



**Love Boldly**  
**Serve Joyfully**  
**Lead Courageously**



*Annual Conference 2026*

**CONFERENCE WORKBOOK**  
**JUNE 18-20**



**North Carolina Conference**  
The United Methodist Church

**Greenville Convention Center**  
**303 Greenville Blvd SW, Greenville, NC 27834**  
[nccumc.org/ac2026](http://nccumc.org/ac2026)

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# Love Boldly Serve Joyfully Lead Courageously



## *Stay Connected*

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

 Download the Annual Conference app: [nccumc.org/app](https://nccumc.org/app)

 View AC 2026 website: [nccumc.org/ac2026](https://nccumc.org/ac2026)

 Facebook: [facebook.com/nccumc](https://facebook.com/nccumc)

 Instagram: [instagram.com/nccumc](https://instagram.com/nccumc)

 Official Hashtag: #nccac26

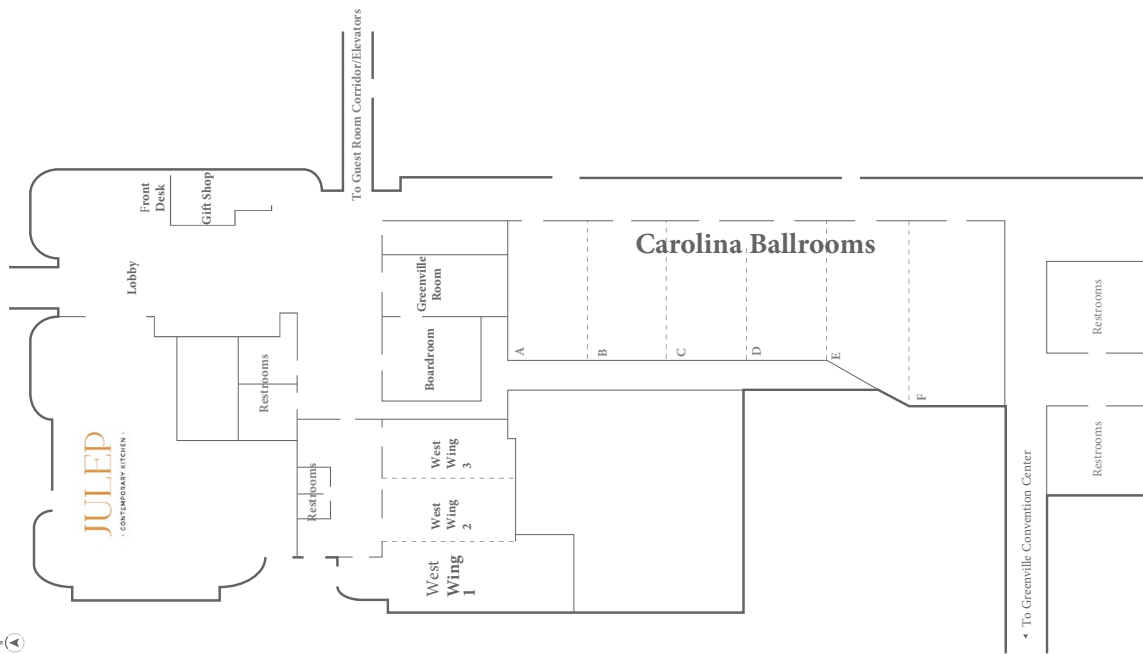
## JOIN THE CONVERSATION

Join the conversation by using/following the official hashtag **#nccac26**.

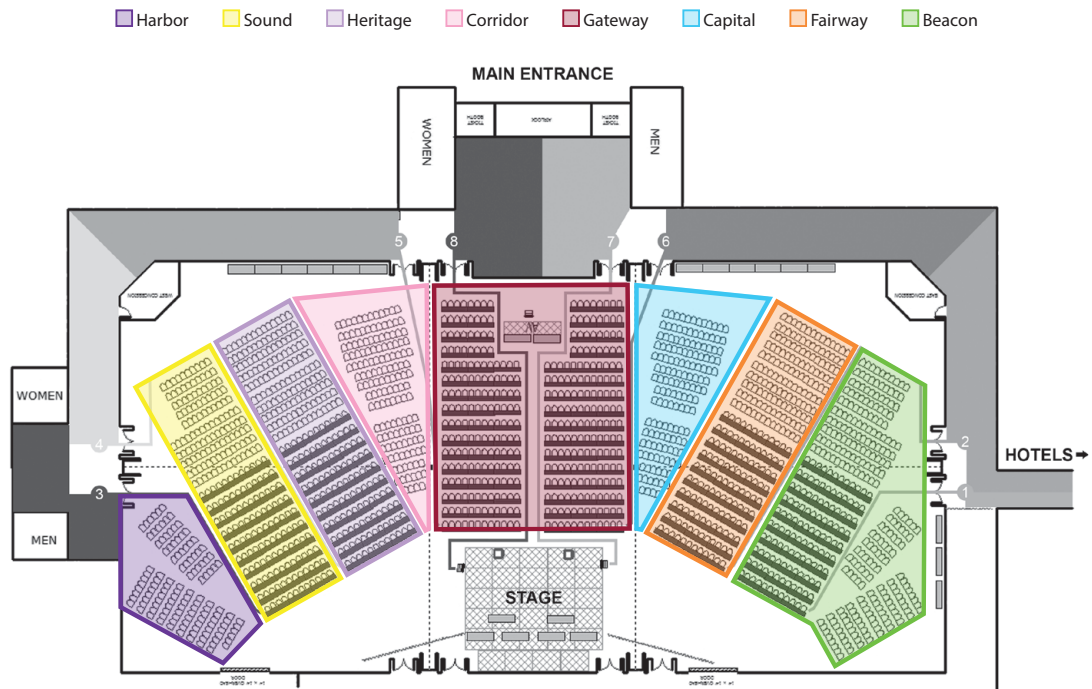
### **Emergencies/First Aid**

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

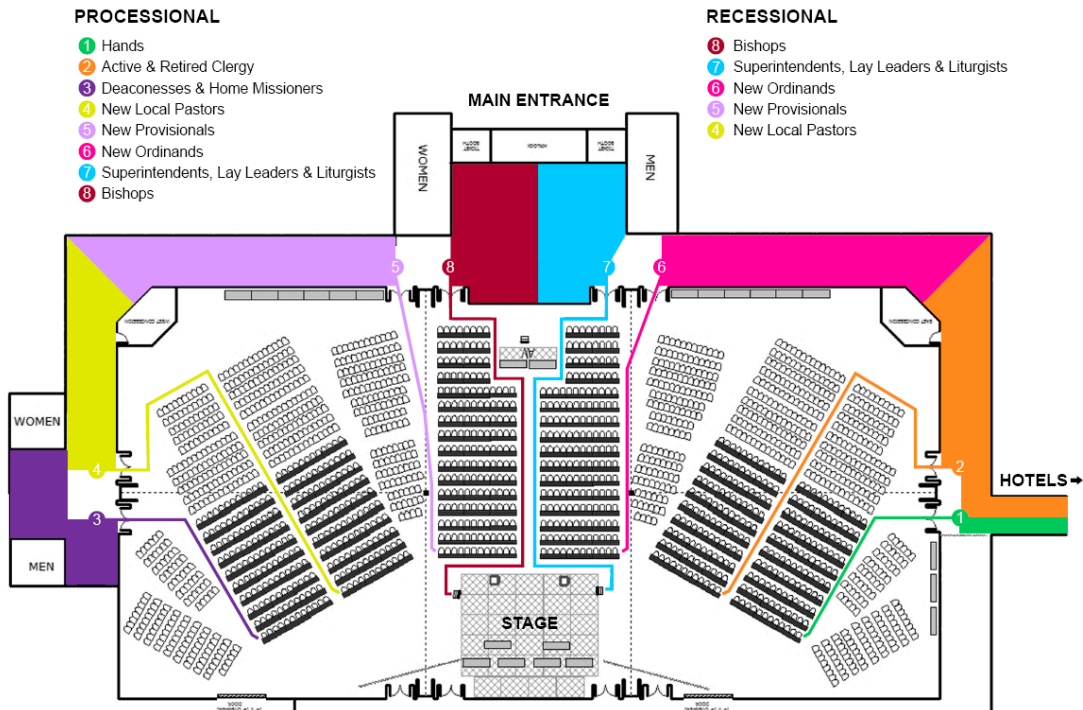
# CONFERENCE MAPS



## AC TELLER SECTIONS



## ORDERING OF MINISTRY



# FROM BISHOP CONNIE MITCHELL SHELTON

Welcome to Greenville, NC, for our **2026 Session of the North Carolina Annual Conference of The UMC**, June 17 to 20! *Healthy congregations and effective leaders in every place making disciples of Jesus Christ for the transformation of the world!* Through innovative *Disciple Making, Leader Forming, and Peace Building*, our 421 congregations are impacting lives and communities.

*The UMC's vision describes how we live into our mission:*

***"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."***

**Serve Joyfully** is our focus as we gather!  
From **Learning Labs**, Wednesday, June 17,  
to a **Celebration of the Lumbee People**,  
Thursday, June 18  
From **Social Principles** and **Memorial Service**,  
Friday, June 19,  
to a **Celebration of Juneteenth**, Friday, June 19,  
From Celebrating **30 years of Deacons** as a  
permanent order of ordained clergy  
and **70 years of Women's Ordination**,  
to the **Ordering of Ministry Service**,  
Saturday, June 20,  
the 2026 Session of the NC Annual Conference  
is rooted in our UMC vision to  
***love boldly, serve joyfully,  
and lead courageously  
in local communities  
and worldwide connections.***



## Wednesday, June 17th, Learning Labs

*Discipleship is a process of formation and learning*

- 2 & 3:30 pm **From Blank Page to Pulpit: Creating Sermon Series That Connect Scripture, Season, and Mission**  
Presenters: Rev. Tobi Nguyen & Rev. Dr. Glenn Stallsmith
- 2 & 3:30 pm **Engaging and Welcoming New People: Why are People Not Coming or Staying at Our Church?**  
Presenters: Rev. Tim Catlett & Rev. Hope Ledbetter-Bock
- 2 & 3:30 pm **Healthy Congregations: Looking Beyond the Numbers to Better Understand Church Health**  
Presenter: Caleb Parker

2 pm **Hope and Action: Understanding Immigration Today and Equipping a Faithful Response**  
Presenters: Angelica Acosta Garnett & Doug Thie

3:30 pm **Communications Audit: Increase Online Presence, Deepen Community Engagement**  
Presenters: Communications Committee & Rev. Jenifer Anne Swindell

### Keynote Speakers

Rev. Dr. Susan Henry-Crowe will offer the historical and theological underpinnings of the Social Principles as a framework for serving joyfully, Friday morning, June 19.

Rev. Allen Bingham, Pastor, Haymount UMC, will preach the Memorial Service message on Friday morning, June 19.

The Right Rev. Michael Curry, a visionary and inspiring leader, will preach the good news at the Ordering of Ministry Service on Saturday morning, June 20.

### Musical Leadership

Paul Saik, Centenary UMC, New Bern, and the AC Choir will inspire the gathered community for the Ordering of Ministry Service on Saturday morning.

### Bring Your Church's Offering

Please come prepared to give generously to the offerings at Thursday's Opening Worship and Saturday's Ordering of Ministry Service:

The Endowment Fund for Theological Education in the Regional Conferences outside the United States help build sustainable support by endowing Wesleyan theological education in Africa, Europe, and the Philippines.

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



Bishop Connie Mitchell Shelton

## LAY MEMBERS

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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.

## OFFERINGS

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### Offering on Thursday during Opening Worship and Saturday during the Ordering of Ministry Service:

We will receive an offering for The Endowment Fund for Theological Education in the Regional Conferences outside of the United States. Offerings collected will increase and strengthen opportunities for theological education for church leaders in regions outside the United States. The Endowment Fund provides sustainable, long-term support for Wesleyan theological education in Africa, Europe, and the Philippines.

# 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 07/01/26 status.

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

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

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

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

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

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

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

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

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

- Have voice but no vote
- May attend Clergy Session

**Purple** – Interim Supply (§206.4), Honorable Location, Administrative Location, Local Pastor Approved Not Appointed

- 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 (§346.1, §318.3, §318.4, §344.4)

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

**Black** – Official Staff Members and Guests

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

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.

# SERVICE ANIMAL POLICY

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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](mailto: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

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## 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.

- If it's an option, be sure to clearly communicate to the cleaning staff of your hotel that you do not require fresh sheets and bath towels daily.

### Communion Bread Ingredients

3 cups gluten-free flour mix  
 2 tsp xanthan gum  
 1/2 tsp salt  
 3 tbsp sugar  
 1 tsp dry yeast  
 2 tsp olive oil (+ a little extra)  
 1.5 cups + 2 tbsp warm water

# ANNUAL CONFERENCE 5K

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Begin your day at Annual Conference with movement, fellowship, and encouragement by joining the Annual Conference 5K on June 19. The run/walk will begin promptly at 6:30 am. Participants will gather in the parking lot behind the Hilton Greenville before heading out on a 3.1-mile route through the Westhaven subdivision and back to the hotel. The course is flat, shaded in many areas, and perfect for a pleasant June morning run or walk.

Volunteers will be stationed along the route, and refreshments will be provided afterward by the NC Conference Clergy Spouse Association. Whether you plan to run, walk, or simply come to support participants, all are welcome to enjoy bagels, coffee, fellowship, and celebration together. Come cheer others on and help create a joyful start to the day!

Registration is not required — all are welcome.

# 2026 OUTREACH PROJECT

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This year's Annual Conference outreach project will focus on assembling school kits for students, helping ensure they have the essential supplies they need to learn, stay organized, and succeed in school. These kits are used domestically and internationally in underserved areas.

Attendees are invited to bring individual school supplies or completed kits to donate. Collection bins will be located throughout the venue for easy drop-off. Your contribution helps support students and families in meaningful ways.

## School Kit Materials Needed:

- One pair blunt scissors
  - Round tip only
  - No plastic scissors
- One box of 24 crayons
  - Only 24-count boxes are accepted
- Three one-subject notebooks
  - No marble composition books
  - No 3 or 5-subject notebooks
- One pack of loose-leaf paper
  - 100-200 page packets are acceptable
  - Wide or college rule accepted
- One hand-held pencil sharpener
  - 1-inch or longer
  - Remove from packaging
- One ruler
  - 12 inches or 30 centimeters long
  - Sturdy or flexible material accepted
- Six unsharpened pencils
- One eraser
  - Two inches or larger
- One two-gallon re-sealable plastic bag

# HAPPENINGS AT ANNUAL CONFERENCE

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## Thursday Night Ice Cream Social- 8:00 - 9:00 pm:

Join your friends as we continue our celebration of the Lumbee Heritage and enjoy ice cream

from Simply Natural! The ice cream trucks will be parked at the portico connecting the Hilton and the Convention Center.

## DISPLAY TABLES

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Display Tables are located in Galleries 1,2, 4, and 5.

- The Church at Spring Forest
- NC Conference Media Center
- Archives & History Committee
- NC Conference Disaster Ministries
- Duke Clergy Health Collaborative
- NC Conference United Methodist Men
- Missions Team
- United Methodist Foundation
- Discipleship Ministries
- Strengthen the Black Church Committee
- Mission/ Outreach / PeaceBuilding
- Health Ministry Team
- C4C
- North Carolina Institute for Spiritual Direction and Formation
- TENx10
- WingspanILM
- NC Academy for Spiritual Formation
- New Faith Communities
- North Carolina Rural Center - Faith in Rural Communities
- Drew Theological School
- United Methodist Insurance Program
- United Methodist Global Ministries EarthKeeper Hope For Creation
- Duke Divinity School
- NC Council of Churches
- United Women in Faith
- Conference Benefits Team
- Resourceful Communities
- Africa University Development Office
- Zoe Empowers
- Candler School of Theology
- Committee on Native American Ministries
- Greensboro College
- University of Mount Olive-The Unified Pathway Projects
- Wesley Community Development Corp
- Methodist Home for Children
- Methodist University
- GreenvilleWesley
- Educational Opportunities Tours
- Society of St. Andrew
- Disability Ministries
- Church and Society
- Deaconess and Home Missioner
- Center for Leadership Excellence
- RAFI's Come to the Table Program
- Impact Global Health Alliance
- Fellowship of Worship Artists
- Mission of Hope Rotifunk

# MEMBER DISCOUNTS

## EXCLUSIVE DISCOUNTS FOR AC MEMBERS!



Use your FREE Sandwhich card that's in your gift bag!  
3020 Evans St., Greenville (5 min. away)



OLD COUNTRY STORE

Show your badge, get a FREE Beverage with any entree purchase!  
710 Greenville Blvd. SE, Greenville (5 min. away)



GREAT FOOD BRINGS US TOGETHER

Show your badge, get a FREE Beverage with any entree purchase!  
740 Greenville Blvd. SE, Greenville (7 min. away)



CHICKEN & SEAFOOD

Show your badge, get 10% Off your entire purchase!  
2043 Central Park Dr., Winterville (10 min. away)



Show your badge, get 10% Off your entire purchase!  
713 Greenville Blvd. SE, Greenville (7 min. away)

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Serve Joyfully  
Lead Courageously



# "THANK YOU" TO OUR SPECIAL PARTNERS

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A special "Thank You" for the tote bags available to our AC members. The United Methodist Foundation, Inc. exists to help churches, individuals, and ministries strengthen and sustain their financial resources for ministry. Through endowment and legacy giving services, investment management, stewardship education, clergy financial support programs, wills and estate planning assistance, and ministry-focused financial resources, UMF partners with God's people to help build strong ministries that impact lives today and for generations to come. Learn more by visiting [umfnc.org](http://umfnc.org) or by calling 919-836-0029.

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GoEco is our official provider for copier services for AC 2026. Learn more about their copier, printer, IT support and phone products/services at [goeconc.com](http://goeconc.com)! Or call them at 919-731-2308.



*"Thanks"* to our friends at Ruggero Piano for their support of AC 26. Ruggero Piano features a variety of piano brands and offers a wide range of services. Our worship music this week features the Yamaha CF6. Visit their store at 4720-120 Hargrove Road in Raleigh or learn more at [ruggeropiano.com](http://ruggeropiano.com). 919-839-2040

# CONFERENCE AGENDA

## North Carolina Annual Conference 2026

### **Annual Conference Registration Hours At the Greenville Convention Center Concourse**

**Wednesday, June 17<sup>th</sup>**

1:00 pm – 6:00 pm

**Thursday, June 18<sup>th</sup>**

8:00 am – 5:30 pm

**Friday, June 19<sup>th</sup>**

8:00 am – 5:30 pm

**Saturday, June 20<sup>th</sup>**

8:00 am – 8:30 am

- Organization of the Conference
- Committee on Conference Rules
- New Faith Communities
- Higher Education & Campus Ministry
- Office of Clergy Life
- Board of Ordained Ministry
- Duke University Divinity School
- Resolutions
- Connectional Ministries Overview
- Celebration of Lumbee People

5:00 pm

**Adjourn for Dinner**

7:00 pm

**Plenary Business Session**

8:00 pm

**Ice Cream Social: "Celebrate the Lumbee People" in the Emerald Room**

### **Wednesday, June 17<sup>th</sup>**

- 2:00 pm **Learning Labs Session 1**  
in Hilton Ballrooms
- 3:30 pm **Learning Labs Session 2**  
in Hilton Ballrooms
- 5:30 pm **Extension Ministries Dinner with Bishop Shelton** in the Emerald Room

### **Friday, June 19<sup>th</sup>**

- 6:30 am **5K Run/Walk**  
at the Hilton Rear Parking Lot
- 8:30 am **Serve Joyfully: Social Principles**  
in the Exhibit Hall  
*Rev. Dr. Susan Henry-Crowe*
- 9:30 am **Connectional Ministries**  
in the Exhibit Hall
- 11:00 am **Memorial Service** in the Exhibit Hall  
*Rev. Allen Bingham, 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 **Juneteenth Celebration**  
in the Exhibit Hall
- 3:00 pm **Break**
- 3:15 pm **Plenary Session** in the Exhibit Hall  
*Voting on items as facilitated by the Bishop.*
  - Financial Overview
  - Council on Finance & Administration

### **Thursday, June 18<sup>th</sup>**

Annual Conference members are encouraged to wear black in support of ["Thursdays in Black"](#) on June 18.

- 10:00 am **Clergy Executive Session**  
in Exhibit Halls D & E
- 10:00 am **Laity Executive Session**  
in Exhibit Halls A & B
- 12:00 pm **Lunch**
- 1:30 pm **Opening Worship & Communion**  
in the Exhibit Hall  
*Bishop Connie Mitchell Shelton, Preacher*
- 2:45 pm **Break**
- 3:00 pm **Plenary Session** in the Exhibit Hall  
*Voting on items as facilitated by the Bishop.*
  - Opening Hymn "And Are We Yet Alive"

- Insurance
  - Pension
  - Equitable Compensation
  - Resolutions
- 5:00 pm     **Adjourn for Dinner**
- Saturday, June 20<sup>th</sup>**
- 8:30 am     **Plenary Session** in the Exhibit Hall  
*Voting on items as facilitated by the Bishop.*
- Full Communion Dialogue
  - Setting AC Site and Dates
- 11:00 am     **Ordering of Ministry Service**  
in the Exhibit Hall
- *Fixing of the Appointments and Sending Forth*
  - *The Right Rev. Michael Curry, Preacher*
  - *The Endowment Fund for Theological Education, Special Offering*

# CONFERENCE OFFICERS, CABINET & STAFF

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## Conference Officers

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

## Cabinet Members

Bishop Connie Mitchell Shelton; Beacon District: Gina Miller; Capital District: Alan Felton; Corridor District: Claire Clyburn; Fairway District: Sunny Limm; Gateway District: David Blackman; Harbor District: Tara Lain; Heritage District: David Joyner; Sound District: Tara Lain; Beth Hood, Asst. to Bishop for Clergy Life; Ismael Ruiz-Millán, Executive Director of Connectional Ministries; Tim Catlett, Executive Director, New Faith Communities

## 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; Rhonda Grant Jordan, Dir. of Peace Building & Outreach Ministry; 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; Seven District Superintendents

## Cabinet Officers

Dean: *Tara Lain*  
 Secretary: *David Blackman*

## Secretarial Staff Members

Assistant Conference Secretary: *Paul Lee*  
 Pages: *Duane R. Partin, Jimmy Wooten, Tyler Daniels, Keith Porter, Pat Porter, Billy Sander, Jesse Baker*  
 Bishop's Office: *Lou Jennings*  
 Communications Office: *Ray Pearce, Dennis Peay, Chris Daniel, Amanda Packer*  
 Conference Rules: *Danny Peck*

Conference Secretary's Office:

*Jeff Jennings*

Media Contact: *Amanda Packer*

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:

*Chrissy Powell*

# CONFERENCE ORGANIZATION & PERSONNEL

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## Annual Conference Personnel, Committee on

Area Bishop: *Connie Mitchell Shelton*

Conference Lay Leader: *John Hall*

Conference Secretary: *H. Gray Southern*

Director, Connectional Ministries:

*Ismael Ruiz-Millán*

President: *UMM Bill Huggins*

President: *UWF Janet Shew*

President: *UMYF Matthew Wong*

## Ex-Officio

Assistant to Bishop for Clergy Life:

*Beth Hood*

Annual Conference Music:

*Paul Saik*

Assistant Conference Secretary:

*Paul Lee*

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:

*William Sabiston, 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*

## District Clergy and Lay

**Beacon:** Clergy: *Jack Colenda, John Bennett*  
Lay: *Rochelle Vaandering, Casey Vaandering*

**Capital:** Clergy: *Dawson Lane, Benjamin Van Staalduinen*  
Lay: *James Galloway, Linda Edmundson*

**Corridor:** Clergy: *Casey Mursten, Ray Warren*  
Lay: *Eric Crissman, Margaret Skulnik*

**Fairway:** Clergy: *Michael Williams, Kevin Seymour*  
Lay: *Brenda Brown, Joyce Stewart-Young*

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

**Harbor:** Clergy: *Carolyn Roy, Miles Hunt*  
Lay: *Susie Shovlin, Keith Duclos*

**Heritage:** Clergy: *Tim Nicholson, Liz Hounshell*  
Lay: *Bob Cameron, Susan Johnson*

**Sound:** Clergy: *Tom Greener, Rob Licht*  
Lay: *David Godwin, Kendra King*

# SPECIAL MEALS

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## **Wednesday, June 17**

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### **Clergywomen's Dinner**

Wednesday, June 17th at 6:00 pm  
\$10.00

Casey Mursten  
[cmursten@nccumc.org](mailto:cmursten@nccumc.org)  
(321) 536-4074

Mellow Mushroom  
2020 Charles Blvd  
Greenville, North Carolina 27858

Register by Online Form before 06/10/2026  
<https://nccumc.org/ac2026/clergywomens-gathering/>

Additional information: This meal is for clergywomen. Come join your fellow clergywomen for a casual evening of fellowship and food.

