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2019 Annual Conference Session Handbook

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Dear Sisters and Brothers in Christ,

Welcome to the 2019 North Georgia Annual Conference of The United Methodist Church. I have been praying for you and for our church daily as we gather for this 153rd session of the Annual Conference.

Our conference theme this year is “One With Each Other,” as we continue to live into our prayer from our communion liturgy that we may be “one with Christ, one with each other, and one in ministry to all the world.”

This week we will endeavor to go deeper into being “one with each other” as we are led by the Rev. Dr. Gary Mason, the Director of Rethinking Conflict, a faith-based organization with a mission for peace making. Dr Mason is a Methodist clergyperson based in Belfast, Northern Ireland who works internationally with opposing political and faith groups to bring about peace and reconciliation. Our inspiring preachers for the worship services include David Naglee, Alice Rogers and Michael McQueen. On Tuesday evening, following adjournment of the afternoon session, Conference members are invited to enjoy a barbeque dinner and hands-on mission activity hosted by our related agencies. Throughout the week we will sing, eat, conference and pray together.

We will collect a special offering during our service of remembrance to benefit the Pastoral Care Program of Wesley Woods. At Thursday’s ordination service we will collect an offering for the Ministerial Education Fund that supports the education of future clergy. Our United Methodist connection shines as churches across North Georgia come together to help fund valuable ministry.

You’ll notice that we will utilize our time this Annual Conference in different ways than years past. We ask that you read the reports in this Annual Conference Handbook. This is your record and information on our shared mission and ministry.

Please join me in preparing for our time together by praying for one another. We are beloved companions on the journey and it is a blessing to work beside you as we share Christ’s love with the world.



Grace and peace to you,

Anne Haupt-Johnson

Host Committee Letter

Dear Members of the 2019 Annual Conference,

On behalf of the Athens-Elberton District and host committee, welcome back to Athens! The Conference theme this year is “One With Each Other.” Our time together begins with Lay Candidate Forum and Clergy Executive Session at 10 a.m., **Tuesday, June 11**, and ends **Friday, June 14**. Information about the conference is in this handbook. Please take time to read it. The information and a registration link are available on the conference website, www.ngumc.org. For those attending annual conference for the first time, orientation to Athens and the Classic Center will be held at 9:00 a.m., Tuesday, June 11. Please check posted schedules for updated location of meals and events.

Remember, each member to the 2019 Annual Conference is responsible for his or her own lodging arrangements. A list of area hotels is on the conference website, www.ngumc.org. Lower rates come by mentioning that you are a part of the North Georgia UM Annual Conference. If you need housing assistance, contact the Athens Convention and Visitors Bureau at 706-357-4434. If you made reservations last year, confirm them and verify the nights of stay. PLEASE cancel any reservations you do not plan on using.

Use your Parking Permit in the handbook for complimentary parking at three sites: The Classic Center, the county parking deck across from the Classic Center, and the UGA North Campus deck (with shuttle services provided). Additional handicapped parking is available at covered meters. Regular street parking meter fees extend 8:00 a.m.-10:00 p.m. and are strictly enforced with stiff fines.

Athens is filled with a variety of restaurants within walking distance of the Classic Center. As in past years, breakfast and lunch vendors will be available at the Classic Center. Certain meal events require online reservations that must be made by June 4. Those tickets will be distributed in the Lower Level of Foundry Building adjacent to Registration. There is no Red Cross Blood Drive this year.

Again, welcome. May God’s will prevail as we attend to making disciples for the transformation of the world.

Brian Clark, District Superintendent
Leon Jourolmon and Dianne Morrison, Lay Co-Chairs
Etta Reid, District Lay Leader
Johnny Fowler, Host Committee Chair Emeritus

Annual Conference Theme and Logo
“One With Each Other”



The 2019 North Georgia Annual Conference will center on the prayer found in our United Methodist communion liturgy that we may be “One With Christ, One With Each Other, and One In Ministry To All The World.” Last year, Annual Conference focused on being one with Christ through practice of spiritual disciplines. This year we will focus on being “One With Each Other.”

Our time together will begin and end with Holy Communion and a reminder that the table of Holy Communion is Christ's table and open to anyone who seeks to respond to Christ's love.

Because of this intentional focus on oneness in Christ and the communion table, our logo features the bread and cup. The overlay of diverse faces is meant to represent the diversity of people who make up the congregations and communities of the North Georgia Conference.

Side by side, we will learn together from renowned theologians and people of faith. We will serve together with joy on Tuesday afternoon. We will sing together, eat together, and pray together. Most importantly, at Annual Conference 2019 we will recognize that we do not journey alone, but that with God’s help we may be *“one with Christ, one with each other, and one in ministry to all the world.”*

***“One With Each Other”* Teacher and Speaker Peacebuilding with Gary Mason**

Gary Mason, the 2019 Conference theme speaker, will teach on Peacebuilding. He is a Methodist minister and directs a conflict transformation organization based in Belfast called "Rethinking Conflict." Prior to this he spent 27 years as a Methodist clergy person in parish ministry in Belfast and has played an integral role in the Northern Irish peace process. He played a key role in establishing the \$30 million Skainos project which is a world class urban center developed in a post-conflict society as a model of co-existence and shared space; it is acknowledged as the largest faith-based redevelopment project in Western Europe.



Mason is a close advisor to Protestant ex-combatants on the civilianization efforts of paramilitaries. He was instrumental in facilitating negotiations with paramilitaries and government officials, and in 2007 his contribution was formally recognized by the Queen. In 2009, Mason's church was the stage from which Loyalist paramilitaries announced their weapons decommissioning. Mason has lectured in political and academic forums throughout Europe, South Africa, the Middle East and the United States on lessons from the Irish peace process. He has been interviewed on CNN, BBC, ITV and various radio programs.

He holds a PhD in Psychology from the University of Ulster, completed his theological studies at Queens University, and holds a Bachelor's in Business Studies from the University of Ulster. Gary also holds an honorary doctorate from Florida Southern College for his role in peace building in Ireland.

Gary is a Senior Research Fellow at the Kennedy Institute for Conflict Intervention at Maynooth University in Ireland. He is an Adjunct Professor at the Candler School of theology at Emory University in Atlanta lecturing on reconciliation, peace building, the history of the Northern Ireland conflict, racism, sectarianism and conflict transformation. Gary is a faculty advisor and partner to the Negotiation Strategies Institute, a Harvard University program on negotiation.

Worship Opportunities at 2019 Annual Conference

Morning Communion & Morning Prayer—Empire Room, 7:30 a.m.

A brief service of Word and Table with music is offered Tuesday, Wednesday, Thursday and Friday mornings in the Empire Room of the Foundry Building.

Opening Worship – Service of Word and Table

Tuesday, 2:00 p.m., Grand Hall

Preacher: Bishop Sue Hauptert-Johnson, Resident Bishop

“Clothe Yourselves with Love” Colossians 3:12 - 17

Music: Gerald Lee Ricks and the House Band

Worship Opportunities at 2019 Annual Conference - continued

Anniversary Celebration and Retirement Recognition Service

Wednesday, 11:30 am, Grand Hall

Music: Gerald Lee Ricks and House Band

Service of Remembrance

Wednesday, 2:00 p.m., Grand Hall

Preacher: David Naglee, ROCA District Superintendent

“Valuable Gifts” II Corinthians 4:7-14

Music: Glenn Memorial UMC, AMRY

Offering: Pastoral Care Program of Wesley Woods

Service of Commissioning for Missionary and Celebration of US-2 Candidate

Thursday, 10:30 a.m. – Grand Hall

Music: Gerald Lee Ricks and House Band

Service of Ordination, Commissioning, and Licensure

Thursday, 7:30 p.m. - Theatre

Preacher: Alice Rogers, GNSV District Superintendent

“One with Each Other” I Corinthians 12:4-14; 26-31 CEB

Music: Ben Hill UMC, ACPK

Clergy Processional

Offering: Ministerial Education Fund

Sending Forth: Service of Word and Table

Friday, 2:30 p.m., Grand Hall

Preacher: Michael McQueen, St. James UMC, Alpharetta, AROS

“Keep the Main Thing the Main Thing!” Matthew 6:25-33

Music: Gerald Lee Ricks and House Band

The Annual Conference Worship Planning Team: Bishop Sue Hauptert-Johnson; Executive Assistant to the Bishop, Jane Brooks; Conference Secretary: Donn Ann Weber; Media: Sybil Davidson; Logistics/Production: Robert Gilleo, Ginger Smith, Nate Abrams, Ken Weber; Music coordinator: Gerald Lee Ricks; Acolytes/Host Committee: Betsy Butler; Communion Servers Coordinator: Carolyn Stephens; Morning Communion Services: Emily Whiten; Worship Rubrics: Susan Allen Grady, Michael Dauterman; Visuals: Cyndi MacDonald, Deanne Lynch, Pamela McCurdy, Ellynda Lipsey Worship Coordinator.

Visuals in Worship: One with Each Other

The visuals team endeavors to transform our places of business and worship into Sacred Spaces in which we have a sense of meeting God. This year's visuals emphasize that no matter the place, when two or three gather in Christ's name, God is present. We are "one with each other" whether gathering in a church with stained glass windows, in the quiet hush of a wooded arbor, or in the ballrooms, theatre and hallways of the Classic Center.

The Grand Hall Stage

The stage banners and presenter's backdrop are designed as stained-glass depictions of the Holy Communion meal. The various broken pieces of colored glass remind us that the light of Christ shines through the broken pieces of our lives. No single banner shows a complete picture; yet together they form a united image of the elements of Holy Communion.

The Grand Hall Floor

Once again, the altar is placed in the center of the Grand Hall. This is a reminder of the transforming Grace in our midst as we serve one another and share in the meal. It is our prayer that the Holy Spirit will use these times of conferencing, conversation, and communion to make us one with Christ, one with each other, and one in ministry to all the world.

The altar table was provided by Jack Amick, who works for the United Methodist Committee on Relief (UMCOR), and is used at Grace United Methodist Church – Atlanta, AMRY. The round table reminds that we all come as equals and have equal access to the Lord's Table.

The crosses used on the altar table remind us that we need one another's perspectives in order to see more fully. One of the crosses was provided by Clifton United Methodist Church, ADOX. From one angle the lines form a cross. From another perspective, the shape is a fish, with the words "whoever believes in him will have eternal life" (John 3:15).

Hyo Kim made two of the crosses used on the altar table. Each cross is made with both pine and oak wood, both native to North Georgia. In addition to the cross or cross and flame shape, they have a second perspective, that of two persons embracing. They remind us to embrace one another despite our differences. As we grow "one with Christ," we also grow "one with each other."

Service of Remembrance

During the Service of Remembrance, laurel wreaths will be on the altar in memory of each departed saint. With these wreaths, we celebrate the lives of those who have run with perseverance the race set before us and have looked to Jesus the pioneer and perfecter of our faith (Hebrews 12:1-2). At the end of the service, the laurel wreaths are taken to the Atrium. Families are invited to retrieve their loved one's wreath as a gift of remembrance.

Service of Licensing, Commissioning, and Ordination

The reds, oranges, and yellows of the banners and paraments remind of the outpouring of the Holy Spirit at Pentecost. We celebrate the presence of that same Holy Spirit today, poured out on these who are licensed, commissioned and ordained.

The newest banner, a cross and flame, was created using t-shirts of those being ordained this year. The Quadrilateral shapes remind of our theological task; triangle shapes remind us of the Trinitarian understanding of God. Some of the t-shirts are used to form the cross; we pray that all of their lives will be cross-shaped. Other t-shirts are used for the flames; we pray that all of those being ordained will carry with them the same Spirit that appeared as tongues of fire upon the Disciples at Pentecost.

The baptismal font on the stage reminds us that in our baptism we are all called into lives of service and love. Other elements on the altar represent the particular calls of those being ordained: the Bible, a reminder of the call to proclaim God's word; the towel and pitcher, the call to serve and encourage ministries of compassion and justice; the chalice and paten, the call to administer the sacraments and order the life of the congregation. We are thankful to Julie Moor, who created the Deacon and Elder stoles.

Passing of the Mantle and Honoring of Retirees

At the passing of the mantle, we pause to recognize the passing of authority from the retiring clergy to those who are newly ordained. The circular shape of the large clock symbolizes the continuation of ministry in every age.

During the time honoring retiring clergy, their ministry and service will be honored and recognized with a pin, certificate, and gift symbolizing growth. We pray that God will bless their ministries, and that this next stage of life is one of flourishing and growth.

Stairwell Windows

The cross and flame image in the stairwell windows located outside the Grand Hall are made from items representing the twelve districts of the North Georgia United Methodist Conference. For example, golf tees represent the Augusta District. Butterflies, like those of Callaway Gardens, represent the LaGrange District. Coca-Cola bottle caps represent the Atlanta-Emory District.

We pray that as we engage the senses in worship we will be drawn closer to God's saving grace.

Deanne Lynch and Cyndi McDonald (co-chairs), 2019 Visual Team
Arianne Eberle, Ellynda Lipsey, Jan McCoy,
Pam McCurdy, Kathryn Schroeder, Deb Sumpter

Sankofa Hush Arbor: Morning Holy Communion, Holy Conversation, and Prayer

Located in the Empire Room of the Foundry Building, the Sankofa Hush Arbor is a collaborative effort of the North Georgia Black Methodists for Church Renewal, the Annual Conference Visuals Team, and volunteers and friends from: Mt. Pleasant UMC, Social Circle, ADOX; General Board of Global Ministries (GBGM); Atlanta Community Food Bank; NGUMC Prayer Force; and Covington First UMC, ADOX. We are thankful for John Rhodes of Harmony Grove United Methodist Church, Lilburn, AMRY, for providing the labyrinth and materials that encourage contemplative directed prayer.

Sankofa Hush Arbor Description

Sankofa Hush Arbors were secret places hidden in the thick wooded areas where those persons in slavery created a sacred place to worship free from whites, who offered westernized Christianity that demanded slaves to obey their masters. In Sankofa Hush Arbors enslaved persons could worship as their authentic selves, learn to read, and make plans for escape. They found freedom and release from the dehumanizing physical and mental cruelty of slave life through worship and fellowship. They also found spiritual and emotional renewal to make it through another day and maintain their humanity. So important were these services that many who attended would worship all night only to return to the fields at sunrise. Sankofa Hush Arbors were temporary hidden places to worship. Their location changed to prevent capture, severe punishment or death for those who attended. The call to worship was a coded message between enslaved persons telling of an upcoming service. Those who went ahead to set up the Sankofa Hush Arbor would leave clues for others to follow.

The trees, bushes and grass used in both rooms of the Sankofa Hush Arbor mimic the thick deep woods. Quilts were used to create a tabernacle in the Hush Arbor and when soaked in water provided soundproofing to prevent discovery of their location. Large wash pots or water pots were also used for sound proofing. Lanterns were used to find their way to the location in the dark.

The Holy Communion table includes the symbol of Sankofa, a Sankofa bird or heart. This Adinkra symbol from Ghana means “go back and get it.” We must not forget but learn from history.

