diverso. Si bien nuestra diversidad denominacional también sigue creciendo, también recibimos con orgullo el crecimiento de nuestros estudiantes metodistas unidos, que constituyen más de la mitad de nuestro cuerpo estudiantil. Nuestro cuerpo docente también refleja esta diversidad regional y global, ya que la mitad proviene de países fuera de los Estados Unidos.

Nuestro crecimiento en los últimos años sigue reflejando patrones observados en todas partes de la educación teológica, principalmente en los estudiantes a distancia y en línea. Por primera vez en nuestra historia, los estudiantes a distancia en la clase entrante superaron en número a los estudiantes residenciales. Esto ha permitido espacios de aprendizaje verdaderamente globales que han enriquecido nuestras conversaciones y nuestro entorno de aprendizaje. Tenemos la suerte de tener al mundo representado en nuestras aulas, lo que también impacta la forma en que nuestro cuerpo docente enseña, qué investiga y para quién.

Durante el último año, Garrett también ha sido bendecido con múltiples subvenciones importantes para financiar la investigación del cuerpo docente y nuestras prioridades institucionales. Una importante subvención está financiando el trabajo de nuestro Centro para la Regeneración Ecológica, lo que permite al seminario asociarse con congregaciones locales para equiparlas para responder al cambio climático y los impactos ecológicos que tiene en las comunidades y economías locales. Otra subvención importante está financiando el trabajo en nuestro Centro Raíces Latinas para fortalecer a los líderes pastorales y las congregaciones hispanas, ayudando al clero y a las comunidades a desarrollar capacidad institucional y expandir sus ministerios. Otra subvención está ayudando a expandir el alcance y el impacto de nuestro Garrett Collective, nuestra plataforma de aprendizaje y recursos para individuos y organizaciones que busca llevar la educación teológica a una audiencia significativamente más amplia.

La facultad de Garrett continúa desarrollando innovaciones curriculares que responden a las crecientes necesidades de la iglesia, al mismo tiempo que contribuye con investigaciones académicas en sus respectivos área de especialización. También están caminando con conferencias anuales e iglesias locales para ofrecer programación muy necesaria para el desarrollo del liderazgo y la formación en fe, un área de enfoque en crecimiento del seminario. Garrett se enorgullece de ser una institución Metodista Unida y de continuar profundizando su compañerismo y programación con conferencias anuales en todo el mundo.

UNITED THEOLOGICAL SEMINARY

DAYTON, OHIO

Since 1871, United Theological Seminary has prepared faithful and fruitful Christian leaders who make disciples of Jesus Christ. United welcomes all who are following God's call on their lives, and many are answering God's call! In the 2023-2024 academic year, the seminary served 595 graduate students, making it the second largest of the thirteen United Methodist seminaries in the United States, according to the Association of Theological Schools.

A diverse community of many denominations, races and nationalities, United welcomed students from 35 states, 21 nations, and 48 denominations, with United Methodists representing the largest group at 30 percent of the student body.

Academics

In large part, enrollment growth is due to continued interest in United's Houses of Study programs, which offer master's and certificate tracks to equip students for the unique ministry needs of the communities, movements, and denominations in which they serve.

In summer 2024, United welcomed its inaugural cohort of Doctor of Theology students. The advanced research degree program is conducted primarily from a distance, requiring only four weeks of in-person intensives during the three-year program. During their program, students develop original research with a focus on church renewal.

United's Doctor of Ministry program continues to attract students looking for an advanced professional degree to expand their ministerial and leadership capabilities. In the 2023-2024 school year, 267 students participated in the mentor-led program.

Finances

United celebrated becoming debt free in May 2024, after making its last payment on a \$3.3 million debt to its endowment. In addition to eliminating the seminary's debt, United has been focused on reducing the educational debt of its students. The Fresh Wind campaign to raise \$10 million for the endowment will expand scholarship opportunities for students for generations to come. With the increase in scholarship gifts from the Fresh Wind campaign and the reduction of United's own debt, the seminary has significantly increased scholarship support for United students.

