Program and Reports

Western North Carolina Annual Conference
August 8, 2020
George R. Stuart Auditorium | Lake Junaluska

Paul L. Leeland Resident & Presiding Bishop

THE UNITED METHODIST CHURCH
ALL MEMBERS OF CONFERENCE:

The Supplement to this publication will be posted online and distributed at registration at annual conference. It will have the information needed to conduct business and to find your way at conference. In addition, all of the reports included in this publication will also be printed in the annual Journal. We anticipate that you will not need to print this publication of the Program and Reports book.
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Bishop Paul L. Leeland, Ed.D.

Resident and Presiding Bishop
Western North Carolina Conference | Charlotte Area
Welcome to Lake Junaluska

Dear Western North Carolina Annual Conference Members and Guests:

Welcome back to Lake Junaluska! We are honored to host you for the Western North Carolina Annual Conference.

As we continue to live into our mission “to be a place of Christian hospitality where lives are transformed through the renewal of soul, mind, and body,” Lake Junaluska is adapting to a world where viruses like COVID-19 change how we meet and interact. During this time, we have significantly updated our already stringent sanitation practices and renewed our focus on the safety of our guests, staff, and community members. Throughout your visit, you will see these improvements ranging from hand sanitation stations to changes to our check-in and dining practices.

During the past two years, we have developed a vision “to become known as the most welcoming and inviting place for personal renewal in the United States.” As part of this vision, we have developed aspirations that will guide us in how to fully live into our mission and vision.

One of our aspirations is “to preserve and enhance the lake and grounds so that more people will recognize the natural beauty of God’s creation.” Under the amazing guidance of our Landscape Manager, Melissa Tinsley, Lake Junaluska’s landscaping team maintains sixteen beautiful gardens, the walking trail, the labyrinth, and numerous public spaces to provide a uniquely beautiful venue to all who seek peaceful settings for quiet contemplation.

Our hope is that you will be able to experience the beauty of the grounds while you are here. For 107 years, people like you have come here to find renewal and a greater connection to God. Our prayer is that when you leave at the end of conference, your experience at Lake Junaluska helped you to go forth better prepared to create disciples for Jesus Christ and to ultimately transform the world.

We value our long relationship and look forward to continuing to host you for years to come. On behalf of the entire staff and community, we thank you for choosing Lake Junaluska as the setting for your important work. We look forward to your visit.

Yours in Christ,

Ken Howle, Executive Director
Lake Junaluska Assembly, Inc.

Registration

The Terrace | Third Floor Auditorium
Name tags and conference materials will be provided at registration, and attendance recorded.
Registration will be open at:
Saturday, August 8 8:30 a.m. – 2:00 p.m.

Food Options

Participants will have several lunch options available at Lake Junaluska starting at 11 a.m. on Saturday, August 8, and are encouraged to eat prior to the opening session at 1 p.m.

These include:

- cafeteria-style dining in the Terrace Dining Room
- box lunches from the Lake Junaluska Catering Service
- sandwiches available in Gifts and Ground
- the Lenoir Creek Farms food truck.

Meal service will be available in the Terrace Dining Room from Friday dinner through Sunday breakfast.

Guests are strongly encouraged to sign up for meals in advance at www.ac2020.org, by clicking on the Housing and Meals button and following the link to the Lake Junaluska Advance Meal Purchase Request form. Advance meals are offered at a discounted rate. Please submit your request by July 17.
OFFICES AND OTHER OFFICIAL ROOMS

Conference Registration ..................................................................................................................... Terrace Auditorium (third floor)
Conference Secretary ........................................................................................................................... Stuart Auditorium, off the lobby
Treasury Services/Benefits ................................................................................................................... Terrace Auditorium (third floor)
Video/Audio Recording Office ............................................................................................................. Stuart Auditorium, in the Lobby
Gifts and Grounds (formerly LJ Bookstore and Café) ......................................................................... Harrell Center (upper level)
Chamber of Commerce Information Center ......................................................................................... Bethea Welcome Center

Emergency Services ................................................................................................................................. Junaluska Assembly main switchboard number: 828-452-2881

NOTES TO CONFERENCE PARTICIPANTS

ACCESSIBILITY – The conference is providing computer-assisted note-taking on the left side of Stuart Auditorium during the sessions and services to allow those who have hearing loss to fully participate. Interpreters for the Deaf will sign during the worship services in Stuart Auditorium, for families and friends.

CHILD CARE SERVICES – Childcare won’t be provided at Annual Conference on Aug. 8. It is not possible to provide a safe environment for children that ensures they are not exposed to COVID-19.

RESTROOMS will be indicated in the Supplement publication distributed at conference.

SHUTTLE SERVICE for your convenience will run continuously during annual conference, along Lakeshore Drive from east to west on the Lake J campus: Lambuth Inn to remote parking by the Weldon Gym, with shuttle stops along the way. Handicapped parking is available outside Stuart Auditorium, Harrell Center, and at the hotels. You are encouraged to use the remote parking lots and ride the shuttles. (The map will be published at back of the Supplement.)

CLOSED-CIRCUIT COVERAGE of the proceedings of the conference sessions will be available in the following locations. During business sessions, persons who are not members are encouraged to watch the proceedings from one of these other locations, as only conference members will be allowed in Stuart Auditorium.

• Terrace and Lambuth hotel rooms and lobbies.
• Harrell Center: HC-105.

LIVE STREAMING of the 2020 Annual Conference will be available through www.ac2020.org. Invite family and friends to watch the proceedings.

WATER

Annual conference participants and guests are encouraged to bring their own water bottles and refill at the water stations. Help Lake Junaluska decrease its footprint and be more green.

Annual Conference App

We have created a new, free application “app” for the Western North Carolina Annual Conference where you can find many of the materials and information.

Go to your App Store and search “WNC AC 2020.”
2020 WESTERN NC ANNUAL CONFERENCE PROGRAM
Stuart Auditorium

SATURDAY
AUGUST 8
1:00 p.m. Opening Worship
   Bishop Paul L. Leeland, preaching
   Offering: UMAR and Haiti Initiative

2:00 p.m. Conference Plenary – Business Session
   Procedural Matters, Elections for Conference, and Consent Calendar
   Committee on Nominations
   Plan of Organization and Rules of Order
   Conference Council on Finance and Administration
   2021 Conference Budget
   Conference Board of Pension and Health Benefits
   Annual Meeting of the United Methodist Foundation of Western North Carolina

Break

Conference Plenary – Business Session
   Laity Presentation
   Cabinet Resolutions
   Disaffiliation Resolutions
   Location of the 2021 Annual Conference Meeting

Closing Worship Service
   Recognition of Retiring Clergy
   Fixing of Appointments and Sending Forth

5:30 p.m. Adjournment of the 2020 Annual Conference, sine die

7:30 p.m. Ordering of Ministry Service
   Bishop Larry M. Goodpaster, preaching

Ushers will be announced in the Supplement

Schedule subject to change
UMAR is on a mission to promote community inclusion, independence, and growth for adults with intellectual and developmental disabilities through residential, employment, and cultural enrichment opportunities.

**LIVE**
Residents **LIVE** in 21 group homes, 9 apartments, and 1 independent living home across Western NC. Residents of all gender, race, and religious affiliations work, participate in sporting events, go out on dates, and attend worship services of their choice. Maintaining social networks and assuring access to medical care are important ingredients in building a healthy, inclusive UMAR community.

**WORK**
Vocational Program participants get to **WORK**. UMAR job coaches learn unique characteristics about each participant so they can find and adapt a job that meets their individual needs, abilities, and preferences. Prior to landing their desired job, participants receive assistance in building resumes, completing job applications, and preparing for interviews.

**THRIVE**
Participants **THRIVE** in Arts Centers located in Reidsville, Lincolnton, and Charlotte. Since 2008, UMAR Arts Centers have encouraged adults with intellectual and developmental disabilities to explore and express their creativity through visual, performing, horticulture, literary, 3-D, cultural, and culinary arts. In the process, UMAR artists discover and recognize the importance of their own voice.

Want to connect with your local UMAR program? Contact Ruby at 704-408-3223 or RubyM@UMAR.info.com. To financially support UMAR participants across Western NC, donate at UMARinfo.com or text **THRIVE** to 22525.
Northern Haiti
Mission Connection

Working with local Haitian leaders, supporting partners place an emphasis on education, micro-lending, healthcare and clean water initiatives in Northern Haiti.

WNC United Methodist Churches, various nonprofits, Methodist University and individuals work collaboratively to support microcredit lending programs for women in remote communities, education initiatives in Haitian Schools, drilling new wells and repairing nonfunctioning wells and support of the Cap Haitien Ministry Center and Dr. Eugene Maklin founder and lead physician of New Hope Hospital.

This partnership enables mission work to be more productive, sustainable, effective and intentional in seeking mutuality between Haitian and US stakeholders while aspiring to move to empowerment models.

Collaboration increases the impact and moves our mission involvement with ministries and churches to a place of sustainable partnership. Together we discern and answer God's call to make a transformational impact in the world.

Mission Connection Teams are a model of partners working in relational missions while increasing awareness, trust, and fostering appreciation of one another and with others.

For additional information contact Wanda Musgrave with Partners4New Hope at p4nhclt@gmail.com.
NOTE FROM THE RESOURCE CENTER

Though we won't be onsite for this year's annual conference, we are still here to provide for your needs.

resourcecenter@wnccumc.org • 704-535-2260
# PETITIONS TO THE 2020 SESSION

The conference secretary and WNCC Petitions Committee have examined all petitions received from conference agencies and related institutions through the **April 1, 2020 deadline** and has caused them to be printed in this booklet, as follows:

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<th>Petition No.</th>
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<td>Pension and Benefits Programs and Policies (a and b)</td>
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<td>Trustees of Brevard College</td>
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<td>8</td>
<td>Boards of Directors of Aldersgate: (a) Retirement Community, Inc. and (b) At Home, Inc.</td>
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**THE 2020 CONSENT CALENDAR WILL CONTAIN THE FOLLOWING PETITIONS: 3-16**

Kimberly T. Ingram, Conference Secretary
DISTRICT REPORTS

APPALACHIAN DISTRICT

The Appalachian District continues to be blessed by the ways the clergy and their leadership teams are leading their congregations in discipleship ministries. They are working to equip and connect them to their local communities and the world.

The District Dialogues, hosted by the Appalachian District each fall, were focused on See All the People by Junius B. Dotson, General Secretary and CEO of Discipleship Ministries of The United Methodist Church. See All the People is not a program within the churches, but a way of being faithful disciples of Jesus Christ that cuts across everything else we do in local congregations. The dialogues promoted conversations and encouraged each church to look at their process of making disciples. Many churches are making great progress on implementing intentional systems of disciple formation in preparation to engage and build relationships within the community.

Many of the churches have been working on systems of welcome and hospitality as they explore ways and processes of welcoming and connecting guests into the life of their church body. These churches are tapping into the passions and gifts of their congregations, intentionally connecting their members with their call to ministry as the laity of the church. Through this work, congregations are equipping and releasing their church for ministry in the community and world.

As an extension and indispensable aspect of reaching out and connecting with their communities, some churches of the district have also engaged in the Truth Café experience, led by Cindy Thompson of Boundless Impact of Greensboro, N.C. This is an intentional effort of predominantly Anglo churches to partner with African-American or other historically racial-ethnic churches to come to a greater understanding of each other. A major goal of this experience is to begin working together toward greater inclusivity among churches and addressing justice issues that stand in the way of full acceptance of one another as the children of God, regardless of our racial-ethnic background or culture.

The Appalachian District has also partnered with the Rev. Luke Edwards, the Rev. A. J. Thomas, and others to help newly formed and existing Dinner Churches find ways of becoming financially sustainable. They have also adapted to new and creative ways of feeding people during the COVID-19 crisis.

The Appalachian District Missional Engagement and Church Vitality Teams have worked to promote new and creative ways to help congregations stay connected with one another during the COVID-19 pandemic and expand their purpose, ministry, and focus beyond grant-making.

Carl Arrington, District Superintendent
carrington@wnccumc.org
Gloria Hughes, District Vitality Associate

BLUE RIDGE DISTRICT

Over the past conference year, the primary focus of the Blue Ridge District has become increasingly strategic and relational as the district navigates contexts that are ripe with both opportunity and challenge in the connectional ministry together. As a result, much time and energy has been focused on work with leaders (clergy and laity) across the district to listen and respond readily to the emerging needs to keep local churches united and focused in the shared mission and ministry as the district has faced uncertainties related to both the pending General Conference and faithful response to the COVID-19 pandemic.

The Blue Ridge District Strategy Team, consisting of 20 lay and clergy leadership (including Missional Network Leaders), has worked collaboratively to maintain the missional focus in the midst of these challenging times. Over the past two years, the Strategy Team has met monthly, following the Love, Learn and Lead model, to provide resources and training to the churches and leaders in four key focus areas:

- Developing Daily Disciples through ministries of invitation (relational evangelism), discipleship formation for all ages, Wesleyan Rule of Life, and gracious accountability.
- Seeking Sabbath at the Center through ministries of reclaiming a godly rhythm of work and rest through strategies of Sabbath-keeping, creation care, and rest and renewal for life and land.
- Becoming Instruments of Justice through ministries of mercy and justice that address food scarcity, childhood literacy, ministry with persons impacted by the criminal justice system, racial justice, and immigration ministries.
- Creating Community for All through ministries that ensure welcome, hospitality and sacred space and community for all of God’s people with an emphasis on launching new worship opportunities and faith communities.
In fulfilling this commitment, in September 2019 the strategy team launched the first Blue Ridge District Connect Conference with keynote speaker, Dr. Reggie McNeal with the theme: “Keys to Kingdom Living” (with over 250 clergy and laity in attendance). The two-year strategic plan includes a schedule of semi-annual connect conference events focused in each of the four focus areas described above.

In January, as the churches and leaders began anticipating and preparing for General Conference 2020, the strategy team once again listened and responded attentively to the needs of the churches by shifting the focus of the March 2020 Connect Conference (scheduled for March 22, 2020) to engaging in health conversations fostering unity and understanding within local churches to discern their faithful path forward following General Conference. However, by March 10th, the strategy team realized that an in-person event would not be possible due to the COVID-19 outbreak. Therefore, the team prepared an online training platform for the Connect Conference which was sent to all churches. Additionally, the strategy team shifted the Connect Conference calendar for the Four Focus Area events to begin as soon as feasible utilizing a combination of in-person and online platform events.

In the first focus area, “Developing Daily Disciples,” the District Strategy Team and district staff this year have developed several initiatives for disciple-making processes including:

- Pathways to Connection, a new 12-week discipleship “onboarding” curriculum by the Rev. Beth Crissman.
- Mentoring Pew-Sitters, a new curriculum by the Rev. Michael Kurtz for equipping laity through one-on-one mentoring relationships.

In the efforts of “Creating Community for All,” the Blue Ridge District has also birthed three new faith communities this conference year including Church Without Walls in the Black Mountain area, Wellspring in the south Asheville area, and WithALL Church in Polk County. In addition to these three new starts, several other dinner churches and other Fresh Expressions communities were also launched, reaching hundreds of new people each week across the district.

Times such as these undeniably call for adaptive leadership. With the pending General Conference and the onset of COVID-19, the focus has shifted to equipping churches and church leaders to remain focused and faithful in the mission in rapidly changing contexts. These real challenges have provided a remarkable opportunity to embody how to stay connected with one another and connected in ministry with the community outside the conventional means of gathering for weekly worship. Across the Blue Ridge District, churches of all sizes have responded in innovative ways by launching new initiatives and embracing new technologies not previously employed. Churches have, in many settings, become increasingly cooperative in their shared ministries both within and outside of their Missional Networks. And as the district prepares for the “what’s next” in these uncertain times, churches are demonstrating ministries of hope and resurrection, showing signs of new life and new possibilities as the challenges of these times serve as refinement to life and ministry together, calling everyone to let go of that which is not essential and to embrace new strategies to live out the mission more boldly to “Follow Jesus. Make Disciples. Transform the World.”

Beth M. Crissman, Blue Ridge District Superintendent and Chief Missional Strategist

**CATAWBA VALLEY DISTRICT**

The year 2019 was a full year for the Catawba Valley District. The district had an active Board of Laity led by John Crane, which has strengthened the lay leadership throughout the district. The laity is trained through the Spiritual Academy for Leading Transformation (SALT), Lay Servant training classes, conducted by George Eubanks, have inspired many to serve in creative ways, including by obtaining certification as Certified Lay Ministers.

The Catawba Valley District Operational Team developed a discipleship vitality model entitled "What's Your Next Step?" which consists of three focus areas:

Focus Area One – Spiritual Formation. Spiritual Formation is *listening to the soul*. Listening to how God invites, reshapes, and forms on all levels. Spiritual Formation is the process of Jesus being formed within each person so that they may glorify God. The Spiritual Formation focus will help churches develop their unique way of "living life from the center." It answers the question of what practices they can implement that will help them make decisions and serve from the center.

Focus Area Two – Church Assessment. Church Assessment will review the "life cycle" of the local congregation. Participants will discuss the past and assess the present so that the church may serve in a fruitful future.

Focus Area Three – Leadership Model and S.M.A.R.T. Goals. Churches will learn the difference between technical and adaptive challenges, as well as the different types of leadership culture.

There were training sessions across the district in Mental Health First Aid. Mental Health First Aid is an eight-hour course that gives people the skills to help someone who is developing a mental health problem or experiencing a mental health crisis. The evidence behind the program demonstrates that it does build mental health literacy, helping the public identify, understand, and respond to signs of mental illness.
Just as CPR training helps a person with no clinical training assist an individual following a heart attack, Mental Health First Aid training helps a person assist someone experiencing a mental health crisis such as contemplating suicide. In both situations, the goal is to help support an individual until appropriate professional help arrives. Mental Health First Aiders learn a five-step strategy that includes assessing risk, respectfully listening to and supporting the individual in crisis, and identifying appropriate professional help and other supports. Participants are also introduced to risk factors and warning signs for mental health or substance abuse problems, engage in experiential activities that build an understanding of the impact of illness on individuals and families, and learn about evidence-supported treatment and self-help strategies.

The most exciting part of the ministry across the Catawba Valley District is the vitality of its local congregations. Some of the smaller congregations thought it was time for them to close. But after spending time in consultation and helping them to see their challenges as opportunities, these churches have “re-missioned.”

One local congregation became a mission post for a senior ministry. Their vision was to focus on Alzheimer’s and dementia, holding “Memory Café” and other adult ministries.

Two other small congregations went through goal setting with the Rev. Angie Hollar, and were able to re-mission by reaching the children in their area. Their dwindling numbers turned around, and now they are a thriving, growing congregation in a rural setting.

There are many other stories like these. The Catawba Valley District is thankful for its laity and clergy, who continue to persevere and remain faithful to their calling and mission.

Angela Pleasants, District Superintendent

METRO DISTRICT

The Metro District of the Western NC Conference is a glimpse of the Kingdom. The district has 125 churches, approximately 170 clergy, with over 70,000 United Methodists across six counties in the Charlotte Metro region. The district is incredibly diverse—urban and rural, rich and poor, African-American, Hispanic, White, Brazilian, Hmong, Vietnamese, Liberian, Ghanaian, Nigeriant, South African, and more. Churches across the district are committed to making disciples of Jesus Christ, finding new ways of connecting with neighbors, and seeking the physical, spiritual, mental, educational, and economic thriving of all of the neighbors by loving them as Christ has loved us.

Twelve lay persons have participated in Cohort 4 of the Spiritual Academy for Leading Transformation (SALT). A total of twenty-five laity participated in this eight-month (seven session) leadership opportunity. More than 300 laity were equipped for ministry as they participated in Metro LEADs where the focus was on leadership, evangelism, and discipleship. Over 130 laity are participating in Lay Servant Training classes are offered in both English and Spanish. The district has approved its second Certified Lay Minister and celebrated the ministry of several hundred laity and the myriad ways they are faithfully serving their community and local churches.

Twenty-six churches have participated in the seven-week instructional and practical Racial Healing Social Justice Cohort where they intentionally developed strategic local partnerships to connect, address, and impact local communities around issues of racism and injustice. Participants gained knowledge pertaining to historical systems of oppression and injustice while identifying opportunities for engaging in the Gospel work of reconciliation and peace-making. The cohort also considered ways to respond to justice concerns in their local communities in collaboration with neighboring churches and government leaders in order to create beloved communities.

The Metro District Multi-Cultural Multi-Ethnic Cohort is presently in its fourth season. Through the cohort churches that do not presently reflect their neighborhood and have a desire to re-imagine how their church can engage with the community are invited to join the movement—“Casting the Nets to the Other Side of the Boat”— with the hope of visioning and re-envisioning the church of Jesus Christ in their “New Normal.” The 2019-2020 Cohort launched with five faith communities participating in this transformational process.

The Metro District also joins with the rest of the WNCC in creating new places for new people. This includes the formation of new faith communities with a commitment to being multi-cultural and multi-ethnic. The district is partnering with Wesley Community Development to plan and implement creative redevelopment plans for church property that will enable the district to connect with neighbors in new and fruitful ways. Opportunities to be good stewards of under-utilized church property are being explored in order to address food insecurity and the need for affordable housing.

Many local churches have formed Fresh Expressions and the Metro Dinner Church Movement sets the table for food, faith, worship and the formation of authentic relationships. The Metro Dinner Church movement has proven to be an effective, affordable, impactful, and contextual approach to starting and re-envisioning expressions of being the church in ways that foster authentic relationships with the neighbors. As one dinner church leader observed, “When we have our community meals, I am discovering that God is stretching me out of my comfort zone and when I move with the Holy Spirit lives really are changed - even mine.”
Finally, the COVID emergency has impacted everyone, moving all to consider what it means to be the church and what is essential to the mission of the Gospel. The agility, creativity, and adaptability of the churches have been inspiring. Signs have been seen that the district is becoming more outwardly focused, and more missional, with life centered on smaller gatherings, the means of grace, and a daily (rather than one day per week) approach to being a people journeying the way of Christ. In many ways this challenging season has called the people to be more Methodist—a people who love God and neighbor in ways that sanctify and transform and that is a reason to hope.

David Hockett, District Superintendent

NORTHERN PIEDMONT DISTRICT

Like all Western North Carolina United Methodists, the Northern Piedmont District’s mission is to “Follow Jesus, Make Disciples, Transform the World.” The district endeavors to do this by placing distinct emphases on life in the beloved community and growing in spiritual maturity. It supports long-term relationships within missional networks and neighborhoods and believe that relationships drive authentic and sustainable discipleship. Last fall, the superintendent made a pilgrimage throughout the district, working hand-in-hand with networks in their settings. This fall the district will partner with the N.C. Council of Churches to provide trauma workshops as it seeks to mitigate the impact of trauma and addiction in its communities and congregations. It invests in learning opportunities for its clergy that lead them to be more innovative and inclusive in the pulpit and will continue the third year of preaching workshops and retreats focused on developing beloved community.

The district leads both North Carolina conferences in cross-cultural appointments, and it has increased to 15 such appointments this year. It supports cross-cultural appointments with truth and reconciliation dialogues and the care of souls in transition. Its partnerships with local and regional community leaders and resources allow the district to live into God’s vision for all.

The Northern Piedmont School of Spiritual Direction supports the district’s goal of spiritual maturity and includes laity and clergy from all over the conference. This year it is moving to a hybrid model for the vitality associate program by creating a learning lab within a local urban parish, where it will seek to create more sustainable and cooperative models for ministry. The district resources congregations, missional networks, and neighborhoods with discipleship pathways through team development, executive coaching, and teaching cultural intelligence. Vitality and missional engagement grants support discipleship initiatives in the four counties in which the district does ministry. Recent grants have included a production studio for churches to enhance online worship, as well as community meal and backpack programs. Benevolence grants continue to support UMAR, campus ministries across Greensboro, and the Chrysalis Counseling Center.

The Northern Piedmont District is beginning the 2020–2021 conference year with 139 churches in 104 charges, and it nurtures a total of 125 clergy and 40,525 laity. It is proud to have 82 retired clergy living within district bounds. At the time of this report, it has 20 certified candidates, 33 local pastors, and 3 clergy from other denominations appointed in the Northern Piedmont District.

In response to Covid-19, the district has created innovative platforms for its diverse communities to share their needs. These include traditional missional networks as well as cohorts of churches of similar size who discuss their specific needs during this season in the world’s history. The district has helped them engage local technology resources and increase sensitivity around community accessibility to online worship and giving. It aims to help the church thrive in all seasons and to nurture reciprocal relationships as the central foundation for making disciples of Jesus Christ.

Bev Coppley, District Superintendent
Maria King, District Vitality Associate
Landa Wallace and Lynne Gilbert, District Administrators

SMOKY MOUNTAIN DISTRICT

When the news was received from Bishop Leeland in 2018 of the appointment as District Superintendent of the Smoky Mountain District, two needed items were recommended to purchase: the best GPS for the directionally challenged and the best DSL camera for an amateur photographer. The GPS has proven to be invaluable and is utilized frequently. The camera has great potential if it is removed from its protective case. To capture snapshots of the people, churches, ministries, celebrations, and transformative events in the Smoky Mountain District, a GoPro would have been better.

For this report to provide a panorama of verbal snapshots of this year, a few of the gifted, creative, and mission-focused laity and clergy serving on the District Vitality and District Operational Teams were asked for their input. Recognizing that personal and social holiness are deeply needed elements of the Christian witness, this year’s mantra for the District Vitality Team has been “Going Inward to Go Outward.” Hopefully, glimpses of that mantra among the district ministry snapshots can be seen.

Providing snapshots of the Missional Networks, C4C ministries, and Generational Poverty Literacy Initiative, Nicole Jones succinctly states: “Silo work gets silo results! All are so grateful for the missional networks across the district who continue
to have big community impacts through their commitment of shared ministry.” Acknowledging that maternal and child health are part of the UMW mission, District UMW President, Debbie Ray, promotes C4C and the Literacy Initiative among UMW and local churches. Focusing on the transformational impact of the Literacy Initiative, Nicole explains, “In addition to caring for the immediate needs of those trapped in cycles of generational poverty, the Smoky Mountain District also seeks ways to address root causes through early childhood literacy and kindergarten readiness.” This process of seeking to build a collaborative response that leads to empowered focused models of support requires regular prayerful reflection and intentional involvement of persons in the churches and community leaders.

Wayne Dickert captures Fresh and New Expressions of church in the district as “a growing and exciting aspect of ministry in the district with several new Dinner Churches launching this season. Due to the COVID-19 restrictions, most have had to put their ministries on hold, but continue to reach out to their community through food delivery, garden work, and staying in touch online. For many churches, Facebook Live has become a new and fresh form of ministry.”

The Hinton Rural Life Center with their gifted staff add many snapshots of ministries and outreach efforts to the district. The Wesley Foundation at WCU provides youthful and creative additions to the district album. Jay Hinton, Campus Minister and Director, said the new school year started off with a bang with the focus at Wesley always being “Connecting, Contributing, and Celebrating God.” Even with the school year being cut short by COVID-19, Jay emphasized, “Before the students were sent home they contributed to the local community by delivering meals on wheels, working with project firewood, working concessions at WCU basketball, and volunteering at Cullowhee UMC.” Jay is grateful for all prayers and gifts for the Wesley Foundation as they seek new ways of doing ministry. He adds, “Please remember the college students who face an uncertain future and who are seeking employment and internships.”

Clear and concise communication is always a challenge. D’Andre Ash was a valuable addition to the district team this year as communications coordinator. The district has greatly benefited from his technological skills and theological insights. D’Andre, describing the communications, “The mission for communication has been to encourage accurate communication, dialog, and discernment within the district. The mission seems ever so critical today. The challenge is being met because the district is a community of engaged leaders.” D’Andre describes new communication initiatives, “The district has been working hard, using platforms such as REALM, to provide opportunities for groups to have ongoing dialog. The hope, even in the communications, is to be bold and brave through innovative creativity and risk-taking for the Kingdom of God.”

The unifying or connectional attribute of these verbal ministry snapshots is the compelling love of Christ. A love which unites the diversity of gifts, experiences, and perspectives of individuals and churches around Christ’s command to all of his followers: “Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another.” (John 13:34-35) The churches of the Smoky Mountain District are as diverse as their beautiful surroundings. Their mission and impact in their communities is not determined by their membership size or location but their desire to share the love of Christ, as they “Follow Jesus, Make Disciples, Transform the world.”

It is a joy to be called and captured in service, especially in this challenging season, among the people called United Methodist in the Smoky Mountain District.

Linda Kelly, District Superintendent

UWHARRIE DISTRICT

The Uwharrie District is located between Interstate 85 and the Uwharrie Mountains and consists of most of Rowan, Stanly, Anson, and Randolph Counties. The eastern portion of Union County and the southern part of Davidson County are included in the Uwharrie District as well as small slivers of Cabarrus County and Montgomery County. There are 142 churches and 106 active pastors. The district is home to Conrad and Hinkle pimiento cheese, Lexington BBQ, Salisbury Cheerwine, and Seagrove Pottery. People flock to the Uwharrie District to enjoy the Rocky River, Lake Tillery, Badin Lake, and High Rock Lake. It is home to small towns, single stoplight crossroads, the N.C. Zoo, Dan Nicholas Park, numerous wineries, and Morrow Mountain State Park. While there is no Target Store within district boundaries, farm stands, gourmet restaurants, rural mansions, and trailer parks dot the Uwharrie District.

The district’s ministry theme for this conference year has been “Change the World,” describing the active, transforming presence of the Holy Spirit through acts of compassion and ministry. In order to make a difference in local communities, and thus, the world, countless congregations support local schools and are involved in community ministries. There are at least 20 Community Meal or Meal and Message ministries in the Uwharrie District. There are intentional partnerships between congregations in each of the 11 missional networks that make possible back-to-school outreach, recovery ministries, and Fresh Expressions. This year, the District Missional Engagement team established a community meal networking group for laity and offered four “Change the World” grants for new ministry endeavors. In 2019, the District Grants and Resources team returned 91 percent of district apportioned funds back to local churches and networks in the form of ministry grants. The District Vitality Team conducted several People’s Supper events as a model for healthy conversation and welcomed a new vitality associate, the Rev. Katie Lineberger. District clergy meet three to four times each year for worship, learning, and fellowship, including an All Saints worship gathering in the fall and missional network gatherings in August to welcome new pastors. Laity training opportunities are held through the lay servant training program and in winter training events.

Linda Kelly, District Superintendent
People across the district are giving witness to the world-changing good news of Jesus Christ. Congregations in the Uwharrie District are passionate about community engagement because they are a significant part of the fabric of local communities. From the outskirts of urban areas to the Uwharrie forests, the people called United Methodist in the Uwharrie District are changing the world by faithfully loving God and loving their neighbors. 

Laura Auten, District Superintendent

YADKIN VALLEY DISTRICT

The Yadkin Valley District engaged in some exciting ministries and is awaiting the passing of the pandemic to implement other plans. 

The Justice and Reconciliation team has experienced renewal under the leadership of its part-time staff person, Dr. Jack Lawson. Meeting regularly, they have plans for a “working/learning pilgrimage” to the US/Mexico border, in order to engage in ministry and become more aware of the situations in detention centers. Moreover, several notable Truth Cafés were held throughout the district. Two Truth Cafés were especially high in impact. In Mount Airy, churches of several denominations participated along with many civic leaders. As a town, Mount Airy adopted the results of the Truth Café as their plan to move toward racial and economic reconciliation. In Clemmons, Centenary UMC hosted a Truth Café in order to engage in ministry and become more aware of the situations in detention centers. Moreover, several notable Truth Cafés were held throughout the district. Two Truth Cafés were especially high in impact. In Mount Airy, churches of several denominations participated along with many civic leaders. As a town, Mount Airy adopted the results of the Truth Café as their plan to move toward racial and economic reconciliation. In Clemmons, Centenary UMC hosted a Truth Café in order to engage in ministry and become more aware of the situations in detention centers. 

The district had several laypersons “go deeper” in Biblical studies, theological understanding, spiritual growth and missions through participation in Neighborhood Seminary, hosted by High Point University. United Methodist Women and United Methodist Men remain strong. 

Church Vitality had a very active year, meeting nearly monthly under the leadership of the Rev. Darren Crotts and Vitality Associate the Rev. Randy Blanchard. Their time together has resulted in offering resources, guidance and spiritual support to a number of initiatives. The sale proceeds of an urban church (which according to The Book of Discipline ear-marks funding for urban ministry) resulted in strong support of an exciting new missional ministry being birthed at St. Paul’s UMC, Winston-Salem. In addition, support was continued for the vibrant, Kingdom-shaping mission church, New Story. Numerous Fresh Expressions and dinner churches were established and the Rev. Marilyn Weiler joined the vitality team as the liaison and guide for these endeavors. A lively, effective cooperative parish, Anchor Parish, has entered its second year of existence, under the leadership of the Rev. Dr. Lauren Anderson. The district is also excited about a new church start in Mount Airy under the leadership of the Rev. Diane Harper. Pine Grove, Kernersville has finished the conference Transformation Journey and is now moving into the implementation phase. Additionally, Central Terrace in Winston-Salem is one of the pilot churches for ImagineHub. 

Three years ago, appreciative inquiry missional network charge conferences led to the establishing of “ministry equipping priorities” for the district to offer to the congregations. The theme for this year was “equipping the saints for generosity.” The first event in generosity occurred at this conference year’s rounds of missional network charge conferences. Other events planned in conjunction with Duke Divinity School were postponed due to the pandemic. 

This year does bring with it the ending of an experiment in the form of a missional, monastic community, The Foundry House, on the campus of the Crossnore Children’s Home and School. This ministry effort, in conjunction with the Wake Forest School of Divinity, Missional Wisdom, Crossnore, and the district reached near capacity this year, but graduation of student residents led the leadership team to determine that the project would conclude this August. 

Churches of all sizes have responded wonderfully to the pandemic and are carrying on ministry in unique, faithful, and creative ways, while praying and longing for the day when the UM Christians in the Yadkin Valley may congregate once again. 

Mike Bailey, District Superintendent
REPORTS

COUNCIL ON FINANCE AND ADMINISTRATION

The purpose of the Council on Finance and Administration (CF&A) is “to develop, maintain, and administer a comprehensive and coordinated plan of fiscal and administrative policies, procedures, and management services for the annual conference” (¶ 612.1, 2016 Discipline). CF&A takes this directive seriously.

CF&A seeks to wisely discern available and potential resources that match with the vision and implementation of ministry. It is the council’s deepest hope to ensure funds and other resources are available for the Western North Carolina Conference to achieve its mission.

CF&A believes that apportionments are solid pathways to tangible connectionalism. By joining together resources, collective bonding achieves far more than could ever be accomplished alone. Yet, CF&A acknowledges that local congregations are engaged in vibrant ministries in their communities. CF&A, therefore, takes seriously the challenge to balance the needs of the local congregations and the needs of the annual conference.

Rather than regurgitate what your apportionment funds are realizing, CF&A simply invites you to further explore and keenly discern what all the teams, committees, boards, agencies, institutions and organizations are doing in Book of Programs and Reports.

It almost goes without saying that CF&A urges every local church to support the fair share asking by paying 100% of its funds apportioned. Those churches in the conference who fully supported the connectional ministry of the church in 2019, sometimes at great sacrifice, are commended. In 2019, 81% of all congregations of the conference paid 100% of the total amount apportioned. Imagine if all congregations paid 100% of the apportioned funds, what a great fulfillment of the Lord’s Commission to which Christ calls us.

If local congregations follow the dictates of The Book of Discipline, the expectation is that each congregation pay 100% of the total monies apportioned through the district, conference, jurisdiction, and general church. Pastors and lay members of the annual conference are to interpret and promote 100% payment of apportionments. The conference treasurer’s office produces promotional material each year to assist in this effort. Anyone may visit the WNCC website (www.wnccumc.org/administration) and review their local congregation’s apportionment allocations, remittances and descriptions of each of the funds. In the average congregation in the conference, based on 2019 statistical data, the total apportionment payment (district, conference and general church) is about 5.75% of the total income from church members and friends. Congregations retain 94.25% of monies contributed. In using the biblical language of the tithe, apportionments are slightly more than half of a tithe and they do not represent the full 10% of the expenses of our congregations.

To these ends, CF&A commends to the Annual Conference the 2021 budget which is focused on accomplishing the vision of the conference, with the ultimate focus of developing vital churches. At a total of $13,747,745, the 2021 conference apportioned budget represents a decrease of 15.5%. The degree to which this goal is accomplished depends upon local churches’ support of the conference budget. Receipts on all funds for 2019 were $13,723,503 or 84.89% of the total apportioned, a decrease of 2.08% over 2018 receipts. The 2021 budget does include a shift in the following areas:

• District Operations “Administry” costs are shifted from the conference budget to the respective districts. This allows for more localized approach with a fairness that districts receive what they require.
• The Conference Board of Pensions will now cover the costs of the Medical Leave Expense Fund.
• Significant reductions across the spectrum of general, conference and other district apportionments compared to 2020.
• Episcopal Office Fund and Episcopal Residence Fund increased due to loss of grants from GCF&A that covered majority of expenses in 2020 and prior.

Even with the decrease in the 2021 conference budget, the CF&A is confident that the council will be able to provide for growth in the ministries of the conference. This budget represents the best efforts of the conference staff and ministry teams of the Western North Carolina Conference as a funding ministry plan to achieve the goal of making disciples of Jesus Christ for the transformation of the world.
PROPOSAL: 2021 CONFERENCE FUNDS AND FINANCIAL POLICIES

(Petition 1)
The Council on Finance and Administration proposes:

1. That each of the funds described in the section of this report headed “Conference Funds for 2021” be approved and that the traditional decimal formula be used in determining the apportionments for 2021 for each chartered church/charge for these funds. (New church starts will participate in the apportionments in a “phasing” period and churches deemed “mission churches” are excused from apportionments):

   - District Superintendent Fund
   - Equitable Compensation Fund
   - Conference Support Fund
   - Mission and Ministry Fund
   - District Administration Fund
   - Mission Engagement Fund
   - District Benevolence Fund
   - District Church Vitality Fund
   - District Administry Fund
   - Mission and Ministry Fund
   - General Administration Fund
   - Interdenominational Cooperation Fund
   - Jurisdictional Administration Fund
   - Ministerial Education Fund
   - World Service Fund

   The decimal formula shall be based on the average of the amounts paid by each mission or chartered church/charge during 2017, 2018, and 2019 on the following items:

   **Items from Table Two of the Year-end Statistical Reports**
   - Total Conference Apportioned Funds Paid (29a and 29b)
   - Pastor(s) Pension Premiums (39)
   - Pastor(s) Health Insurance Premiums (40)
   - Salaries, Housing, Utilities, Travel, and Other Cash Allowances Paid to Pastor and Associate(s) (41-44)
   - Compensation of All Other Church Employees & Diaconal Ministers (45)
   - Local Church Expenses for Program (46)
   - Other Local Church Operating Expenses (47)

2. That the following policy be approved and observed:

   At the beginning of the calendar year, the Council on Finance and Administration shall determine which portions of the Conference Support Fund and the Mission and Ministry Fund are “fixed costs” (salaries, benefits, etc.) and shall thus be authorized to be paid at 100% of the approved budget. The District Operations Fund will be funded at 100% of the approved budget. On the basis of prior year receipts to these funds, CFA shall then determine a percentage of the approved budget to be authorized for expenditure in the remaining items of each budget, so that expenditures shall not exceed income.

   a. Each church is expected to support all funds at 100% of the apportioned amount. (¶ 247.14 of The 2016 Book of Discipline)

   b. The churches are requested to make payments thereon aggregately, with the understanding that the conference treasurer will allocate such payments according to the appropriate percentage due the fund according to the conference budget.

3. That an Unrestricted Fund Balance Account be maintained by the annual conference at a goal level of 30% of the current total of the Conference Funds and that any undesignated interest income plus unused balances in budget accounts be transferred to the undesignated fund balance at the end of the fiscal year.

4. That all apportioned funds, pension and health benefits costs, both receipts and disbursements, be managed through the office of the conference treasurer and that all districts, boards, agencies, committees, and commissions use the conference treasurer as fiscal agent.

5. That the group medical insurance plan be continued and that all churches be required to participate, based on the eligibility requirements of the plan, through the payment of premiums to the office of the conference treasurer.

6. That local churches should be aware that, for apportioned funds for bishops (Episcopal Fund), district superintendents (District Operations), and the Equitable Compensation Fund, the church has an obligation to observe the rule of proportional payment (¶¶ 622 and 639.4, 2016 Discipline), and that ¶ 639.4(c) be observed by the statistician in reporting these apportionments. The rule of proportional payment requires that each local church/charge makes payments for these apportioned funds in the same proportion as payment for the support for the clergy appointed to the charge, i.e., if a church pays their clergy on a monthly basis, then these apportioned funds are to be submitted monthly.
7. That, for 2012 and beyond, the Conference Staff Relations Committee (CSRC) set the salary and benefits (including clergy housing allowances) for district superintendents, and district and conference staff within the approved total salary budget. The salary of the District Superintendents for 2021, as recommended by CSRC, is to be set at $113,618, the same as 2020.

8. That the amount of compensation designated as housing allowance for ordained staff members and district superintendents be set by an annual resolution of the conference Council on Finance and Administration after consideration of a statement of amounts to be used during the year.

9. That church-related travel expenses of all members of conference boards, agencies, committees, and commissions; conference and district staff; and local church clergy be paid by voucher on a mileage basis at the amount allowed by the Internal Revenue Service. This will be considered as a church-related business item and will not be factored into any compensation package by the cabinet.

10. That the governing boards of:
    Aldersgate United Methodist Retirement Community, Inc.
    Arbor Acres United Methodist Retirement Community, Inc.
    Givens Estates United Methodist Retirement Community, Inc.
    Crossnore School & Children's Home
    UMAR Services, Inc.
    The United Methodist Foundation of Western North Carolina, Inc.
    Methodist Youth Camp of Western NC Conference, Inc. (Camp Tekoa)
    GuilRock United Methodist Camp, Inc.
    Mount Shepherd Retreat Center
    Bennett College
    Brevard College
    Greensboro College
    High Point University
    Pfeiffer University
    Western North Carolina Conference Brotherhood/Sisterhood
    Western North Carolina Conference Historical Society
    Sanctuary Counseling Group, Charlotte
    Chrysalis Counseling Center, Greensboro
    Disciple Bible Outreach Ministries of NC, Inc.
    NETworkX
    Methodist Home for Children
    New Faith Communities Fund, Board of Congregational Development
    Campus Ministries to include: Appalachian State University, UNC Asheville, NC A&T, UNC Charlotte, UNC Greensboro, Western Carolina University, Winston-Salem Wesley Foundation

be granted the privilege of soliciting and receiving funds from churches, individuals, and other sources (but not from conference-wide offerings except as indicated in the list which follows) in keeping with The Book of Discipline; no capital campaigns be approved for 2021; and that the following, and only the following, conference-wide offerings be approved for 2021:

Human Relations Day........................................................................................................................General Conference
UMAR Sunday ........................................................................................................................................Annual Conference
UMCOR Sunday.................................................................................................................................General Conference
Native American Awareness ...............................................................................................................General Conference
Medical Mission Teams....................................................................................................................Annual Conference
Mother's Day (Aldersgate, Arbor Acres, Givens) ............................................................................Annual Conference
Disciple Bible Outreach .....................................................................................................................Annual Conference
Project AGAPE .................................................................................................................................Annual Conference
Peace with Justice ............................................................................................................................General Conference
Crossnore School and Children's Home Sunday.............................................................................Annual Conference
World Communion..........................................................................................................................General Conference
United Methodist Student Day........................................................................................................General Conference

11. That clergy be reimbursed for moving expenses in the following manner, effective upon adjournment of the 2020 conference session:
    a. IN-CONFERENCE MOVES: The conference shall pay a moving allowance, plus $2.50 per mile, one way, on those moves which are required from one appointment to a new appointment. If an appointment requires
a move from one parsonage/home into another parsonage/home, the moving allowance will be set at $500. If the appointment does not require a move from a parsonage/home, the moving allowance will be set at $150.

b. MOVES INTO THE CONFERENCE: The conference shall pay on the same basis as in item 11a above. The moving allowance will apply to the number of miles on the most direct route traveled from the conference boundary to the pastoral appointment.

c. MOVING AT RETIREMENT: Retiring clergy, surviving spouses of active clergy who died during the year, and clergy who go on medical leave during the year shall receive a moving allowance of $750, plus $2.50 per mile, from the pastoral appointment to the retirement residence or the conference boundary. A retiree who moves to a parsonage and serves a pastorate in retirement is eligible for an in-conference moving allowance upon approval of the district superintendent.

d. MOVES OUT OF THE CONFERENCE (moving to another conference, withdrawing from conference membership, leave of absence, or not receiving an appointment, etc.): No allowance will be paid.

e. SABBATICAL LEAVE: No allowance is granted when the leave begins; however, an allowance will be given when the leave is completed, and the clergy person is again available for appointment by the bishop. The amount will be consistent with items 11a and 11b above.

f. In many instances, the moving allowance will not cover the total expense of the move. This reimbursement is given to help with the over-the-road cost of the move. Each church/charge receiving a new pastor is strongly urged to pay any out-of-pocket expenses incurred by the new pastor as a result of the move. The district superintendent will negotiate the request with the church/charge well in advance of moving day.

g. The district superintendent is asked to make a very special appeal for each church/charge to be especially sensitive to both parsonage families during this stressful time. The appeal should include assistance with meals, packing, unpacking, loading, and unloading where helpful and appropriate for the parsonage family.

h. Due to the Federal Tax Cuts and Jobs Act of 2017, clergy should continue to be aware of the provisions of moving reimbursements that may impact their tax situation and are urged to consult with their tax advisor.