The 134 quart-sized mason jars are filled with soil from historically and traditionally black churches in North Georgia. They are intended to remind us of the display in the Equal Justice Initiative Museum. At least two black Methodists from North Georgia have relatives whose names are included among those persons lynched in Georgia. Look for the 134 jars as you walk the labyrinth and determine to walk with our brothers and sisters of these 134 churches.

The 88 blue glass bottles on an iron rack represent the African understanding of glass bottles and iron as capturing and warding off evil spirits. Unfortunately, we have seen a rise in the number of hate groups and the willingness of people to speak and act in discriminatory ways. The number 88 is a code number used by white supremacy groups for HH or Hitler Salute; the 88 bottles on the iron drying rack serve as a sign of protection from evil and raise awareness of its negative effects on our communities. We encourage those attending Annual Conference to condemn any spirit of hatred. Rather, we join together in demonstrating a spirit of love and unity.

The burlap used throughout the rooms represents the rough clothing given to those in slavery and the loving kindness shown by older children who would wear the new roughest garments to soften them for the younger children.

The Tree of Life tapestry in the Holy Communion area represents collective work and responsibility. We need one another. Working together as the body of Christ gives life. Renew your spirit at the listening stations, with the spirituals that began in the Hush Arbors.

Prayer Stations

The interactive prayer stations surrounding the labyrinth arise from the three-year theme of the North Georgia Annual Conference: “One with.”

- In Station 1, we are reminded that we are “One with Christ” and claimed by Christ in the sacrament of Holy Baptism.
- In Station 2, we are reminded that we are “One with Each Other” as we celebrate our foundational history as a denomination. We are invited to give God thanks for the many people in our lives who have been part of our story.
- Station 3 also celebrates that we are “One with Each Other” in our struggles in life – in our brokenness and in our relationships with each other, as this station focuses on the present-day struggles of humans in relationship with each other. We are reminded to invite Christ to be the Great Healer in all of our relationships as people and as a denomination.
- In Station 4, we celebrate that we are “One in Ministry to All the World” as we look toward the future, celebrating the places where we as a collective body are in ministry together throughout the world, and looking toward the future as we continue to reach out with the Gospel of Christ in ministry together “to make disciples of Jesus Christ for the transformation of the world” into a global home that looks more like the Kingdom of God.

2019 Annual Conference Offering Pastoral Care Program of Wesley Woods

Bishop Sue Hauptert-Johnson has named the Pastoral Care Program of Wesley Woods as the recipient of the 2019 North Georgia Annual Conference Special Offering.

Your giving to the conference-wide offering will make it possible for more than 1800 older adults across the Wesley Woods communities to continue their faith journey with the support of a team of loving, compassionate chaplains.

“At Wesley Woods, we believe an individual’s faith journey is life-long. Our Wesley Woods chaplains serve as pastors in residence, helping our beloved seniors navigate the loss and grief that often accompany our later years,” says Terry Barcroft, President and CEO.

Our United Methodist connection is at its best as churches across North Georgia come together to help fund valuable ministry. We exemplify this year’s conference theme “*One With Each Other*” when we give to this special offering.

While many churches will choose the first Sunday in June to receive the offering, any Sunday before Annual Conference is fine. A representative of each congregation will be given an opportunity to present a check during the Service of Remembrance on Wednesday, June 12, 2019, in the Grand Hall of the Classic Center in Athens.

Your generous giving ensures that a senior in one of the Wesley Woods communities who may be separated from his or her church home will have the attentive ear and encouragement of a supportive pastor in the community.

Agenda
153rd Session of the North Georgia Conference
The United Methodist Church
June 11 - 14, 2019
The Classic Center - Athens, Georgia

Theme “One With Each Other”

Location of reports within the agenda are subject to change
** designates order of the day*

Sunday, June 9, 2019

8:00 am AAVS load in – Grand Hall
2:00 pm Prayer Room set up – Foundry, Empire
TBA Visual Delivery – Grand Hall
2:30 pm Volunteer meeting – Grand Hall 5
3:30 pm Cokesbury set up begins – Foundry, Willow
3:30 pm IT setup – Foundry Pre-Function
4:00 pm Assemble supplemental materials in tote bags – Foundry, Ligotti

Monday, June 10, 2019

8:00 am Prayer Room/Hush Arbor and labyrinth set up continues – Foundry, Empire
8:00 am Cokesbury set up continues – Foundry, Willow
8:00 am Display Set up begins – Foundry
11:00 am Registration set up begins – Foundry, Ligotti
2-6 pm Cokesbury Bookstore – Foundry, Willow
2-6 pm UMCOR Trailer – Foundry Parking Lot
TBA Associate Conference Secretaries Meeting – Olympia 2
3-6 pm On-Site Registration/Payment stations begin – Foundry, Ligotti
Clergy and Laity

Tuesday, June 11, 2019 – T-Shirt Tuesday

7:00 am Coordinating Team Breakfast – Parthenon 1
7 am-5 pm Prayer Room/Hush Arbor/Prayer Labyrinth – Foundry, Empire
7:30-10 am Blueprint for Wellness – Foundry, Cypress 1
7:30 am-6 pm Displays open – Foundry
7:30 am Service of Holy Communion – Foundry, Empire
8:00 am Extension Ministers Gathering – Parthenon 2
8 am-1:30 pm UMCOR Trailer – Foundry Parking Lot
8 am-6 pm Cokesbury Bookstore – Foundry, Willow
8 am-5 pm On-Site Registration/Payment station continue – Foundry, Ligotti
8 am-5 pm Lay Delegate Conversation Room – Foundry, Cypress 2
8:30 am Clergy Brunch – Athena A-E
8:30 am-5:45 pm Child Care – Young Harris Memorial UMC

Tuesday, June 11, 2019 - continued

- 8:30 am Tellers meeting – Grand Hall 2
9:00 am Newcomer Orientation to Classic Center – Grand Hall 4-5
9:00 am Board of Ordained Ministry meeting – Parthenon 1
9:30 am Gathering Music – Grand Hall
***10:00 am Lay Candidate Forum – Grand Hall**
Gerald Lee Ricks and House Band
***10:00 am Clergy Executive Session – Theatre**
Wild at Heart Band
12-2 pm Lunch Concessions – Atrium
2 - 4 pm Beverage and snack Concessions – Atrium
1:45 pm Gathering Music – Grand Hall
***2:00 pm Session One – Grand Hall**
Opening Worship – Service of Word and Table
Preacher – Bishop Sue Haupert-Johnson
“Clothe Yourselves with Love” Colossians 3:12–17
Music: Gerald Lee Ricks and House Band
***3:20 pm Opening of Conference – Grand Hall**
Call to Order – 153rd Session
Welcome & Annual Conference Theme
Prayer
Opening Hymn “And Are We Yet Alive?”
Welcome by Host Committee
Organization of Conference
Annual Conference Offering: Pastoral Care Program of Wesley Woods
Voting Eligibility
Voting Orientation and Test Ballots
Prayer before First Ballots
Clergy and Lay Ballots
NGC TV #1
Report of Clergy and Lay Ballots
Prayer
Clergy and Lay Ballots
Announcements
Closing Prayer
5:40 pm Adjournment
5-6 pm UMCOR Trailer – Foundry Parking Lot
5:45-7 p.m. “Serving With Each Other” and BBQ Dinner – Athena Ballroom
sponsored by North Georgia Conference Related Agencies
(Meal tickets available before Conference at on-line Registration)

Wednesday, June 12, 2019

- 6:30 am 5K Fun Run – sponsored by Conference Council on Youth Ministries

Wednesday, June 12, 2019 - continued

- 6-9:30 am Blueprint for Wellness – Foundry, Cypress 1
- 7:00 am Coordinating Team Breakfast – Parthenon 1
- 7 am-5 pm Prayer Room/Hush Aarbor/Labyrinth– Foundry, Empire
- 7:00 am Rehearsal for Ordination/Commissioning/Licensure Service - Theatre
Group Photograph by classes with Bishop Sue Hauptert-Johnson
- 7 -10 am Concessions – Breakfast – Atrium
Lunch Concessions 11 am-2 pm – Atrium
Beverage and snack Concessions 2 – 4 pm
- 7:30 am Service of Holy Communion – Foundry, Empire
- 7:30 am-5:45 pm Childcare – Young Harris Memorial UMC
- 7:30 am-6 pm Displays – Foundry Building
- 8 am-6 pm Cokesbury Bookstore – Foundry, Willow
- 8 am-5 pm Lay Delegate Conversation Room – Foundry, Cypress 2
- 8:00 am On-Site Registration continues – Foundry Lower Level
- 8:00 am Gathering Music – Grand Hall
- *8:15 am Session Two – Grand Hall**
Call to Order – Bishop Sue Hauptert-Johnson
Prayer
Committee on Standing Rules – to present
Committee on Nominations – to present
Consent Agenda – to present / remove items
Report of Clergy and Lay Ballots
Prayer
Clergy and Lay Ballots and Reports of Ballots
- *9:42 am ATHN District – Fixing of the Appointments & Prayer**
Retiree video; names of newly appointed to District
Music response – Gerald Lee Ricks
- *9:49 am “Being One With Each Other” I – Gary Mason**
Music break
Clergy and Lay Ballots and Reports of Ballots
- *10:56 am ACPK District – Fixing of the Appointments & Prayer**
Retiree video & names of newly appointed to District
Music response – Gerald Lee Ricks
North Georgia Conference Delegation Update on
2019 Special Session of General Conference
Board of Ordained Ministry presentation of those to be Licensed,
Commissioned, and Ordained
Historic Examination for Admission into Full Connection
- *11:27 am Anniversary Celebration and
Retirement Recognition Service**
Music: Gerald Lee Ricks and House Band
- 12:07 pm Adjournment**
- 12:15 pm Service of Remembrance worship rehearsal - Grand Hall

Wednesday, June 12, 2019 - continued

12:15 pm Laity Luncheon – Tom Jackson speaker – Athena Ballroom

1:45 pm Gathering Music

***2:00 pm Session Three – Grand Hall**

Service of Remembrance

Preacher: David Naglee, ROCA District Superintendent

“Valuable Gifts”II Corinthians 4:7-14

Music: Glenn Memorial UMC, AMRY

Offering: Pastoral Care Program of Wesley Woods

***3:12 pm Call to Order – Bishop Sue Hauptert-Johnson**

Prayer

Clergy and Lay Ballots and Reports of Ballots

NGC TV # 2

***3:46 pm ADOX District - Fixing of the Appointments & Prayer**

Retiree video & names of newly appointed to District

Music response – Gerald Lee Ricks

Clergy and Lay Ballots and Reports of Ballots

Music break

***4:19 pm Being One With Each Other II –Gary Mason**

Music break

***4:52 pm AMRY District – Fixing of the Appointments & Prayer**

Retiree video & names of newly appointed to District

Music response – Gerald Lee Ricks

Clergy and Lay Ballots and Reports of Ballots

Announcements

Closing Prayer

5:30 pm Adjournment

No Wednesday Evening Session

Thursday, June 13, 2019- Seersucker Thursday

6-9:30 am Blueprint for Wellness – Foundry, Cypress 1

7:00 am Coordinating Team Breakfast – Parthenon 1

7 am-5 pm Prayer Room/Hush Arboer/Labyrinth– Foundry, Empire

7:30 am Service of Holy Communion – Foundry, Empire

7 -10 am Concessions – Breakfast – Atrium

Lunch Concessions 11 am-2 pm – Atrium

Beverage and snack Concessions 2 – 4 pm

7:30 am-5:45 am Childcare – Young Harris Memorial UMC

7:30 am-6 pm Displays – Foundry Building

8 am-5 pm Lay Delegate Conversation Room – Foundry, Cypress 2

8:00 am-5 pm On-Site Registration continues – Foundry Lower Level

Thursday, June 13, 2019 - continued

- 8 am-6 pm Cokesbury Bookstore – Foundry, Willow
8:00 am Gathering Music – Grand Hall
***8:15 am Session Four**
Call to Order – Bishop Sue Hauptert-Johnson
Prayer
Clergy and Lay Ballots and Reports of Ballots
Pension & Health Benefits
Clergy and Lay Ballots and Reports of Ballots
Music break
***9:50 am AMAR District – Fixing of the Appointments & Prayer**
Retiree video & names of newly appointed to District
Music response – Gerald Lee Ricks
***9:57 am “Being One With Each Other” III – Gary Mason**
Music break
***10:29 am AROS District - Fixing of the Appointments & Prayer**
Retiree video & names of newly appointed to District
Music response – Gerald Lee Ricks
***10:36 am Missionary Commissioning and
Celebration of US-2 Candidate from North Georgia
Missionary Commissioning
Gerald Lee Ricks and House Band**
GBGM 200th Anniversary video
Clergy and Lay Ballots and Reports of Ballots
Denman Awards
Clergy and Lay Ballots and Reports of Ballots
Music break
***12:00 pm AGST District – Fixing of the Appointments & Prayer**
Retiree video & names of newly appointed to District
Music response – Gerald Lee Ricks
Announcements
Prayer
12:15 pm Adjournment
***2:00 pm Session Five**
Call to Order – Bishop Sue Hauptert-Johnson
Prayer
Clergy and Lay Ballots and Reports of Ballots
Music break
***2:32 pm GNSV District – Fixing of the Appointments & Prayer**
Retiree video & names of newly appointed to District
Music response – Gerald Lee Ricks
Equitable Compensation
Clergy and Lay Ballots and Reports of Ballots
Music Break

Thursday, June 13, 2019 - continued

- *3:22 pm **GRFN District – Fixing of the Appointments & Prayer**
 Retiree video & names of newly appointed to District
 Music response – Gerald Lee Ricks
- *3:29 pm **“Being One With Each Other” IV – Gary Mason and Panel**
 Music break
 Clergy and Lay Ballots and Reports of Ballots
 NGC TV # 3
 Clergy and Lay Ballots and Reports of Ballots
 Announcements
 Prayer
- 5:15 pm Adjournment**
- 6:45 pm Final Preparations and**
Robing for all Candidates – Theatre Lower Lobby
- 6:45 pm Clergy Gathering for Procession – Pre-Function overlooking Atrium
- 6:45 pm Cabinet Photograph - Atrium**
- 7:00 pm Gathering Music**
- *7:30 pm **Session Six – Theatre**
Service of Ordination, Commissioning & Licensure
Preacher: Alice Rogers, GNSV District Superintendent
“One With Each Other”
I Corinthians 12:4-14; 26-31 CEB
Music: Ben Hill UMC Choir ACPK
- Following worship: Reception Honoring those Ordained and Commissioned – Atrium
 Hosted by UM Connectional Federal Credit Union

Friday, June 14, 2019

- 7:00 am Coordinating Team Breakfast – Parthenon 1
- 7 am-12 pm Prayer Room/ Hush Arbor/Labyrinth – Foundry, Empire
- 7 -10 am Concessions – Breakfast – Atrium
 Lunch Concessions 11 am-2 pm – Atrium
 Beverage and snack Concessions 2 – 4 pm
- 7:30 am Service of Holy Communion – Foundry, Empire
- 7:30 am-2 pm Displays – Foundry Building
- 7:30 am-4:15 pm Childcare – Young Harris Memorial UMC
- 8 am-12 pm Onsite Registration continues– Foundry Building
- 8 am-2 pm Cokesbury Bookstore – Foundry, Willow
- 8 am-2 pm Lay Delegate Conversation Room – Foundry, Cypress 2
- 8:00 am Gathering Music – Grand Hall
- *8:15 am **Session Seven– Grand Hall**
 Call to Order – Bishop Sue Hauptert-Johnson
 Prayer
 Ballots and Reports of Ballots as needed

Friday, June 14, 2019 - continued

- *8:30 am LGRN District - Fixing of the Appointments & Prayer**
Retiree video & names of newly appointed to District
Music response – Gerald Lee Ricks
Ballots and Reports of Ballots as needed
- *8:55 am NWST District – Fixing of the Appointments & Prayer**
Retiree video & names of newly appointed to District
Music response – Gerald Lee Ricks
DART Committee
Ballots and Reports as needed
Council on Finance and Administration
Ballots and Reports as needed
- *9:52 am ROCA District - Fixing of the Appointments & Prayer**
Retiree video & names of newly appointed to District
Music response – Gerald Lee Ricks
North Georgia Conference Disaster Relief video
Ballots and Reports as needed
Conference Board of Trustees
Fresh Expressions – Golden Ticket
Music break
Churches of Excellence
Consent Agenda to remove items/vote
Committee on Standing Rules – vote
Committee on Nominations – vote
Celebration of Laity
Committee on Resolutions – vote
Property Resolutions – vote
Future Sites of Annual Conference – vote
Moving Day
Ballots and reports of Ballots as needed
Announcements
Prayer
- 12:15 pm Adjournment**
- 12:15 pm Closing worship rehearsal – Grand Hall
- 1:45 pm Gathering Music – Grand Hall
- *2:00 pm Session Eight**
Call to Order – Bishop Sue Haupert-Johnson
Prayer
Ballots and reports of ballots as needed
Music Break
UM Commission on Higher Education & Collegiate Min.
North Georgia Camp and Retreat Ministries

Friday, June 14, 2019 - continued

Recognitions

Announcements

Prayer

2:30 pm

Service of Word and Table and Sending Forth [90 min]

Preacher: Michael McQueen, St. James, Alpharetta, AROS

“Keep the Main Thing the Main Thing!”