## **Thursday, June 18**

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### **Evangelical Fellowship Dinner**

Thursday, June 18th at 5:00 pm

Rev. Paul T. Stallsworth  
[paulstallsworth@nccumc.org](mailto:paulstallsworth@nccumc.org)  
(252) 640-2755

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

Additional information: All are welcome. Dr. J. Warren Smith, of Duke Divinity School, will be our special speaker. He will respond to the question "What Is the Gospel?" Also, we will enjoy a good meal (ordered from the menu) and the encouragement that comes from Christian fellowship. We trust that our gathering will honor our Lord Jesus Christ, renew us in the faith, and strengthen us for obedience.

### **Deacon's 30th Anniversary Dinner**

Thursday, June 18th at 5:30 pm  
\$15.00

Jaye White  
[jayewhite@nccumc.org](mailto:jayewhite@nccumc.org)  
(910) 308-0143

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

Register by Online Form before 06/10/2026  
<https://docs.google.com/forms/d/e/1FAIpQLSd3wx1oGdTvJn4YlgrVLOKNU3biPFc1G4Zljb3xJmtesPIUAg/viewform?usp=publish-editor>

Additional information: Menu information and payment options will be shared soon.

### **Deaconess / Home Missioner Dinner**

Thursday, June 18th at 5:30 pm

Josey Snyder  
[josey.snyder@nccumc.org](mailto:josey.snyder@nccumc.org)  
(404) 580-6030

Cafe Duo Restaurant  
505 Red Banks Rd C  
Greenville, North Carolina 27858

Register by Online Form before 05/31/2026  
<https://nccumc.org/laity/dhm-meal-rsvp/>

Additional information: All Deaconesses and Home Missioners—active, retired, candidates, and those exploring this Lay Order—along with friends and family are invited to join us for a time of fellowship, connection, and conversation about building and sustaining our community. Please RSVP using the form so we can reserve the appropriate amount of space. Everyone will order from the menu and pay individually.

### **Young Clergy Gathering**

Thursday, June 18th at 8:00 pm

Lucas Nelson  
[lnelson@nccumc.org](mailto:lnelson@nccumc.org)  
(919) 802-2270

Pitt Street Brewing Company  
630 S. Pitt Street  
Greenville, North Carolina 27834

Additional information: For any clergy 35 and younger... or if you still feel young. Time of fellowship and connection.

**Multicultural Ministries Luncheon**

Thursday, June 18th at 12:00 pm

Yolanda Correa

[ycorrea@nccumc.org](mailto:ycorrea@nccumc.org)

(984) 257-7205

Greenville Hilton Ballroom F

Greenville, North Carolina 27834

Register by Invitation Only before 06/01/2026

Additional information: The Annual Multicultural Luncheon is a special occasion dedicated to celebrating the multicultural committees and clergy of the North Carolina Conference. This gathering offers a meaningful opportunity for fellowship, connection, and shared reflection. During the luncheon, committee chairs will also recognize accomplishments, provide updates, and share program highlights for the coming year. Please note that registration is by invitation only. Invitations will include a registration form, and attendance is limited to 90 participants. Each invited participant may bring One Guest. We warmly encourage committee members and clergy to register promptly to secure their place.

**UMF Partners Luncheon**

Thursday, June 18th at 12:30 pm

Lynita Williams

[lynita.williams@umfnc.org](mailto:lynita.williams@umfnc.org)

(910) 322-9393

Carolina Ballroom

Greenville Convention Center

303 SW Greenville Blvd., North Carolina 27834

Register by Online Form before 05/09/2026

<https://umfnc.org>

Additional information: UMF Partners Luncheon (By Invitation Only). This luncheon is reserved for invited guests, including UMF board members, top unit holders, and key partners. If you have received an invitation, we look forward to your participation. If you have not received an invitation and have questions, please contact our office at [info@umfnc.org](mailto:info@umfnc.org).

**Duke Divinity School Luncheon**

Thursday, June 18th at 12:30 pm

\$15.00

Minoka Yonts

[minoka.yonts@duke.edu](mailto:minoka.yonts@duke.edu)

(540) 392-8538

Greenville Hilton – Carolina Ballroom

207 Greenville Blvd SE

Greenville, North Carolina 27834

Register by Online Form before 05/29/2026

<https://rsvp.duke.edu/Ea042P>

**Friday, June 19****Gayle Felton Love Thy Neighbor Reception/Worship**

Friday, June 19th at 5:30 pm

\$20.00

Henry Jarrett

[mfsancc@gmail.com](mailto:mfsancc@gmail.com)

(919) 606-5674

Greenville Holiday Inn

203 Greenville Blvd SW

Greenville, North Carolina 27834

Register by Email before 06/18/2026

[mfsancc@gmail.com](mailto:mfsancc@gmail.com)

Additional information: This year MFSANCC is celebrating 40 years as a chapter of the Methodist Federation for Social Action. Also, since it falls Juneteenth, we are celebrating the African American tradition and history of The United Methodist Church.

**Retiree Luncheon**

Friday, June 19th at 12:00 pm

JoAnna Ezuka

[jezuka@nccumc.org](mailto:jezuka@nccumc.org)

(984) 207-6248

Greenville Hilton

207 Greenville Blvd SE

Greenville, North Carolina 27834

Register by Mail before 05/29/2026

# STANDING RULES OF ORDER

## FOR IN-PERSON ANNUAL CONFERENCE

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### 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.

7. Members requesting the floor shall:
  - a. raise the paddle or other similar instrument provided by the Conference Secretary for such purpose,
  - b. upon recognition by the presiding officer (bishop) the person requesting the floor shall proceed to the microphone designated by the presiding officer,
  - c. upon obtaining the floor, a member shall clearly speak into the designated microphone his/her name, clergy/laity status, church/charge name, and district before stating the purpose for which he/she seeks recognition.
  - d. If the presiding officer grants the member the floor, the member may begin his/her speech or debate in accordance with these Standing Rules and the current edition of *Robert's Rules of Order, Newly Revised*.
8. 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 most recent Annual Conference Journal.
- 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

Women in Faith, the United Methodist Youth Fellowship; the Executive Director of Connectional Ministries, and other persons selected by the Bishop. The committee shall determine the compensation and expense for invited speakers, who shall be paid from the annual conference expense fund. The committee will receive invitations and may also make recommendations for the site of the annual conference.

3. The Committee on Worship, the Conference Secretary and the District Superintendents shall provide for all the details of the Memorial Service. The Conference Secretary shall serve as the chair of this group.
4. There shall be a Committee on Daily Minutes elected each year to examine and edit the daily minutes of the annual conference.
5. There shall be a Committee on Appeals appointed quadrennially by the Bishop, composed of five members, whose duties shall be to hear appeals from the decisions of the several District Boards of Church Location and Building, or any other questions that may properly come before it.
6. There shall be a Committee on Annual Conference Rules, which shall provide to the Annual Conference a document of standing rules and structure that the Annual Conference from time to time may adopt. This document shall be presented at the opening of the first session of each annual conference.
7. There shall be a Committee on Resolutions and Reference, which shall perform the duties assigned to it in these rules.
8. There shall be a North Carolina Annual Conference Board of Institutions, Inc. which shall have the responsibility, upon consultation with Methodist Home for Children, Inc.; United Methodist Retirement Homes, Inc., Cypress Glen Retirement Community, North Carolina United Methodist Camp and Retreat Ministries, Inc.; Louisburg College, Inc.; Methodist University, Inc.; North Carolina Wesleyan College, Inc.; United Methodist Foundation, Inc., and any other related corporations which may be formed in the future, as appropriate, for nominating and electing forty (40) percent of all voting members of each of the boards of trustees of the affiliated institutions with the exception of the Methodist Retirement Homes, Inc. The North Carolina Annual Conference shall elect the trustees of the North Carolina Annual Conference Board of Institutions, Inc. in staggered four-year terms. (See 1992 Journal, page 320). No person may serve on more than one board of trustees of the institutions for which the Annual Conference elects trustees.
9. There shall be a Structure Review Team which will annually evaluate the conference structure for effectiveness and faithfulness to the vision and mission of the Annual Conference, working in concert with the Connectional Table to propose changes in structure as needed. The team shall consist of one representative from each Team of Ministry, the Bishop, 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, clarification, and implementing of the vision of the conference;
    - (2) to 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 Council on Finance and Administration**, 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.
- 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

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### 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 most recent Annual Conference Journal.
- 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 Women in Faith, the United Methodist Youth Fellowship; the Executive Director of Connectional Ministries, and other persons selected by the Bishop. The committee shall determine the compensation and expense for invited speakers, who shall be paid from the annual conference expense fund. The committee will receive invitations and may also make recommendations for the site of the annual conference.
  - 3. The Committee on Worship, the Conference Secretary and the District Superintendents shall provide for all the details of the Memorial Service. The Conference Secretary shall serve as the chair of this group.
  - 4. There shall be a Committee on Daily Minutes elected each year to examine and edit the daily minutes of the annual conference.
  - 5. There shall be a Committee on Appeals appointed quadrennially by the Bishop, composed of five members, whose duties shall be to hear appeals from the decisions of the several District Boards of Church Location and Building, or any other questions that may properly come before it.
  - 6. There shall be a Committee on Annual Conference Rules, which shall provide to the Annual Conference a document of standing rules and structure that the Annual Conference from time to time may adopt. This document shall be presented at the opening of the first session of each annual conference.
  - 7. There shall be a Committee on Resolutions and Reference, which shall perform the duties assigned to it in these rules.
  - 8. There shall be a North Carolina Annual Conference Board of Institutions, Inc. which shall have the responsibility, upon consultation with Methodist Home for Children, Inc.; United Methodist Retirement Homes, Inc., Cypress Glen Retirement Community, North Carolina United Methodist Camp and Retreat Ministries, Inc.; Louisburg College, Inc.; Methodist University, Inc.; North Carolina Wesleyan College, Inc.; United Methodist Foundation, Inc., and any other related corporations which may be formed in the future, as appropriate, for nominating and electing forty (40) percent of all voting members of each of the boards of trustees of the affiliated institutions with the exception of the Methodist Retirement Homes, Inc. The North Carolina Annual Conference shall

elect the trustees of the North Carolina Annual Conference Board of Institutions, Inc. in staggered four-year terms. (See 1992 Journal, page 320). No person may serve on more than one board of trustees of the institutions for which the Annual Conference elects trustees.

9. There shall be a Structure Review Team which will annually evaluate the conference structure for effectiveness and faithfulness to the vision and mission of the Annual Conference, working in concert with the Connectional Table to propose changes in structure as needed. The team shall consist of one representative from each Team of Ministry, the Bishop, 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, clarification, and implementing of the vision of the conference;
    - (2) to 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 Council on Finance and Administration**, 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.
- 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

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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 the 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

## 2026-2027 DISTRICT OFFICERS AND COMMITTEES

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

### BEACON DISTRICT

**Lay Leader:** Jeanne Murray (LW)

**Committee on District Superintendency:**

**DS:** Gina Miller; **Lay Leader:** Jeanne Murray;  
**Appointed by DS:** Jack Colenda (CM), Allison Lancaster (CW); **Laity:** Elaine Jones (LW), Janice Farr (LW), Pat Parker (LM), **Clergy:** Betsy Haas (CW), Toni Wood (CW); **At-Large:** Harris McMurry (LM), Mark Merryman (LM)

**Board of Trustees:**

**DS:** Gina Miller; **Lay Leader:** Jeanne Murray;  
**Laity:** Elaine Jones (LW), Janice Farr (LW), Pat Parker (LM);  
**Clergy:** Jack Colenda (CM), Allison Lancaster (CW), Betsy Haas (CW), Toni Wood (CW)

**Committee on Ordained Ministry:**

**DS:** Gina Miller; **Conf. BOM Representative:** Tom Hallberg (CM); **Clergy:** Marc O'Neal (CM), Mary Frances McClure (CW), Colin Snider (CM), Vickie Woolard (CW), Jack Colenda (CM), Arthur Manigault (CM), Allison Lancaster (CW), Karen Pruette (CW);  
**Laity:** Marjorie Rayburn (LW), Jo Drago (LW), Pat Nelson (LW), Jeanne Murray (LW), David Jenkins (LM)

**Board of Church Location and Building:**

**DS:** Gina Miller; **2025-2028:** Dawne Hollis-Custer (CW), Pete Burkheimer (LM); **2026-2029:** John Bennet (CM), Todd Bullock (LM), Dottie Reed (LW), TBA, TBA

### CAPITAL DISTRICT

**Co-Lay Leaders:** TBA, TBA

**Committee on District Superintendency:**

**DS:** David Joyner; **Lay Leaders:** TBA, TBA;  
**Appointed by DS:** Lisa Yebuah (CW & 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:** David Joyner; **Lay Leaders:** TBA, TBA; **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:** David Joyner; **Conf. BOM Representative:** Alan Felton (CM); **Clergy:** Jen Swindell (CW), Rachel Kwashe (CW), Janet Baucom (CW), Mike Frese (CM), Kevin Johnson (CM), Adam Charville (CM), Heather Wong (CW), Damion Quaye (CM), Kim Lamb (CW), Kevin Johnson (CM), Jay Minnick (CM);  
**Laity:** Karen Throckmorton (LW), Susan Smith (LW), Mark Schneider (LM)

**Board of Church Location and Building:**

**DS:** David Joyner; **2024-2027:** Molly White (CW), 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:** John Hall (LM), Steve Murphy (CM); **Laity:** Eric Crissman (LM), Rossa Chigwiza (LW), Martha Caves (LW), Robbie Dircks (LM), Mike Marlowe (LM); **Clergy:** Varonica Livingston (CW); **At-Large:** Jeanne Neal (CW), Mike Crane (LM)

**Board of Trustees:**

**DS:** Claire Clyburn; **Lay Leader:** Tommy Humphries;  
**Laity:** John Hall (LM), Eric Crissman (LM), Rossa Chigwiza (LW), Martha Caves (LW), Robbie Dircks (LM), Mike Marlowe (LM); **Clergy:** Varonica Livingston (CW), Steve Murphy (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), Varonica Livingston (CW), Cameron Merrill (CM), Casey Mursten (CW), Chae Albright (CM), Kathie Wilkinson (CW), Ray Warren (CM), Hope Ledbetter-Bock (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); **2024-2027:** Bryan Faggart (CM); **2025-2028:** Tom Steele (LM), Barbara Christy (LW); **2026-2029:** Erica Sasser (LW), Ray Warren (CM)

**FAIRWAY DISTRICT**

**Lay Leader:** Debora Murphy (LW)

**Committee on District Superintendency:**

**DS:** Sunny Limm; **Lay Leader:** Debora Murphy; **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), Joyce Stewart-Young (LW); **At-Large:** Krysha Jamis (CW), Jane Leechford (CW)

**Board of Trustees:**

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

**Committee on Ordained Ministry:**

**DS:** Sunny Limm; **Conf. BOM Representative:** Elaine Lilliston (CW); **Clergy:** John Michael McAllister (CM), Patrick Jones (CM), Anne Ahl (CW), Jane Leechford (CW), William Sabiston (CM), Jabe Largen (CM), Shawn Blackwelder (CM), Kyle Meier (CM); **Laity:** Caroline Jackson (LW), Veronica Watson (LW), Doug Powell (LM), Debora Murphy (LW)

**Board of Church Location and Building:**

**DS:** Sunny Limm; **2024-2027:** Bill Pate (LM), Bill Huggins (LM), William Sabiston (CM), Brenda Brown (LW); **2025-2028:** Peggy Lynn Caudle (LW), Lee Bowman (LM); **2026-2029:** Lucas Nelson (CM)

**GATEWAY DISTRICT**

**Lay Leader:** Lucy Lowry (LW)

**Committee on District Superintendency:**

**DS:** David Blackman; **Lay Leader:** Lucy Lowry; **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:** Bobby Rackley (CM), Gypsie Murdaugh (CW)

**Board of Trustees:**

**DS:** David Blackman; **Lay Leader:** Lucy Lowry; **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), Kellie Gallagher (CW), Kelly Barr (CM); **Laity:** Lucy Lowry (LW), John Blanding (LM), William McLeod (LM), Jerline Miller (LW), Robby Lowry (LM), Shirley Jones (LW), Pam Story (LW), Paige McMillian (LM), Sara Cameron (LW), Larry Beattie (LM)

**Board of Location and Building:**

**DS:** David Blackman; **Lay Leader:** Lucy Lowry; **2024-2027:** Guy McCook (LM), **2025-2028:** Vermel Taylor (CW), Allen Bingham (CM); **2026-2029:** Douglas Locklear (CM), Abbie Covington (LW), Chip Bass (CM)

**HARBOR DISTRICT**

**Lay Leader:** John Kelso (LM)

**Committee on District Superintendency:**

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

**Board of Trustees:**

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

**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), Kathy Daniels (LW), Chap Hadden (LM), Jon Williams (LM), Linda Bradley (LW)

**Board of Church Location and Building:**

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

**HERITAGE DISTRICT**

**Lay Leader:** TBD

**Committee on District Superintendency:**

**DS:** Gloria Winston; **Lay Leader:** TBD; **Appointed by DS:** TBD, Sylvia Harriss (LW); **Laity:** TBD, Bill Goodale (LM), Sam Perdue (LM); **Clergy:** Monica Beacham (CW), Beth Johnson (CW), Glenn Stallsmith (CM); **At-Large:** Jerry Brown (LM), Sylvia Harrison (LW)

**Board of Trustees:**

**DS:** Gloria Winston; **Lay Leader:** TBD; **Laity:** TBD, Bill Goodale (LM), Sam Perdue (LM), Sylvia Harriss (LW); **Clergy:** Monica Beacham (CW), Beth Johnson (CW), Glenn Stallsmith (CM), TBD

**Committee on Ordained Ministry:**

**DS:** Gloria Winston; **Conf. BOM Representative:** Tyler Williams (CM); **Clergy:** Sue Owens (CW), Glenn Stallsmith (CM), Laura Wittman (CW), Jenny Wilson (CW), Robert Simpson (CM), Jim Bolyard (CM), Edgar DeJesus (CM); **Laity:** Sylvia Harrison (LW), Juanita Rogers (LW), Beth Burt (LW), Page Moore (LM), TBD

**Board of Church Location and Building:**

**DS:** Gloria Winston; **Lay Leader:** TBD; **2024-2027:** Laura Wittman (CW), Andrew Krieman (LM), Bill Haddock (CM); **2026-2029:** TBD, TBD

**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), Ben Wolf (CM), Karl Zorowski (CM); **Laity:** Shelia Barth (LW), Katie Schwartz (LW), Amy Stroud (LW)

**Board of Church Location and Building:**

**DS:** Tara Lain; **2024-2027:** Linda Grider (CW), Ross Woodall (LM); **2025-2028:** Dennis Levin (CM); **2026-2029:** TBD, TBD

# REPORTS

# COUNCIL ON FINANCE & ADMINISTRATION

## I. Conference Budget to be Raised January 1, 2027 to December 31, 2027

Row #	Ministry Teams	Approved Request 2024 Raised 2025 for 2026	Actual Raised 2025 for 2026	Shortfall for 2026	Approved Request 2025 Raised 2026 for 2027	Requested Request 2026 Raised 2027 for 2028	\$ Increase (Decrease)	-4.31% % Increase (Decrease)	% of Total Apport
1	** World Service	\$1,065,078	\$929,185	\$135,893	\$1,271,162	\$1,071,155	(200,007)	-15.73%	9.13%
2	<b>OUTREACH MINISTRY TEAM</b>								
3	Disaster Readiness & Response	18,000	15,703	2,297	18,450	19,100	650	3.52%	0.16%
4	Missions & Outreach	500,000	436,205	63,795	522,750	522,750	0	0.00%	4.46%
5	Health Ministries	5,000	4,362	638	5,330	5,000	(330)	-6.19%	0.04%
6	Creation Care Ministries	10,000	8,724	1,276	12,300	12,300	0	0.00%	0.10%
7	Congregations for Children	10,000	8,724	1,276	16,000	18,000	2,000	12.50%	0.15%
8	Subtotal - Outreach Ministry Team	\$543,000	\$473,719	\$69,281	\$574,830	\$577,150	\$2,320	0.40%	4.92%
9	<b>CHRISTIAN FORMATION TEAM</b>								
10	Evangelism & Discipleship	10,000	8,724	1,276	16,000	13,000	(3,000)	-18.75%	0.11%
11	Youth Ministries	90,000	78,517	11,483	85,000	90,000	5,000	5.88%	0.77%
12	Financial Discipleship Team	4,300	3,751	549	5,000	2,500	(2,500)	-50.00%	0.02%
13	Worship	3,000	2,617	383	2,800	2,800	0	0.00%	0.02%
14	Subtotal - Christian Formation Team	\$107,300	\$93,610	\$13,690	\$108,800	\$108,300	(\$500)	-0.46%	0.92%
15	<b>RACE EQUITY &amp; JUSTICE MINISTRIES TEAM</b>								
16	Multicultural Ministries Team	143,000	124,755	18,245	165,050	140,600	(24,450)	-14.81%	1.20%
17	Disability Ministries	1,000	872	128	1,000	1,000	0	0.00%	0.01%
18	Comm. on the Status/Role of Women (COSROW)	12,000	10,469	1,531	12,000	12,000	0	0.00%	0.10%
19	Refugee & Immigration	10,000	8,724	1,276	10,750	31,655	20,905	194.47%	0.27%
20	LGBTQ+ Ministries	-	-	-	-	20,000	20,000		0.17%
21	Anti-racism Ministries	60,000	52,345	7,655	95,000	95,000	0	0.00%	0.81%
22	Subtotal - Race Equity & Justice Ministries Team	\$226,000	\$197,165	\$28,835	\$283,800	\$300,255	\$16,455	5.80%	2.56%
23	<b>LEADERSHIP DEVELOPMENT TEAM</b>								
24	<b>Church &amp; World</b>								
25	Board of Laity - Lay Servant Ministries	15,000	13,086	1,914	16,995	16,930	(65)	-0.38%	0.14%
26	Center for Leadership Excellence	50,000	43,621	6,379	50,000	50,000	0	0.00%	0.43%
27	Church & Society	8,000	6,979	1,021	8,000	8,000	0	0.00%	0.07%
28	Safer Sanctuaries	1,000	872	128	1,500	1,500	0	0.00%	0.01%
29	Conflict Transformation	4,370	3,812	558	3,370	3,370	0	0.00%	0.03%