12. That the president, vice-president, and secretary of the conference Council on Finance and Administration, the chairperson of the Audit Review Committee, the conference treasurer-director of administrative services, a cabinet representative, and one lay member of the CF&A constitute the executive committee of the conference Council on Finance and Administration. The principal duties of the Executive Committee include annual review, compensation and benefits of the conference treasurer, and review and recommend to CF&A all statements of relationship for ministries relating to the conference.

13. That the Council on Finance and Administration be authorized to appoint a conference auditor.

14. That each local church makes a very special effort to undergird the meal, transportation, and lodging expenses of annual conference members attending annual conference by adding a minimum of $100 to the church budget for each lay and clergy delegate. The district superintendents are asked to encourage such support at each charge conference.

15. That conference funds not be permitted to carry over unspent funds from one conference year to another unless specifically authorized by the Council on Finance and Administration. Agencies receiving funds from sources other than apportioned funds, such as fee-based events, may carry over such unspent funds into the next year.

16. That 3:00 p.m., Wednesday, January 6, 2021, be the cutoff time by which all payments from local churches must be in the office of the conference treasurer in order to be applied to the 2020 year.

17. That each conference board, agency, or institution receiving or disbursing funds not managed by the conference treasurer maintain adequate financial records and prepare and submit annual audit reports to the conference treasurer and the conference Council on Finance and Administration. All treasurers should be properly bonded.

18. That the conference fiscal year begins on January 1, 2021 and ends on December 31, 2021.

19. That the conference Council on Finance and Administration be responsible for designating depositories for conference funds.

P. Glenn Kinken III, President
R. Mark King, Treasurer
## WNCC 2021 PROPOSED BUDGET

### Western North Carolina Conference

#### Proposed Budget 2021

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<th>Fund Name</th>
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#### General Church Funds

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<tr>
<td></td>
<td>Approved</td>
<td>Actual Receipts</td>
<td>Actual Expenses</td>
<td>Approved</td>
<td>Proposed</td>
</tr>
<tr>
<td>Africa University</td>
<td>90,797</td>
<td>88,222</td>
<td>88,222</td>
<td>92,468</td>
<td>81,362</td>
</tr>
<tr>
<td>Black College</td>
<td>405,715</td>
<td>343,295</td>
<td>343,295</td>
<td>413,180</td>
<td>361,899</td>
</tr>
<tr>
<td>Episcopal Fund</td>
<td>891,794</td>
<td>753,023</td>
<td>753,023</td>
<td>908,204</td>
<td>1,003,978</td>
</tr>
<tr>
<td>General Administration</td>
<td>357,578</td>
<td>298,711</td>
<td>298,711</td>
<td>364,157</td>
<td>307,910</td>
</tr>
<tr>
<td>Interdenominational Cooperation</td>
<td>79,545</td>
<td>66,286</td>
<td>66,286</td>
<td>81,009</td>
<td>10,825</td>
</tr>
<tr>
<td>Jurisdictional Conference Administration</td>
<td>46,980</td>
<td>41,367</td>
<td>46,980</td>
<td>46,980</td>
<td>46,980</td>
</tr>
<tr>
<td>Ministerial Education</td>
<td>1,017,197</td>
<td>860,147</td>
<td>860,147</td>
<td>1,035,822</td>
<td>783,110</td>
</tr>
<tr>
<td>World Service Fund</td>
<td>3,011,387</td>
<td>2,504,719</td>
<td>2,504,719</td>
<td>3,066,798</td>
<td>2,500,336</td>
</tr>
<tr>
<td><strong>Total General Church Funds</strong></td>
<td>5,900,903</td>
<td>4,955,770</td>
<td>4,961,383</td>
<td>6,008,618</td>
<td>5,096,400</td>
</tr>
</tbody>
</table>

**Grand Total of all Conference-Apportioned Funds**

<table>
<thead>
<tr>
<th>Fund Name</th>
<th>2019</th>
<th>2019</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Approved</td>
<td>Actual Receipts</td>
<td>Actual Expenses</td>
<td>Approved</td>
<td>Proposed</td>
</tr>
<tr>
<td>$ 16,166,481</td>
<td>$ 13,723,503</td>
<td>$ 13,722,903</td>
<td>$ 16,271,284</td>
<td>$ 13,747,745</td>
<td>-15.51%</td>
</tr>
</tbody>
</table>

Increase (decrease) in budget from 2019 to 2020: 2020 to 2021

<table>
<thead>
<tr>
<th>Fund Name</th>
<th>2019</th>
<th>2019</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Approved</td>
<td>Actual Receipts</td>
<td>Actual Expenses</td>
<td>Approved</td>
<td>Proposed</td>
</tr>
<tr>
<td>Increase (decrease)</td>
<td>104,803</td>
<td>0.65%</td>
<td>(2,523,539)</td>
<td>-15.51%</td>
<td></td>
</tr>
</tbody>
</table>

#### District Apportioned Funds

<table>
<thead>
<tr>
<th>Fund Name</th>
<th>2019</th>
<th>2019</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Approved</td>
<td>Actual Receipts</td>
<td>Actual Expenses</td>
<td>Approved</td>
<td>Proposed</td>
</tr>
<tr>
<td>District Apportioned</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
<td>$ 685,000</td>
</tr>
<tr>
<td>Mission Engagement</td>
<td>532,000</td>
<td>490,434</td>
<td>490,434</td>
<td>532,000</td>
<td>409,000</td>
</tr>
<tr>
<td>Benevolence Grants</td>
<td>641,800</td>
<td>591,461</td>
<td>591,461</td>
<td>641,800</td>
<td>584,000</td>
</tr>
<tr>
<td>Church Vitality</td>
<td>678,700</td>
<td>629,402</td>
<td>629,402</td>
<td>678,700</td>
<td>564,000</td>
</tr>
<tr>
<td><strong>Total District Funds</strong></td>
<td>$ 1,852,500</td>
<td>$ 1,711,297</td>
<td>$ 1,711,297</td>
<td>$ 1,852,500</td>
<td>$ 2,242,000</td>
</tr>
</tbody>
</table>

**Grand Total of all Conference & District Apportioned Funds**

<table>
<thead>
<tr>
<th>Fund Name</th>
<th>2019</th>
<th>2019</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Approved</td>
<td>Actual Receipts</td>
<td>Actual Expenses</td>
<td>Approved</td>
<td>Proposed</td>
</tr>
<tr>
<td>18,016,981</td>
<td>15,434,800</td>
<td>15,434,200</td>
<td>18,123,784</td>
<td>15,989,745</td>
<td>-11.77%</td>
</tr>
</tbody>
</table>
## WNCC 2021 Proposed Budget

### Western North Carolina Conference

#### Proposed Budget 2021

<table>
<thead>
<tr>
<th>Fund Name</th>
<th>2019 Approved</th>
<th>2019 Actual Receipts</th>
<th>2019 Actual Expenses</th>
<th>2020 Approved</th>
<th>2021 Proposed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cabinet Support</td>
<td>55,500</td>
<td>51,526</td>
<td>56,055</td>
<td>55,000</td>
<td></td>
</tr>
<tr>
<td>Archives and History</td>
<td>14,350</td>
<td>9,830</td>
<td>14,350</td>
<td>14,350</td>
<td></td>
</tr>
<tr>
<td>Resource Center</td>
<td>54,000</td>
<td>45,858</td>
<td>52,000</td>
<td>52,000</td>
<td></td>
</tr>
<tr>
<td>Committees Support</td>
<td>16,500</td>
<td>7,972</td>
<td>15,000</td>
<td>10,000</td>
<td></td>
</tr>
<tr>
<td><strong>Annual Conference</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conference Sessions</td>
<td>102,000</td>
<td>95,550</td>
<td>102,000</td>
<td>102,000</td>
<td></td>
</tr>
<tr>
<td>General &amp; Jurisdictional delegate expenses</td>
<td>6,000</td>
<td>4,654</td>
<td>15,000</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Ministers Moving Fund</td>
<td>140,000</td>
<td>98,210</td>
<td>130,000</td>
<td>120,000</td>
<td></td>
</tr>
<tr>
<td>Contingency</td>
<td>300,000</td>
<td>63,298</td>
<td>250,000</td>
<td>250,000</td>
<td></td>
</tr>
<tr>
<td><strong>Total Conference Services Support</strong></td>
<td>688,350</td>
<td>376,698</td>
<td>634,405</td>
<td>603,350</td>
<td>-4.90%</td>
</tr>
<tr>
<td><strong>Conference Staff Support:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries</td>
<td>1,827,728</td>
<td>1,886,236</td>
<td>1,759,755</td>
<td>1,760,000</td>
<td></td>
</tr>
<tr>
<td>Related Benefits costs</td>
<td>833,882</td>
<td>419,297</td>
<td>813,269</td>
<td>865,000</td>
<td></td>
</tr>
<tr>
<td><strong>Total Conference Staff Support</strong></td>
<td>2,661,410</td>
<td>2,305,533</td>
<td>2,573,024</td>
<td>2,625,000</td>
<td>2.02%</td>
</tr>
<tr>
<td><strong>Conference Administrative Support:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Episcopal Office</td>
<td>6,000</td>
<td>9,042</td>
<td>8,500</td>
<td>85,000</td>
<td></td>
</tr>
<tr>
<td>Assistant to Bishop</td>
<td>4,000</td>
<td>1,870</td>
<td>3,800</td>
<td>3,800</td>
<td></td>
</tr>
<tr>
<td>Treasury Services</td>
<td>20,000</td>
<td>14,926</td>
<td>10,000</td>
<td>10,000</td>
<td></td>
</tr>
<tr>
<td>Communications</td>
<td>96,000</td>
<td>55,524</td>
<td>96,000</td>
<td>96,000</td>
<td></td>
</tr>
<tr>
<td>Ministerial Services/Conference Secretary</td>
<td>19,000</td>
<td>11,849</td>
<td>17,250</td>
<td>17,250</td>
<td></td>
</tr>
<tr>
<td>Information Technology</td>
<td>165,000</td>
<td>119,754</td>
<td>312,760</td>
<td>315,000</td>
<td></td>
</tr>
<tr>
<td><strong>General Support</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Liability &amp; Property Insurance</td>
<td>38,200</td>
<td>27,954</td>
<td>30,000</td>
<td>30,000</td>
<td></td>
</tr>
<tr>
<td>Legal</td>
<td>82,500</td>
<td>55,176</td>
<td>63,125</td>
<td>60,000</td>
<td></td>
</tr>
<tr>
<td>Audit</td>
<td>80,000</td>
<td>79,790</td>
<td>75,000</td>
<td>45,000</td>
<td></td>
</tr>
<tr>
<td>Staff Travel/Education</td>
<td>154,000</td>
<td>102,697</td>
<td>155,500</td>
<td>125,000</td>
<td></td>
</tr>
<tr>
<td>Episcopal Residence</td>
<td>10,000</td>
<td>2,434</td>
<td>4,000</td>
<td>20,000</td>
<td></td>
</tr>
<tr>
<td>Conference Office</td>
<td>105,000</td>
<td>105,000</td>
<td>106,050</td>
<td>100,000</td>
<td></td>
</tr>
<tr>
<td><strong>Total Conference Administrative Support</strong></td>
<td>759,700</td>
<td>585,926</td>
<td>881,985</td>
<td>907,050</td>
<td>2.84%</td>
</tr>
<tr>
<td><strong>Total Fund 505 - Conference Support</strong></td>
<td>$ 4,109,460</td>
<td>$ 3,491,652</td>
<td>$ 3,370,157</td>
<td>$ 4,089,414</td>
<td>$ 4,135,400</td>
</tr>
</tbody>
</table>
THE BOARD OF PENSION AND HEALTH BENEFITS, INC.

Pension Program and Policies
The Board of Pension and Health Benefits, Inc., Western North Carolina Conference, The United Methodist Church, acting as an auxiliary to Wespath Benefits/Investments, is charged with caring for the work of providing for and contributing to the support, relief, assistance, and pensioning of clergy and their families in the Western North Carolina Conference.

In 2021, the Conference Board of Pension and Health Benefits will send invoices monthly to the churches for clergy appointed in accordance with the Clergy Retirement Security Program (CRSP) adopted by The United Methodist Church. Through December 31, 2016, CRSP covers all US United Methodist Church clergy, including elders, local pastors and deacons, appointed within the annual conference, subject to the time designations described below with the effective date of January 1, 2014.

Since the implementation of direct billing for pension and health benefits in 2007, the Conference Board of Pension and Health Benefits have been investing the net proceeds from these billings in various investment vehicles with The United Methodist Foundation. Over the years, these investments have provided better than projected earnings for the conference. As a result, the board has approved the sharing of these resources with the local church by reducing the cost of pension benefits (without reducing any pension benefits to the pastors) by $2,378 per full-time pastor in 2021, invoicing $3,093 to the local church. The actual cost invoiced to the conference for the CRSP DB full-time benefit will be $5,471. This is the tenth year of reductions in our CRSP defined benefit pension billings to each local church for each full-time pastor as shown in the table below:

<table>
<thead>
<tr>
<th>Year</th>
<th>Annual Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>$6,903</td>
</tr>
<tr>
<td>2012</td>
<td>$6,504</td>
</tr>
<tr>
<td>2013</td>
<td>$6,200</td>
</tr>
<tr>
<td>2014</td>
<td>$5,118</td>
</tr>
<tr>
<td>2015</td>
<td>$4,092</td>
</tr>
<tr>
<td>2016</td>
<td>$3,824</td>
</tr>
<tr>
<td>2017</td>
<td>$3,713</td>
</tr>
<tr>
<td>2018</td>
<td>$3,402</td>
</tr>
<tr>
<td>2019</td>
<td>$3,093</td>
</tr>
<tr>
<td>2020</td>
<td>$3,093</td>
</tr>
<tr>
<td>2021</td>
<td>$3,093</td>
</tr>
</tbody>
</table>

The board rejoices in the ability to share these resources with the local church so that more of their resources may be used for ministry within their communities.

As published in the 2013 report, new provisions of the Clergy Retirement Security Program (CRSP), enacted at General Conference 2012, became effective January 1, 2014, as follows:

- **Eligibility:** Full-time clergy are eligible to participate and earn benefits. Annual conferences may elect to cover clergy who are appointed as three-quarters or one-half time. Clergy who are appointed one-quarter time are no longer eligible to earn CRSP benefits. Any benefits already earned through December 31, 2013 remain in place.
- **Benefit Formulas:** The formula for determining the defined benefit (DB) component was reduced for the multiplier from 1.25% to 1.0% to be applied to Denominational Average Compensation (DAC) per year of service beginning January 1, 2014. Additionally, for the defined contribution (DC) component, the local church will contribute 2% of the clergy’s compensation, reduced from 3% in 2013. If the clergy person contributes up to 1% of his/her plan compensation, the local church will also contribute an additional 1% amount as a dollar-for-dollar match of the UMPIP contributions, up to 1%.
- **Surviving Spouse Benefits:** Beginning January 1, 2014, the initial dollar amount of the benefit paid to a married participant will be reduced to offset the value of spousal benefits.
- **Disabled Adult Child Benefits:** Beginning January 1, 2014, participants may designate a disabled adult child as a secondary contingent annuitant. After the participant and his or her spouse die, the disabled adult child would continue to receive DB benefits for life. The initial participant benefit would be reduced to pay for this extra benefit.
Based on the above, invoices will be prepared using the following criteria:

A. Pension Plan Compensation (PPC) is the total annual compensation reported by the charge conference for 2021; included in the PPC is the housing component. The housing is either 25% of the aforementioned annual compensation, if a parsonage is provided, or the cash paid in lieu of a parsonage.

B. Clergy Retirement Security Program – In 2021, the Core Defined Contribution Part (CRSP-DC) is 3% of PPC. Continuing from 2014 (the effective date of this change) CRSP-DC will continue to be invoiced at 3% of PPC, with 2% being an employer contribution and 1% as a matching contribution to the pastor’s United Methodist Personal Investment Plan (UMPIP).

C. Clergy Retirement Security Program – Core Defined Benefit Part (CRSP-DB) is an actuarially determined normal cost provided by Wespath. For 2021, the cost is $3,093 for each full-time clergy. For those clergy appointed ¾ and ½ time (based on the eligibility approved by this session of the annual conference), the cost is that percentage times $3,093. Wespath has provided that the conference actuarially determined normal cost contribution due December 31, 2021 will be $3,958,245. Effective January 1, 2014, as approved by General Conference 2012, clergy appointed to ¾ time positions will not be eligible to earn benefits under the CRSP–DC plan and will not accrue benefits in the CRSP–DB plan after that date. (All previously earned benefits will remain in place.) The Conference Board of Pension and Health Benefits of Western North Carolina highly recommends that any local church which is served by a clergy person appointed to a ¼ time position sponsor the United Methodist Personal Investment Plan (UMPIP) and provide an employer contribution on behalf of the clergy person under appointment.

D. Comprehensive Protection Plan (CPP) is the death and disability program administered through Wespath. In 2013 and prior years, premiums of 3% of PPC have been required to be paid for full-time clergy. The premium is 3% of PPC to a maximum amount of 200% of Denominational Average Compensation (DAC). General Conference 2016 approved a change that would permit Annual Conference Boards of Pension to enroll clergy appointed to ¾ time and full-time positions in the CPP. GC 2016 also changed the minimum compensation to 25% of DAC. For the year 2021, the CPP premium will be invoiced to the churches with full-time and ¾ time clergy at the rate of 2.50% of PPC, and the remaining 0.50% will be funded from conference board reserves.

The Clergy Retirement Security Program (CRSP) provides that the Past Service Annuity Rate (PSR) for service years prior to 1982 will increase 2% per annum. The conference board is proposing that the 2021PSR be set at $823.00 per service year, which represents the aforementioned 2% increase and is greater than 1% of Conference Average Compensation as provided by Wespath for the Western North Carolina Annual Conference.

Paragraph 1506.6 of The Book of Discipline 2016, requires each annual conference to develop, adopt and implement a formal comprehensive funding plan or plans for funding all of its benefit obligations. Such funding plan must be submitted to Wespath Benefits/Investments for review in order to obtain a favorable written opinion from Wespath. Under this requirement, the Conference Board of Pension and Health Benefits has developed, adopted, and implemented such formal comprehensive funding plan upon obtaining a favorable written opinion from Wespath. By approval of the Conference Board of Pension and Health Benefits and inclusion of a summary of the Comprehensive Funding Plan, with the favorable written opinion received, this plan is deemed to be approved by the Annual Conference of Western North Carolina.

Proposal: Pension Programs and Policies

(Petition 2a)

The conference Board of Pension and Health Benefits proposes:

1. That the basic cost of pastor’s pension be invoiced to churches in 2021 as pension responsibility to support the Clergy Retirement Security Program.

2. That supplemental funds for the cost of the Clergy Retirement Security Program – Core Defined Benefit Part (CRSP-DB) for clergy appointed on medical leave be included in the 2021 conference budget at Fund 507, named “Clergy Medical Leave Benefits.” The 2021 budget request for the CRSP–DB pension component for clergy on medical leave is $0 (zero).

3. That the Past Service Annuity Rate for service years prior to 1982 be set at $823.00 per service year, effective January 1, 2021, and that the eligibility for the Clergy Retirement Security Program be determined to include clergy appointed for full, ¾ and ½ time positions. That the eligibility for the Comprehensive Protection Plan be determined to include clergy appointed for full and ¾ time positions earning a minimum of 25% of the DAC in pension plan compensation (PPC).
4. That the following resolution be adopted for calendar year 2021:

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

The Western North Carolina Conference (the “Conference”) adopts the following resolution 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 the 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:

THAT an amount equal to 100% of the pension 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, the Western North Carolina Conference Superannuate Endowment Fund, and The Duke Endowment during the period January 1, 2021 through December 31, 2021 by each active, retired, terminated or disabled Clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergyperson; and

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

NOTE: The rental/housing allowance that may be excluded from a Clergyperson’s gross income in any year for federal income tax purposes is limited under Internal Revenue Code section 107(2) and regulations thereunder to the least of: (1) the amount of the rental/housing allowance designated by the Clergyperson’s employer or other appropriate body of the Church (such as this Conference in the foregoing resolution) for such year; (2) the amount actually expended by the Clergyperson to rent or provide a home in such year, or (3) the fair rental value of the home, including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year. Retired Clergy are encouraged to consult their tax advisor concerning this resolution.

Clergy Debt Reduction Peer Program

The Conference Board of Pension and Health Benefits is working in partnership with the United Methodist Foundation of Western North Carolina, Inc. (the Foundation) on a Clergy Debt Reduction Peer Program. The program is sponsored and funded by the Conference Board of Pension and Health Benefits and administered by the Foundation. The program is already impacting its participants, and holds possibilities for improving clergies’ general welfare and well-being. As of December 31, 2019, loans outstanding for clergy debt reduction and refinancing totaled $2,076,362.

Balances Due from Churches

Beginning in 2007, direct clergy benefit costs were invoiced to each local church. According to conference action, recorded in the 2004 journal, page 234, “Non-payment of direct clergy benefit costs (pension and health benefits) result in a default recorded against the church” (see ¶639.4, The Book of Discipline 2016). While individual clergy will not lose benefits, the church will incur a liability to the conference Board of Pension and Health Benefits. The default will be reported by the conference benefits officer to the district superintendents, and the church will be led to correct this situation.
The following is the 2019 list of churches with balances greater than $50.00 as of April 1, 2020, resulting from non-payment of direct clergy benefit costs:

<table>
<thead>
<tr>
<th>District</th>
<th>Church</th>
<th>2019 Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appalachian</td>
<td>Boone (Boone)</td>
<td>$ 9,429.37</td>
</tr>
<tr>
<td></td>
<td>Crossfire (N. Wilkesboro)</td>
<td>$ 1,223.52</td>
</tr>
<tr>
<td></td>
<td>Fairmount (Statesville)</td>
<td>$ 76.42</td>
</tr>
<tr>
<td></td>
<td>Green Hill (Lenoir)</td>
<td>$ 684.25</td>
</tr>
<tr>
<td></td>
<td>Harmony (Harmony)</td>
<td>$ 1,686.77</td>
</tr>
<tr>
<td></td>
<td>Nathan’s Creek (Crumpler)</td>
<td>$ 95.09</td>
</tr>
<tr>
<td></td>
<td>Pisgah (Linville Falls)</td>
<td>$ 88.12</td>
</tr>
<tr>
<td></td>
<td>Snow Creek (Statesville)</td>
<td>$ 1,020.00</td>
</tr>
<tr>
<td>Blue Ridge</td>
<td>Addie’s Chapel (Marion)</td>
<td>$ 14,097.82</td>
</tr>
<tr>
<td></td>
<td>Oak Hill (Candler)</td>
<td>$ 812.84</td>
</tr>
<tr>
<td></td>
<td>Selica (Brevard)</td>
<td>$ 434.80</td>
</tr>
<tr>
<td>Catawba Valley</td>
<td>Brown’s Chapel (Catawba)</td>
<td>$ 348.44</td>
</tr>
<tr>
<td></td>
<td>El Bethel (Kings Mountain)</td>
<td>$ 919.29</td>
</tr>
<tr>
<td></td>
<td>Kadesh (Lawndale)</td>
<td>$ 3,141.60</td>
</tr>
<tr>
<td></td>
<td>Knob Creek (Lawndale)</td>
<td>$ 3,141.60</td>
</tr>
<tr>
<td></td>
<td>Linville (Morganton)</td>
<td>$ 3,103.00</td>
</tr>
<tr>
<td></td>
<td>Mundy’s Chapel (Mooresboro)</td>
<td>$ 1,188.77</td>
</tr>
<tr>
<td></td>
<td>St. Peter’s (Lawndale)</td>
<td>$ 3,141.60</td>
</tr>
<tr>
<td></td>
<td>Tucker’s Grove (Iron Station)</td>
<td>$ 14,862.75</td>
</tr>
<tr>
<td>Metro</td>
<td>Hunter’s Chapel (Cornelius)</td>
<td>$ 9,546.00</td>
</tr>
<tr>
<td></td>
<td>Mill Grove (Indian Trail)</td>
<td>$ 51.65</td>
</tr>
<tr>
<td></td>
<td>Park Avenue (Mooresville)</td>
<td>$ 192.94</td>
</tr>
<tr>
<td></td>
<td>Sanctuary (NS) (Charlotte)</td>
<td>$ 5,203.64</td>
</tr>
<tr>
<td>Smoky Mountain</td>
<td>Love’s Chapel (Sylva)</td>
<td>$ 551.64</td>
</tr>
<tr>
<td>Uwharrie</td>
<td>Central (Monroe)</td>
<td>$ 1,775.58</td>
</tr>
<tr>
<td></td>
<td>Rehobeth (Ramseur)</td>
<td>$ 95.73</td>
</tr>
<tr>
<td></td>
<td>Union Chapel (Albemarle)</td>
<td>$ 426.24</td>
</tr>
<tr>
<td>Yadkin Valley</td>
<td>Boonville (Boonville)</td>
<td>$ 10,253.52</td>
</tr>
<tr>
<td></td>
<td>Centenary (Clemmons)</td>
<td>$ 387.62</td>
</tr>
<tr>
<td></td>
<td>New Mount Vernon (Winston-Salem)</td>
<td>$ 1,208.52</td>
</tr>
<tr>
<td></td>
<td>Saints Home (Winston-Salem)</td>
<td>$ 2,388.33</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>$ 91,577.46</strong></td>
</tr>
</tbody>
</table>

**Health Benefits Committee**

The Health Benefits Committee serves as a subcommittee of the Board of Pension and Health Benefits (BOPHB), with responsibility in two specific areas: health benefits and group term life insurance.

The committee is composed of at least 12 members appointed by the board to quadrennial terms, as follows: three from BOPHB, one serving as chair of the committee, one being an officer of BOPHB, and one being the Cabinet representative to BOPHB; one from the conference Board of Ordained Ministry; one from the conference Council on Finance and Administration; two retired clergy persons; and five professional persons involved in the insurance industry. Typically, there are six lay members and six clergy members. The various agencies represented nominate their representatives to BOPHB for appointment.

**Group Life Insurance**

Wespath, through the Comprehensive Protection Plan, provides a death and disability benefit for eligible clergy, along with death benefits for members of clergy families. In addition to this coverage, the conference offers basic life insurance coverage of $10,000 for active clergy enrolled in the conference group health plan, with premiums for this coverage collected through the invoice. Clergy members may elect to increase their coverage by enrolling in additional coverage in the amounts of $25,000, $50,000, $75,000, $100,000 or $150,000. A new feature to the plan is critical illness and accident coverage. As an added benefit, a clergy member may elect to enroll his/her spouse and dependent children. This additional coverage is available from a group policy secured by the committee for a quarterly premium to be collected by the insuring company. The continuation of this optional benefit is dependent on normal participation of those eligible. Newly eligible clergy will receive information about this coverage from the Treasury Services Office. To obtain coverage without evidence of insurability, enrollment must be made within 30 days of eligibility.

**Enrollment Deadlines for Health and Life Insurance**

Responsibility rests with the individual to make application in writing for the group health insurance and the group life insurance. In addition, any changes in dependents’ status must also be submitted in writing. The effective date of coverage for new applicants is July 1 following the session of annual conference. Applications must be made within 30 days of appointment at annual conference. Anyone seeking to apply following the 30-day grace period will have a 12-month waiting period for all pre-existing conditions.
Health Benefits Continuation Policy
The conference benefits plan provides for group members and eligible beneficiaries to continue coverage if they become ineligible for the plan. The policy is available from the plan administrator.

Premium Collection Policy
Payment of the medical/health insurance premiums for pastors is the responsibility of the local church(es). This premium payment is invoiced monthly. For churches with more than one pastor on the staff, the church is responsible for the payment of the insurance premium for each eligible pastor. It is the responsibility of the pastor to pay the premium costs for dependents.

The Health Benefits Committee requires the conference treasurer to notify dependent accounts which are delinquent by sixty (60) days or more that their coverage is immediately subject to termination. If full payment is not made by thirty (30) days after the delinquency, coverage will be terminated.

2019 Financial Summary of Health Benefits Plans through December 31, 2019

<table>
<thead>
<tr>
<th>Fund 575</th>
<th>Fund 125</th>
</tr>
</thead>
<tbody>
<tr>
<td>Active</td>
<td>Retirees</td>
</tr>
<tr>
<td>_________</td>
<td>---------</td>
</tr>
<tr>
<td>Sources of Funds</td>
<td></td>
</tr>
<tr>
<td>Premiums-</td>
<td></td>
</tr>
<tr>
<td>Active-Church Contributions</td>
<td>9,388,250</td>
</tr>
<tr>
<td>Active-Clergy/Dependent/Conf. Personnel</td>
<td>2,469,165</td>
</tr>
<tr>
<td>Retiree Contributions</td>
<td>0</td>
</tr>
<tr>
<td>Cole Foundation</td>
<td>0</td>
</tr>
<tr>
<td>Other-</td>
<td></td>
</tr>
<tr>
<td>Stop Loss Claims</td>
<td>411,663</td>
</tr>
<tr>
<td>Drug rebates/Misc</td>
<td>56,329</td>
</tr>
<tr>
<td>Clodfelter Trust</td>
<td>0</td>
</tr>
<tr>
<td>Retiree Stabilization Fund</td>
<td>0</td>
</tr>
<tr>
<td>Total Sources</td>
<td>12,325,407</td>
</tr>
<tr>
<td>Uses of Funds</td>
<td></td>
</tr>
<tr>
<td>Benefit Payments</td>
<td>12,806,975</td>
</tr>
<tr>
<td>Wellness program</td>
<td>40,148</td>
</tr>
<tr>
<td>Administrative Charges</td>
<td>824,569</td>
</tr>
<tr>
<td>HSA Seed Expense</td>
<td>7,200</td>
</tr>
<tr>
<td>Life Insurance Premium</td>
<td>36,751</td>
</tr>
<tr>
<td>Operating Expenses</td>
<td>4,710</td>
</tr>
<tr>
<td>ACA Fees</td>
<td>3,883</td>
</tr>
<tr>
<td>Change in Claims Incurred but not received</td>
<td>0</td>
</tr>
<tr>
<td>Claims – Medical Leave</td>
<td>13,999</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>0</td>
</tr>
<tr>
<td>Bad Debt Expense</td>
<td>61,554</td>
</tr>
<tr>
<td>Total Uses</td>
<td>13,799,789</td>
</tr>
<tr>
<td>Sources less Uses</td>
<td>-1,474,382</td>
</tr>
<tr>
<td>Fund Balance, January 1</td>
<td>-1,983,850</td>
</tr>
<tr>
<td>Excess/Deficit</td>
<td>-1,474,382</td>
</tr>
<tr>
<td>Fund Balance, December 31</td>
<td>3,458,232</td>
</tr>
</tbody>
</table>
**Retiree Stabilization Fund**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginning Balance, January 1</td>
<td>$7,647,971</td>
</tr>
<tr>
<td>Investment Income</td>
<td>$1,578,211</td>
</tr>
<tr>
<td>Grant Payment</td>
<td>$0</td>
</tr>
<tr>
<td>Current Balance, December 31</td>
<td>$9,226,182</td>
</tr>
<tr>
<td>Combined Total Fund Balance</td>
<td>$10,242,358</td>
</tr>
</tbody>
</table>

**Conclusion**

The committee appreciates the fine spirit in which subscribers and local churches are supporting the work of the Health Benefits Committee. It seeks their continuing support as it makes every effort to provide a health benefits program that meets all needs. Members of the committee are: Frank A. Stith III (chairperson), Sandra McNiel, Lori Wilson, Al Jones, Marvin Melton, Rey Rodríguez, J. Zachery Christy, Phillip B. Cole, Winifred Helton, Andrea Conder, Ken Poe, and Beverly Coppley, Cabinet Representative, R. Mark King, Conference Treasurer, Dale C. Bryant, Benefits Administrator, and M. Lynne Gilbert, CBOPHB Treasurer.

**Proposal: Health Benefits Program and Policies**

(Petition 2b)

The Health Benefits Committee proposes:

1. That the Board of Pension and Health Benefits be authorized to secure a hospital/medical insurance contract for 2021 that will be advantageous in terms of coverage, premium rates, and administrative costs.
2. That the hospital/medical insurance program be continued for all eligible persons working 30 hours or more per standard workweek.
3. That each local charge and eligible pastor be expected to participate in the conference program of hospital/medical insurance by contributing an amount equal to the pastor’s coverage premium for each eligible pastor appointed to that charge and that these premium payments be remitted to the conference Treasury Services Office rather than to the pastor or other insurance carrier. The participant participation schedule should be used to calculate the eligible pastor’s portion.
4. That premium cost information is made available to local churches and pastors immediately after the 2021 plan has been determined and rates established.
5. That a pastor may exclude himself/herself from coverage by signing a written waiver, releasing the conference and any local church from legal or moral responsibility for medical or accident claims.
6. That, in the discussion of salaries and benefits for 2021 and all succeeding years, local church committees on staff-parish relations consider designating a portion of compensation for dependents’ healthcare coverage.
7. That medical/hospital coverage be provided for persons terminated from the plan for not more than a 12-month period, with the premium costs to be paid by the person terminated.
8. That continued endorsement be given to the optional life insurance program provided by a top-quality life insurance company as supplemental coverage for active clergy.
9. That the following Retired Clergy Medical Plan, which became effective on January 1, 2003, and was amended at the special session of the conference on February 2, 2008, be continued:
   a. **Benefit Design:** The basic benefit design for all participants will be a comprehensive Medicare supplement.
      (complete benefit description available from the conference Treasury Services Office).
   b. **Funding Design:**
      
      1. **Creation of the Retiree Security Supplement Fund,** which was created December 31, 2008. This Restricted Fund shall be vested with a minimum of $5,000,000. Subsequently, additional contributions to this Fund (corpus or principal) shall be made of all free reserve available at year-end. Free reserve is defined as the fund balance in excess of the Claims Reserve required by the Plan. The Claims Reserve is 25% of the prior year’s claims paid.
      
      2. The purpose of the Retiree Security Supplement Fund is to secure the retiree medical benefit by contributing 4% of the fund balance (which consists of corpus or principal and earnings from dividends, interest and appreciation) each year to the Retired Clergy Medical Plan. The Fund’s contribution will reduce the Net Estimated Claims Cost of the Retired Clergy Medical Plan to the Base Estimated Claims Cost.
      3. Net Estimated Claims Cost is defined as Total Estimated Claims Costs (including administration, stop-loss insurance and other operating expenses), less all contributions from other charitable trusts, foundations or individuals, such as The Cole Foundation.
c. Premium Design:

(1) Participants enrolled prior to January 1, 2003 will contribute the Base Estimated Claims Cost.

(2) Participants enrolled in the retiree plan on or after January 1, 2003 will contribute based on “years enrolled in the Active Health Benefits Plan.” The contribution will be based on a percentage of the plan year’s Net Estimated Claims Cost, as follows:

(a) 1-10 Years: 100% of the Net Estimated Claims Cost.
(b) Beginning in the 11th year, the contribution will decline approximately 1% per year to an amount equal to the Base Estimated Claims Cost.
(c) All of the years prior to 2003 that a clergyperson has been appointed to a local church or conference position will be considered “years enrolled in the Active Health Benefits Plan.”
(d) Participants must be enrolled in Medicare Parts A & B to be eligible for the Retired Clergy Medical Plan.

10. That each participant electing dependent coverage be required to remit premium payments in the method established by the Health Benefits Committee and that dependent coverage remain in effect only when premium payments are current.

11. That each participating participant be required to remit premium payments in the method established by the Health Benefits Committee and approved by the 2009 Annual Conference and coverage remain in effect only when premium payments are current. The current participating participant method is a progressive scale percent of premium based on salary.

12. That sufficient funds for hospital/medical coverage be included in the appropriate 2021 apportioned funds to pay premiums for district superintendents and administrative, program, and support staff members of the conference headquarters.

13. That supplemental funds for insurance for clergy on medical leave be included in the 2021 conference budget at Fund 507, “Clergy Medical Leave Benefits.” The 2021 budget request for the health benefit component for clergy on medical leave is $0 (zero).

Words of Appreciation
The board extends its gratitude and that of the conference to Dale C. Bryant, benefits administrator since October 1998.

Questions dealing with pension, health insurance, or group life insurance should be directed to Bryant at 704-535-2260 or 704-714-2332; e-mail dbryant@wnccumc.org.

Michael Watson, President of the Board
Lynne Gilbert, Treasurer of the Board
R. Mark King, Conference Benefits Officer
The Board of Pension and Health Benefits, Inc.

CONFERENCE BOARD OF TRUSTEES, INC.

The Board of Trustees, Western North Carolina Conference, The United Methodist Church, Inc. is a chartered nonprofit corporation under North Carolina law, in accordance with The Book of Discipline of The United Methodist Church, and is subject to the instructions of the annual conference and its officers.

Investments
The Jesse Spencer Bell Fund, under trustee management, is invested through The United Methodist Foundation of Western North Carolina, Inc.

Earnings during 2019 were distributed to the following designated beneficiaries:

<table>
<thead>
<tr>
<th>Beneficiary</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Western North Carolina Conference Board of Pensions</td>
<td>$4,025.17</td>
</tr>
<tr>
<td>Western North Carolina Conference United Methodist Women</td>
<td>$2,271.19</td>
</tr>
<tr>
<td>Brevard College</td>
<td>$4,947.14</td>
</tr>
<tr>
<td>Total Distribution</td>
<td>$11,243.50</td>
</tr>
</tbody>
</table>

New Conference Center

Sustainability
In January 2019, the trustees were informed that the building had received LEED (Leadership in Energy and Environmental Design) gold certification. In addition, solar panels on the roof of the building were installed to generate power that will feed the WNCC offices resulting in a direct impact to operating costs. Three additional conference rooms have been constructed on the first floor for use by the conference, local churches, and outside groups.
Property Management

On May 1, 2019, the board of trustees transferred all conference property management and broker services from A. Anthony and Foundry Commercial to Wesley Community Development, a nonprofit that helps North Carolina churches develop or repurpose real estate to best meet church and community needs.

Leasing

Wesley Community Development negotiated a seven-year lease with annual incremental increases with NRV, Inc. (parent company of Ryan Homes and NVR Mortgage), and they are now occupying 80% of the first floor of the Conference Center building. The conference received the first lease payment from NRV, Inc. on January 22, 2020. The total yearly lease payments will cover most, if not all, of the operational expenses of the Conference Center building.

Episcopal Residence

The Episcopal Residence Committee cares for the conference-owned Episcopal Residence, constituted according to the provisions of the Discipline. The trustees send a representative to this committee. Bishop and Mrs. Paul Leeland live in the Episcopal Residence located at 3416 Maryhurst Lane, Charlotte, N.C. 28226.

Duke Endowment Grant for the Church Legacy Initiative

Among other duties, the trustees look after discontinued and abandoned churches. The Church Legacy initiative, with a staff of four persons, is continuing to assist local churches with discerning possible paths forward. This project has completed its fourth of a five-year grant from the Duke Endowment. The trustees affirm the benefits of this transition team, and gratefully thank the cabinet, the Duke Endowment, and The United Methodist Foundation for their endeavors in this area.

Discontinued Churches

Note that ¶2548.4 of The Book of Discipline specifies that all deeds, records, and official and legal papers of a discontinued church shall be deposited for permanent safekeeping with the Commission of Archives and History of the Annual Conference. The central repository is currently housed at Pfeiffer University in Misenheimer, N.C. A list of the local churches that have been discontinued since the last annual conference can be found in the Cabinet Resolutions of the Daily Proceedings of the Annual Conference.

Disaffiliated Churches

At the Special Session of General Conference in February 2019, an additional pathway for a local church to disaffiliate with The United Methodist Church was adopted. Paragraph 2553 is now effective and will be in effect through December 31, 2023. It allows a local church to leave the denomination, i.e. disaffiliate, under certain circumstances and subject to a series of agreements and required approvals of other denominational bodies along with payment of 24 months of apportionments and a pro rata share of aggregate unfunded pension obligations. Under this new provision, the main body of decision-making and negotiating on behalf of the conference is the annual conference board of trustees. This is a distinct departure from the other two possible exit routes from the denomination discussed in the past (Paragraph 548 permitting mergers of a local church with another denomination and Paragraph 2549 which has been used by other conferences to close a church desiring exit and sell assets back to a newly-formed congregation outside of the UMC, respectively). The 2020 Annual Conference will be asked to approve the disaffiliation of seven local churches: (AP) Mount Zion (Lenoir); (BR) Brown’s View (Candler), Cedar Grove (Bostic), Golden Valley (Bostic); (ME) Bethel (Midland); (YV) Hardison (Mocksville), Mount Pleasant (Thomasville).

Vehicle Leasing

Because of the cost effectiveness of this practice, the trustees worked again with Vann York Auto Mall in High Point, N.C. to secure new 36-month leases of 11 vehicles (eight Honda CRVs, two Honda HRVs, and one Accord) in March 2019. These vehicles are used by the district superintendents, bishop, bishop’s assistant, and director of church development.

Insurance Matters

The Book of Discipline requires local church trustees to annually review and report on the adequacy of local church property and liability insurance coverage “to ensure that the church, its properties, and its personnel are properly protected against risks.” To assist local church trustees with this requirement, GCFA guidelines for minimum insurance policies and coverage limits are available on the conference website (www.wnccumg.org) under Administration/Forms, Documents, and Publications, and are recommended for comparison with existing church policies.

Liability coverage for sexual misconduct has been eliminated, altered, or only provided under separate policies by many insurance companies. The trustees continue to admonish all churches to confirm that required Safe Sanctuaries policies and procedures are in place, and to reevaluate all insurance programs with their insurance agents.

The board of trustees works with the conference insurance provider, Church Mutual Insurance Company, a nationally recognized and specialized provider of property and casualty insurance to churches and religious organizations, to provide a new cost-effective program for worker’s compensation for WNCC churches. WNCC congregations now have the option to participate in the Church Mutual program at a reduced rate as well as to save on the Expense Constant Fee.

Robert Wilhoit, President
THE CONNECTIONAL TABLE

PURPOSE: The Connectional Table (CT) is to connect the ministry and resources of the Western North Carolina Conference to increase and strengthen the number of vital congregations and conference entities and to coordinate, promote, and encourage the development of faithful disciples and fruitful leaders across the conference so that lives and communities are transformed by the power of God (from the Plan of Organization and Rule of Order and Procedure of WNCC). The CT is the governing body for the conference between the annual conference gatherings.

If the CT fulfills its mission, ministry in the WNCC—relevant, vibrant, and diverse, reflecting the faces of all God’s people across WNC—will develop faithful disciples and fruitful leaders across the conference so that lives and communities are transformed by the power of God.

The CT established a 2016–2020 Quadrennial Goal to implement a consistent budgeting process that engages all ministries of the WNCC. An implementation team has been named to lead a process that will result in a conference ministry budget rather than a ministry-delineated, siloed budget.

New norms set by the extended cabinet and embraced by the CT describe conference wide values as the framework for mission and ministry. They are as follows:

- Laity are essential;
- Resist injustice in whatever forms it presents itself;
- Collaboration and cooperation across all districts and ministries;
- Navigate conflict head-on following Matthew 18 for ministry transformation;
- Fresh leaders lead to innovative solutions.

The Justice and Reconciliation Team will coordinate white-privilege training for members of the CT in 2020.

Caroline Wood and Jane Boatwright Wood, Co-chairpersons

CHURCH VITALITY TEAM

The Church Vitality Team continued with its three major areas of focus this conference year: new church starts, Fresh Expressions of church, and the Transformation Journey.

New Church Starts:
The Western North Carolina Conference continues to be a leader in the denomination for church planting. The conference has launched 10 new church start projects since 2017 and it is prepared to launch 5 more new church starts on July 1. The church starts and pastors that have started this conference year are:

- Wellspring, Ashley Crowder Stanley
- WithALL Congregation, Rob Parsons
- Church Without Walls, Kevin Bates and Kevin Miller
- The Place for New Life, Diane Harper

Fresh Expressions:
This time last year, the Church Vitality Team added 86 Fresh Expressions to bring its total to 126 Fresh Expressions. This year, it has added 127 more for a total of 253 Fresh Expressions! That is the equivalent of launching a new Fresh Expression every three days. Over the course of this Fresh Expressions movement in the conference, the team has learned that dinner churches are a very successful way to launch new faith communities. So, at annual conference last year the team offered $2,500 grants to help launch dinner churches. Those grants helped the conference launch 60 dinner churches this year. This ministry is thriving under the leadership of the Rev. Luke Edwards, who serves as the associate director of church development.