Matthew 6:25-33

Music: Gerald Lee Ricks and House Band

4:00 pm

Adjournment of 153rd Session of the North Georgia Conference

2019 Consent Agenda

The Consent Agenda is designed to expedite business during the annual conference session by **adopting reports to be included in the Conference Journal without verbal action by the annual conference**. The following reports indicated by number, name of agency and page will be offered as the 2019 Consent Agenda on Wednesday, June 12. Please read reports carefully prior to that session. Unless reports are removed from the Consent Agenda at that time, all reports will be accepted and approved by consent of the annual conference on Friday, June 14. Reports **removed** from the Consent Agenda will be presented for conference action on Friday, June 14, during Session Seven.

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Registration and Assistance Committee

The Registration and Assistance Committee provides name badges to all persons attending annual conference. It also distributes and collects reimbursement forms from persons eligible for financial assistance. Registration is located in the Lower Level of the Foundry Building at the Classic Center: Ligotti.

Onsite registration: **Monday, June 10, 3-6 p.m.**
Tuesday, June 11, 8 a.m.-5 p.m.
Wednesday, June 12, 8 a.m.-5 p.m.
Thursday, June 13, 8 a.m.-5 p.m.
Friday, June 14, 8 a.m.-12 noon.

Name badge categories with voting designations:

There are five styles of name badges. Appropriate styles of North Georgia Conference name badges are necessary for participation within the Bar of the Conference. Badges list name and indicate voting status within the conference. We recycle the plastic name badge holders.

Note: Only lay members vote for lay candidates and only clergy members vote for clergy candidates in the election of delegates to General and Jurisdictional Conferences. Do not place stickers on holders.

1. Top bar with cross and flame – eligible to vote on all matters.

- a. Deacons in full connection, active or retired ¶32, ¶329.2
- b. Elders in full connection, active or retired ¶32, ¶334.1
- c. Leave categories eligible to vote: Voluntary Leaves of Absence (personal, family, transitional) ¶353.7; Sabbatical Leave ¶351; Maternity or Paternity Leave ¶355.2; Medical Leave ¶356.1
- d. Provisional members who have completed all their educational requirements and have been elected to provisional membership; deacons and elders who have been elected to provisional membership, but not yet commissioned, are eligible to vote ¶35

2. Bottom bar with cross and flame – eligible to vote on all matters.

- a. Local church lay members to annual conference ¶251.1, ¶32
- b. District at-large lay members (for equalization) ¶32
- c. Diaconal ministers, active or retired ¶32
- d. Active deaconesses under episcopal appointment within bounds of the annual conference ¶32
- e. Home missionaries under episcopal appointment within bounds of the annual conference ¶32
- f. Members of annual conference by virtue of current conference or district position ¶32

3. Top bar only – eligible to vote on all matters (including election of clergy delegates to General and Jurisdictional Conferences) except constitutional amendments and all matters of ordination, character/conference relations of

clergy; not eligible to be elected as delegate to General and Jurisdictional Conferences

- a. Associate members, active or retired ¶35, ¶321.1
 - b. Local Pastors who have completed Course of Study or a Master of Divinity degree and have served a minimum of two consecutive years under appointment before the election may vote to elect clergy delegates to General and Jurisdictional Conferences ¶316.6.
- 4. Cross and flame only – eligible to vote on all matters except General and Jurisdictional Conference delegate ballots, constitutional amendments, character/conference relations of clergy:**
- a. Clergy on Involuntary Leave of Absence ¶354.8
 - b. Local Pastors who do not meet the criteria listed above in Number 3.b ¶316.6
- 5. Vertical bars – non-voting participants**
- a. Affiliate members – ¶344.4 voice without vote in the annual conference session
 - b. Clergy on honorable location – ¶358.2 honorably located clergy shall not continue to hold membership in the annual conference
 - c. Clergy on administrative location – ¶359.3 administratively located clergy shall not continue to hold membership in the annual conference.
 - d. Clergy from other conferences/denominations serving in North Georgia – ¶346.1 clergy in such appointments may be granted voice but not vote
 - e. Lay members: local church reserve and district at-large reserve members
 - f. Guests: clergy spouses, including surviving spouses
 - g. Candidates for ordained ministry not under appointment in North Georgia during the 2018-2019 conference year
 - h. Agency, staff and other guests

Financial Assistance

Persons eligible for financial assistance must complete and submit a reimbursement form with receipts by 2 p.m., Friday, June 14. Checks are issued approximately 30 days after annual conference. Reimbursement forms received after June 14 cannot be processed. Reimbursement forms are available in Clergy Registration.

A. Eligibility. Financial assistance is offered for the following:

1. Retired ministers not serving churches, retired clergy serving churches whose compensation does not exceed \$6,000 per year.
2. Widows or widowers of clergy persons who are not married to persons designated in #1 above.

B. Assistance Procedures.

1. Eligible persons must complete reimbursement form and attach receipts.
2. **Leave the forms/receipts for Meg Morrison at the Information Center at the top of the escalators. Deadline is 2 p.m., Friday, June 14.**
3. Mailed forms cannot be accepted.
4. Checks are issued approximately 30 days after annual conference.

5. Eligible persons may be reimbursed for up to \$75.00 per day for a maximum of three (3) nights lodging and meals. Receipts must be attached for reimbursement.

2019 Information for Conference Members and Visitors

Annual Conference Registration

The online process helps conference members register for annual conference, pay the \$30 Annual Conference registration fee and make reservations for meals and pre-pay for meals requiring payment. Pick up pre-paid meal tickets in the Lower Lobby of the Foundry Building. Online registration: click on "Registration" at this location on the conference website: <http://www.ngumc.org/ac2019>.

Onsite registration begins: Monday, June 10, 3-6 p.m. and continues Tuesday, June 11, 8 a.m.-5 p.m.; Wednesday, June 12, 8 a.m.-5 p.m., Thursday, June 13, 8 a.m.-5 p.m., Friday, June 14, 8 a.m.-noon. **All registration is located in Ligotti Hall** on the Lower Level of the Foundry Building at the Classic Center. Pick up name badges at the registration site listed above.

Payment station for annual conference registration fee only accepts cash, check or credit card. It is located in the registration area on Monday, June 10, 3-6 p.m.; Tuesday, June 11, 8 a.m.-5 p.m.; Wednesday, June 12, 8 a.m.-5 p.m.; Thursday, June 13, 8 a.m.-5 p.m.; Friday, June 14, 8 a.m.-noon.

Annual Conference Session App

The North Georgia Annual Conference has partnered with The Classic Center on a 2019 Annual Conference Event app. Use it for schedule, information, maps and more. To download, search "Classic Center Events" in the app store. Download The Classic Center App. Once it is installed, open the App. Select the "Conferences" button on the home screen. Select the "2019 North Georgia Annual Conference." And begin exploring!

Serving With Each Other: BBQ and Mission Project With Related Agencies

North Georgia Annual Conference related agencies are coming together to host an afternoon of fun, service, and barbecue! The dinner and event will immediately follow the close of the **Tuesday, June 11**, afternoon session of Annual Conference. All members are needed and encouraged to attend.

Purchase meal tickets at \$10 at online registration for the delicious BBQ Dinner. Meal tickets will not be available in Athens.

"Serving With Each Other," will highlight our work together through our agencies and emphasize our conference theme, "One With Each Other." It will take place in the Athena Ballrooms of the Classic Center.

The event will include a service project organized by Action Ministries and hosted by Aldersgate Homes, Georgia United Methodist Foundation, Housing and Homeless Council, Murphy Harpst Children's Center, Wellroot Family Services (United Methodist Children's Home) and Wesley Woods. Members will assemble simple outreach kits and have an opportunity to spend time with leaders, board members, and champions of our agencies who

carry out vital ministries in our Conference. It will be a time to make a connection beyond the display table.

The simple outreach kits we assemble will be distributed to those in need by staff and volunteers of Action Ministries, Aldersgate Homes, Georgia United Methodist Foundation, Housing and Homeless Council, Murphy Harpst Children's Center, Wellroot (United Methodist Children's Home) and Wesley Woods.

The conference-wide ministries of our related agencies help facilitate the oneness we pray for and express through our theme. We know that through hands-on service you will make deeper connections and make new friends with others in the North Georgia Annual Conference and with our agency partners.

Annual Conference Offering for 2019 – Pastoral Care Program at Wesley Woods. Read more about this important special offering opportunity in this handbook. A representative from each congregation will be given an opportunity to present a check during the Service of Remembrance on Wednesday, June 12, at 2 p.m., in the Grand Hall.

Annual Conference Web Site

Information on the 2019 annual conference session is available on the North Georgia web site: www.ngumc.org/ac2019. Daily audio and video streaming is available from 2 p.m., June 11, through the close of conference on June 14.

Attending Annual Conference in Athens for the First time?

Newcomers/First time-attendees can learn about the Classic Center buildings and the city of Athens at an orientation on Tuesday, June 11, 9:00-9:25 a.m., in Grand Hall 4-5.

Blueprint for Wellness® - Cypress, Foundry Building

Your conference Board of Pensions & Health Benefits invites all HealthFlex members to take the Quest Diagnostics Blueprint for Wellness® during annual conference. The screening is available in Cypress Room, Foundry Building. Times available are: Tuesday, June 11, 7:30-10:30 a.m.; Wednesday, June 12, 6-9:30 a.m. and Thursday, June 13, 6-9:30 a.m.

You will be evaluated for heart disease, stroke, diabetes, kidney and liver disease, thyroid disorders, anemia or excess iron, and prostate cancer. Results will be mailed directly to you. It is highly recommended to make on-line appointments by May 29, 2019. Limited walk-in appointments are available. Twelve-hour fasting is requested. Bring your HealthFlex insurance ID card. Active participants and spouses can earn \$100 each in HealthCash for taking the health screening.

Childcare at Young Harris Memorial UMC

Childcare is available by pre-registration only. Lay and clergy members of Annual Conference are invited to register their young children, ages 6 months through rising 1st graders, for childcare specifically for members of Annual Conference. Childcare will be at Young Harris Memorial UMC in Athens, near The Classic Center. The schedule coincides with morning and afternoon sessions. Lunch and snacks will be provided, except for infants. Transportation to and from The Classic Center will be the responsibility of the parent(s). The program features age-appropriate activities designed with Christian formation in mind. The

cost for childcare is \$140 for the first child and \$120 for the second child in a family. Child care workers have completed training and been background checked. For registration and additional information, visit the 2019 Annual Conference website at <http://www.ngumc.org/childcareAC2019>. Note there will not be a day camp at Young Harris Memorial UMC this year.

Cokesbury Ministry Resource Center

Drop by the Cokesbury Resource Center located in the Willow Room:

We carry a variety of United Methodist Resources, new releases, and bestsellers available for onsite purchase. We also have Bishop's recommended titles for onsite purchase. You can consult with professionals to help you find the best resources for you to make disciples. Need a new robe or stole? Our professionals can help you find the right robe with up to 15% discount. ALL Orders placed from Annual Conference qualify for FREE Shipping. Follow-up online orders using the promo-code AC2019 also receive free shipping. Store hours are: Monday, June 10, 2-6 p.m.; Tuesday, June 11, 8 a.m.-6 p.m.; Wednesday, June 12, 8 a.m.-6 p.m.; Thursday, June 13, 8 a.m.-6 p.m.; Friday, June 14, 8 a.m.-2 p.m.

Concessions

Concessions can be purchased in The Atrium. It opens each day at 7:00 – 10:00 a.m. for breakfast; 11:00 a.m.-2:00 p.m. for lunch and 2:00 – 4:00 pm for beverage and snacks.

Conference Journals 2019 – Print on demand

Print copies of the 2019 North Georgia Conference Journal will be available to order online through a print-on-demand service this fall. There will be no pre-orders of the journal. This method will streamline the ordering process and promote better stewardship of Conference resources. The 2019 journal size will be 8½ x 11". A free pdf digital copy will be available following publication on the conference website. Watch for more information on the 2019 North Georgia Conference Journal!

Displays

Display tables are an extension of reports presented at the annual conference session. The displays interpret and celebrate the program ministries of the annual conference. Various conference boards, committees, commissions, councils, teams and related agency displays are located in the Foundry Building lobby and adjacent rooms. Maps of display locations are posted at the doors of the Foundry Building. Hours are: 7:30 a.m.- 6 p.m. beginning Tuesday, June 11, and through Friday, June 14, 2 p.m.

Distribution of materials

Conference Standing Rules do not provide for distribution of materials. No material may be placed on chairs during breaks or between sessions or distributed at doors in or around the Grand Hall or inside the Classic Center. Distribution of materials is limited to authorized display tables.

Associate Secretaries and Tellers are instructed to remove any non-authorized items. Worship bulletins and Laity Election Summary Reports are distributed by those designated by the conference.

Electronic Voting

Members of annual conference will use an electronic voting system for all sessions in the Grand Hall. There is only one type of voting device for lay and clergy members. Pick up the device at tables located inside either entrance to the Grand Hall. If you leave the Grand Hall leave the voting device on your seat; for stadium seating leave the voting device in a bin at the bottom of the stairs. Voting devices should never leave the Grand Hall. There are fees charged to the annual conference for voting devices that are not returned.