\*\* Budget raised and spent in the same year

**I. Conference Budget to be Raised January 1, 2027 to December 31, 2027 (continued)**

Row #	Ministry Teams	Approved Request 2024 Raised 2025 for 2026	Actual Raised 2025 for 2026	Shortfall for 2026	Approved Request 2025 Raised 2026 for 2027	Requested Request 2026 Raised 2027 for 2028	\$ Increase (Decrease)	-4.31% % Increase (Decrease)	% of Total Apport
30	Emerging Church Support	600,000	523,446	76,554	600,000	600,000	0	0.00%	5.12%
31	New Faith Communities: Sal & Ben	290,000	252,999	37,001	290,000	300,000	10,000	3.45%	2.56%
32	New Faith Communities Office	60,000	52,345	7,655	60,000	60,000	0	0.00%	0.51%
33	NC Council of Churches	-	-	-	-	15,000	15,000		0.13%
34	Christian Unity	5,000	4,362	638	5,000	4,500	(500)	-10.00%	0.04%
35	<b>Clergy Life</b>								
36	Clergy Life & Asst to the Bishop: Sal & Ben	375,000	327,154	47,846	400,000	398,000	(2,000)	-0.50%	3.39%
37	Clergy Life & Asst to the Bishop: Office	22,820	19,908	2,912	20,000	20,000	0	0.00%	0.17%
38	** Ministerial Education Fund	368,408	321,403	47,005	439,691	370,509	(69,182)	-15.73%	3.16%
39	Board of Ordained / Diaconal Ministry	300,000	261,723	38,277	300,000	300,000	0	0.00%	2.56%
40	Higher Education & Campus Ministries	645,000	562,705	82,295	736,983	735,225	(1,758)	-0.24%	6.27%
41	<b>Superintendency and Mission Strategists</b>								
42	District: DS Sal & Ben	940,000	820,066	119,934	968,142	1,010,000	41,858	4.32%	8.61%
43	District Offices	215,800	188,266	27,534	221,195	227,830	6,635	3.00%	1.94%
44	District Centralized Support: Sal & Ben	650,000	567,067	82,933	710,000	630,000	(80,000)	-11.27%	5.37%
45	District Centralized Support: Office	64,000	55,834	8,166	65,600	66,950	1,350	2.06%	0.57%
46	DS & AADS: Travel	80,000	69,793	10,207	82,000	84,460	2,460	3.00%	0.72%
47	<b>Bishop and Cabinet</b>								
48	Cabinet Meeting Expenses	35,000	30,534	4,466	35,875	36,950	1,075	3.00%	0.32%
49	Office of the Bishop	48,000	41,876	6,124	49,200	50,676	1,476	3.00%	0.43%
50	Cabinet: Immigration Expense Assistance	17,000	14,831	2,169	17,425	17,948	523	3.00%	0.15%
51	Effective Ministry Program	28,000	24,427	3,573	28,700	29,560	860	3.00%	0.25%
52	Subtotal - Leadership Development Team	\$4,822,398	\$4,207,111	\$615,287	\$5,109,676	\$5,037,408	(\$72,268)	-1.41%	42.95%
53	<b>OPERATIONS &amp; ADMINISTRATIVE RESOURCES TEAM</b>								
54	<b>Operations - Connectional Ministries &amp; Communications</b>								
55	Archives & History	8,500	7,415	1,085	8,500	10,000	1,500	17.65%	0.09%
56	Conf. Media Center	6,100	5,322	778	6,400	6,800	400	6.25%	0.06%
57	CCM Office, Mtgs. & Cong. Revitalization	70,000	61,069	8,931	80,000	85,000	5,000	6.25%	0.72%
58	CCM Staff: Sal & Ben	1,330,000	1,160,306	169,694	1,495,488	1,516,255	20,767	1.39%	12.93%
59	Communications	110,500	96,401	14,099	110,500	108,000	(2,500)	-2.26%	0.92%
60	<b>Operations - Annual Conference</b>								
61	Annual Conf. Expense	150,000	130,862	19,138	150,000	150,000	0	0.00%	1.28%
62	Conf. Secretary's Office: Sal & Ben	80,000	69,793	10,207	80,000	80,000	0	0.00%	0.68%
63	Conf. Secretary's Office	15,000	13,086	1,914	15,000	15,000	0	0.00%	0.13%
64	Conf. Journal/Printing	2,500	2,181	319	2,500	2,000	(500)	-20.00%	0.02%

\*\* Budget raised and spent in the same year

I. Conference Budget to be Raised January 1, 2027 to December 31, 2027 (continued)

Row #	Ministry Teams	Approved Request 2024 Raised 2025 for 2026	Actual Raised 2025 for 2026	Shortfall for 2026	Approved Request 2025 Raised 2026 for 2027	Requested Request 2026 Raised 2027 for 2028	\$ Increase (Decrease)	-4.31% % Increase (Decrease)	% of Total Apport
65	<b>Operations &amp; Administrative Resources</b>								
66	Conf. Treasurer's Office: Sal & Ben	890,000	776,445	113,555	985,000	980,000	(5,000)	-0.51%	8.36%
67	Conf. Treasurer's Office	130,000	113,413	16,587	140,000	135,000	(5,000)	-3.57%	1.15%
68	Information Management Office	160,000	139,586	20,414	164,000	160,000	(4,000)	-2.44%	1.36%
69	Nominations	500	436	64	500	500	0	0.00%	0.00%
70	Conf. Board of Trustees	750	654	96	750	500	(250)	-33.33%	0.00%
71	Board of Institutions	500	436	64	500	500	0	0.00%	0.00%
72	Contingency Fund	15,000	13,086	1,914	15,000	15,000	0	0.00%	0.13%
73	** Meth. Bldg. Operating Fund	195,000	170,120	24,880	100,000	-	(100,000)	-100.00%	0.00%
74	Legal Counsel	20,000	17,448	2,552	40,000	40,000	0	0.00%	0.34%
75	Minister's Moving Expense	100,000	87,241	12,759	104,000	100,000	(4,000)	-3.85%	0.85%
76	Equitable Compensation	130,000	113,413	16,587	140,000	140,000	0	0.00%	1.19%
77	Joint Comm. on Clergy Medical Leave	150,000	130,862	19,138	140,000	130,000	(10,000)	-7.14%	1.11%
78	<b>Administration - General &amp; Jurisdictional Connections</b>								
79	** General Administration	180,006	157,039	22,967	214,835	181,033	(33,802)	-15.73%	1.54%
80	** SEJ Mission & Ministry	21,100	18,408	2,692	26,976	24,775	(2,201)	-8.16%	0.21%
81	General & Jurisdictional Conference	30,000	26,172	3,828	30,000	30,000	0	0.00%	0.26%
82	Subtotal - Operations & Administrative Resources Team	\$3,795,456	\$3,311,196	\$484,260	\$4,049,949	\$3,910,363	(\$139,586)	-3.45%	33.34%
83	Conference Connectional Ministries	\$9,494,154	\$8,282,800	\$1,211,354	\$10,127,055	\$9,933,476	(\$193,579)	-1.91%	84.69%
84	World Service & Connectional Ministries	\$10,559,232	\$9,211,986	\$1,347,246	\$11,398,217	\$11,004,631	(\$393,586)	-3.45%	93.83%
85									
86	<b>Other General Conference</b>								
87	** Episcopal Fund	524,994	463,656	61,338	626,577	527,989	(98,588)	-15.73%	\$0
88	** Africa University Fund	32,888	29,241	3,647	39,251	33,075	(6,176)	-15.73%	0.28%
89	** Black College Fund	146,954	132,321	14,633	175,389	147,793	(27,596)	-15.73%	1.26%
90	** Interdenominational Coop. Fund	15,246	13,552	1,694	18,196	15,333	(2,863)	-15.73%	0.13%
91	Total Other General Apportionments	\$720,082	\$638,770	\$81,312	\$859,413	\$724,190	(\$135,223)	-15.73%	6.17%
92									
93	Grand Total All Funds	\$11,279,314	\$9,850,755	\$1,428,559	\$12,257,630	\$11,728,821	(\$528,809)	-4.31%	100.00%
94									
95	Total General Conference	\$2,333,574	\$2,046,397	\$287,177	\$2,785,101	\$2,346,887	(\$438,214)	-15.73%	20.01%
96	Total Jurisdictional Conference	\$21,100	\$18,408	\$2,692	\$26,976	\$24,775	(\$2,201)	-8.16%	0.21%
97	Total Annual Conference	\$8,924,640	\$7,785,950	\$1,138,690	\$9,445,553	\$9,357,159	(\$88,394)	-0.94%	79.78%

\*\* Budget raised and spent in the same year

**Ila. 2025 Actual Operating Budget**

Row #		Carry Over from 2024	Actual Raised in 2024	Total Approved Supplement	Actual Operating Budget 2025	Actual Expenditures 2025	2025 Remaining Balance
1	** World Service	-	1,009,787	135,893	1,065,078	1,065,078	-
2	<b>OUTREACH MINISTRY TEAM</b>						
3	Disaster Readiness & Response	1,718	17,180	-	18,898	15,621	3,277
4	Missions & Outreach	55,098	550,983	127,017	733,098	674,105	58,993
5	Health Ministries	488	4,876	-	5,364	5,364	-
6	Creation Care Ministries	813	8,127	-	8,940	8,676	264
7	Congregations for Children	-	9,752	-	9,752	9,752	-
8	Subtotal - Outreach Ministry Team	\$58,117	\$590,917	\$127,017	\$776,052	\$713,517	\$62,534
9	<b>CHRISTIAN FORMATION TEAM</b>						
10	Evangelism & Discipleship	975	9,752	-	10,727	8,468	2,259
11	Youth Ministries	7,802	78,015	-	85,817	78,388	7,429
12	Financial Discipleship Team	349	3,494	-	3,843	148	3,695
13	Worship	244	2,438	-	2,682	1,739	943
14	Subtotal - Christian Formation Team	\$9,370	\$93,700	\$0	\$103,069	\$88,744	\$14,326
15	<b>RACE EQUITY &amp; JUSTICE MINISTRIES TEAM</b>						
16	Multicultural Ministries Team	12,596	125,962	29,038	167,596	140,581	27,015
17	Disability Ministries	163	1,625	-	1,788	1,760	28
18	Comm. on the Status/Role of Women (GOSROW)	813	8,127	-	8,940	168	8,772
19	Refugee & Immigration	-	8,127	6,873	15,000	15,000	-
20	Anti-racism Ministries	-	56,886	13,114	70,000	37,255	32,745
21	Subtotal - Race Equity & Justice Ministries Team	\$13,572	\$200,727	\$49,025	\$263,324	\$194,764	\$68,560
22	<b>LEADERSHIP DEVELOPMENT TEAM</b>						
23	<b>Church &amp; World</b>						
24	Board of Laity - Lay Servant Ministries	1,146	12,190	-	13,336	12,261	1,075
25	Center for Leadership Excellence	4,632	46,322	-	50,954	26,954	24,000
26	Church & Society	813	8,127	-	8,940	7,194	1,746
27	Safer Sanctuaries	-	813	17	829	830	(1)
28	Conflict Transformation	355	3,551	-	3,906	-	3,906
29	Emerging Church Support	73,139	731,393	-	804,532	734,146	70,386
30	New Faith Communities: Sal & Ben	6,046	235,671	40,000	281,717	278,277	3,440
31	New Faith Communities Office	4,876	48,760	-	53,636	50,481	3,155
32	Christian Unity	406	4,063	-	4,469	3,078	1,391
33	<b>Clergy Life</b>						
34	Clergy Life & Asst. to the Bishop: Sal & Ben	37,382	373,823	-	411,205	320,524	90,681
35	Clergy Life & Asst. to the Bishop: Office	1,854	18,545	4,275	24,674	17,567	7,107
36	** Ministerial Education Fund	-	341,059	35,254	368,408	356,657	-
37	Board of Ordained / Diaconal Ministry	24,380	243,798	56,202	324,380	294,476	29,904
38	Higher Education & Campus Ministries	52,417	524,165	120,835	697,417	669,844	27,573

\*\* Funds raised and spent in the same year

Ila. 2025 Actual Operating Budget (continued)

Row #		Carry Over from 2024	Actual Raised in 2024	Total Approved Supplement	Actual Operating Budget 2025	Actual Expenditures 2025	2025 Remaining Balance
39	<b>Superintendency and Mission Strategists</b>						
40	District: DS Sal & Ben	75,577	755,773	174,227	1,005,577	865,287	140,290
41	District Offices	15,569	175,372	-	190,940	149,954	40,986
42	District Centralized Support: Sal & Ben	52,823	528,229	71,000	652,052	546,046	106,006
43	District Centralized Support: Office	5,282	52,823	-	58,105	36,593	21,512
44	DS & AADS Travel	8,127	81,266	-	89,393	89,238	155
45	<b>Bishop and Cabinet</b>						
46	Cabinet Meeting Expenses	2,844	28,443	5,000	36,287	35,320	967
47	Office of the Bishop	4,470	44,696	-	49,166	18,524	30,642
48	Cabinet: Immigration Expense Assistance	-	14,222	3,278	17,500	17,500	-
49	Effective Ministry Program	2,438	24,380	-	26,818	24,533	2,285
50	Subtotal - Leadership Development Team	\$374,576	\$4,297,483	\$510,088	\$5,174,241	\$4,555,283	\$607,206
51	<b>OPERATIONS &amp; ADMINISTRATIVE RESOURCES TEAM</b>						
52	<b>Operations - Connectional Ministries &amp; Communications</b>						
53	Archives & History	975	9,752	-	10,727	4,337	6,390
54	Conf. Media Center	90	5,060	1,076	6,226	6,208	18
55	CCM Office, Mtgs. & Cong. Revitalization	5,354	69,076	50,000	124,430	76,061	48,369
56	CCM Staff: Sal & Ben	-	1,080,837	372,001	1,452,838	1,341,362	111,476
57	Communications	8,980	89,799	-	98,779	90,353	8,426
58	<b>Operations - Annual Conference</b>						
59	Annual Conf. Expense	13,791	137,908	25,000	176,699	155,813	20,886
60	Conf. Secretary's Office: Sal & Ben	9,752	97,519	-	107,271	63,582	43,689
61	Conf. Secretary's Office	632	12,190	-	12,822	7,332	5,490
62	Conf. Journal/Printing	244	2,438	-	2,682	379	2,303
63	<b>Operations &amp; Administrative Resources</b>						
64	Conf. Treasurer's Office: Sal & Ben	81,266	812,659	25,000	918,925	853,932	64,993
65	Conf. Treasurer's Office	10,565	105,646	24,354	140,565	123,923	16,642
66	Information Management Office	13,003	130,025	4,918	147,946	147,946	-
67	Nominations	41	406	-	447	-	447
68	Conf. Board of Trustees	-	609	-	609	609	-
69	Board of Institutions	-	406	-	406	246	160
70	Contingency Fund	1,219	12,190	(4,934)	8,475	-	8,475
71	** Meth. Bldg. Operating Fund	-	162,532	-	195,000	170,120	-
72	Legal Counsel	1,625	16,253	22,122	40,000	27,908	12,092
73	Minister's Moving Expense	8,127	81,266	-	89,393	61,574	27,819
74	Equitable Compensation	9,752	97,519	9,200	116,471	116,378	93
75	Joint Comm. on Clergy Medical Leave	16,253	162,532	-	178,785	122,315	56,470

\*\* Funds raised and spent in the same year

**Ila. 2025 Actual Operating Budget (continued)**

Row #		Carry Over from 2024	Actual Raised in 2024	Total Approved Supplement	Actual Operating Budget 2025	Actual Expenditures 2025	2025 Remaining Balance
76	<b>Administration - General &amp; Jurisdictional Connections</b>						
77	** General Administration	-	119,904	22,967	180,006	180,006	-
78	** SEJ Mission & Ministry	-	21,922	-	21,100	18,408	-
79	General and Jurisdictional Conference	-	24,380	-	24,380	24,380	-
80	Subtotal - Operations & Administrative Resources Team	\$181,669	\$3,252,829	\$551,703	\$4,054,982	\$3,593,172	\$434,238
81	Conference Connectional Ministries	\$637,304	\$8,435,655	\$1,237,833	\$10,371,668	\$9,145,480	\$1,186,864
82	World Service & Connectional Ministries	\$637,304	\$9,445,442	\$1,373,726	\$11,436,746	\$10,210,558	\$1,186,864.00
83							
84	<b>Other General Conference</b>						
85	** Episcopal Fund	-	319,781	61,338	524,994	463,656	-
86	** Africa University Fund	-	32,278	3,647	32,888	29,241	-
87	** Black College Fund	-	144,199	14,633	146,954	132,321	-
88	** Interdenominational Coop.Fund	-	5,249	1,694	15,246	13,552	-
89	Total Other General Apportionments	\$0	\$501,506	\$81,312	\$720,082	\$638,770	\$0
90							
91	Grand Total All Funds	\$637,304	\$9,946,948	\$1,455,038	\$12,156,828	\$10,849,328	\$1,186,864
92							
93	Total General Conference	\$0	\$1,972,256	\$275,425	\$2,333,574	\$2,240,511	\$0
94	Total Jurisdictional Conference	\$0	\$21,922	\$0	\$21,100	\$18,408	\$0
95	Total Annual Conference	\$637,304	\$7,952,770	\$1,179,613	\$9,802,154	\$8,590,410	\$1,186,864

\*\* Funds raised and spent in the same year

**Ilb. 2026 DRAFT Operating Budget**

Row #		Carry Over from 2025	Actual Raised in 2025	Total Approved Supplement	DRAFT Operating Budget 2026	26 Budget/ 25 Budget % Change	26 Budget/ 25 Actual % Change	% of Total
1	** World Service	-	929,185	-	1,271,162	19.35%	19.35%	10.76%
2	<b>OUTREACH MINISTRY TEAM</b>							
3	Disaster Readiness & Response	1,570	15,703	-	17,273	-8.60%	10.58%	0.15%
4	Missions & Outreach	-	436,205	63,795	500,000	-31.80%	-25.83%	4.23%
5	Health Ministries	-	4,362	5,638	10,000	86.43%	86.43%	0.08%
6	Creation Care Ministries	264	8,724	2,776	11,764	31.59%	35.60%	0.10%
7	Congregations for Children	-	8,724	-	8,724	-10.54%	-10.54%	0.07%
8	Subtotal - Outreach Ministry Team	\$1,834	\$473,719	\$72,209	\$547,761	-29.42%	-23.23%	4.64%

\*\* Funds raised and spent in the same year

**IIb. 2026 DRAFT Operating Budget (continued)**

Row #		Carry Over from 2025	Actual Raised in 2025	Total Approved Supplement	DRAFT Operating Budget 2026	26 Budget/ 25 Budget % Change	26 Budget/ 25 Actual % Change	% of Total
9	<b>CHRISTIAN FORMATION TEAM</b>							
10	Evangelism & Discipleship	872	8,724	-	9,596	-10.54%	13.32%	0.08%
11	Youth Ministries	7,429	78,517	-	85,946	0.15%	9.64%	0.73%
12	Financial Discipleship Team	375	3,751	-	4,126	7.36%	2683.70%	0.03%
13	Worship	262	2,617	-	2,879	7.35%	65.51%	0.02%
14	Subtotal - Christian Formation Team	\$8,938	\$93,610	\$0	\$102,547	-0.51%	15.55%	0.87%
15	<b>RACE EQUITY &amp; JUSTICE MINISTRIES TEAM</b>							
16	Multicultural Ministries Team	-	124,755	18,245	143,000	-14.68%	1.72%	1.21%
17	Disability Ministries	28	872	-	900	-49.66%	-48.86%	0.01%
18	Comm. on the Status/Role of Women (COSROW)	1,047	10,469	-	11,516	28.81%	6747.43%	0.10%
19	Refugee & Immigration	-	8,724	11,276	20,000	33.33%	33.33%	0.17%
20	Anti-racism Ministries	5,234	52,345	7,655	65,234	-6.81%	75.10%	0.55%
21	Subtotal - Race Equity & Justice Ministries Team	\$6,309	\$197,165	\$37,177	\$240,650	-8.61%	23.56%	2.04%
22	<b>LEADERSHIP DEVELOPMENT TEAM</b>							
23	<b>Church &amp; World</b>							
24	Board of Laity - Lay Servant Ministries	1,075	13,086	-	14,161	6.19%	15.50%	0.12%
25	Center for Leadership Excellence	4,362	43,621	-	47,983	-5.83%	78.02%	0.41%
26	Church & Society	698	6,979	-	7,677	-14.13%	6.72%	0.06%
27	Safer Sanctuaries	-	872	-	872	5.19%	5.10%	0.01%
28	Conflict Transformation	381	3,812	-	4,193	7.35%		0.04%
29	Emerging Church Support	52,345	523,446	76,554	652,345	-18.92%	-11.14%	5.52%
30	New Faith Communities: Sal & Ben	-	252,999	37,001	290,000	2.94%	4.21%	2.46%
31	New Faith Communities Office	3,155	52,345	-	55,500	3.48%	9.94%	0.47%
32	Christian Unity	436	4,362	-	4,798	7.36%	55.87%	0.04%
33	<b>Clergy Life</b>							
34	Clergy Life & Asst. to the Bishop: Sal & Ben	32,715	327,154	47,846	407,715	-0.85%	27.20%	3.45%
35	Clergy Life & Asst. to the Bishop: Office	1,991	19,908	-	21,899	-11.25%	24.66%	0.19%
36	** Ministerial Education Fund	-	321,403	-	439,691	19.35%	23.28%	3.72%
37	Board of Ordained / Diaconal Ministry	-	261,723	38,277	300,000	-7.52%	1.88%	2.54%
38	Higher Education & Campus Ministries	-	562,705	82,295	645,000	-7.52%	-3.71%	5.46%
39	<b>Superintendency and Mission Strategists</b>							
40	District: DS Sal & Ben	-	820,066	109,934	930,000	-7.52%	7.48%	7.87%
41	District Offices	18,164	188,266	-	206,430	8.11%	37.66%	1.75%
42	District Centralized Support: Sal & Ben	35,006	567,067	12,933	615,006	-5.68%	12.63%	5.21%
43	District Centralized Support: Office	5,583	55,834	-	61,417	5.70%	67.84%	0.52%
44	DS & AADS Travel	155	69,793	22,207	92,155	3.09%	3.27%	0.78%