Innovation Center

The Bishop Bruce Ough Innovation Center celebrated the third anniversary since its launch as United's "research and development" hub for ministry practitioners and thought leaders seeking to create and provide innovative resourcing for congregations. In 2024, the Innovation Center engaged over 2,200 participants through more than 30 live webinars, training events and courses.

In Romans 10:14, St. Paul writes: "How shall they call on him in whom they have not believed? And how shall they believe in him of whom they have not heard? *And how shall they hear without a preacher?*" United's students and graduates are going out into the world to proclaim the Good News of God's unconditional love.

Thanks be to God!
Dr. Kent Millard, President

1. ATS 2023-2024 Annual Data Tables (Table 2.12 and Table 2.2-A) on fall 2023 enrollment.
2. Student data represent unduplicated headcount enrollment for the 2023-2024 academic year. Demographic figures represent those who responded.

HINTON RURAL LIFE CENTER

2024 ANNUAL REPORT

Hinton Rural Life Center, located in the Appalachian Mountains in the southwest corner of North Carolina, is a mission outreach and retreat center of the Southeastern Jurisdiction. In 2024, we made a significant impact in our community, serving 1,136 individuals through our mission outreach ministries. And, last spring, we celebrated a milestone – eliminating our debt -- which had exceeded one million dollars just a decade ago. This allows Hinton to focus even more on our mission: Inspired by Jesus Christ, Hinton Center serves individuals, congregations, and rural communities through retreat ministries, educational opportunities, and missional outreach.

Another proud moment was the ribbon cutting for our new Educational Tool Barn, funded by The Duke Endowment, which provides hands-on learning experiences to help raise awareness and educate community members and Hinton guests as to how the built environment affects health and safety. This is an extremely important and prevalent issue in our ministry area, as individuals with low income are likely to live in housing with health and safety concerns.

Hinton's "Beautiful Feet" Discipleship Pathway of ministry opportunities, inspired by Isaiah 52:7, encompasses retreat and mission experiences for middle school youth through Boomers!

- 307 confirmands and leaders participated in our Theotokos Confirmation Retreats; 390 used our *Theotokos Connections* confirmation curriculum.
- 727 mission volunteers (youth and adults) did home repair and community projects.
- 17 Boomers on Outreach Mission (BOOM) participated in this newest mission initiative, as adults mostly 60+ helped with Safe & Healthy Home Repair projects, learned about poverty perspectives, enjoyed Appalachian culture, and worshipped together.

Through our year-round Mission Outreach ministries:

- We conducted 80 home checks, reducing safety and health hazards in 67% of homes and improving 40% of homes to a better safety rating using our Star Rating System.
 - 282 Safe & Healthy Home repair projects were completed on 62 homes, including Healthy Opportunities Pilot (HOP) projects through Medicaid, enabling us to work with local contractors to address major needs, such as roofing, well repair, HVAC, and more.
- Our firewood ministry distributed 787 loads of firewood valued at \$157,000.
- In response to the hurricane damage in other parts of Western NC, Hinton coordinated the assembly of 423 flood buckets for that area, supported by donations of supplies and funds and with the help of local volunteers and visiting mission teams.
- Provided 432 children with essential clothing, shoes, and coats for Christmas.
- Led our rural poverty simulation for 525 individuals, fostering awareness and understanding of poverty's complexities.

We celebrate all of those who came to Retreat, Reflect, Renew, and Serve at and through Hinton Rural Life Center. We especially appreciate the 1,142 volunteers (both local and beyond our region) who served over 23,237 hours last year -- a value of \$735,219. We look forward to continuing our work in 2025 as we strengthen rural communities, serve our neighbors with compassion, and make disciples. Visit www.hintoncenter.org to learn more.