Voting cards are distributed at registration. You must have your card to participate in the voting process. It is each member's responsibility to secure the voting card received at registration. There are fees for voter cards that are not returned. It is recommended that members keep the voting card in their name badge holder along with their name badge which they will also need for voting.

Clergy and Lay members are not seated in separate sections within the Bar of the Conference this year. Orientation to the voting devices is scheduled for Tuesday, June 11 during Session One. You will need a voting device and your card at this time.

If you leave prior to the end of conference turn in the voter card at the Voting Assistance Table located to the left of the stage ramp in the Grand Hall. If you stay until final adjournment, leave the voter card in the voting device on your seat. If you are in the stadium seating, leave the voter card in the voting device in a bin at the bottom of the stairs.

Family Restrooms

The Classic Center family restrooms are located on the upper and lower floors of the Foundry Building. Baby changing stations are located in the men's and women's restrooms located near the Athena Ballroom and the Grand Hall. Baby changing stations are also located in the women's restrooms on each level of the theatre lobby and near the Olympia Room. Location of space for nursing mothers is available at the Information Center.

Gluten-free Communion Elements

Gluten-free communion elements are available for worship.

Housing

Members make and confirm housing arrangements directly with hotels in the Athens area. Information is on the North Georgia Conference website <http://www.ngumc.org/ac2019>. Additional information is available from the Athens Convention/Visitors Bureau, 706-357-4410 or 800-653-0603, or on the website visitathensga.com.

Information Center

Information center for annual conference and Athens is located in The Classic Center at the top of the escalators. Emergency messages are displayed electronically in the Classic Center Grand Hall.

Language Translation

Audio interpretation for Spanish and Korean is available in the Grand Hall. Please contact the appropriate person by Friday, May 31, 2019.

Spanish: Juan Quintanilla, 404-376-1594, jquintanilla@ngumc.org

Korean: Hyo Kim, 678-533-1448, hyokim07@gmail.com.

Meal Tickets

Members must pick up meal tickets that are purchased online before annual conference at the desk in the lower lobby of the Foundry Building near the registration area.

Monitoring at Annual Conference

The North Georgia Commission on the Status and Role of Women (COSROW), guided by the denominational commission, will provide monitoring during each session of the Annual Conference to collect data related to the gender and age range of those who provide leadership and speak from the floor of the conference. We are called to reflect God's diversity and encourage opportunities for all God's people to come to the table. Is the participation at annual conference reflective of our conference membership? Do these percentages reflect the numbers of different stakeholders in our pews and in our communities?

Monitoring will take place during this annual conference in order to help us see, understand and improve our inclusivity and recognition of diversity. With greater awareness and participation comes more faithful realization of our mandate to make disciples of Jesus Christ for the transformation of the world.

Name Badge Lanyards

The North Georgia Annual Conference thanks Wesley Woods for providing the name badge holders/lanyards. The conference also thanks the registration volunteers for distributing the name badges. Please recycle the name badges.

Parking and Transportation

Parking:

1. Complimentary parking for delegates will be available only in parking spaces at the: Classic Center, Court House parking deck and the UGA North Campus parking deck. See the parking map in this handbook.
2. **Annual Conference parking permits** (available in this handbook) **must be displayed** so they can be seen in all parking spaces for free parking. The UGA North Campus parking deck will accept either a North Georgia Conference parking permit or a conference name badge.
3. Only delegates with state handicap parking permits will be allowed on the bridge leading to the Classic Center parking deck.
4. Level one of the Classic Center parking deck is used for non-conference parking during the conference.
5. The bridge to the parking deck is closed each evening after conference is adjourned beginning Tuesday night through Thursday night during the conference.
6. Parking at the Classic Center is during the scheduled hours of the event. No overnight parking is allowed. Your vehicle may be towed if left overnight.
7. Spaces are reserved for persons with handicap permits during registration on the flat lot behind the 130 Foundry Street building.
8. The spaces in front of the theatre are reserved for church vans and emergency vehicles.

9. On-street parking is strictly enforced Monday through Saturday, 8 a.m.-10 p.m. On-street parking rates are 75 cents per hour.

Transportation

1. Shuttle service runs to and from the UGA North Campus parking deck and the Classic Center as needed from 9:00 a.m.-6:00 p.m. There are no evening shuttles.
2. Church vans and Classic Center vans are used to transport delegates. Vans will load and unload in front of the theatre and at the lower level of the UGA North Campus parking deck on North Thomas Street as marked with Shuttle signs.
3. Anyone in need of transportation during the conference may go by the information center.
4. Foundry Street will be closed to through traffic all week. A uniformed police officer will be on duty all day from Tuesday until the conference ends Friday.

The Hush Arbor: Rooms for Prayer, Holy Communion and Conversation

The Empire Room, located in the Foundry, is open 7 a.m.-5 p.m. beginning Tuesday, June 11, and closes Friday, June 14, at noon. One side of the partitioned room is one of quiet prayer, with interactive stations and a labyrinth. Following morning Holy Communion, the other side is open for quiet conversation and conferencing.

The imagery in both areas reflects our history in which persons in slavery gathered in secrecy in thick wooded areas. These were places of worship, fellowship, and hope. Prayer stations encourage reflection on the past, as well as a future in which we overcome divisions and become one in ministry to all the world. Whether the Hush Arbor rooms are used for silent meditation or holy conversation, we hope that they will provide spiritual renewal.

The Hush Arbor is a collaborative effort of the North Georgia Black Methodists for Church Renewal, the Annual Conference Visuals Team, volunteers and friends from: Mt. Pleasant UMC--Social Circle, General Board of Global Ministries (GBGM), Atlanta Community Food Bank, NGUMC Prayer Force and Covington First UMC. We are thankful for John Rhodes of Harmony Grove United Methodist Church, Lilburn, for providing the labyrinth and materials that encourage contemplative directed prayer.

Red Cross Blood Drive

There is not a Red Cross blood drive scheduled this year. Please continue to save lives by donating blood. Call to make your appointment at 1-800-REDCROSS.

Registration Fee

North Georgia Conference Standing Rule E.7 states that a \$30 registration fee shall be assessed for each lay and active clergy delegate to the North Georgia Annual Conference. Retired clergy and youth members are exempt from the assessment. Members may pay the registration fee online at www.ngumc.org/ac2019 or register onsite at lay and clergy registration in the Foundry Building.

Safety

Please be aware that Athens is an urban city. Use caution at all times, especially after dark. Do not walk alone or leave valuables visible in parked and locked cars.

Special Needs, First Aid and Medical Care

Direct special needs requests to the Information Center located in the Classic Center at the top of the escalators.

First aid/medical care is located in the lower level escalator lobby during sessions held in the Grand Hall. First aid is located in the Theater lobby main level for the evening service on Thursday. Contact the Information Center or Classic Center staff for directions or assistance.

Survey for 2019 Annual Conference

The North Georgia Annual Conference Planning Committee would like to hear your feedback concerning your experience of the 2019 Annual Conference Session. Please take a few minutes to fill out a brief survey found at www.ngumc.org/session-survey.

Tote Bags and Handbook Supplemental Reports

Supplemental reports are provided in a packet of materials at registration. The North Georgia Conference thanks Wellroot Family Services/United Methodist Children's Home for providing tote bags for the 153rd annual conference session. The conference also thanks all the associate secretaries and volunteers for collating the materials for the tote bags.

United Methodist Women (UMW) Sponsored Mission Project – UMCOR School Kits

This year's UMW mission project is UMCOR School Kit collection. United Methodist Women will assemble kits in their local circles, units and districts before conference.

School Kit materials: one pair blunt scissors (round tips only, no plastic scissors); one box of 24 crayons; three one-subject notebooks (no marble composition books, no 3 or 5-subject notebooks); one pack of loose-leaf paper; one hand-held pencil sharpener (1-inch or longer); one ruler (12 inches or 30 centimeters); six unsharpened pencils; one eraser (two inches or larger); one two-gallon re-sealable plastic bag. All items must be new. Please do not include any personal notes, money or additional materials in the kits. Contents of kits or the containers of kits should not be imprinted with cartoon characters, advertisements, religious, patriotic, military or camouflage symbols.

Bring completed kits to the rear parking lot of the Foundry Building at the Classic Center. Unload kits at the UMCOR trailer located in the parking lot on Monday, June 10, 2-6 p.m., and Tuesday, June 11, 8 a.m.-1:30 p.m. and 5-6 p.m.

Videos from Annual Conference

To view and download portions of the 2019 North Georgia Annual Conference, visit www.ngumc.org/2019acvideo.

5K Walk/Run for the Youth Service Fund.

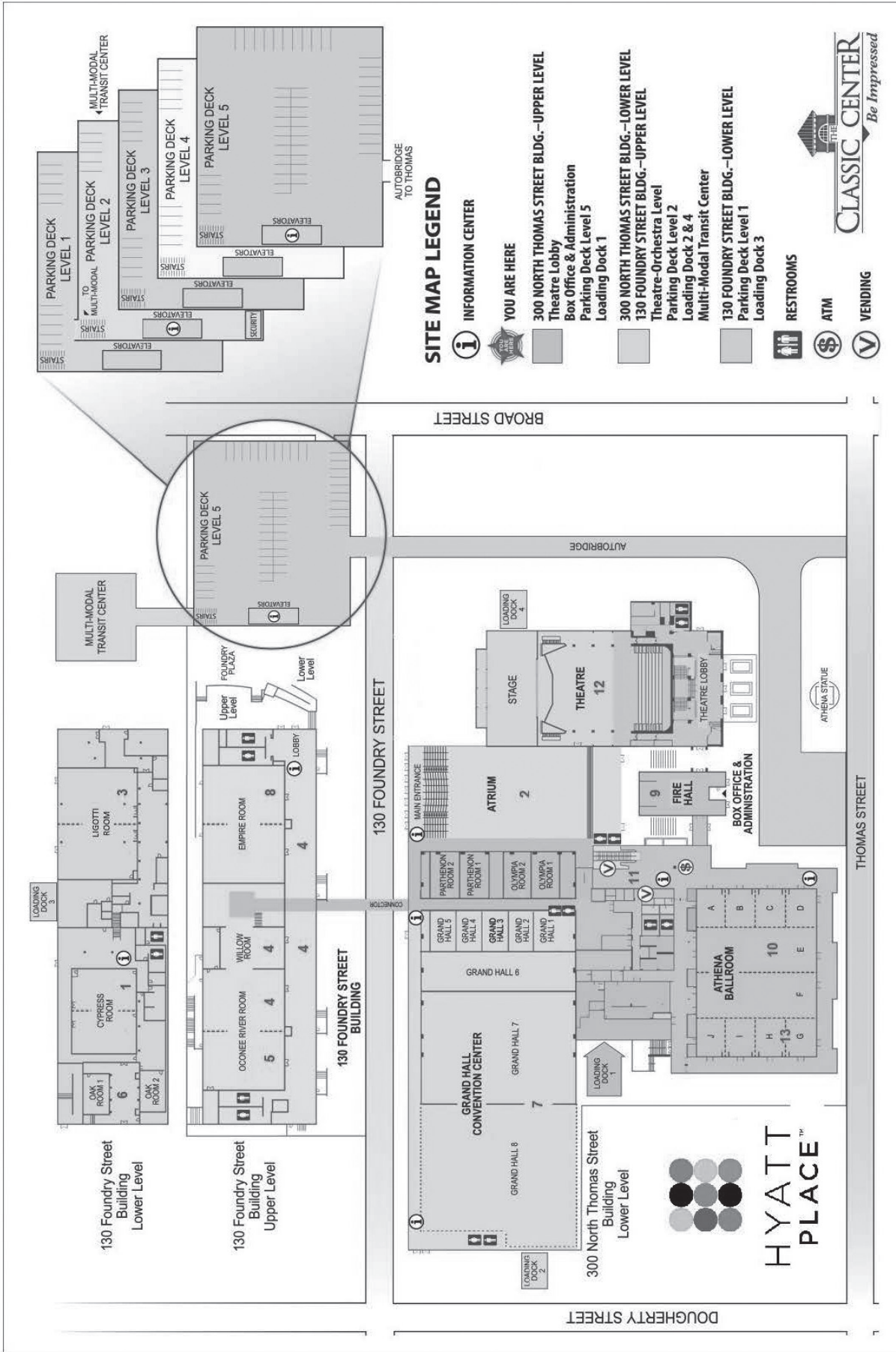
The 13th Annual North Georgia Conference 5K Walk/Run in historic downtown Athens will benefit youth mission and service opportunities in the churches of our conference through the Youth Service Fund. What is the Youth Service Fund? For decades, the Conference Council on Youth Ministries has raised funds to help support unique ideas that place emphasis on ministry with and for young people in local churches and their communities. Our goal is to

increase awareness of this program and to encourage innovation as we move into a new decade of ministry with youth.

The race begins at **6:30 a.m. on Wednesday, June 12**, on Washington Street near the Classic Center and follows a route through downtown Athens and along the river, ending behind the Classic Center's Foundry Building. Classic Race Services, a company with 26 years' experience in managing races of various sizes is coordinating this year's 5K Run.

Please help support our youth in this effort by joining us for the run or by making a donation so that this ministry may continue for decades to come. Online registration will be open through June 5. Find race details and information at: <https://www.active.com/athens-ga/running/distance-running-races/13th-annual-north-georgia-methodist-conference-5k-run-walk-2019>. For information on becoming a sponsor contact Chris Moss at 770-883-3095.