\*\* Funds raised and spent in the same year

**IIb. 2026 DRAFT Operating Budget (continued)**

Row #		Carry Over from 2025	Actual Raised in 2025	Total Approved Supplement	DRAFT Operating Budget 2026	26 Budget/ 25 Budget % Change	26 Budget/ 25 Actual % Change	% of Total
45	<b>Bishop and Cabinet</b>							
46	Cabinet Meeting Expenses	-	30,534	4,466	35,000	-3.55%	-0.91%	0.30%
47	Office of the Bishop	4,188	41,876	-	46,064	-6.31%	148.67%	0.39%
48	Cabinet: Immigration Expense Assistance	-	14,831	2,169	17,000	-2.86%	-2.86%	0.14%
49	Effective Ministry Program	2,285	24,427	-	26,712	-0.40%	8.88%	0.23%
50	Subtotal - Leadership Development Team	\$162,539	\$4,207,111	\$433,682	\$4,921,618	-4.88%	8.04%	41.67%
51	<b>OPERATIONS &amp; ADMINISTRATIVE RESOURCES TEAM</b>							
52	<b>Operations - Connectional Ministries &amp; Communications</b>							
53	Archives & History	742	7,415	-	8,157	-23.96%	88.06%	0.07%
54	Conf. Media Center	-	5,322	-	5,322	-14.52%	-14.27%	0.05%
55	CCM Office, Mtgs. & Cong. Revitalization	48,070	61,069	8,931	118,070	-5.11%	55.23%	1.00%
56	CCM Staff: Sal & Ben	-	1,160,306	236,274	1,396,580	-3.87%	4.12%	11.82%
57	Communications	8,426	96,401	-	104,827	6.12%	16.02%	0.89%
58	<b>Operations - Annual Conference</b>							
59	Annual Conf. Expense	-	130,862	19,138	150,000	-15.11%	-3.73%	1.27%
60	Conf. Secretary's Office: Sal & Ben	6,979	69,793	-	76,772	-28.43%	20.75%	0.65%
61	Conf. Secretary's Office	1,309	13,086	-	14,395	12.27%	96.34%	0.12%
62	Conf. Journal/Printing	218	2,181	-	2,399	-10.55%	532.88%	0.02%
63	<b>Operations &amp; Administrative Resources</b>							
64	Conf. Treasurer's Office: Sal & Ben	39,993	776,445	113,555	929,993	1.20%	8.91%	7.87%
65	Conf. Treasurer's Office	-	113,413	16,587	130,000	-7.52%	4.90%	1.10%
66	Information Management Office	-	139,586	14,414	154,000	4.09%	4.09%	1.30%
67	Nominations	44	436	-	480	7.38%		0.00%
68	Conf. Board of Trustees	-	654	-	654	7.39%	7.39%	0.01%
69	Board of Institutions	44	436	-	480	18.23%	94.82%	0.00%
70	Contingency Fund	1,309	13,086	-	14,395	69.85%		0.12%
71	** Meth. Bldg. Operating Fund	-	170,120	-	100,000	-48.72%	-41.22%	0.85%
72	Legal Counsel	-	17,448	22,552	40,000	0.00%	43.33%	0.34%
73	Minister's Moving Expense	8,724	87,241	-	95,965	7.35%	55.85%	0.81%
74	Equitable Compensation	-	113,413	-	113,413	-2.63%	-2.55%	0.96%
75	Joint Comm. on Clergy Medical Leave	13,086	130,862	-	143,948	-19.49%	17.69%	1.22%
76	<b>Administration - General &amp; Jurisdictional Connections</b>							
77	** General Administration	-	157,039	-	214,835	19.35%	19.35%	1.82%
78	** SEJ Mission & Ministry	-	18,408	-	26,976	27.85%	46.55%	0.23%
79	General and Jurisdictional Conference	-	26,172	-	26,172	7.35%	7.35%	0.22%
80	Subtotal - Operations & Administrative Resources Team	\$128,944	\$3,311,196	\$431,451	\$3,867,833	-4.62%	7.64%	32.75%

\*\* Funds raised and spent in the same year

**IIb. 2026 DRAFT Operating Budget (continued)**

Row #		Carry Over from 2025	Actual Raised in 2025	Total Approved Supplement	DRAFT Operating Budget 2026	26 Budget/ 25 Budget % Change	26 Budget/ 25 Actual % Change	% of Total
81	Conference Connectional Ministries	\$308,564	\$8,282,800	\$974,518	\$9,680,409	-6.66%	5.85%	81.96%
82	World Service & Connectional Ministries	\$308,564.00	\$9,211,986	\$974,518	\$10,951,571	-4.24%	7.26%	92.72%
83								
84	<b>Other General Conference</b>							
85	** Episcopal Fund	-	463,656	-	626,577	19.35%	35.14%	5.31%
86	** Africa University Fund	-	29,241	-	39,251	19.35%	34.23%	0.33%
87	** Black College Fund	-	132,321	-	175,389	19.35%	32.55%	1.48%
88	** Interdenominational Coop.Fund	-	13,552	-	18,196	19.35%	34.27%	0.15%
89	<b>Total Other General Apportionments</b>	<b>\$0</b>	<b>\$638,770</b>	<b>\$0</b>	<b>\$859,413</b>	<b>19.35%</b>	<b>34.54%</b>	<b>7.28%</b>
90								
91	<b>Grand Total All Funds</b>	<b>\$308,564</b>	<b>\$9,850,755</b>	<b>\$974,518</b>	<b>\$11,810,984</b>	<b>-2.84%</b>	<b>8.86%</b>	<b>100.00%</b>
92								
93	<b>Total General Conference</b>	<b>\$0</b>	<b>\$2,046,397</b>	<b>\$0</b>	<b>\$2,785,101</b>	<b>19.35%</b>	<b>24.31%</b>	<b>23.58%</b>
94	<b>Total Jurisdictional Conference</b>	<b>\$0</b>	<b>\$18,408</b>	<b>\$0</b>	<b>\$26,976</b>	<b>27.85%</b>	<b>46.55%</b>	<b>0.23%</b>
95	<b>Total Annual Conference</b>	<b>\$308,564</b>	<b>\$7,785,950</b>	<b>\$974,518</b>	<b>\$8,998,907</b>	<b>-8.19%</b>	<b>4.76%</b>	<b>76.19%</b>

\*\* Funds raised and spent in the same year

**IIc. Contingency Reserve Fund**

	2025
<b>Income</b>	
Interest Income on Checking	\$15,761
Interest on CD Investments	\$76,494
Interest on UMF Investments	\$474,082
Net Reclaim Last Year	\$878,300
Other Receipts (Return of supplement)	\$4,394
Post Audit Receipts from prior year	\$13,677
<b>TOTAL INCOME</b>	<b>\$1,462,709</b>
<b>Distributions</b>	
Current Year Budget Supplements	\$340,701
Current Year Non-Budget Supplements	\$-
Subsequent Year Budget Supplements	\$974,518
Subsequent Year Non-Budget Supplements	\$-
Interest / Service Charges Paid	\$8,885
Audit Adjustments (Reclaimed)	\$27,243
<b>TOTAL DISTRIBUTIONS</b>	<b>\$1,351,347</b>
Change in net assets (TOT. INCOME — TOT. DISTRIBUTIONS)	\$111,363

continued on right column

	2025
<i>continued from left column</i>	
<b>Current Year Budget Supplements:</b>	
General Church Apportionments	\$275,425
Equitable Compensation	\$9,200
Media Center	\$1,076
Cabinet Meeting Expense	\$5,000
CCM Office: Consultant for Data Analysis	\$50,000
	\$340,701
<b>Current Year Non-Budget Supplements:</b>	
none	\$-
	\$-
<b>Subsequent Year Budget Supplements:</b>	
Salary & Benefit Lines Shortfall	\$649,812
Office Lines Shortfall	\$39,932
Other Budget Lines Shortfall	\$169,694
Additional Requests	\$115,080
	\$974,518
<b>Subsequent Year Non-Budget Supplements:</b>	
none	\$-
	\$-
<b>Grand Total All Supplements:</b>	<b>\$1,315,219</b>

### 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; 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 17, 2026**.
  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 consistently 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 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), **InvestUMC (formerly the United Methodist Church Foundation (national))**, Wespeth 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 **2026** shall be due to the statistician no later than January 31, **2027**.
- 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. 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, 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 2027 salary for district superintendents be set at \$118,727.**

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

- A. The audit for **2025** 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.
- 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 carryover 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 19, 2026:** There may be a called meeting in conjunction with Annual Conference if necessary, to elect officers or conduct other business.  
**September 1, 2026:** A meeting to be held for considering general business matters.  
**November 10, 2026:** An optional meeting to be held, if necessary, at the call of the President.  
**December 8, 2026:** To consider apportionment matters and supplemental appropriations for salaries.  
**January 15, 2027:** 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 2, 2027:** 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 16, 2027:** 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 17, 2026:** Apportionments sent to the local church pastors.

**November 6, 2026:** Requests for supplemental appropriations for the 2026 operating budget due in the Treasurer's Office.

**January 13, 2027:** Annual Conference and General Church remittances must be received to receive credit for 2026. *(Subject to change based on GCFA final closing date.)*

**January 15, 2027:** Requests for supplemental appropriations for the 2027 operating budget due in the Treasurer's Office.

**January 22, 2027:** Requests for the 2029 budget, to be adopted at the 2027 Annual Conference, due to the Treasurer's Office from Conference Connectional Table (CCT) team leaders to be presented to the full CCT.

**January 31, 2027:** Tables I, II and III for 2026 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 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*

# BOARD OF TRUSTEES

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## BOARD OF TRUSTEES

The Board of Trustees of the Annual Conference worked to fulfill responsibilities outlined in paragraphs 2512, 2515, and 2517 of the 2020/2024 *Book of Discipline*. The following report provides details of primary responsibilities and activities of the Trustees since the 2025 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. In addition, beginning with the conference budget to be raised in 2027, funding for the operations of the United Methodist Building in excess of rent collected from tenants will be paid from earnings on capital reserves held in investment funds in the United Methodist Foundation. The investment in the Methodist Building Capital Fund had a market value of \$7,634,958 as of December 31, 2025.

## CLOSED CHURCHES

- Cameron (Cameron) - Fairway District - property sold August 2025
- Fairview (Hamer, SC) - Gateway District - closed February 2026; property conveyed May 2026
- Glendale Heights (Durham) - Corridor District - property sold January 2026
- Moncure (Moncure) - Fairway District - closed September 2025, property under contract May 2026
- New Song (New Bern) - Sound District - closed October 2025
- Smith Chapel (Bolton) - Harbor District - closed September 2025; church tract sold April 2026
- Spring Valley (Henderson) - Heritage District - property sold May 2026
- The Feast Gathering (Wilmington) – closed March 2026
- The Mills Church (Rocky Mount) - Heritage District – property under contract May 2026
- Wesley Memorial (Raleigh) - Capital District - closing June 2026

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 \$6,010,435 as of December 31, 2025.

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 \$1,244,446 as of December 31, 2025.

## 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 GCFEA 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, 2025, was \$1,690,528. Applications are being received for 2026 ministry investments through the Mission Endowment and will be announced during or just following Annual Conference 2026.

## LOCAL CHURCH DISAFFILIATION REPORT

During a previous Annual Conference, a request was made that the total amounts received from disaffiliating churches

be reported to the Annual Conference. The Conference Board of Trustees oversaw the disaffiliation process during 2022 and 2023. Amounts received from disaffiliating churches were defined in the standard disaffiliation agreement approved by the Board of Trustees as required in ¶2553 of *The Book of Discipline* approved by the 2019 General Conference. The funds received for each purpose listed in ¶2553 and the disposition of those funds are as follows:

**Apportionments** – amounts received from disaffiliating churches were \$3,713,617.00 in 2022 and \$895,517.00 in 2023. Apportionments fund the annual conference budget and were applied to those budget years as per the normal apportionment process. The funds were allocated and spent in the related budget year as approved by Annual Conference. All funds received for this purpose have been used in full as described and no funds remain.

**Property** – legal fees received from disaffiliating churches were \$279,500.00 in 2022 and \$132,587.98 in 2023. All amounts received for this purpose were used to pay legal or bank fees related to transfer of title and other legal work required for property transfer to the disaffiliating church. All funds received for this purpose have been used in full as described and no funds remain.

**Pension Liabilities** – amounts received for pension liabilities related to disaffiliating churches were \$5,041,268.00 in 2022 and \$873,451.00 in 2023. These funds were invested in a separate investment account being held by the General Board of Pension and Health Benefits/Wespath and are overseen by the Conference Board of Pension. The funds are held in the investment account for future use for obligations or benefit payments related to the Conference pension plan funding.

**Other Liabilities** – any arrearages for pension and health benefits, Board of Missions loans or deeds of trust, or other direct liabilities were paid by the disaffiliating church prior to the disaffiliation process and were not considered as specifically related to disaffiliation. No churches were left in arrears for these direct costs through the disaffiliation process. As those were payments of direct liabilities, no funds remain for the satisfaction of other liabilities.

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

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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, 2026. 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:

## Archives & History:

Laurie Coffman (W-F-C)  
Jack Colenda (W-M-C)  
Kristen Evans (W-F-L)  
Tim Nicholson (W-M-C)  
James Veverka (W-M-L)

## Christian Unity &

### Interreligious Relationships:

Carie Dupree (W-F-C)

## Church & Society:

Rachel Kwashe (W-F-C) [Chairperson]

## Congregational

### Development Fund, Inc.:

Robbie Dircks (W-M-L)

## Connectional Table:

Rae Jean Proeschold-Bell (W-F-L)  
Nicolette Weeks (AA/B-F-L)

## Creation Care:

Adam Benson (W-M-C)

## Finance & Administration,

### Council on:

Evelyn Shaw (AA/B-F-L)

## Financial Discipleship:

Matthew Farabow (W-M-C)  
Henry Kitchings (W-M-L)

## Health Ministries:

Ruth Kraus (W-F-L)

## Higher Education & Campus

### Ministry:

Layne Harpine (W-M-C)  
George Hendricks (W-M-L)

Kelly Moravek (W-F-L)

Brian Rybarczyk (W-M-L)

## LGBTQ+ Ministries:

Emily Coble (W-F-L)

Laurie Coffman (W-F-C)

Gary Corsi-OConnor (W-M-L)

Tim Griffin (W-M-L)

Phillip Jefferson (AA/B-M-L)

Patrick Jones (W-M-C)

Justis Mitchell (W-M-C)

Deborah Morgan (W-F-C)

J Sterrett (AA/B-NB-L)

Jaye White (W-F-C)

## Missions, Board of:

Jorge Borrayo (H/L-M-C)

David Haley (W-M-C) [Harbor District]

## Ordained Ministry, Board of:

Rod Brower (AA/B-M-L)

## Pension, Board of:

Doris Bluit (AA/B-F-L)

## Safer Sanctuaries:

Suzanne Cobb (W-F-C) [Chairperson]

Sarah Lancaster (W-F-L)

Adam Ledbetter-Bock (W-M-C)

Shawna Smith-Parker (W-F-L)

Josh Tester (W-M-C)

## Trustees, Board of:

Barbara Christy (W-F-L)

Sterling McCormick (AA/B-M-L)

Tom Steele (W-M-L)

If corrections are needed to spelling or any demographical information for anyone on the nominations listing, please email [helpdesk@nccumc.org](mailto: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, NB-Non-Binary

**Clergy or Lay Status:** C-Clergy, L-Laity

# OFFICE OF CLERGY LIFE

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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 & PIP Ministry (formerly Passion In Partnership Ministry) 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 Collaborative (formerly 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. *Bear One Another’s Burdens* is the most recent resource produced. It outlines the top five challenges clergy face and offers suggestions for ways staff/pastor parish relations committees may address them.
- Last 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. Conversations were expanded in September 2025 when members of the NC COSROW (Commission on the Status and Role of Women) reflected on the data presented to the 2025 Annual Conference. We look forward to expanding our partnerships in order to collaboratively close the racial and gender wage gap among clergy in the NC Conference.

### Wage Gap Discoveries (as of 05/06/2026)

NC Conference clergy women serving in full-time local church appointments are paid, on average, **94.9% of the salary** (increased from 92.6% in 2025) that clergymen serving in full-time local church appointments are paid. Clergy women serving in full-time local church appointments receive, on average, **100% of the housing allowance** (increased from 95.3% in 2025) 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) 2025	Percent of White (Male) 2026
Asian	82%	84%
Black	69%	72%
Hispanic/Latino	98%	98%
Native American	74%	73%
Pacific Islander	0%	0%
White	100%	100%
Multi-Racial	70%	71%

Ethnicity	Percent of White (Female) 2025	Percent of White (Female) 2026
Asian	78%	84%
Black	97%	92%
Hispanic/Latino	89%	81%
Native American	0%	0%
Pacific Islander	0%	0%
White	100%	100%
Multi-Racial	111%	109%

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) 2025	Percent of White (Male) 2026
Asian	100%	87%
Black	65%	78%
Hispanic/Latino	97%	106%
Native American	122%	115%
Pacific Islander	0%	0%
White	100%	100%
Multi-Racial	0%	0%

Ethnicity	Percent of White (Female) 2025	Percent of White (Female) 2026
Asian	101%	94%
Black	93%	84%
Hispanic/Latino	92%	80%
Native American	0%	0%
Pacific Islander	0%	0%
White	100%	100%
Multi-Racial	97%	94%

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.

**2025:**

Ethnicity of Candidates for Licensed or Ordained Ministry	
White	74.4%
Asian	9.3%
Black	7.0%
Hispanic/Latino	4.7%
Native American	0%
Multi-Racial	2.3%

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%

**2026:**

Ethnicity of Candidates for Licensed or Ordained Ministry	
White	69.1%
Asian	7.2%
Black	14.3%
Hispanic/Latino	4.8%
Native American	0%
Multi-Racial	4.8%

Ethnicity of Clergy Serving Local Churches (Full-Time & Part-Time)	
White	79.4%
Asian	2.9%
Black	9.9%
Hispanic/Latino	3.2%
Native American	2.9%
Multi-Racial	1.7%

**2025:**

Gender of Candidates for Licensed or Ordained Ministry	
Female	62.8%
Male	37.2%

Gender of Clergy Serving Local Churches (Full-Time & Part-Time)	
Female	38.3%
Male	61.7%

**2026:**

Gender of Candidates for Licensed or Ordained Ministry	
Female	74.4%
Male	9.3%
Non-Binary	2.4%

Gender of Clergy Serving Local Churches (Full-Time & Part-Time)	
Female	80.1%
Male	3.0%
Non-Binary	0.29%

\* 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.

# BOARD OF PENSION

## Report A - General Information

I. We recommend special appropriations for the following persons in the indicated amounts:

A. To be paid by Wespath Benefits and Investments (“Wespath”):

**Ministers: None**

**Surviving Spouses:**

1. Gloria Clarisa Reinoso, an amount equal to \$643.50 per month as a missional special grant.

B. To be paid from the Pension Support Fund:

**Surviving Spouses:**

1. Charlotte Calloway Dingus, total annual benefit \$385, paid in 12 monthly payments.

2. Mary Frances Ham Evans, total annual benefit of \$3,240, paid in 12 monthly payments, plus premiums for group health insurance.

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

Retiree	Retirement Type & Date	Age	Service Years Toward Retirement Eligibility	North Carolina Pre-82 Credit	North Carolina MPP Credit	North Carolina 2007-2013 CRSP Credit	North Carolina 2014-2025 CRSP Credit
Bass, Everette	Mandatory 7/1/2026	72	11.50	0.00	11.00	2.38	0.00
Belmore, Connie	Full 7/1/2026	66	10.00	0.00	0.00	0.00	6.00
Burns, Donald	Mandatory 7/1/2026	72	20.75	0.00	22.50	3.13	0.50
Cole, Lisa	Ad-Interim 2/1/2026	64	40.75	0.00	21.50	0.00	0.00
Cooper, Richard	Full 7/1/2026	70	0.25	0.00	0.00	0.25	0.00
Eldon, Sue	Ad-Interim 1/1/2026	62	11.25	0.00	0.00	0.00	0.00
Leechford, Jane	Mandatory 7/1/2026	72	21.50	0.00	2.50	6.76	12.00
Loveland, George	Full 7/1/2026	70	9.00	0.00	0.00	0	9.00
McManus, Hannah	Ad-Interim 1/1/2026	62	17.25	0.00	0.00	6.50	8.50
Minnick, Jonathan	Full 7/1/2026	65	36.00 [3.0 VA]	0.00	13.50	7.00	12.00
Mullen, Roderic	Full 7/1/2026	65	40.00	0.00	20.50	7.00	12.00
Panizo, Rosanna	Full 7/1/2026	70	27.75	0.00	8.25	1.58	2.17
Pearce, Raymond	Full 7/1/2026	65	28.00	0.00	8.50	7.00	12.00
Polk, Elizabeth	Full 7/1/2026	67	15.00	0.00	0.00	5.50	12.00

*table continued on next page*

Retiree	Retirement Type & Date	Age	Service Years Toward Retirement Eligibility	North Carolina Pre-82 Credit	North Carolina MPP Credit	North Carolina 2007-2013 CRSP Credit	North Carolina 2014-2025 CRSP Credit
Russell, Richard C	Mandatory 7/1/2026	72	0.00	0.00	0.00	0.00	0.00
Simpson, Thomas	Full 7/1/2026	66	31.00	0.00	11.50	7.00	12.00
Warren, William Donald	Actuarially Reduced 7/1/2026	62	34.00	0.00	14.50	7.00	12.00
Webb-Bowden, Julia	Full 7/1/2026	67	35.00	0.00	16.50	3.50	11.84

III. We recommend that the expense account of the Board of Pension and such independent consultation expense as necessary during **2025-2026** 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 2026** CAC for the North Carolina Conference is ~~\$84,964~~ **\$88,344**. The **2025 2026** PSR is ~~\$877~~ **\$899** or ~~1.03%~~ **1.02%** of the CAC. Our Conference Board would like to maintain a PSR of at least 0.9% of CAC. North Carolina CAC has increased by an average of **2.92%** per year over the past 10 years. **Prior year's CAC calculations included a two-year reporting gap as calculated by Wespath. With the change to the Compass retirement plan, Wespath no longer calculates the CAC. Moving this calculation allowed a change in the calculation to be based on the prior year numbers instead of the two-year gap. As a result, the 2027 CAC increased by the equivalent of two year's worth of changes.** 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 2026** Funding Plan, Wespath and the Conference use an assumed earnings rate of ~~5.5%~~ **6.0%**

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~~ **\$21,814,748** with a 2.5% PSR increase assumption based on a **2025 2026** PSR of ~~\$877~~ **\$899**. Plan funds currently held with Wespath Benefits and Investments have a value of ~~\$24,968,206~~ **\$22,036,754** as of January 1, **2024** (for **2026** funding plan).

**Funding Plan for 2025-2026:** 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~~ **\$7,927,963.54** as of January 1, ~~2025~~ **2026**. 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, 2026, the current value of these accounts is ~~\$257,297.30~~ **\$354,246.73**. 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~~ **\$1,148,271.85** as of January 1, **2026**. All of it is available except for the original balance of \$87,195.39, from which interest only is available.

The **2026** funding plan as of January 1, **2024** is summarized below:

Supplement One of the Clergy Retirement Security Program funding Liability:

Assuming a PSR Increase of 2.5% . . . . .	<b>\$24,292,182</b>
Current Plan Funding as of 1/1/2024 . . . . .	<b>\$22,036,754</b>
Funded Status as of 1/1/2024 . . . . .	<b>(\$2,255,428)</b>
Expected Funded Status as of 1/1/2026 . . . . .	<b>(\$3,813,444)</b>

Additional Plan Assets (as of 12/31/25):

General Deposit Account (Wespath) . . . . .	<b>\$7,927,963</b>
Conference Managed Liquid Asset Accounts . . . . .	<b>\$354,246</b>
Conference Superannuate Endowment Fund (Wespath) . .	<b>\$1,148,271</b>
Total Additional Plan Assets . . . . .	<b>\$9,430,480</b>

Proposed Past Service Rate: The **2027** CAC for the North Carolina Conference is **\$96,382**.