Dr. Jacqueline Gottlieb,
CEO & President, jackie@hintoncenter.org

2025 RESOLUTIONS

I. Resolution concerning the presentation of a mock resolution at Annual Conference	1
Whereas, ¶140 of the Book of Discipline states, “In The United Methodist Church inclusiveness means the freedom for the total involvement of all persons who meet the requirements of The United Methodist Book of Discipline in the membership and leadership of the Church at any level and in every place.”; and	2 3 4 5
Whereas, in recent years, The North Carolina United Methodist Church has emphasized and reaffirmed its commitment to unity and inclusion built within the structure of the church; and	6 7 8
Whereas, a lack of clarification or information regarding the structure of legislative sessions may prevent certain eligible members from participating in plenary sessions; and	9 10
Whereas, although there is an orientation to Annual Conference and the rules are posted on the Annual Conference page of the NCCUMC website, there are often misunderstandings that persist, resulting in members of the body being out of order; and	11 12 13
Whereas, a mock resolution is a scripted presentation written and read out by experienced members of the body to verbally demonstrate Robert’s Rules of Order and main motions; and	14 15 16
Whereas, this script consists of a fictitious resolution and pre-written exemplary motions such as speaking for or against, proposing an amendment, suspending Robert’s Rules of Order, and calling the question, as well as additional narration to explain motions as they are played out; and	17 18 19 20
Whereas, the NCCUMC youth conference has implemented a mock resolution before our legislative session that has been received with overwhelmingly positive feedback; and	21 22
Whereas, youth have reported that the mock resolution has enhanced their understanding of the plenary process and given them the confidence to participate;	23 24
Therefore, be it resolved that we the 73rd Annual Conference session for the Youth of the North Carolina Conference of the United Methodist Church urge that a mock resolution be presented before the first plenary session of each North Carolina United Methodist Annual Conference; and	25 26 27 28
Therefore, be it further resolved that this resolution be sent to the Conference Rules Committee, Bishop Connie Shelton, the Annual Conference Rules Committee, and Conference Secretary Gray Southern.	29 30 31
<i>[1] United Methodist Church (U.S.). United Methodist Church Book of Discipline 2016. Penguin Random House, 2016, www.ctcumc.org/files/filesshare/2016-book-of-discipline.pdf.</i>	32 33
Contacts: Danny Peck - dpeck@nccumc.org	34
Author: Haley DiFrusco - haley.difru@gmail.com	35

II. A Call for a Conference LGBTQ+ Ministry Team	36
Whereas , the 2020/2024 General Conference of The United Methodist Church removed Book of Discipline policies targeting the Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+) community and mandating discrimination throughout the denomination; and	37 38 39
Whereas , dismantling discrimination and harm cannot be realized through legislation alone, but requires ongoing engagement in the context of relationship, including but not limited to: policy change, story-sharing and dialogue, education, support, leadership development, solidarity, advocacy, monitoring, accountability; and	40 41 42 43
Whereas , the ministry of anti-racism, the committee on the status and role of women, creation care, Asian ministries, and other important teams and committees model the importance of having dedicated and empowered teams who focus on specific areas of injustice and provide conference-wide opportunities for growth; and	44 45 46 47
Whereas , the North Carolina Annual Conference seeks to be proactive in building relationships, learning, and living into all that is now possible for ministry with and for LGBTQ+ persons;	48 49
Now, therefore, be it resolved , that the North Carolina Annual Conference calls on our Bishop, Cabinet, and Connectional Table to create a conference-level LGBTQ+ Ministry Team for the purpose of:	50 51 52
1. Actively supporting the LGBTQ+ laity, clergy, and candidates for licensed/ordained ministry in the North Carolina Annual Conference with community-building, faith and leadership development, solidarity, and advocacy.	53 54 55
2. Centering and amplifying the voices and experiences of the LGBTQ+ community, especially those who have been marginalized by church and society, most notably, transgender and Black, Indigenous, and People of Color (BIPOC) persons.	56 57 58
3. The NCAC LGBTQ+ Ministry Team shall be fully included in all future annual conference committees and policies, as well as the status and needs of candidates and clergy under appointment to ensure justice and equity on the basis of sexual orientation, gender identity, and expression, and to report findings to the Annual Conference.	59 60 61 62
4. Curating, creating, and sharing resources to equip local churches for:	63
5. relationship building and continuing education	64
6. meaningful ministry with and for LGBTQ+ church and community members	65
7. Collaborating with ministry-specific areas, including children's ministry, youth ministry, and campus ministry in the desire to safely and most effectively be in ministry with and for LGBTQ+ people of all ages.	66 67 68
Be it further resolved , that the NCAC LGBTQ+ Ministry Team will be established following the 2025 Annual Conference by direction of our conference Nominations Committee, and include:	69 70
1. LGBTQ+ persons that make up at least 1/3 of the total membership	71
2. Intentional diversity of age	72
a. At least 2 members under the age of 25	73
b. 1/3 membership under 35	74
c. 1/3 membership 36 to 55	75
d. 1/3 membership 56 and up	76
3. Intentional diversity throughout all genders	77
4. Intentional diversity throughout all races and ethnicities	78
5. Lay and clergy representatives from each district when possible	79
6. Members with established leadership in the area of LGBTQ+ justice and inclusion	80