Map: Classic Center



1. Blueprint for Wellness
2. Concessions
3. Lay and Clergy Registration
4. & 5. Cokesbury and Displays
6. Classic Center Office
7. Worship / Business Sessions
8. Prayer Room / Hush Arbor / Morning Communion
9. Athens Convention & Visitors Bureau
10. Agency BBQ / Laity Luncheon

Annual Conference Meals and Gatherings

Sunday, June 9, 2019

- 2:30 pm Volunteer Meeting - Grand Hall 5
- 4:00 pm Tote Bag Assembly - Cypress Room, Foundry Bldg. lower level

Monday, June 10, 2019

- 2 pm - 6 pm Cokesbury - Willow Room, Foundry Bldg. upper level
- 3 pm - 6 pm Registration - Ligotti, Foundry Bldg. lower level
- 6:00 pm Deacon Dinner - Saucehouse Barbeque, 830 W. Broad St, Athens

Tuesday, June 11, 2019

- 7:00 am Coordinating Team Breakfast - Parthenon 1
- 7:30 am - 10:30 am Blueprint for Wellness - Cypress, Foundry Bldg. lower level
- 8 am - 5 pm Registration - Ligotti, Foundry Bldg. lower level
- 8 am - 6 pm Cokesbury - Willow Room, Foundry Bldg. upper level
- 8:00 am Extension Ministers Gathering - Parthenon 2
- 8:00 am Wesleyan Renewal Movement North Georgia - Athena F
- 8:30 am Clergy Brunch - Athena A-E
- 9:00 am Newcomer Orientation - Grand Hall 4-5
- 9:00 am Board of Ordained Ministry Meeting - Parthenon 1
- 10:00 am Lay Candidate Forum - Grand Hall 7-8
- 10:00 am Clergy Executive Session - Theatre
- 12:00 pm North Georgia Conference Cabinet Lunch - Parthenon 1
- 12 pm-2 Lunch Concessions - Atrium
- 2-4 pm Beverage and snack Concessions - Atrium
- 5 pm - 7 pm 5K Walk/Run Packet Pick-up - Athena Lobby
- 5:30 pm Annual Conference BBQ Dinner / "Serving With Each Other" - Athena A-J

Wednesday, June 12, 2019

- 6 am - 9:30 am Blueprint for Wellness - Cypress Room 1, Foundry Bldg. lower level
- 7:00 am Coordinating Team Breakfast - Parthenon Room
- 7:00 am United Methodist Women Breakfast - Athena A-E
- 7-10 am Breakfast Concessions - Atrium
- 8 am - 6 pm Cokesbury - Willow Room, Foundry Bldg. upper level
- 8 am - 5 pm Registration - Foundry Bldg. lower level
- 11am - 2 pm Lunch Concessions - Atrium
- 11:00 am Visiting Choir - Grand Hall 4
- 12:00 pm Youth Delegate Lunch - Grand Hall 3
- 12:00 pm Fellowship of Local Pastors/Assoc. Members Lunch - Grand Hall 5
- 12:00 pm Conference Board of Laity Lunch - Athena A-J (enter Athena IJ)
- 12:00 pm North Georgia Clergywomen Lunch - Parthenon Room
- 2-4 pm Beverage and snack Concessions - Atrium
- 5:00 pm North Georgia United Methodist Ministers Fellowship - Athena A-E
- 5:00 pm Candler School of Theology, Emory University - Parthenon Room

Thursday, June 13, 2019

6 am - 9:30 am Blueprint for Wellness - Cypress Room 1, Foundry Bldg. Lower Level
7:00 am Coordinating Team Breakfast - Parthenon 1
7:00 am NGC United Methodist Men Breakfast - Athena AB
7:00 am Breakfast Concessions - Atrium
8 am - 6 pm Cokesbury - Willow Room, Foundry Bldg. upper level
8 am - 5 pm Registration, Foundry Bldg. lower level
11 am - 2 pm Lunch Concessions - Atrium
12:15 pm North Georgia Conference Cabinet Lunch - Parthenon 1
12:15 pm North Georgia Clergy Spouses Lunch - Athena E
12:15 pm Latino Pastor Lunch - Athena AB
12:15 pm North Georgia Reconciling UM Lunch - Athena F
12:15 pm CEF Lunch - Arch Room, South Kitchen, Georgian Hotel
2 - 4 pm Beverage and Snack Concessions
TBA Visiting Choir - Grand Hall 3
5:00 pm North Georgia Conference Cabinet Dinner - Parthenon 1
6:45 pm Clergy Processional Gather - Olympia/Parthenon South Prefunction
7:30 pm Service of Ordination, Commissioning & Licensure - Theatre
8:00 pm Ordination, Commissioning and Licensure Reception - Atrium

Friday, June 14, 2019

7:00 am Coordinating Team Breakfast - Parthenon 1
7 am - 12 pm Breakfast Concessions - Atrium
8 am - 12 pm Cokesbury - Willow Room, Foundry Bldg. upper level
8 am - 12 pm Registration - Foundry Bldg. lower level
11 am - 2 pm Lunch Concessions - Atrium
12:00 pm North Georgian Conference Cabinet Lunch - Parthenon 1
2 - 4 pm Beverage and Snack Concessions

Youth Delegation Meals. All youth are welcome and encouraged to join the rest of the youth delegation for meals during annual conference. With the exception of Wednesday lunch, we will gather at the youth delegation area, in front of the Grand Hall stage, at the beginning of each meal break before heading out for our meals.

Young Adult Gatherings. Check social media for lunch and other young adult plans during the annual conference session.

Additional meals and gatherings are scheduled by various groups. Please check directly with each sponsoring group for additional information.

2019 Room Directory

Blueprint for Wellness	Foundry Building, Lower Level - Cypress 1
Board of Ordained Ministry	Parthenon 2 (Tuesday, 9 am)
Business Sessions	Grand Hall 6-8
Clergy Executive Session	Theatre (Tuesday, 10 am)
Clergy Registration	Foundry Building, Ligotti
Concessions 7:00 am-2 pm	Atrium
Concessions lunch 11am-2pm	Atrium
Concessions Beverage/snack 2-4 pm	Atrium
Cokesbury Resource Center	Foundry Building, Willow
Conference Secretary Support	Olympia 2
Displays	Foundry Building - Lobby, Oconee
Emergency Transportation	Information Center - top escalators
First Aid - Daytime	Grand Hall - lower level escalator
First Aid - Thursday Evening	Theatre Lobby
Handicap parking with permit	Classic Center Bridge-Thomas St. entrance
Hush Arbor	Foundry Building, Empire
Information Center	Top of escalators
Labyrinth, Hush Arbor/Prayer Room	Foundry Building, Empire
Lay Delegate Forum	Grand Hall (Tuesday, 10 am)
Lay Delegate Conversation	Foundry Building, Cypress 2
Lay Registration	Foundry Building, Ligotti
Lost & Found	Information Centers - top escalators
Monitor Training	TBA
Morning Communion	Foundry Building, Empire
Newcomer Orientation	Grand Hall 3 (Tuesday 9 am)
Ordination Service	Theatre (Thursday 7:30 pm)
Ordination Reception	Atrium (Thursday following worship)
Parking Information	Information Center - top of escalators
Prayer/Hush Arbor Room	Foundry Building, Empire
Clergy Processional Gathering	Olympia/Parthenon Prefunction overlooking Atrium
Race, 5K Display	Foundry Building, Upper Level
Race, 5k Walk/Run	Athena Lobby (Wednesday, 6:30 am)
Registration/Assistance	Foundry Building, Lower Level
School Kit Collection, UMW	Lower Foundry Parking Lot
Shuttle to UGA Deck	Front of Theatre or inquire Information Center
Teller Meeting	Grand Hall 3 (Tuesday 8:30 am)
Tote Bag Assembly	Foundry Building, Cypress (Sunday 4 pm)
Voting Assistance Table (VAT)	Grand Hall, Ramp side of stage
Worship	Grand Hall and Theatre (Thursday)

Responsibility of the Clergy Members of the Annual Conference

Each clergy member has the responsibility to:

- 1) Attend pre-conference orientation session held in his/her district.
- 2) Attend all sessions of the annual conference and leave only under emergency conditions and with the knowledge of his/her district superintendent. Attendance is not optional. “Any such person unable to attend shall report by letter to the conference secretary, setting forth the reason for the absence.” (*2016 Book of Discipline*, ¶ 602.8.)
- 3) Become familiar with the organizational structure and existing programs of the annual conference, parliamentary procedure and the conference standing rules as printed in the 2018 Conference Handbook and discuss with his/her lay member(s).
- 4) Read pre-conference reports and become familiar with specific programs and items that might be presented during the sessions. Prior to annual conference, consult with his/her lay member(s) so that he/she might understand the various reports and their implication for the life of the Church. Keep in mind that the lay member(s) as well is/are obligated to express views and vote as each feels is best.
- 5) Participate fully at the annual conference and help in policy-making decisions.
- 6) Form his/her own opinions on issues and vote his/her convictions.
- 7) Serve as interpreter of the annual conference actions along with the lay member. (*2016 Book of Discipline* ¶ 251.2).

Responsibility of the Lay Members of the Annual Conference

It is an honor to be elected as a lay member to the North Georgia Conference. This is an assignment of great responsibility. By virtue of this office, he/she is also a member of her/his church’s council (¶ 252.5.g), finance committee (¶ 258.4), and the pastor-parish relations committee (¶ 258.2.a) (*2016 Book of Discipline*).

Each member has the responsibility to:

- 1) Attend pre-conference orientation session held in his/her district.
- 2) Attend all sessions of the annual conference. When he/she must be absent from the conference every effort should be made to see that the alternate lay member is able to be present.
- 3) Become familiar with the organizational structure and existing programs of the annual conference, parliamentary procedure and the conference standing rules as printed in the 2018 Conference Handbook.
- 4) Read pre-conference reports in the conference handbook provided at the district pre-conference session and become familiar with specific programs and items that might be presented during the sessions. Consult with the pastor and church lay leader. While the lay member is obligated only to use his/her own best thinking in the conference, the dialogue with others ahead of time should prove helpful in clarifying issues.

- 5) Participate fully in the work of the annual conference policy-making decisions.
- 6) Form his/her own opinions on issues and vote his/her convictions.
- 7) Prepare a report for his/her local church. This report may be presented at a Sunday morning worship service and/or a more detailed report at a meeting of the administrative board/council. In either case it should be done as soon after annual conference as feasible, and “not later than three months after the close of the conference” (§ 251.2, *2016 Book of Discipline*). Consult with his/her pastor before conference about scheduling and time limit. The conference handbook, the North Georgia Conference web page, www.ngumc.org, handouts received at annual conference and personal notes on the sessions can be used as a basis for the report. Mention major issues raised and any action and how they might affect the local church. Refer to conference preachers and share highlights from worship services. Discuss the positive aspects of the conference and try not to dwell on trivia.

Parliamentary Guidelines for Participation at Annual Conference

1. **The presiding bishop is the “chair” of the conference.**

2. **To address the conference:** move to a microphone and raise your hand until recognized by the chair; state your name, the name of your local church and whether you are a lay member of your church, a district at large member, or clergy member.

3. **To request a conference committee review the business currently under consideration:** after recognition by the chair, state: “I move that the item currently before the conference be referred to ...” (state the name of the committee to which you think the matter should be referred or request referral to a committee to be recommended by the chair).

4. **To request clarification of business being conducted:** after recognition by the chair, state: “I request a point of information/clarification regarding ...” (state the specific clarification you seek).

5. **To change the wording of a resolution, or business item, that is before the conference:**
 - a. Write down the specific wording of the proposed amendment/change, including handbook page and line number along with your name and church or district.
 - b. Raise your hand for recognition. When recognized by the chair, state the reasons for your proposed amendment/change.
 - c. After recognition by the chair, say, “I move to amend line _____, on page __ by: (deleting or inserting) the following words: ...” Read only the exact wording proposed. **Have a written copy of the amendment ready for the conference secretary immediately after the motion is read.**
 - d. The chair will ask for a second, state the motion and ask for discussion.
 - e. Other persons may be recognized to discuss/debate the motion. The motion’s presenter is allowed a final chance to speak for the motion.
 - f. After “the question is called” and discussion is closed, the motion is voted on by the conference.



Electronic Voting
2019

Voter cards will be
distributed at
registration.

1

1

Voter cards are required to vote
Tuesday, June 11th – Friday, June 14th.

Keep your voter card with you at all times.

2

2

Voter cards must be turned in
before you leave Annual Conference.

(There are fees for voter cards that are not returned.)

3

40

3

If you leave prior to the end of conference, turn
in the voter card at the Voting Assistance Table
(VAT). The VAT is located to the left of the stage
ramp in the Grand Hall.

If you stay until final adjournment, leave the
voter card in the voting device on your seat.
If you are in the stadium seating, leave the voter card in the
voting device in a bin at the bottom of the stairs.

4

4

Upon entering either entrance to the Grand Hall pick up a voting device.
There is only type of voting device.

5

Devices should never leave the Grand Hall.
(There are fees for voting devices that are not returned.)

If you leave the Grand Hall leave the voting device on your seat.
If you are in the stadium seating, leave the voting device in a bin at the bottom of the stairs.

6

6

Prior to the ballot, insert your voter card into the voting device.

The voter card type will appear across the top of screen.



7

41

7

All devices will be active with any voter card during any ballot.

★ Only votes submitted using the correct voter card type for a specific ballot are counted.



8

8

Clergy Delegate Voting

For each ballot to elect delegates the voting is done in intervals. The Bishop will open the ballot, open and close each interval, and then close the ballot.

If for example, the ballot is for 5 delegates there will be 5 intervals. Vote for exactly 1 candidate in each of the intervals. No more or less.

9

9

Clergy Delegate Voting

When an interval opens:

- Enter the number that corresponds with the candidate of your choice.
- Confirm that it is correct.
- Press the **GREEN** “Send” button.

10

10



Clergy Delegate Voting

The voting device will confirm your vote has been sent with a “Received” message on the screen.

42

11

Clergy Delegate Voting

To change your vote press the **RED** “Cancel” button and re-enter your vote.

12

12



Clergy Delegate Voting

You must submit your vote before the bishop closes the interval.

You must vote for one candidate in each interval. No more or less. Do not skip an interval.



13

Lay Delegate Voting

For each ballot to elect delegates the voting is done in intervals. The Bishop will open the ballot, open and close each interval, and then close the ballot.

If for example, the ballot is for 5 delegates there will be 5 intervals. Vote for exactly 1 candidate in each of the intervals. No more or less.

14

14

Lay Delegate Voting

When an interval opens:

- Enter the number or write-in a name that corresponds with the candidate of your choice.
- Confirm that it is correct.
- Press the **GREEN** "Send" button.



15

Lay Delegate Voting

The voting device will confirm your vote has been sent with a "Received" message on the screen.



16

16

15

Lay Delegate Voting

To change your vote press the **RED** "Cancel" button and re-enter your vote.



17

17

Lay Delegate Voting

You must submit your vote before the bishop closes the interval.

You must vote for one candidate in each interval. No more or less. Do not skip an interval.



18

18

Reports and Resolutions Voting & Presentation Questions

44

19

19

Reports and Resolutions

This is an example of choices:

1. to vote "Yes"
2. to vote "No"
3. to "Abstain"

When the vote opens, enter the number that corresponds with your choice.



20

20

Reports and Resolutions

The voting device will confirm your vote has been entered with a “Received” message on the screen.



21

21

Reports and Resolutions

To change your vote press the number that corresponds to your new choice.



22

22

Reports and Resolutions

If you wish to withdraw your vote, press the letter “X” button to cancel.

You must submit your vote before the bishop closes the vote.



23

23

Presentation Questions

During specific presentations you may submit questions up to 145 characters in length

- Type a question.
- Confirm that it is correct.
- Press the **GREEN** “Send” button.



24

24

24

Guidelines for North Georgia Annual Conference Delegation

I. Selection of delegation chair

Immediately upon adjournment of the annual conference session which elects general and jurisdiction conference delegates, the bishop shall call and preside at an organizational meeting of the delegation for the purpose of electing a chair, vice-chair and secretary of the delegation. It is recommended that the annual conference's tradition of quadrennial rotation between laity and clergy be followed.

II. Delegation nominating committee

There shall be a nominating committee of the North Georgia Conference delegation to general and jurisdictional conferences comprised of the first three elected lay and the first three elected clergy delegates. This nominating committee shall meet within one month of the annual conference which elected the delegation. This meeting shall be called by the chair of the delegation who shall act as chair of the nominating committee.