Transformation Journey:
In addition to planting new faith communities, the Church Vitality Team is also helping to strengthen existing congregations with an initiative called “Transformation Journey.” The Transformation Journey is a three-year process of partnering with congregations to discern and live into God’s future for the church. The team has successfully launched 13 churches on their Transformation Journey and will be inviting 8 more churches to participate this fall thanks to a grant from its ministry partners at the United Methodist Foundation of Western North Carolina and the Reynolds Endowment Fund. Churches that participate in the Transformation Journey will receive up to five recommendations for their church’s future. More than 85 guides have been trained in this process to partner with churches to help them fulfill their recommendations. The Rev. Dr. Nancy Rankin is the Transformation Journey coordinator, and she is providing excellent leadership to this ministry initiative.

Covid-19 Response:
At the beginning of the Covid-19 quarantine, the Church Vitality Team took quick action, repurposing grant funds to offer Zoom Pro accounts to conference churches so that they could continue to meet and worship electronically. As of this writing, 167 churches are using this grant to connect electronically with their congregations.
As we enter into a new and challenging annual conference year, the Church Vitality Team encourages members and friends of the Western North Carolina Conference to continue to pray for its new church start pastors, Fresh Expressions, and the Transformation Journey.

Mike Fongemy, Chairperson
Dan Pezet, Director of Church Development

JUSTICE AND RECONCILIATION TEAM

The WNCC UMC Justice and Reconciliation Team (J&R) Team functions in various ways with the 11 entities within this framework to include the ministries of:

- Social justice - Church and Society
- Environmental creation care - Earthkeepers
- Peace with justice
- Matters of religion and race (CORR)
- Commission on the Status and Role of Women (COSROW)
- North Carolina Council of Churches (NCCOC)
- Christian Unity and Interreligious Relationships (CUIR)
- Native American ethnic caucus ministries
- African American ministries
- Hispanic/Latino American ministries
- Asian American ministries

Throughout this quadrennium, the Conference Leadership Team has shared a unique bond like no other, while recognizing that it is a picture of heaven on earth as it has endeavored to make the WNCC whole. The team has also sought collaborative partnerships with the United Methodist Women Social Action, United Methodist Youth, Board of Ordained Ministry, and the Board of Laity.

THE VISION – Empowered by Christ, The Justice and Reconciliation Team exists to repair that which has been broken. THE MISSION is to listen, evaluate, initiate, advocate, train, educate, offer grants, and celebrate through acts of God’s love, so the whole church reflects the diversity of each community, with an intentional effort to include all constituencies with respect and equity, while also being inclusive of the work of environmental and social concerns. THE CORE AND ASPIRATIONAL VALUES are to practice genuine listening, mindfulness, encouraging others to lean into discomfort, serving as a catalyst for equity in change by compassionate acts, practicing inclusive language with humility and discipline, speaking and receiving wholeness through Christ. The near term objective/top level goal of the J&R Team is to work to build the voice, influence, access, resources, and spirit among caucuses and conveners so that the WNCC will reflect the diverse body of Christ.

Committee On Native American Ministries – Convener Joel Locklear, along with Daphine Strickland, an elder among Lumbee Native Americans, planned and held a conference workshop at Triad Native American UMC, Greensboro, N.C. August 30-31, 2019. With the theme “Honoring Our Children in the Circle of Life” the workshop focused on combating bullying, domestic violence, and suicide, all prevalent in the Native American community. The goal was to reverse the cycle of pain through conversation and action. Calvetta Watlington, a tribal citizen of the Occoneechi Band of Saponi Nation, was the workshop leader. Freeman Owle, who recently served as Elder-in-Residence at Western Carolina University, who is also a traditional storyteller of Cherokee culture and history, led the group in arts and crafts. New tables were recently installed in the Native American room at the Lake Junaluska Bethea Welcome Center. Connie Locklear, Director of the Southeastern Jurisdiction Association of Native American Ministries (SEJANAM), shared that a Waynesville artist used wood from a maple tree from the golf course at Lake Junaluska. Sixteen matching chairs from this tree are the next project for this room.

African American Ministries – Convener the Rev. Ronnie Roseboro continues to move forward with the Vision of strengthening the black churches in the conference through leadership development, revitalization and Christian/spiritual formation. The Mission is to use resources to train clergy and laity in the African American context of what it means to be a vital church in the community and world, to make disciples for the transformation of the world. A WNCC UMC Black Church Clergy and Laity Symposium was held Saturday, August 24, 2019 at Hood Theological Seminary with the theme “A Call to Action: Shaping the Future” sponsored by WNCC Black Methodists for Church Renewal (BMCR). Topics for the event were designed to ignite, inspire, lead, and deepen the impact for the future church. Over 200 participants celebrated the giftedness of the black church while being reminded of its relevance. Panelists/presenters included: Dr. Reginald Lee, congregational specialist and member of the South Carolina Annual Conference; the Rev. Regina Henderson Moore, a member of the North Carolina Annual Conference now living in Columbia, S.C. and leading churches and faith-based organizations in social impact strategies; the Rev. Dr. Fred A. Allen, national director of Strengthening the Black Church for the 21st Century (SBC21); the Rev. Angela A. Pleasant, Catawba Valley District Superintendent (WNCC); the Rev. Dr. Otto Harris III, pastor of St. Mark’s UMC Charlotte, N.C. and launch coordinator of the WNCC Comprehensive Plan of Inclusiveness; and the Rev. Brandon Wrencher, pastor of new church start The Good Neighbor Movement in Greensboro, N.C. (WNCC).
A group of ten clergy and laity travelled to Tampa, FL, October 17-19, 2019 for the SEJ-BMCR 51st Annual Meeting with the theme "Purpose Driven: Laser Focused on the Mission and Ministry of the Black Church," undergirded by Philippians 3:15-16. The event included learning labs, a town hall meeting, Bible study, communion and plenary. Western North Carolina was also represented by eight members in Kansas City, MO for the 53rd National BMCR General Meeting held March 4-7, 2020 with the theme: “It’s Time.” This event included a panel of Ebony Bishops discussion, worship, bible studies, workshops, fellowship, a gospel music extravaganza, seminary breakfasts and luncheons, Black College Fund luncheon as well as presentations by general agencies and BMCR partners. The J&R Team was presented with a 50th Anniversary Development Fund Award for its support this quadrennium.

The J&R Team supported BMCR youth to SEJ-Harambee held June 26-29, 2019 at Claflin University, Orangeburg, SC with the theme “A=anointed R=reigning M=mighty Y=youth” undergirded by Ephesians 6:13. The daily keynote speaker was the Rev. Payton Parker, Assoc. Pastor for children, youth, and young adults at St. Luke “Community” UMC Dallas, TX. This conference helps youth develop their spiritual, leadership, and interpersonal skills as they build meaningful relationships with God and each other, and explore the meaning of pulling together and working together in Christian love, hence the name of the conference Harambee. They also learn how to bridge the gap from generation to generation. WNC-BMCR Youth again claimed the award for the highest number of attendees.

**Hispanic Latino Committee** – Conveners the Rev. Susan Suarez-Webster and the Rev. Frank Ramos have continued to lead this caucus as co-conveners, along with Pilar Perez the chairperson. Regular meetings are held throughout the year to include worship and fellowship with the **Vision** – We are a united and diverse community that experiences God’s transformation through embracing neighbors. **Values** are – mutuality, commitment, love, hope, and empowerment with the **Mission** being – to make disciples of Jesus Christ for the transformation of the world.

- Chairperson Pilar attended the Southeastern Jurisdiction Methodists Associated representing the Causes of Hispanic Americans (SEJ-MARCHA) Assembly May 16-18, 2019 at Epworth by the Sea, GA.
- Three youth attended the Hispanic Youth Leadership Academy (HLA) at Garrett-Evangelical Theological Seminary, August 6-10, 2019 in Chicago, IL.
- During Fall 2019, two Latina youth travelled to Exploration 2019 to discern their call to ministry.
- A Fresh Expressions Vision Day was held on October 26, 2019 with Luke Edwards at the UM Conference Center in Huntersville, to build networks and relationships among Hispanic communities in each area.
- Two clergy persons attended the Mosaix 4th National Multi-Ethnic Church Conference November 5-7, 2019 in Dallas, Texas.
- November 15-17, 2019, 41 persons gathered at the UM Conference Center for the first Ecuentro to study for Lay Missioner in the Spanish language.
- This committee gathered 489 letters to send to legislators regarding Temporary Protected Status. A year extension was given to TPS holders from El Salvador.
- On Saturday, January 25 at St. Luke UMC in Hickory, WNCC Hispanic Latino congregations gathered for a time of prayer, worship, preaching, holy communion, and a fellowship meal. Approximately 90 people attended the event, which was conducted mostly in Spanish but with English added in for the English speakers who were also in attendance. Romans 5:1-11 was the scriptural emphasis of the evening.
- Funds are earmarked for an evangelistic youth concert and campaign service for 2020, reaching out to Hispanic Latinos in the area and all others who are interested.

**Asian American Ministries** – May Vang continues as convener. The regularly scheduled meetings include clergy and laity, Koreans, Hmong, Cambodians, African Americans and Caucasians with the **Vision:** to become a community that sees all the people and a **near-term objective:** to have a more vital presence in the WNCC by “Bridging, Building and Becoming,” with specific strategies for each component of the goals. First Hmong UMC youth attended Ca Sab National Youth Summer Camp in Missouri with the theme: “Worthy.” They were able to attend various workshops to help them grow spiritually, learning about creation, the fall, redemption, and restoration. They participated in encouragement groups with deeper focus on the theme and prayer, praise, and worship, with energy and enthusiasm along with fellow youth from across the nation. Funds are also earmarked for a youth camping retreat in WNCC in 2020.

- Supported participants to attend the National Hmong Women’s Revival in Carlinvile, IL with the theme – “Anchored In Christ.”
- Korean clergy was supported to attend Pastoral Care Supervision Training in Denver, CO September 9-11, 2019, to gain more knowledge in clinical pastoral care ministries.
- Another was supported to the Duke Pastor’s Convocation October 7-8, 2019 to learn more about cultivating thriving communities. Hmong clergy was supported to attend the Yexus Communitas Summit Event at Trinity Evangelical Divinity School in Deerfield, IL October 31 - November 2, 2019. This national interdenominational Hmong event encourages conversations to develop ideas around church planting, theological writing, and leadership development. The intent was to gain more knowledge of how to reach out to the second-generation Hmong church.
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**Commission on the Status and Role of Women** – led by convener Polly Pearson with the Mission: to work alongside the General COSROW advocating for full participation in the total life of The United Methodist Church by helping the church to recognize every person – clergy and lay, women and men, adults and children – as full and equal parts of God’s human family. This year the convener has attended and participated in various conferences with displays and information regarding COSROW initiatives. The late Bishop Leontine T. C. Kelly will be featured in the African American Historical Museum of the Smithsonian in Washington, DC for the 2020 Year of the Woman exhibit. The group has been working with GCOSROW to develop an online training for laity in the WNCC which will be the first of its kind across the denomination. Funds are earmarked for this effort to come to completion in 2020. It is anticipated that a fully engaged and empowered membership is vital to The United Methodist Church’s mission to “Follow Jesus, Make Disciples, Transform the World.”

**Commission on Religion and Race** – New convener the Rev. Tamara Ingram organized the planning team for the 2020 WNCC Martin Luther King Jr. Commemoration. This event is co-sponsored with BMCR, and the new coordinator of that caucus is the Rev. Charlie Rivens. The theme selected was “Embracing Our Beloved Community: Persevering Despite Adversity” with the focus scripture Matthew 25:34-40 shared in various languages, and read by clergy and laity of the different ethnicities represented. The commemoration was held at St. Paul UMC Winston-Salem, N.C., and was co-hosted with Centenary UMC Winston-Salem, N.C. There were over 300 in attendance. A combined choir with members of the co-host churches was especially uplifting, and the special music offered by Caleb Serrano was a special blessing for everyone. The Hispanic/Latino Praise Band of Hickory Grove UMC Charlotte added a unique flavor to the day and had many on their feet. Drum Major for Justice Awards recognized the tireless work of the Poor People’s Campaign and Greensboro’s Beloved Community Center, both of whom engage diverse parts of the community in current, relevant injustices to bring about social change. Children and youth from across the conference wrote timely essays creating a picture that focused and elaborated on meaningful MLK Jr. quotes. Their participation in the table talk discussion during lunch enhanced that portion of the day with their youthful insights. A major highlight of the commemoration was the keynote speaker, Clara Esther, retired UMW deaconess, member of the Charter for Racial Justice, National UMW Vice-President and civil rights activist. She underscored how all must “wake up” and work for a world of justice and equality so that the nation will be a place where everyone’s children and grandchildren have the opportunity to live fruitful and productive lives. The offering for this event benefited the Poor People’s Campaign. Conference Communications Director, Melissa McGill captured numerous photos of this and other events, along with additional photos from Kathy FitzJefferies and the promotional and recap videos by Jennifer Moxley and her team from Sunshine Media, Inc. The next commemoration is scheduled to be held in Hickory, N.C. on Saturday, January 16, 2021.

Diversity Monitoring – the Rev. George Coates, J&R Team member has continued to lead the team, functioning within its role in gauging diversity as it relates to the annual conference meeting. In 2016, the team monitored onstage participation at the annual conference. The team observed at racial/ethnic background, lay/clergy, male/female, participation by age group, and whether the physically challenged were included in the conference presentations. The J&R Team then shared this information with the Annual Conference Planning Committee chair, the conference secretary and the office of the bishop.

Only modest changes have been noted over the years. With respect to racial/ethnic background, participants have consistently been 78%-80% white. Black participation actually declined from 21% to 16% with the difference being an inclusion of Asian and Hispanic/Latino participants. The lay/clergy ratio has shifted toward clergy with an average of 43% laity and 57% clergy. Youth and young adult participation has improved, going from 0% for both in 2016 to 2% and 33% in 2018, with corresponding declines in mature and older adult participants. Unfortunately, there was only one physically challenged participant in all the years for which data exists.

As the team studies this data, it wants to encourage the Annual Conference Planning Committee to work with intentionality to ensure that the participants reflect all communities. While strides toward being more inclusive have been implemented, it is important that the participants’ pool is both deepened and widened with people from all districts. God has been gracious in giving many with multiple talents. There are individuals with the ability to serve in many areas in both the business and worship sessions. The goal is that the Annual Conference Planning Committee will seek to involve as many, and as varied, a population as possible to truly represent the variety and richness of UMC congregations.

**Environmental Concerns and Efforts** – convener and WNCC-Earthkeeper, the Rev. Jonathan Brake reminds everyone that creation care is an essential part of Christian discipleship. Earthkeepers are keenly aware of the ecological challenges in today’s world and feel called to be part of a movement to transform the world. The 2019 *Creation Care Summit* was held in Nashville, TN from Thursday, July 11 – Sunday, July 14 at Scarritt Bennett Center with the theme “Building a Movement,” that focused on the climate crisis and environmental justice from a grassroots perspective. The event was sponsored by the General Board of Church and Society, General Global Ministries, General Board of Higher Education and Ministry, Tennessee Annual Conference of the UMC, Tennessee Interfaith Power and Light, United Methodist Women, Scarritt Bennett Center, and Wespath Benefits and Investments. On July 10, a training entitled “*Just Energy for All*” was also held at Scarritt Bennett in partnership with the NAACP and Vote Solar. Elizabeth (Liz) Chun Hye Lee, Executive for Economic and Environmental Justice, Climate Justice Lead, Christian
Social Action, United Methodist Women, UMW Headquarters – New York, NY, was the facilitator for the “Just Energy for All” training. Resources recommended from this training by Karlah Burton are: https://www.unitedmethodistwomen.org/climate-justice/guides; and https://www.umccreationcare.org.

September 20, 2019 select Earthkeepers attended and participated in a Climate Strike held in Greensboro, N.C. On Wednesday October 23, 2019, the NC/VA Earthkeepers Cohort Fall Gathering was held in Winston-Salem, N.C. The UMC Earthkeepers continue to expand in the WNCC. On February 8 - 9, 2020 in Southport, N.C., the first African American and Hispanic/Latino American became certified as UMC Earthkeepers: Karlah Y. Burton, member of St. Matthews UMC Greensboro, N.C., and Sabrina Maria Visigali Martins do Rosario, originally from Brazil and a member of University City UMC Charlotte, N.C. The 50th anniversary of Earth Day was April 22, 2020. For further information contact Jonathan at creationcarewncc@gmail.com.

The J&R Team gave financial support to the following in addition to what has already been mentioned above; Beloved Community Center and Collaborative Partner the Northern Piedmont District Initiative to provide Truth and Reconciliation Discipleship Retreats; Metro District Racial Healing and Social Justice Initiative to examine the Christian response to racial and social justice issues; Boone UMC for the Bradford Youth Mexico Pilgrimage /Bradford Ministries; Hinton Rural Life Center for providing assistance to increase poverty awareness and perspective through programming during the summer missions outreach event; All Nations UMC to provide assistance for the parents of students to receive personalized job training, counseling and affordable care in terms of immigration mediation strengthening family bonds; Lee’s Chapel UMC community ministry partners providing stability for children of minority groups, tutoring, free meals, and justice opportunities; Myers Park UMC collaborative ministry partners for the Deep South Pilgrimage; Good Neighbor Movement for the Journey to Joy program assisting with supplies, equipment, and curriculum; MARCHA supporting the work to promote respect of human rights and a commitment to peace, justice, liberty, and equality while advocating on behalf of Hispanic/Latino members of The United Methodist Church and The Methodist Church in Puerto Rico; BMCR supporting the continued work of raising up prophetic and spiritual leaders who will be advocates for the unique needs of Black members of The United Methodist Church, while continuing to strengthen the value for diversity within The United Methodist Church through advocacy, inclusiveness, justice and leadership development.

The J&R Team gives yearly financial support to the North Carolina Council of Churches (NC COC) which is a statewide ecumenical organization promoting Christian unity and working towards a more just society with the motto: Strength in Unity, Peace through Justice. The council enables denominations, congregations, and people of faith to individually and collectively impact the state on issues such as economic justice and development, human well-being, equality, compassion and peace, following the example and mission of Jesus Christ. NC COC addresses social justice issues through a faith lens to include: immigration and the Sanctuary Coalition, the Opioid Crisis, North Carolina Interfaith Power and Light (NCIPL) and Partners in Health and Wholeness (PHW). The council’s priority areas continue to be Gun Violence Prevention, Raising Wages Campaign, Money Bail Eradication, and Public Education Advocacy. J&R member and NC COC Laity Board of Governors member Renee Hayes serves on the Public Education committee, and on Saturday, February 29, 2020, the committee sponsored a community forum at Milford Hills UMC, one of several such events held across the state and co-sponsored by the NCC and WNCC United Methodists Advocating for Public Schools (UMAPS). The community forums aimed at changing the narrative about public schools versus privatization and the prevalence of racial bias in disciplinary policy enforcement. The PHW program is working with NCIPL and the Creation Care Alliance to address food insecurity. The Northern Piedmont Missional Networks are benefitting from these efforts. PHW also provided trauma care training for the Northern Piedmont district; and 19 clergy breakfasts focusing on the opioid crisis were held across the state.

Census 2020 – The council is strategizing the best ways to mobilize faith communities to reach out to their neighborhoods to ensure a proper census count. Since local congregations may be less intimidating to their immediate neighbors than strangers wearing a government ID, churches are urged to find ways to facilitate filling out census forms, either online or by mail, for those in their communities. The council is willing to provide resources to help congregations mobilize.

On February 26, 2020, Rosa Ortez-Cruz, who has been living in protective sanctuary in Chapel Hill for almost two years, has had her order for deportation lifted by the US Court of Appeals. She will remain in sanctuary until there are assurances from ICE that this judicial decision will be honored pending her follow-up court appearance.

This year is the 85th Anniversary of N.C. Council of Churches. Due to the Covid-19 pandemic, celebrations around the state have been currently suspended; however, the grand celebration planned for Sunday, October 4, 3-4 pm, at First Presbyterian Church of Durham, is still on the calendar. All judicatory partners are urged to attend the worship and reception that day. The Rev. Amelia Stinson-Wesley is now the WNCC clergy representative on the council’s board of governors, replacing the Rev. Robb Webb. The WNCC continues to be a major judicatory member of the NC COC since its beginning in 1935.

Comprehensive Plan of Inclusiveness (CPI) Educational Work – The J&R Team serves within this framework to create educational experiences that address racism, diversity and integration, by creating various exchanges of churches and clergy with congregations that are different from where they have served; through choir and pulpit exchanges; joint worship services; and ministries and temporary membership exchanges to name several. The Conference Resource Center has a number of helpful items. This work raises awareness, where the J&R Team already has a platform for advocacy and training.
**Dismantling Racism Task Force** – As part of a conference-wide initiative, the upcoming quadrennium’s ethics training will address the topic of antiracism in the church and broader society. The training will be led by talented facilitators from RISE! (Race: an In-depth Spiritual Examination), with follow-up opportunities presented by the conference Comprehensive Plan of Inclusiveness team. As always, the quadrennial ethics training is required for all clergy, but additionally, this time the trainings will take place over two days, and each pastor is asked to encourage at least one laity from his/her charge/organization to attend. This inclusion of laity will foster more effective change in congregational culture. This valuable investment of time and resources will plant seeds for a lifelong process of learning and unlearning. The size of each session will be more limited than for past ethics trainings, so be sure to sign up as soon as offerings are made available. Look out for upcoming announcements regarding dates and locations of trainings in each district, possible scholarship options, and how to register.

The 1996 General Conference mandated that each annual conference and local church develop concrete programs of antiracism training. This mandate remains largely unfulfilled. Racism is still pervasive and harmful. It is time that the Western North Carolina Annual Conference re-commit to dismantling racism. The Dismantling Racism Task Force, under the leadership of the Rev. Dr. In Yong Lee as part of the Justice and Reconciliation Team, has worked to advance this goal for the past three years, and now welcomes the new conference-wide initiative to eliminate racism. In particular, the new quadrennium’s focus on antiracism for the clergy ethics training and the inclusion of laity promises to be an important step. Planting seeds is a lifelong process, and as a task force it is exciting to see what God will cultivate and grow. Partners in this initiative are the Board of Ordained Ministry Ethics Committee and the Comprehensive Plan of Inclusiveness Team.

Other members of the J&R Team not mentioned above are: Daphine Strickland, the Rev. Brandon Wrencher, Pastor Ray McKinnon, the Rev. Norma Villagrana, Carolyn Payne, the Rev. Dr. Otto Harris III, and the Rev. Angela Pleasants. It has been a great pleasure to have served as vice-chairperson for the second half of the previous quadrennium and as chairperson for this quadrennium, with this awesome team of people (clergy and laity together) who have continued to educate, inspire and advocate during these challenging times for the church and society at large.

Pamela Shoffner, Chairperson

**STATEMENT ON ANTIRACISM ETHICS TRAINING**

As part of a conference-wide initiative, the upcoming quadrennium’s ethics training will address the topic of antiracism in the church and broader society. The training will be led by talented facilitators from RISE! (Race: an In-depth Spiritual Examination) with follow-up opportunities presented by the conference Comprehensive Plan of Inclusiveness Team. As always, the quadrennial ethics training is required for all clergy, but, additionally, this time the trainings will take place over two days (Friday and Saturday) and each pastor is asked to encourage at least one laity from his/her charge/organization to attend. This inclusion of laity will foster more effective change in congregational culture. It is the Dismantling Racism Task Force’s hope and expectation that this valuable investment of time and resources will plant seeds for a lifelong process of learning and unlearning. The size of each session will be more limited than for past ethics trainings, so be sure to sign up as soon as offerings are made available. Look out for upcoming announcements regarding dates and locations of trainings for your district and possible scholarship options, as well as how to register.

The 1996 General Conference mandated that each annual conference and local church develop concrete programs of antiracism training. This mandate remains largely unfulfilled. Racism is still pervasive and harmful. It is time that the Western North Carolina Conference (re)commits itself to dismantle racism. The Dismantling Racism Task Force, as part of the Justice and Reconciliation Team, has worked to advance this goal for the past three years, and now welcomes the new conference-wide initiative to eliminate racism. In particular, the new quadrennium’s focus on antiracism for the clergy ethics training and the inclusion of laity promises to be an important step. The task force is planting seeds for a lifelong process, and is excited to see what God will cultivate and grow.

Board of Ordained Ministry Ethics Committee
Comprehensive Plan of Inclusiveness Team
Justice and Reconciliation Team
Dismantling Racism Task Force

**LEADERSHIP DEVELOPMENT TEAM**

Wesleyans believe in going on to Christian perfection. They believe that the Holy Spirit is at work within doing the soul healing and rebuilding work required so that they might love God with all of their heart, soul, mind, and strength. The leadership development team believes that sanctification also applies to leadership. The Lord is constantly inviting leaders to grow into all that they have been created to be. The leadership development team seeks to participate in this part of God’s work by increasing the leadership capacity of clergy and lay ministry professionals.

Of course, the short-hand term for the theological account of this work is change. Multiple societal trends continue to impact ministry in WNCC. The changes in the denomination impact the ministry. A global pandemic now impacts the ministry in the annual conference. These factors require leaders to learn and to adapt in order to remain effective.
The leadership development team itself has learned and changed. The team has adopted a podcast as a new means by which to disseminate experiences and know-how about leadership. The team has shifted its efforts to focus on peacemaking in a time of potential denominational separation. The team has asked questions at every meeting concerning how the work of leadership development intersects with traditionally underrepresented persons. The team has learned about this current moment of leadership through reading books together, collaboration with other teams, and listening.

Amid all this change, the team continues to offer spiritual renewal opportunities as the Holy Spirit is truly the only inexhaustible resource. The team has continued to offer preaching cohorts to hone this central and communal practice of worship. The team has continued to draw from the leadership well of WNCC by tapping them to lead training events, and by training leaders with the expectation that they will train others in this annual conference.

The particular opportunities for leadership development change frequently and can best be followed on the WNCC website under the leadership development tab. All training opportunities are made affordable to members of the WNCC through the generosity of its member churches. The team looks forward to more learning, and more equipping of all lay and clergy ministry professionals during these days of extraordinary change. As United Methodist writer James Harnish noted in a small group curriculum entitled, A Disciple’s Heart, “If you aren’t going on toward perfection, then where are you going?”

Dan Hester, Chairperson

MISSION ENGAGEMENT TEAM

The Western North Carolina Conference Mission Engagement Team exists to equip the local church to be in the mission of God focusing on communication, resourcing, and collaboration. MET advanced hope through humanitarian relief and sustainable development, and by supporting empowerment ministries with communities locally and worldwide.

The Committee on Relief is the humanitarian relief and development arm of the Western North Carolina Conference, relating directly to the United Methodist Committee on Relief (UMCOR) and the United Methodist Volunteers in Mission (UMVIM). Its mission is to alleviate human suffering and advance hope through humanitarian relief, sustainable development, and global missions. Since last annual conference, it has hired a part-time Conference Disaster Response Coordinator. Ben Rogers is a graduate of UNC Charlotte and previously assisted with Hurricane Harvey efforts in Texas, and also directed Hurricane Michael relief efforts in the Florida panhandle. Since arriving, Ben has cleaned and reorganized the Mission Response Center in Terrell. The committee funded 30 Early Response Team volunteers to assist Hurricane Dorian relief in the Bahamas, and four teams to aid in Hurricane Maria relief in Puerto Rico. Early Response Training has been moved to an on-line platform and added a chainsaw safety approval to its curriculum.

The committee coordinated the donation of 10,000 N95 face masks to CaroMont Health in Gastonia, 4,500 masks and 4,500 gloves to the Charlotte Fire Department, 360 masks to the Atwell Township VFD in China Grove, and 100 masks to physicians in Lincoln County. The supplies were part of thousands of UMCOR flood bucket kits that are stored at the Mission Response Center in Terrell. The committee coordinated the donation and delivery of 3,000 boxes to UNC Charlotte students and 1,000 boxes to UNC Greensboro, and another 1,000 boxes to NC A&T State University as students were forced out of dorms due to COVID-19 restrictions.

Mission Connection Teams place emphasis on multiple local churches working together alongside native/in-country partners to accomplish goals and tasks of the host culture. The global reach of the Western North Carolina Conference is vast. Nine Mission Connection Teams represented the conference commitment to love neighbors around the world. These included, three teams to Guatemala, two to Costa Rica, and one team each to Belize, Romania, and Project Agape in Armenia. Additionally, one Volunteer in Mission (VIM) team was sent to Alaska.

The Northern Haiti Mission Connection team helped to financially support the completion of a dormitory in New Hope Hospital. The dormitory will be utilized to house Haitian doctors and visiting medical teams. The work was completed by Haitian workers providing employment and using local construction methods.

The Western NC Conference is partnered with Zoe Empowers to assist children across the world. Orphans and vulnerable children living in extreme poverty are abused, sick, and isolated from their communities. Handouts and begging help them to survive temporarily. Zoe Empowers’ solution addresses all their challenges, across eight areas of life, equipping them to overcome poverty with their own efforts permanently. Currently, 13 WNCC churches are supporting 26 groups representing 2,340 children.

One of the sustainable development efforts is Congregations for Children (C4C). C4C is a resource of the WNCC UMC created to provide support to churches and communities in developing new and strengthening existing church and school partnerships. Three initiatives were particularly impactful this past year. First, legislation passed at annual conference creating the WNCC UMC C4C Child Advocacy Coalition. The coalition centralizes a means to speak cohesively about programs impacting children from birth to 18, and allows an opportunity to develop a conference advocacy plan of action. Second, the Smoky Mountain District, through a grant from The Duke Endowment, piloted a Generational Poverty Literacy Initiative engaging church and community partners to collectively use resources in reducing the negative impacts of poverty, by enhancing both school readiness for kindergarteners, and reading proficiency by the end of third grade. Third, through a school readiness initiative in the Yadkin
Valley District, urban churches partnered with the local school district to serve as sites for families, teachers, and children to gather in neighborhoods close to low performing elementary schools, to work on improving third grade reading scores.

MET’s dedication to resourcing leaders is lived out through The Missional Collective Journey, a series of retreats designed to help WNCC mission leaders provide spiritual care and grow leader connections; strengthen ministerial knowledge and skills; help discern impact in a community; increase exposure to relevant resources; lend practical tools for implementing a vision; and to boost confidence for engaging the community. The first Missional Collective Journey launched in April, with the intention to shift the work of missions from relief to empowerment.

Brian Mateer, Associate Director of Mission Engagement

PROPOSAL: ADVANCE SPECIALS FOR 2020-2021

Churches are at liberty to support Advance Specials according to the wishes of the individual churches. The following ministries have been vetted and are approved as Annual Conference Mission Specials:

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<tr>
<th>Carolina Cross Connection</th>
<th>Missional Church Fund</th>
<th>Project AGAPE</th>
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<tr>
<td>Congregations 4 Children</td>
<td>Missional Collective</td>
<td>WNCC Comm. on Relief (Disaster Response)</td>
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<td>Mission Journey Teams</td>
<td>Northern Haiti Mission Connection</td>
<td>Youth Service Fund</td>
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<td>Mission Response Center</td>
<td>Open Arms</td>
<td>Zoe Empowers</td>
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CONFERENCE COUNCIL ON CAMP AND RETREAT MINISTRY

The goal of the conference Council on Camp and Retreat Ministry (CCRM) is to support, encourage, and resource the three camping ministries with four camp sites of the Western North Carolina Conference. The camp sites are Mount Shepherd in Asheboro, Camp GuiRock in Reidsville, Camp Tekoa in Hendersonville, and Tekoa Foothills in Casar, N.C. This year has brought a major shift in how the council fulfills this mission.

In October, Carroll Harris left her position as the staff liaison between the council, camps, and conference. The members of the council were asked to take a much more active role in the camping ministries of WNCC.

Also in October, the council held a training initiative with the council, camp directors, and their boards. They met with Charlie Lyons of Drive Educational Systems about telling their common story. It was then decided that the purpose of the council and camps was to be “Advocates of the unique encounter.” Later, as the mission and purpose was further fleshed out, it changed to “advocates of the sacred encounter.”

As advocates, the council realized the first job was to educate both themselves and others about the wonderful resources the camps offer to western North Carolina. Each camp was assigned a liaison from the council to be its connection. The liaison would check in periodically with the camp directors and, if possible, attend board meetings.

The council familiarized themselves with the camps needs. Realizing that each camp has significant deferred maintenance, they created a proposal to present to the WNCC trustees to give a small portion of the endowment to help offset some of these costs, so the camps can focus on growing the amazing programming that they already offer.

The members of the council began seeking ways of helping spread the word about the wonderful things the camps are doing. The conference has three vital camping ministries with four wonderful sites that are under-utilized by the ministries of the conference. The council is striving to connect more within the conference to figure out ways to partner with the ministries and initiatives already taking place. Members of the council have met with the bishop, the cabinet, the UMC foundation, the director of church development, the director of missional engagement and connectional ministries, and more. The council looks forward to more partnering with the conference and finding new and innovative ways of strengthening the connection between the conference and camps.

The current year offers new challenges as the camps and conference navigate the unknown during and after Covid-19. The camps are all in a good place to weather the storm, and all trust that vital ministry will emerge from these sites. All of the ministries are offering ways to virtually connect with them and nature during the shutdown. The leadership of the camps is as strong as it has ever been, and the right people are in place to take the lead through uncertainty.

Camps are thriving, wonderful places of ministry that offer a unique and sacred encounter to those who participate. If interested in visiting, plan an outing soon. All are welcome. Think about how one or more of the four camps can best partner with ministry in the upcoming year.

Tresca McSwain, Chairperson
It is proposed that the following be elected as members of the Board of Directors for the Conference Camps.

**Mount Shepherd Retreat Center**

**Class of 2020**  
David Blankenburg  
Jerry Bohnsack  
Dennis Carroll  
Gifford Del Grande  
Cheryl Freeman  
Charlie Lyons  
Katie Robinson

**Class of 2021**  
Carla Freemyer  
Paul Strahan  
Ryan Nunn  
Ben Morgan

**Class of 2022**  
Nikki Domally  
Angie Kern  
Frances Pariz  
Christopher Smith  
Michael Smith

**Camp Tekoa**

**Class of 2020**  
John Fletcher  
Dan Lyons  
Kevin Osborne  
Keys Pendleton

**Class of 2021**  
Brad Cunningham  
Bill Porter  
Kimberly Jackson  
Jimmy New

**Class of 2022**  
David Mitchell  
Candis Walker  
William Van Wieren  
(vacant)

**Camp GuilRock**

**Class of 2020**  
Lori Buck  
Mary Etta Richardson  
Bobby Jones  
Doug Berlin

**Class of 2021**  
Rhonda Lee  
Stan Hollis  
Lenora Graves

**Class of 2022**  
Mike Shelton  
Todd Freeland  
Cole Perkins  
Hil Peel  
Kevin Raper

*Ex officio: Eric Hearn, Director, and WNCC UMC Camping Committee Liaison*

**Camp Tekoa**

This past season at Camp Tekoa was vibrant and full of ministry to campers. Tekoa experienced an amazing summer of growth for campers and staff, a growing season for the afterschool program, and hired a new director at Tekoa Foothills. Here are some highlights from the ministry over the past year.

- Tekoa hired the Rev. Jennifer Hampton to serve as the first Director of Tekoa Foothills. Jennifer began May 1, 2019 and guided Tekoa Foothills through an amazing summer of ministry.
- Lakeside Lodge at Tekoa Foothills was completed. It is an extraordinary lodge that will benefit the continued ministry of this property for years to come.
- There were a total of 2,178 summer camp registrations at Camp Tekoa and 39 summer camp registrations at Tekoa Foothills. Tekoa Missions continued to grow and offered two weeks of mission trips at Tekoa Foothills.
- Tekoa's afterschool program continues to thrive and reach children throughout Henderson County. The average attendance was 34 children each day.
- The new Ninja Cave construction completed at Camp Tekoa was extremely well received by campers.
- For the summer offering this year, Tekoa chose to support Sharing House of Brevard, which supplies basic needs to the residents of Transylvania County. Campers and staff gave $5,023. Over the past five seasons, Camp Tekoa campers and staff have given a total of $29,737 to ministries beyond camp.
- In September 2019, Tekoa celebrated 70 years of ministry at Tekoa! There was a wonderful 70th celebration event to reconnect with former staff and camper parents. The Rev. James Johnson and Rev. Jack Porter shared devotions with attendees.
- The Rev. James Johnson ended his ministry as the Executive Director of Camp Tekoa October 15, 2019. In October, the Tekoa family enjoyed the opportunity to share in celebrating James' life and ministry. James served as the executive director the past 22 years. It was a beautiful end to a truly amazing season of ministry at Tekoa.
- This year Tekoa lost a giant in the Christian camp community. The Rev. Jack Porter died near his home in Maryville, Tn. on April 3, 2020. Jack was the Executive Director of Camp Tekoa in the 1980s-90s. He was a beloved father figure to campers and staff for many years. Under his leadership, Tekoa reached thousands of children in the name of Christ and formed the faith of hundreds of young adults, many of whom are in ministry today. Jack served local churches in the area, alongside his ministry at Tekoa, out of his deep love of pastoral ministry. The Camp Tekoa experience of today was formed under his leadership and vision. Outside of Camp Tekoa, Jack was well-known in the Christian camping community. He revitalized several sites, assisted smaller locations in developing programs, and constantly sought ways to support the greater camping community.
Mount Shepherd is a nonprofit organization that accomplishes its mission through Christian camping. By all accounts, 2019 was a landmark year for the ministry of Mount Shepherd Retreat Center. The organization met or exceeded every goal it had for the year, including the areas of strategic planning, utilization and board development.

The Mount Shepherd Board of Directors completed a yearlong strategic planning process with the aid of Run River Enterprises. This work helped the organization identify priorities and set key goals for the coming years. Camps occupy a vital evangelical space as an extension of the local church. Rather than lamenting the decline of visits from United Methodist churches, the retreat center is embracing a new opportunity to reach children who have never been to church. Furthermore, the strategic planning resulted in the hire of Christina Gibbs, its first full-time program director.

In the past five years, Mount Shepherd has more than tripled its usage, increasing it by 233 percent. Its summer camp program continues to grow each year, and the retreat ministry is at an all-time high. New programs this summer include off-site adventure programs in the Uwharrie National Forest area. Strategic partnerships with several churches have helped elevate its ministry.

Finally, Mount Shepherd is thankful for the faithfulness of its board of directors. The board has leaned into its identity as a self-sustaining nonprofit organization. This year’s board of directors is the most diverse group of talented leaders in Mount Shepherd’s history. It continues to build on the excellent foundation of leadership.

As always, Mount Shepherd appreciates the generosity and faithfulness of the conference in supporting its ministry. Conference staff, committees, local churches, and so many individuals have offered their financial, physical and spiritual support. To God be the glory.

Josh Britton, Executive Director

www.mtshepherd.org

Camp GuilRock

Camp GuilRock centers its ministry on its mission statement “Discover Creation, Experience God, and Grow in Faith.” With this as its foundation, Camp GuilRock strives to provide meaningful outdoor experiences for people of all groups. Youth groups, churches, scouts, and families are given the opportunity to enjoy its facilities and develop lasting relationships with each other and with Christ.

Camp GuilRock has continued to grow and reach more people throughout its surrounding community. In the past year, the Day Camp Program expanded from two weeks in 2017 to a full nine weeks in 2020. This allowed the camp to serve over 160 campers over the summer. It has also continued to improve the rental experience for all guests, which has led to continued growth in usage of the property throughout the year. The camp closed 2019 with one of its most successful fundraising appeals, raising over $10,000 thanks to a generous matching gift. The director and board of directors are excited by the growth seen in the ministry and are continuing to implement new programs and strategies to help continue the growth in the coming year.

Eric Hearn, Director

www.campguilrock.org

CONFERENCE RESOURCE CENTER

The WNCC Resource Center is proud to be a free lending library for all churches in the Western North Carolina Conference. The mission of the resource center is to provide a deep well of engaging, relevant books and media supporting the mission of the local church in making disciples of Jesus Christ for the transformation of the world.

The resource center continues to purchase new, quality resources recommended by staff, pastors and laity for use by churches and individuals for the education, leadership training and spiritual formation of children, youth and adults. The resource center’s two 24-foot canvas labyrinths continue to be used often, especially during Lent.

Circulation rose 3.2 percent from 2018 to 2019. As of January 2020, the resource center boasts 6,667 resources on its shelves, including books, DVDs, worship aids, vacation Bible school starter kits, stewardship campaign programs, Stephen Ministry support and curriculum for all ages and stages of life. The resource center continues to partner with The Youth Cartel for free digital resources. Contact the resource center for the promo code.

Pastors and lay people alike can turn for help and guidance in selecting resources. Resource center staff are happy to recommend resources to meet specific needs. Stop by the resource center display during annual conference to set up a free patron account, update contact information, browse the catalog, and reserve resources. Following annual conference, contact the resource center at resourcecenter@wnccumc.org or 704-535-2260.

Resource center materials are managed and supported by Surpass, a system used in public schools and libraries. The online catalog, http://wncc.mysurpass.net, is open to all for browsing, but one must have a patron account to make reservations. Be sure to “like” the resource center’s Facebook page, https://www.facebook.com/wnccresourcecenter, for seasonal recommendations and to stay up-to-date on the newest resources as they are catalogued.

Havaleh Havelka, Training and Resource Specialist
I. Students (as of fall semester 2019)
   A. Full-time students ................................................................. 298
   B. Part-time students ................................................................. 9
   C. Full-time equivalent enrollment ............................................ 298
   D. Full-time North Carolina students ........................................ 135
   E. Full-time United Methodist students ....................................
      This number may be higher considering that approximately 67% of full-time students chose not to disclose their religious preference. Furthermore, five students identified as Methodist and one identified as United Methodist.
   F. Resident students ................................................................. 228
   G. Non-resident (day) students .................................................. 70
   H. Male students ....................................................................... 0
      There are no male degree-seeking students. There were four male part-time non-degree seeking students.
   I. Female students .................................................................... 298
   J. Foreign students .................................................................... 2
      This count does not include teaching assistants from our global studies program who are taking classes.
   K. Number of students receiving financial aid ......................... 226

II. Faculty (as of fall semester 2019)
   A. Number of full-time faculty .................................................. 35
   B. Number of part-time faculty .................................................. 22
   C. Full-time equivalent faculty .................................................. 42
   D. Degrees of full-time faculty:
      Doctorates ........................................................................... 25
      Masters .............................................................................. 10
   E. Average salary of full-time faculty ........................................ 42,836
   F. Average compensation of full-time faculty ......................... 44,203

III. Operating Finances (7-1-19 to 6-30-20)
   A. Operating income ............................................................... $26,806,803
      1. Student fees .................................................................... 8,513,369
      2. Endowment income (unrestricted) ................................... 10,119,314
      3. Church sources ............................................................... 599,319
      4. Auxiliary enterprises ....................................................... 2,948,934
      5. Student aid (restricted) .................................................... 606,828
      6. Other ............................................................................... 4,618,361
   B. Operating expenses ............................................................. 21,747,839
      1. Instructional ................................................................... 4,749,163
      2. Administrative and general ............................................ 6,173,601
      3. Library ........................................................................... 38,982
      4. Physical plant (included throughout other areas) ............. 205,192
      5. Student aid ................................................................. 4,136,509
      6. Auxiliary enterprises ....................................................... 2,053,156
      7. Other ............................................................................... 4,635,410
   C. Operating deficit at beginning of 2018-2019 ......................... (217,990)
   D. Expenditures per student 2018-2019 ................................... 60,748
   E. Operating budget for 2018-2019 ......................................... 12,518,168
   F. Amount per UM student provided by Western NC Conference (2018-2019) ........................................... 54

IV. Other Financial Information
   A. Market value of physical plant (7-1-19) .............................. $29,069,223
   B. Capital indebtedness at 7-1-19 ........................................... 33,532,963
   C. Net increase in physical plant from preceding year ............. (655,457)
   D. Market value of endowment at 7-1-19 ................................ 11,536,894
   E. Net decrease in endowment principal from preceding year .... 159,162 up

Suzanne Elise Walsh, President
BENNETT COLLEGE CHAPLAIN’S REPORT

The Chaplain’s Office continues to encourage spiritual growth and development. Much of this year was spent in prayer and reflection.