Be it further resolved, that the NCAC LGBTQ+ Ministry Team shall be fully included in all	81
future annual conference processes related to ensuring an appropriate budget, representation on	82
other committees, reporting to the annual conference, and ongoing membership based on the above	83
criteria.	84
Respectfully submitted by,	85
The LGBTQ+ Pastoral Care Task Force;	86
Rev. Cameron Merrill, Hillsborough UMC	87
Rev. Laura Wittman, Louisburg College	88
Rev. Anita Taylor, Holly Springs UMC	89
Rev. Gayle Tabor, SALT UMC	90
Rev. Sarah Majors, Open Table UMC	91
Rev. Laurie Hays Coffman, Director of Chaplaincy	92
Services at Croasdaile Village Retirement Community	93
Lee Rodio, NC Conference Parliamentarian	94
Katelyn MacDonald, Duke Memorial UMC	95
Rev. Mary Martha Hatch, Shattuck Wellness and	96
Behavioral Health	97
Rev. Charles Daly, Elizabeth Street UMC	98
Rev. Charlie Baber, University UMC	99
Phillip Jefferson, Avent Ferry UMC	100
With support from;	101
Rev. Jaye White, retired	102
Rev. Heather Rodrigues, Duke Memorial UMC	103
Rev. Renee Edwards, The Mills UMC	104
Rev. Alan Felton, Benson Memorial UMC	105
Rev. Kelley Finch, Mosaic UMC	106
Rev. Scott Foster, Fairmont UMC	107
Rev. Kevin Quick, Highland UMC	108
Rev. Haley Capps, Ellerbe UMC	109
Rev. Donna Banks, Epworth UMC	110
Rev. Liz Roberts, Raleigh Wesley	111
Rev. Amanda Rigby, Edenton Street UMC, The Well	112
Mental and Spiritual Care	113
Rev. Patrick Murphy, Knightdale UMC	114