This committee shall:

- 1) Present to the delegation (as soon as requested by the chair of the delegation) the names of one lay and one clergy delegate to serve as the delegation's members of the jurisdictional nominating committee. After opportunity for additional nominations from the floor, the nominees shall be elected by the delegation by orders.
- 2) Review and evaluate within the guidance of ¶ 524 of The 2016 Book of Discipline, the make-up of the current quadrennial jurisdictional committee on episcopacy. In the event that a change is recommended, the committee shall present the name of a recommended substitute to complete the current quadrennial term. After opportunity for additional nominations from the floor, a substitute shall be nominated by the entire delegation.
- 3) Present to the delegation the committee's recommendation for one lay and one clergy from the delegation to serve as members of the Jurisdictional Committee on Episcopacy for the upcoming quadrennium.
- 4) Recommend to the delegation a substitute committee member for the jurisdictional committee on episcopacy when a duly elected committee member resigns or for any reason cannot continue to serve (See ¶ 524, The 2016 Book of Discipline).

III. Selection of episcopal nominee:

At such time as the delegation may determine, the delegation may select from its membership its episcopal nominee to be put forward at the next annual conference for election as the North Georgia annual conference nominee for the episcopacy.

The following process shall be used by the delegation in selecting a candidate for the episcopacy:

- 1) Opportunity shall be given for delegates to make nominations from the floor and/or to speak in behalf of persons nominated. All clergy members of the delegation shall be eligible for nomination without regard to order of election to the delegation.
- 2) Two seconding speeches for each person nominated shall be allowed.
- 3) After nominations, seconding speeches, and discussion, written ballots shall be taken until one person nominated receives 60 percent of the delegation vote.
- 4) Upon election of the delegation's candidate for the episcopacy, opportunity shall be offered for unanimous endorsement by the delegation.

- 5) The delegation shall develop and implement plans and strategies for accomplishing the election to the episcopacy of the candidate chosen by the delegation.

It is the intent of the conference that through the implementation of these guidelines, the laity shall have an equal voice in the selection of the candidate for the episcopacy, the process shall be fair to all concerned and the process will be comprehensible and consistent.

Clergy Elections Procedures

The North Georgia Annual Conference clergy have responsibility to help shape the future of the United Methodist Church when electing delegates and to prepare the annual conference's delegation for General and Jurisdictional Conferences. During the 2017 Clergy Session, a Clergy Elections Procedures Committee was selected and given approval to develop a self-nominating process for clergy elections.

The Clergy Elections Procedure Committee has responsibility for identifying the most appropriate ways for the annual conference to participate in the spiritual journey to General and Jurisdictional Conferences by creating and implementing strategy that includes at least the following items:

- a. Encourage clergy of the annual conference to attend General and Jurisdictional Conferences.
- b. Encourage clergy to volunteer as pages and monitors for General and Jurisdictional Conferences.
- c. Educate on the time and financial requirements for General and Jurisdictional Conferences. The financial and time requirements expected of those who serve is vast. The time requirements include the dates for General and Jurisdictional Conferences and the regularly scheduled meetings of the delegation in advance of the General and Jurisdictional Conferences. Time commitments also involve reading, studying and interpreting proposed legislation.
- d. Encourage the annual conference to pray for the delegates.
- e. Remain neutral throughout the process. No opinion shall be expressed about any candidate at any point during the process.

We, the Clergy Elections Procedures Committee, prayerfully approached this task over the course of the year and respectfully present the following clergy self-nominating process for approval by the Clergy Executive Session of the North Georgia Annual Conference.

Self-Nominating Process

All eligible clergy interested in serving as a delegate may follow the self-nominating procedures outlined below:

Anyone who desires to self-nominate may express their interest by accessing the nomination form on the North Georgia conference website, www.ngumc.org. The nomination form will be made available on February 1 preceding the annual conference session of delegate elections. The nomination form will remain open until March 4 at 11:59

p.m. In order to ensure that the deadline for submission is honored, there will be a date and time stamp for each final submission received.

Prior to March 4, each person who self-nominates will have the ability to revise his/her submission as often as desired. However, each person must officially submit their file prior to the deadline to ensure that the desired final version is received. If the individual does not officially submit the profile prior to the deadline, the submission will be considered incomplete and ineligible. In order to include the nominee's biographical information and photograph in the conference handbook, the nomination form on the conference web site will not be available after March 4 at 11:59 p.m. preceding the annual conference session of delegate elections

If an individual decides to withdraw his/her submission after the March 4 deadline, then the individual will have to submit a written request for the profile to be removed. Contact information and the deadline will be included on all communication, including the self-nomination form and the website.

The nomination form will request the following information: name; address; local church; order; district; race/ethnicity; confirmation about the ability to attend the required meetings prior to and during conference; and age bracket. The current clergy photo on file for each nominee will be used for the submission.

Nominees will be asked to answer, in 250 words or less, one of the following questions: "Why do you feel called to be a delegate to General Conference and jurisdictional conferences?" or "What is your vision for the United Methodist Church?"

The name, photograph, order, age bracket, gender, home city and statements of each self-nominee will be printed in alphabetical order in the Conference Handbook of the session of annual conference in which delegate elections occur.

All clergy in full connection are eligible for election and shall be listed on the ballot. ("The clergy delegates to General Conference and to jurisdictional or central conference shall be elected from the clergy members in full connection." 2016 *Book of Discipline* ¶35). Although members of the Clergy Election Procedures Committee are not eligible to self-nominate, they are eligible for election. This self-nominating process does not preclude other clergy from being nominated and elected. Therefore, the self-nominating section will be followed by an alphabetical list of all clergy in full connection with an assigned number.

An alphabetical listing of those who self-nominate will also be placed on the conference web site along with the aforementioned details for each individual.

After the next election, the Clergy Election Procedures Committee will monitor and evaluate the process in order to recommend any necessary changes to the clergy executive session for consideration and approval.

Clergy Election Procedures Committee:
Local Pastors: Elvira Rogers, Winfred Pitts
Deacons: Steve Napier, Joseph McBrayer
Elders: Tonya Lawrence, Katy Hinman, Donald Reed
Tellers: Maria Bowers
Conference IT Director: Michael Murphy-McCarthy

Lay Election Procedures

Lay persons desiring nomination and election as a delegate to General and Jurisdictional Conferences will follow the process outlined below, which is in keeping with the guidelines established by the Lay Election Task Force authorized by the 2007 North Georgia Annual Conference.

- Any person who has been a member of The United Methodist Church for at least two years preceding their election, has been an active participant in The United Methodist Church for at least four years preceding their election and is a member within the North Georgia Annual Conference at the time of the General and jurisdictional conferences is eligible for nomination. *Book of Discipline*, Part I, Division Two, Section VI (§36).
- A nomination form will be posted on the North Georgia Annual Conference website on January 1 preceding the annual conference session of delegate elections. The nomination form will close on *January 31 at 11:59 PM. The nomination form will request a picture, biographical sketch and 300 words to be used as the candidate sees fit, but not necessarily for stating the nominee's position on issues.
- At a location and time established by the Lay Election Procedure Committee, there shall be a Candidate Forum sponsored by the Conference Board of Laity. Official nominees who have completed the nomination form and meet the requirements established will be invited to participate in this forum. An equal time allotment, established by the Lay Election Procedure Committee, shall be granted to each official nominee to speak to those gathered.
- A second Candidate Forum will be conducted during the Annual Conference Lay Orientation Session. Official candidates who have completed the nomination form and meet the requirements established will be invited to participate in this forum. An equal time allotment, established by the Lay Election Procedure Committee, shall be granted to each official candidate to speak to those gathered.
- Before the morning sessions of Annual Conference, beginning on days following the first laity election ballot, the Lay Election Procedure Committee will distribute a Laity Election Summary Report. This summary shall report the election results through the last ballot read by the Bishop on the previous day by listing the candidates and the number of votes received in the order of the last ballot reported. No other lists of results shall be distributed to the laity during the election process after the first ballot.

*AMENDED DATE: On January 22, 2019, the Lay Election Committee announced that, after consultation, the decision had been made to extend the registration period until midnight March 4, 2019 for those seeking to be a candidate for General Conference 2020. Those who had already submitted an application would be able to resubmit up to the deadline stated above.

Election Process

- Prior to the opening of each ballot, the Bishop, or person designated by the Bishop, will lead the conference in a time of silent meditation and prayer.

- Members of the annual conference will vote on electronic devices.
- When the Bishop, or person designated by the Bishop, announces the results of election ballots, the names and ballot numbers of persons receiving votes will be projected on the screens in preparation for the next ballot.
- If anyone receives 10 write-in votes during a ballot they will automatically be assigned a number and included on the next ballot.
- To expedite the election process, ballot results will be reported as follows:
 - all names receiving 25 or more votes will be read.
- The order of election of delegates will be General Conference, Jurisdictional Conference, and Reserve Delegates for Jurisdictional Conference.
- Those elected delegates to Jurisdictional Conference will serve as reserves for General Conference.

Parking Permit
for Members of the
North Georgia Conference
The United Methodist Church
June 11-14, 2019
June 10, 2019 for early registration
Athens, Georgia

To display: fold in half and place on
dashboard of vehicle

This permit must be displayed for
Annual Conference Free Parking
AND
Special Rates at the
Annual Conference Pay Parking Decks

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100. Africa University

Africa University thrives in ministry because of the steadfast support of the local congregations of The United Methodist Church. The students, faculty, administrators, trustees and alumni are grateful to the leaders and members of the North Georgia Conference for prioritizing Africa University with the contribution of 95.59 percent of the asking to the Africa University Fund (AUF) apportionment in 2018. The university community values every gift and is humbled by the sacrifices that are being made as the North Georgia Conference strives to establish a tradition of 100 percent support for the AUF.

Through its investment in the Africa University Fund, the North Georgia Conference continues to affirm the university's core mission of nurturing leaders who help communities to know Jesus Christ and to experience peace, sustainable livelihoods, food security and abundant health. Thank you, North Georgia United Methodists, for your steadfast commitment and strong support.

Institutional Update:

- Africa University remains a top choice for African young people who are seeking a relevant and life-changing educational experience. In 2018, Africa University enrolled more than 700 new students and maintained an overall enrollment of around 2,000 students. There were 25 African countries represented in the student body. Women made up 53 percent of the student population, which is almost twice the average for African higher education institutions.
- Throughout 2018, Africa University weathered the challenges of Zimbabwe's depressed and uncertain socio-economic environment with creativity and prudence. The university delivered teaching, learning and community service activities of high quality without interruption, while also renewing and expanding its infrastructure. Key enhancements in 2018 included the refurbishment of three residence halls for women students and the full implementation of an ERP software system to integrate and manage all facets of the university's operations.
- For the first time in five years, there is new construction on the Africa University campus thanks to a 25th anniversary gift from Highland Park United Methodist Church in Dallas, TX. In December 2018, work began on the foundation for a new residence hall. The university subsequently broke ground for the construction of phase two of its Student Union and Cafeteria building. Both projects are progressing well and are expected to be fully in use by August 2020.
- With conflict, poverty and the impact of climate change persisting as the key drivers of food insecurity and the rise in internal displacement, migration and refugeehood in Africa, the university consolidated its position as a trailblazer by offering new graduate training and research opportunities. Africa University has also continued to provide scholarships for refugee women so that their experiences, talents and ideas are integrated into the search for sustainable solutions.
- Africa University delivered critical data for reducing malaria deaths in southern Africa and controlling the spread of insect-borne diseases world-wide. AU's insectary—a laboratory for rearing and studying live insects, such as mosquitos—

1 shares its findings through the Southern Africa Centers of Excellence for Malaria
2 Research. This data informs regional policies, practices and malaria control efforts.

3
4 The students, faculty, administrators and trustees of Africa University thank the
5 members of the North Georgia Conference for their prayers and support, which continue to
6 grow and sustain this ministry. Thank you for opening doors and equipping young people to
7 be difference-makers. Thank you for all that you have sown into Africa University over the
8 past 27 years. As Africa University and the North Georgia Conference move forward
9 together in missional engagement, we trust in God’s unending grace for the increase.

10
11 James H. Salley
12 Associate Vice Chancellor for Institutional Advancement
13 Africa University Development Office
14

15 16 **101. North Georgia Black Methodists for Church Renewal**

17
18 North Georgia Black Methodists for Church Renewal (NGBMCR) is the local caucus of
19 General Black Methodists for Church Renewal (BMCR). In February of 1968, despite
20 warnings from Bishops and others to stay away, members of the then segregated Central
21 Jurisdiction met to plan how the Black Churches would continue to operate with excellence
22 in the new United Methodist Church. They created Black Methodists for Church Renewal.
23 For over 50 years, BMCR has served as a type of hush arbor for the Black Church.

24 NGBMCR empowers Black Methodists “for effective witness and service among
25 pastors, laity in local United Methodist churches, conferences and schools, and the larger
26 community.” We address disparities where they exist, while actively serving the needs of our
27 members. We support our Black College Fund institutions: Clark Atlanta University,
28 Gammon Theological Seminary, and Paine College. NGBMCR presents opportunities to
29 gather beyond the local church to fellowship and create lasting spiritual friendships in order
30 to strengthen the bonds within our denomination and across the Annual Conference.

31 NGBMCR has a “working” Board elected by the membership. It includes both laity
32 and clergy. We hosted the SEJBMCR Annual Meeting in Atlanta for three years in a row.
33 We are grateful to Bishop Sue for serving on the 2017 panel during the Town Hall. We also
34 extend our gratitude to the members of the Cabinet and Extended Cabinet who attended
35 SEJBMCR with her. It was a highlight for those outside of North Georgia to see such a
36 significant showing. NGBMCR also hosted the General BMCR 52nd Annual Meeting in
37 April 2019.

38 The Annual NGBMCR Revival (“Revival”) has become a wonderful time to be one
39 with each other. It began in 2016 with “Black Power.” In 2017, “White Privilege: MLK
40 Letter from the Birmingham Jail.” Bishop Sue was the speaker on the first night. The 2018
41 Revival addressed “Me Too” through the biblical account of the “Rape of Tamar.” The 2019
42 Revival had the largest number of churches participating on the program to date. It was a
43 high time of praise and worship. Our theme this year was taken from the Findings of BMCR,
44 Black Paper. We used the words of Ernest Smith’s address: “There is no waiting for
45 tomorrow ... Our Time Under God is Now.” Our young clergy preached and called us to

1 action. If you missed this year’s NGBMCR Revival, you will have another opportunity in
2 February 2020.

3 New this year is the NGBMCR Sankofa Hush Arbor at Annual Conference. Sankofa
4 means “go back and get it” and instructs us to learn from the past. Hush arbors, also referred
5 to as brush arbors, were the “secret places” enslaved African Americans created to engage in
6 religious practices and worship God in the fullness of their authentic selves. They created
7 Negro Spirituals and made plans to steal away to freedom. Many traditional Black churches
8 in the South began this way. It was illegal for enslaved persons to read (especially the Bible)
9 and gather in worship without white supervision or “permission.” They risked severe
10 punishment and even death to worship God and fellowship.

11 Our history in North Georgia has also included actions by some in positions of
12 authority who discouraged the affiliation of black clergy with BMCR. The appointment
13 process was weaponized by some former Bishops and District Superintendents to coerce
14 compliance and restraint from addressing issues of social justice. The threat of retaliation
15 created an atmosphere of isolation and mistrust. Churches went from connectional to
16 congregational in their existence. Clergy suffered in silence and the needs of laity and the
17 local church suffered as well. But the God of our weary years and silent tears has brought us
18 thus far on the way.