UMC Social Justice Scholarship and Intern Program: Through the resources of The United Methodist Church, Bennett College has continued its efforts to honor the memory of Sandi Neely Smith, class of 1976. She was a community activist who along with four others was killed during a conflict with Ku Klux Klan and American Nazi Party members in 1979 in Greensboro, N.C. This summer, the five interns have plans to serve:

- Loaves and Fishes in Mecklenburg County, a ministry offering groceries for neighbors in need Guilford County Department of Social Services
- The Exodus Foundation whose “mission is to stop the flow of African Americans to prison”
- The Hispanic Alliance, which helps victims of domestic violence in the upstate of South Carolina, offering a continuum of services as well as teen dating violence education and community outreach, and
- The Beloved Community Center, Greensboro, N.C., where the social justice intern will assist as a youth community organizer volunteer responsible for voter registration and education; edit the Beloved Community Center Newsletter; and facilitate program and dialogue to help build cross-cultural coalitions within the Greensboro community.

Marcinia Johnson was selected as our Black College Fund Intern and Ambassador. She spoke during services for United Methodist Student Day at Centenary UMC. Marcinia Johnson’s story was featured in the United Methodist Communications blog post Rethink Church site.

UMW shared scholarship information with students and their families during Welcome Week. They also worked in partnership with Career Services, Financial Aid Office, Library Services, Bennett College alumnae and the Chaplain’s Office to help students with internship and scholarship applications. Their work continues as they make themselves available for sessions in the library.

Student Christian Fellowship hosted sessions entitled “Who She Is,” Biblically based conversations with practical applications. They also convened weekly prayer and monthly worship and fellowship.

The Chaplain’s role is to nurture students as members of the various ministries and to offer for all students to discuss their understanding of faith. To that end, Bennett received funds from the Interfaith Youth Core to build understanding, cooperation, and awareness of its diversity through dialogue, community service, and activities. It has opened an Interfaith Prayer Room which provides a space for prayer, meditation, and reflection.

The Chaplain taught weekly Bible study and preached during worship at various churches in the community. Additionally, she revised and taught a class on church and entrepreneurship.

Natalie V. McLean, Chaplain
BREVARD COLLEGE

Brevard College is a four-year, experiential liberal arts college founded in 1853, and is the oldest college in Western North Carolina. The college is home to students from 30 states and eight foreign countries.

Brevard College’s mission states: “Brevard College is committed to an experiential liberal arts education that encourages personal growth and inspires artistic, intellectual, and social action.”

At Brevard College, education is much more than memorizing answers on a test. Faculty connect knowledge to direct experience, purposefully and intentionally. This experiential teaching and learning philosophy, led by expert faculty in small classrooms, develop students’ ability to think, work in groups, reflect upon what they have learned, and then apply their knowledge to real world problems. Faculty cultivate marketable skills such as collaboration, problem solving, teamwork, and conflict resolution, to name a few. Students graduate Brevard College with more than a transcript and diploma. They graduate with an experiential resume full of undergraduate research they have conducted, real-world problems they have addressed, and in-class projects they have completed.

Brevard College is affordable. Students from North Carolina receive a Half-Tuition Scholarship when they receive offers of admission. Brevard has 17 NCAA DIII sports teams and three non-NCAA teams including competitive cheerleading, rock climbing, and cycling.

BREVARD COLLEGE CHAPLAIN’S REPORT

Brevard College remains a phenomenal space for nurturing, expanding, and engaging the religious and spiritual life of students, staff, and faculty. At the beginning of the academic year, their team hosted and worked alongside 11 churches, three local faith-based organizations, and more than 70 volunteers as they welcomed and moved new students and their families into the residence halls. One parent moving their first year student into a residence hall said, “You all are the answer to my prayers. I didn’t know how we were going to carry my child’s things up three flights of stairs. Then I met Brevard College’s College Minister and all the volunteers who welcomed me with a smile on their faces. Ultimately, all I had to do was park my car and volunteers took care of everything. That’s true ministry! In that moment I knew God was present and at work at Brevard College.”

This year they have been witnesses to God’s love as they have shared more than 150 prayers, visited more than 250 people, counseled more than 150 people, invited the college community on weekly prayer walks, led six religious and spiritual life programs including an interfaith tour, created three vibrant student led ministries, taught two courses and four studies, and welcomed a host of inspirational speakers and leaders to engage the campus community. Additionally, four students admitted their call to ministry, 12 joined a leadership group for individuals with a vocational interest in ministry, two students applied and was accepted into seminaries, and one student became a ministerial candidate within the Western North Carolina Conference of The United Methodist Church.

Brevard College celebrates what God has done and looks forward to the great things God will do in, through, and with Brevard College. Brevard College continually aims at providing dynamic opportunities for learning, understanding, engagement, and discovery. They strive to offer creative and religiously diverse programming, service learning projects, cultural and religious immersion experiences, community engagement, mentoring and training, inspirational speaker series, and space for worship and reflection. The Brevard College team seeks to provide profound experiences where inclusion, compassion, creativity, and possibility become tangible expressions of lived experiences. They intentionally do this while remembering their rich Methodist heritage.

Sharad H. Creasman, College Minister
I. Students
A. Full-time students: ................................................................. 687
B. Part-time students: ............................................................... 15
C. Full-time equivalent enrollment: ........................................ 693
D. Full-time North Carolina students: ................................. 406
E. Full-time Methodist students: ........................................... 32
F. Resident students: ................................................................. 531
G. Non-resident (day) students: .......................................... 142
H. Male students: ................................................................. 397
I. Female students: ................................................................. 305
J. American Black: ................................................................. 88
K. Hispanic: ............................................................................... 3
L. Native American: ............................................................... 11
M. Asian American: ............................................................... 6
N. Foreign: ................................................................. 13
O. Number of students receiving financial aid: ........................... 687

II. Faculty
A. Number of full-time faculty: .......................... 52
B. Number of part-time faculty: .......................... 41
C. Full-time equivalent faculty: ........................... 69
D. Number of faculty and administrative staff representing ethnic minorities: 9
E. Degrees of full-time faculty:
   Doctorates (or other terminal degree): .......................... 42
   Masters ............................................................................. 10
F. Average salary of full-time faculty: $ 45,349
G. Average compensation of full-time faculty: $ 46,303

III. Operating Finances
A. Operating income (total): ......................... $ 19,246,500
   1. Student fees ................................................................. 19,579,477
   2. Endowment income (unrestricted) ....................... 1,246,622
   3. Church sources .............................................................. 20,000
   4. Auxiliary enterprises ................................................. 6,032,404
   5. Student aid ................................................................. ($8,901,228)
   6. Development funds .................................................. 2,502,495
   7. Other ............................................................................ 608,343
B. Operating expenditures (total): .................. 18,875,433
   1. Instructional ................................................................. 4,764,761
   2. All institutional support services.......................... 4,043,404
   3. Library ................................................................. 392,514
   4. Physical plant .............................................................. 1,603,945
   5. Auxiliary services .................................................... 3,907,582
   6. Student aid ................................................................. 1,954,018
   7. Other ............................................................................ 0
C. Operating indebtedness at beginning of current year: 0
D. Operating budget for current year: ................................. 18,581,468
E. Expenditures per student for current year: .......................... 26,545
F. Amount per student provided by Western North Carolina Conference: 0.35

IV. Capital Funds
A. Value of physical plant at beginning of current year: ............... $ 29,198,281
B. Capital indebtedness at beginning of current year: .................. 12,762,313
C. Net increases to physical plant during preceding year: 0
D. Market value of endowment fund at beginning of current year: 28,985,350
E. Net increases to endowment principal during preceding year: 1,657,537

David C. Joyce, President
## I. Students

A. Full-time students....................................................................................................................... 797
B. Part-time students ..................................................................................................................... 233
C. Full-time equivalent enrollment .............................................................................................. 913
D. Full-time North Carolina students .......................................................................................... 613
E. Full-time Methodist students ................................................................................................. 67
F. Resident students ..................................................................................................................... 367
G. Non-resident students ........................................................................................................... 663
H. Female students ..................................................................................................................... 456
J. American Black ....................................................................................................................... 268
K. Foreign Students .................................................................................................................... 82
L. Number of students receiving financial aid ........................................................................... 799

## II. Faculty

A. Number of full-time faculty ..................................................................................................... 49
B. Number of part-time faculty ................................................................................................... 98
C. Full-time equivalent faculty .................................................................................................... 84
D. Degrees of full-time faculty:
   - Doctorates .......................................................................................................................... 34
   - Masters ................................................................................................................................. 15
E. Ethnic minorities employed on faculty and administrative staff ........................................... 52
F. Average salary of full-time faculty ......................................................................................... $55,652.00
G. Average compensation of full-time faculty ........................................................................... $66,861.00

## III. Operating Finances

A. Operating income .................................................................................................................... $30,066,634
   1. Student fees ....................................................................................................................... 21,025,266
   2. Endowment income (unrestricted) ..................................................................................... 995,710
   3. Church sources .................................................................................................................. 7,500
   4. Auxiliary enterprises ......................................................................................................... 4,098,147
   5. Student aid (unrestricted) ............................................................................................... 2,172,812
   6. Development funds .......................................................................................................... 1,343,779
   7. Other ................................................................................................................................ 423,420
B. Operating expenditures (total) ............................................................................................... 30,490,508
   1. Instructional ...................................................................................................................... 6,095,283
   2. Administrative and General ............................................................................................. 7,044,952
   3. Library .............................................................................................................................. 269,074
   4. Physical Plant ................................................................................................................... 2,678,270
   5. Auxiliary Enterprises ....................................................................................................... 2,304,300
   6. Student aid ....................................................................................................................... 12,098,628
   7. Other ................................................................................................................................ 3,094,374
C. Operating deficit at beginning of current year ......................................................................
D. Operating budget .................................................................................................................... 18,579,737
E. Expenditures per student ....................................................................................................... 33,396
F. Amount per student provided by Western North Carolina Conference ................................... 8

## IV. Capital Funds

A. Value of physical plant at beginning of current year ............................................................. $41,966,575
B. Net increases to physical plant during preceding year ......................................................... 14,960,330
C. Market value of endowment fund at beginning of current year ........................................... 1,396,088
D. Net increases to endowment fund principal during the preceding year ......................... 25,471,053
E. Net increase to endowment fund principal during preceding year .................................... 1,305,109

Lawrence Czarda, President
GREENSBORO COLLEGE CHAPLAIN’S REPORT

The Greensboro College Religious Life office actively supports the spiritual life and faith development of students, faculty, and staff. Central to the life of the college is a weekly chapel service on Thursdays led by students, with music provided by the chapel band and gospel choir. This weekly service includes a variety of preachers from the campus and community.

Each week there are a variety of small groups, Bible studies, and structured times for prayer. A weekly Bible study is also offered for faculty and staff, and a Sunday night worship service for college students is provided in the area with the Wesley-Luther Ministry at UNC Greensboro. The Religious Life office also collaborates with the Wesley-Luther Campus Ministry, Catholic Campus Ministry, Episcopal Campus Ministry, Ukirk (Presbyterian) Campus Ministry, and Hillel Campus Ministry in Greensboro. Students have the ability to attend the weekly gatherings with these ministries.

As a recipient of the Young Clergy Initiative from the General Board of Higher Education and ministry, Greensboro College Religious Life has implemented an internship program to help students discern their call to ministry. Students have the experience of being an intern at local United Methodist and Lutheran Congregations to learn about ministry and ways in which they can serve the church as lay leaders and ordained clergy.

In December, Greensboro College held the 55th annual Festival of Lessons and Carols in Finch Chapel. This spring the 57th annual Ward Lecture on Christian education was held with speaker Dr. Jonathan Wilson-Hartsgrove.

As of mid-March Greensboro College became one of the first colleges in the area to move classes and chapel services online due to the Covid-19 virus. It has postponed graduation and other in-person events until it is safe to hold them again. Enrollment still continues to grow in the new master of arts program in theology, culture and ethics.

The Religious Life office also provides service opportunities on campus and in the community. It works closely with the Boys and Girls Club of Greensboro, providing events on campus for their members each semester. Students also sustain and support a community garden on campus to feed the hungry in the community. And it works closely with the new Director of Diversity, Equity, and Inclusion to support a diverse student body on and off campus.

Greensboro College realigned tuition last year so that it is now $18,960 before financial aid and scholarships. This makes Greensboro College affordable and accessible to more students to receive an education rooted in the United Methodist tradition where “knowledge and vital piety” join together. The Greensboro College Religious Life office does this through its classes, chapel services, lectures, and community service events so that our students might be faithful and informed citizens of the world.

Robert Brewer, Chaplain
I. Students (as of fall semester, 2017-2018)
A. Full-time students ................................................................. 5,253
B. Part-time students ................................................................. 77
C. Full-time equivalent enrollment ........................................... 5,282
D. Full-time North Carolina students ........................................ 1,620
E. Full-time Methodist students ............................................... 321
F. Resident students ............................................................... 4,386
G. Day (commuter students and adult learners) ....................... 944
H. Male students .................................................................... 2,229
I. Female students .................................................................. 3,101
J. American black students ....................................................... 368
K. International students .......................................................... 113
L. Number of students receiving financial aid ........................ 4,459

II. Faculty (as of fall semester, 2017-2018)
A. Number of full-time faculty .................................................. 329
B. Number of part-time faculty .................................................. 131
C. Full-time equivalent faculty ................................................ 373
D. Degrees of full-time faculty:
   Doctorates and other terminal ............................................... 271
   Masters ............................................................................. 56
E. Number of ethnic minorities employed on faculty and administrative staff ........................................ $ 72,378
F. Average salary of full-time faculty ....................................... $ 89,025
G. Average compensation of full-time faculty ...........................................

III. Operating Finances (for 2016-2017 fiscal year)
A. Operating income (total) ....................................................... $ 221,261,196
   1. Student fees ................................................................. $ 136,700,523
   2. Endowment income ....................................................... 1,172,081
   3. Church sources .......................................................... 15,156
   4. Auxiliary enterprises .................................................... 75,876,594
   5. Gifts and grants ............................................................ 6,825,356
   6. Investment income ....................................................... 0
   7. Other ............................................................................. 671,486
B. Operating expenditures (total) ............................................. 185,742,834
   1. Instructional ................................................................. 48,865,605
   2. Administrative and general .......................................... 65,467,763
   3. Library ....................................................................... 1,310,078
   4. Physical plant .............................................................. 21,787,549
   5. Auxiliary enterprises ................................................... 48,311,843
   6. Student aid ................................................................. 43,703,889
C. Operating indebtedness at beginning of current year ................... 0
D. Operating budget for current year ....................................... 209,243,085
E. Expenditures per student for current year ............................. 45,577
F. Amount per student by Western NC Conference ................. 3.30

IV. Capital Funds
A. Value of physical plant (with depreciation) at beginning of current year ................................................................. $ 618,144,088
B. Capital indebtedness at beginning of current year ............... 136,044,980
C. Net increases to physical plant during preceding year .......... 66,513,394
D. Market value of endowment fund at beginning of current year ................................................................. 65,747,536
E. Net increase to endowment fund principal during preceding year ................................................................. 3,248,962

Nido R. Qubein, President
HIGH POINT UNIVERSITY CHAPEL AND RELIGIOUS LIFE

Hayworth Chapel and the Religious Life Office (aka “The Chapel”) of High Point University seek to grow the heart and soul of High Point University. The mission is for all members of the HPU community to experience that they are beloved individuals. Every person, as much as is possible, will experience belonging; become who they are called to be; and behold the presence of God’s grace.

The Chapel, fostered by its Christian tradition, exists to deepen High Point University’s Christian character and practice, which also means it is a place of radical hospitality to people of all traditions. In this way, HPU is Christian by tradition and interfaith in outlook, modeling inter-religious understanding and cooperation.

Recent Highlights:

• **Fall Sunday Worship.** “Chasing God; Choosing Grace” HPU Chapel started a Sunday morning worshipping community: HPU Sunday.

• **Social Entrepreneurship.** The Board of Stewards with a matching gift from an anonymous donor raised over $17,500 (a new record) to provide gifts for children during the holidays through the Salvation Army’s Angel Tree program.

• **Pilgrimage: Camino Spain. God in the City.** Over fall break, Rev. Preston Davis and Dr. Tara Shollenberger led eight students on the Camino de Santiago. This 1,000-year-old pilgrimage is dedicated to walking as a form of prayer. The trip ends in Santiago, the resting place of St. James, disciple of Christ. Pilgrims walked nearly 90 miles over the course of a week introducing students to the concept of pilgrimage, walking spiritual practices, and self-awareness.

• **Jewish Life Flourishing.** Jewish Life continues to grow steadily each year. Major events through either Jewish Life or Hillel (student-led Jewish group) included: the Daffodil Project (planting daffodils in remembrance of holocaust victims); weekly themed Shabbat dinners; family weekend bagel brunch; weekly lunches; weekly Wednesday evening programs; shuttles to Temple Emmanuel for High Holidays (Rosh Hashanah, Kol Nidre, Yom Kippur); Annual Hanukkah dinner at 1924 Prime; and MLK Day service project.

• **Weekly Chapel Highlights from fall 2019.** Series highlights included “Inside Out” – scripture’s take on emotional intelligence; joy, sadness, anger, and fear

• **Embrace the Questions.** A series on unanswered prayer, uncertainty, and the question of how do we make sense of suffering?

• **Interfaith Engagement.** Interfaith United, a group of students who come from various religious and cultural backgrounds gather for monthly dinner. This dinner club has grown to average more than 30 students.

• **Uncommon Grounds.** Led by the Multicultural Affairs Office. Dr. Mark Toole, Rev. Preston Davis, and Amy Epstein lead a panel on interreligious understanding, commonality, and difference.

• **Annual MLK Worship Service.** Rev. Michael Walrond Jr., Senior Pastor of First Corinthian Baptist Church, Harlem, NY, was the guest preacher.

• **Weekly Chapel.**

• **Fail Better: A three-week series on the story of Elijah** and how failure sows the seeds for spiritual and vocational growth, maturity, and success. This was a Growth Mindset-awarded project led in conjunction with the Career and Professional Development Office.

• **7th Annual Black Heritage Worship Service.** Theme: “Rise Up and Imagine a World” of freedom, love, security, belonging, and acceptance. Led by Genesis Gospel Choir and the Black Student Union, with contributions from Black Cultural Awareness, HPU National Pan-Hellenic Council, and the Board of Stewards. Rev. Frank Thomas, Pastor of Mt. Zion Baptist Church, High Point, will deliver the message.

• **No Turning Back.** A four-week worship series on making the four biggest commitments of life count: romance, friendship, work, and faith.

• **Pilgrimage: Charleston.** Rev. Preston Davis and Rev. Andria Williamson took eight students to Mepkin Abbey and Charleston. This pilgrimage focused on the intersections of spiritual formation and social justice work in Charleston, SC. Students spent three nights at a Trappist Monastery, entering into the contemplative life with resident monks. Students then stayed three nights in downtown Charleston learning about the intersections of Charleston’s religious, racial, and culinary history.

• **Rescheduling Fr. Greg Boyle’s visit.** Due to unforeseen conflicts, Fr. Greg Boyle, founder of Homeboy Industries, could not visit HPU on Nov. 20. The plan is to reschedule for the fall of 2020.

Preston Davis, Minister to the University
PFEIFFER UNIVERSITY

There are exciting things happening at Pfeiffer, where in the 2019-2020 year enrollment rose above 800 undergraduate students for the first time since the beginning of the 2007-2010 “great recession.” With 823 total undergraduate students in Misenheimer at the beginning of the year and the promise of new graduate programs in the health sciences coming online in 2020, enthusiasm in the fall semester was quite high. January 2020 brought even more optimism as the university reported a fall-to-spring retention rate of 94.8% for the undergraduate campus. These numbers will be impacted by the COVID-19 virus and virus-related turbulence and uncertainty, but Pfeiffer is encouraged by this data, interpreting it as evidence that the highly-engaged faculty and staff offer a more personal form of higher education than Pfeiffer’s peer institutions.

From the Academic Division:
Perhaps the biggest news out of Pfeiffer this year is the ongoing construction of the Center for Health Sciences and the arrival of Pfeiffer’s first class of graduate students in the area of Physician Assistant Studies. A 43,000 square foot, four-story structure which has now become one of the centerpieces of downtown Albemarle, N.C., the center will house Pfeiffer’s programs in Physician Assistant Studies and Occupational Therapy. Pfeiffer continues to be on schedule to open the center in July of 2020. Instruction begins there in August, while first-year P.A. students spent the 2019-2020 campaign in Misenheimer in the Harris Science Building. From an advancement perspective, while most of the naming opportunities for classrooms, laboratories, simulation centers, and conference rooms have been settled, some naming opportunities remain available for the center and both of the academic programs therein. Contact the president’s office at Pfeiffer for more information.

Pfeiffer will also begin its Global Sport Management graduate program in the fall of 2020. Based on the Charlotte campus, the program boasts partnerships with several professional sports organizations, and an experienced department chair with ties to the National Basketball Association (Charlotte Hornets and Detroit Pistons), several NASCAR teams, and other industry leaders.

Dr. Heidi A. Miller joined the Religion faculty after a nationwide search following the retirement of the Rev. Kathleen Kilbourne, who had a long and outstanding tenure marked by service to The United Methodist Church. Working in collaboration with seminaries – including Wesley Theological Seminary in Washington, DC – the Master of Arts in Practical Theology (MAPT) remains one of the preeminent arenas in which deacon candidates are prepared for ministry in the shifting church and cultural landscape. Current students engage with their academic work at convenient times in Charlotte and online, and are able to immediately integrate their learning into ministerial vocation. Current students include those preparing for chaplaincy, work with incarcerated persons, spiritual direction with underserved communities, and congregational ministries. Faculty in the program are also providing resources to local congregations in the Western North Carolina Annual Conference, as well as working with annual conferences across the United States. Among the innovations underway are training partnerships with a variety of regional non-profit and civic institutions including health systems and county correctional facilities. Pfeiffer is also working to bring these educational resources to continuing education micro-classes that can be offered to clergy and church members alike.

Student Development and Service Division:
Pfeiffer continues its vocational exploration and Pfeiffer Journey programs with the assistance of a NetVUE Program Development Grant. Promoting the idea of vocation as one’s call helps Pfeiffer to fulfill its mission to prepare servant leaders for lifelong learning. Director of Vocational Discernment Caroline Sowards and University Chaplain the Rev. Maegan Habich (a UMC deacon), lead efforts in this area, with a great deal of assistance from faculty members in the Religion Department, the Communications Department, and administrators.

Pfeiffer’s Masters in Marriage and Family Therapy program continues to flourish on the south Charlotte campus, and Pfeiffer continues to offer free and steeply discounted counseling sessions for individuals and families experiencing financial hardship. This ministry – offered by Marriage and Family Therapy faculty members and advanced students with degrees and training in Marriage and Family Therapy and other mental health-related fields – was utilized by over 5,000 individuals in 2019. Pfeiffer is now in the fourth and final year of its move from NCAA Division II athletics to NCAA Division III athletics, with continued success in the USA South Athletic Conference. The conference includes competition against seven other United Methodist-related colleges, including Methodist University, N.C. Wesleyan, and Brevard College. Pfeiffer will be eligible to begin playing in the postseason in NCAA tournaments this year, as all scholarship athletes from the Division II era will have cycled out of the program (NCAA Division III institutions do not offer athletic scholarships). A special word of congratulations goes to Pfeiffer’s women’s soccer team, who won the USA South regular season title.

From the University Chaplain’s Office:
In the fall, the chaplain’s office implemented Intersections, a new form of chapel that explores the crossroads between faith and academy, and encourages students to think about their faith as it relates to contemporary issues in the world and local communities critically. Intersections meets every Tuesday morning in the chapel.

This year, Connections, a new student-led worship service, began at Pfeiffer to meet the spiritual needs of the campus community. Students designed a sacred space outside the walls of the chapel to explore their beliefs and values through music, word, centering prayer, and reflection.
XOK, Pfeiffer’s Christian Ecumenical Community, continues to support students in their spiritual formation. Students meet weekly in large group gatherings, small group discussions led by local clergy, and connect with God and one another at an annual retreat. This year students focused on the semester topics of Servant Leadership and Vocational Discernment.

Beliefs and Values programming continues to grow at Pfeiffer. This initiative welcomes students of all religious and philosophical backgrounds to build a community based on the principles of mutual respect, understanding, and dialogue. This year students attended interfaith worship services throughout western North Carolina, hosted interfaith speakers on campus, and attended a regional interfaith conference at Elon University.

Dr. Kevin Taylor and Dr. Leah Robinson, both members of the Department of Religious Studies, manage www.theologycast.org, a podcast that focuses on theological discussions in theology, academics, and pop culture. Tune in for fun, engaging, and thoughtful dialogue.

Youth Theological Institute … or “PFEIFFER YeTI” Partnering with 29 congregations and 31 faith-based organizations, this Lilly-funded program began in summer 2017 for two weeks of life-changing experiences. Over the past three summers, YeTI has welcomed 33 high school students, with 16 college-aged mentors, into its youth theology institutes and associated activities. Participants, mentors, and leaders engaged in activities and discussion that served to expand the participants’ understanding of ministry and invited them to consider their future in ministry. Of these participants, six are now serving their communities in non-profits, full-time Christian ministry, or are in seminary.

Scott Walker Bullard, President

PROPOSALS: NOMINATIONS OF COLLEGE AND UNIVERSITY TRUSTEES

(Petition 5)
Brevard College
Life Trustee: C. Harley Dickson Jr.

(Petition 6)
High Point University
Kristine Mestdagh, Roy Carroll, and Ken Kahn

BOARD OF HIGHER EDUCATION AND CAMPUS MINISTRY

New beginnings are being celebrated by the Western North Carolina Conference Board of Higher Education and Campus Ministry. Campus ministries are growing and adding new ministries.

In July 2019, the board welcomed the Rev. Jeff McCumber, who was appointed as the campus minister for the Wesley Foundation at UNC Asheville. The Rev. McCumber received his M.Div. from Wesley in 2010 and has served as an associate at Mineral Springs and Mills River. The board is thankful for the leadership of the Rev. Jessica L. Dayson who relaunched this campus ministry in 2015. She served for four years and was appointed to Myers Park in July 2019.

In January 2020, the board welcomed the Rev. Juston Smith who was appointed as the campus minister for the Wesley Foundation at Appalachian State University. The ASU Wesley board of directors did an extensive search before announcing the Rev. Smith as the new campus minister. He received his M.Div. from Hood Theological Seminary and previously served as an associate at First UMC in Gastonia. The board is grateful for the Rev. Brad Farrington who served in this role for 15 years. The Rev. Farrington is now serving as a coach and consultant.

The board also celebrates the establishment of a new Wesley Foundation on the campus of Lees McRae College called Common Ground. This ministry has a partnership with Banner Elk UMC. The Rev. Ted Henry began reaching out to the students on the campus many years ago and the fruits of that ministry have grown since. Common Ground is currently the only campus ministry on the campus and has around 30 students meeting weekly for worship, study, and a meal.

This year the Board of Higher Education and Campus Ministry is launching a Community College/Fresh Expressions Pilot Cohort. With tuition increases at institutions of higher learning, some graduating high school students decide to enroll in community colleges as they transition into higher education. Community college has several advantages when compared to a traditional four-year college, including open admission policies, lower tuition fees, savings on room and board, and more flexible curriculum and class schedules. To extend ministry into community colleges, the WNCC Board of Higher Education and Collegiate Ministry is partnering with Fresh Expressions to encourage and resource local congregations to begin Fresh Expressions within community
colleges. District superintendents will identify one congregation in their district close to a community college that they believe has the potential (passion and courage) to be in relationship with college students. A Fresh Expressions training led by Luke Edwards will be held in late 2020. After the training is completed, each congregation will be awarded $1,000 to begin a Community College Fresh Expression.

The purpose of the WNCC Board of Higher Education and Campus Ministry is to empower those responsible for ministries on the campus so that students will become “disciples of Jesus Christ for the transformation of the world.” Even in times of change and uncertainty in the denomination, campus ministry is still growing strong and is a vital ministry of the conference. Thanks to the generous support of the conference, campus ministry is alive and well on campuses across western North Carolina. The council is committed to its mission and looks forward to what God has in store for the future of campus ministry in the WNCC.

John F. Howard Jr., Chairperson

CAMPUS MINISTRY REPORTS
AND
PROPOSAL: CAMPUS MINISTRY BOARDS

APPALACHIAN WESLEY FOUNDATION

The Appalachian Wesley Foundation has been in a state of transition during the 2019-2020 academic year. Following the Rev. Brad Farrington’s announcement to transition away as the Campus Pastor in April, 2019, the Board of Directors appointed a search committee. The search committee was chaired by the Rev. Lory Beth Huffman, senior pastor of Boone United Methodist Church. After an extensive search was launched in July, 2019, three candidates were invited to campus in September and October to share in worship and meet with the Student Leadership Team. The Rev. Juston Smith was announced as the campus pastor on October 20, 2019, to begin his tenure on January 1, 2020.

Even in the midst of transition and change, the mission of App Wesley continued. Weekly prayer services, worship, and small groups were led by student leaders. Highlights include the Fall Break Asheville Mission Trip, 27 Hours of Prayer during the Fall and Spring semesters, Humane Society Pet Day during midterm exams, and the end of school year beach retreat to celebrate a year of ministry and the graduates. However, March 2020 brought with it a new way in which App Wesley would need to do ministry due to the Covid-19 outbreak. Because of an extended spring break, and the change from on-campus classes to online classes, creativity and new resources were vital. App Wesley is continually committed to students and their needs, especially in the time of Covid-19 and the immediate changes this brought to on-campus living and learning, and to how this ministry would stay in community with one another. Monday night prayer services, small groups, and the Spring 27 Hours of Prayer were held through video conferencing. Wednesday night worship became a podcast, published each week, consisting of music, scripture, prayer, and a time of Bible study. Board meetings and Student Leadership meetings transitioned to video conferences.

The Appalachian Wesley Foundation student center is in the first stages of many needed updates to make the center more accessible to all students. Some updates, based on emergency, included a new water line to the building in February to help with leaks occurring outside of the building. This new line will help future upgrades to make all bathrooms handicap accessible. The board has approved working with Bill Dixon of Appalachian Architecture to draw and begin the bidding process for ADA upgrades to include handicap accessible bathrooms, and a lift from the first floor to the second floor worship space. The project includes a complete kitchen renovation during a later phase. Currently, the board is working to apply for ADA grant funding, and beginning to solicit donations to the project.

The foundation is blessed with an active board who have been a source of encouragement to both Brad and Juston, and most importantly, the students. The foundation is blessed with active students who take leadership seriously, and actively participate in the ministries of App Wesley. The foundation is always grateful for all alumni, parents, local churches, and friends for their support; and the foundation would be remiss if not to thank the annual conference for their support of this vital extension ministry.

Through this constant state of change that the Appalachian Wesley Foundation has been in throughout this past school year, one thing is for certain—the mission, the message, and the place for openness in such a vulnerable time never wavered.

Juston Smith, Director

Board of Directors
Class of 2021: Andrew Davis (alumnus), Matt Mize (Boone UMC, alumnus), Gwen Stevens (Boone UMC, parent)
Class of 2022: Susan Boyer (West Jefferson UMC), Marshall Boyer (West Jefferson UMC), Katherine Christie (FaithBridge UMC, alumna)
Class of 2023: Wes Austin (Deerfield UMC, pastor), Dodie Glowa (Boone UMC), Jack Simpson (Deerfield UMC)
Student Members: Emma Aldridge, Regan Duke, Luke Williams
Pastor of Local United Methodist Church: Anita Sain (Jefferson UMC)
Conference Board of Higher Education and Campus Ministry Representative: Kyle Sigmon (FaithBridge UMC, associate pastor)
Appalachian District Superintendent: Carl Arrington
Campus Minister: Juston Smith
ASHEVILLE WESLEY FOUNDATION

It has been an amazing year of growth and transformation serving the UNC Asheville campus. The foundation underwent a change in leadership in July, and the transition has been smooth and exciting. Student leadership has excelled in maintaining the identity, stability, and vision for the campus ministry while embracing new ideas with grace. Asheville Wesley continues to be known as a campus ministry that is seeking to be an authentic community that is accepting, affirming, and open to all God’s children. The campus ministry continues to grow and continues to place a high value on empowering students to grow in their faith, service, and leadership abilities. This year, the Wesley Foundation has been active in service through ABCCM, local welcome tables, and the NCC UMC Disaster response team. Asheville Wesley’s Leadership Team and Student Ministry Internships continue to be a success, giving students a way to make the ministry their own. The campus ministry has also worked diligently over the course of this year to reach out to local congregations and build relationships. With that being stated, the foundation would like to thank both its old and new friends for their support of the campus ministry. Thank you for helping to make the Asheville Wesley Foundation a place where any student can be known, seen, and loved as individuals of sacred worth.

Jeff McCumber, Director

Board of Directors

Class of 2020: Kayln Wiley (Chairperson), Andrea Lingle
Class of 2021: John McCullough (Treasurer), Bill Haggard, Dianna Johnston
Class of 2023: John Smith, Lindsay Rosson
Campus Minister: Jeff McCumber

COMMON GROUND AT LEES-McRAE COLLEGE

In the latter part of 2012, The Rev. Ted Henry began reaching out to students on the campus of Lees-McRae College. Several years later a community of trust and respect began to flourish, and a fresh expression known as Common Ground was established. The concept behind the program was to find the “common ground” all students shared, regardless of faith, lack of faith, or anything else.

Negotiation with the Town of Banner Elk in July of 2015 yielded a free meeting space across the street from campus. The tattered and well-worn room in the Historic Banner Elk School was in serious need of some TLC. A few weeks of scrubbing mildewed walls, then throwing a few gallons of paint on the walls, adding a chalkboard and massive whiteboard, gluing together a mosaic floor covering made from painters drop cloth and carpet sample squares, and bringing in some donated furniture, Common Ground finally had a home and began to take on a personality as unique as the fifteen students attending each week. The free meeting room was only allowed to be occupied one night per week, however, that didn’t stop the enthusiasm. Huddled around several space heaters that constantly tripped circuit breakers, the challenges of the first winter in their new space only seemed to bring everyone closer together. Conversations about life, faith (or lack of it), struggles facing students, and game nights, all centered around home cooked meals, kept students coming back week after week. Service projects for the students included packing several hundred backpacks of food once a month for the Missional Network in Avery County and serving meals at a regional transitional living facility. Graduation of 2016 arrived, and the face of Common Ground changed dramatically.

Surprisingly, the students were not the only thing to change! The Historic Banner Elk School was also going through a time of transition as the town sought to bring in paying tenants. Common Ground was forced to leave the “free meeting space.” The choices were to accept a room that might hold eight or nine students or move to a room that required them to start paying rent. The decision was made to forge forward and raise funds. Thanks to funding from the Appalachian District, several local churches, and a number of individuals, the rent for one year was raised in about five weeks and Common Ground’s roots began to grow even deeper.

The appointments in June of 2018 moved the Rev. Henry to serve at Banner Elk UMC, located on the campus of Lees-McRae College. Banner Elk has locked arms with Common Ground and shares in the excitement of all God is doing on and around this small private college. The Rev. Henry also serves in extension ministry as part-time chaplain of the college, affording him greater access to and opportunities for building authentic relationships with the students. Common Ground is currently the only campus ministry at Lees-McRae and has around 30 students meeting Thursday nights for a meal and fellowship and Sunday evenings for worship and study.

The Board of Common Ground is excited about all God has yet to reveal for CG and is incredibly appreciative of the Western North Carolina Conference Board of Higher Education and Campus Ministry for approval of Common Ground to become the newest Wesley Foundation.

Ted Henry, Director

Board of Directors

Board Members: Susan Staton (Chairperson), Rebecca Bolick (Secretary), Jana Greer, Vicki Lott, Jim Hart (Chaplain), Neil Hartley, Michelle Scott, Gina Phenneger (Finance Treasurer)
NINER UNITED AT UNC CHARLOTTE

Niner United is the United Methodist campus ministry, working ecumenically with the Episcopal, Lutheran (ELCA), and Presbyterian (USA) denominations at the University of North Carolina at Charlotte, the Carolina’s fastest-growing university. With nearly 30,000 students in the largest metropolitan between Washington and Atlanta, UNC Charlotte is a critical population to reach and serve. Niner United offers an incredibly comprehensive and dynamic ministry program and presence. The campus ministry offers two weekly worship services that reaches hundreds of students, faculty, and staff. A staff of three, together with a team of 22 student leaders, organize and coordinate the ministry programs that include Christian formation, outreach and service, music ministry, and an extensive program in vocational discernment, entitled the Faith and Leadership Experience, backed with support from the Lilly Endowment, the Young Clergy Initiative, and other various agencies and foundations. Major events included four trips (the Holy Land, Denver, Orlando, Asheville, and Hurricane Dorian relief in the Bahamas) with 102 student participants.

UNC Charlotte is still adjusting from the tragic events of April 2019, yet has emerged as a strong community resilient to the love of learning and the pursuit of making the world a better place. Niner United plays an important role in the university's student life, by helping students, faculty, and staff experience the abundance of life in Christ by equipping this university community to live consequentially faithful lives. The campus pastor, Stephen Cheyney, has worked with key administrators in establishing and re-establishing a much pastoral presence to the university community.

Despite these events, Niner United has continued to grow and offer life-changing experiences, especially to students. This past year Niner United reached 5,668 students including 1,046 students in the Class of 2023.

Stephen Cheyney, Campus Pastor

Board of Directors
Board Members: Ian Binns, Anne Brown, Jesse Caldwell, Olanda Carr, Sandra Cline, Beth Hardin, Mike Hoffman, Lyn Holt, Sam Moore, Trey O’Quinn, Chairperson, John Richards, Taylor Simmons, Ethan Smith, Beth Whitaker.
Ex-Officio: Stephen Cheyney, Campus Pastor, Cailee Franklin, Ben Rogers.

WESLEY FOUNDATION AT EAST MARKET (NORTH CAROLINA A&T STATE UNIVERSITY)

WFEM is the Wesley Foundation to North Carolina A&T State University. Over the past year WFEM has partnered with multiple A&T groups to assist local Guilford County Elementary Schools for their beautification day and other volunteer opportunities.
Student led discipleship groups continued and WFEM has partnered with the Good Neighbor Movement in assisting them in starting an A&T City Village. Developing the next generation of worship ministry leaders is continued. WFEM also continues its relationship with Metropolitan Greensboro, and developing more relationships with the faculty and staff of NC A&T State University.

Diron Chloe, Director

Board of Directors
Board Members: Ron Cooper, William Waddell, George Coates, Harry Waddell, Dottie Troxler, Brandon Wrencher.
Student Members: Jaala Harrison, Jovan Lawless
Ex Officio: Rev. Beverly Coppley, District Superintendent, Rev. Maria King, Rev. Ellis Carson

WESLEY LUTHER AT UNC GREENSBORO

Wesley-Luther would not exist without the transformational support of the Western North Carolina Conference. As the oldest of the Wesley Foundations in WNCC, the foundation continues to make disciples of Jesus who are committed to the transformation of the UNC Greensboro campus, the Greensboro community, and the world.

As an expression of the commitment to sharing the Gospel not only in words but in faithful action, Wesley-Luther serves the campus’ food insecure students through the Spartan Open Pantry, which was organized for the university in 2012. Since 34% of the students at UNC Greensboro are food insecure, caring for students’ basic needs is not only necessary for their health, but an essential expression of God’s grace in the community. Wesley-Luther’s service through food also engaged more than 219 students in on-campus service work. Those students helped distribute 11,001 pounds of food through the main distribution last year. At the time of this submission, UNC Greensboro is adapting to the realities of student needs amid the COVID-19 crisis, through the increase of weekly distribution, food deliveries to self-isolating students, and the expansion of to-go meals.

Through the support of the Lilly Endowment, Inc., Wesley-Luther has expanded its “Nourishing Mind Body and Soul” to allow more students to consider Christian vocation through care-orientated professions, lay service inside the church, and ordained ministry. In 2019, as part of this program, one student made a profession of faith and is entering the candidacy process while another young adult began seminary at Wake Forest School of Divinity.

Andrew Mails, Director
Jill Alventosa-Brown, Chairperson
Board of Directors

**Board Members:** Veranita Alvord, Jessica Gregory, James Esterline, Jill Alventosa-Brown, Tom Herin, Jay Hilbinger, Don McCrickard, Carol Carlson, Carolyn Miller, Catherine Sevier, William Parrish, Paul Freeman, Mark Smith.

**Ex Officio:** Beverly Coppley, District Superintendent, Rebecca Kurt, Olivia Biro, Andrew Mails, Director of the Wesley-Luther Campus Ministries, Emily Saine, Associate Director of Wesley-Luther Campus Ministries, Andrew Mails, Director

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**WESTERN CAROLINA UNIVERSITY**

The Wesley Foundation at Western Carolina University is grateful for all of the support it received from the Western North Carolina Annual Conference, the Smoky Mountain District, local churches, its Board of Directors, and all the friends and alumni. This academic year the ministry helped college students connect with each other and the world around them in many ways. Students spend time with each other daily at the ministry and at Cullowhee United Methodist Church. They participate in thousands of hours of service work over the year including splitting and delivering over 100 loads of firewood to local residents and delivering meals weekly via the Department on Aging Meals on Wheels program. Students also planned and implemented the 11th Annual Wesley Haunted House which raised over $5,200 for the trip to the Holy Land and reached out to over 600 college students and local residents. Each week during the school year the student worship team and Wesley staff plan and hold worship for college students. Wesley staff help college students learn how to plan and give a sermon almost every week of the school year. They also provide opportunities for small group participation, worship with Cullowhee UMC, and fellowship and study with Cullowhee UMC members. During the last academic year, Wesley staff started planning the next trip for the Holy Land in December 2020. This academic year, 15 students and three staff have signed up, as well as several Cullowhee UMC church members and alumni. Next year, the staff plans to increase their focus on in-depth student leader development, board development and student involvement, increased intentional student outreach, and student worship training. All of this would not be possible without the generous grant from the WNCC, the Smoky Mountain District, friends and alumni of the Wesley Foundation, and their own fund-raising efforts.

Jay Hinton, Director

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**WINSTON-SALEM WESLEY FOUNDATION**

Until mid-to-late February, 2020, Winston-Salem Wesley Foundation was having a really strong and solid year of ministry. New students were attending; two great spiritual retreats took place during the fall semester; more bottles of Wesley logo water bottles were given to any passersby at the home football games from our “dry” tailgate area; one of the Wake Forest seniors answered the call to pursue ministry; WFU student-led Bible study was thriving; and, the ministry at Salem was making great strides, especially at the first of the fall semester.

But then, the scourge of the pandemic began to make its sad effects felt, and life definitely changed for students as well as the rest of the world. The spring break WFU mission trip to serve with the Costa Rica Mission Project in San Isidro, CR was cancelled; and, with the cancellation of on-campus classes at both Salem College and Wake Forest University, a steep learning curve has ensued for both the students and myself!

But there are strong evidences of God’s presence within this hard and unsettling time. The Bible study folks have begun Zoom-enabled Bible study—and they report that their numbers are growing. Sermons are on video, which then get distributed by email and also on Facebook. So far, no current students nor alumni report having contracted the virus; and, the dramatic shift in the ordering of the daily schedule is actually allowing more students to be contacted. The Lord is present; the Wesley Foundation will continue; and, plans are already being made for next semester!

As always, WFU thanks the churches of the conference for their continuing support of campus ministry in the WNCC. For the Winston-Salem Wesley Foundation, the financial support we receive through the conference provides over 60 percent of the income needed to continue this ministry. Continued prayers and financial support are greatly appreciated!

Larry Jones, Campus Minister and Director

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**Board of Directors**

**Board Members:** Roger Echols, Chairperson, Christy Buchanan, Elinor Starling, Steve Felts, Jonathan Philpot, Nicklaus Ashburn, Ryan Angi, Zechariah Kearns, Lamar Parker, Sara Miller, Grace Gach, Treasurer, Meredith Menius, Melanie Crossen.

**Ex Officio:** Michael Bailey, Yadkin Valley District Superintendent.
Aldersgate, now in its 72nd year of serving elders, is located in the most diverse geographical area of Charlotte and continues to spearhead diversity, inclusion, and equity in residents, team members, board members, and community partners. "We honor elders," the first three words of the Aldersgate mission statement, establishes the inclusive nature of serving all elders. Comprised of 231 acres in east Charlotte, Aldersgate is one of the largest employers in the area, representing over 30 different nationalities in its team.

Aldersgate continues to fulfill its mission of serving elders, embracing diversity in all dimensions, and engaging surrounding neighbors in 2019. The progress is marked with some significant thresholds, not the least of which are outlined here.

One of the most significant achievements of 2019 is the completion of the Gateway Expansion with the opening of three final independent living buildings. The new apartments and villas are the final piece of the expansion and improvements within Cuthbertson Village Memory Care, the new Asbury Health and Rehabilitation Center, and The Commons with five unique dining venues and other engaging spaces.