We propose that the past service rate beginning January 1, **2027** be increased to **\$944** per service year, or **0.97%** of the CAC. **The recommended rate for 2027 is a one-time 5% increase over the 2026 rate. This does not change the funding plan's assumption of a 2.5% annual PSR increase in future years.** Assuming 2.5% future PSR increases and ~~5.5%~~ **6.0%** investment earnings, this increase creates an unfunded plan liability of **\$23,030,606**. Due to current funding levels no contribution is due for **2027**.

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 through December 31, 2025)

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 Benefit portion provides a lifetime pension in retirement based on the clergy member's years of service between January 1, 2007 and December 31, 2025.**

F. The Defined Contribution portion is placed in the individual minister's account to be available for benefits when the minister becomes eligible for payment in the retired relationship.

G. 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. Compass Retirement Plan (Effective January 1, 2027)**

- 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 9.5% of Plan Compensation.**
- D. Part of the 9.5% 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 is 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.**

## VI. 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 2026~~ is ~~\$80,003~~ **\$81,603** and for ~~2026-2027~~ is ~~\$81,603~~ **\$83,235**). 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.
- D. ~~2025 2026~~ Active Participant Death Benefits:

Plan Provision	Amount
Death of participant	\$50,000
Death of participant's spouse	<del>\$16,000</del> <b>\$16,300</b>
Death of participant's surviving spouse	<del>\$12,000</del> <b>\$12,200</b>

- E. ~~2025 2026~~ Retired Participant Death Benefits:

Plan Provision	Amount
Death of retired participant	<del>\$24,000</del> <b>\$24,450</b>
Death of retiree's spouse	<del>\$16,000</del> <b>\$16,300</b>
Death of retiree's surviving spouse	<del>\$12,000</del> <b>\$12,200</b>

- 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.~~

## VII. 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 **or contact the Conference Benefits Team.**
- C. The Annual Conference retains approval authorization for any changes to the Transition Fund. No changes are proposed for **2027**.

## VIII. 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 Compass 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, 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 10% of Plan Compensation for Compass.

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

HALF & QUARTER TIME (50% & 25% Appointment Time Conference Member/Local Pastor/ Student Pastor) 10% of Plan Compensation for United Methodist Personal Investment Plan (UMPIP). Of the 10% funding, a 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 retirement plan responsibility

2. Effective January 1, 2027

**The Board of Pension will supplement the Compass and UMPIP billing rates shown below for one year at 0.5% for an effective cost to the church billed at 9.0% of plan compensation.**

**a. FULL TIME (100% Appointment Time Conference Member/Local Pastor):**

- i. 2% of Plan Compensation for CPP (up to 2% of 200% of the DAC)**
- ii. 9.5% of Plan Compensation for Compass**

**b. THREE-QUARTERS (75% Appointment Time Conference Member/Local Pastor):**

- i. 2% of Plan Compensation for CPP (up to 2% of 200% of the DAC)**
- ii. 9.5% of Plan Compensation for United Methodist Personal Investment Plan (UMPIP). Of 9.5% funding, an 8.5% 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.**

**c. HALF & QUARTER TIME (50% & 25% Appointment Time Conference Member/Local Pastor/ Student Pastor)**

- i. 9.5% of Plan Compensation for United Methodist Personal Investment Plan (UMPIP). Of the 9.5% funding, an 8.5% 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.**

**d. INTERIM OR RETIRED SUPPLY - no 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 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 Compass or UMPIP of at least 5%.

## IX. 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 ¶357.3, who are granted Honorable Location ¶358, who withdraw to unite with another denomination ¶360.1, who surrender the ordained ministerial office ¶360.2, who withdraw under complaints or charges ¶360.3, and Conference Members who are placed on Administrative Location ¶359, are ineligible to receive retirement health or life insurance benefits when payments from Wespeth Benefits and Investments begin. [Paragraphs noted are from The Book of Discipline, 2016-2020/2024]

## B. Retirement after July 1, 2009 of 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 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%

- 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 **and for 2027 is \$4,796** with a 3% future increase assumption. **The recommended rate for 2027 is a one-time 5% increase over the 2026 rate. This does not change the funding plan's assumption of a 3% annual increase in future years.**
- 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. **When comparing the individually accrued credit between each spouse, the higher credit will be granted to both spouses in retirement. This affords the clergy couple with the maximum benefits available.**
- G. Surviving Spouses
- Surviving spouses of active participants:
1. Must be enrolled in the health insurance plan at the time of the participant's death in order to receive health insurance benefits under the current health insurance plan.
  2. The Conference Board of Pension will pay the health insurance premiums for surviving spouses and eligible dependents for up to six months following the death of the active clergy person.
  3. Premiums thereafter will be determined by the retirement rules in place on the date of death.
  4. When surviving spouses are employed and provided health insurance by their employer, the plan of the Board of Pension will be the secondary carrier.

5. If the surviving spouse remarries, the conference health insurance will terminate. Future benefits under the conference health insurance plan are waived.

Surviving spouses of retired participants:

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

#### X. 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.

#### XI. 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.)

#### XII. 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 **2026** and **2027** by each active, retired, terminated or disabled Clergy person who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergy person; and
2. THAT the pension, severance or disability payments to which this rental/housing allowance designation applies will be any pension, severance or disability payments from plans, annuities, or funds authorized under the Discipline, including such payments from Wespath and from a commercial annuity company that provides an annuity arising from benefits accrued under a Wespath plan, annuity, or fund authorized under the Discipline, that result from any service a Clergy person rendered to this Conference or that an active, a retired, a terminated or a disabled Clergy person of this Conference rendered to any local church, annual conference of the Church, general agency of the Church, other institution of the Church, former denomination that is now a part of the Church, or any other employer that employed the Clergy person to perform services related to the ministry of the Church, or its predecessors, and that elected to make contributions to, or accrue a benefit under, such a plan, annuity, or fund for such an active, a retired, a terminated or a disabled Clergy person's pension, severance, or disability plan benefit as part of his or her gross compensation.

NOTE: The rental/housing allowance that may be excluded from a Clergy person's gross income in any year for federal (and, in most cases, state) income tax purposes is limited under Internal Revenue Code section 107(2) and regulations thereunder to the least of: (1) the amount of the rental/housing allowance designated by the Clergy person's employer or other appropriate body of the Church (such as this Conference in the foregoing resolutions) for such year; (2) the amount actually expended by the Clergy person to rent or provide a home in such year; or (3) the fair rental value of the home, including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year. Each clergy person or former clergy person is urged to consult with his or her own tax advisor to determine what deferred compensation is eligible to be claimed as a housing allowance exclusion.

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

Attach this note to your 1099-R forms.

*Donna Banks, Chairperson*

# CLERGY MEDICAL LEAVE, JOINT COMMITTEE ON

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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 **2026** 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 Comprehensive Protection Plan (effective January 1, 2007) will fund contributions for the Comprehensive Protection Plan, which is 3% of plan compensation as defined by the plan document and Wespeth, and the retirement plan for all pastors receiving medical leave benefits from the Comprehensive Protection Plan.
- G. Health Insurance and Life Insurance benefits are subject to the policies outlined in Section III below.
- H. 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.
- I. 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.
- J. 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 opportunities for continuing fellowship with the pastor to develop further possibilities of assistance in his/her disabling circumstances.
- K. We recommend the following pastors to be continued on Clergy Medical Leave:
1. **Chris Brady, White Plains CC, Capital District**
  2. **David Edington, Ebenezer (Apex) CC, Fairway District**
  3. Annette Ethridge, Open Table (Raleigh) CC, Capital District
  4. Regina Harrison, Swansboro CC, Sound District
  5. Terry Hobbs, Westwood (Goldsboro) CC, Capital District
  6. Al Hocutt, Horne Memorial (Clayton) CC, Capital District
  7. Ronda Lee-Torres, Pinehurst (Pinehurst) CC, Fairway District
  8. Tracy Sexton, Creedmoor CC, Heritage District
  9. Benjamin Sims, Oriental (Oriental) CC, Sound District
  10. Julia Webb-Bowden, Pleasant Green CC, Corridor District
  11. Richard Bryant, Christ (Chapel Hill) CC, Corridor District
- L. We recommend the following pastors to be placed on Clergy Medical Leave for the first time:
- M. Who has been placed on Clergy Medical Leave since the last Annual Conference?  
**Chris Brady**  
**David Edington**
- N. Who have had their Clergy Medical Leave terminated since the last conference session?  
**Al Hocutt**  
**Richard Bryant**
- O. Who are to be removed from Clergy Medical Leave at this Annual Conference?  
**Julia Webb-Bowden**
- P. Who has submitted a request pending determination to be placed on Clergy Medical Leave since the last Annual Conference?  
**NONE**
- Q. We recommend that pastors and congregations in the communities in which our disabled pastors reside seek to establish a supportive relationship with those on Clergy Medical Leave to maintain good fellowship and provide for pastoral opportunities.

## II. Clergy Medical Leave Benefits

### *Wespath:*

- A. 70% of plan compensation not to exceed 200% of the DAC (**2026 DAC = \$81,603**) as income from CPP. The current range of payments to NC participants is **\$20,742.52 to \$119,702.40** annually (with a 3% annual increase). Payments are coordinated with Social Security Disability benefits when applicable.
- B. Benefits afforded active clergy such as 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 **51** of the **2025** 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.4. 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*

# INSURANCE COMMITTEE

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- 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 2025:  
 Total Claims FILED: **26**  
 Total Benefit FILED: **\$187,552**
- 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, Dependent Care **and Health Savings** Accounts must be established during Annual Election (each November), for an effective date of the following January 1. Under HealthFlex, a carryover of ~~\$640~~ **\$660** will be permitted to a subsequent plan year **for Medical Reimbursement accounts**. 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

- A. 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 retirement contributions 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 (31 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](mailto: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 **and Health Savings** 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 these** 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.

**2026 HealthFlex Plan Rates:**

Health Insurance (Monthly)	H5000 Default/Base Plan	H2500	H2000	€3000	€2000	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

**2027 HealthFlex Plan Rates:**

Health Insurance (Monthly)	H5000 Default/Base Plan	H2000	C2000	B1000
Church	\$1,444	\$1,444	\$1,444	\$1,444
Personal Employee Only	\$33	\$220	\$259	\$349
Personal Employee Plus One	\$153	\$509	\$582	\$753
Personal Family	\$204	\$691	\$792	\$1,026

Dental Insurance (Monthly)	Passive PPO 2000	Dental PPO	Dental HMO
Personal Employee Only	\$62	\$51	\$18
Personal Employee Plus One	\$124	\$102	\$32
Personal Family	\$186	\$153	\$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

**2026 2027 Life Insurance Rates:**

Life Insurance	2026 2027 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*

# EQUITABLE COMPENSATION, COMMISSION ON

*The Book of Discipline* mandates that “there shall be in each annual conference a commission on equitable compensation” (§ 624), whose purpose is “to support full-time clergy serving as pastors in the charges of the annual conference” (§624.2). ~~Four~~ **Five** broad areas of responsibility are outlined in §624.2, 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; (d) submitting an arrearage policy to be adopted by the annual conference; **and (e) recommending the amount needed to fund the Equitable Compensation Fund as described and secured in §§ 614.1e and 624.7**”

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 **2026**, 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 ~~3.07%~~ **2.55%**. The CPI (Urban South) for the last

twelve months ending December **2025** showed an increase of ~~2.8%~~ **2.2%**. With the rapidly changing economic environment, the CPI varies widely by month. The Commission currently recommends a 2% (**\$1,056**) increase in minimum salary for the year **2027**.

**I. Recommended Schedule of Minimum Compensation for 2027:**

**A. Salary Schedule**

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

<i><b>PASTORS UNDER FULL-TIME APPOINTMENT</b></i>	<u>2026</u>	<u>2027</u>
(Full Connection, Associate, Provisional, Local Pastor)		
Salary .....	\$52,800	<b>\$53,856</b>
<i><b>STUDENT PASTORS (Local Pastors or Conference Members)</b></i>		
Salary .....	\$34,320	<b>\$35,006</b>

**B. Utilities Expense**

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

**C. Travel Expense**

Although travel is reimbursed by the local charge as an item of pastoral expense, it is expected that each local charge would provide at least \$5,000 for travel expense. The Commission encourages each charge to establish a plan to reimburse the pastor for all legitimate business mileage at the current rate established by the IRS. Where such a plan is established for reimbursement of business mileage, equitable compensation support shall not be affected by payment of travel expenses. However, where a reimbursement plan is not implemented and a travel allowance is given, any travel allowance in excess of \$5,000 will result in a reduction of equitable compensation support.

**D. Pension Program**

Charges receiving Equitable Compensation Funds support are responsible for paying the total amount required for the Compass 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 2020/2024* ¶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 2020/2024* ¶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 2020/2024 Book of Discipline.

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

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

- A. Base Compensation: That portion of a pastor’s compensation which is paid directly to the pastor as cash compensation, contributions authorized by the pastor to either a tax-paid pension program or a tax-deferred program (such as a 403(b) plan), payments to assist the pastor with the personal share of Social Security taxes, and some other kinds of cash compensation, such as bonuses, payments to private investment programs, and the like. Base compensation would not include other items included in total compensation, such as utilities and other housing-related allowances, accountable reimbursements for professional expenses (such as continuing education, books, and the like), and the cost of benefits such as life or health insurance.
- B. Any Equitable Compensation Fund supplement will be terminated immediately upon information that the pastor has taken full-time, secular employment. The supplement may be reinstated at the time the charge’s appointed pastor returns to full-time or student status. Exceptions to this provision will be permitted only by the approval of the executive committee of the CEC upon the recommendation of the district superintendent of the pastor seeking to be employed outside their ministerial responsibilities for emergency reasons.
- C. Disbursement of funds from Conference Treasurer’s Office: Equitable Compensation Funds are to be sent to charges that have applied for their use to provide their pastor with the minimum base compensation established by the Annual Conference. The monthly base compensation supplement checks sent by the Conference Treasurer’s office are to be deposited by the charge treasurer into the charge/church bank account. *Checks shall not be endorsed nor cashed by the pastor.*

- D. **Application for funds:** Churches or charges applying for Equitable Compensation Funds shall submit a request on the appropriate form which can be found online. The pastor, administrative council, and the district superintendent shall carefully review the request. The application form must have the signatures of the pastor and recording secretary of the charge conference affixed to it, and receive the approval of the charge conference. Applications that are not completed in full are not eligible for consideration by the Commission until such time that they have been completed and resubmitted.
- E. The CEC will not fund any charge that is also receiving funds from The Emerging Church Salary Fund. The CEC is in consultation and study with other Conference boards and agencies to seek ways to more adequately provide for the temporal needs of our pastors and churches.
- F. Consideration may be given to make funds available for the deacon when the primary appointment is to a local church. (Book of Discipline 202/2024 ¶624.4)

**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 retirement savings 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 2020/2024* ¶624.6). 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 retirement savings 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 retirement savings 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:
  - a. Drawing from invested funds
  - b. An emergency appeal for special giving from the congregation
  - c. Emergency grants from the District or Conference

According to the Book of Discipline ¶ 624, such remedies cannot include a reduction in the Pastor's compensation until the beginning of the next Conference year.
- C. If, after consultation among the Lay Leader and Chairs of S/PPRC, Finance, Trustees, and the Administrative/Church Council, it becomes apparent that the church may be facing a long term financial

crisis, the Chair of S/PPRC shall notify in writing the Pastor and District Superintendent that:

- a. An Equitable Compensation Subsidy Grant may be necessary to maintain compensation for the remainder of the Conference year and/or
  - b. A change in pastoral compensation or appointment may be necessary at the beginning of the following Conference year.
- D. If the local church becomes delinquent in the pastor's compensation (i.e. more than 30 days delinquent), then the District Superintendent shall notify the CEC, which on its own initiative may do any or all of the following, but not limited to:
- a. Sending a representative from CEC to meet with the local church and pastor to seek resolution of the issue.
  - b. Developing with the local church a payment plan so that the pastor receives full payment of compensation by the end of the conference year.
- The District Superintendent shall be invited to participate in this process.
- E. If the local church is already receiving a subsidy grant from the CEC, the Commission may also:
- a. Determine if all subsidy grant funds allocated to the church were used to pay the pastor's salary
  - b. Examine the original subsidy grant application to determine if the amount requested to meet minimum compensation was reduced
  - c. Require an outside audit of all church funds in compliance with GCFA guidelines ([www.gcfa.org](http://www.gcfa.org))
  - d. Notify the District Superintendent of its findings and recommendations in writing
- F. If a local church becomes delinquent in the payment of the pastor's direct billed retirement savings 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 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 **10** charges received grants for mission and compensation assistance for a total of **\$114,942** in the year **2025**. The Commission has awarded grants for the calendar year **2026** for **12** charges for a total of **\$92,743**.
- VI. The Commission reports that no pastors were awarded the Years of Service supplemental compensation for the appointment year **2025-2026**.
- 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.

*Becca Detterman, Chairperson*

# STATISTICIAN'S REPORT

## Statistician's Report May 2026 for Years 2024-2025

	TABLE I	2024	2025	Difference
<b>CHURCH MEMBERSHIP</b>				
1	Total Professing members at start of year	146,551	142,385	
2a	Received on Profession of Faith through Confirmation	452	399	-53
2b	Received on Profession of Faith other than Confirmation	567	624	57
2c	Restored by Affirmation of Faith	136	143	7
2	Total of Professions of Faith and Restored	1,155	1,166	11
2d	Correct last years total by addition	5	18	13
3	Received from other United Methodist Churches	735	968	233
4	Received from other denominations	701	691	-10
5a	Total removed by Charge Conference action	1,380	3,596	2,216
5b	Removed by withdrawal	988	1,078	90
5	Total removed by Charge Conference action or withdrawn	2,368	4,674	2,306
5c	Correct last years total by subtraction	1,534	1,428	-106
6	Removed by transfer to other United Methodist Churches	515	953	438
7	Removed by transfer to other denominations	982	595	-387
8	Removed by Death	1,395	1,321	-74
		142,353	136,257	-6,096
9a	Asian Professing Members	441	411	-30
9b	Black Professing Members	5,188	5,041	-147
9c	Hispanic/Latino Professing Members	704	641	-63
9d	Native American Professing Members	772	766	-6
9e	Pacific Islander Professing Members	76	64	-12
9f	White Professing Members	134,222	128,854	-5,368
9g	Multi-Racial Professing Members	402	353	-49
9h	Male Professing Members	62,800	59,692	-3,108
9i	Female Professing Members	79,549	76,394	-3,155
9j	Non-Binary	36	44	8
9	Total Professing Members at close of year	142,385	136,130	-6,255
10	Average attendance at the principal weekly worship service(s)	28,957	28,946	-11
10a	Number of persons who worship online	29,822	21,717	-8,105
11a	Number of persons baptized this year 0-12 years of age	588	518	-70
11b	Number of persons baptized this year 13 or older	216	231	15
11	Total Baptisms	804	749	-55
12	Total Baptized members who have not become Professing members	12,079	11,095	-984
13	Number of persons on Constituency Roll	18,731	18,787	56

	TABLE I	2024	2025	Difference
14	Total enrolled in confirmation classes this year	512	506	-6
<b>SUNDAY SCHOOL</b>				
15	Number of children (0-11) in Christian Groups & all other small groups	8,904	9,521	617
16	Number of Youth (11-18) in Christian Groups & all other small groups	4,747	4,977	230
17	Number of Young Adults (19-30) in Christian Groups & all other small groups	1,678	1,818	140
18	Number of Adults (31 + years) in Christian Groups & all other small groups	18,108	19,230	1,122
19	TOTAL number of person in Christian groups & all other small groups	33,437	35,546	2,109
20	Average attendance in the Sunday School	11,901	11,836	-65
22	Number of participants in Vacation Bible School	9,209	9,097	-112
23	Number of ongoing CLASSES for learning in Sunday School	1,939	1,031	-908
24	Number of ongoing CLASSES for learning other than Sunday School	1,988	1,988	0
25	Number of Short Term CLASSES & Groups (all ages)	1,132	1,174	42
<b>UNITED METHODIST MEN</b>				
26	Membership in chartered United Methodist Men	3,927	3,829	-98
27	Amount paid for projects	\$ 1,048,561	\$ 635,817	-412,744
<b>UNITED WOMEN IN FAITH</b>				
28	Membership in United Women in Faith	6,169	6,144	-25
29a	Amount paid for local church and community work	\$ 596,074	\$ 622,597	26,523
<b>UNITED METHODIST YOUTH FELLOWSHIP</b>				
29b	Membership in United Methodist Youth Fellowship	6,073	3,777	-2,296
29c	Amount paid for projects	\$ 504,288	\$ 585,430	81,141
30a	Number of UMWIM teams sent from this local church	49	87	38
30b	Number of church members participating in any UMWIM team	384	269	-115
31	Total number of community ministries for outreach, justice & mercy offered by this local church	2,641	2,839	198
32	Of the ministries counted in Line 31, how many focus on global/regional health?	886	1,024	138
33	Of the ministries counted in Line 31, how many focus on engaging in ministry with the poor/socially marginalized?	1,964	2,515	551
34	Number of person from your congregation engaged in mission/ community	30,111	32,181	2,070

TABLE I		2024	2025	Difference
41	Number of persons served by community ministries for outreach, justice & mercy	1,102,096	1,237,280	135,184
36	Value of church land, buildings and equipment AND Parsonage	\$ 1,251,254,449.49	\$ 1,425,449,078.74	174,194,629
37	Value of other assets	\$ 200,742,820.89	\$ 219,353,900.74	18,611,080
38	Indebtedness on items 36 & 37 at end of year	\$ 47,280,184.91	\$ 44,061,202.92	-3,218,982
39	Other indebtedness	\$ 623,796.04	\$ 613,327.60	-10,468