19 Sankofa means “go back and get it” and encourages us to learn from history. We have
20 reimagined the Sankofa Hush Arbor as a “sacred space” where the beauty of the Black
21 Church traditions can be appreciated by all. It is a place to reflect, pray, learn, meditate,
22 worship, praise, be soothed or invigorated by sacred music, experience the love of God, and
23 share that love one with another. We imagined a space where we can remind one another to
24 renounce the spiritual forces of wickedness, reject the evil powers of the world, and repent of
25 our sin; and to accept the freedom and power God gives us to resist evil, injustice, and
26 oppression.

27 We are grateful to the Annual Conference Planning Committee, Visuals Team,
28 NGBMCR Hush Arbor Committee and many volunteers for giving life to this vision. The
29 Sankofa Hush Arbor is located in the Annual Conference Prayer and Communion Rooms
30 (Empire Room 1&2) on the first floor of the Foundry Building. For more details on the
31 Sankofa Hush Arbor, please see the Annual Conference Visuals Report.

32 The next NGBMCR General Meeting following Annual Conference will take place
33 on Saturday, August 3rd at 10:00 AM at Ben Hill UMC. We look forward to seeing you!

34
35 DuWanna Thomas
36 NGBMCR Chairperson
37
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41
42
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44
45

102. Candler School of Theology

For more than 100 years, **Candler School of Theology at Emory University** has prepared *real* people to make a *real* difference in the *real* world. Since our founding in 1914, more than 10,000 students have graduated from Candler, where they have been shaped as thoughtful, principled, and courageous leaders dedicated to transforming the world in the name of Jesus Christ.

This is especially important to note amid the current uncertainty in our 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 our 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 our mission. This diversity has been a wonderful gift and a rich blessing. As we move forward from the Special Session of General Conference, we will continue to invite and welcome wholeheartedly those from all expressions of the Wesleyan tradition. Indeed, we will continue to welcome all those who follow Jesus Christ.

Candler is also privileged to be one of seven graduate professional schools of Emory University in Atlanta. With the resources of a top-tier research institution and the reach of a global city, our students benefit from a rich academic and hands-on learning environment: The General Board of Global Ministries is in Atlanta, as are numerous public health, international development, and social service organizations. Candler’s intentional involvement with our surrounding community has contributed to our inclusion on a list of “Seminaries that Change the World” for six years running. In short, there is no better place to prepare for ministry that engages our major denominational priorities: developing leaders, starting and growing churches, ministry with the poor, and improving global health.

In order to keep pace with the needs of the church and the world, Candler offers 16 degrees: six single degrees and ten dual degrees pairing theology with bioethics, business, international development, law, public health, and social work. Our Doctor of Ministry degree is 90 percent online, so students can remain in their places of ministry and immediately apply to their context what they learn in class. Our Teaching Parish program allows eligible United Methodist students to serve as pastors in local churches while they’re enrolled—they earn a salary as they earn course credit and pastoral experience, plus they are mentored by an experienced United Methodist elder.

Candler’s student body continues to reflect the diversity and breadth of the Christian faithful, with an enrollment of 453, reflecting 51 percent women, 39 percent people of color (U.S.), and a median age of 27 among MDivs. Students represent 44 denominations, with half coming from the Methodist family.

Candler has a deep commitment to alleviating student debt and promoting financial literacy. In 2018-2019, we awarded \$5.8 million in Candler scholarships, with 100 percent of MDiv students receiving aid. Plus, our comprehensive “Faith & Finance” program teaches money management skills that serve our students now and will continue to serve them—and the churches they lead—well into the future.

1 Candler draws considerable strength and inspiration from its relationship with The
2 United Methodist Church. Our ability to fulfill our mission of educating faithful and creative
3 leaders for the church's ministries throughout the world depends upon your prayers,
4 partnership, and support. Thank you for the countless ways you advance this vital ministry in
5 the life of our denomination. Visit us in person or online at candler.emory.edu to see
6 firsthand how Candler prepares *real* people to make a *real* difference in the *real* world.
7

8 Jan Love, Mary Lee Hardin Willard Dean and Professor of Christianity and World Politics
9 Candler School of Theology
10

11 **103. Gammon Theological Seminary**

12 Gammon Theological Seminary, located in Atlanta, is the United Methodist constituent
13 member of the Interdenominational Theological Center (ITC), a consortium of historically
14 African-American theological schools. Gammon/ITC is a co-educational, professional
15 graduate school of theology. Its faculty personifies vigorous scholarship, rigorous academic
16 discipline and significant research in the service of the church and other communities in the
17 world. Gammon/ITC is the world's premier resource for black church scholarship and faith-
18 based solutions to the spiritual and socio-economic challenges confronting the African
19 American community and beyond.
20

21 Founded in 1883 by the Methodist Episcopal Church and with assistance from the
22 Freedman's Aid Society, today Gammon Theological Seminary is one of the 13 theological
23 schools of the United Methodist Church. The faculty and administration of Gammon/ITC
24 create an environment in which critical thinking, investigative reflection, decision making,
25 and responsible action are fostered. Gammon/ITC is a member of the Atlanta University
26 Center Complex, the world's largest enterprise of African American higher education. It is
27 also a member of The University Center of Georgia and the Atlanta Theological Association.
28 The school is fully accredited by the Association of Theological Schools and the Southern
29 Association of Colleges and Schools.
30

31 Gammon/ITC offers the following degree programs: the Master of Divinity, the
32 Master of Arts in Christian Education, and the Doctor of Ministry.

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

39 Gammon/ITC has had a very exciting and busy year living out its mission, which is to
40 recruit, support and educate pastors and leaders for The United Methodist Church. Gammon
41 Theological Seminary is extremely grateful to this Annual Conference for your support of
42 theological education, and for your commitment to ensuring that God's church will be served
43 by persons who are called and trained to lead us forward.
44

45 Ken J. Walden, President-Dean

104. General Board of Higher Education and Ministry

As the leadership development agency of The United Methodist Church, the General Board of Higher Education and Ministry (GBHEM) builds capacity for United Methodist lay and clergy leaders to discover, claim and flourish in Christ’s calling in their lives. The agency creates connections and provides resources to aid in recruitment, education, professional development and spiritual formation. Every elder, deacon and licensed local pastor benefits from our training and candidacy programs. Many young adults find help in clarifying God’s call in their lives through our discernment opportunities.

Through its Office of Strategic Leadership, GBHEM refined plans for a center for leadership development and spiritual formation. It is drawing on research to plan the expansion of leadership training offerings to churches and communities through a range of means such as face-to-face training, online conferencing, consulting, and recommending resources and experts.

The Division of Ordained Ministry (DOM), using extensive research on the components of effective ministry, introduced a new formation process, Effective Ministry 360 (EM360), which guides pastors and congregations to plan and execute mission and ministry objectives. EM360 also offers assessment modules for candidacy, district superintendents, eight-year clergy assessment, and Course of Study. DOM provides introduction and orientation sessions about the process.

The Division of Higher Education (DHE) has initiated research to inform a “leadership pipeline” process for university leaders on United Methodist campuses. Among the books GBHEM published this year, “Missio Dei and the United States: Toward a Faithful United Methodist Witness” (book and study guide) exhibits the best of church and academy collaboration. Contributors explore how the church can reengage its Wesleyan heritage as it participates in God’s mission.

The Office of Loans and Scholarships announced an increase in the maximum amount of money United Methodist students can borrow to pursue their education. The annual maximum is \$10,000, with a lifetime maximum of \$40,000. On average, the agency distributes \$5.5 million in scholarships annually.

Partnering with churches and institutions, GBHEM has promoted projects, programs, initiatives, education and leadership development in various cultural contexts within United Methodism and in pan-Methodist relationships. The agency expanded the Methodist Global Education Fund for Leadership Development, supported the work of regional networks with the International Association of Methodist Schools, Colleges, and Universities, and established Regional Hubs for Leadership, Education and Development. In 2018, hubs were active in nations in Africa, Asia, Europe and England, North America and South America.

105. Georgia Pastors' School

Our 2018 Georgia Pastors' School brought the best of our denominational leadership to Georgia as an array of General Board of Global Ministries staff presented a relevant and engaging school with the theme of "Inside Out Church: Engaging Your Community in Mission." One of the ways we live the vision of being one with each other is when we engage our communities with the love and good news of Jesus Christ in a variety of programs and partnerships with others.

The Pastors' School returns to the theme of preaching regularly as it is such an important part of our work. This year, we will host a diverse faculty who will lead us in "Preaching the Word in Today's World." Kevin Murriel, senior pastor of Cascade UMC in Atlanta, will preach our opening worship. Our other worship services will feature our faculty as preachers, giving us the unique perspective of hearing our teachers practice the art. Paul Nixon of the Epicenter Group, formerly of Path One; Anna Carter Florence, Peter Marshall Professor of Preaching at Columbia Theological Seminary; and Gerald Liu, Assistant Professor of Worship and Preaching at Princeton Theological Seminary, will be our faculty for the week.

The Board of Managers is continually seeking to ensure the Georgia Pastors' School is an outstanding event for both clergy and their families. We are offering the best in continuing education for our conferences' clergy as well as a quality family experience for clergy families. Kids Care Everywhere will once again provide programming and child care for infants through 5th grade children, and our youth program will again be led by Bill Culpepper. Registration is available exclusively online at www.georgiapastorsschool.org and room reservations can be made through www.epworthbythesea.org. Walk-up registrations are welcomed, but advanced registration helps us be best prepared. Our early-bird registration rates will be available through June 17, so register today! We thank both conferences for your continued support.

Tony Crosby, South Georgia Conference
Chair, Georgia Pastors' School Board of Managers

106. Georgia United Methodist Foundation, Inc.

The Georgia United Methodist Foundation was founded in 1984 as a nonprofit extension ministry of The United Methodist Church. Our mission is empowering people to change lives! We offer the following financial solutions, resources and training to United Methodist churches, ministries and individuals within Georgia:

Financial Solutions for Churches

- 1. Investment Management Services:** We help churches manage and grow invested funds through socially responsible and sustainable investing.
- 2. Loans:** We offer loans to churches and ministries wishing to refinance debt, or to build, expand or renovate facilities for sustaining ministry.

1 **3. Certificate Program:** We offer 1-, 2-, 3- and 4-year fixed rate investments which in turn
2 provide funds for loans to churches and ministries.

3 **4. Training and Workshops:**

- 4 • **Endowments and Legacy Ministry Training:** We teach church leaders how to
5 establish and cultivate permanent sources of income to support and sustain a church's
6 ministry programs.
- 7 • **Planned Giving Strategies:** We help churches by offering their members free
8 individual and group meetings to discuss effective strategies to create a legacy for
9 church or ministry.
- 10 • **Wills Clinics:** We help churches by assisting their members in preparing their wills
11 and other healthcare and estate planning documents.
- 12 • **Cemetery Associations:** We teach churches how to establish and sustain a cemetery
13 association.
- 14 • **Clergy Financial Literacy Academy:** We train pastors in personal and church
15 financial literacy. After a successful pilot session in 2018, we are developing an
16 electronic version so area facilitators can train pastors in small groups.

17
18 **Financial Solutions for Individuals**

- 19 **1. Planned Giving Strategies:** We offer free individual and group meetings to discuss
20 effective strategies to create a legacy for ministry and benefit your family.
- 21 **2. Certificate Program:** We offer 1-, 2-, 3- and 4-year fixed rate investments which in turn
22 provide funds for loans to churches and ministries.
- 23 **3. Scholarships:** We partner with the United Methodist Higher Education Foundation to
24 offer United Methodist Dollars for Scholars scholarships to support United Methodist
25 students within Georgia who attend United Methodist colleges, universities and
26 seminaries.

27
28 To learn more, please contact the Georgia United Methodist Foundation at 770-449-6726,
29 877-220-5664 or info@gumf.org or visit www.gumf.org.

30
31 William T. Daniel Jr., Board of Trustees Chair
32 Keith E. Lawder, President/CEO
33 Stephen A. Waldorf, Vice President of Development
34

35
36 **107. Hinton Rural Life Center**

37
38 Hinton Center is a retreat and missions outreach agency of the Southeastern Jurisdiction, with
39 the mission statement: Inspired by Jesus Christ, Hinton Rural Life Center's purpose is to
40 engage individuals, congregations, and communities in transformation through retreat
41 ministry and missional outreach.

42 Don't just go to church. Be the Church. Like a church, Hinton Center's campus is a
43 physical place where people come to worship, learn and serve, as well as retreat, reflect and
44 renew. But Hinton is more than just a place. Through our ministries and missions outreach
45 opportunities, we engage individuals, groups, churches and organizations – both local and

1 from across the jurisdiction – in ways that impact our rural Appalachian community, improve
2 quality of life, and give hope. We focus on loving God and loving neighbor, and our prayer is
3 that everyone who connects with Hinton – guest, volunteer, workshop participant, local
4 homeowner, or business owner – experiences God’s transforming love.

5 Guided by our Quality of Life Study, Hinton Center has been making homes safer
6 and healthier, encouraged understanding of mental health and substance use, and promoted
7 community-wide volunteer opportunities. We’ve been awarded numerous grants and have
8 continued to strengthen our ministries both on and off campus. Our 2018 ministry highlights
9 include:

- 10 • Received over \$575,000 in grants, including funding for:
 - 11 ○ Youth and adult leadership programs, grant funded by The Duke Endowment
 - 12 ○ Mental Health First Aid training, through the Evergreen Foundation; our staff has
 - 13 trained educators in the Clay County and Cherokee County school systems.
 - 14 ○ Young Clergy Initiative funding, from the UM General Board of Higher
 - 15 Education and Ministry; this funding supported a leadership training event for
 - 16 high school youth interested in serving as future summer mission outreach staff.
- 17 • Served 334 families through our Firewood, Christmas Cares, and Home Repair
- 18 ministries
- 19 • Completed 237 home repair projects for 29 homes
- 20 • Hosted 51 church mission teams, with 46 from the SEJ
- 21 • Completed our Lakeside Worship Center, with significant help from the NOMADS
- 22 team led by Jim and Mary Jo Reeves; began hosting our annual Easter Sunrise
- 23 Service there
- 24 • Launched a regional Volunteer Center promoting ministry through service in the
- 25 community, with over 25,000 volunteer hours in 2018
- 26 • Produced 785 pounds of food from the Hinton garden, used in our dining services and
- 27 distributed to food programs in our community

28
29 In 2019 we launched two initiatives to promote, throughout the SEJ, our resources and
30 missions opportunities:

- 31 • The Hinton Ambassadors Ministry equips ten clergy from different annual
32 conferences in the jurisdiction to represent Hinton and serve as an information
33 resource in his/her annual conference. They include: David Fuquay (FL); Laura
34 Plaster (Holston); Ed Trimmer (TN); Adlene Kufarimai (N AL); Shannon Boaz (KY);
35 Joshua Goocey (NC); Rebekah Ralph (WNC); Ed Archer (N GA); Bill Culpepper (S
36 GA); Jonathan Tompkins (SC).
- 37 • Hinton is helping to sponsor FCF Confirm confirmation retreats at Lake Junaluska.
38 Our presence at these retreats is introducing a new generation of United Methodists to
39 Hinton Rural Life Center as a place where they can go to retreat and serve . . . and BE
40 the Church!