The Urban Farm at Aldersgate, spanning 6.7 acres, has begun to be planted in an effort to help address food insecurity for neighboring communities. Through a collaboration with Carolina Farm Trust, the urban farm will serve as a fully operational farm with learning labs, aquaponics, and local fresh goods. The Urban Farm will accept government subsidized food programs as payment and provide wholesome food for the surrounding areas as well as the Aldersgate community. Opportunities abound for Aldersgate residents to not only enjoy the bounty but also volunteer alongside neighboring school students.

Aldersgate continues to hold SAGE certification at a platinum level as part of the intentional journey to become the inclusive flagship of the life plan community sector. Aldersgate’s core values of living in faith, practicing stewardship, serving with compassion, striving for excellence, respecting diversity and inclusion, and building meaningful connections are reflected and modeled starting with the board of directors and leadership team.

Opening Minds Through Art (OMA) is an evidence-based art program specifically designed for artists to express themselves, within their diagnosis of dementia. OMA was launched in Cuthbertson Village Memory Care with the first group of resident and volunteers. Volunteers work with the same residents over six art sessions and the projects were intentionally structured to promote the social engagement, autonomy, and dignity of the artists while providing an avenue for individuality and creativity. The work culminated with a resident art show where funds were raised to continue the support of this meaningful experience.

Renovations have begun in the former WNCC building to welcome the Camino Community Center to open its second location on the Aldersgate campus later this year. This collaboration will bring Camino’s second free medical clinic and mental health services to a largely immigrant clientele. This fills a deep need for the neighborhood residents. Along with the OurBridge afterschool immigrant program for kids, Aldersgate continues to enjoy strong community relations in this great area of East Charlotte.

Playworks Productions and Aldersgate proudly presented “Acting Our Age: A Century of America in Seven Voices” in 2019. Close to 1,500 people enjoyed hearing the stories of seven lively Aldersgate elders who were the focus of the unique theatre and video experience that traced their lives from childhood to the present. Ranging in age from 73 to 95 years old, their experiences intersect with nearly every major cultural and historical development in the United States over the past 100 years.

Aldersgate at Home continues to serve clients who live both on and off the Aldersgate campus in Mecklenburg County expanding to approximately 100 additional lives touched.

Aldersgate celebrated the diversity of East Charlotte at the fourth annual International Sandwich Festival. Thousands of guests of all ages came out to Shamrock Drive to enjoy live entertainment, sandwiches, and specialty cuisine from around the world.

Aldersgate previously entered into a letter of intent to develop and operate an independent living community with dedicated memory care at Shalom Park Jewish campus and further expand its mission. Set to open 2024, this Jewish community, serving all faiths, will be unique in the integration of the various Jewish agencies at the park and further combat ageism by providing innovative intergenerational opportunities. With no other Jewish senior communities between Richmond, VA and Atlanta, GA, this community, named Generations, is positioned to carry on the standard of excellence that the Aldersgate campus on Shamrock Drive continues to strive to maintain the best possible days for the elders they are blessed to serve.

Finally, during this year Aldersgate had the privilege of dedicating the Sigmon Memorial Garden, named for the Rev. Dr. Thomas Sigmon, a good and faithful servant of the church for many, many years. Tom and his family were the driving force in bringing the Columbarium to fruition. Sadly, Tom passed away April 5, 2019. Fittingly, Tom was the first to be inurned in the Sigmon Memorial Garden and Columbarium.

Aldersgate’s journey continues.
BOARDS OF DIRECTORS OF ALDERSGATE

(Petition 8)
The boards of directors of Aldersgate United Methodist Retirement Community, Inc. and Aldersgate at Home, Inc. proposes that the following persons be confirmed as members of the boards:

(a) Board of Directors of Aldersgate United Methodist Retirement Community, Inc.
Chris Davis, Pat Garrett, Jerry Gaudet, Dave Guilford, Brad Crossley, Tommy Lawing, Fred Longietti, Billy Maddalon, Kevin McKane, George Moffat, William Springs, Bob Vaughn, Irene Vogelsong, Mary Wilson, Stanley Watkins

(b) Board of Directors of Aldersgate at Home, Inc.
Chris Davis, Pat Garrett, Jerry Gaudet, Dave Guilford, Brad Crossley, Tommy Lawing, Fred Longietti, Billy Maddalon, Kevin McKane, George Moffat, William Springs, Bob Vaughn, Irene Vogelsong, Mary Wilson, Stanley Watkins

ARBOR ACRES UNITED METHODIST RETIREMENT COMMUNITY, INC.

On behalf of the board of directors, the residents, and the staff of Arbor Acres, the annual report of this ministry’s activities to the Western North Carolina Conference of The United Methodist Church is submitted. It is a pleasure to be joined through the common mission and ministry in extending Jesus Christ’s gospel to others.

Over the last year Arbor Acres has been preparing to celebrate its 40th year of service to the Triad. In planning various commemorative celebrations, a significant amount of time and effort has been focused on addressing the infrastructure. With 40 years of service come 40 years of wear and tear. As a result, the board of directors and the leadership of the community have approved a Core Redevelopment Plan that will serve as a guide for the addition of new apartments, as well as the eventual replacement and/or repurposing of existing buildings in order to ensure that Arbor Acres continues to adapts to the changing needs and expectations of older adults.

In addition to the work on the Core Redevelopment Plan, the community has implemented two new programs: Arbor Acres Home Care and the Arbor Acres Advantage. Arbor Acres Home Care is a private-duty home care agency providing in-home services ranging from companion services and personal care to skilled nursing services. Arbor Acres Advantage is a program that enables individuals who live outside Arbor Acres to become residents without relocating to the campus. This program allows the participants to engage in the life of the community and enjoy many of its benefits while remaining in their preferred location.

The Resident Assistance Fund received $412,529, surpassing the goal of $400,000. Unrestricted bequests totaled $542,355, surpassing the 2018 total of $212,333. Four new members joined the Heritage Society, keeping the total membership over 130. The total amount Arbor Acres provided as Community Benefit was $1,898,494.43.

A new effort is being made to support the Financial Assistance Endowment which is currently over $15 million. Membership is being sought for individuals committing a designation of $500,000 through their estate for the Resident Assistance Fund Endowment. To date, six new members have committed to this effort. The new group will be called the Anniversary Society.

Arbor Acres is grateful for the continued relationship in the active ministry in the name of the Western North Carolina Conference of The United Methodist Church.

Andrew W. Applegate, President/CEO
Susan S. Schwartz, Chairperson, Board of Directors

ARBOR ACRES BOARD OF DIRECTORS

(Petition 9)

Welborn E. Alexander Jr.
Pamela H. Ball
Arthur L. Bloom
Dudley C. Chandler
Florence P. Corpening
Danny R. Newcomb
Courtney H. Douglas
Susan C. Elster

Scott J. Gerding
Cynthia S. Graham
David C. Hinton
Kaye P. Lambert
Kathryn A. Nelson
William J. McGuinn
Drewry H. Nostitz

Steven L. Reeder
James M. Ruffin
William F. Sayers
Susan S. Schwartz
J. Hill Stockton
Wendy Walker-Fox
John W. Willingham

Ex Officio
Bishop Paul L. Leeland
Resident Bishop
Michael F. Bailey
Yadkin Valley District Superintendent

Margaret B. Hayden
President, Resident Council

Dale E. Driscoll
Immediate Past Chairperson
Western NC Conference | 2020 Program and Reports

CROSSNORE SCHOOL & CHILDREN’S HOME

Crossnore School & Children’s Home has a 212-acre campus opened in 1909 in the heart of Winston-Salem, N.C., an 86-acre campus opened in 1913 in Crossnore, N.C., and a satellite office opened in 2018 in Hendersonville, N.C. The mission of Crossnore School & Children’s Home is to grow healthy futures for children and families by providing a Christian sanctuary of hope and healing. Crossnore’s programs include residential foster care, community-based foster care and adoptions, outpatient and school-based clinical services, educational services, and transitional living services for children aging out of foster care.

Brett A. Loftis, J.D., Chief Executive Officer of Crossnore School & Children’s Home, directs an executive team of seven: based on the Winston-Salem campus, Jenny Taylor, Chief People Officer; Meribeth Robinson, Executive Director-Triad Region; Sarah Norris, Child Welfare Division Director; and, Johannes Steffin, Clinical Director. Based on the Crossnore campus, Caroline Hart, Deputy Director; Teresa Huffman, Chief Financial Officer; and, Kenny Cook, Chief Facilities Officer. Each officer leads a team of talented directors and staff who are committed to the mission of Crossnore School & Children’s Home. The board of trustees is led by Katheryn Northington, Board Chair; Bick Cardwell Jr., Vice-Chair; Marilyn Williams, Secretary; and Ted Laporte, Treasurer.

Crossnore utilizes The Sanctuary Model®, a trauma-informed model of care, in all locations and was re-certified in the model for in 2018. Crossnore is one of only six organizations nationwide that have been certified three times by The Sanctuary Institute. Our fourth certification process will begin this year and conclude with a site visit by The Sanctuary Institute in 2021. By utilizing the most current science about brain development and decades of research about the impact of trauma on the brain, Sanctuary transforms organizations into healing communities. Sanctuary is implemented worldwide in more than 300 organizations, and it is the only organizational model that is recognized by the National Child Traumatic Stress Network. Put simply, Sanctuary changes an organization’s essential question from, “What’s wrong with you?” to, “What happened to you?” When implemented with fidelity in an organization, research shows that children and adult clients make better and faster progress, and the staff members serving clients are protected from the dangerous impacts of vicarious trauma and toxic stress. Crossnore currently has 42 employees who are trained as Sanctuary trainers providing ongoing training for staff and community-based foster families.

Crossnore opened the Center for Trauma Resilient Communities in 2018 to provide training in trauma and building resiliency to communities across the United States. Faculty of the Center offer customized training to meet the needs of groups, teams, churches, businesses, or organizations. These sessions range from half-day workshops in the basics of trauma-informed care to multi-day intensives that delve deeper into effectively responding to those who have experienced trauma, as well as multi-year contracts helping organizations embed and embody the science of trauma resilience.

Crossnore School & Children’s Home’s residential program is growing on the Winston-Salem campus. Seven cottages have been refurbished or renovated and are now home for up to 63 children. Hanes Cottage, most recently renovated, houses a new cafeteria for group meals and a commissary where cottage parents pick up their weekly groceries. Combined with the 14 cottages on the Crossnore campus, 132 children are living safely on the campuses and are cared for by Crossnore’s professional cottage parents. Many of the children live with their siblings and all receive the therapeutic, medical, and educational support services they need. Spiritual life has grown on both the Winston-Salem and Crossnore campuses to include 21 cottages attending churches in their local communities, a community garden on the Crossnore campus, weekly chapel services, monthly Young Life for teens, fall and spring spiritual life retreats for teens, as well as small group studies for staff.

Crossnore’s Clinical Services is providing outpatient and school-based therapy to approximately 423 children in Winston-Salem, Crossnore, and Hendersonville. In Winston-Salem, Crossnore’s day treatment program continues to serve Kindergarten through 12th grade at Kingswood School. The day treatment program at Kingswood is currently serving 27 children. Crossnore’s school-based therapy services are offered to students in the Winston-Salem/Forsyth County Schools and Henderson County Public Schools and we are currently serving in 21 elementary, middle, and high schools in these districts.

Foster care and adoption services have expanded to Crossnore’s three locations. Currently 79 foster children are living safely in one of Crossnore’s 84 licensed community family foster and/or therapeutic foster homes. Another 31 families are currently in the foster care licensing process. Additional staff has been hired in Crossnore and Hendersonville to facilitate recruitment and support of these families.

To support the expansion of community-based foster care and adoptions, Crossnore’s Fostering Communities continues to recruit churches as they answer God’s call to serve foster children and families in their own communities. Crossnore partners with local churches to create a Fostering Community and provides a dedicated point of contact, education on the impact of trauma and how to build resiliency, development of a sustainable support structure to meet the needs of foster children and parents, training and licensure for families who are interested in becoming trauma resilient foster families, support with ongoing coaching and consultations, and overseeing a smooth process for any foster placement that may become a forever home for a child through adoption. For more information about the Fostering Communities initiative, please email fosteringcommunities@crossnore.org.
For nearly 112 years, Crossnore School & Children’s Home have worked to transform the lives of thousands of children in need of hope and healing. With three locations, professional and dedicated staff, and the support of many donors and volunteers, Crossnore School & Children’s Home is the premier provider of children’s services in Western North Carolina.

Holly Solomon, Director of Communications
336-721-7600 • hsolomon@crossnore.org • www.crossnore.org

(Petition 10)
The United Methodist Trustees for the class of 2020: Saribeth Dozier, Redge Hanes, Iris Sunshine

GIVENS COMMUNITIES

COVID-19 has received much attention due to the age of the constituency served. It has been imperative the organization be prepared to keep residents and staff as safe as possible in a caring and supportive environment. They have implemented emergency preparedness, infection control and pandemic plans to address the coronavirus and manage this difficult situation. The residents and staff in the four communities are working together in a positive and supportive manner to overcome this crisis. There is solace in going through trying times together. Also, there is inspiration from the response of the most vulnerable group who are concerned for others before themselves. This is a lesson for all.

Beginning in 2019, Givens placed an emphasis on respecting differences, diversity, and inclusion. This will continue through 2020 and 2021 with a specific focus on inclusion. There is much work to be done though they are pleased with current progress and enthusiastic about the future and the opportunity to become stronger and healthier.

Givens Estates is renovating Oxford Commons, the main building on campus. The renovations will expand the dining options and wellness opportunities. Also, Givens Estates is building Friendship Park which is designed to replace some of the older more moderately priced housing and includes 80 one and two-bedroom apartments. Both projects will be completed in 2021. While these projects are under construction, attention will soon be shifting to phase 2 of the campus master plan which includes a significant renovation of the health care center. Givens Estates is installing the first solar panels which will provide energy to the grounds and maintenance buildings. The health center will be working with Action Pact to continue its effort of becoming more resident and staff focused.

Highland Farms is building The Cottages which is sixteen one and two-bedroom homes on a beautiful seven-acre site on the southeast side of the campus. The Cottages will be complete in September of 2020. Also, under construction is a much-needed maintenance and grounds building. While these projects are underway, attention is shifting to phase 2 of the campus master plan which will include new kitchen, dining and commons areas, and 57 one and two-bedroom apartments. This phase of the master plan will augment Meadowmont Homes and The Cottages which will further transform that wonderful community.

Great Laurels continues to emphasize the importance of social connections and being in community. The onsite Manna Food Pantry and the access to campus nursing continue to benefit residents. This wonderful community is fully occupied with healthy waiting lists which is a testimony of the need and demand for quality affordable housing in Western North Carolina.

Gerber Park is a wonderful community that is fully occupied with healthy waiting lists which is evidence of the need and demand for quality affordable housing in Western North Carolina. The attention and focus are on making this a vibrant and lively campus, providing a quality of life as well as support services to enable residents to gracefully age in their homes. Socialization is the cornerstone of resident life with a particular emphasis on nutritious meals, addressing food insecurity, navigating a complex and complicated health system, accessing community-based services, and mental, physical and spiritual wellness. Residents are collaborating with staff and taking responsibility for making Gerber their home. Two meals are available each weekday in the Go to Café. The medical clinic is a partnership with Blue Ridge Health and provides residents onsite access to primary care at the lowest cost to the residents. Gerber Park is an example of partnerships and important collaborations with those who believe in providing quality residential living with support services to everyone regardless of finances, especially The Duke Endowment.

LifeMinistries is the faith and community-based outreach program. It is thriving and continues to impact the local churches and communities. It enables congregations to share their gifts and talents in addressing health and wholeness needs with those in need including the frail and the unchurched. LifeMinistries areas of focus include Welcome Tables (meal sites), BEAR Closets (baby equipment and resources), medical equipment loan closets, MY Meds (medication assistance), wellness education, and a community nurse program addressing the needs of lower-income seniors.

Givens Communities continues to be an exciting organization with an abundance of opportunities serving seniors in Western North Carolina. They remain enthusiastic about their Life Plan Communities, their affordable housing, their emphasis on keeping residents independent for as long as possible, and their goal of being a responsible employer in which team members are welcomed, respected, and appreciated.

Kenneth M. Partin, Chief Executive Officer
PROPOSAL: GIVENS BOARD OF DIRECTORS

(Petition 11)

It is proposed that the following be elected as members of the Board of Directors of Givens United Methodist Senior Ministries.

Class of 2021
Ann H. Aldridge
Suzanne E. Landis
Connie B. Martin
Clifton B. Metcalf
Charles Pine
Kenneth W. Swayze Jr.
G. Edward Townson II
Marjorie J. Tucker

Class of 2022
Grace Allen
Annette P. Coleman
Adam K. Ennis
Charles L. Fredrick
Ronald C. Leatherwood
Rob McKown
Chris B. Taylor
David C. Whilden

Class of 2023
Kathryn M. Atkinson
Donna A. Broadwell
Alisa J. Brown
Kathryn R. Durity
Patrick McGuire
Murphy Horne Fletcher
Rebekah Lowe
Miles K. Hoffman

Ex Officio
William B. Cagle (Honorary Life)
Robert E Shepherd (Honorary Life)
Hal F. Starnes (Honorary Life)
Alfred J. Whitesides Jr. (Honorary Life)

Clergy
Robert M. Blackburn Jr.
W. Michael Holder
W. Mark Ralls
R. Keith Turman
Christopher M. Westmoreland

Paul L. Leeland, Resident Bishop
Elizabeth M. Crissman, Blue Ridge District Superintendent

UMAR SERVICES, INC.

As a mission and ministry, UMAR promotes community inclusion, independence, and growth for adults with intellectual and developmental disabilities through residential, employment, and cultural enrichment opportunities. Providing vital services for adults with a wide range of physical, mental, and emotional disabilities, its mission easily translates into “Live, Work, and Thrive” as it transforms lives. UMAR is grateful for the partnership from members across the Western North Carolina Conference.

Districts, churches, and individuals welcome UMAR into their hearts, homes, and sanctuaries. While living out The Social Creed of The United Methodist Church to be committed to the rights of people with disabilities, the church body advocates, provides financial support, and provides inclusive opportunities for spiritual development, volunteerism, essential items, and social interaction. One hundred percent of UMAR residents participated in a worship service or church-sponsored activity in the past year.

Thank you. If it were not for this support, UMAR would be unable to provide the following opportunities and quality services upon which families and communities rely:

- Live (residential services): UMAR operates 22 homes, nine apartments, and one duplex. Dedicated, trained staff provide residents with 24/7 support, meals, transportation, activities, and other quality of life enhancements, all while fostering independence and responsibility in a family-like setting.
- Work (vocational services): UMAR helps adults with disabilities secure and maintain competitive employment with skills assessment, job coaching, placement, training, and support for as long as the individual is employed.
- Thrive (art/day programs): UMAR day programs focus on art, social, and independent-living skills. Because vocational services are not appropriate for everyone, day services ensure meaningful activities that foster learning and growth. With art centers located in Charlotte, Lincolnton, and Reidsville, community partnerships inspire a variety of art forms such as painting, pottery, culinary arts, and horticulture. Artists earn a 40 percent commission for every piece sold.
- Community Services: Across 11 counties, UMAR provides individualized or group activities to increase or maintain life skills, self-determination, self-care, and participation in the community. Supports can include community networking, supported living in one’s own residence, crisis services, respite for family caregivers, and supported employment.

As an outreach ministry, congregations can be engaged in the work of UMAR through hands-on mission activities, donations, and volunteering with participants. For more information on programs or to get involved, visit UMARinfo.com.

Celebrations from 2019:
- The Commission on Accreditation of Rehabilitation Facilities (CARF) awarded three-year accreditation for excellence in community housing, supported living, community integration, job development, job supports, and job-site training.
- The ALL IN Campaign was launched to raise awareness of adults with intellectual and developmental disabilities and of the financial challenges facing UMAR, as well as the opportunities for growth.
• Community and periodic support services grew as a direct result of electronic health record implementation.
• A total of 305 people were supported in their own community, with 917,835 miles driven in service to participants.
• A total of 503 hours of professional training was provided to direct support caregivers.
• UMAR arts in Charlotte, Lincolnton, and Reidsville continued to increase community partnerships and class offerings, enabling artists to increase their skills, involvement, income, and artistic expression.

Focus Areas for 2020:
• Continued performance improvements in care delivery that embody UMAR's mission while meeting the needs and dreams of UMAR participants.
• Extension of the $3.5 million ALL IN fundraising and community engagement campaign as a result of COVID-19 disruption.
• Investment in technologies that enhance workforce resourcing and productivity as well as improve outcomes of the people UMAR supports.
• Implementation of organizational strategy to reduce annual operational deficit and improve financial strength and sustainability.
• Increased organizational awareness and image throughout western North Carolina.

Marilyn Garner, President and CEO

PROPOSAL: TRUSTEES OF UMAR SERVICES, INC.

(Petition 12)

It is proposed the following be elected as members of the Board of Trustees of UMAR Services, Inc.

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<tr>
<th>Class of 2019/20</th>
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<tr>
<td>Parks Hunter</td>
<td>Billy Morton</td>
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<td>Donna Frye</td>
<td>Morry Johnston</td>
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<td>Ed Imbrogno</td>
<td>Pat Mirabelli</td>
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<td>Billy Morton</td>
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<td>Patricia Mirabelli</td>
<td>Stephanie Hand</td>
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CHRYSALIS COUNSELING AND CONSULTATION CENTER, INC

Chrysalis is the Methodist counseling and consultation resource serving all the districts of the eastern part of the conference. It is a non-profit, 501(c)(3), fee-based center providing mental health services for individuals, couples, families, and children who are experiencing emotional and spiritual issues.

Chrysalis believes that healing and wholeness is a fundamental part of serving God in all relationships. It provides quality confidential counseling for ministers and their families at an affordable cost. It also serves clergy as a referral source for congregants experiencing a range of emotional problems including anxiety disorders, addiction, depression, marital conflict, and relationship issues.

In 2019 Chrysalis relocated to the (former/vacant) parsonage of Rehobeth United Methodist Church. The transition was successful and clients have expressed increased comfort at the new location. The satellite at Covenant UMC in High Point remains in place with steady growth under Chrysalis counselor Cathy Cole, LPC.

Chrysalis continues to serve as an invaluable resource for those seeking affordable, professional counseling and consultation services. In 2019 Chrysalis reduced total fees by $33,000 for its clients. It also maintains the Chrysalis Samaritan Fund for those who have limited income and are without mental health insurance coverage. It is proud of this figure and the spirit of the mission that it represents.

Since 1980, Chrysalis Counseling & Consultation Center has provided services to individuals and families in its faith communities. It thanks you for your trust in its efforts over the years to make a difference in the lives of people. Chrysalis appreciates all financial support as it moves forward to meet the growing demands of the future.

Please visit the website to learn more about the Chrysalis ministry.

Gary L. Kling, Executive Director
PROPOSAL: CHRYSALIS COUNSELING AND CONSULTATION CENTER, INC.

Appreciation goes out to Chrysalis’ board members.

Amanda Kirby, M.S. Ed.S., LPC, NCC (Vice President)  Mary Lu Harmon, B.S., MBA (Secretary)
Jackie Selman, B.S., M.Ed.  Clarinda Crawford, D.Min.
Donna Miller  Lynda Hodges, R.N.
TBA (President & Treasurer)

Ex Officio
Gary L. Kling, D. Min., LPC (Executive Director)  Cathy G. Cole, LPC (Staff Counselor)
Leigh Loftin (Office Manager)

SANCTUARY COUNSELING GROUP

Sanctuary Counseling Group (SCG) is an agency that provides mental health counseling to 16 unique communities in the greater Charlotte area from Hickory to Monroe to Shelby. For over 50 years, SCG therapists have been offering counseling, psychotherapy, and consultation to individuals, clergy, congregations, and UMC districts in the western and central Piedmont areas. It works with a variety of issues, including depression, anxiety, stress, career counseling, abuse recovery, grief/loss, and addiction, to name a few. In addition, SCG offers educational programs for church congregations and groups. Its mission statement is “to be dedicated to the healing of the heart, mind, and soul by providing excellent emotional, spiritual, and relational health care to all peoples and communities.”

2019 Statistics:
- 9,285 hours of counseling services were provided for over 763 clients
- 1,999 hours of service were provided on a sliding scale
- Donations provided 1,268 hours to the Samaritan Fund last year for low income clients, a $195,000 value
- SCG served 16 communities: Charlotte, Shelby, Gastonia, Belmont, Monroe, Pineville, South Charlotte, Center City, University City, Concord, Davidson, Hickory, Salisbury, Winston-Salem, and High Point
- 100 percent of donations go to the Samaritan Client Assistance Fund
- $50 pays for one hour of services; $750 can last a client for a year
- 33 percent of hours provided are at reduced rates

All SCG’s therapists are licensed to conduct counseling in the State of North Carolina, based on their professional organizations. In addition to having pastoral counselors on staff, it also has Licensed Marriage and Family Therapists, Licensed Clinical Mental Health Counselors, and Licensed Clinical Social Workers. Its goal is to meet people where they are in their walk without judgment or bias. SCG realizes that throughout life there are times that everyone needs some assistance and it values the opportunity whenever someone calls for help in their despair and darkness. As a faith-based organization, it offers God’s healing grace to all regardless of their beliefs and position in life. SCG has found many of its churches are full of those broken because of life circumstances, and this keeps them bound to the pews instead of fully engaging in God’s work. SCG serves as an important referral source for pastors, who often do not have the time or the specialized training to work with persons who are hurting in local congregations.

SCG’s therapists work with a plethora of mental health and relationship issues that cover a broad spectrum. While some have specialties, the therapists are for the most part generalists. Some specialties include play therapy, abuse and trauma recovery, perinatal and child loss trauma, marriage, adolescents and young adults, sex, men’s issues, coaching, addiction. SCG uses various methods and techniques so clients can reach the goals they set for themselves. It specializes in working with pastors who face the same challenges in life as the rest of the community but often do not have a resource to help them.

SCG realizes that communities are ever changing, as is the need, so it has been growing by adding new staff members who offer diverse skills to the communities we serve. Since last October, SCG has added five new therapists with experience in a variety of clinical areas. Realizing that various cultural influences affect the way people of color see therapy, SCG is working to hire more therapists of color. It believes this is instrumental in carrying out the work of God in all communities.

The SCG area of service now encompasses the Catawba Valley, metro, northern Piedmont, and Uwharrie districts that cover a 13-county area. Shady Grove UMC was added this year to the location list. SCG donated approximately $195,000 in dollars of service provided at either a reduced or no cost basis to the various communities where there are satellites. This was made possible by generous donations from church partners and donors who believe in its mission. In addition to offering the Samaritan’s Client Assistance Fund, SCG also takes insurance from five different insurance carriers, including the conference plan.

SCG has a website that is updated regularly with new information that pertains to the industry, which can be accessed at www.sanctuarycounselinggroup.org. SCG works to stay current with all mental health issues and endeavors to make its social
media platforms a resource to communities through Facebook, Instagram, and Twitter. It encourages you to follow SCG and to post links on your own church’s websites and social media. To learn more about the clinical services and sites, as well as to make contributions to the Samaritan Client Assistance Fund to aid persons without the financial means who seek professional pastoral counseling, visit any of the social media sites.

SCG is a service center that is accredited by both the American Association of Pastoral Counselors (AAPC) and the Samaritan Institute.

Jay Cobb, Executive Director
704-375-5354

BOARD OF LAITY

The 2016-2020 Board of Laity term is completed. The generative leaders who served the Western North Carolina Conference on the board is congratulated. These members caught the vision that growing numbers of committed United Methodist laity who are maturing in their faith, disciplining others, and transforming their churches and communities are the hands and feet of Christ in WNCC and around the globe. Through their actions, they have modeled, assessed, and advocated for the WNCC laity, so that through their leadership and engagement, everyone glimpsed what God can do through the quarter-million lay members.

Accomplishments for this quadrennium include:

- Implementing a plan to enrich the personal faith of lay members through the training for and resourcing of accountability and covenant groups in churches across the conference;
- Establishing, in partnership with Bishop Leeland and the cabinet, a Certified Lay Ministry program. Thereby completing a full spectrum of Lay Servant Ministry training across the conference while standardizing training and coordinating opportunities to serve;
- Providing leadership to relaunch the Connectional Table of the WNCC, where lay members served as co-chairs. The committee began its work and continues in the 2020-2024 quadrennium to coordinate ministry efforts across the conference to invest funding and human resources consistent with the mission and in the areas where they have the highest potential for impact;
- Partnering with Bishop Leeland to more fully engage lay leadership from the local church to the extended cabinet to participation at Annual Conference.

It has been an honor to serve as conference lay leader. Please welcome John Crane, the next conference lay leader. The 2020-2024 Board of Laity is poised to continue innovative and fruitful ministry so that the communities and world benefit from engaging with the laity of The United Methodist Church of the Western North Carolina Conference.

Jane Boatwright Wood, Conference Lay Leader

UNITED METHODIST MEN

The Western North Carolina Conference United Methodist Men mission is to support spiritual growth among men, helping men to mature as disciples as they encourage spiritual formation in others. The WNCC United Methodist Men goal is to empower the ministry of Jesus Christ through men within the congregations of the WNCC UMC.

The Western North Carolina Conference United Methodist Men are proud of the faithfulness and hard work of the local UMM units in each district. The overview of ministry of men in the local church is defined as a core group of men, partnering with their pastor, to invite and initiate spiritual growth opportunities for all men of the church. Everyone has different gifts, graces, and areas of interest. Therefore, opportunities for participation include diverse ministries of the church, such as prayer groups, missions, Bible studies, retreats, workshops/seminars, small groups in the Wesleyan tradition, leading and participating on committees, teaching Sunday school classes, youth ministries, scouting, mentoring, and assisting in leading worship service. The focus of the United Methodist Men is not inward, concentrating only on those who attend a set meeting, but outward to all men, assisting them to engage the process of spiritual growth.

The WNCC United Methodist Men are committed to building relationships and encouraging one another. They continue to encourage men in each of the eight districts to sponsor a variety of events and gatherings such as spiritual workshops, men choir singings, prayer breakfasts, buildings projects, supplying food for pantries to feed the hungry, building accessibility ramps for individuals in need of them, The Class Meeting and many other Christ Centered events that will more effectively connect, and fellowship with local and district members and all people in their communities.

The WNCC UMM continue to present information about their emphasis on scouting in which The United Methodist Church is the largest denominational supporter of scouting in the United States, each year the WNCC UMM Scouting Coordinator Team sponsors an excellent scouting weekend at Lake Junaluska.

The WNCC UMM proudly sponsors Ministerial Scholarships for Second Career Pastors for which the UMM give an average $5,000 every year. They support WNCC Disaster and Building Teams.
The WNCC United Methodist Men are very strong advocates against domestic violence and the week of August 2–8 everyone will be asked to observe a Week of Prayer against Domestic Violence. This year the devotional for each day will be written by a UMM Spiritual Advisor in coordination with members of the executive board. The UMM work along with the North Carolina Coalition Against Domestic Violence and the GCUMM partner amend together to help stop domestic violence.

Looking at the future, the UMM need younger men to participate in the ministry, therefore, they have established a “YOUNGER Men’s Ministry” which is an innovative way to draw men to the United Methodist Men. For more information go to: https://sejumm.org/youngERMen.html

The Western North Carolina Conference United Methodist Men continue to be leaders among the General Commission of United Methodist Men by continuing to have the highest number of life members of UMM, a very high percent of churches with a charter, and a high number of charters. The Western North Carolina Conference United Methodist Men “Helping Men Grow In Christ, So Others May Know Christ.”

William Waddell, President
wiloliwad@yahoo.com • www.wnccummm.org

UNITED METHODIST WOMEN

The highlight of 2019 was the celebration of 150 years in mission on March 23. The conference, all eight districts, and many local units had creative celebrations. Much fun was had throughout the year learning about the foremothers’ roles in what is today United Methodist Women (UMW).

Mission work is being done in some 120 countries, through eight regional missionaries and 92 mission institutions. Five of those are in this conference: Bethlehem Center in Charlotte and Winston-Salem, Brooks-Howell Home for retired missionaries and deaconesses in Asheville, Bennett College in Greensboro, and Pfeiffer University in Misenheimer. What began in 1869 with two cents a week and a prayer in one country has become a $27 million annual mission effort around the world. Membership has grown from those six ladies in Boston to 800,000, the largest faith-based organization for women in the world.

Conference membership of 18,000+ in more than 600 units took part in the conference and district events. A new two-night June spiritual growth retreat at Lake Junaluska featured speaker Clara Ester, Deaconess and national UMW Vice-President, with the theme “Thorns and Roses.” The extra day allowed for various breakout sessions. Mission u at Pfeiffer University’s Misenheimer campus in July featured studies on “The Gospel of Mark and Radical Discipleship” and “Women United for Change—150 Years in Mission.” At the annual celebration at Lake Junaluska in September, a “Grace, Grit & Gratitude” theme featured speaker Christi Campos, national UMW Executive for Development and Donor Relations. Ubuntu Day of Service was conducted at the Mission Resource Center, Bethlehem Center Charlotte, Bethlehem Center Winston-Salem, Brooks-Howell Home, Bennett College, and Pfeiffer University. Members prepared stars for holiday gift donations, cleaned closets, planted shrubbery, etc. Districts had prayer breakfasts, mission studies, days apart, and annual meetings. The conference leadership team provided training for district officers on Leadership Development Day. The eight districts used this information to provide training for new and continuing local unit officers.

Conference total mission giving was $763,129. Local units across the conference supported many projects within their own communities directly. Scholarships in the amount of $19,900 were awarded to undergraduate students at the Methodist colleges in the Western North Carolina Conference: Bennett College, Brevard College, Greensboro College, High Point University, and Pfeiffer University. Social and justice issues have been at the heart of this organization since those six ladies and two missionary wives became concerned about the plight of women and girls in India. Focus continues on the quadrennial priorities of economic inequality, climate justice, maternal and child heath, and criminalization of communities of color. UMCOR kits and Project AGAPE Christmas shoe boxes were collected as hands-on projects at conference and district events. Members enjoyed providing relief items and bringing Christmas cheer to children in Armenia. Hands-on projects had a value of $105,487. Even as conferences across the nation combine to form larger memberships, Western North Carolina was a very close second in the nation for undesignated mission giving.

The Legacy Fund endowment campaign goal of $60M will undergird this organization and insure the mission work of United Methodist Women well into the future. At the end of 2019, $31M of this goal had been realized. At the national level there were various actions to conserve mission dollars and to allow the 25 directors to allocate money wisely.

This new year and new decade will certainly bring changes within The United Methodist Church, but the PURPOSE and mission of United Methodist Women will remain the same. Regardless of local church affiliation, United Methodist Women plan to be the “unifying” force to keep women “united” for personal spiritual growth, leadership development, and mission support for so many women, children, and youth around the world who rely on this involvement to better their lives. This organization will strive to continue its mission to work for and with women as it creates, supports, and partners with other organizations to make mission happen.

Julia A Willis, President
jawillis1@aol.com • www.wnccumw.org
CONFERENCE COUNCIL ON YOUTH MINISTRIES

The 2019–2020 Conference Council on Youth Ministries (CCYM) is composed of approximately 30 youth and five adults from various districts in the conference. The CCYM is a leadership team of dedicated youth and adults who plan and implement ministries for youth across the Western North Carolina Conference. In addition, the CCYM receives grant applications and awards Youth Service Funds each year. The CCYM mission is to find ways to encourage young people to follow Jesus, make disciples, and transform the world.

The CCYM faced many exciting changes this year which served as catalysts to expand CCYM’s influence in the conference. It gives thanks to God for the leadership of Amanda Thomas over the past several years and is blessed with the new leadership of Shannon LeMaster-Smith as CCYM Coordinator. Both women have worked together to provide a smooth transition for this year’s CCYM to thrive.

CCYM is responsible for planning the conference-wide retreat for middle school youth, known as IgniteUs (formerly Kaleidoscope). It meets every other month to work on IgniteUs. This year it also took time at each meeting to dream about the future of CCYM, which involved some restructuring and editing its guidelines. New committees were formed and old ones were changed so more youth could be involved in the planning and execution of IgniteUs and spreading God’s word beyond this event. An example is CCYM’s new Praise Team that was formed to lead the group in worship at each meeting and at IgniteUs in the spring. Considering the wonderful talents that God blessed each of the CCYM members with helped CCYM realize that it needs to embrace them and use them to inspire others!

With COVID-19 becoming a prevalent issue about a month before IgniteUs, the executive team of the CCYM had to make the tough decision to cancel IgniteUs, which was scheduled for April 24–26, 2020. While disappointed CCYM would not be able to share the love of God to middle school youth in person at IgniteUs 2020, the organization is grateful for the leadership growth of the youth who serve on CCYM and will build on this in the future. The IgniteUs theme for this year was “2020: Focus on the Path,” and CCYM knows that God still has a path for it during these hard times. Psalm 119:105 says that God is “a lamp to our feet and a light to our path,” and CCYM knows that God is guiding it to do great things, even if it is not what was originally planned.

CCYM is excited to partner with Missional Engagement and Connectional Ministries to hold regional youth events throughout the upcoming year. It is in the beginning stages of nurturing this partnership and is hopeful to reach youth all over the WNCC. In addition, it has scheduled IgniteUs 2021 for April 23–25, 2021, to be held at YMCA Camp Hanes in King.

On behalf of CCYM, thank you for your continued support for the conference youth ministry. The CCYM is growing leaders of today and the next generation to transform the church and the world into a community that accepts and loves all of God’s children. It gives thanks to God for allowing it to be the hands and feet of Christ and guiding members even when the path may not be clear. Join CCYM in embracing “being the church” and trusting that God is “a light to our path” and will guide us to love, comfort, and inspire others in all circumstances.

Rylie Warren, President

THE BOARD OF ORDAINED MINISTRY

The Board of Ordained Ministry supports the mission of the Western North Carolina Conference by developing, implementing, overseeing, and evaluating programs that focus on recruiting, training, certifying, examining, recommending, and supporting clergy leadership for the conference and denomination. The board is a diverse group of clergy and laity from across the conference. The Director of Ministerial Services and the Associate Director of Ministerial Services serve as staff to the board along with two district superintendents who serve as cabinet representatives.

The members of the board are volunteers and each member volunteers many hours. They serve on working teams to care for specific aspects of the board’s work and they serve on Discernment Teams to interview candidates. In January they began reading documents submitted by persons who had applied for ordination as full connection deacons or elders. Board members were evaluating the candidate’s effectiveness in ministry demonstrated in their provisional years. They were discerning how the applicants had integrated the fundamentals of the faith and United Methodist doctrine and polity with the daily practice of ministry. Board members spent two days together in February interviewing these candidates in person. Thirteen persons are being recommended to be ordained at the 2020 session of the annual conference.

This same process was repeated for interviews in March for persons who had applied for commissioning as provisional deacons and elders. In these interviews, the focus was evaluating readiness for ministry. The COVID-19 pandemic required that these interviews be conducted by Zoom. The interviews went very well over two days with a third day for board voting and other business. The board recommends 14 persons for commissioning in 2020.

The board has undertaken an important next step toward recruiting, identifying, training and interviewing for future clergy leadership in the Western North Carolina Conference. A board task force has assembled a list of 11 critical characteristics of a fruitful leader. That list has been outlined in a document that has been named “Whom Shall I Send: A Portrait of Fruitful Clergy Leadership.” This document along with a discernment process that starts at the local church level will offer a framework by
which a person can more fully clarify a call to ministry. That document will help make clear what the conference needs in future clergy leadership. Local church pastors, Staff Parish Relations committees, district superintendents, district boards of ordained ministry and others will have a process around which they may guide a person in discerning if God is calling them into licensed or ordained ministry. Provisional Member questions and Full Connection questions will be rewritten where permitted by The Book of Discipline to reflect this focus on the portrait of a fruitful leader.

A good relationship with the bishop and cabinet is important to the work of the board. The responsibilities of the board and the bishop and cabinet remain distinct, but cooperation and respect are evident. The executive committee of the board meets with the bishop and cabinet to maintain and enhance this relationship.

2020 ends four years of this board’s working together on behalf of Christ and the church. This board has taken its work very seriously. The members of this board have been honored to serve in this important way.

Donald Jenkins, Chairperson
DJenkins@wnccumc.net

LOCAL PASTORS COMPLETING COURSE OF STUDY
DURING THE 2019-2020 CONFERENCE YEAR

The Board of Ordained Ministry wishes to recognize those local pastors who have completed the Course of Study since the last annual conference session:

Name, Appointment, District, COS—School Name
- Robert K. Boozer, Reid's Chapel (Murphy), Smoky Mountain, COS—The Divinity School, Duke University
- L. Rodney Burton, Oak Grove (Mocksville), Yadkin Valley, COS—The Divinity School, Duke University
- Gregory K. Collins, Delta (Sandy Ridge), Yadkin Valley, COS—The Divinity School, Duke University
- Jennifer L. Forrester, First Associate (Hickory), Catawba Valley, COS—Candler School of Theology, Emory University
- Ronald E. Hartman, North (Kannapolis), Metro, ACOS—The Divinity School, Duke University
- Glenda D. Hayner, Nesbitt’s Chapel (Fairview), Blue Ridge, COS—Candler School of Theology, Emory University
- Sybil J. Perrell, Lilesville Charge (Forestville, Lilesville, Olivet), COS—The Divinity School, Duke University
- Lynette J. Sills, Central (Asheville), Blue Ridge, COS—The Divinity School, Duke University

THE CHURCH LEGACY INITIATIVE

The Church Legacy Initiative (CLI) is a ministry of the Western North Carolina Conference of The United Methodist Church, supported by a grant from The Duke Endowment. The purpose of CLI is to assist churches in assessing their current and future potential for ministry and leading them through next steps so that they may provide a legacy which will help to make disciples in this and future generations. CLI team members and the districts they serve are:

- Rev. Charlotte Brendel – Appalachian, Blue Ridge, and Smoky Mountain districts
- Rev. Renee Easter – Northern Piedmont, Yadkin Valley, and upper Uwharrie districts
- Rev. Angela Hollar – Catawba Valley, Metro, and lower Uwharrie districts

The Western North Carolina Conference has a large number of churches that have declined significantly in vitality and worship attendance during the previous decade. Congregations faced with declining membership and diminishing resources have significant challenges in fulfilling their call to develop faithful followers of Jesus within the church, as well as making new disciples and providing meaningful ministry to those outside the walls of the church. These churches struggle to sustain even the most essential work of the church, and often are focused more on survival than making disciples.

The ministry of the Church Legacy Initiative is to work with the pastor and congregants of struggling churches and provide support as they follow a faithful path. This journey includes important conversations and commitments by churches, but they can know they will be supported by CLI personnel each step of the way.

CLI works collaboratively with district superintendents to determine the churches with whom CLI will work and to discern next steps. CLI plays an important role in the vitality efforts of the Western North Carolina Conference as churches purposefully discern the faithful path God is calling them to follow, either for intentional revitalization of their own church or to provide a legacy which will assist with the renewal of other churches and the creation of new faith communities. Through loving faithfulness in this ministry, the Church Legacy Initiative will provide the WNCC with greater opportunities to fulfill its mission of following Jesus and making disciples who will transform their communities and the world.

Lyn Sorrells, Team Leader

COMMISSION ON ARCHIVES AND HISTORY

The Commission on Archives and History continues its work of collecting, recording and preserving the story of the people called Methodists in The Western North Carolina Conference. We agree with the Rev. Alfred T. Day, General Secretary of the General Commission on Archives and History, that this is a “Ministry of Memory so we may continue to learn from our past and anticipate our future.”
The Commission continues to oversee the work of the Conference Archives, now located at the G. A. Pfeiffer Library at Pfeiffer University in Misenheimer, N.C. Highlights this year include:

- The Rev. James Pyatt continues as the part-time conference archivist. He supervises the work of an archival assistant, Sonja Clough, who was hired this year to work on a part-time basis.
- A signed lease agreement, approved by conference legal counsel Greg Huffman and then-President Colleen Perry Keith, now serves as a memorandum of understanding between the Archives and Pfeiffer University. The open-ended agreement provides that the conference will not be charged rent for the space. In return, Pfeiffer gets increased visibility and good public relations for the school. The archives houses documents and information available to those wishing to conduct research. Research requests increased roughly 50% in 2019, indicating that people are aware of the archives and are making use of the resources.
- Working with librarians at Duke Divinity School, the Rev. Pyatt worked on the details for the digitization of some of the archival resources to make them available and searchable in electronic format. The project is on hold because Duke is currently closed due to the COVID-19 pandemic.
- The archives are open on Tuesdays and Wednesdays only, and by appointment.

Another function of the commission is to provide a clergy grave marker upon the passing of any clergy member of the conference. During this conference year, markers were presented to 24 affected families. The commission anticipates continuing this service on behalf of the conference.

In 2016 the annual conference approved a recommendation that each district offer training opportunities for local church historians during this quadrennial.