III. Opposition to Abortion Beyond 12 Weeks Post Fertilization	115
Whereas , the United States of America is one of only 15 countries of the 193 member states of the United Nations that permits abortions on demand past 15 weeks gestation on a state by state basis and one of only 8 at the Federal level that allows abortion on demand without any gestational limits [1]; and	116 117 118 119
Whereas , in 2024 1,038,000 abortions were performed in the United States with approximately 60,000 abortions performed beyond 14 weeks post fertilization and approximately 10,000 performed beyond 21 weeks post fertilization [2], [3], [4]; though composing only 12.5% of the population, 40% (400,000) of all abortions in the United States in 2024 involved African-Americans [5]; and	120 121 122 123
Whereas , a baby in the womb can begin to feel pain at 12 weeks post fertilization [6],[7], and the American College of Pediatrics maintains that “it is unethical to intentionally harm an innocent human being” and that “as early as 12 weeks gestation (and possibly earlier) exposure to noxious stimuli negatively affects immature human beings” [7]; and	124 125 126 127
Whereas , a baby can live outside the mother’s womb at 22 weeks gestation [4]; and	128
Whereas , a Dilation and Evacuation Procedure recommended for 2nd trimester abortions uses medical instruments to dismember a baby including removal of the arms, legs, and/or head without anesthesia for the baby in order to remove him/her from the uterus [8]; and	129 130 131
Whereas , in 3rd trimester abortions requiring induction, the baby is often killed by lethal injection through the mother’s abdomen before the procedure in order to “ensure fetal demise” prior to delivery [8]; and	132 133 134
Whereas , ¶163 in <i>The Book of Discipline</i> (2020/2024) Social Principles, in the section on The Political Community, The Death Penalty, states “Our commitment to the inherent dignity and worth of every person and our historic stance as United Methodists compels us to oppose...the imposition of the death penalty. Additionally, the imposition of the death penalty disproportionately impacts people who live in poverty, those who are uneducated, people who live in marginalized racial and ethnic communities, and people with mental impairments;” and	135 136 137 138 139 140
Whereas , ¶160 in <i>The Book of Discipline</i> (2020/2024) Social Principles states, in the words of John Wesley, “that God is in all things, and that we are to see the Creator in the glass of every creature;”	141 142
¶162 in <i>The Book of Discipline</i> (2020/2024) Social Principles, in the section on The Nurturing Community, The Family, states “Children are a gift from God to be welcomed and received,” and in the section Other Social Issues, Euthanasia and Suicide, states “Our conviction that life is a sacred gift, along with persistent questions and concerns about potential abuse, lead us as a church to oppose both euthanasia and suicide... Euthanasia, also known as mercy killing...occurs when doctors or health professionals make lethal doses of medications available to terminally ill patients, or, in some cases, directly administer or supervise the taking of such medications;” and	143 144 145 146 147 148 149
Whereas , “God created humankind in his image, in the image of God he created them...God blessed them, and God said to them, ‘Be fruitful and multiply...’” (Genesis 1:26-28, NRSV); it is written in Job, “In his hand is the life of every living thing, and the breath of every human being,” (Job 12:10, NRSV); Jesus said, “Are not two sparrows sold for a penny? Yet not one of them will fall to the ground apart from your Father. And even the hairs of your head are all counted. So, do not be afraid; you are of more value than many sparrows,” (Mathew 10:29-31);	150 151 152 153 154 155
Now, therefore be it resolved , the North Carolina Annual Conference opposes the abortion of a human baby after 12 weeks post fertilization unless the life of the mother is at risk by continuing with the pregnancy.	156 157 158
Be it further resolved , the North Carolina Annual Conference encourages its members to council	159

and prayerfully support those considering a later term abortion to investigate other options to include adoption.	160 161
Be it further resolved , that copies of this resolution be sent to every member of the United Methodist Church Council of Bishops.	162 163
1. “The World’s Abortion Laws.” Center for Reproductive Rights, last modified April 24, 2025. Accessed May 1, 2025. http://www.reproductiverights.org .	164 165
2. “Full Year US Abortion Data for 2024.” Guttmacher Institute, last modified January 2025. Accessed May 2, 2025. http://www.guttmacher.org .	166 167
3. “Trends in Pregnancies and Pregnancy Rates.” Center for Disease Control, last modified May 2024. Accessed May 2, 2025. http://www.cdc.gov .	168 169
4. “Get the Facts: Questions and Answers on Late-Term Abortions.” Lozier Institute, last modified January 9, 2025. Accessed May 5, 2025. http://www.lozierinstitute.org .	170 171
5. “Reported Legal Abortions by Race of Women Who Obtained Abortion by the State of Occurrence.” KFF, last modified December 2022. Accessed May 5, 2025. http://www.kff.org .	172 173
6. “Analgesia for Fetal Pain During Pre-Natal Surgery: 10 Years of Progress,” Carlo V. Bellieni, Pediatric Resident. National Library of Medicine, May 2021. Accessed May 1, 2025. http://www.pubmed.ncbi.nlm.nih.gov .	174 175 176
7. “Fetal Pain: What Is the Scientific Evidence?” American College of Pediatricians, last modified January 2021. Accessed May 1, 2025. https://www.acped.org .	177 178
8. “Procedural Abortions.” Planned Parenthood, last modified April 2025. Accessed May 2, 2025. http://www.plannedparenthood.org .	179 180
Robert A. Rivers	181
Oxford United Methodist Church	182
Oxford, North Carolina	183