TABLE II - December 2021		2024	2025	Difference
35.a	Total amount Apportioned to the Local Church	\$ 11,299,378.38	\$ 11,191,987.83	-107,391
35.b	<b>Total amount Apportioned Paid by the Local Church to AC Treasurer</b>	<b>\$ 9,354,842.88</b>	<b>\$ 9,855,690.63</b>	<b>500,848</b>
37	<b>Total Offerings for General Church Special Sunday Offerings</b>	<b>\$ 710,993.90</b>		<b>-710,994</b>
38	Amount for World Service Specials remitted to the AC Treasurer	\$ _____-	\$ 10.00	10
39	Conference Advance Specials	\$ 440,084.25	\$ 384,959.79	-55,124
40	Youth Service Fund	\$ 400.00	\$ 100.00	-300
42a	New Room Society (\$10 Club)	\$ 2,585.00	\$ 504.00	-2,081
42b	Mission Initiative	\$ 2,540.00	\$ 20.00	-2,520
45.a	Human Relations	\$ 4,023.21	\$ 3,546.00	-477
45.b	UMCOR Sunday (One Great Hour of Sharing)	\$ 39,055.00	\$ 12,752.75	-26,302
45.c	Peace with Justice	\$ 5,636.71	\$ 3,889.00	-1,748
45.d	Native American Awareness Sunday	\$ 7,486.00	\$ 4,368.00	-3,118
45.e	World Communion	\$ 5,429.00	\$ 6,113.47	684
45.f	United Methodist Student Day	\$ 4,418.17	\$ 3,685.00	-733
45	<b>Total General Church Offerings</b>	<b>\$ 66,048.09</b>	<b>\$ 34,354.22</b>	<b>-31,694</b>
50	Total amount given directly to United Methodist causes not sent to AC Treasurer	\$ 1,308,004.15	\$ 1,039,375.83	-268,628
51	Other benevolences paid directly by local church	\$ 9,330,170.74	\$ 9,850,462.98	520,292
58	All Pastor's Pensions	\$ 2,852,760.70	\$ 2,826,171.83	-26,589
64	Lead Pastor's base compensation	\$ 17,898,954.83	\$ 17,909,078.56	10,124
64b	Equitable Compensation	\$ 87,721.02	\$ 114,942.12	27,221
65.a	Associate's base compensation	\$ 2,781,094.26	\$ 2,557,679.34	-223,415
65.b	Deacons Compensation	\$ 342,885.51	\$ 331,713.94	-11,172
66.a	Lead Pastor's utilities and other housing-related allowances	\$ 1,149,742.82	\$ 1,081,588.46	-68,154
66.b	Associate's utilities and other housing-related allowances	\$ 90,333.77	\$ 90,745.05	411
66.c	Deacon utilities and other related allowances	\$ _____-	\$ _____-	
66	<b>Total Utilities/Housing</b>	<b>\$ 1,240,076.59</b>	<b>\$ 1,172,333.51</b>	<b>-67,743</b>
67.a	Lead Pastor's travel	\$ 703,617.49	\$ 659,742.44	-43,875
67.b	Associate's travel	\$ 93,416.70	\$ 86,095.04	-7,322
67	<b>Total travel paid</b>	<b>\$ 797,034.19</b>	<b>\$ 745,837.48</b>	<b>-51,197</b>
68.a	Other cash allowances paid to/for pastor	\$ 145,176.60	\$ 154,840.46	9,664
68.b	Other cash allowances paid to/for associate	\$ 48,856.68	\$ 50,800.82	1,944
68	<b>Total other cash allowances</b>	<b>\$ 194,033.28</b>	<b>\$ 205,641.28</b>	<b>11,608</b>

68.c	All Pastor's Medical Insurance paid by the church	\$ 3,371,261.69	\$ 3,433,352.74	62,091
68.d	All Pastor's Life Insurance	\$ 57,813.63	\$ 91,930.98	34,117
70	Other staff compensation	\$ 26,868,139.76	\$ 26,354,772.72	-513,367
71	Current expenses for program (including church school)	\$ 5,055,298.61	\$ 5,595,912.24	540,614
72.a	Property Insurance paid by church	\$ 5,233,825.16	\$ 5,490,386.37	256,561
72.b	Other current operating expenses (not including program expenses)	\$ 17,972,673.77	\$ 18,706,877.34	734,204
73	Principal and interest paid on indebtedness, loans, mortgages, etc.	\$ 6,909,771.39	\$ 7,319,985.34	410,214
74.a	Paid on buildings and improvements (not include funds borrowed)	\$ 11,799,752.45	\$ 11,853,720.37	53,968
74.b	Housing Allowance - Lead Pastor	\$ 1,890,379.02	\$ 2,143,643.41	253,264
74.c	Housing Allowance - Associate Pastor(s)	\$ 757,080.51	\$ 750,426.84	-6,654
74.d	Housing Allowance - Deacon under appointment	\$ 101,770.00	\$ 120,020.00	18,250
75	<b>Grand Total Paid</b>	<b>\$ 127,427,995.38</b>	<b>\$ 128,889,369.86</b>	<b>1,461,374</b>

TABLE III		2024	2025	Difference
1x	<b>Number of Pledges and Identified Givers</b>	<b>\$ 36,080.00</b>	<b>\$ 2,347,702.87</b>	<b>2,311,623</b>
1.a	Received thru Pledges	\$ 44,806,526.81	\$ 43,610,551.90	-1,195,975
1.b	Received from Non-Pledging yet identified givers	\$ 51,269,276.99	\$ 52,973,072.58	1,703,796
1.c	Received from Unidentified Givers	\$ 2,351,965.09	\$ 2,258,936.62	-93,028
	<b>Total 1a, 1b &amp; 1c</b>	<b>\$ 98,427,768.89</b>	<b>\$ 98,842,561.10</b>	<b>414,792</b>
1.d	Received from Interest & Dividends	\$ 2,237,932.77	\$ 2,361,356.18	123,423
1.e	Received from sale of Church Assets	\$ 1,085,471.71	\$ 633,132.34	-452,339
1.f	Received from building use fees, contributions and rentals	\$ 3,169,950.12	\$ 2,730,827.23	-439,123
1.g	Received through fundraisers	\$ 3,313,683.75	\$ 2,318,825.85	-994,858
1	<b>Totals</b>	<b>\$ 108,234,807.24</b>	<b>\$ 106,886,702.70</b>	<b>-1,348,105</b>
2.a	Capital Campaign	\$ 4,768,940.51	\$ 6,257,434.69	1,488,494
2.b	Memorial/Endowment/Bequests	\$ 4,661,332.46	\$ 7,721,270.37	3,059,938
2.c	Other Sources & Projects	\$ 5,284,227.05	\$ 5,893,449.40	609,222
2.d	Amount Received From Special Sundays	\$ 2,434,088.37	\$ 1,719,141.92	-714,946
2	<b>Totals</b>	<b>\$ 17,148,588.39</b>	<b>\$ 21,591,296.38</b>	<b>4,442,708</b>
3.a	Equitable Compensation Fund	\$ 87,721.02	\$ 114,942.12	27,221
3.b	Advanced Specials & Apportioned Fund	\$ 521,105.32	\$ 565,752.89	44,648
3.c1	Other - Grants & Financial Support from Institutional Sources	\$ 1,865,961.80	\$ 2,347,702.87	481,741
3.c2	Other - PPP Grants & Part of the CARES ACT	\$ 51,496.00	\$ 1,510,727.72	1,459,232
3.c3	Other - Conference COVID-19 Local Church Grants	\$ _____-	\$ _____-	0
3.c5	Other - Conference Disaffiliation Recovery Local Church Grants	\$ _____-	\$ _____-	0
3	<b>Totals</b>	<b>\$ 2,526,284.14</b>	<b>\$ 4,539,125.60</b>	<b>2,012,841</b>
	<b>Total amount received by the Local Church</b>	<b>\$ 127,909,679.77</b>	<b>\$ 133,017,124.68</b>	<b>5,107,445</b>

# CONVOCATION & PASTORS' SCHOOL AT DUKE DIVINITY SCHOOL

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The 2025 Convocation & Pastors' School was held at Duke Divinity School October 13-14, 2025. The theme for 2025, *Trinitarian Matters: Shaping Christian Identity and Practice*, inspired by the 1700th anniversary of the Council of Nicaea, the first ecumenical council of the Church that met in 325 CE, was intended to connect participants with experts who would help attendees explore the significance of our Trinitarian doctrine for faithful Christian practice.

The distinguished list of presenters and preachers included:

- Kate Bowler, *NY Times Best Selling Author & Associate Professor of Christian History, Duke Divinity School*
- Anne Lamott, *NY Times Best Selling Author*
- Janet Soskice, *William K. Warren Distinguished Research Professor of Catholic Theology, Duke Divinity School*
- J. Warren Smith, *Professor of Historical Theology, Duke Divinity School*
- Bishop Michael Curry, *27th presiding bishop and primate of The Episcopal Church*
- Jerusha Neal, *Associate Professor of Homiletics, Duke Divinity School*
- Edgardo Colón-Emeric, *Dean, Duke Divinity School*
- Jung Choi, *Associate Dean for Global and Intercultural Formation*
- Lacey Warner, *Associate Dean for Wesleyan Engagement*
- Lester Ruth, *Research Professor of Christian Worship*

This year the live taping of the Everything Happens podcast featured a conversation between Kate Bowler and Anne Lamott. Over 1,000 people attended the event at the sold out Carolina Theatre. During the Monday and Tuesday sessions over 320 people gathered in plenary sessions and workshops. Our opening worship service featured Dr. Jerusha Neal, preaching. Our closing worship service featured Bishop Michael Curry preaching. Of those who attended CPS, 184 were Duke Divinity School alums.

The next Convocation & Pastors' School will take place in-person at Duke Divinity School with sessions schedule October 12-13, 2026.

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:

- Alex Parker            July 2025 - June 2029
- Becky Bradley        July 2025 - June 2029
- 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*

# CANDLER SCHOOL OF THEOLOGY

## 2026 REPORT TO THE UMC ANNUAL CONFERENCES

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As **Candler School of Theology at Emory University** continues in its second century of educating faithful and creative leaders for the church's ministries throughout the world, we are heartened by the work and witness of The United Methodist Church and look forward to our enduring partnership as the denomination moves into its next chapter with a vision to **love boldly, serve joyfully, and lead courageously**.

An official seminary of The United Methodist Church, Candler has a strong Methodist presence among our students, faculty and staff, while holding true to the Wesleyan value of ecumenical openness. Our student body reflects the diversity and breadth of the Christian faithful, with an enrollment of 507 from 11 countries, 42 states, 45 denominations, 34 UMC annual conferences, and 50% 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.

Last fall Candler welcomed its largest incoming class in over a decade. This strong enrollment reflects years of intentional work to reimagine programs, continue to invest in faculty excellence, and offer robust scholarship support through the generosity of alumni and friends. And even more importantly, it reflects that God is still calling people to join the holy work of transforming the world in Jesus' name.

Candler offers six degrees, most of which are available in hybrid or online formats. Nearly a quarter of MDiv students participate in Candler's Teaching Parish program, earning course credit by serving as student pastors in local churches. And our proven DMin program—with a remarkably high 94% 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.

Reducing financial barriers to high-quality theological education remains a top priority at Candler. This year, we are on track to award nearly \$8.5 million in scholarship support across degree programs. All MDiv students receive scholarships, with those who are certified candidates for ordained ministry in the UMC receiving full tuition.

Several programs beyond our formal degrees make Candler a true hub of Christian learning. The Candler Foundry, our public theological education initiative, offers in-person and online courses, events, and certificate programs. The United Methodist Course of Study School at Candler worked with 19 annual conferences to educate licensed local pastors in 2025. The Candler Center for Christian Leadership, which trains United Methodist leaders in best business practices, now has certified facilitators in 33 annual conferences. And a recent \$10 million grant from Lilly Endowment will further develop Candler's La Mesa Academy, a multicultural, multilingual program dedicated to the theological education of lay ministers.

We are preparing for a leadership transition in summer of 2026, as Jonathan Strom completes his tenure as dean of Candler in July. We invite your prayers as we search for the school's next dean.

When we talk to Candler alumni and students about their call, one thing becomes clear: The specifics may be different, shaped by their unique gifts, contexts, and life experiences, but their drive to join God's work of transforming lives and the world is a constant. We recently launched a series called "Candler Changemakers" highlighting the range of fascinating ways our alumni are leading change as they fulfill their call. Follow along on our website ([candler.emory.edu](http://candler.emory.edu)) and social media to see how God is working through them. You'll be inspired!

—Office of Communications  
Candler School of Theology, Emory University

# DREW UNIVERSITY THEOLOGICAL SCHOOL

## 2025 REPORT TO THE UNITED METHODIST ANNUAL CONFERENCES

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### **Drew University Theological School**

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

**Dean and Professor of Religion & Culture**

**December 10, 2025**

Drew University Theological School is a global seminary with a global student population serving the worldwide church. Drew 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, reflecting an ongoing trend among 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 program in South Korea. Regular chapel services are offered in a hybrid way on Tuesdays and Thursdays with people participating from Seminary Hall as well as online. Chapel worship is live-streamed so that students, alumni, and friends around the world can participate.

In Fall 2025 Drew Theological School welcomed 88 new students in all degree programs, with total student enrollment (by headcount) in Fall 2025 semester being 365. Enrollment of international students at Drew is very strong at 140 students in Fall 2025. 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 in the teaching, learning, and the formation of students. These values are: 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 continues to experience an increase in United Methodist students, including United Methodist Global Fellows pursuing further education for ministry. UMC graduates are serving in conferences of The United Methodist Church across the United States, and especially within nearby regional episcopal areas of Greater New Jersey, Eastern Pennsylvania, Susquehanna, Upper New York, New York, and New England.

# DUKE DIVINITY SCHOOL

## 2025 ANNUAL CONFERENCE REPORT

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Duke Divinity School celebrated its 99th Opening Convocation in August 2025 with a sermon from Dean Edgardo Colón-Emeric to begin the Nicene Creed Preaching Series at Duke Divinity School. He emphasized that the Nicene Creed is both a Pentecost profession and a peace proclamation:

“Perhaps this is the season for untangling the Nicene Creed from state theology and church theology. Perhaps this is a task for a divinity school whose mission claims to 'engage in spiritually disciplined and academically rigorous education, in service and witness to the Triune God in the midst of the church, the academy, and the world.' ... Christ did not preach peace looking for recognition or awards. His life is a single extended sermon on peace. Peace is believing that our lowest point does not limit our highest hope, because we acknowledge the power of baptism, the possibility of repentance, and the forgiveness of sin. We believe. We believe. This is a Pentecost profession, a peace proclamation, and also a praise pronouncement.”

This year we have joined with Christians around the world to commemorate the 17th centennial of the Council of Nicaea and the Nicene Creed. Duke Divinity scholars and ministry leaders published the book *Trinitarian Matters: 1700 Years of Shaping Christian Identity and Practice*. The school hosted two conference events to explore and learn from Nicaea: Convocation & Pastors' School, focused for those in church and vocational ministry; and “Visible and Invisible: Surprising Encounters in Theology and the Arts,” with musical performances, poetry, and artistic expressions informed by the richness of the Nicene Creed.

Through God's sustaining grace, we continue to welcome students from across the nation and around the world to be trained for faithful ministries serving God in churches, chaplaincy, and community service. In 2025, we were joined by 219 students. The Master of Divinity program gained 120 new students in both residential and hybrid programs, a 10 percent growth over last year. The Master of Arts in Christian Practice enrolled six new students; the Doctor of Ministry, 34; Master of Theology, seven; Master of Theological Studies, 32; and the Doctor of Theology welcomed five new students to campus. The Certificate in Theology and Health Care welcomed 14 students.

Duke Divinity is committed to facilitating clear and supportive pathways into theological education to encourage and equip those who are discerning a call to ministry. We confirmed an MOU with Huntingdon College, reaffirming our mutual dedication to nurturing vocations, strengthening the United Methodist tradition, and investing in the next generation of Christian leaders.

We welcomed four new faculty this year: Jonathan Tran, professor of theological ethics; Natalie Carnes, professor of theology; Matthew Whelan, associate research professor of theology; and Nina Balmaceda, Irene and William McCutchen Associate Professor of the Practice of Reconciliation and director of the Center for Reconciliation.

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](http://www.divinity.duke.edu).

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

# DUKE DIVINITY SCHOOL

## INFORME A LA CONFERENCIA ANUAL 2025

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La Escuela de Divinidad de Duke celebró su nonagésima novena Convocatoria de Apertura en agosto de 2025 con un sermón del decano Edgardo Colón-Emeric, dando así inicio a la Serie de Predicación del Credo Niceno. Colón-Emeric enfatizó que el Credo Niceno es tanto una profesión de Pentecostés como una proclamación de paz:

Quizás esta sea la temporada para desenredar el Credo Niceno de la teología estatal y eclesiástica. Quizás esta sea una tarea para una escuela de teología cuya misión afirma 'participar en una educación espiritualmente disciplinada y académicamente rigurosa, en servicio y testimonio del Dios Trino en medio de la iglesia, la academia y el mundo'. ... Cristo no predicó la paz buscando reconocimiento ni premios. Su vida es un extenso sermón sobre la paz. La paz es creer que nuestro punto más bajo no limita nuestra mayor esperanza, porque reconocemos el poder del bautismo, la posibilidad del arrepentimiento y el perdón de los pecados. Creemos. Creemos. Esta es una profesión de Pentecostés, una proclamación de paz y también un pronunciamiento de alabanza.

Este año nos hemos unido a cristianos de todo el mundo para conmemorar el decimo séptimo centenario del Concilio de Nicea y el Credo Niceno. Los académicos y líderes ministeriales de la Escuela de Divinidad de Duke publicaron el libro "Asuntos Trinitarios: 1700 años moldeando la identidad y la práctica cristiana". La escuela organizó dos conferencias para explorar y aprender de Nicea: la Convocatoria y Escuela de Pastores, dirigida a quienes trabajan en la iglesia y en el ministerio vocacional; y "Visible e Invisible: Encuentros Sorprendentes en la Teología y las Artes", con presentaciones musicales, poesía y expresiones artísticas informadas por la riqueza del Credo Niceno.

Gracias a la gracia sustentadora de Dios, seguimos recibiendo estudiantes de todo el país y del mundo para capacitarles en ministerios fieles al servicio de Dios en iglesias, capellanía y servicio comunitario. En 2025, se nos unieron 219 estudiantes. El programa de Maestría en Divinidad incorporó a 120 nuevos estudiantes, tanto en el programa residencial como en el híbrido, lo que representa un crecimiento del 10 % respecto al año anterior. La Maestría en Artes en Práctica Cristiana inscribió a seis nuevos estudiantes; el Doctorado en Ministerio, a 34; la Maestría en Teología, a siete; la Maestría en Estudios Teológicos, a 32; y el Doctorado en Teología recibió a cinco nuevos estudiantes en el campus. El Certificado en Teología y Salud recibió a 14 estudiantes.

La Escuela de Divinidad de Duke se compromete a facilitar caminos claros y de apoyo hacia la educación teológica para animar y equipar a quienes están discerniendo un llamado al ministerio. Confirmamos un memorando de entendimiento con Huntingdon College, reafirmando nuestra dedicación mutua a fomentar vocaciones, fortalecer la tradición metodista unida e invertir en la próxima generación de líderes cristianos.

Este año dimos la bienvenida a cuatro nuevos profesores: Jonathan Tran, profesor de ética teológica; Natalie Carnes, profesora de teología; Matthew Whelan, profesor asociado de investigación en teología; y Nina Balmaceda, profesora asociada de la práctica de la reconciliación y directora del Centro para la Reconciliación.

La Escuela de Divinidad de Duke continúa agradecida por su participación constante en la Iglesia Metodista Unida y por su colaboración con esta conferencia anual. Esperamos con ansias continuar trabajando con ustedes, uniéndonos a la guía del Espíritu de Dios en la tarea de preparar personas para el ministerio cristiano. Para obtener más información sobre la Escuela de Divinidad de Duke, visite nuestro sitio web: [www.divinity.duke.edu](http://www.divinity.duke.edu).

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

# GAMMON THEOLOGICAL SEMINARY

## 2025-2026 ANNUAL CONFERENCE REPORT

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

### Accreditation

- Launched Gammon's independent Master of Divinity program in 2024 as a key step toward separate accreditation with SACSCOC and ATS.
- Hosted initial SACSCOC site visit in October 2025, received affirmation of 93% compliance on all SACSCOC Standards, final review pending the June 2026 SACSCOC Board meeting. Starting the ATS Accreditation process in 2026 with a goal of full ATS accreditation awarded by December 2027.

### Enrollment

- As of Spring 2026, Gammon enrolls 41 students (10 new and 31 continuing), reflecting sustained growth since the Fall 2024 launch of the independent MDiv program.
- Student body includes 30 United Methodist-affiliated students (73.2 percent), with 28 specifically identifying as UMC (68.3 percent), demonstrating Gammon's deep denominational roots.
- More than 70 percent of students are directly engaged in or preparing for ordained and licensed ministry: 42.5 percent actively discerning call and 30 percent already certified candidates or licensed local pastors.
- Student-to-faculty ratios have remained healthy (4:1 to 7:1), with more than 70 percent of students enrolled full-time each term, demonstrating stable instructional capacity and careful scaling.

### Fund Development

- Secured a three-year, \$975,000 capacity-building grant from GBHEM to underwrite Gammon 3.0 operational expansion and strengthen institutional infrastructure.
- Received a \$375,000 grant from the William I. H. and Lula E. Pitts Foundation to support Phase III renovations, modernizing classrooms, offices, and the faculty hub for collaborative learning and academic planning.
- Obtained a \$250,000 scholarship grant from The SOMA Foundation to provide current-use aid for students in the 2025–2026 academic year, directly reducing educational debt.
- Launched the "Become 1 of 1 Million" endowed scholarship campaign fund to raise \$1 million in scholarship funds for Gammon students, enabling students to answer their call to ministry without incurring significant debt.

We offer profound thanks to God and to the entire United Methodist connection—bishops, cabinets, annual conferences, congregations, alumni, donors, and friends—for your faithful partnership in this season of renewal. Your prayers, apportionment support, special offerings, and generous gifts are establishing the work of our hands and making it possible for the vision of Gammon 3.0 to become a lived reality for current and future students. Together, we are strengthening Gammon as a vital, sustainable, and innovative seminary forming leaders for the church and the world.

*Respectfully Submitted,*

*Dr. Candace M. Lewis*

*President - CEO*

*Gammon Theological Seminary*

# GARRETT-EVANGELICAL THEOLOGICAL SEMINARY

## REPORT TO THE ANNUAL CONFERENCE 2025-2026

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Garrett Seminary continues to embody a trajectory of growth, innovation, and deepening partnership across the connection. Rooted in its Wesleyan heritage and animated by its mission to form courageous leaders in the way of Jesus, the seminary looks toward the future with confidence and hope.

For the fifth consecutive year, Garrett welcomed an entering class that reflects sustained enrollment growth. This steady expansion signals renewed confidence in our approach to theological education and in Garrett's distinctive role within The United Methodist Church and the global Christian community. The newest students represent geographic and cultural breadth, coming from across the United States and more than twenty countries throughout the worldwide connection. They prepare for ministry in congregations, chaplaincy settings, nonprofit leadership, academia, and mission contexts, reflecting the increasingly diverse and global nature of the Church's leadership needs.

In response to the evolving realities of ministry and lifelong learning, Garrett launched The Garrett Collective, a comprehensive digital platform offering theological resources, courses, learning experiences, and stackable microcredentials. Designed to serve laity and clergy alike, The Garrett Collective expands access to high-quality theological education in multiple languages and modalities. Content is curated and developed in partnership with annual conferences, congregations, and mission-driven organizations to address expressed needs across the connection. This initiative strengthens ongoing professional development for clergy, equips lay leaders for faithful witness, and extends Garrett's reach to communities that may not otherwise have access to formal theological study. The Garrett Collective represents a significant step toward greater accessibility, affordability, and contextual responsiveness in theological education.

The seminary also announced a historic agreement with its long-standing campus partner, Northwestern University. Through this agreement, Garrett will relocate to newly designed, state-of-the-art facilities on the southern end of campus. These buildings will support the seminary's increasingly multi-modal student body—those studying on campus, in hybrid formats, and in fully immersive online programs from across the nation and around the world. The new facilities will allow Garrett to invest more fully in vibrant residential theological formation while simultaneously expanding global access through digital and hybrid degree offerings. This agreement reflects a deep and mutual commitment between the seminary and the university, positioning both institutions for a strong and collaborative future. Most importantly, it enables Garrett to remain focused on mission-driven initiatives for generations to come.