- In 2019 and 2020, commission members led training sessions for local church historians (and other interested persons) for the Uwharrie, Catawba Valley and Northern Piedmont Districts. Members of the commission are ready and willing to facilitate training events in any district which wishes to host one.
- The commission also continues to ask for assistance in identifying significant sites in the conference which can then be nominated for designation as historic sites of The United Methodist Church.

The Commission on Archives and History continues its tradition of recognizing those churches within the conference who are celebrating significant anniversaries this year.

- Churches celebrating their bicentennial anniversary are Bethel, Winston-Salem (Forsyth County), Concord (Randolph County), Rehobeth (Cleveland County), Sandy Ridge (Guilford County), and Stony Point (Alexander County).
- Those identified as celebrating sesquicentennial anniversaries this year include Avery’s Creek (Buncombe County), Cedar Valley (Caldwell County), Fanning Chapel (Henderson County), First, Gastonia (Gaston County), New Salem (Iredell County), Rock Hill (Lincoln County), St. James (Lincoln County), and Vanderburg (Iredell County).
- Churches celebrating their centennial anniversaries are Broad Street, Mooresville (Iredell County), Elmwood (Iredell County), and Park Avenue, Mooresville (Iredell County).

A more complete list of churches celebrating significant anniversaries will appear in the 2020 Conference Journal.

The Southeastern Jurisdiction (SEJ) Commission on Archives and History met at Lake Junaluska in November of 2019.

- The Rev. Pyatt serves as chairperson, and Sandrea Williamson, chairperson of the conference commission, serves as an at-large member.
- The SEJ Commission hosted a heritage preservation workshop at Lake Junaluska November 8 and 9, 2019, and the Rev. Pyatt assisted SEJ archivist Nancy Watkins in presenting a session on what to keep and what to toss.
- The SEJ Historical Society met at Emory University, July 9-12, 2019. WNCC CAH vice-chairperson, the Rev. Charles Curtis, represented the conference.
- The General Commission on Archives and History met in Delaware, Ohio, in September 2019, with the Rev. Pyatt in attendance.

God is at work in and through the people called United Methodist in western North Carolina. This commission pledges to continue to collect the documents, preserve the materials, equip local historians, and tell the story.

Sandrea Williamson, Chairperson
Charles Curtis, Vice Chairperson

**CHRISTIANS ENGAGED IN FAITH FORMATION**

Christians Engaged in Faith Formation (CEF) is an association of leaders connected to one another and to God, energized for the work of faith formation and, guided by Acts 2:42, exists to promote and strengthen faith formation and Christian education in local churches, districts, and the Western North Carolina Conference.
The Western NC Conference CEF continues to go through some transformation and is re-envisioning its purpose to serve both tenured and new leaders within the church. Leadership is shifting as CEF continues investigating and encouraging new continuing education opportunities. Webinars, podcasts, seminars, day apart, and retreat opportunities will be communicated throughout the year and into next year.

In January 2020, the Western NC Conference CEF membership had a presence at the National KidMin Conference. The conference focused on connections, learning, worship, and discovering new ways to engage children.

In addition, CEF continues to partner with the Conference Discipleship Ministries Office to update and strengthen Safe Sanctuary policies and offer educational and training opportunities for local churches within the conference.

The Western NC Conference CEF is for laity and clergy, full-time and part-time, professionals and volunteers, and anyone who participates in any form of Christian Education, Youth Ministry, Children’s Ministry, Adult Education, and areas of faith formation. CEF members enjoy the additional benefits of connections within CEF and the church, receiving discounted registration to CEF events, Facebook connections, frequent e-news updates, and scholarship opportunities for seminars and conferences. CEF also provides a support system of and for those who have unique experiences in Christian Education ministries. Learn more about the CEF community and what it can offer for Christian Education and disciple formation at www.wnccumc.org/CEF.

Dana Hanlon, President, 2019

COMMISSION ON COMMUNICATIONS

The primary work of the commission is to support and communicate the annual conference’s mission of “Follow Jesus, Make Disciples, Transform the World.” The commission strives to do the following: “Building relationships through communication, the commission will help create space for people to interact and have conversation in safe spaces. It will share the stories of how God is at work among United Methodists in Western North Carolina, that in turn shares the Good News of Jesus Christ.”

Traditionally, the Commission on Communications provides leadership for the Western North Carolina Conference in communications, public relations, social media, and promotional awareness of the funds and programs of the conference. The commission assists with managing the image of the conference, as well as working to provide resources for the districts and local churches. Whether in the form of training, sharing news, or crisis management, the commission exists to equip and encourage the ministry efforts of local churches, districts, and the annual conference to achieve identified goals. Members of the commission will also assist with the communications efforts at the annual conference gathering as they have in past years with photography and story writing.

In the past year, the conference communications team has published a magazine, Stories of Faith; collaborated with the resource center on a Lenten Curriculum, The Passions of Jesus, and created a conference-wide virtual Easter Worship. Aimee Yeager has joined its staff team as communications ministry assistant. During this time of social distancing due to the COVID-19 pandemic, the commission continues its work to share stories and equip local congregations.

Melissa McGill, Conference Director of Communications

CONFERENCE STAFF RELATIONS COMMITTEE

The Conference Staff Relations Committee is part of the support system for the conference office staff and the staff of the district offices. The committee assists them by providing needed resources which enable them to fulfill their mission of developing and supporting vital congregations.

On October 3, 2019, Caroline Wood, Director of Missional Engagement and Connectional Ministries, contacted Robert Upchurch regarding the addition of a staff position, Associate Director of Mission Engagement. Robert contacted the Conference Staff Relations Committee members by email. Some committee members had questions about the continuing cost and the decision to employ a person without posting the position and seeking applications. Robert shared with the members additional information provided by Caroline. The proposed staff position was approved.

The committee met in Huntersville on December 5. Treasurer Mark King gave a performance management report, sharing that final reviews had been completed by all supervisors. Mark King also shared about a Duke Endowment grant application for the comprehensive plan of improvement.

Luke Edwards, Associate Director of Church Development, shared about his new role on the staff. His primary areas of focus are Fresh Expressions, Dinner Church, Messy Church, and communications.

Brian Mateer, Associate Director of Mission Engagement, shared about his new role on the staff. He will be helping to facilitate a mission engagement cohort which will focus on best practices in mission engagement.

Amy Coles, the Assistant to Bishop Leeland, reported on several recent retirements from the conference staff and the district offices.
The formula for determining the salaries of the district superintendents was reviewed. Due to some of the uncertainty within the denomination, discussion was held regarding the possibility of adjusting that formula for 2021.

The committee was informed that Mark King and Amy Coles have assumed the Human Relations responsibilities following the retirement of Kathy Odell.

Robert D. Upchurch, Chairperson

COMMITTEE ON EPISCOPACY

The Conference Committee on Episcopacy continues to fulfill its role of serving, supporting, and upholding the work of Bishop Leeland for the Western North Carolina Conference. It has been the committee’s honor and pleasure to serve with Bishop Leeland during these last four years.

In this report, the committee thinks it is important to summarize for you the work that has been accomplished under Bishop Leeland’s leadership for this quadrennium.

In addition to the construction and completion of a new conference center, the WNCC has launched 10 churches in the last 36 months and five new churches are identified to open by July 2020, making a total of 15 new churches. As of annual conference, June 2019, the WNCC has launched 124 new Fresh Expressions, 60 of which are dinner churches, making a grand total of 250 Fresh Expressions for the conference.

Transformation of existing congregations has included every district, identifying good churches that could be great churches, and in the last 24 months, the WNCC has had 13 churches complete the transformation journey for renewal. The WNCC has scheduled 8 more churches that will begin this process in the fall.

The bishop’s Emerging Leadership Initiative has received a $1.5 million grant from the Duke Endowment centered around the 15 characteristics that identify the primary leadership competencies related to effective fruitful churches. The WNCC has had over 150 clergy complete this year-long leadership initiative and there are 80 more clergy participating in the 2019–2020 cohort. This initiative will continue through the next quadrennium regardless of a change in episcopal leadership. The committee has also been working closely with the Board of Laity to ignite its certified lay ministries.

Every district has invested in district missional networks, specifically working with the poor, including food programs, clothing, vocational training, and helping underprivileged areas of our local communities. All through the WNCC, churches are reaching out in their communities to help and improve the lives of those with the most need. There is also work being done with Congregations for Children focusing on children and families impacted by poverty.

The WNCC and local churches continue to partner with GBGM in regard to global health. There are clean water projects in Guatemala and Armenia, and wells being drilled and health clinics opening in Haiti, Guatemala, Armenia, Dominican Republic, Uganda, and the Congo.

A grant has been submitted to the Duke Endowment for the development of a comprehensive plan of inclusiveness. This plan strategically addresses racism and 10 tactical teams to invite the conference into a greater and more equitable body in regard to ethnic ministries. The conference quadrennial ethics will focus on racism for the next four years.

Bishop Leeland has worked to build relationships with pan-Methodist, ecumenical, and interreligious communities. He has continued to share and teach the contributions of connected giving throughout the annual conference and has been consistent in his perspective that the conference serves all congregations, regardless of their location and theological perspective. The bishop embodies and promotes the unity of the Church and everything he and the conference do is supported by the Wesleyan model of making disciples of all nations for the transformation of the world.

When Bishop Mike Coyner visited with the committee in September 2019, he said, “I am amazed and stunned at all Bishop Leeland has accomplished in his time with the WNCC; this is most often not the case for a four-year bishop.”

The Western North Carolina Conference has been blessed by Bishop Leeland’s humble and balanced leadership and he has placed this conference in a strong position for its next Episcopal leader in September 2020.

Bishop Leeland, as it says in Acts 13:3, “they placed their hands on them and sent them off.” The committee now sends you off to the next chapter of your ministry, with all the honor and respect you so deserve. Thank you for a job well done, good and faithful servant.

Wanda Musgrave, Chairperson
Sandy Giles, Vice Chairperson
Sarah McKinney, Secretary

Note: In the span of time since the report was submitted by the COE, due to the impact of the Covid-19 pandemic delaying the General and Jurisdictional Conferences, Bishop’s Leeland’s appointment to serve as WNCC bishop has been extended.
EPISCOPAL RESIDENCE COMMITTEE

The Episcopal Residence Committee is pleased to report that Bishop and Mrs. Paul Leeland have been comfortably using and enjoying the residence at 3416 Maryhurst Lane in Charlotte. The residence endowment reserve now stands at $56,762.41 (as of December 31, 2019). For 2021, the amount of $4,000 will be included in the apportioned conference budget. The committee, in consultation with Bishop and Mrs. Leeland, will continue to monitor expenses and request funding as is appropriate and necessary.

Phillip B. Cole, Chairperson

COMMISSION ON EQUITABLE COMPENSATION (CEC)

Policies and Guidelines for Administering the Equitable Compensation Fund (Calendar Year 2021)

1. Policies Pertaining to the Commission on Equitable Compensation

¶¶ 342 and 625 of The Book of Discipline 2016, direct the Commission on Equitable Compensation (CEC) to recommend a minimum level of pastoral compensation for clergy serving as local church pastors under episcopal appointment and to administer the Equitable Compensation Fund (ECF) as a source of funding of last resort for pastors-in-charge in order to maintain a living, equitable level of compensation for these itinerant ministers.

a. Executive Committee:
During each quadrennium, at its organizational meeting, the CEC shall elect an executive committee consisting of a chairperson, a vice-chairperson, a secretary, and additional members from the full commission as needed, so that the executive committee consists of an equal number of clergy and laypersons. The assistant to the bishop and a cabinet representative will serve as ex-officio members of the executive committee.

b. Definition of Compensation:
As used by the CEC, the term “compensation” includes the annual amount designated as cash salary for service rendered, additional insurance premiums over and above the conference-approved program of individual medical insurance for clergy, accountable professional expenses, household expenses paid by the local charge, and other fringe benefits. Compensation does not include housing allowance in lieu of parsonage to the extent of actual housing, fair market value of supplied parsonages, reimbursement for parish-related travel expenses paid by the local charge to the extent of actual travel expenses or use of an automobile for parish travel purposes, funds provided for continuing education to the extent they are used for that purpose, bona fide gifts or honoraria for special services, allowances for moving expenses paid by the annual conference or local church, or individual medical insurance premiums in the amount of the conference-approved program of insurance for clergy.

2. Types of Grants
Two categories of support are available from the ECF: emergency sustentation grants and regular grants.

a. Emergency sustentation grants are available under the provisions of ¶ 626, which states that each church or charge has an obligation to pay in full compensation, as approved by the charge conference, to its pastor(s). If it becomes apparent that a church or charge will be unable to so provide the compensation approved by the charge conference, the church or charge shall immediately notify the district superintendent and may request consideration for a short-term emergency grant from the Equitable Compensation Fund (cf. also ¶ 625).

b. Regular grants are available for those churches or charges which, at their annual charge conferences, determine that they will be unable to provide compensation at the minimum level set by the annual conference. In cooperation with the bishop and cabinet, the CEC offers grants, on a declining schedule, totaling no more than 30 percent of the appropriate minimum pastoral compensation for a period of three or fewer years. In the first year, a church or charge may receive up to 100 percent of the maximum available grant; in the second year, up to 70 percent; in the third year, up to 40 percent. During this period, the church or charge must adopt and follow a plan, approved by the district superintendent, that eliminates the need for this assistance. After the third year, a church or charge will not automatically be eligible for a regular grant. Representatives of the CEC shall consult with the district superintendents about any clergy person or church that has received equitable-compensation grants for five consecutive years.

3. Definitions and Classifications of Pastors

a. Full-Time Pastors: Subject to these policies and guidelines, pastors appointed to full-time service under ¶ 338.1 or ¶ 318.1 shall have a claim upon the ECF and shall not receive less than the minimum compensation specified in the current schedule (¶ 342).

b. Pastors Serving Less Than Full-Time: Subject to these policies and guidelines, elders and provisional members serving as pastors appointed to less than full-time service under the provisions of ¶ 338.2 shall have a claim upon the ECF in one-quarter-time increments of either ¼, ½, or ¾ time as negotiated by the district superintendent at the time of the appointment, receiving not less than this percentage of the minimum compensation specified in the current schedule.
c. Pastors Attending School: Subject to these policies and guidelines, a pastor appointed to a church or charge who is enrolled in good standing in a college or seminary for a minimum of nine hours per semester or equivalent in fulfillment of the requirements for conference affiliation and who is not otherwise gainfully employed shall have a claim upon the ECF in an amount based upon the one-quarter-time increments as negotiated by the district superintendent at the time of the appointment, which shall not exceed ¾ time. In determining the compensation for a pastor attending school, grants received for educational expenses shall not be considered as part of compensation. Pastors who discontinue or complete their studies and intend to be considered as serving full-time shall be compensated at that level only after certification by the CEC.

d. Part-Time Local Pastors and Retired Supply Pastors: Since the ECF is designed to support those in full-time services as pastors of our local churches, those charges utilizing part-time local pastors or retired supply pastors shall not have a claim upon the ECF.

e. Pastors Engaged in Continuing Education: Inasmuch as continuing education is required of all ordained clergy, no pastor engaged in a program of continuing education under ¶ 351 shall by reason of such study leave be denied the minimum compensation support as specified in the current schedule, except that in cases of educational leave in excess of one month, the supplement shall be adjusted as negotiated by the district superintendent and the CEC.

f. Deacons in Full Connection: As provided in ¶ 331.10b, deacons in full connection serving within the local church “shall receive a salary from the local church, charge, or cooperative parish not less than the minimum salary established by the equitable compensation policy of the annual conference for full-time and part-time pastors,” although these entities should be reminded that they are fully responsible for the compensation of these individuals. If the bishop and cabinet appoint a deacon in full connection to a position as pastor-in-charge of a local church or charge, that individual shall have a claim upon the ECF and shall not receive less than the minimum compensation specified in the current schedule for elders in full connection.

4. Request Procedures

Regular grants from the CEC must be requested by a formal action of the charge conference, supported by a written grant application, using the CEC form available through the conference web page, and signed by the district superintendent, the pastor, and the secretary of the charge conference. Requests must be completed in full and be accompanied by all required documentation in order to be processed by the CEC. Required documentation must include, but is not limited to: written plan for decreasing reliance on equitable compensation, letters of support from pastor, church leadership, and district superintendent. The more information the CEC has about a local church situation, the better equipped the CEC is to provide support. Requests must be made at least 30 days prior to the month when the assistance is to commence. In these cases, the local church or charge must pay at least 70 percent of the minimum applicable to its pastor.

For emergency sustentation grants, the district superintendent is responsible for submitting documentation to the cabinet and CEC executive committee for immediate processing, approval, and payment authorization.

5. Guidelines for Recommending Minimum Compensation

The CEC desires to recommend minimum pastoral compensation that is equitable for both churches and pastors. It is acknowledged that economic conditions vary across the annual conference. To be equitable, therefore, there must be awareness of the financial impact of these recommendations upon the local churches in order to not make pastoral support an excessive burden, while providing clergy with fair, living, and equitable compensation.

In making these recommendations, the CEC refers to changes in the North Carolina Per Capita Income (NCPCI), as maintained by the United States Bureau of Economic Analysis, on a two-year-lag basis (the earliest time for which data are obtainable). The NCPCI offers a true measure of the underlying economy in which congregations exist and is independent of Western NC Conference actions. Additional consideration is given to the two-year-lag Conference Average Compensation (CAC) and other measures of the health of churches and the economy as deemed necessary, segmenting the minimum compensation levels into the following categories:

- Elders and Deacons in Full Connection;
- Provisional/Associate Members;
- Local Pastors who have completed the Course of Study/M.Div.;
- Local Pastors who have not completed the Course of Study.

Neil C. Jones, Chairperson
PROPOSAL: EQUITABLE COMPENSATION POLICIES AND GUIDELINES
(Petition 14)
The CEC proposes the adoption of these policies, definitions, and classifications for administering the ECF and these guidelines and schedules for recommending minimum compensation for 2021.

A. Allocation of Requested Equitable Compensation Fund Budget for 2021:

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular Grants</td>
<td>$97,000</td>
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<tr>
<td>Emergency Sustentation Grants</td>
<td>$25,000</td>
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<tr>
<td>Expenses of the Commission</td>
<td>$3,000</td>
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<tr>
<td>Total</td>
<td>$125,000</td>
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B. Schedule of 2021 Minimum Compensation for Clergy Serving Full-Time Appointments:

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elders and Deacons in Full Connection</td>
<td>$43,260</td>
</tr>
<tr>
<td>Provisional/Associate Members</td>
<td>$38,934</td>
</tr>
<tr>
<td>Local Pastors who have completed the Course of Study/M.Div.</td>
<td>$36,230</td>
</tr>
<tr>
<td>Local Pastors before completion of Course of Study</td>
<td>$34,608</td>
</tr>
</tbody>
</table>

DISCIPLE BIBLE OUTREACH MINISTRIES OF N.C., INC.

In America, there are 2,200,000 people in prison. In North Carolina alone, more than 37,000 inmates live in state prison facilities. If one includes those on probation and post-release parole, this number climbs to more than 133,000. This does not even include federal inmates and juvenile offenders. It is said that the criminal justice system in North Carolina affects one out of every four persons in the state and that number continues to grow.

Disciple Bible Outreach Ministries of N.C., Inc. (DBOM) was founded in 1999 to minister to those in prison and provide a Christian response to need. DBOM recruits, trains, and sends local church volunteers to prisons, jails, and youth development centers to teach God’s word. Thousands of North Carolina inmates participate annually. DBOM’s model of ministry has gone national with affiliates operational in Virginia, Tennessee, Louisiana, Illinois, and Texas.

None of this would be possible without you. A primary source of DBOM’s funding comes from the annual special offering taken in August. In 2020, the offering will be received on August 23. Downloadable PDF flyers, videos, and other promotional material will be provided to the pastors prior to the offering.

Thank you for your support, and please pray for DBOM’s ministry in both prison and pew!

Mark Hicks, Executive Director
Randy Harry, Board Chairperson

Board Members from the Western NC Conference

Alvin Battle, Ed Campbell, David Christy, Randy Harry, Diane Ezzell, Jeoff Williams, and UMM President

Disciple Bible Outreach Ministries, PO Box 358, Oak Island, N.C. 28465
mhicksdbom@gmail.com • www.disciplebibleoutreach.org • 336-689-1443

THE EUGENE M. COLE FOUNDATION

The Cole Foundation was established by the will of Eugene M. Cole in 1944 to provide benefits for retired ministers and surviving spouses for the Western North Carolina Conference. In 2019, the Foundation directed monthly payments to the conference treasurer to supplement the cost of health care benefits to retired ministers and spouses.

The Foundation is governed by three (3) trustees elected by the annual conference: James C. Windham Jr., chairperson; Anthony Orsbon, vice-chair; and Rebecca Douglas, secretary.

James C. Windham Jr., Chairperson

Proposal: Cole Foundation Trustee
(Petition 15)
The trustees of the Eugene M. Cole Foundation propose that Rebecca Douglas, whose term as trustee expires in 2020, be re-elected for another three (3) year term, expiring in 2023.
Since the last time we gathered as the Western North Carolina Annual Conference, the United Methodist Foundation has been busy at work fulfilling the mission of building the church for generations to come in an effort to bring people into a relationship with Christ. The foundation’s board of directors and staff remain committed to serving the sisters and brothers in Christ as one will see in this report.

The foundation’s total assets reached an all-time high surpassing $238MM by year end. Although this accomplishment represents a simple number, the foundation believes it represents an opportunity to carry-out vital ministry throughout the conference and beyond. The foundation continues to be the fourth largest conference-area foundation with one of the most sophisticated investment policies throughout the United Methodist connection. In addition to offering investment management ministry which includes five fund options totaling over $200MM, programming continues to be offered that surpasses what many believe to be part of a foundation’s portfolio. Some examples of this include:

Reynolds Program in Church Leadership where pastors from six conferences in the Southeastern Jurisdiction come together for a year-long, intensive program to learn how to be more effective leaders in their ministry setting;

Reynolds Leadership Academy for Evangelism and Discipleship where pastors from the Western North Carolina Conference learn from others how to be more effective at bringing people to Jesus Christ;

Reynolds Academy for Ministry Management where pastors from this conference learn business practices that apply to their ministry setting;

Reynolds Grants surpassing $400K that financially support ministries that bring people to and nurture a relationship with Jesus Christ;

Clergy Debt Reduction Loan Program that provides low interest loans surpassing $2MM to qualifying clergy with overwhelming debt and is a partnership program with the Duke Endowment and the Board of Pension and Health Benefits of the Western North Carolina Conference;

UMF Development Fund and Loan Program providing competitive returns for investors while offering low-cost loans totaling $18MM to United Methodist institutions throughout North and South Carolina;

Certificate Program in Church Treasury offered in partnership with the Western North Carolina Conference Office of Treasury Services where participants learn specifics related to the responsibilities of church treasurers and financial secretaries.

There are many more ministry programs offered through the foundation such as permanently restricted endowments that provide in excess of $1MM for such things as scholarships, supplemental income and ministry funding. In addition, the foundation helps consult and train in areas such as church finances and stewardship.

To learn more about the foundation’s ministries, visit the website at www.umfwnc.org or visit the ministry tent at the 2020 session of the Western North Carolina Annual Conference where foundation leaders will be available to answer questions.

G. Thomas (Tom) Jordan, Chairperson
David A. Snipes, President
RFD CDC

RFD CDC serves communities, congregations, and individuals. The focus is rural, but the service extends to all. RFD Consulting is available for consultation for senior, transitional, and veterans housing, community facilities and congregational facility expansion. Contact information is available at the website: www.rfdcdc.org

NETworX serves individuals in eight counties in North Carolina and five other states. Outcomes of significant progress in terms of wellbeing, financial stability, and a significant decrease in reliance upon public assistance are reported by 496 persons. With gratitude, NETworX individuals in N.C. and each of the sites, celebrate the support received from the Western NC Conference. More information about NETworX is available on the website www.networxusa.org.

Members of the RFD CDC board are as follows:
Lucy Robbins, President, Pastor Biltmore UMC
Carol Goehring, Vice-President, Retired District Superintendent, NCC
Gil Wise, Secretary/Treasurer, Beacon District Superintendent, NCC
Amy Coles, Assistant to the WNCC Bishop
Laura Early, Senior Minister All God’s Children UMC
Tom Lambeth, Retired Executive Director, Z. Smith Reynolds Foundation
Ken Locklear, Gateway District Superintendent, NCC
Joe Mann, Duke Divinity School
Mattie Patterson, Retired Executive Director Blue Ridge Community Action, Inc.
Connie Marie Stutts, Pastor Beech Grove-Rhems Charge
Steve Taylor, Outreach Team Coordinator, NCC
Jeremy Troxler, Pastor Guildford College UMC
Randy L. Wall, Retired, and Pastor Ann Street UMC
R. A. (Alan) Rice Jr., Executive Director and COO

WESLEY COMMUNITY DEVELOPMENT

It has been another year of growth and new milestones reached for Wesley Community Development. This year Wesley led the leasing, build out, and occupancy of the first floor of the WNCC Conference Center, fulfilling the commitment of a building that houses the Conference and Metro District offices, but also generates revenue to offset expenses. Wesley completed two new affordable housing projects and received an award of tax credits for its next project, the ninth, to be located in Fayetteville, N.C. One of Wesley’s new projects, Prosperity Ridge, has been awarded North Carolina Project of the Year. Over the next 12 months, Wesley is projected to develop $13M in church redevelopments representing over $100M in development since its inception in 2002. Many of the upcoming developments are designed to assist churches in creating a more secure financial footprint by bringing in additional revenue, freeing up more of the offerings for ministry and outreach.

In the first full year of being a licensed real estate company, Wesley has brokered over $7.6M in real estate transactions. The revenue generated from brokerage has allowed funds to be directed to church growth and exciting new ministries. The team at Wesley is excited to be a part of this transformational work. Wesley currently manages over 60 properties and helps in the rethinking of how those properties can be positioned to strengthen the growth of the Conference. This work has led to collaboration with groups including the governor’s office, the Duke Endowment, Duke Divinity School, the N.C. Office of Rural Health, Princeton University, and ImagineHub to name a few. In all this work, the continued and valued partnership with the Conference Board of Trustees has been instrumental and productive. These collaborations will lead to more groundbreaking initiatives in the coming year.

Seeds of Change, the Wesley program to rethink church campus usage, continues to challenge churches to look at their real estate differently. Over the next year, Wesley will be testing how to expand Seeds of Change utilizing newer platforms.

The team at Wesley is excited to enter another year of innovation and helping churches achieve their ministry goals by rethinking their real estate holdings.

Joel A. Gilland, President
Randolph H. Harry, Chairperson, Board of Directors

PROPOSAL: WESLEY COMMUNITY DEVELOPMENT BOARD OF DIRECTORS

(Petition 16)

Randolph Harry  
George Coates  
Richard (Dick) Woods  
Lynda Ferguson  

David Hiatt  
Philip Jones  
Mark King  

Willetta Ar-Rahmaan  
Joseph (Ricky) Lefft  
Don Pettigrew
BROTHERHOOD/SISTERHOOD OF THE WESTERN NORTH CAROLINA CONFERENCE

The Brotherhood/Sisterhood is an affiliate ministry of the WNCC in which clergy and laity members mutually share compassion for the families of clergy members when they die. Once a clergy member’s death is reported to the ministry, the family receives a pastoral visit and a financial gift that is available for immediate use. Funds for this gift come from members, who receive a call notice providing pertinent information about the death.

Beneficiary membership in the BH/SH is open to all clergy members of the Annual Conference, including full and provisional members and local pastors. Older clergy who join compensate the BH/SH for all assessments issued from the time of their 35th birthday. A non-interest-bearing promissory note may be signed for this purpose.

The election of the members of the Board of Directors and its officers, the approval of the annual budget, proposals to the Annual Conference, and other official business of the BH/SH is conducted at its annual meeting. The annual meeting is held on the site of the Annual Conference and is open to all members. This year’s meeting is scheduled for Thursday, June 18, 2020, at 10:00 AM. Members will be notified of the location.

For the 2019–2020 Conference year, the basic amount of the financial gift is $10,000.00. The assessment rate for clergy members is $15.00 per death. Laity members, responding either as individuals or via local churches, Sunday School classes, or other church groups, are asked to consider donations of $6.00 or more per death.

Traditionally, each local church is asked to observe Brotherhood/Sisterhood Sunday on the third Sunday in February or at another time as preferred.

With more than 600 clergy members plus many laity enrolled in the Brotherhood/Sisterhood ministry, the ministry expresses its great appreciation for everybody’s consideration and support.

H. Donnell FitzJefferies, President
Donald A. Newman, Vice President
J. Burton Williams Jr, Recording Secretary
Roland T. Barnhardt, Executive Director

NORTH CAROLINA COUNCIL OF CHURCHES

With 18 denominations representing over 6,200 congregations in North Carolina, the council provides incarnational evidence of Christian unity. By creating unity without expecting uniformity, member bodies collaborate on matters that contribute to the flourishing of God’s creation. The council is grateful to the WNCC for its support and for the leadership on its governing board provided by Renee Hayes, Trinity N.C., and Amelia Stinson-Wesley, Charlotte, N.C.

Current staff funded program areas:

• Ecumenical Immigration Alliance (EIA) includes the N.C. Sanctuary Coalition, a collection of faith communities across North Carolina that offer public sanctuary sites or collaborating support for immigrants at risk of deportation. Additionally, EIA provides education and advocacy for immigrants in the state through webinars, teach-ins, and online resources. The council continues its longstanding work with farmworkers and farmworker advocacy. If your congregation is interested in becoming a sanctuary site or learning more about work with immigrants or farmworkers, please contact rachel@ncchurches.org.

• N.C. Interfaith Power and Light (NCIPL) is the only statewide organization that works on addressing the ecological and justice issues of climate change as a faith-based initiative. Efforts include energy efficiency and conservation, increased renewable energy use, and collective low-carbon lifestyle changes. NCIPL programs encourage congregations, clergy, and denominations to know about and speak to the moral dimensions of climate change and environmental justice from a faith perspective. For more information, contact programs@ncipl.org.

• Partners in Health and Wholeness (PHW) provides tools to help faith communities form healthy habits, including exercise, healthy eating, mental health awareness, and smoking cessation. Staff members in Asheville and Charlotte are available to help your congregation. PHW also has a staff member dedicated to education and advocacy around the opioid crisis. For more information, contact phwinfo@ncchurches.org.

• Gun violence prevention advocacy focuses on telling the truth about gun violence in the country. The majority of gun deaths are suicides; the next highest number is homicides, usually among people who know each other or who are related to one another. The council’s work is to help people understand how guns end up in places that create great harm and what each person can do to make people safer. For more information, contact jennifer@ncchurches.org.

• Public education funding advocacy concentrates on making sure all schools have the resources to provide a sound, basic education for all students. The council knows that per-pupil spending, teacher pay, and capital improvements are now lagging in a state that used to lead across the southeast. For more information, contact jennifer@ncchurches.org.
Over the course of this year, the governing board approved the following policy statement which can be found on the council’s website along with other statements from previous years:

- Reaffirmation of Support for the LGBTQ+ Community (June 4, 2019)

The council crafts these statements in keeping with its interpretation of the prophetic witness of the Old Testament and the gospel message of the New Testament.

Currently, other areas of emphasis include living wage promotion, criminal justice reform, Medicaid expansion, and redistricting reform. Resources are available online and dedicated staff is available to help your congregation address any of the myriad concerns that arise in this contemporary setting. If you have any questions or are interested in more information, please contact the council at info@ncchurches.org or call the office at 919-828-6501.

Jennifer E. Copeland, Executive Director

www.ncchurches.org

CONVOCATION & PASTORS’ SCHOOL AT DUKE DIVINITY SCHOOL

The 2019 Convocation and Pastors’ School, “Life That Really is Life: Cultivating Thriving Communities,” explored how Christian congregations, led by gifted clergy, are crucial to the vitality of thriving communities. When congregations and pastors are faithful and focused on God’s dreams, they can be exceptional catalysts, conveners, and curators, drawing people together across diverse sectors, generations, and neighborhoods. They are integral to the formation of thriving communities that are marked by an acknowledgment of the fragility of human life, rooted in issues of suffering and sin, finitude, and brokenness that simultaneously nurture hope and wisdom to pursue what 1 Timothy 6:19 calls “the life that really is life.” Through this way of living, people of character nurture trust and a vision for the common good, bearing witness to a holistic understanding of human beings and the fullness of the reign of God.

The two-day conference helped pastors and church leaders gain insight and energy to build, strengthen, and cultivate thriving communities. Held October 7–8, 2019, at Duke Divinity School, the event featured the following presenters:

- L. Gregory Jones, Dean of Duke Divinity School;
- David Brooks, author, op-ed columnist for The New York Times and commentator;
- Anne Snyder Brooks, editor, Comment Magazine, and author of The Fabric of Character;
- Kate Bowler, associate professor of the history of Christianity in North America at Duke Divinity School and New York Times bestselling author;
- Krista Tippett, Peabody Award-winning broadcaster and New York Times bestselling author;
- Patrick Smith, associate research professor of theological ethics and bioethics, Duke Divinity School; and
- Ralph West, pastor, The Church Without Walls.

Attendees also participated in worship and their choice of 13 seminars led by faculty, church leaders, and practitioners on topics ranging from “For Thriving Priestly Community: Life in the Psalms” to “Unpacking Pastoral Leadership and Preaching” to “Cultivating Thriving Communities Through Mutual Teaching and Learning.” The next Convocation and Pastors’ School, “Uncommon Ground: Living with Humility, Patience, and Tolerance in a Divided Age,” will take place October 5–6, 2020. Participants will explore the powerful ways that God can work when we are willing to gather together on uncommon ground.

Confirmed featured presenters include:

- John Inazu, author, distinguished professor of law and religion at Washington University;
- Claude Alexander, bishop and senior pastor of The Park Church in Charlotte, N.C.;
- Sara Groves, singer, songwriter, and recording artist, nominated for several Dove Awards; and
- Tru Pettigrew, author and motivational speaker.

Pastors serving churches eligible for grants from The Duke Endowment, current divinity school students, and 2020 graduates of Duke Divinity School may attend at a discounted rate.

The Convocation and Pastors’ School board of managers is composed 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 Western North Carolina Conference representatives on the Board of Managers are:

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<tbody>
<tr>
<td>Terry L. Matthews</td>
<td>Lauren Anderson</td>
<td>Heidi Campbell-Robinson</td>
<td>Darryl Dayson</td>
<td>Samuel Moore</td>
</tr>
<tr>
<td>Joshua Sherfey</td>
<td>Kelley Groce</td>
<td>Avery White</td>
<td>Sue Anne Morris</td>
<td>Bill Roberts</td>
</tr>
</tbody>
</table>

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

Laura Johnson (NC Conference), Chairperson
BOSTON UNIVERSITY SCHOOL OF THEOLOGY

The dean is grateful to have one last opportunity to thank you for your moral, prayerful, and material support of the Boston University School of Theology (BUSTH), and also to highlight the promising future of the school as a new dean joins the stellar faculty, staff, and students in summer 2020 to carry on the mission of the school.

Breaking News:

• Students: The school continues to increase and celebrate diversity in the student body, creating opportunities for in-depth exchanges and a rich community life.

• Faculty: Two new faculty were welcomed this year: Filipe Maia as assistant professor of theology, and Luis Menéndez-Antuña as assistant professor of New Testament. Both are extraordinary teachers who delight in working with students.

• Scholarships: Free tuition is offered to UMC-registered candidates for ordained ministry, and student scholarships and housing are key priorities. BUSTH also offers leadership fellowships to support students in ethnic, gender, and sexuality studies: Raíces Latinas, Sacred Worth, Howard Thurman, Indigenous Studies, Korean Studies, Women in Leadership, and African Studies.

• Two new programs: Faith and Ecological Justice (FEJ) and Raíces Latinas Program in Theology, Leadership, and Research (RL). FEJ leads programs to build ecological awareness, theological research, church collaborations, and community activism in ecological justice. RL sponsors programs to expand Latin American and Latinx theological study and research and to enhance the leadership of students, young people, and leaders in Latino/Latina communities.

• Online lifelong learning: An exciting new program has been launched, offering online mini-courses, workshops, and reading groups for professional and spiritual enrichment.

• Theology and the arts initiatives: Exhibits highlight sacred spaces in Boston; wilderness photography; a 1619 visual lament of 400+ years of slavery; voices and faces of Colombia; and paintings of a gay man struggling with the church.

• Campaign: The BUSTH development campaign concluded with the raising of $29.4 million to support students, faculty, and vital programs.

• Website and Viewbook: Check out the new BUSTH website (www.bu.edu/sth) and Viewbook.

Partnering for Ministry and Transformation:

• Creative callings: In partnership with local churches, the project seeks to create “a culture of call.”

• "Engagement with the UMC: Many BUSTH students are delegates, volunteers, and singers in General Conference 2020.

• Continuing scholar program: BUSTH courses are open to alums and local clergy for small lifelong learning fees.

• Doctor of Ministry: The D.Min. in transformational leadership flourishes with lively student cohorts that are broadly ecumenical, culturally diverse, and global. The model includes intensives, online courses, and faculty mentoring.

• Religion and conflict transformation clinic: The clinic provides internships in local churches and organizations that foster just peacebuilding.

• Travel seminars: Immersion journeys open worlds to students in the borderlands of Arizona and Mexico, Cuba, Peru, Israel Palestine, civil rights landmarks, and centers for ecological–spiritual renewal.

• Ecumenical partnerships: BUSTH now has four denominational communities of learning: Wesleyan/Methodist, Episcopal Anglican, United Church of Christ, and Unitarian Universalist.

• Partnership with Hebrew College: This partnership enriches interreligious learning through joint courses and public events, and also co-sponsors The Journal of Interreligious Studies and the State of Formation for emerging leaders.

Taking Action Globally and Locally

• Campus action: Work to improve accessibility and sustainability. BUSTH is the first certified “Green School” in BU and is active in the Green Seminary Initiative. It was also named as one of the “Seminaries that Change the World.”

• Internships in global service and peacemaking: Students participate in apprenticeship ministries across the world.

Commitment to Justice:

• Faculty and students have been active in UMCOR efforts to support victims of hurricanes and fires, and in collaborative services to support people suffering the consequences of immigration practices, disability inequities, or racial violence.

• In town hall meetings, the community has deep conversations on issues that divide, seeking to develop capacities for relating across difference and to create a community based on the dignity of all.

BUSTH looks to the future. It celebrates transformational leaders of The United Methodist Church, who love with their whole hearts and follow Jesus Christ with their whole lives.

Mary Elizabeth Moore, Dean
CANDLER SCHOOL OF THEOLOGY

Since its founding in 1914, Candler School of Theology at Emory University has educated more than 10,000 students, shaping thoughtful, principled, and courageous leaders who are dedicated to transforming the world in the name of Jesus Christ. This is especially important to note amid the current shifts in the denomination. It is an honor and a privilege for Candler to be one of 13 official seminaries of The United Methodist Church. Yet, true to the Methodist tradition of ecumenical openness, Candler has enthusiastically welcomed the entire Wesleyan family to its community for generations. Faculty, staff, and students from the AME Church, the AMEZ Church, the CME Church, Free Methodists, Nazarenes, and others have worked, worshiped, learned, and prayed alongside United Methodists, and have been a vital part of shaping Candler and its mission. This diversity has been a wonderful gift and a rich blessing. As Candler moves forward, it will continue to invite and welcome those from all expressions of the Wesleyan tradition. Indeed, it will continue to welcome all those who follow Jesus Christ.

This year, Candler has continued to strengthen its deep commitment to alleviating student debt and promoting financial literacy. In 2018–2019, it awarded $6.3 million in financial aid, with 100 percent of Master of Divinity (M.Div.) students receiving support and financial coaching. In fall 2019, it announced a major expansion of its financial aid program to include full-tuition scholarships for all M.Div. students who are certified candidates for ordained ministry in The United Methodist Church, and new merit scholarships covering 75 percent of tuition for qualifying M.Div. students who identify as pan-Wesleyan and those pursuing chaplaincy through Candler’s new chaplaincy concentration. In addition, all incoming students in the Master of Divinity, Master of Theological Studies, and Master of Religious Leadership programs will receive awards covering at least 50 percent of tuition.

This year also saw the launch of two pilot “formation communities,” off-campus student housing that focuses on intentional living and spiritual formation. Students from multiple degree programs applied to take part in these pilot groups. At the start of the year, the housemates created a “rule of life” to guide their days together, emphasizing prayer, fellowship, and celebration. A house chaplain—a Candler faculty member or church leader—supports them and shares in the journey. The ten students who took part this year describe feeling a richer sense of community and deeper connections to God and one another in the midst of their busy lives. It is clear that this fulfills a need for Candler’s seminarians, and the school eagerly anticipates the program’s growth in the coming years.

Candler’s student body continues to reflect the diversity and breadth of the Christian faithful, with an enrollment of 470 from 12 countries and 38 states, with 40 percent people of color (U.S.) and a median age of 27 among Master of Divinity students. Students represent 42 denominations, with 45 percent of all students and 50 percent of Master of Divinity students coming from the Methodist family.

Candler offers six single degrees and 10 dual degrees pairing theology with bioethics, business, international development, law, public health, and social work. Its Doctor of Ministry degree is 90 percent online, so students can remain in their places of ministry while completing their degrees.

Candler draws strength and inspiration from its relationship with The United Methodist Church. Its ability to fulfill its mission of educating faithful and creative leaders for the church’s ministries throughout the world depends upon your prayers, partnership, and support. Thank you for the countless ways you advance this vital ministry in the life of our denomination. Candler invites you to visit in person or online at candler.emory.edu.

Jan Love, Dean

DUKE DIVINITY SCHOOL

L. Gregory Jones, Dean of the Divinity School and Ruth W. and A. Morris Williams Jr. Distinguished Professor of Theology and Christian Ministry, had his term as dean extended for a full five years through 2023.

The Duke Endowment awarded Duke Divinity School (DDS) a $12 million grant in support of DDS’s three core priorities and traditions: Thriving communities enlivened by healthy congregations and gifted pastors, embodied wisdom through rigorous intellectual vitality, and creative institutions that inspire imaginative and transformative leadership, including the Thriving Communities Fellowship program, which will provide 52 new full-tuition scholarships over the next four years.

Duke Divinity School launched the Duke Divinity: Black Pastoral Leadership Collaboration which will draw on original research in Black church traditions and historical examples of effective Black church leadership to train and build networks of effective leaders for the Black church of today and the future. The collaboration will be led by the Rev. David Emmanuel Goatley, research professor of theology and Black church studies and director of the Office of Black Church Studies at Duke Divinity School.

In 2019, Duke Divinity School welcomed 215 new students from 33 different states and seven other countries: Canada, Malaysia, Singapore, South Korea, Taiwan, Thailand, and Zimbabwe. The Master of Theological Studies (M.T.S.) and Master of Arts in Christian Practice (M.A.C.P.) degree programs received record enrollments of 35 students and 22 students, respectively. The Master of Theology (Th.M., 14 students), Doctor of Ministry (D.Min., 20 students), and Doctor of Theology (Th.D., four students) all had strong enrollment. The D.Min. program was named the top online program by www.TheBestSchools.org. Duke Divinity’s new Certificate in Theology and Health Care will enroll eight students, all of whom are fellows with the Theology, Medicine, and Culture (T.M.C.) Initiative at the school. The M.T.S. program also includes eight students who are T.M.C. fellows,
for a record year of 16 total fellows. The M.Div. degree program gained 110 new students, with minority students comprising more than 32 percent of the incoming M.Div. class, and Black students comprising 18 percent of the incoming M.Div. class. Female students made up 44 percent of incoming M.Div. students, while males were 56 percent. There were 24 denominations represented in the M.Div. entering class, with 42 percent affiliated with The United Methodist Church.

Two new faculty members, Brent Strawn and Brett McCarty, joined the DDS faculty in July 2019. Strawn, Professor of Old Testament, is an ordained elder in the North Georgia Conference of The United Methodist Church. Strawn has a secondary appointment as a Professor of Law at Duke University School of Law. Prior to joining the Duke faculty, Strawn taught at Candler School of Theology at Emory University for eighteen years.

McCarty, Assistant Research Professor of Theological Ethics, is a theological ethicist whose work centers on questions of faithful action within health care. He is associate director of the Theology, Medicine, and Culture Initiative at Duke Divinity School, and he holds a joint appointment in the School of Medicine’s Department of Population Health Sciences.

Randy Maddox, William Kellon Quick Professor of Wesleyan and Methodist Studies, general editor of the Wesley Works Editorial Project, and elder in the Dakotas Conference, retires at the end of the 2019-2020 academic year.

United Methodist faculty member Brittany Wilson received tenure and promotion to the rank of Associate Professor.

Tito Madrazo joined the administrative leadership of the Divinity School as Senior Strategist for the Hispanic House of Studies. He will also serve as a consulting faculty member.

The Hispanic-Latino/a Preaching Initiative is currently in its fifth year of providing high-quality theological education to current and aspiring Hispanic-Latino/a ministers. Twenty-one students from multiple denominations are taking courses this year.

The Duke Endowment has also awarded Duke Divinity School a grant of $5.5 million over five years to cultivate meaning and purpose across diverse professional schools at Duke. The Lilly Endowment has also awarded grants to Duke Divinity School to coordinate initiatives on “Thriving in Ministry” and “Thriving Congregations” across the United States.

Duke Divinity School has a partnership with Huntingdon College and Virginia Wesleyan University to create streamlined admissions process and private campus events in order to better equip students from those institutions with a calling to serve the church. In an effort to expand access for quality theological formation to students, pastors, and lay leaders in the Nashville Episcopal Area, DDS is also partnering with the Turner Center at Martin Methodist College to offer theological training for innovative and entrepreneurial ministries.

L. Gregory Jones, Dean

GAMMON THEOLOGICAL SEMINARY

Gammon Theological Seminary, located in Atlanta, GA, is the United Methodist constituent member of the Interdenominational Theological Center (ITC), a consortium of historically African-American theological schools. Gammon/ITC is a co-educational, professional graduate school of theology. The faculty personifies vigorous scholarship, rigorous academic discipline, and significant research in the service of the church and other communities in the world. Gammon/ITC is the world’s premier resource for black church scholarship and faith-based solutions to the spiritual and socio-economic challenges confronting the African-American community and beyond.

Founded in 1883 by the Methodist Episcopal Church and with assistance from the Freedman’s Aid Society, today Gammon Theological Seminary is one of the 13 theological schools of The United Methodist Church. The faculty and administration of Gammon/ITC create an environment in which critical thinking, investigative reflection, decision making, and responsible action are fostered. Gammon/ITC is a member of the Atlanta University Center Complex, the world’s largest enterprise of African-American higher education. It is also a member of the University Center of Georgia and the Atlanta Theological Association. The school is fully accredited by the Association of Theological Schools and the Southern Association of Colleges and Schools.

Gammon/ITC offers the following degree programs: the Master of Divinity, the Master of Arts in Christian Education, and the Doctor of Ministry. Admission is open to qualified men and women of The United Methodist Church.

The support of this annual conference helps Gammon/ITC students carry on a proud tradition. They are taught to think independently and communicate effectively. They are also challenged to become involved in finding solutions to problems that affect the human condition, and to become active in the community beyond this campus. Additionally, graduates of this institution are encouraged to maintain a lifelong desire for intellectual growth, spiritual development, and the acquisition of skills for the practice of ministry.

Gammon/ITC has had a very exciting and busy year living out its mission, which is to recruit, support and educate pastors and leaders for The United Methodist Church. Gammon Theological Seminary is extremely grateful to this annual conference for the support of theological education, and for the commitment to ensuring that God’s church will be served by persons who are called and trained to lead Gammon/ITC forward.

Ken J. Walden, President-Dean
653 Beckwith Street SW, Atlanta, GA 30314
404-581-0300 • www.gammon-itc.org
METHODIST THEOLOGICAL SCHOOL IN OHIO

Full-tuition scholarships extended to those pursuing United Methodist candidacy:
MTSO and the school’s generous donors have pledged to extend a full-tuition pledge to all prospective students who are pursuing United Methodist elder or deacon candidacy. This pledge applies to qualified prospective students who apply by July 1 for the 2020-21 academic year. The MTSO admissions staff is happy to answer questions at 800-333-6876 or admissions@mtso.edu.

Two young scholars appointed to faculty:
MTSO President Jay Rundell has announced the appointment of Tejai Beulah and Kyle Brooks to the faculty, effective July 1. Beulah has been appointed assistant professor of history, ethics, and black church and African diaspora studies. She earned her doctorate in American religious history from Drew University; a Master of Theological Studies degree from MTSO; a master’s degree in African American and African studies from Ohio State University; and a bachelor’s degree in English, history and gender diversity studies from Xavier University. Brooks has been appointed assistant professor of homiletics, worship, and black church and African diaspora studies. He has served for two years as a Louisville Institute postdoctoral fellow at MTSO while completing his doctoral dissertation in pursuit of a Ph.D. from Vanderbilt University with a concentration in homiletics and liturgics. He holds a Master of Divinity degree from Yale Divinity School, and an Master of Arts degree in Urban Education Studies and a Bachelor of Arts degree from Yale University.

Al Gore among participants at MTSO conference:
In June 2019, more than 100 religious leaders, scholars, scientists and farmers gathered at MTSO for a three-day conference, “On Food and Faith: Ministry in the Time of Climate Change.” Former Vice President Al Gore, founder and chairman of the Climate Reality Project, participated in all three days of the conference, delivering a multimedia climate presentation during a plenary session.

Faculty offer reading recommendations:
MTSO’s faculty members, who are widely published themselves, have compiled a list of theological books that shaped their lives and work. Their brief reviews cover titles from Down in the Chapel: Religious Life in an American Prison to Dakota: A Spiritual Geography. They are available online at www.mtso.edu/goodbooks.

UNITED THEOLOGICAL SEMINARY

For nearly 150 years, United Theological Seminary in Dayton, Ohio, has been preparing faithful, fruitful leaders to make disciples of Jesus Christ.

Students:
In the Fall 2019 semester, United equipped 459 women and men for leadership in the Church, including 272 masters’ students and 187 doctoral students. An ecumenical community of many denominations, races, and nationalities, United welcomed students from 11 countries, 42 states, and 37 denominations, with the student body composed of 49 percent African American students, 42 percent Caucasian students, and 10 percent ethnic/racial minority students. The seminary prepared 165 course of study students and served 36 students through the Hispanic Christian Academy, a three-year Spanish online course of ministry program for Hispanic/Latino lay pastors and leaders. Altogether, approximately 660 students followed God’s call through United Theological Seminary.

Alumni/ae:
United graduates are making an impact in their communities as they spread the Good News.

- 88 percent of alumni/ae are currently employed in or retired from ministry
- 70 percent serve in local parishes
- The Rev. Dr. Brad Kalajainen (D.Min. ’99) received the 2019 Effective Ministry Award for his transformative leadership of Cornerstone UMC in Grand Rapids, MI.
- The Rev. Dr. James Bushfield (M.Div. ’79, D.Min. ’92) received the 2019 Distinguished Alumnus Award for his leadership and ministry in the Indiana Conference of The United Methodist Church.
- The Rev. Dr. Sandra Coley (D.Min. ’14) received the Outstanding Doctor of Ministry Award for her advocacy of organ donation among African American communities.

New at United:
United introduced a 36-hour Master of Arts (M.A.) degree, designed for those who wish to earn a degree while completing the requirements for Advanced Course of Study in pursuit of ordination in The United Methodist Church. The Master of Arts program is available fully online, on campus, or in a combination.
United continues to offer innovative learning through its Live Interactive Virtual Education (LIVE) environment introduced in 2018. In the first year, 59 students participated in LIVE courses, connecting with classmates on campus in Dayton, Ohio, and across the country by attending classes in real time via simultaneous webcast.

Becoming Debt Free:
United remains committed to becoming debt free by the seminary’s 150th anniversary on October 11, 2021. Thanks to the support of generous donors, United has received more than $2.5 million toward its goal of raising $4 million to “burn the mortgage.” Becoming debt free as an institution will enable United to focus on generating income for scholarships that lighten the load of student debt for seminarians.

In Romans 10:14, St. Paul writes: “How shall they call on him in whom they have not believed? And how shall they believe in him of whom they have not heard? And how shall they hear without a preacher?” For 150 years, United has been preparing faithful and fruitful Christian preachers and leaders who proclaim the Good News of God’s unconditional love which has come to us in Jesus Christ. Thanks be to God!

Kent Millard, President
David McAllister-Wilson, President

AFRICA UNIVERSITY

In 2019, Africa University’s story was one of resourcefulness, investment, and ministry growth. Thank you, Bishop Paul Leeland, the cabinet, and the committed lay and clergy leaders who nurture vitality in the local congregations of the Western North Carolina Conference. Africa University is grateful for all that you do to affirm the United Methodist connection and global mission. The gracious support of the Western North Carolina Conference resulted in a 97.18 percent investment of the asking to the Africa University Fund (AUF) apportionment in 2019. Thank you for commitment and responsiveness it took to grow your gifts to the AUF by more than eight percent in 2019.

Your generosity is helping Africa University to be impactful in its mission—nurturing, educating, and equipping leaders who think for themselves, are contextually relevant, and have a passion to serve. Since opening in 1992, Africa University has trained more than 9,000 graduates who lead and serve across sub-Saharan Africa. These young people are equipped to be ethical, responsible, and responsive leaders who discern their calling and determine how to best serve the needs of their communities.

Institutional Update:
• Africa University has an annual student population of around 2,800. There are 25–30 African nations represented in the student body each year.
• The university’s three colleges operate as centers for teaching, research, innovation, community engagement, and enterprise development. Africa University is still the only university in Zimbabwe accredited to offer online degree programs.
• Students, faculty, and alumni contribute ground-breaking solutions to Africa’s current challenges with interventions that include graduate programs in migrant and refugee protection, articulated by refugee students, as well as doctoral-level training for military chaplains in Africa.
• As regards its campus infrastructure, Africa University is transitioning to solar energy with the support of the General Board of Global Ministries of The United Methodist Church. A residence hall for women and a new wing of the student union building—gifted to the university by the Dallas, Tex.–based Highland Park United Methodist Church—will be the first solar-powered facilities on the campus.

Africa University affirms its commitment to The United Methodist Church, its Cross and Flame, and the denomination’s global mission to make disciples of Jesus Christ for the transformation of the world.

Through its faithfulness, the Western North Carolina Conference invites and encourages new partners to join in the mission and change the world. By giving freely, Western North Carolina United Methodists walk alongside their neighbors and participate in bringing dreams to life. Western North Carolina Conference, you have heard story after story about how Africa University is nurturing difference makers. Thank you for responding with love and generosity.

Africa University continues to celebrate God’s amazing grace. Thanks to your stewardship of God’s blessings, Africa University has gone beyond what some thought was possible. “The things which are impossible with men are possible with God.”

Luke 18:27 NKJV

James H. Salley, Associate Vice Chancellor for Institutional Advancement
jsalley@gbhem.org • 615-340-7438
THE UNITED METHODIST GENERAL BOARD OF HIGHER EDUCATION AND MINISTRY

In the history of The United Methodist Church, there has never been more of a need for leadership, collaboration and connection. Now is the time for those who have been called into the mission and ministry of Jesus Christ to step out and step forward.

The General Board of Higher Education and Ministry (GBHEM) has been charged by the church for just this moment. GBHEM is equipped and ready to engage in the journey with those called to be principled, Christian leaders.

This is the call of GBHEM – to embrace the ministry of learning and leadership formation in The United Methodist Church and the Wesleyan tradition. The board serves Christian leaders around the world who are defined, formed, and shaped by a process of intellectual engagement, spiritual and character formation, and leadership development.

GBHEM will continue the mission and ministry through 2020 and beyond, but are going to be more innovative and adaptive in the approach. GBHEM has begun a deliberative process to reimagine and reshape its ministry in the following ways:

- Continuing to cultivate a dynamic culture of call and vocational discernment that encourages lay and clergy leaders to discover, claim, and flourish in God's ministry and mission for the church, the academy, and the world;
- Enhancing and expanding GBHEM’s innovative platform of experiential learning and formation that provides connectional, contextual, and collaborative solutions to the challenges facing the church, the academy, and the world;

Establishing a stewardship and economic model for GBHEM that maintains a commitment to the mission of the church and the agency while increasing the agency’s financial self-sufficiency and sustainability.

“And remember, I am with you always, to the end of the age.” (Matthew 28:20)

The same spirit of service and leadership that first inspired John Wesley lives on within everyone. All have been called, so lead on, knowing GBHEM is here every step of the way.

Greg Bergquist, General Secretary

LAKE JUNALUSKA ASSEMBLY, INC.

Lake Junaluska is a place of Christian hospitality where lives are transformed through renewal of soul, mind and body. This year, over 50,000 overnight guests from all 50 states and over 35 countries will visit the idyllic valley located in the Great Smoky Mountains of Western North Carolina.

Commitment to transformation at Lake Junaluska is stronger than ever. Thanks to generous charitable giving that provides opportunities for Lake Junaluska to reinvest in its facilities and grounds, great strides have been made toward improving the infrastructure, that will enable the conference center to continue to meet guests’ needs.

Some of the recent transformational improvements made at Lake Junaluska include:

- Transforming Youth Ministry: As part of a $1.5 million youth ministry revitalization initiative, provided by generous donor support, Shackford Hall auditorium received new audio-video equipment that enhances youth worship experiences. The building was also repainted and the front and side porches were reconstructed. The youth dining hall also received many facility upgrades, with more planned for 2020.
- Nurturing God’s Creation: Thanks to a generous charitable gift, the greenhouse, a place of cultivation and nourishment, was renovated, making it easier to grow the more than 8,000 plants that beautify the grounds each year.
- Investing in Preservation: Over $900,000 was invested in preserving Shackford Hall, Harrell Center, and the Administration Building, enabling Lake Junaluska to continue to model great stewardship in its effort to preserve this special place.
- Honoring Sacred Spaces: A new lychgate added to the Biblical Garden and a seating area added to the Prayer Labyrinth help define and enhance these sacred spaces. Renovation of the Stuart Circle spring area has also created a peaceful place for prayer and meditation.
- The Renewal of Recreation: Lake Junaluska tennis courts were resurfaced (complete with pickleball lines), a new cornhole area, a gaga ball pit, 9 square in the air, renovation of sections of the walking trail and refurbishment of the activity field at the Nanci Weldon Gym.

The leadership and staff invite everyone to visit Lake Junaluska for a conference, a retreat, or a vacation. The lake and surrounding mountains will provide the perfect setting to experience transformation and renewal. To plan a visit, please go to the website at www.lakejunaluska.com.

Ken Howle, Executive Director
HINTON RURAL LIFE CENTER

Hinton is a retreat and mission outreach agency of the Southeastern jurisdiction, with the following mission statement: “Inspired by Jesus Christ, Hinton Rural Life Center's purpose is to engage individuals, congregations, and communities in transformation through retreat ministry and missional outreach.”

Hinton Center is located in Hayesville, N.C., on 33 acres of wooded property in the Appalachian Mountains. Situated on Lake Chatuge, Hinton continues its 50+ year tradition of hosting clergy and other individuals and retreat groups. With trails, an outdoor labyrinth, scenic views, Hermitage cabins and retreat houses, chapel and meeting rooms, and delicious meals, Hinton provided space and place this past year for many throughout the Southeast to get away, breathe, draw closer to God and others, and be renewed in spirit and call.

As a mission outreach agency focused on improving long-term quality of life in the three-county area of Clay and Cherokee counties, N.C., and Towns County, Ga., Hinton provided individuals and groups with year-round opportunities to serve in its Safe & Healthy Home Repair ministry, firewood ministry, garden ministry, and Christmas Care. With funding from The Duke Endowment, and guided by its 2016 quality-of-life study, Hinton continued to lead collaborative efforts with community partners to address challenges in its rural area. In addition to introducing mission teams to dynamics and perspectives of rural poverty, as well as to the assets in our unique Appalachian culture, Hinton’s Safe & Healthy Home Repair ministry developed an assessment tool for pre–home repair visits. The assessment identifies areas of safety/health concerns of which the homeowner may not be aware, such as falling hazards, lack of smoke detectors, standing water, etc., that a mission team can address. As part of its educational efforts, Hinton produced a Safe & Healthy Home checklist refrigerator magnet and started distributing it in the community and to the homeowners it serves to equip them in maintaining a safe and healthy home.

2019 ministry highlights included:
• 269 families/households served
• 1140 volunteers; $621,891 value of volunteer time
• 46 percent increase in grant dollars awarded
• 372 loads of firewood distributed
• 345 area children received Christmas care gifts
• 1000+ pounds of vegetables for Hinton dining & area food pantries
58 churches in mission outreach; 949 mission outreach participants

Below are additional initiatives throughout the past year that supported Hinton Rural Life Center’s mission for engagement and transformation:
• Developed local leadership training courses for adults and youth.
• Provided rural life Sunday worship resource to conference offices to share with churches.
• Hosted and led Kentucky’s residents in ministry in a mission experience, as part of their residency requirements, which included: home repair ministry, worship, presentations on rural poverty and Appalachian culture, and a seminar on pastoring in rural contexts.
• Produced a Sunday school/small group curriculum, with video Cultivating Hope: Grow Where You’re Planted, with funding from the Duke Endowment. The curriculum is available for free on Hinton’s website or by contacting Hinton Rural Life Center.

Jacqueline Gottlieb, President and CEO
828-389-8336 | info@hintoncenter.org | www.hintoncenter.org
The Duke Endowment was formed in December 1924 by the industrialist and philanthropist James B. Duke, who famously said that if it were not for his father and The Methodist Church, he would not have amounted to anything. When forming his endowment, Duke named four areas of focus: higher education, health care, child welfare, and rural United Methodist churches in North Carolina. For almost 96 years, the endowment has engaged with rural churches to strengthen their ministries all across the conference and state. Formed by the grace and love of God, and led by the spirit, rural churches understand what it means to “love their neighbors.”

In 2019, the Rural Church program area of the endowment made 51 new grants totaling over $35.2 million, including a $12 million, five-year award to Duke Divinity School to strengthen the M.Div. degree and reimagine the heart of Methodism, to continue to bolster the clergy leadership pool in the Western North Carolina Conference. Other highlights are below:

1. In collaboration with the two annual conferences and Duke Divinity School, the endowment is working to cultivate and support clergy leadership for the rural United Methodist church in North Carolina through several initiatives, including:
   - The Clergy Health Initiative (CHI), based at Duke Divinity School, advises and informs the conferences, denomination, and others on issues of clergy well-being. The CHI team recently rolled out a new effort aimed at bolstering pastors’ ability to thrive in the midst of stressful circumstances. Called “Spirited Life: Selah,” the effort will serve several hundred pastors across the state over the next two years.
   - The Thriving Rural Communities Initiative (TRCI) is a collaborative effort among the endowment, the two conferences in North Carolina, and Duke Divinity School. The program forms and networks strong pastors, dubbed “Rural Fellows,” for service to rural congregations. This year, Amy Lambert, Samuel A. Moore, and Nathan Webb are graduating from Duke Divinity School as Rural Fellows and beginning this ministry under appointment in the Western North Carolina Conference.
   - The Hispanic House of Studies at Duke Divinity School develops pastoral and congregational capacity for engagement with Latino populations, one of the fastest-growing demographic groups in the state. The Ormond Center, also at the divinity school, has been re-launched and seeks to contribute scholarship, training, and leadership for building thriving communities. Read more about the center here: [https://www.dukeendowment.org/story/strengthening-congregations-and-communities](https://www.dukeendowment.org/story/strengthening-congregations-and-communities)

2. The endowment is working with both annual conferences on efforts to support congregations in long-term planning, including helping churches to discern their most faithful and fruitful future. Resourcing the work of the Church Legacy team in the Western North Carolina Conference, as well as the partner agency Wesley Community Development Corporation, the endowment celebrates the unique redevelopment programs that have progressed so far. Examples of such work can be found here: [https://www.dukeendowment.org/story/sowing-change-in-rural-churches](https://www.dukeendowment.org/story/sowing-change-in-rural-churches)

3. The endowment is also working to build the capacity of United Methodist churches to help address community-wide issues at their roots. This happens primarily through system-level grants to nonprofit agencies that are experts in issue areas, and that coach congregations in enhancing their mission. With an intentional move away from building and construction grants, the endowment now seeks to create the conditions for congregations to thrive and to impact their communities in new and vital ways, through grants that support multiple churches engaging in creative ministry. For churches interested in deepening their work in food system engagement (including all food ministries), community or economic development, or strategic planning for community engagement, the endowment will be glad to connect them with congregational coaches who have a statewide presence and expertise.

4. Finally, the endowment is developing and testing models for high-impact community-focused ministry for the age birth-to-eight population. Currently, the focus of this work is the Summer Literacy Initiative, which resources up to 20 congregations (currently eleven in the Western North Carolina Conference) per year to offer summer reading camps that follow a set of essential guiding principles, to early elementary students. Churches that are interested in joining this pilot program may contact Kristen Richardson-Frick, Associate Director of the Rural Church program area.

More information about The Duke Endowment may be found at the Rural Church page of The Duke Endowment’s website: [https://www.dukeendowment.org/program-areas/rural-church](https://www.dukeendowment.org/program-areas/rural-church).

Robb Webb, Director, Rural Church
PETITION
Just Compensation

(Petition 17)

Whereas, ¶425 states "Appointments are to be made with consideration of the gifts and evidence of God's grace of those appointed, to the needs, characteristics, and opportunities of congregations and institutions, and with faithfulness to the commitment to an open itineracy;" and

Whereas, approximately 88% of active clergy of the Western North Carolina Annual Conference are white while only approximately 70% of North Carolinians are white; and

Whereas, in WNCC, the median base compensation is $18,250 in predominately black congregations while it is $25,119 in predominately white congregations; and

Whereas, the median income of black North Carolinians is $34,000 while the median income of white North Carolinians is $53,000; and

Whereas, in 2014, the median net worth of non-Hispanic white households was $130,800. The median net worth of black households was $9,590 and $17,530 for Hispanic households; and

Whereas, there are currently 100 congregations in the WNCC that are predominately people of color and only 10 are station churches with a base salary over minimum for a full elder ($43,260); and

Whereas, of congregations with an average worship attendance of 75 or greater, 92% of predominantly white churches pay a base compensation over $43,260 while fewer than 50% of predominately people of color churches pay a base compensation over $43,260; and

Whereas, there are currently 138 clergypersons of color out of 1598 total clergypersons and 75% are appointed full time while 92% of white clergy are appointed full-time; and

Whereas, of all licensed local pastors, 40% of white pastors are full time compared to 23% for pastors of color; and

Whereas, as of 2020 there were 75 lead pastors in local churches whose base compensation exceeded two times minimum base compensation ($86,520).

Therefore, be it resolved, a Task Force on Just Compensation shall be created of no fewer than 8 and no more than 12 persons who shall be at minimum 1/3 persons of color, 1/3 women, and 1/3 laity. The conference treasurer or their designate as well as a member of Justice and Reconciliation shall serve as ex-officio members. The members shall be selected by the Justice and Reconciliation Team. Their designated convener shall call the first meeting of Task Force no later than October 1st; and

Be it further resolved, the Task Force on Just Compensation shall gather data and produce a report on inequity of compensation that includes, at minimum, a comparison of salaries of pastors serving a local church as well as all conference staff based on race, years of service, clergy status (provisional deacon, full elder, licensed local pastor, etc) and gender. Their report should reflect current compensation levels as well as previous trends; and

Be it further resolved, the Task Force on Just Compensation shall examine and present actions that can be taken to bring about more equity in compensation. The compensation data shall then be collected and reported at each of the next three consecutive annual conferences to discover if these new actions are taking place and to their effectiveness.

Justice and Reconciliation Team

Pamela Shoffner ............... Lay .................. New Goshen UMC ....................................................... Northern Piedmont
Ray McKinnon .................... Clergy .................. South Tryon (Charlotte) .............................................. Metro
Brandon Wrencher ............... Clergy .................. Good Neighbor Movement ......................................... Northern Piedmont
Jonathan Brake ..................... Clergy .................. Woodmont (Reidsville) ............................................. Northern Piedmont
Neffie "Connie" Locklear .... Lay .................. Triad Native American (Greensboro) .............................. Northern Piedmont
Polly Pearson ....................... Lay .................. First Church Newton (Newton, N.C.) .......................... Catawba Valley
George Coates ..................... Clergy .................. Greensboro .............................................................. Northern Piedmont
Otto Harris ......................... Clergy .................. St. Marks (Charlotte) ................................................. Metro
Ronnie Roseboro ................... Clergy .................. Ebenezer UMC (Belmont) ........................................ Catawba Valley
Renee Hayes ......................... Lay .................. Trinity Memorial (Trinity) ........................................... Northern Piedmont
Norma Villagrana ................... Clergy .................. Zion UMC (Monroe) ................................................ Metro
Tammy Ingram ....................... Clergy .................. Saint Mary's UMC and Trinity Memorial ..................... Northern Piedmont

continued
Additional signers:

Brandon Lazarus .................. Clergy .................. Memorial UMC, (Charlotte) ........................ Metro
Judah L. Jones .................. Clergy .................. Grace-Memorial (Monroe) ........................ Metro
Jim Groome ....................... Clergy .................. Shiloh-Bethel Charge ....................... Northern Piedmont
Rodvegas Ingram .................. Clergy .................. Memorial UMC (High Point, N.C.) .......... Northern Piedmont
Carol Carkin ...................... Clergy .................. Central UMC .................................. Metro
Denise Kilgo-Martin .................. Clergy .................. Summerfield Peace UMC (Summerfield) ........ Northern Piedmont
Josh Sherfey ....................... Clergy .................. First (Newton) .......................... Catawba Valley
Kelly Dotson ....................... Clergy .................. Nebo and Snowhill UMC ..................... Blue Ridge
Dana Lyes ........................ Lay .................. St. Matthews (Greensboro) .................. Northern Piedmont
Cynthia Nanney .................... Clergy .................. First UMC and Spray UMC (Eden) .......... Northern Piedmont
Laura Byranch ..................... Clergy .................. Boone UMC (Boone, N.C.) ................ Appalachian
Nina Wynn ........................ Clergy .................. Appointed to Extension Ministry ............ Metro
Darryl Dayson ..................... Clergy .................. Simpson-Gillespie United Methodist Church Metro
Elise Kennedy ..................... Clergy .................. Charlotte .................................... Metro
Christopher Smith .................. Clergy .................. Konnoak Hills (Winston Salem) ............ Yadkin Valley
Nikki Raye Rice .................... Clergy .................. Wesley Chapel UMC (Misenheimer) .......... Uwharrie
Dustin Mailman .................... Lay .................. Haywood Street Congregation (Asheville) Appalachian
Kayln Wiley ......................... Clergy .................. Cypress Lake UMC (Fort Myers, FL) .... Smoky Mountain
Chris Bainbridge ................... Lay .................. Central (Asheville) .......................... Blue Ridge
Kelly McRell ..................... Lay .................. First UMC (Charlotte) ........................ Metro
Hannah Neitzey .................... Lay .................. Haywood Street Congregation .............. Blue Ridge
Walter Vaughan .................... Lay .................. Marvin (Lincolnton) .......................... Catawba Valley
Sarah Smith ......................... Clergy .................. Hickory Grove (Charlotte) .................. Metro
Kimberly Clarke .................... Clergy .................. Triad Native American (Greensboro) ........ Northern Piedmont
Tyler Hege ........................ Lay .................. Lexington, N.C ............................ Yadkin Valley
Matthew S. Farabow ................. Clergy .................. Stallings (Stallings) ......................... NC Metro
Scott E. Ireland ................... Clergy .................. Christ (Greensboro) ......................... Northern Piedmont
Louis Timberlake .................. Clergy .................. Mills River UMC (Mills River) ............... Blue Ridge
Rennie Salata ...................... Lay .................. St. Timothy's UMC (Jamestown) ............... Northern Piedmont
Carter Ellis ......................... Clergy .................. Christ (Salisbury) .......................... Uwharrie
Jill Schneider Smith ............... Clergy .................. Retired ....................................... Catawba Valley
Nancy Griswold .................... Clergy .................. Friendship United Methodist .............. Catawba Valley
Terry McCollum .................... Lay .................. Harrisburg UMC (Harrisburg) ................ Metro
Toni Ruth Smith .................... Clergy .................. Saint Mary's UMC and Trinity Memorial Northern Piedmont
Tammy Ingram ..................... Clergy .................. Faith-Antioch (Rural Hall) .................. Yadkin Valley
Patricia Dixon ..................... Clergy .................. Memorial UMC (High Point) ............... Northern Piedmont
Sonja Witherd ..................... Lay .................. First UMC (Brevard) .......................... Blue Ridge
Shelly Webb ......................... Clergy .................. Tow Valley Charge (Spruce Pine) ........ Appalachian
John Howard ......................... Clergy .................. Trinity (Asheville) .......................... Blue Ridge
Julia Gibson ........................ Lay .................. Myers Park UMC (Charlotte) ............... Metro
Jessica Dayson ..................... Clergy .................. St. John UMC (Eden, N.C.) ................ Northern Piedmont
Samuel E. Coleman Sr. ............... Lay .................. Franklin Heights/Maple Grove .......... Yadkin Valley
Ray Morgan ......................... Clergy .................. Memorial UMC (High Point, N.C.) .......... Northern Piedmont
Rosalind Gilmore ................... Lay .................. St. John UMC (Eden, N.C.) ................ Northern Piedmont
Barbara Garland ..................... Lay .................. Union Ridge UMC (Winston-Salem) ........ Yadkin Valley
Angie Toth ........................ Clergy .................. Yadkinville UMC (Yadkinville) ............. Yadkin Valley
Jonathan Gaylord .................. Clergy .................. Myers Park UMC (Charlotte) ............... Metro
Spencer Cullom .................... Lay .................. St. John (Eden, N.C.) ........................ Northern Piedmont
Helena Scales ....................... Lay .................. Asheville .................................... Blue Ridge
Kari Richmond ...................... Lay .................. Trinity (Asheville) .......................... Blue Ridge
Nichole Esmon ..................... Lay .................. Avery’s Creek UMC (Arden) ............... Blue Ridge
Chandler Ragland .................. Clergy .................. Averey’s Creek UMC (Arden) ............... Blue Ridge
**TABLE 1**  
**MEMBERSHIP AND PARTICIPATION**

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</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Total professing members reported at the close of last year</td>
<td>275,988</td>
<td>271,578</td>
<td>1% Decrease</td>
</tr>
<tr>
<td>2a</td>
<td>Received this year on Profession of Faith through confirmation</td>
<td>1,538</td>
<td>1,286</td>
<td>16% Decrease</td>
</tr>
<tr>
<td>2b</td>
<td>Received this year on Profession of Faith other than confirmation</td>
<td>1,400</td>
<td>1,333</td>
<td>4% Decrease</td>
</tr>
<tr>
<td>2c</td>
<td>Membership restored by Affirmation of Faith</td>
<td>324</td>
<td>280</td>
<td>13% Decrease</td>
</tr>
<tr>
<td>2d</td>
<td>Added by correction</td>
<td>287</td>
<td>241</td>
<td>16% Decrease</td>
</tr>
<tr>
<td>2e</td>
<td>Transferred in from another United Methodist Church</td>
<td>2,092</td>
<td>1,900</td>
<td>9% Decrease</td>
</tr>
<tr>
<td>2f</td>
<td>Transferred in from a non-United Methodist Church</td>
<td>1,208</td>
<td>1,227</td>
<td>1% Increase</td>
</tr>
<tr>
<td>3a</td>
<td>Removed by Charge Conference Action</td>
<td>3,215</td>
<td>2,026</td>
<td>36% Decrease</td>
</tr>
<tr>
<td>3b</td>
<td>Withdrawn from Professing Membership</td>
<td>862</td>
<td>1,763</td>
<td>104% Increase</td>
</tr>
<tr>
<td>3c</td>
<td>Removed by Correction</td>
<td>1,835</td>
<td>1,166</td>
<td>36% Decrease</td>
</tr>
<tr>
<td>3d</td>
<td>Transferred out to another United Methodist Church</td>
<td>1,251</td>
<td>1,359</td>
<td>8% Increase</td>
</tr>
<tr>
<td>3e</td>
<td>Transferred out to a non-United Methodist Church</td>
<td>617</td>
<td>747</td>
<td>21% Increase</td>
</tr>
<tr>
<td>3f</td>
<td>Removed by death/deceased</td>
<td>3,424</td>
<td>3,332</td>
<td>2% Decrease</td>
</tr>
<tr>
<td>4</td>
<td>TOTAL PROFESSING MEMBERS reported at the close of this year</td>
<td>271,621</td>
<td>267,233</td>
<td>1% Decrease</td>
</tr>
<tr>
<td>5a</td>
<td>Asian</td>
<td>879</td>
<td>882</td>
<td>Less than 1% Decrease</td>
</tr>
<tr>
<td>5b</td>
<td>Black</td>
<td>12,390</td>
<td>12,109</td>
<td>2% Decrease</td>
</tr>
<tr>
<td>5c</td>
<td>Hispanic/Latino</td>
<td>1,607</td>
<td>1,593</td>
<td>Less than 1% Decrease</td>
</tr>
<tr>
<td>5d</td>
<td>Native American</td>
<td>386</td>
<td>378</td>
<td>2% Decrease</td>
</tr>
<tr>
<td>5e</td>
<td>Pacific Islander</td>
<td>81</td>
<td>79</td>
<td>2% Decrease</td>
</tr>
<tr>
<td>5f</td>
<td>White</td>
<td>255,422</td>
<td>251,443</td>
<td>1% Decrease</td>
</tr>
<tr>
<td>5g</td>
<td>Multiracial</td>
<td>856</td>
<td>897</td>
<td>4% Increase</td>
</tr>
<tr>
<td>6</td>
<td>TOTAL MEMBERSHIP ETHNICITY</td>
<td>271,621</td>
<td>267,381</td>
<td>1% Decrease</td>
</tr>
<tr>
<td>6a</td>
<td>Female</td>
<td>152,077</td>
<td>149,876</td>
<td>1% Decrease</td>
</tr>
<tr>
<td>6b</td>
<td>Male</td>
<td>119,544</td>
<td>117,504</td>
<td>1% Decrease</td>
</tr>
<tr>
<td>6</td>
<td>TOTAL MEMBERSHIP GENDER</td>
<td>271,621</td>
<td>267,380</td>
<td>1% Decrease</td>
</tr>
<tr>
<td>7</td>
<td>Average attendance at all weekly worship services</td>
<td>97,754</td>
<td>94,712</td>
<td>3% Decrease</td>
</tr>
<tr>
<td>7a</td>
<td>Number of persons who worship online</td>
<td>14,106</td>
<td>27,576</td>
<td>95% Increase</td>
</tr>
<tr>
<td>8a</td>
<td>Number of persons baptized this year (0-12 Years)</td>
<td>1,341</td>
<td>1,201</td>
<td>10% Decrease</td>
</tr>
<tr>
<td>8b</td>
<td>Number of persons baptized this year (ages 13 or older)</td>
<td>730</td>
<td>559</td>
<td>23% Decrease</td>
</tr>
<tr>
<td>8</td>
<td>Total number of persons baptized this year (sum of 8a+8b)</td>
<td>2,071</td>
<td>1,760</td>
<td>15% Decrease</td>
</tr>
<tr>
<td>9</td>
<td>Total Baptized Members who have not become Professing Members</td>
<td>22,037</td>
<td>20,929</td>
<td>5% Decrease</td>
</tr>
<tr>
<td>10</td>
<td>Number of other constituents of the church</td>
<td>56,975</td>
<td>55,962</td>
<td>1% Decrease</td>
</tr>
<tr>
<td>11a</td>
<td>Number of CHILDREN CFG participants and leaders (ages 0-11)</td>
<td>26,049</td>
<td>24,647</td>
<td>5% Decrease</td>
</tr>
<tr>
<td>11b</td>
<td>Number of YOUTH CFG participants and leaders (ages 12-18)</td>
<td>15,326</td>
<td>15,158</td>
<td>1% Decrease</td>
</tr>
<tr>
<td>11c</td>
<td>Number of YOUNG ADULTS CFG participants and leaders (ages 19-30)</td>
<td>7,573</td>
<td>7,054</td>
<td>6% Decrease</td>
</tr>
<tr>
<td>11d</td>
<td>Number of OTHER ADULT CFG participants and leaders (ages 31+)</td>
<td>58,272</td>
<td>57,147</td>
<td>1% Decrease</td>
</tr>
<tr>
<td>11</td>
<td>TOTAL Christian Formation Group Participants (Total of lines 11a-d)</td>
<td>107,220</td>
<td>104,006</td>
<td>2% Decrease</td>
</tr>
<tr>
<td>12</td>
<td>Total enrolled in confirmation preparation classes this year</td>
<td>1,840</td>
<td>1,600</td>
<td>13% Decrease</td>
</tr>
<tr>
<td>13</td>
<td>Average weekly attendance (all ages) in Sunday Church School or other weekly education classes</td>
<td>39,393</td>
<td>38,214</td>
<td>2% Decrease</td>
</tr>
<tr>
<td>14</td>
<td>Number of participants in Vacation Bible School</td>
<td>36,209</td>
<td>34,359</td>
<td>5% Decrease</td>
</tr>
<tr>
<td>15</td>
<td>Number of ongoing Sunday Church School Classes offered</td>
<td>4,714</td>
<td>4,473</td>
<td>5% Decrease</td>
</tr>
<tr>
<td>16</td>
<td>Number of ongoing small groups, support groups, or classes offered (other than Sunday Church School)</td>
<td>4,335</td>
<td>4,394</td>
<td>1% Increase</td>
</tr>
</tbody>
</table>
### STATISTICAL REPORT FOR 2019

#### Page 2 of 3

<table>
<thead>
<tr>
<th>Line</th>
<th>Description</th>
<th>2018</th>
<th>2019</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>16a</td>
<td>Of your groups reported in Line 16, how many are Gracious Accountability (GA) Discipleship Groups?</td>
<td>609</td>
<td>690</td>
<td>13% Increase</td>
</tr>
<tr>
<td>16b</td>
<td>How many participants are there in the GA groups reported in 16a?</td>
<td>5,704</td>
<td>6,432</td>
<td>12% Increase</td>
</tr>
<tr>
<td>17</td>
<td>Number of support groups or small groups offered for a short term only</td>
<td>2,311</td>
<td>2,256</td>
<td>2% Decrease</td>
</tr>
<tr>
<td>18a</td>
<td>Membership in United Methodist Men</td>
<td>9,081</td>
<td>8,416</td>
<td>7% Decrease</td>
</tr>
<tr>
<td>18b</td>
<td>Amount paid for projects (UMM)</td>
<td>1,272,739</td>
<td>1,248,928</td>
<td>1% Decrease</td>
</tr>
<tr>
<td>19a</td>
<td>Membership in United Methodist Women</td>
<td>19,940</td>
<td>19,184</td>
<td>3% Decrease</td>
</tr>
<tr>
<td>19b</td>
<td>Amount paid for local church and community work (UMW)</td>
<td>1,734,878</td>
<td>1,759,773</td>
<td>1% Increase</td>
</tr>
</tbody>
</table>

**20a-23 MISSION ENGAGEMENT**

<table>
<thead>
<tr>
<th>Line</th>
<th>Description</th>
<th>2018</th>
<th>2019</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>20a</td>
<td>Number of UMVIM teams sent from this local church</td>
<td>1,862</td>
<td>2,097</td>
<td>12% Increase</td>
</tr>
<tr>
<td>20b</td>
<td>Number of persons sent out on UMVIM teams from this local church</td>
<td>2,255</td>
<td>2,068</td>
<td>8% Decrease</td>
</tr>
<tr>
<td>21</td>
<td>Total Number of community ministries for outreach, justice, and mercy offered by this local church</td>
<td>11,028</td>
<td>11,965</td>
<td>8% Increase</td>
</tr>
<tr>
<td>21a</td>
<td>Of the ministries counted in Line 21, how many focus on global/regional health?</td>
<td>1,336</td>
<td>1,549</td>
<td>15% Increase</td>
</tr>
<tr>
<td>21b</td>
<td>Of the ministries counted in Line 21, how many focus on engaging in ministry with the poor/socially marginalized?</td>
<td>4,420</td>
<td>4,770</td>
<td>7% Increase</td>
</tr>
<tr>
<td>22</td>
<td>Number of persons from your congregation serving in mission/community ministries</td>
<td>74,172</td>
<td>72,796</td>
<td>1% Decrease</td>
</tr>
<tr>
<td>23</td>
<td>Number of persons served by community ministries for outreach, justice, and mercy</td>
<td>2,379,306</td>
<td>2,534,547</td>
<td>6% Increase</td>
</tr>
</tbody>
</table>

**TABLE 2 ASSETS AND EXPENSES**

<table>
<thead>
<tr>
<th>Line</th>
<th>Description</th>
<th>2018</th>
<th>2019</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>24</td>
<td>Market value of church-owned land, buildings, vehicles and equipment</td>
<td>2,489,645,170</td>
<td>2,529,640,932</td>
<td>1% Increase</td>
</tr>
<tr>
<td>25</td>
<td>Market value of financial and other liquid assets</td>
<td>325,250,657</td>
<td>348,018,675</td>
<td>7% Increase</td>
</tr>
<tr>
<td>26</td>
<td>Debt secured by church physical assets</td>
<td>69,413,864</td>
<td>71,932,521</td>
<td>3% Increase</td>
</tr>
<tr>
<td>27</td>
<td>Other debt</td>
<td>4,395,471</td>
<td>3,412,011</td>
<td>22% Decrease</td>
</tr>
</tbody>
</table>

**28a-50 CHURCH EXPENDITURES**

<table>
<thead>
<tr>
<th>Line</th>
<th>Description</th>
<th>2018</th>
<th>2019</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>28a</td>
<td>Amount APPORTIONED to the local church by the CONFERENCE</td>
<td>$16,193,979</td>
<td>$16,109,679</td>
<td>Less than 1% Decrease</td>
</tr>
<tr>
<td>28b</td>
<td>Amount APPORTIONED to the local church by the DISTRICTS</td>
<td>$1,820,480</td>
<td>$1,837,603</td>
<td>Less than 1% Increase</td>
</tr>
</tbody>
</table>

**29a-38 BENEVOLENT GIVING**

<table>
<thead>
<tr>
<th>Line</th>
<th>Description</th>
<th>2018</th>
<th>2019</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>29a</td>
<td>*Amount PAID by the local church to the CONFERENCE for all apportioned causes</td>
<td>$14,349,937</td>
<td>$13,694,558</td>
<td>4% Decrease</td>
</tr>
<tr>
<td>29b</td>
<td>*Amount PAID by the local church to the DISTRICTS for all apportioned causes</td>
<td>$1,686,878</td>
<td>$1,639,619</td>
<td>2% Decrease</td>
</tr>
<tr>
<td>30</td>
<td>*General Advance Specials</td>
<td>$81,249</td>
<td>$0</td>
<td>Current year is $0</td>
</tr>
<tr>
<td>31</td>
<td>*World Service Specials</td>
<td>$656,827</td>
<td>$4,004</td>
<td>99% Decrease</td>
</tr>
<tr>
<td>32</td>
<td>*Annual Conference Advance Specials</td>
<td>$150,665</td>
<td>$0</td>
<td>Current year is $0</td>
</tr>
<tr>
<td>33</td>
<td>*Youth Service Fund</td>
<td>$438</td>
<td>$867</td>
<td>97% Increase</td>
</tr>
<tr>
<td>34</td>
<td>*All other funds sent to Conference for connectional mission and ministry</td>
<td>$38,852</td>
<td>$546,514</td>
<td>1306% Increase</td>
</tr>
<tr>
<td>35</td>
<td>*Total Annual Conference Special Sundays Offerings</td>
<td>$18,554</td>
<td>$0</td>
<td>Current year is $0</td>
</tr>
<tr>
<td>36a</td>
<td>*Human Relations Sunday</td>
<td>$9,593</td>
<td>$7,380</td>
<td>23% Decrease</td>
</tr>
<tr>
<td>36b</td>
<td>*UMCOR Sunday (formerly One Great Hour of Sharing)</td>
<td>$75,913</td>
<td>$58,763</td>
<td>22% Decrease</td>
</tr>
<tr>
<td>36c</td>
<td>*Peace with Justice Sunday</td>
<td>$8,235</td>
<td>$7,234</td>
<td>12% Decrease</td>
</tr>
<tr>
<td>36d</td>
<td>*Native American Ministries Sunday</td>
<td>$11,746</td>
<td>$8,649</td>
<td>26% Decrease</td>
</tr>
<tr>
<td>36e</td>
<td>*World Communion Sunday</td>
<td>$11,020</td>
<td>$10,866</td>
<td>1% Decrease</td>
</tr>
<tr>
<td>36f</td>
<td>*U.M. Student Day</td>
<td>$7,100</td>
<td>$6,313</td>
<td>11% Decrease</td>
</tr>
<tr>
<td>37</td>
<td>Total amount given directly to United Methodist causes (not sent to Conference)</td>
<td>$2,045,238</td>
<td>$1,885,341</td>
<td>7% Decrease</td>
</tr>
<tr>
<td>38</td>
<td>Total amount given to non-United Methodist benevolent and charitable causes</td>
<td>$12,542,574</td>
<td>$12,903,096</td>
<td>2% Increase</td>
</tr>
</tbody>
</table>

**39-45 CLERGY AND STAFF**

<table>
<thead>
<tr>
<th>Line</th>
<th>Description</th>
<th>2018</th>
<th>2019</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>39</td>
<td>Total paid for direct-billed and/or non-apportioned clergy pension and other non-health benefits</td>
<td>$4,972,791</td>
<td>$4,671,485</td>
<td>6% Decrease</td>
</tr>
<tr>
<td>40</td>
<td>Total paid for direct-billed and/or non-apportioned clergy health benefits</td>
<td>$7,412,408</td>
<td>$7,729,835</td>
<td>4% Increase</td>
</tr>
</tbody>
</table>
### STATISTICAL REPORT FOR 2019