Garrett has also experienced significant success in foundation and grant support for innovative learning and leadership initiatives. Strategic investments have strengthened The Garrett Collective, the Center for Ecological Regeneration, the Job Institute for Spiritual Formation, the National Initiative to Strengthen Hispanic Pastoral Leaders and Congregations, the Mageto Fellows Program in partnership with Africa University, and the Faith and Leadership Collaborative. Each of these initiatives extends the seminary's relationship with congregations and their leaders, resourcing the Church in areas of ecological justice, spiritual formation, intercultural ministry, global partnership, social impact, and leadership development. Together, they represent a widening circle of accessibility and impact, ensuring that theological education is responsive to the needs of diverse communities throughout the connection and beyond.

Garrett Seminary remains deeply committed to the vitality of The United Methodist Church. Through enrollment growth, digital innovation, historic institutional partnerships, and expanding grant-supported initiatives, the seminary is strengthening its capacity to serve the Church in a season of significant transition and opportunity. Guided by the conviction that God continues to call and equip leaders for this moment, Garrett looks forward to continued partnership with annual conferences, congregations, and ministries across the connection.

*Submitted by:  
Javier A. Viera, President*

# UNITED THEOLOGICAL SEMINARY

## DAYTON, OHIO

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Since 1871, United Theological Seminary has prepared faithful and fruitful Christian leaders who make disciples of Jesus Christ. In the 2024-25 fiscal year, the seminary served 642 graduate students, 275 doctoral and 375 masters,\* reflecting approximately 30 percent enrollment growth since 2021 and placing United among the largest United Methodist seminaries in the United States.

A diverse community of many denominations, races and nationalities, United welcomed students from 38 states, 24 nations, and 54 denominations, with United Methodists representing the largest denominational group within the student body.

### **Academics**

United's academic programs remain grounded in the historic Christian faith, scriptural holiness, and a commitment to the renewal of the church, preparing graduates to serve with wisdom, integrity, and hope.

United introduced a Doctor of Theology in 2024 to support pastor-scholars called to ministry at the intersection of the church and academy. The new degree program welcomed 13 students in its first year.

The seminary's Doctor of Ministry program continues to attract experienced ministry leaders seeking advanced professional education focused on faithful leadership. In the 2024-25 school year, 262 students participated in the mentor-led program.

Master's programs include eight houses of study, serving nearly 200 students in the United States and around the world, with programs offered in English, Spanish and Korean. In July 2025, 11 students attended the first Contextual Ministry Retreat for the African House of Study, held at the Kenya Methodist Conference Center in Nairobi. The Hispanic House of Study will celebrate its first class of graduates in May 2026, with candidates from across the United States, Mexico, Colombia, and Peru.

Through rigorous scholarship, intentional mentoring, worship, and community life, as well as practical engagement with the church's needs, academic life at United advances the seminary's vision of Spirit-led leaders, a Christ-like Church, and a transformed world.

### **Finances**

United continues to focus on reducing the educational debt of its students. The Fresh Wind Campaign to raise \$10 million for the endowment is expanding scholarship opportunities for current and future students. The campaign has raised more than \$9 million toward this goal, by the grace of God and through the generosity of alumni/ae, churches, and friends of the seminary.

### **Looking Ahead**

United enters the coming years with gratitude for God's faithfulness and confidence in God's future. Several senior leaders have answered new calls, and President Dr. Kent Millard has announced his retirement effective June 30, 2026, concluding ten years of service marked by encouragement, vision, and stability. A Presidential Search Committee is at work to identify United's next president, who will begin service on July 1, 2026.

Trusting God's promise spoken through the prophet Isaiah, "I am about to do a new thing" (Isaiah 43:19), United remains committed to preparing Christian leaders who boldly proclaim the gospel and make disciples of Jesus Christ. Thanks be to God!

*\*12-month unduplicated headcount enrollment for the 2024-25 fiscal year from July 1, 2024, to June 30, 2025.*

*Submitted by:*

*Dr. Kent Millard, President*

# BOSTON UNIVERSITY SCHOOL OF THEOLOGY

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Your partnership, prayers, and support are a cherished gift as BUSTH seeks to serve the church and the world! In a year like 2025, BUSTH's commitments to equip transformational leaders for peace and justice are more necessary and significant. We are hopeful and vigilant in our continued partnership with you.

## NEWS:

- **Students:** The academic year 2025-26 entering class was among our most diverse, with 106 new students, 40% of whom are international students from 17 different countries.
- **Faculty:** In July, Rebecca Copeland and Luis Menéndez-Antuña were promoted to Associate Professor. In September, Nicolette Manglos-Weber became Associate Dean of Students & Community Life, and Rady Roldán-Figueroa ('05) started as Associate Dean for Academic Affairs. Timothy Adkins-Jones ('09,'21) joined as Assistant Professor of Homiletics.
- **Expanding Online/Hybrid Programming:** BUSTH launched a fully Online Master of Divinity (OMDiv) program in November and the first cohort is planned for Fall 2026. Learn more at [bu.edu/sth/omdiv](https://bu.edu/sth/omdiv). In May, the Doctor of Ministry (DMin) program graduated its largest class ever, 18.
- **Faculty Research:** Professor Steven Sandage is a co-principal investigator for "Training and Treatment Integration Research for Virtue and Flourishing in Mental Healthcare: A Team Science Project," which received a \$5.2 million grant from the John Templeton Foundation to address a growing need among therapists for training on how to integrate relational virtues and human flourishing in clinical practice. Faculty published more than 130 books, scholarly articles, op-eds, presentations, and book reviews during 2025. Many were interviewed by media publications or featured on podcasts for their scholarship in topics such as trauma-informed care, humility among religious leaders, and biblical agriculture. Selected stories: [bu.edu/sth/research/faculty-research/](https://bu.edu/sth/research/faculty-research/).
- **Scholarships:** BUSTH continues to benefit from nearly 125 scholarships overall, donated to by school alumni, other BU alumni, and friends of BU including more than 20 named scholarships from living alumni and/or their family members.
- **Contextual Education:** Funded by the Lilly Endowment, Director of Contextual Education Anastasia Kidd and Director of Enrollment Chad Moore will lead "The New Wineskins Network" \$1 million initiative to build sustainable, collaborative infrastructure for student and clergy formation across the Boston region.
- **Online Lifelong Learning:** BUSTH offers online courses for professional and spiritual enrichment of religious leaders. Recent offerings include "Digital Ministry as Contemplative Practice." Learn more at [bu.edu/sth/oll](https://bu.edu/sth/oll).
- **Development:** Recent accomplishments include a generous pledge to endow a Praise & Worship Fund as well as some new operating funds including the Manoog C. Peters Chaplaincy Fund to further support the school's chaplaincy curriculum, and the Center for Global Christianity and Mission Film Project Fund to promote the Center's ministry.

**COMMITMENT TO JUSTICE and COMPASSION:**

- BUSTH's inaugural Fr. Vincent Machozi ('15) Colloquium will be held in February to honor the life's work of our alumnus, martyred in the DRC for his work advocating for civilian victims of political violence. "Ecologies of Peacemaking" will bring together scholars in the areas of social conflict, economic inequalities, and environmental degradation. Register at [bu.edu/sth/machozi-colloquium](http://bu.edu/sth/machozi-colloquium).
- Our Fall 2025 [Lowell Lecture](#) presented the work of Rev. Dr. Micah L. McCreary, whose topic "Leading Through and Beyond our Wounds" focused on becoming trauma-responsive leaders.
- Work continues to improve accessibility, sustainability, and responsible investing as written in our [2030 Strategic Plan](#). BUSTH is the first certified Green School at BU.

*With faith and gratitude,  
G. Sujin Pak, dean*

# WESLEY THEOLOGICAL SEMINARY

## 2025-2026 ANNUAL CONFERENCE REPORT

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As I complete my tenure as president of Wesley Theological Seminary, I am confident in handing the leadership to Dr. Carla Works, the 11<sup>th</sup> President of our school. Dr. Works, Dean and Woodrow and Mildred Miller Professor of Biblical Theology at Wesley DC, is a distinguished New Testament scholar, educator, and church-centered theologian. Wesley Theological Seminary (Wesley DC) remains steadfast in its mission to equip persons for Christian ministry and leadership in the church and the world, to advance theological scholarship, and to model a prophetic voice in the public square. In a season marked by institutional change, civic uncertainty, and renewed hope for the United Methodist Church, Wesley DC actively forms leaders who are spiritually grounded, intellectually rigorous, and engaged with the world God loves through the following programs.

**Master of Divinity, Master of Arts, Master of Theological Studies Degrees:** Wesley DC offers Master of Divinity, Master of Arts, and Master of Theological Studies degrees through residential, hybrid, and fully online formats. Our programs serve a diverse student body representing a wide range of denominations, cultural contexts, and vocational callings. Across all modalities, Wesley DC emphasizes ministerial formation that integrates theological depth, spiritual practice, and contextual engagement.

**Doctor of Ministry Degree:** Wesley DC remains one of the largest Doctor of Ministry programs in the United States and serves experienced ministerial leaders from across the world. In May 2025, ten chaplains from southern Africa graduated through a landmark partnership with Africa University, reflecting Wesley DC's growing global reach. Our DMin tracks for military chaplains continue to grow, including through a renewed partnership with the U.S. Army Institute for Religious Leadership. New tracks in Church Leadership Excellence, Soul Care, Global Church Leadership, and others begin in 2027. Learn more about how you can grow in wisdom and leadership at: <https://www.wesleyseminary.edu/academics/doctor-of-ministry/>.

**Course of Study:** As the regional Course of Study school for the Northeast Jurisdiction, Wesley DC delivers the full Course of Study curriculum online. Scholar-practitioners teach these courses, equipping Local Pastors across the denomination with flexible, high-quality preparation for ministry. <https://www.wesleyseminary.edu/degree-programs/course-of-study/>

**Ministry Certificates and Lifelong Learning:** Wesley Pathways for Ministry offers online courses and certificates to help you discover your passion for ministry and strengthen your leadership skills, whether you are a layperson or a pastor. Courses and certificates help people gain ministry and leadership skills for church, community, and specialized ministry settings. Many courses/certificates are stackable for master's or doctoral credit and/or can be taken for CEUs. <https://www.wesleypathways.com/>

**Office of Admissions:** Are you ready to explore your next faithful step? The Admissions Office regularly holds in-person and online open houses for potential master's and DMin students, and admissions officers are available to answer your questions and help you discern. <https://www.wesleyseminary.edu/admissions/explorewesley/>

**The Hub for (Re)imagining Ministry:** Is your church ready to engage new generations or journey toward thriving in new ways? The Hub is currently accepting applications for its *Engaging Young Adults* nationwide, virtual cohort for congregations beginning August 2026, and will be recruiting new cohorts of congregations for *Bringing Church Home* (helping churches better accompany and support parents/caregivers in sharing their faith) and *Children of Faith* (helping churches center children in worship and formation) in fall 2026. The Hub is also entering into partnerships with UMC districts and annual conferences, equipping leaders to experiment, learn, and adapt faithfully in their local contexts. <https://www.wesleyseminary.edu/the-hub-for-reimagining-ministry/>

**The Lewis Center for Church Leadership:** The Lewis Center welcomed Rev. Dr. Jonathan Page as its new Director in 2025. Dr. Page brings deep experience in leadership development across ecclesial and secular contexts and is guiding the Center into its next chapter of service to the Church. Through its widely read *Leading Ideas* newsletter and the *Leading Ideas Talks* podcast, the Lewis Center reaches thousands of leaders across the denomination. <https://www.churchleadership.com/>

**The Henry Luce III Center for the Arts and Religion:** The Luce Center welcomed Rev. Timothy Chon, MDiv, MFA as its new Director in 2025. Since Spring 2025, the Luce Center, which serves as a vital intersection of theology, creativity, and public imagination, has presented four exhibitions in the Dadian Gallery. In 2025, the Luce Center completed a major studio renovation that expanded capacity to support multiple artists-in-residence simultaneously. The Center welcomed professional Artist-in-Residence Khaleelah Harris alongside new Student Artists-in-Residence, strengthening its commitment to nurturing artists at every stage of practice. <https://www.luceartsandreligion.org/>

**Center for Public Theology (CPT):** CPT builds on its nearly fifty-year legacy by equipping faith leaders for thoughtful, courageous public witness. In collaboration with the Florida Annual Conference and with support from Trinity Wall Street, CPT leads a Public Theology Fellowship addressing immigration and public witness in politically diverse congregations. CPT continues to offer its flagship course, *Faith and Politics in the Public Square*, which remains open to seminarians nationwide. The course brings participants to Washington, DC for sustained engagement with policymakers, journalists, scholars, and activists. This year's cohort engaged leaders including Senator Chris Coons, NPR's Michel Martin, Judge Thomas Griffith, and Tope Folarin of the Institute for Policy Studies—preparing leaders to serve faithfully amid rapidly shifting public realities.

**Community Engagement Institute (CEI):** CEI forms leaders for justice-centered, community-rooted ministry. In March 2025, CEI hosted *Fostering Urban Vitality and a Heart for the City*, a two-day urban ministry conference in Baltimore, with support from City Seminary of New York and the Lilly Endowment. CEI offers traditional courses and immersive travel seminars open to all master's-level students. With grants from the General Board of Global Ministries, CEI continues to offer the *Heal the Sick* Health Minister's Certificate. Since its inception, the program has trained more than 500 health ministers across 38 states and seven countries. In Spring 2026, CEI will offer *Trauma-Informed Congregations*, equipping leaders to address trauma with theological, cultural, and communal wisdom. <https://www.wesleyseminary.edu/community-engagement-institute/>

Wesley Theological Seminary remains deeply committed to the United Methodist Church and to the formation of leaders who serve with humility, imagination, and courage. As the Church continues to discern its future, Wesley stands ready—faithful to its mission, responsive to the moment, and hopeful in God's ongoing work. For the Church. For the world. For such a time as this.

Call us: (202) 885-8659 Email us: [admissions@wesleyseminary.edu](mailto:admissions@wesleyseminary.edu)

Follow us: Facebook/IG: @WesleySeminary and YouTube/LinkedIn: @WesleyTheologicalSeminary Submitted by Lyvonne Briggs, Director of Strategic Communications and Marketing

Rev. Dr. David McAllister-Wilson, President

# CROSS & KEY PRISON MINISTRIES

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Cross and Key Prison Ministries was first established in 1999 with a mission to establish Disciple Bible Study programs in correctional setting and a commitment to fostering meaningful engagement between the church and the criminal justice system. Rooted in faith and guided by the values of the United Methodist tradition, today the ministry embraces a three-fold mission: equipping congregations for prison ministry, providing education on criminal justice issues, and advocating for prison reform in keeping with our United Methodist Social Principles.

A central focus of Cross and Key Prison Ministries is to support local congregations of all sizes. Whether helping to begin new prison ministries or reigniting those that have become inactive, the organization offers practical guidance and encouragement tailored to each church's context. With the aid of our 64-page toolkit for prison ministry, training events held throughout the state, and hands-on assistance, the ministry equips both laity and clergy who feel called to engage in prison ministry. This includes direct support for individuals seeking to serve inside correctional facilities or in related outreach efforts.

By building awareness, offering education, and nurturing compassionate action, Cross and Key Prison Ministries seeks to strengthen the church's role in responding to the realities of incarceration with justice, mercy, and hope. Contact us via our website at [www.crossandkeyprisonministries.com](http://www.crossandkeyprisonministries.com).

*Blessings,*

*Dr. Mark Hicks, Executive Director*

# 2026 RESOLUTIONS

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<b>I. 2026 Mock Resolution: A Resolution Concerning: Is a Hot Dog a Sandwich?</b>	1
<b>Whereas</b> , the 2025 North Carolina United Methodist Annual Conference approved the resolution submitted by the 73 <sup>rd</sup> Annual Conference session for the Youth of the North Carolina Conference to present a mock resolution; and	2 3 4
<b>Whereas</b> , in an effort to love boldly, serve joyfully, and lead courageously to offer introduction and practice for seasoned and first-timed annual conference participants, lay and clergy, of annual conference processes, rules, and procedures, we, the 2026 Resolutions & Reference Committee, in conjunction with the leadership of Conference Youth Ministry, submit a mock resolution presented at previous Annual Conference sessions for Youth.	5 6 7 8 9
<b>Whereas</b> , 1 <sup>st</sup> Corinthians 11:34 says, “If you’re so hungry that you can’t wait to be served, go home and get a sandwich,” demonstrating the biblical importance of sandwich classifications; and	10 11
<b>Whereas</b> , Merriam Webster defines a sandwich as: “two or more slices of bread or a split roll having a filling in between,” showing that a hot dog fits as a sandwich; and	12 13
<b>Whereas</b> , in California and New York, they say hot dogs are sandwiches for tax purposes;	14
<b>Therefore</b> , be it resolved that we, the North Carolina Conference of the United Methodist Church, declare from this point forward that a Hotdog be deemed a sandwich and included in the Sandwich categories and menus of food; and	15 16 17
<b>Therefore</b> , be it further resolved that we urge the FDA to officially declare a hot dog a sandwich; and	18
<b>Therefore</b> , be it further resolved that this resolution be sent to the current US Food and Drug Commissioner, Martin A Makary, M.D.	19 20
Submitted joyfully with much love and appreciation for the Youth of the NC Conference by the 2026 Resolutions & Reference Committee	21 22

<b>II. Repairing the Breach</b>	23
<b>Whereas,</b> The Apostle Paul writes in 1 Corinthians 1:10 “ <i>Now I beseech you, brethren, by the name of our Lord, Jesus Christ, that ye all speak the same thing, that there be no divisions among you; but that ye be perfectly joined together in the same mind and the same judgement</i> ”. (The separation of the Methodist Church was a mistake; the body of Christ should not be separated.)	24 25 26 27
<b>Whereas,</b> The Apostle Paul also writes in Ephesians 4:3 <i>Endeavoring to keep the unity of the Spirit in the bond of peace.</i> (We should work to resolve differences between the separate expressions of the Methodist Church.)	28 29 30
<b>Whereas,</b> The Apostle Paul also writes in Romans 5:3-5 <i>And not only so, but we glory in tribulations also: knowing that tribulation worketh patience; and patience experience’ and experience, hope; and hope maketh not ashamed; because the love of God is shed abroad in our hearts by the Holy Ghost which is given unto us.</i> (The separation of the Methodist Church, a tribulation we should leverage and use the experience from the recent division of the Methodist Church, gain from it to repair and rebuild.)	31 32 33 34 35
<b>Whereas,</b> ¶ 131 of the Book of Discipline states: <i>The Unity of Ministry in Christ, there is but one ministry in Christ, but there are diverse gifts and evidences of God’s grace in the body of Christ. The ministry of all Christians is complementary.</i> (While fractured, gifts given by the Holy Spirit cannot be used effectively while the Methodist Church is split into different expressions.)	36 37 38 39
<b>Whereas,</b> Luke describes in Act 15 the Jerusalem Conference where a disagreement of a high theological level was resolved, and did not cause a split with the early church. (If a similar conference is held at a high theological level, with proper preparation work, a compromise could be reached and restore the breach.)	40 41 42 43
<b>Now, therefore be it resolved,</b> Whenever possible to engage in ministry alongside and build relationships with other expressions of Methodism, including independent Methodist Churches and Global Methodist Churches.	44 45 46
<b>Be it further resolved,</b> In the future consider encouraging a discussion amongst a small group of theologians (maybe a dozen) from all sides to emulate the ‘Jerusalem Conference’. The goal of which would be to examine the theological basis of the disagreements that lead to the recent breach. Hopefully to set the stage for unity between the various expressions of the Methodist Church.	47 48 49 50
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Respectfully submitted by,	
Wa Bengston Jr	52

<b>III. Resolution 2026-X: Call for Climate Change Adaptation</b>	53
<b>Whereas</b> , in Psalm 24:1 (NIV), we are told “the earth is the Lord’s and everything in it, the world and all who live in it, too;” and	54 55
<b>Whereas</b> , we are told in Genesis 2:15 (NIV) that God “took man and put him in the Garden of Eden to work it and to take care of it” and	56 57
<b>Whereas</b> , Jesus instructed us to “Love your neighbor as yourself” (Matthew 22:39 (NIV)); and	58
<b>Whereas</b> , in ¶160B of The Book of Discipline, it acknowledges that God’s creation is in peril, and specifically with respect to climate change, the United Methodist Church has called for mitigation to reduce the root cause of climate change by decreasing greenhouse gas emissions; and	59 60 61
<b>Whereas</b> , the North Carolina Annual Conference has also called for action to reduce greenhouse gas emissions in 2017; and	62 63
<b>Whereas</b> , while climate change mitigation is focused on reducing climate change by addressing its underlying causes, climate change adaptation is focused on preparing for and adapting to current and future impacts of climate change; and	64 65 66
<b>Whereas</b> , caring for Creation requires us to address both the causes of climate change and the impacts of climate change; and	67 68
<b>Whereas</b> , neither the General Conference nor NCCUMC has called for climate change adaptation measures; and	69 70
<b>Whereas</b> , widespread pervasive impacts to Creation from climate change have already been observed, including increased heat-related human mortality, loss of coral reefs due to warmer water, loss of forests due to increased droughts and wildfires, the shift of half of the species on earth toward the poles and toward higher elevations, increased damage to infrastructure due to more severe weather events and rising sea levels, and loss of food production on land and in the sea; and	71 72 73 74 75
<b>Whereas</b> , more than 3 billion people globally live in areas that are highly vulnerable to climate change, including many persons in North Carolina; and	76 77
<b>Whereas</b> , temperatures in North Carolina are very likely to increase, and the number of very hot days is also likely to increase; and	78 79
<b>Whereas</b> , climate change will impact public health, especially those who are already more vulnerable, including the very young, the elderly, and the socioeconomically disadvantaged; and	80 81
<b>Whereas</b> , more intense droughts are likely, adding stress to water resources, and	82
<b>Whereas</b> , heavy precipitation accompanying storms, especially hurricanes, is likely to increase the flooding risk throughout inland and coastal areas; and	83 84
<b>Whereas</b> , higher average temperatures and more severe droughts increase the risk of wildfires, which are a major risk to human lives, human health, infrastructure, and the economy, and	85 86
<b>Whereas</b> , continued sea-level rise along the North Carolina coast is virtually certain, endangering coastal habitats, homes, livelihoods, and local economies through flooding, erosion, and saltwater intrusion, and	87 88 89
<b>Whereas</b> , warming oceans are likely to increase the intensity of hurricanes, leading to increased damage to people, communities, the economy, and natural resources; and	90 91
<b>Whereas</b> , climate change impacts globally, and the NCCUMC mission extends globally; and	92
<b>Whereas</b> , the mission of the North Carolina Conference of the United Methodist Church is at risk from climate change impacts both locally and globally; and	93 94
<b>Whereas</b> , climate change will impact the resources and assets of the NCCUMC, surrounding communities, and individuals; and	95 96