**Page 3 of 3**

#### Line Description

<table>
<thead>
<tr>
<th>Line</th>
<th>Description</th>
<th>2018</th>
<th>2019</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>41a</td>
<td>Base compensation paid to/for the Senior Pastor or other person assigned or</td>
<td>$36,137,509</td>
<td>$36,482,920</td>
<td>Less than 1% Increase</td>
</tr>
<tr>
<td></td>
<td>appointed in the lead pastoral role to the church (this person could be</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>anyone, as long as he/she is assigned or appointed to the lead pastor role).</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>41b</td>
<td>Base compensation paid to/for all Associate Pastor(s) and other pastoral</td>
<td>$5,640,028</td>
<td>$5,788,526</td>
<td>2% Increase</td>
</tr>
<tr>
<td></td>
<td>staff assigned or appointed to the church. Include deacons and other clergy</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>in this role.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>41c</td>
<td>Base compensation paid to/for any Deacons not included in 41a or 41b.</td>
<td>$338,044</td>
<td>$240,162</td>
<td>28% Decrease</td>
</tr>
<tr>
<td>42a</td>
<td>Housing benefits paid to/for Lead Pastor or person in lead pastoral role as</td>
<td>$3,642,833</td>
<td>$3,971,855</td>
<td>9% Increase</td>
</tr>
<tr>
<td></td>
<td>described in 41a.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>42b</td>
<td>Housing benefits paid to/for all Associate Pastor(s) and other pastoral staff</td>
<td>$1,197,929</td>
<td>$1,227,950</td>
<td>2% Increase</td>
</tr>
<tr>
<td></td>
<td>assigned or appointed to the church. Include deacons and other clergy in this</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>role.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>42c</td>
<td>Housing benefits paid to/for any Deacons not included in 41a or 41b.</td>
<td>$68,566</td>
<td>$53,546</td>
<td>21% Decrease</td>
</tr>
<tr>
<td>43</td>
<td>Total amount paid to pastor and associate(s) for accountable reimbursements</td>
<td>$1,953,240</td>
<td>$1,975,690</td>
<td>1% Increase</td>
</tr>
<tr>
<td></td>
<td>(non accountable)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>44</td>
<td>Total amount paid to pastor and associate(s) for any other cash allowances</td>
<td>$456,685</td>
<td>$293,296</td>
<td>35% Decrease</td>
</tr>
<tr>
<td></td>
<td>(unidentified)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>45</td>
<td>Total amount paid in salary and benefits for all other church staff and</td>
<td>$54,574,990</td>
<td>$55,482,304</td>
<td>1% Increase</td>
</tr>
<tr>
<td></td>
<td>diaconal ministers</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>46-49</td>
<td><strong>PROGRAM AND OPERATING</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>46</td>
<td>Total amount spent for local church program expenses</td>
<td>$14,213,806</td>
<td>$14,450,708</td>
<td>1% Increase</td>
</tr>
<tr>
<td>47</td>
<td>Total amount spent for other local church operating expenses</td>
<td>$50,703,902</td>
<td>$51,246,238</td>
<td>1% Increase</td>
</tr>
<tr>
<td>48</td>
<td>Total amount paid for principal and interest on indebtedness, loans,</td>
<td>$11,850,522</td>
<td>$12,384,857</td>
<td>4% Increase</td>
</tr>
<tr>
<td></td>
<td>mortgages, etc.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>49</td>
<td>Total amount paid on capital expenditures for building, improvements, and</td>
<td>$26,096,780</td>
<td>$40,100,005</td>
<td>53% Increase</td>
</tr>
<tr>
<td></td>
<td>major equipment purchases</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>50</td>
<td><strong>TOTAL CHURCH EXPENSES</strong></td>
<td>$250,954,849</td>
<td>$266,795,180</td>
<td>6% Increase</td>
</tr>
</tbody>
</table>

#### TABLE 3: INCOME

<table>
<thead>
<tr>
<th>Line</th>
<th>Description</th>
<th>2018</th>
<th>2019</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>51</td>
<td>Number of giving units</td>
<td>96,388</td>
<td>92,659</td>
<td>3% Decrease</td>
</tr>
<tr>
<td>52a</td>
<td><strong>RECEIVED FOR ANNUAL BUDGET/SPENDING PLAN</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>52b</td>
<td>Amount received through pledges</td>
<td>$73,742,942</td>
<td>$69,944,410</td>
<td>5% Decrease</td>
</tr>
<tr>
<td>52c</td>
<td>Amount received from non-pledging,</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>but identified givers</td>
<td>$125,324,910</td>
<td>$129,195,513</td>
<td>3% Increase</td>
</tr>
<tr>
<td>52d</td>
<td>Amount received from unidentified</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>givers</td>
<td>$5,625,055</td>
<td>$5,427,692</td>
<td>3% Decrease</td>
</tr>
<tr>
<td>52e</td>
<td>Amount received from interest and</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>dividends and/or transferred from</td>
<td>$2,140,995</td>
<td>$2,743,033</td>
<td>28% Increase</td>
</tr>
<tr>
<td></td>
<td>liquid assets</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>52f</td>
<td>Amount received from Sale of Church</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Assets for Budget</td>
<td>$337,810</td>
<td>$295,933</td>
<td>12% Decrease</td>
</tr>
<tr>
<td>52g</td>
<td>Amount received through building</td>
<td>$3,628,338</td>
<td>$3,785,747</td>
<td>4% Increase</td>
</tr>
<tr>
<td></td>
<td>use fees, contributions, and rentals</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>52h</td>
<td>Amount received through fundraisers</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>and other sources</td>
<td>$4,725,220</td>
<td>$4,809,446</td>
<td>1% Increase</td>
</tr>
<tr>
<td>52i</td>
<td>Total income for annual budget/</td>
<td>$215,525,270</td>
<td>$216,201,774</td>
<td>Less than 1% Increase</td>
</tr>
<tr>
<td></td>
<td>spending plan</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>53</td>
<td><strong>RECEIVED FROM CAPITAL CAMPAIGNS AND DESIGNATED RECEIPTS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>53a</td>
<td>Capital campaigns</td>
<td>$13,912,886</td>
<td>$16,178,334</td>
<td>16% Increase</td>
</tr>
<tr>
<td>53b</td>
<td>Memorials, endowments, and</td>
<td>$8,330,257</td>
<td>$11,054,608</td>
<td>32% Increase</td>
</tr>
<tr>
<td></td>
<td>bequests</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>53c</td>
<td>Funds from other sources and</td>
<td>$27,532,792</td>
<td>$13,864,718</td>
<td>49% Decrease</td>
</tr>
<tr>
<td></td>
<td>projects, including sale of</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>buildings</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>53d</td>
<td>Amount received for Special</td>
<td>$5,227,577</td>
<td>$5,256,080</td>
<td>Less than 1% Increase</td>
</tr>
<tr>
<td></td>
<td>Sundays, General Advance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Specials, World Service Specials,</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Conference Advance Specials and</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>other forms of directed</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>benevolent (charitable) giving</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>53</td>
<td>Total income for designated causes</td>
<td>$55,003,512</td>
<td>$46,353,740</td>
<td>15% Decrease</td>
</tr>
<tr>
<td></td>
<td>including capital campaign and</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>other special projects</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>54</td>
<td><strong>INCOME FROM CONNECTIONAL FUNDS AND EXTERNAL SOURCES</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>54a</td>
<td>Equitable Compensation Funds</td>
<td>$126,573</td>
<td>$232,781</td>
<td>83% Increase</td>
</tr>
<tr>
<td></td>
<td>received by Church or Pastor</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>54b</td>
<td>Advance Special, apportioned, and</td>
<td>$980,894</td>
<td>$725,031</td>
<td>26% Decrease</td>
</tr>
<tr>
<td></td>
<td>connectional funds received by</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>church</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>54c</td>
<td>Other grants and financial</td>
<td>$2,235,291</td>
<td>$2,188,957</td>
<td>Less than 1% Decrease</td>
</tr>
<tr>
<td></td>
<td>support from institutional sources</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>54</td>
<td>Total income from connectional</td>
<td>$3,342,758</td>
<td>$3,176,751</td>
<td>4% Decrease</td>
</tr>
<tr>
<td></td>
<td>and other institutional sources</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>outside the local church</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>55</td>
<td><strong>TOTAL CHURCH INCOME</strong> (Sum of</td>
<td>$273,871,540</td>
<td>$265,722,637</td>
<td>2% Decrease</td>
</tr>
<tr>
<td></td>
<td>Lines 52 + 53 + 54)</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>
VII. PLAN OF ORGANIZATION AND
RULES OF ORDER AND PROCEDURE

PART I. PLAN OF ORGANIZATION

Pursuant to the action of the General Conference of The United Methodist Church as contained in sections IX and X (¶¶ 601-672) of The Book of Discipline (2016), the following plan of organization and rules of order and procedure of the Western North Carolina Annual Conference are hereby established.

A. MEMBERSHIP

1. All clergy of the conference in full connection and provisional and associate membership, and all local pastors under full-time (¶ 318.1) or part-time (¶ 318.2) appointment;
2. One lay member from every pastoral charge of the conference, elected as provided in ¶ 32 of the Discipline; provided, that each pastoral charge served by more than one clergy member under appointment shall be entitled to as many lay members of the conference as there are eligible clergy members appointed to that charge (see 1.a.);
3. The diaconal ministers of the conference;
4. The active deaconesses under episcopal appointment within the bounds of the conference;
5. The conference president of United Methodist Women;
6. The conference president of United Methodist Men;
7. The conference lay leader;
8. The chairperson of the conference college student organization;
9. The district lay leader from each district;
10. The president or equivalent officer of the conference young adult organization;
11. The conference director of lay servant ministries.
12. The conference secretary of global ministries (if lay).
13. Two young persons between the ages of twelve and seventeen and one young person between the ages of eighteen and thirty from each district, elected by the district Program Ministries Council or equivalent structure; and,
14. Such additional lay members as may be necessary to equalize the lay and clergy membership of the conference, as provided below, based on the clergy membership as of July 1 of the previous year.

2. The district shall select from its district additional lay members so that the total number of lay members equals the total number of clergy members. The additional number of lay members from each district shall be determined in an equitable and proportional manner by the conference secretary based upon membership as recorded in the most recent conference Journal. Alternates to such additional lay members may be chosen at the discretion of the district superintendent and district lay leader and may be seated in place of such members who are unable to be present.

3. The completed registration process shall constitute the official membership roll of the annual conference.

4. A quorum for the transaction of business in any annual conference session shall be the number of registered conference members present and voting.

B. OFFICERS

1. The Presiding Officer: The presiding officer of the conference shall be the resident bishop.
2. Conference Secretary: The secretary of the conference shall be elected according to ¶ 603.7 quadrennially by the conference at the annual session of the conference following each General Conference on nomination by the bishop in consultation with the district superintendents Committee on Conference Staff Relations and shall assume full responsibility of the office upon adjournment of the annual session at which he/she is elected, provided that the outgoing secretary shall be responsible for editing and publishing the journal of that session. If a vacancy occurs during the quadrennium, the bishop, after consultation with the district superintendents, shall appoint a person to act until the next annual session, at which time a successor shall be elected as provided herein. Upon nomination by the Committee on Conference Staff Relations, the conference may elect a conference secretary designate for a term which the conference shall determine.
3. Associate and Assistant Secretaries: Upon nomination by the conference secretary, the conference shall annually elect an associate secretary and a sufficient number of assistant secretaries to handle the work of the conference.
4. Conference Treasurer/Director of Administrative Services: At the first session of the conference following the General Conference, a conference treasurer/director of administrative services shall be elected according to ¶ 619 by the conference for the quadrennium upon nomination by the conference Council on Finance and Administration. If a vacancy occurs during the quadrennium, the Council on Finance and Administration shall fill the vacancy until the next session of the conference, at which time a successor shall be elected as provided herein. The DAS shall include the responsibility of the conference statistician and the Conference Benefits Officer.
5. **Conference Chancellor:** Upon nomination by the bishop, the conference may annually elect a layperson who is a member in good standing of one of the local churches of the conference, or a clergyperson who is a member of the annual conference, and who is a member of the bar of the state of North Carolina as conference chancellor to serve as legal advisor to the bishop and to the conference.

6. **Conference Parliamentarian:** A conference parliamentarian may be appointed annually by the bishop after consultation with the district superintendents.

7. **Conference Director of Connectional Ministries:** The conference director of connectional ministries shall function as a communication link between the conference and general church agencies, give leadership in the implementation of ¶ 608 of the *Discipline*, and relate to directors of connectional ministries in annual conferences throughout the connection.

8. **Conference Lay Leader:** The conference lay leader shall be elected for a four-year term by the conference upon nomination by the Board of Laity. No person shall serve more than two consecutive four-year terms in this office. A vacancy in this office during the quadrennium shall be filled by the Board of Laity, which shall name a new lay leader for the remainder of the quadrennium, subject to confirmation at the following annual session of the conference.

C. CONFERENCE ORGANIZATION

1. **Committees on Nominations:**
   a. For the purpose of nominations to the conference entities, there shall be a conference Committee on Nominations, composed of the bishop, who shall be chairperson; the conference secretary, who shall be secretary; the district superintendents; the director of connectional ministries; the assistant to the bishop; the conference lay leader; the conference president of United Methodist Men; the conference president of United Methodist Women; the chairperson of the conference Council on Youth Ministries; a lay leader from each district and two laywomen and two laymen to ensure diversity, elected quadrennially by the conference upon nomination by this committee. Unless otherwise provided herein or by *The Discipline*, all members of conference entities prescribed herein shall be elected by the annual conference upon nomination by the conference Committee on Nominations.
   b. There may be in each district a district Committee on Nominations or equivalent structure, composed of the district superintendent, who shall be chairperson; the district lay leader; and others who could include: the district president of United Methodist Men; the district president of United Methodist Women; a youth; two pastors who have served in the district for at least two years, named by the district superintendent; and two laywomen and two laymen who have been members of The United Methodist Church for at least four years. This committee may prepare nominations from the district for consideration by the conference Committee on Nominations and shall care for other necessary nominations within the district and for action by the conference.
   c. The conference Committee on Nominations shall nominate members of the conference entities to be elected by the annual conference unless otherwise specified herein. Quadrennial nominations shall be submitted to the conference secretary and shall be printed prior to annual conference.
   d. The districts and the conference Committee on Nominations shall take care that each of the various constituencies of the conference is represented throughout the organizational life of the conference insofar as possible. Persons shall be selected for nomination based upon their demonstrated or expressed desire, interest, concern, and/or involvement in the organization of the conference. The foregoing shall not preclude nominations from the floor of the conference at the time of the election (as allowed by *The Book of Discipline*).
   e. Unless otherwise provided by *The Discipline*, the Connectional Table shall act to fill any vacancies on any of the conference entities which shall arise in the interim. Persons so appointed shall hold office until the next regular election of the members of the entities agencies involved.
   f. **Terms of Service:**
      i. Except as hereinafter provided, no person shall serve simultaneously on more than one of the quadrennial or term election entities agencies of the conference, except in cases of ex-officio membership.
      ii. **No person shall serve** for more than eight consecutive years on any one such entity agency, except in cases of ex-officio membership;
      iii. provided, however, in the case of membership on a quadrennial entity agency, that, unless prohibited by *The Discipline*, a person elected to fill an unexpired term of two years or less shall be eligible to serve for a maximum of eight consecutive additional years on the same entity agency.
      iv. and a person elected to fill an unexpired term of more than two years shall be eligible for a maximum of four consecutive additional years on the same entity agency.
      v. The Committee on Episcopacy, the Committee on Nominations, the Conference Committee on Organization and Rules, and the Petitions Committee shall not be included in the prohibition of simultaneous service.
      vi. If a member of said entities agencies is appointed to the district superintendency, his or her entity agency membership shall terminate, unless the membership be ex officio, and any vacancy thus created shall be filled as heretofore set out.
vii. If a member of a conference entity is absent from two consecutive regular meetings of the entity without a reason acceptable to the entity, his or her membership thereon shall cease, and he or she shall be so notified. Such a vacancy shall be filled as heretofore set out.

g. Convening for Organization: The terms of service of the members of quadrennial or term agencies of the conference shall begin July 1. Each agency will organize at an event convened by the bishop and scheduled as soon as possible following the adjournment of the annual conference session at which they were elected.

h. Members of general church boards and agencies will be ex-officio members (with vote) of the conference entity to which the general board or agency most closely aligns, or as indicated in The Book of Discipline.

2. **Connectional Table:** This team shall be constituted quadrennially. The purpose of the Connectional Table is to connect the ministry and resources of the Annual Conference in order to increase and strengthen the number of vital congregations and conference entities and to coordinate, promote, and encourage the development of faithful disciples and fruitful leaders across the conference so that, lives and communities are transformed by the power of God. The Connectional Table shall consist of the chairpersons of the Council on Finance and Administration, the Conference Board of Trustees, the Board of Ordained Ministry, the Leadership Development Team, the Church Vitality Team, the Justice and Reconciliation Team, the Mission Engagement Team, the Council on Camp and Retreat Ministry, and the Board of Higher Education and Campus Ministry; the presidents of United Methodist Women, United Methodist Men, and the Conference Council on Youth Ministries; members of the extended cabinet, the director of church development, the president of the United Methodist Foundation, the conference treasurer/director of administrative services, the director of ministerial services/conference secretary, the director of communications, the director of connectional ministries, the resident bishop, the assistant to the bishop, and a district superintendent. The director of connectional ministries and the conference lay leader shall serve as co-chairpersons. Additional members may be nominated and elected to ensure diversity and inclusiveness. One young adult clergy person shall be a member.

3. **Councils:**

a. **Conference Council on Finance and Administration:** There shall be constituted quadrennially a conference Council on Finance and Administration as provided in ¶ 611 and following of The Book of Discipline. The resident bishop, the assistant to the bishop, the conference treasurer/director of administrative services, and one district superintendent named by the cabinet shall be ex-officio members without vote.

b. **Council on Camp and Retreat Ministry:** This council shall be constituted quadrennially and be composed of eight to twelve members. Special attention will be given to the election of persons knowledgeable and passionate in the areas of camp, retreat, and outdoor ministry, non-profit board experience, and business management. The council will promote all existing WNCC UMC camp and retreat centers. This includes camp facilities and cooperative ministry with the local church, districts, and conference. The council is responsible for establishing, implementing, and maintaining financial oversight of the Camp and Retreat Ministry Endowment fund. The Council will submit a yearly request to the Annual Conference for financial support on behalf of the camp and retreat centers. The council will be a source for support in non-profit board development, will encourage and support sustainable best practices for all current camp and retreat centers, and maintain positive relationships with each of the camps and their staff and board of directors.

A representative of connectional ministries The Conference Coordinator of Camp and Retreat Ministry shall be an ex-officio member without vote.

4. **Boards:**

a. **Board of Trustees:** An incorporated conference Board of Trustees shall be constituted annually as provided in ¶ 2512 of The Discipline. The conference treasurer/director of administrative services, the bishop, the assistant to the bishop, and a cabinet representative shall be ex-officio members without vote.

b. **Board of Ordained Ministry:** This board shall be constituted quadrennially and shall be composed of forty-five elders in full connection, including one district superintendent named by the bishop; nine deacons in full connection; fifteen lay persons, including the conference lay leader; and, at least four associate members or local pastors who have completed the Course of Study; elected as provided in ¶ 635 of the Discipline. The director and associate director of ministerial services shall be ex-officio members without vote.

c. **Board of Laity:** This board shall be constituted quadrennially and shall be composed of the conference lay leader, who shall be president; the president of conference United Methodist Men; the president of conference United Methodist Women; the vice-chairperson of the conference Council on Youth Ministries; the district lay leaders; the conference prayer advocate; twelve lay persons elected to ensure that the total membership of the council is representative of the various constituencies of the conference; and other persons deemed by the board as necessary to its work. The board shall foster an awareness of the role of the laity in achieving the mission of the church, and enabling and supporting lay participation in the planning and decision-making process of the conference, the districts, and the local churches. One district superintendent shall be an ex-officio member without vote.
d. **Board of Pension and Health Benefits:** As specified in ¶ 639 of the Discipline, an incorporated Board of Pension and Health Benefits shall be constituted quadrennially and shall be composed of twelve members, arranged in two classes. The treasurer of the Board of Pension and Health Benefits, Inc., shall be an ex-officio member, without vote. One district superintendent named by the cabinet and the conference treasurer/director of administrative services shall be ex-officio members without vote. As a sub-committee within its structure, the board shall quadrennially appoint a Health Benefits Committee, composed of such members of the board and other persons as the board may determine.

e. **Board of Higher Education and Campus Ministry:** This board shall be constituted quadrennially in fulfillment of the portions of ¶ 634 of the Discipline pertaining to campus ministry and shall be composed of twelve members, nominated by the conference Committee on Nominations and elected by the conference, with special attention being given to the election of persons knowledgeable in the areas of campus ministry, finance, marketing, and management. The associate director of ministerial services, shall be an ex-officio member without vote.

5. **Ministry Teams:** There shall be constituted quadrennially four Ministry Teams of the Annual Conference:

a. **A Church Vitality Team** consisting of 12-15 persons. The team will provide vision for and oversee the structures, processes and resources needed, to help existing church leaders know and practice vitality; help potential planting partners in finding, assessing and equipping leaders for new church development; assess effectiveness of current resources; learn and share best practices; and, coordinate funding for vitality and development projects. The nominations committee will name the chairperson and vice-chairperson of the committee and other officers will be chosen as needed by the committee. One member will be chosen by each District Church Vitality Team, resulting in 8 members. Other team members are to be nominated on the basis of giftedness and passion for the particular ministries for which the team is responsible. Conference staff members serve on the team for organizational support and to encourage the full implementation of team initiatives, without vote.

b. **A Justice and Reconciliation Team** consisting of 12-15 persons. This team will promote excellence and fruitfulness in congregational life and ecclesial structures that reflect the full diversity of the reign of God; works of justice bringing reform to social, ecclesial, and civic structures and institutions; and, participation of all the people of God in realizing the vision of following Jesus, making disciples and transforming the world. Included in the membership will be conveners of the following groups, named by the nominating committee: Religion and Race, the Status and Role of Women, African American Ministries, Asian American Ministries, Native American Ministries, Hispanic/Latino Ministries, and Ministries of Creation Care led by a Conference Earth-keeper. Each of these groups will be convened within 30 days of the organizational meeting by gathering persons with a passion for the ministry involved. The Justice and Reconciliation Team shall have a task force that will review the Ethnic Local Church Concerns grants. The work of Church and Society and Christian Unity and Interreligious Relationships, Peace with Justice Ministries, and the ministries and connection to the NC Council of Churches are a part of this team. The nominations committee will name the chairperson and vice-chairperson of the committee and other officers will be chosen as needed by the committee. Team members are to be nominated on the basis of giftedness and passion for the particular ministries for which the team is responsible. Conference staff members serve on the team for organizational support and to encourage the full implementation of team initiatives, without vote.

c. **A Leadership Development Team** consisting of 12-15 persons. The purpose of leadership development is “To grow the capacity of leaders to Follow Jesus, Make Disciples, and Transform the World.” The task is to help shape a culture where life-long growth and development are expected to promote and support life-long fruitful ministries. The team will promote leadership excellence among congregational ministers (both clergy and lay professionals). It will also champion the development of the future leaders of the church with special emphasis on youth and young adults. Finally, it will encourage congregational ministers in the development of leadership among the laity within the congregation. The team will network with those entities in the conference who share in its purpose. The nominations committee will name the chairperson and vice-chairperson of the committee and other officers will be chosen as needed by the committee. Team members are to be nominated on the basis of giftedness and passion for the particular ministries for which the team is responsible. Conference staff members serve on the team for organizational support and to encourage the full implementation of team initiatives, without vote.

d. **A Mission Engagement Team** consisting of 12-15 persons. The team will engage and actively facilitate the connection of congregations and disciples to service in their local communities and the world at large. They will work to encourage general church mission efforts and emphases, provide appropriate avenues for training of mission leaders, and promote and foster abiding relationships with mission projects and mission workers throughout the world. This will include the traditional work areas of Disaster Response Ministry, the Mission Response Center, Volunteers in Mission Building Teams, and other historically related ministries. The nominations committee will name the chairperson and vice-chairperson of the committee and other officers will be chosen as needed by the committee. Team members are to be nominated on the basis of giftedness and passion for extending the mission witness of the conference. Conference staff members serve on the team for organizational support and to encourage the full implementation of team initiatives, without vote.
6. Administrative Commissions:
   a. **Commission on Archives and History:** This commission shall be constituted quadrennially (¶ 641) and shall be composed of twelve members at large, the conference secretary, and the president or designated representative of the executive committee of the Conference Historical Society. The conference archivist shall be an ex-officio member without vote. Its membership shall not be subject to the limitations on terms of service set forth above.
   b. **Commission on Communications:** This commission shall be constituted quadrennially and shall be composed of twelve elected members at large, up to five additional members selected by the commission for expertise in the areas of communication and technology. It shall function as a service agency for the entire conference in the area of communication and interpretation. The conference director of communications shall be an ex-officio member without vote.
   c. **Commission on Equitable Compensation:** As specified in ¶ 625 of *The Discipline*, this commission shall be constituted quadrennially and shall be composed of fourteen persons, plus one district superintendent, named by the cabinet. The fourteen elected members shall consist of seven lay persons and seven clergy persons, including at least one lay person and one clergy person from charges of fewer than two hundred members which are receiving equitable compensation funds at the time of the election of commission members. The assistant to the bishop and one district superintendent shall be ex-officio members without vote.

7. Committees:
   a. **Committee on Conference Staff Relations:** This committee shall be constituted quadrennially and shall be composed of the bishop; the assistant to the bishop, the conference treasurer, the conference lay leader; the president of the conference Council on Finance and Administration; and the following members at-large: two ordained elders, one deacon in full connection, and three lay persons. The director of human resources shall serve as an ex-officio member of the committee, without vote. The chairperson shall be elected by the committee from among the at-large members. The committee shall support and provide oversight to the work of the human resources department within the annual conference.
   b. **Petitions Committee:** This committee shall be constituted quadrennially in order to do the following: (a) receive and review petitions to the annual conference; (b) prepare a calendar of petitions for each plenary session; and, (c) ensure that all petitions are in front of the conference until adjournment. This committee shall consist of 4-6 members, reflecting the diversity of the conference. The conference secretary shall be an ex-officio member without vote.
   c. **Conference Committee on Organization and Rules:** This committee shall be constituted quadrennially and shall be the primary steward of the Western North Carolina Plan of Organization and Rules of Order. Its work shall include the following: receive and review proposed changes and/or additions to the Plan of Organization and Rules of Order and report to the annual conference recommended changes to the Plan of Organization and Rules of Order to keep them in compliance with *The Book of Discipline*. This committee shall consist of 4-6 members, reflecting the diversity of the conference. The conference secretary, resident bishop, and director of connectional ministries shall be ex-officio members without vote.
   d. The following committees shall be constituted as required by *The Book of Discipline*: Committee on Episcopacy (¶ 637), Episcopal Residence Committee (¶ 638), Committees on Investigation (¶ 2703), Administrative Review Committee (¶ 636), and Joint Committee on Medical Leave (¶ 652).

**D. CONFERENCE JOURNAL**

1. The conference secretary shall be the editor of the conference journal, assisted by the conference statistician in the publication of statistical data.
2. The journal shall be edited in keeping with the *Discipline* and other regulations of the General Conference and the Southeastern Jurisdictional Conference under the direction of the Committee on the Annual Conference Meeting.
3. The annual journal shall contain the proceedings of the most recent conference session and the statistical tables for the calendar year preceding that session.
4. In the event that the plan of organization and rules of order and procedure of the conference are published apart from the journal, this document shall be considered part of the journal.
5. In view of the obvious difficulties and inequities involved in singling out one or more persons worthy of special recognition, the journal shall not be dedicated to the memory or honor of any person.

**E. DISTRICTS, DISTRICT CONFERENCES, AND DISTRICT COUNCILS**

1. There shall be a total of eight districts in this annual conference, the boundaries of which shall be determined by the bishop after consultation with the cabinet.
2. At the discretion of the district superintendent, a District Conference may be held in each district (according to Chapter 4, Section X, ¶ 658ff of *The 2016 Book of Discipline*.) The membership of a District Conference shall consist of the lay and clergy members of the district of the Annual Conference session of the current calendar year.
3. The district lay leaders shall be selected by the district for a four-year term and confirmed by the annual conference. No person shall serve as a district lay leader for more than two consecutive terms.
4. District organization for missional purposes and impact: Each district may organize leadership teams that carry out the strategy and mission of the district within its context. Each team will reflect the diversity of the district.

5. The district Board of Church Location and Building (¶ 2519), the district Board of Trustees (¶ 2518), the district Committee on the Ordained Ministry (¶ 666), and the Committee on District Superintendency (¶ 669) shall be organized in each district as provided for in The Book of Discipline.

F. ELECTION OF DELEGATES TO GENERAL AND JURISDICTIONAL CONFERENCES

1. Lay and clergy members as designated by The Book of Discipline shall be eligible to vote and to be elected as a delegate.

2. Those voting must vote within the voting bar of the conference and at the time specified by the presiding officer for that ballot. Ballots shall be cast only in the manner provided and designated by the conference.

3. Vote counting procedures shall be the responsibility of the conference secretary, assisted by tellers duly elected by the conference from among the lay members and the ordained ministerial members in full connection upon nomination by the district superintendents. In addition, upon nomination by the conference secretary, the conference shall elect two chief lay tellers from among the lay members of the conference and two chief ordained ministerial tellers from among the ordained ministerial members of the conference in full connection.

4. A simple majority of the valid ballots cast shall be required for election.

5. The results of the ballots shall be announced by the presiding officer as follows:
   a. First Ballot for General Conference Delegates and First Ballot for Jurisdictional Conference Delegates: The names of all persons receiving ten or more votes shall be announced, with the total vote for each, in descending order.
   b. Second Ballots: The names of all persons receiving twenty votes or more shall be announced.
   c. Third and All Subsequent Ballots: The names of all persons receiving thirty or more votes shall be announced.

NOTE: A person’s name not being announced because his or her vote total was less than the number necessary for announcement does not mean that the person is necessarily ineligible for election.

6. Individual ballots shall be valid only when cast for the prescribed number of eligible persons to be elected on each ballot and cast in the manner provided for and designated by the conference. Inclusion of the name of a person already elected, the name of an ineligible person, or an illegible name shall invalidate that entire individual ballot. Adjudication of illegibility shall be the responsibility of the chief tellers.

PART II. RULES OF ORDER

A. PRESIDING OFFICER:

Rule 1. Authority of the Chairperson: The resident bishop or the presiding officer designated by the bishop to preside in the bishop’s temporary absence shall be the chairperson of the conference. The chairperson shall decide points of order raised by the members and shall rule on points of order not raised by the members as the chairperson deems necessary to conform to these rules of order, subject, in both cases, to an appeal to the conference by any member without debate, except that the chairperson and the appellant, in that order, shall each have five minutes for a statement in support of their respective positions. A tie vote in the case of appeal shall sustain the chairperson. When any member raises a point of order, the member shall cite, by number, the rule alleged to have been violated. The chairperson shall have the right to recess a session of the conference at any time in the chairperson’s discretion and to reconvene at such a time as the chairperson shall announce, with only members, authorized personnel, and authorized guests permitted to attend such a session following recess.

B. RIGHTS AND DUTIES OF MEMBERS:

Rule 2. Frequency and Length of Speeches: No member shall speak a second time on the same question if any member who has not spoken desires the floor, no more than twice on the same subject under the same motion, and no longer than three minutes unless the member’s time shall be extended by the conference, except as provided in Rule 24. This three-minute limit may be reduced by a majority vote of the conference at any time and for any period of duration. The provisions of this rule shall likewise apply to the asking of a question or questions by an individual and to answers to that individual by the person or agency to whom the questions are directed.

Rule 3. Total Time for Debate on an Individual Proposal: When a proposal is to be presented as the main motion for debate, the conference may, by majority vote upon motion by any member, set a time limit for the total debate on that question, including any amendments or other secondary motions related thereto, provided that such limitation shall not be construed to conflict with Rule 2 or Rule 24. If such a limitation is set, the chairperson may direct the coordinator of calendar to allocate the total time among speakers for and against the question by such means as the coordinator deems appropriate, consistent with the provisions of Rule 2, and provided that the previous question may be ordered at any time as specified in Rule 20.

Rule 4. Voting Bar of the Conference: At the organizational session of the conference, the voting bar of the plenary sessions of the conference shall be set by vote of the members. When a vote is taken on any question, only those members within the voting bar of the conference shall be entitled to vote.
Rule 5. Voting Procedure: Voting shall be by show of hands or otherwise as ordered by the chairperson or by the conference. At the discretion of the chairperson, a count vote may be taken. A count vote may also be ordered at the call of any member supported by one third of the members present and voting, in which case the members shall rise from their seats and be counted. The count shall be made by tellers appointed by the conference secretary and shall include the votes of members in the portions of the voting bar separate from the main assembly. No other business shall be in order when a vote is being taken or when the previous question has been ordered, unless the process is completed, except such as relates to the vote itself, or that which can be appropriately fitted into the time while waiting for the report of the tellers on a count vote.

Rule 6. Division of Question: Before a vote is taken, any member shall have the right to call for a division of any question, if it is subject to such division as the member indicates. If no member objects, the division shall be made. If there is objection, the chairperson shall put the question of division to vote, not waiting for a second.

C. BUSINESS PROCEDURE:

Rule 7. Organizational Session: The opening or organizational session of the conference shall include at least the following:

a. Roll call of conference members (see Part I.A.3).

b. Setting of the voting bar (see Rule 4).

c. Adoption of conference agenda.


e. Ordering to record of reports of boards and agencies not requiring conference action.

f. Election of associate and assistant secretaries and associate and assistant statisticians.

g. Election of coordinator of calendar (if warranted).

h. Announcement of necessary revisions of printed reports and recommendations.

Rule 8. Petitions: Petitions may be made to the conference by conference entities; the cabinet; lay and clergy members of the conference; councils, boards, and committees of the districts of the conference; and councils, boards, committees, and professing members of local churches of the conference. Each petition must be submitted to the conference secretary in writing, preferably by electronic means, by a date determined and announced by the conference secretary prior to the convening of the conference; must be signed by the maker(s) thereof (understood to mean the chairperson and secretary in the case of a petitioning group); and must contain information sufficient to validate the source (church or charge name, district, address, email address, etc.). Any petition containing personal references or dealing in personalities may be returned to the originator(s) with an explanation. The petitions committee shall review all petitions and assign a number and give a subject title to each petition prior to its publication.

Rule 9. Pre-Conference Publications:

a. Booklet of Program and Reports: All annual reports and petitions of conference entities shall be submitted in writing, preferably by electronic means, to the conference secretary by a designated date prior to the convening of the conference. Under the direction of the secretary, this publication shall be made available electronically for print.

b. Supplement: A Supplement to the booklet of Program and Reports shall be distributed to the members of the conference at the time of registration of members.

Rule 10. Referral of Matters with Financial Implications: All petitions and motions requesting a special offering or financial appeal or otherwise having financial implications for conference funds shall be referred to the conference Council on Finance and Administration, which shall offer its recommendations concerning the matter prior to action by the annual conference.

Rule 11. Consideration of Business Items: All petitions and other motions, including proposed amendments to the plan of organization and rules of order, printed and distributed in accordance with Rule 9, subject to correction of grammatical and editorial errors, shall be the property of the conference at the time of the opening of the conference without formal reading and shall be in order for consideration at any time thereafter.

Rule 12. Availability of Conference Actions: No later than ten days after the adjournment of the annual session, the conference secretary shall provide copies of all resolutions, proposals, and recommendations acted upon by the conference to the bishop, the conference director of connectional ministries, and the conference director of communications.

Rule 13. Special Study Reports: Special study reports ordered by a previous annual session shall be presented directly to the organizational session of the conference for such disposition as the conference may make, including referral if the conference so chooses.

Rule 14. Distribution of Unofficial Material: No leaflet, brochure, questionnaire, or other material shall be distributed on the floor of the conference or in the registration area except by prior approval of the Conference Secretarial Staff Committee on the Annual Conference Meeting or by the order of the conference.
Rule 15. Consent Calendar: All petitions from conference entities printed in the booklet of Program and Reports, with the exception of the proposals of the Council on Finance and Administration concerning conference funds and financial policies, and upon recommendation of the petitions committee, shall constitute the consent calendar and shall be so designated in that booklet. At the request of any member, the conference may, by majority vote, lift any item from the consent calendar for consideration in plenary session. All items not lifted from the consent calendar shall be acted upon at one time in plenary session at such time as the chairperson shall direct. The proposals of the Council on Finance and Administration related to conference funds and financial policies, petitions which have been lifted from the consent calendar, and other petitions conforming to Rule 8 shall be presented for conference action in plenary session.

Rule 16. Undebatable Motions: The following motions shall be acted upon without debate:

a. To adjourn, when unqualified, except to adjourn the conference finally.
b. To suspend the rules.
c. To lay on the table, except as provided in Rule 24.
d. To take from the table.
e. To call for the previous question.
f. To reconsider a non-debatable motion.
g. To limit or extend the limits of debate.
h. To call for the order of the day.

Rule 17. Precedence of Secondary Motions: If any one or more of the following motions shall be made when one or more other motions are pending, the order of their precedence in relation to one another shall be in the following order:

a. To fix the time to which the conference shall adjourn, which motion is subject to amendment or may be laid on the table.
b. To adjourn.
c. To take recess.
d. To lay on the table.
e. To order the previous question.
f. To limit or extend the limits of debate.
g. To postpone to a given time.
h. To commit or refer.
i. To amend or substitute (one amendment being allowed to an amendment).
j. To postpone indefinitely.

Rule 18. Referring Reports: The conference may refer any report, recommendation, or resolution, or any part thereof, which is before the conference for consideration, or any amendment offered thereto.

Rule 19. Consideration of Substitutes: A substitute motion may be offered for any report, recommendation, or resolution under consideration. The conference shall then first perfect the original, and then perfect the substitute. The question shall then be put first on the motion to substitute, followed by the motion to adopt the report, recommendation, or resolution.

Rule 20. Previous Question: When any member moves the previous question (that is, that the vote now be taken on the motion or motions pending), the member shall indicate to what he or she intends it to apply, if any secondary motion or motions are also pending. If the member does not so indicate, it shall apply only to the immediately pending question. This motion shall be taken without debate and shall require a two-thirds vote of those present and voting for its adoption.

Rule 21. When Motion to Limit or Stop Debate Not in Order: When the conference is considering a petition or other motion, no member, immediately after discussing the pending question and before relinquishing the floor, shall make a motion which, if adopted, would limit or stop debate.

Rule 22. Reconsideration: A motion to reconsider an action of the conference shall be in order at any time if offered by a member who voted with the prevailing side. If the motion it is proposed to reconsider is non-debatable, the motion to reconsider may not be debated (Rule 16).

Rule 23. Calendar: The conference secretary, in consultation with the secretarial staff coordinator of calendar, shall keep a chronological record of orders of the day, reports, and other business items as recommended by the Committee on the Annual Conference Meeting and that will be adopted by the conference as its agenda.

Rule 24. Speakers For and Against: Except for undebatable motions, a question under consideration shall not be adopted until the presiding officer has given opportunity for at least two speeches for and two speeches against said proposal, alternately, so long as any member desires to speak on the other side thereof, provided that the right is claimed before the person presenting the proposal is recognized to close debate. After three speeches for and three speeches against the motion, or when (and after) the previous question has been ordered, the vote on the motion shall then be taken; provided, however, that the person presenting the proposal shall be entitled to speak before the vote is taken. This right to close debate shall prevail in like manner to a limit of two minutes when a vote is about to be taken on a motion to amend, to substitute, to postpone, to refer, or to lay on the table or any other motion whose adoption would vitally affect the matter under consideration.
Rule 25. Consideration of Agenda Items: Items on the agenda of the conference shall be taken up on the day scheduled. Any calendar items for a certain day that are not received on that day or are not completed before adjournment shall not take precedence over calendar items for the day to which said item or items have been postponed. After the calendar items for that day have been completed, postponed calendar items shall be considered.

Rule 26. Motion to Adjourn: The motion to adjourn, when unqualified, shall be taken without debate and shall always be in order, except:
   a. When a member has the floor.
   b. When a question is actually being put, or a vote is being taken, and before it is finally decided.
   c. When the previous question has been ordered and action thereunder is pending.
   d. When a motion to adjourn has been lost and no business or debate has intervened.
   e. When a motion to fix the time to which the conference shall adjourn is pending. The foregoing does not apply to a motion for final adjournment of the conference.

Rule 27. Between sessions of the Annual Conference, the Connectional Table shall be empowered to complete any unfinished or emergent business of the Annual Conference that does not violate The Book of Discipline (2016), Judicial Council rulings, and/or Robert’s Rules of Order.

D. AUTHORITY, SUSPENDING, AMENDING, AND SUPPLEMENTING:

Rule 28. Authority: The plan of organization and rules of order of the annual session of the conference shall be the plan of organization and rules of order of the preceding annual session until and unless they have been amended or modified by the action of the annual conference.

Rule 29. Suspension: The operation of any of the provisions of these rules of order may be suspended at any time by a two-thirds vote of the conference, except as may otherwise be provided by Robert’s Rules of Order.

Rule 30. Amendments: The plan of organization and rules of order may be amended or changed by a two-thirds vote of the conference, provided that the proposed change or amendment has originated in the Conference Committee on Organization and Rules Committee on the Annual Conference Meeting and has been presented to the conference in writing or, if from a source other than this committee, has been presented to the conference in writing and referred to this committee. As identified in the Plan of Organization (E1), the number of districts may not be amended later than the second morning of the annual session. Changes and amendments printed in the booklet of Program and Reports shall be in order for consideration by the conference at any time during the annual session, provided that notice of such shall have been given in writing to the Conference Committee on Organization and Rules Committee on the Annual Conference Meeting prior to the opening of conference (see Rule 11). Otherwise, no proposed change or amendment shall be submitted to vote until and unless one day has elapsed from the initial presentation to the conference.

Rule 31. Supplemental Authority: In any parliamentary situation not clearly covered by the plan of organization and rules of order, the conference shall be governed in its actions by the current edition of Robert’s Rules of Order.

Rule 32. Telephonic or Virtual Meetings of the Annual Conference:
   A. Annual Conference Session. Upon a determination of exigent circumstances (such as war, civil emergency, public health emergency, natural disaster, terrorism, economic disaster, or similar events), in the discretion of the Bishop and majority of the cabinet, any regular and/or specially called meetings of the Annual Conference may be held telephonically or virtually, including both the general session or the clergy session of the Annual Conference.
   B. Notification of such meetings shall be subject to the requirements for Annual Conference meetings specified in The Book of Discipline. The notice of an electronic meeting must include an adequate description of how to participate in it (for example, the telephone number to call for a teleconference must be provided, URL, etc.).
   C. The conferencing platform must ensure that all people participating in the meeting can hear each other, can vote (if so entitled) and can have their attendance and vote recorded.
   D. The Bishop and a majority of the cabinet shall set the rules and procedures for credentialing, parliamentary process, balloting and voting and shall publish those rules at least thirty (30) days prior to the session.
   E. Conference Boards, Councils, Committees, and Teams may also conduct telephonic or virtual meetings, unless their governing documents expressly provide otherwise. If any such bodies have already adopted rules regarding such meetings, their own rules and procedures shall control but they must, at a minimum, provide adequate notice to participants of the meeting(s) and agenda and allow all participants to participate, hear, speak and vote. This rule shall in no way apply to separately incorporated entities governed by the North Carolina Non-Profit Corporation Act or the North Carolina Limited Liability Company Act.
2016-2020 Quadrennium:  
Four Focus Areas  
The United Methodist Church  
The church is called to be a Christ-centered, disciple-making, transformational community

Vital Congregations:  
Creating and Sustaining New Places for New People  
- One million new disciples who profess their faith through new and renewed communities around the world.  
- Double the number of highly vital congregations excelling in the five markers of vitality: disciples in worship, new disciples (professions of faith), disciples in small groups, disciples in mission, and giving to mission.

Calling and Shaping Principled Christian Leaders  
Equipping 3 million people across the connection to be “difference makers,” called out to serve as principled Christian leaders in our world today.

Ministry with the Poor  
Build 400 vibrant, flourishing, and transforming communities addressing issues of poverty and ministry with the poor, particularly with children.

Abundant Health for All  
Reach 1 million children with life-saving interventions.

Read stories about ways United Methodists follow Jesus, make disciples, and transform the world at http://www.umc.org/how-we-serve/four-areas-of-focus-overview

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