<b>Whereas</b> , many feasible and effective climate adaptation options are available. A few examples	97
include implementing community cooling stations at church facilities during high-temperature	98
events, strengthening church facilities' resilience to severe weather events such as floods, and	99
strengthening our disaster response capabilities.	100
<b>Therefore</b> , be resolved that the North Carolina Annual Conference urges the Bishop, Cabinet, and all	101
conference agencies to include climate change adaptation in conference planning activities to facilitate	102
the continued mission of the church in its surrounding communities; and	103
<b>Be it further resolved</b> , that the North Carolina Annual Conference urges every local church within	104
the conference to include climate change adaptation in its planning activities.	105
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<a href="https://nccumc.org/secretary/journal/">https://nccumc.org/secretary/journal/</a>	107
2. NCDEQ (2020). <i>Climate Risk Assessment and Resilience Plan</i> . <a href="https://www.deq.nc.gov/energy-climate/climate-change/nc-climate-change-interagency-council/climate-change-clean-energy-plans-and-progress/nc-climate-risk-assessment-and-resilience-plan">https://www.deq.nc.gov/energy-</a>	108
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Respectfully submitted by,	119
the NCCUMC Creation Care Committee	120

<b>IV. Urging Churches/Congregants to Minimize Generative AI Use and Call for Limitations on Unsustainable Data Centers</b>	121
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<b>Whereas</b> , “We affirm that all creation belongs to God and is a manifestation of God’s goodness and providential care. Human beings, nonhuman animals, plants, and other sentient and non-sentient beings participate in the community of creation, and their flourishing depends on the care of all of God’s creation. Rather than treating creation as if it were placed here solely for humanity’s use and consumption, we are called to practice responsible stewardship and to live in right relationship with the Creator and with the whole of God’s creation.” ( <i>The Book of Discipline</i> Social Principles ¶160);	123
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<b>Whereas</b> , “We confess that the negative impacts resulting from the degradation of the natural world have fallen disproportionately on marginalized communities, including indigenous tribes, religious and ethnic communities, people living in poverty, and other vulnerable groups. We, therefore, pledge to resist all forms of environmental exploitation, neglect, and inequality. . . . We oppose policies and practices that relegate marginalized communities to a permanent underclass status and ignore indigenous and other sources of communal wisdom, which call for air, land, and water to be treated with profound respect.” ( <i>The Book of Discipline</i> Social Principles ¶160);	129
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<b>Whereas</b> , “We believe that corporations and businesses, like all other human institutions, are charged with doing good, promoting equity and justice, and making positive contributions to communal life. Rather than merely producing profits for their shareholders, we believe corporations and businesses have significant roles to play in promoting the social and economic health and welfare of society. We commend socially responsible investment as an important mechanism to hold corporations accountable for promoting the common good.” ( <i>The Book of Discipline</i> Social Principles ¶161);	136
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<b>Whereas</b> , generative artificial intelligence (GenAI) is defined by the National Library of Medicine as “a system of algorithms or computer processes that can create novel output in text, images, or other media based on user prompts. These systems are created by programmers who train them on large sets of data,” and examples of GenAI include ChatGPT, Microsoft Copilot, Zoom AI, Meta AI, notetaking AI assistants, Gemini, DALL-E, Claude, AI mode for search engines, and any other AI that produces audio, video, images, or coding as a result of a user prompt;[1]	142
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<b>Noting that</b> , in 2022, data centers used 461.2 terawatt-hours of electricity, scientists have estimated that the power requirements of data centers in North America increased by 2,653 megawatts in 2023, largely due to GenAI usage, and scientists have further estimated that the total energy consumption of data centers in 2026 will be 1,050 terawatt-hours of electricity;[2]	148
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<b>Noting further</b> , water is required to cool data centers, and 2 liters of water are needed for every kilowatt-hour of electricity they consume. Therefore, an estimated 2.1 trillion liters of water will be used to cool data centers by the end of 2026;[2]	152
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<b>Whereas</b> , North Carolina had 110 data centers in November of 2025[3], including a Microsoft data center in Person County, and Stokes County recently approved rezoning for a 1,800-acre data center along the Dan River, which raises concerns regarding pollution, water scarcity, runoff, and long-term environmental impacts;[4]	155
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<b>Whereas</b> , “Black Americans are 75% more likely than the rest of the population to live near facilities that produce toxic waste, which worsens health disparities like asthma and cancer.” (Aisha Nyandoro, PhD)[5], BIPOCC individuals are feeling left out of conversations about rezoning and concerned about increases in pollution and electricity bills; many have seen their bills rise by 267%;[6]	159
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<b>Whereas</b> , GenAI is constantly evolving due to rising demand because of personal choice to use it, so new versions are continually being trained while previous versions quickly become obsolete, despite the massive expenditure of resources that went into their development;[7]	163
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<b>Whereas</b> , we as United Methodists are a church made of people who use technology and are given access to GenAI, and it is our responsibility to carefully consider what we do with that access, including its environmental impact and its impact on marginalized communities;	166 167 168
<b>Therefore, Be it Resolved</b> , we call upon the North Carolina Conference of the United Methodist Church, its leadership, and its congregations to:	169 170
Encourage clergy and laity to refrain from using GenAI whenever possible, except in cases of required use, such as in certain professions, as a mandatory component of certain school assignments, or when GenAI tools cannot be uninstalled from required software applications;	171 172 173
Oppose GenAI usage for brainstorming, composition, and editing of sermons;	174
Promote personal practices that involve simple ways of limiting GenAI usage, like disabling AI overviews, eliminating the use of AI note takers, encouraging good studying and writing habits with students, not clicking on AI-generated overviews, and not using AI copilots or other AI assistants;	175 176 177
<b>And Be it Further Resolved</b> , we ask that the North Carolina Conference, in partnership with its Creation Care Committee;	178 179
Seek stakeholder engagement to develop consensus-driven solutions that discourage the over-siting of data centers in rural and/or impoverished areas, and encourage United Methodist congregations and their church districts to work with others in their counties to help prevent adverse impacts on marginalized people when siting data centers;	180 181 182 183
Call for congregations to contact their representatives, attend city and county council meetings, attend regional planning meetings, and participate in collaborative discussions with other stakeholders and government officials about land use planning; zoning; environmental ordinances, rules, regulations, and permits; and design and construction practices pertaining to data centers;	184 185 186 187
Create an action-based education plan on GenAI, its dangers, its alternatives, and ways to advocate for more environmentally sustainable policies from representatives and corporations.	188 189
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Hailey Reed, lay member, Epworth UMC, Durham, NC	210
Approved by NCCUMC Creation Care Committee May 5, 2026	211

<b>V. “I Was In Prison And You Visited Me” – Prison Ministry Initiatives &amp; Justice</b>	212
<b>Whereas</b> , Jesus calls us to visit those in prison (Matthew 25:36, NRSVUE), to “proclaim release to the captives” (Luke 4:18-19, NRSVUE), and the Hebrews calls us to “remember those who are in prison, as though you were in prison with them: (Hebrews 13:3, NRSVUE); and	213 214 215
<b>Whereas</b> , the United Methodist Church, from John Wesley visiting those in prison at least 67 times in a 9-month period to <i>The Book of Resolutions</i> (2020/2024) calling us to seek “A justice system that reflects God’s desires for the world is one that is healing and restorative” (4150) and to advocate for that change (3331) to our <i>The Book of Discipline</i> (2020/2024) Social Principles stating that the church supports “measures designed to remove social conditions that lead to crime” (§163.E) call us as Christians and Churches to work to overcome the injustice of the “cradle-to-prison pipeline;” and	216 217 218 219 220 221
<b>Whereas</b> , in North Carolina, there are 55 prisons in 46 counties with a daily average of 31,004 humans at an average cost of \$54,720.80 per person per year[1]; and	222 223
<b>Whereas</b> , a North Carolina Judicial Branch study found that recidivism rates (or the tendency of a convicted criminal to reoffend) are lowest among those who participate in Faith-Based Programs[2]; and	224 225
<b>Now, therefore, be it resolved</b> , the North Carolina Annual Conference urges the Conference to provide information and resources on its website and District meetings about Prison Ministry; and	226 227
<b>Be it further resolved</b> , the North Carolina Annual Conference encourages all our United Methodist Churches to step into the “cradle-to-prison pipeline” to advocate for change, support Prison Ministries, and volunteer to participate in these ministries; and	228 229 230
<b>Be it further resolved</b> , the North Carolina Annual Conference encourages all our United Methodist Churches to be models for providing safe places for those transitioning out of prisons and to support them in their reentry into society.	231 232 233
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2. “Adult Recidivism/Correctional Program Evaluation.” North Carolina Judicial Branch, last modified April 17, 2026. Accessed March 22, 2026. <a href="https://www.nccourts.gov/documents/publications/adult-recidivismcorrectional-program-evaluation">https://www.nccourts.gov/documents/publications/adult-recidivismcorrectional-program-evaluation</a>	236 237 238
Rev. Austin Meadows, Provisional Elder, Rainbow UMC & Greene Correctional Institute	239 240

<b>VI. Loving Our Neighbors Through Wearing Masks and Improving Air Quality</b>	241
<b>Whereas</b> , Jesus tells us that the second greatest commandment is to love our neighbors (Matthew 22:39); and	242 243
<b>Whereas</b> , we as Christians believe in the sanctity of all lives, as all are beloved children of God made in God’s image; and	244 245
<b>Whereas</b> , as Christians we are to live contrary to the ways of this world by valuing the community over individualism. We are all part of the body of Christ, and “if one part suffers, all the parts suffer with it” (1 Cor 12:26 CEB), and we are told that “Instead of each person watching out for their own good, watch out for what is better for others” (Phil 2:4 CEB); and	246 247 248 249
<b>Whereas</b> , as United Methodists our first general rule is to do no harm (§104 in <i>The Book of Discipline</i> (2024)); and	250 251
<b>Whereas</b> , Americans are increasingly encountering barriers, like cost and Medicaid reductions, to accessing medical care, as well as a lack of sick leave at their jobs, and thus solidarity and community care are needed in this current landscape; and	252 253 254
<b>Whereas</b> , according to the World Health Organization, the COVID-19 pandemic is ongoing; and	255
<b>Whereas</b> , numerous studies have shown that even a mild COVID-19 infection can cause damage to the heart, lungs, brain, immune system, kidneys, and blood vessels and also increases one’s risk for stroke, heart attack, diabetes, autoimmune disease, dementia, and many other illnesses, diseases, and disabilities; and	256 257 258 259
<b>Whereas</b> , long COVID, which is defined as lingering or new symptoms present for three months or more following a COVID-19 infection, consists of over 200 symptoms affecting all the body’s organ systems, and there is no cure or established treatments for this often disabling condition; and	260 261 262
<b>Whereas</b> , long COVID significantly affects children and is now the number one chronic illness in kids in the United States, surpassing asthma; and	263 264
<b>Whereas</b> , a mega-systematic review in 2025 of 429 studies put the long COVID rate globally at 36%; and	265 266
<b>Whereas</b> , while every single person is at risk for long COVID, and that risk increases with each infection, and the lowest estimate of risk of long COVID after an infection is 10% even when vaccinated, those who are at ever higher risk of long covid are adolescents, people over the age of 65, and women; and	267 268 269 270
<b>Whereas</b> , the rate of disability in the US has increased dramatically due to COVID infections and the long-term harm they cause; and	271 272
<b>Whereas</b> , death during the initial stage of an infection, disability after infection, and long COVID have continued to disproportionately harm the poor and marginalized; and	273 274
<b>Whereas</b> , 47,539 people died during the initial stage of their COVID19 infections in 2024; and an estimated 38,000 people died from the flu in the 2024-2025 season; and	275 276
<b>Whereas</b> , respirator masks help us to do no harm and love our neighbors because they work to stop the spread of airborne illness like COVID-19 and also colds, flu, whooping cough, bacterial meningitis, mumps, measles, rubella, and chickenpox; moreover, masking works best when all people, ill and healthy, are wearing masks ; and	277 278 279 280
<b>Whereas</b> , most illnesses are spread before a person is symptomatic, so wearing a mask only when one feels sick is insufficient as a means of protecting one’s neighbors; and	281 282
<b>Whereas</b> , not all people, including infants, young children, and some disabled people, are able to wear respirator masks and thus need other people to mask for them to help keep them safe from COVID-19 and other airborne illnesses; and	283 284 285

<b>Whereas</b> , along with respirator masks, the spread of airborne illness can be prevented through air purification and ventilation; and	286 287
<b>Whereas</b> , poorly ventilated indoor spaces increase the risk for airborne transmission as well as have other negative effects on one’s health. CO2 levels can indicate how well a space is being ventilated. According to the CDC, good ventilation is CO2 levels below 800ppm and schools are suggested by the CDC to take action if CO2 is above 1000ppm; and	288 289 290 291
<b>Whereas</b> , consistently throughout the Bible, the people of God are called to care for the poor, the vulnerable, the oppressed, and those who are the least of these in the world (Isa. 1:17, Mt. 25:31ff, Luke 4:18-19, Ezk 16:48-49);	292 293 294
<b>Now, therefore, be it resolved</b> , that we urge local churches to encourage congregation members to wear a respirator mask at church and in all public indoor spaces.	295 296
<b>Be it further resolved</b> , that we urge churches to make good quality respirator masks (N95 or KN95) available for those who are unable to buy them themselves.	297 298
<b>Be it further resolved</b> , that we urge pastors and other church staff and leaders to lead by example by wearing a respirator mask for indoor church events.	299 300
<b>Be it further resolved</b> , that we urge all district and conference events to encourage wearing a respirator mask, and leaders of those events to lead by example by wearing a mask themselves.	301 302
<b>Be it further resolved</b> , that we urge churches to check the ventilation in their spaces with a CO2 monitor and increase ventilation if needed to get the CO2 to remain at best under 800ppm and at least under 1000ppm.	303 304 305
<b>Be it further resolved</b> , that we urge churches to add air purifiers to their worship and meeting spaces.	306 307
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Respectfully submitted by 366

Rev. Julie Poston 367

Jed Poston, Saint Francis UMC 368

Chamberlyn Kitchens Marks, Wake Forest UMC 369

Morgan Denning, The Peak Church 370

<b>VII. Resolution concerning Overly Restrictive Phone Policies in Schools</b>	371
<b>Whereas</b> , Jesus says, in Matthew 18:6, that “if anyone causes one of these little ones ... to stumble, it would be better for them to have a large millstone hung around their neck and to be drowned in the depths of the sea,” highlighting the extreme importance he places on ensuring the safety of children and youth; and,	372 373 374 375
<b>Whereas</b> , our United Methodist Social Principles call on society to “support and advocate for the well-being of all children and young people and for their safety, nurture, agency, and education”; and,	376 377
<b>Whereas</b> , policies that deny students access to their phones, except for limited medical exemptions, undermine this commitment to youth safety; and,	378 379
<b>Whereas</b> , students should be able to contact family members or other trusted adults in life-threatening emergencies including, but not limited to, fires, bomb threats, mass shootings, and medical emergencies; and,	380 381 382
<b>Whereas</b> , depriving students of this ability compounds the safety risk students face during these events; and,	383 384
<b>Whereas</b> , Yondr pouches specifically are financially wasteful, costing Chatham County Schools almost a quarter million dollars to provide every one of their 9,000 middle and high school students with a Yondr pouch for the 2025-2026 school year <sup>1</sup> , diverting funds that could have been used to solve more pressing issues in the district.	385 386 387 388
<b>Therefore</b> , be it resolved that we, the 75th Annual Conference Session for Youth of the North Carolina Conference of the United Methodist Church strongly opposes the use of Yondr pouches or similar phone-locking mechanisms that compromise student safety by preventing immediate, independent access to devices during emergencies; and,	389 390 391 392
<b>Be it further resolved</b> , that we call on all school districts in North Carolina who have begun or plan to begin using these restrictive storage devices to discontinue them before the 2026-2027 school year; and,	393 394 395
<b>Be it further resolved</b> , that we instead encourage school districts to require that all phones are stored in an appropriate manner as determined by districts, schools, or teachers that allows students to access phones when needed, but eliminates the classroom disruption created by excess phone usage; and,	396 397 398
<b>Be it further resolved</b> , that this resolution be sent to the 2026 Annual Conference Resolutions Committee to be presented at the 2026 Annual Conference; and,	399 400
<b>Be it further resolved</b> , that this resolution be sent to Governor Josh Stein, State Superintendent of Public Instruction Maurice Green, the North Carolina State Board of Education, and the North Carolina General Assembly.	401 402 403
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Respectfully Submitted By:	408
Ashleigh Moseley	409

<b>VIII. Resolution concerning improving the safety of public US Schools</b>	410
<b>Whereas</b> , Psalm 82:4 states “Rescue the weak and the needy; deliver them from the hand of the wicked” This highlights the importance of protecting those who are unable to protect themselves; and	411 412
<b>Whereas</b> , according to “The Long, Shameful List of Gunfire on School Grounds in America.” 159 school shootings <sup>1</sup> occurred in the United States in 2025, leading to 53 deaths and 148 injuries; and	413 414
<b>Whereas</b> , North Carolina has been disproportionately affected by these tragedies, seeing 136% more shootings <sup>2</sup> and 155% more deaths <sup>2</sup> than the average state in 2025; and	415 416
<b>Whereas</b> , as of 2020, only 65% of public K-12 schools in the United States had at least one security staff person, and just 51% of schools had an armed law enforcement officer routinely stationed at the school <sup>3</sup> .	417 418 419
<b>Therefore</b> , be it resolved that we, the 75th Annual Conference Session for Youth of the North Carolina Conference of the United Methodist Church publicly condemns any and all school violence; and	420 421 422
<b>Be it further resolved</b> , that we call for, at minimum, one law enforcement officer per 1,000 students to be assigned to each public K-12 school across the United States; and	423 424
<b>Be it further resolved</b> , that school districts be encouraged to exceed this minimum and approach a ratio of one officer per 500 students to enhance the safety of all students; and	425 426
<b>Be it further resolved</b> , that in order to prevent over-policing, we recommend that no more than eight officers be posted at any school, unless deemed necessary by local school authorities; and	427 428
<b>Be it further resolved</b> , that we understand the time and cost it will take to enact this improvement and call for it to be gradually implemented over the next ten years, with full implementation reached no later than 2035; and	429 430 431
<b>Be it further resolved</b> , that this resolution be sent to the 2026 Annual Conference Resolutions Committee to be presented at the 2026 Annual Conference; and	432 433
<b>Be it further resolved</b> , that this resolution be sent to Representatives Don Davis, Russell Fry, Mark Harris, Richard Hudson, Brad Knott, Gregory Murphy, Deborah Ross, David Rouzer, and Senators Ted Budd, Lindsey Graham, Tim Scott, and Thom Tillis; and	434 435 436
<b>Be it further resolved</b> , that this resolution be sent to Governor Josh Stein and the North Carolina General Assembly.	437 438
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Respectfully Submitted By:	446
Ashleigh Moseley	447

<b>IX. Resolution Concerning Access to Licensed Mental Health Counselors for Youth and Local Churches</b>	448
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<b>Whereas</b> , the United Methodist Church declares the sacred value of all persons and instructs that “health includes physical, mental, and spiritual well-being,” as stated in the <i>Social Principles of the United Methodist Church</i> ; and	450 451 452
<b>Whereas</b> , youth today face growing levels of anxiety, depression, trauma, and emotional distress, and many do not have regular or affordable access to licensed mental health professionals; and	453 454
<b>Whereas</b> , churches are many times the first place youth and families turn to in times of crisis, yet many congregations do not possess the professional resources necessary to respond appropriately to serious mental health needs; and	455 456 457
<b>Whereas</b> , having licensed counselors accessible on call would help ensure that youth receive ethical, professional, and timely care while also safeguarding pastors, youth, leaders, and volunteers from being put in roles beyond their training.	458 459 460
<b>Therefore</b> , be it resolved, that we, the 75th Annual Conference Session for Youth of the North Carolina Conference of the United Methodist Church, encourage the North Carolina Conference to investigate and support the availability of licensed professional counselors on call or by referral for youth and local churches; and	461 462 463 464
<b>Be it further resolved</b> , that we call on conference leadership to explore partnerships with counseling centers, Christian counseling services, or nonprofit mental health organizations to make these services accessible and affordable; and	465 466 467
<b>Be it further resolved</b> , that this resolution be sent to the 2026 Annual Conference Resolutions Committee to be presented at the 2026 Annual Conference;	468 469
<b>Therefore be it further resolved</b> , that upon adoption, this resolution be communicated to the District Superintendents of the North Carolina Conference for encouragement and implementation among local churches.	470 471 472
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Respectfully Submitted By:	
Ashleigh Moseley	474



<b>XI. Access to Healthcare and Response to Medicaid Cuts</b>	512
<b>Whereas</b> , the Apostle Paul reminds us that each person is a part of the body of Christ, and “if one member suffers, all suffer together with it” (1 Corinthians 12:26, NRSV); and	513 514
<b>Whereas</b> , access to affordable, quality healthcare is essential to human dignity and well-being, and reflects the call of The United Methodist Church to care for the most vulnerable among us; and	515 516
<b>Whereas</b> , Medicaid provides health coverage to more than 75 million Americans, including children, seniors, and people with disabilities [1]; and	517 518
<b>Whereas</b> , in North Carolina, Medicaid covers more than 3 million residents—approximately one in four people—making it a critical source of healthcare access across the state [2]; and	519 520
<b>Whereas</b> , enacted cuts to Medicaid funding at both federal levels threaten access to necessary medical care, preventive services, mental health treatment, and long-term supports, particularly in rural and underserved communities; and	521 522 523
<b>Whereas</b> , large reductions in Affordable Care Act subsidies for persons not eligible for Medicaid are forcing as many as 255,000 struggling North Carolinians to drop insurance altogether [3]; and	524 525
<b>Whereas</b> , ¶163 of The Book of Discipline affirms healthcare as a basic human right and calls for equitable access to care for all persons;	526 527
<b>Now</b> , therefore be it resolved, that the North Carolina Annual Conference affirms its commitment to advocating for accessible, affordable healthcare of good quality for all people, especially the most vulnerable; and	528 529 530
<b>Be it further resolved</b> , that the North Carolina Annual Conference opposes reductions in Medicaid and other state funding that would limit access to essential health services; and	531 532
<b>Be it further resolved</b> , that the North Carolina Annual Conference encourages all United Methodist congregations to educate their members about the impacts of Medicaid and other health-related policy changes and to support ministries that expand access to healthcare in their communities; and	533 534 535
<b>Be it further resolved</b> , that members of the North Carolina Annual Conference are encouraged to engage in faithful advocacy by contacting their elected representatives at both the state and federal levels to urge the protection and expansion of Medicaid and other healthcare programs; and	536 537 538
<b>Be it further resolved</b> , that copies of this resolution be sent to members of the North Carolina General Assembly, members of the United States Congress representing North Carolina, and the Office of the Governor of North Carolina.	539 540 541
1. “Medicaid & CHIP Enrollment Data Highlights.” Medicaid.gov. Accessed 2025. <a href="https://www.medicaid.gov/medicaid/national-medicaid-chip-program-information/medicaid-chip-enrollment-data">https://www.medicaid.gov/medicaid/national-medicaid-chip-program-information/medicaid-chip-enrollment-data</a>	542 543 544
2. “North Carolina Medicaid Annual Report.” North Carolina Department of Health and Human Services. Accessed 2025. <a href="https://medicaid.ncdhhs.gov/">https://medicaid.ncdhhs.gov/</a>	545 546
3. “ACA enrollment dropped sharply in North Carolina. More people across the state are expected to lose coverage.” North Carolina Health News. Accessed 2025. <a href="https://www.northcarolinahealthnews.org/2026/02/20/aca-enrollment-health-care-insurance/">https://www.northcarolinahealthnews.org/2026/02/20/aca-enrollment-health-care-insurance/</a>	547 548 549
	–NCCUMC Health Ministry Team 550