41
42 Jacqueline Gottlieb, President and CEO
43
44
45

**108.a. United Methodist Connectional Federal Credit Union
Financial Report**

Assets	Summary as of 12/31/17	Summary as of 12/31/18
Cash	\$317,351.48	\$293,074.21
Loans to Members	\$17,532,168.51	\$16,823,584.42
Loan Participation	\$1,803,879.44	\$1,911,414.35
Allowance for Loan Losses	-\$102,332.86	-\$80,703.62
Other Receivables	\$41.15	\$65,977.04
Investments	\$8,904,841.42	\$8,358,146.82
Accrued Income	\$73,943.81	\$58,625.54
Prepaid Exp & Defer Charges	\$74,950.82	\$53,002.63
Fixed Assets	\$726,503.96	\$892,880.25
All Other Assets	\$47,075.00	\$47,075.00
Total Assets	\$29,378,422.73	\$28,423,076.64
Liabilities		
Accounts Payable	\$21,129.85	\$19,990.44
Dividends Payable	\$0.00	\$0.03
Notes Payable	\$0.00	\$0.00
Taxes Payable	\$383.26	\$493.29
Accrued Expenses	\$38,316.24	\$60,577.78
Deferred Credits	\$0.00	\$0.00
Other Liabilities	\$0.00	\$18,217.47
Total Liabilities	\$59,829.35	\$99,279.01
Equity		
Shares of Members	\$26,626,946.57	\$25,600,399.05
Reserves	\$682,937.04	\$682,937.04
Undivided Earnings	\$1,955,329.96	\$2,008,709.77
Net Income	\$53,379.81	\$31,751.77
Total Equity	\$29,318,593.38	\$28,323,797.63
Total Liabilities & Equity	\$29,378,422.73	\$28,423,076.64

Income Statement	Summary as of 12/31/17	Summary as of 12/31/18
Interest on Loans	\$1,079,687.53	\$1,082,838.34
Income on Investments	\$106,433.44	\$150,543.24
Fees & Charges	\$175,610.92	\$166,664.99
Other Operating Income	\$120,565.84	\$155,840.27
Operating Income	\$1,482,297.73	\$1,555,886.84
Operating Expenses		
Compensation	\$536,179.95	\$557,402.01
Employee Benefits	\$171,241.56	\$181,848.95
Travel & Conference	\$49,418.62	\$52,227.11
Association Dues	\$17,438.00	\$17,990.25
Office Occupancy	\$47,171.81	\$53,968.96
Office Operations	\$97,801.43	\$122,553.61
Education & Promotion	\$35,818.08	\$51,476.52
Loan Servicing	\$83,167.33	\$78,931.90
Prof & Outside	\$203,756.85	\$216,377.96
Provision for Loan Losses	\$76,837.05	\$75,115.22
Member Insurance	\$0.00	\$0.00
Federal Operating Fee	\$6,641.99	\$7,760.65
Interest on Borrowed	\$0.00	\$0.00
Cash Short/Over	\$30.00	-\$10.01
Annual Meeting	\$2,373.13	\$3,242.90
Miscellaneous	\$7,708.46	\$9,462.78
Total Operating Expenses	\$1,335,584.26	\$1,428,348.81
Income from Operations	\$146,713.47	\$127,538.03
Income Before Dividends	\$146,713.47	\$127,538.03
Dividends	\$93,333.66	\$95,786.26
Gain/(Loss) on Assets	\$0.00	\$0.00
Net Income	\$53,379.81	\$31,751.77

1 **109. UMC Commission on Higher Education**

2
3 The United Methodist Church has a long-standing commitment to serving students on the
4 college and university campuses of the world. Through the UMC Commission, the North and
5 South Georgia Annual Conferences support 9 UM-related campuses and 19 campuses served
6 by our Wesley ministries. Through our Wesley ministries and UM-related colleges, we
7 support more than 25,000 students on their educational and spiritual journeys. None of this
8 would be possible without your generosity and commitment to the future.

9 **Ministry Highlights:**

- 10 • 40 percent increase in student reach over the past three years
- 11 • Launched 7 ministries over the past two years
- 12 • Second annual Campus Crawl for high school students to experience UM
- 13 colleges and Wesley ministries
- 14 • Wesleyan College boasts largest first year class in decades
- 15 • Andrew College granted 10-year accreditation for new nursing program
- 16 • Student Leadership Retreat offers training and mentoring for 100 emerging
- 17 leaders with a special focus on discerning a call to ordained ministry
- 18 • Young Clergy Academy supports 8 ministry interns discerning calls to ministry
- 19 • As a leader in our field, the UMC Commission now supports collegiate ministry
- 20 across the country as we work to reimagine United Methodist ministries with
- 21 college students

22 As United Methodists, we are called to “make disciples for the transformation of the
23 world. There is perhaps no greater time in our history for our Church to live into this calling.
24 By investing in our colleges and Wesley ministries we have the opportunity to directly invest
25 in the lives of the word’s emerging leaders. Together, we believe we can transform the world,
26 because the world lives on the college campus. Students Matter.

27
28 **United Methodist Colleges and University Campuses**

29 Andrew College
30 Clark Atlanta University
31 Emory University
32 LaGrange College
33 Oxford College
34 Paine College
35 Reinhardt University
36 Wesleyan College
37 Young Harris College

38
39 **Campuses Served by Wesley Foundations**

40 Augusta University
41 College of Coastal Georgia
42 Dalton State College
43 Fort Valley State University
44 Georgia College & State University
45 Georgia Gwinnett College

- 1 Georgia Institute of Technology
- 2 Georgia Southern University (Savannah)
- 3 Georgia Southern University (Statesboro)
- 4 Georgia Southwestern State University
- 5 Kennesaw State University
- 6 Mercer University
- 7 Middle Georgia State University
- 8 Savannah College of Art & Design
- 9 University of Georgia
- 10 University of North Georgia (Gainesville)
- 11 University of North Georgia (Dahlonega)
- 12 University of West Georgia
- 13 Valdosta State

16 **109.a. The Georgia Young Clergy Academy**

17
18 The Georgia Young Clergy Academy is sponsored by the North and South Georgia
19 Conferences of the United Methodist Church, and the General Board of Higher Education
20 and Ministry. The Young Clergy Academy exists as a place for young adults to explore a call
21 to ordained ministry in Georgia.

22 The Young Clergy Academy, through GBHEM’s Young Clergy Initiative Grant,
23 funds long-term internship opportunities which allow young adults to be immersed in a
24 vocational ministry setting. In these settings interns experience the rhythm of ministry,
25 engage in vocational discernment with an assigned mentor, and develop leadership skills for
26 effective ministry in the life of the local church. Interns shadow mentors in local churches
27 and engage in pastoral care, worship planning, church meetings, staff meetings, teaching,
28 preaching, and leadership in small and large group settings.

29 While the primary benefit of the Young Clergy Academy is vocational discernment
30 for young adults, the Young Clergy Academy also serves as a vehicle for local churches to
31 identify young adults who are discerning a call to ministry and give them a meaningful way
32 to work out their call. In this way, the Young Clergy Academy is creating healthier and
33 stronger churches throughout Georgia.

34 Since 2015, 25 young adults have participated in the Young Clergy Academy. These
35 individuals have taken next steps into the ordination process, taken on full-time and part-time
36 ministry positions, enrolled in seminary, and begun serving in lay ministry positions in the
37 life of the church. Their experiences as interns in the Young Clergy Academy have given
38 them a deep understanding of the joys and rigors of ministry, as well as a safe place to
39 discern where God is calling them to serve in the life of the church.

40 To help a young adult apply for the Young Clergy Academy, simply direct them to
41 youngclergyacademy.com. Applications for the 2020-2021 class of the YCA will begin being
42 accepted on January 1, 2020. Thank you and God bless,

43
44 Jonathan Smith, Chair
45 Young Clergy Academy

1 **200. Board of Ordained Ministry**
2

3 The Board of Ordained Ministry (BOM) supports those on the journey toward ordination and
4 encourages clergy to fulfill living their call meaningfully. In addition to interviewing
5 potential candidates for ordained ministry, the BOM cultivates new candidates for ordination,
6 nurtures provisional members of the conference through residency programs, and requires
7 education of all clergy.

8 At various times, the BOM emphasizes different aspects of its work. Continuing
9 Education is a point of emphasis at this time. The North Georgia Conference requires full-
10 time, Full Connection Clergy to earn 6.0 CEUs per Quadrennium. One CEU is awarded for
11 every 10 hours of classroom instruction. In addition, the BOM has worked with the Office of
12 Clergy Effectiveness to promote ACE² (pronounced ACE squared), a self-directed
13 education program designed to give clergy broad discretion in creating learning experiences.
14 The program encourages creation of non-traditional educational events, such as visiting a
15 former leper colony and exploring healing and wholeness with therapists who treated 9/11
16 rescue personnel and with marine biologists who nurture injured wildlife to health.
17 Participants then integrate the principles learned into their ministry setting.

18 In 2018, the BOM, Clergy Executive Session, and Bishop agreed to enforce the
19 educational requirements for Local Pastors through the Course of Study. Part-time Local
20 Pastors must complete two courses a year and Full-time Local Pastors must complete four
21 courses a year. Local pastors not making satisfactory progress must apply for an extension
22 citing extenuating circumstances, or they will be discontinued from the office by action of
23 Executive Session. The District Committees on Ministry and the BOM granted grace where
24 hardships existed but removed Local Pastors who simply chose not to meet the educational
25 requirements.

26 The BOM expresses thanks to Dana Everhart, Director of the Center for Clergy
27 Excellence, and to Michelle Levan, Assistant Director, Center for Clergy Excellence.
28

29 **Glenn Ethridge**
30 **Chairperson, Board of Ordained Ministry**
31
32

33 **200.a. North Georgia Fellowship of Local Pastors and Associate Members**
34

35 The purpose of the Fellowship of Local Pastor and Associate Members is to provide support,
36 love, and encouragement to each other through the promotion of self-care and spiritual
37 growth, and to create a sense of unity and fellowship. The fellowship will serve all Local
38 Pastors, Associate Members, and the Board of Ordained Ministry as an advisory resource
39 group on needs and issues of Local Pastors and Associate Members. It will serve as a voice
40 for Local Pastors and Associate Members in the North Georgia Annual Conference, will
41 sponsor retreat time, and will encourage small group participation with all clergy on the
42 district level.

43 The Fellowship of Licensed Local Pastors and Associate Members has placed before
44 the Equitable Compensation Committee for consideration, at this time, the equitable salaries
45 for Part Time Local Pastors.

1 The 2018 – 2019 Annual Conference year has been one of recommitment,
2 rededication and reconnection.

3 Engaging in continuing education for ministry, personal development, and spiritual
4 growth in order to lead the church in fulfilling the mission of making disciples for Jesus
5 Christ continues to be our focus. The “one point” e-mail connection for NGUMC Local
6 Pastors continues to be used to share information regarding Course of Study updates and
7 periodically sending words of encouragement.

8 The Fellowship is elated to announce our Course of Study graduate this year:
9 David Burchett.

10 It is the goal of the Fellowship of Local Pastors and Associate Members to continue
11 to serve North Georgia Conference with quality pastoral leadership in all the churches to
12 which we are appointed.

13 As always, we are thankful to our North Georgia Conference for the pleasure to serve.

14
15 YoLanda Jones-Colton, Chair
16 North Georgia Fellowship of Local Pastors and Associate Members
17

18 19 **200.b. Order of Deacons** 20

21 Deacons connect the church and the world through word, service, compassion and justice.

22 The Order of Deacons exists to support and hold accountable its members for the sake
23 of the life and mission of the church. One of the strengths of our connectional system is the
24 recognition that we are called to different purposes and equipped with different gifts.

25 Deacons serve in a variety of appointments that represent the breadth and depth of our
26 callings and gifts. You will find North Georgia Deacons appointed to local churches, non-
27 profit organizations, the U.S. Bankruptcy Court, college campuses, hospitals, Connectional
28 Ministries, Global Ministries, and much more.

29 Over the past year Deacons have met for fellowship and education. In the fall of 2018
30 we met at Global Ministries for our Day Apart to focus on leading through times of anxiety.
31 In February we gathered virtually for a prayer call via Zoom to pray for General Conference.
32

33 **How will we know when we have enough deacons?** 34

35 When all the needs of the marginalized and vulnerable are met.

36 When to gather the gifts of the church

37 and take them to the world –

38 and to gather needs of the world

39 and bring them to the church –

40 has become a habit.
41

42 When Deacons, going back and forth,

43 have worn down the boundary lines

44 that we use to keep church and world separated.
45

1 When Deacons, leading the baptized in and out,
2 have beaten a path between the altar and the gutter
3 so that everyone will see the link between
4 the Blood in our chalices and the blood in our streets.

5
6 When all people respond to the challenge to live,
7 not in love of power but in the power of love...

8
9 Poem by the Ven. Irma Wyman

10
11 Shannon Karafanda
12 Chair of the Order of Deacons

13 14 15 **200.c. Order of Elders**

16
17 The Order of Elders exists to support and hold accountable its members for the sake of the
18 life and mission of the church. As we strive to live in a covenant of mutual care and
19 accountability, we are exploring ways to provide support and fellowship for the Order. It is
20 our belief that covenant relationship among colleagues strengthens the life and ministry of
21 the church and aids in the nurturing of our relationship with God.

22 The primary task for the year was to work with the Eight-Year Assessment committee
23 to develop training and continuing education opportunities for clergy, entitled Growing “U.”
24 Growing “U” honors all those who have been ordained in The United Methodist Church to a
25 lifetime of service in ministry and will provide professional development through
26 recognition, renewal, reflection, and rekindling to equip all pastors as they move to the next
27 level of their ministry. More information regarding this may be found in the report of the
28 Center for Clergy Excellence. We also worked with the pastoral transition and expense
29 committee to study best options and make recommendations regarding move day and moving
30 expenses.

31 It has been a pleasure to serve as the chair of the Order of Elders. I look forward to
32 engaging the executive committee to discern and employ meaningful ways to come together
33 for support, encouragement, vocational and spiritual growth for the Order.

34
35 Yvette D. Massey, Chairperson

36 37 38 **200.d. The Center for Clergy Excellence**

39 The Center for Clergy Excellence exists to support the work of Bishop Hauptert-Johnson, her
40 cabinet and the Board of Ordained Ministry. “From birth of call to the entrance into the final
41 eternal appointment,” the Center for Clergy Excellence strives to empower the work of the
42 clergy of North Georgia Conference.

43 We are producing videos and resources for a Culture of Call within our Conference.
44 With the collaborative work of a dedicated team, a culture of a call to licensed and ordained

1 ministry is being trumpeted. Every church is asked to have a “Call Sunday” where the words
2 of Isaiah may be declared again, “Here am I, send me.”

3 The Candidacy Summit and Group Mentoring occurs with the guidance of the Center
4 for Clergy Excellence allowing inquirers space to discern this call with dedicated and wise
5 mentors.

6 Guiding and supplying of District Committees on Ordained Ministry with the needed
7 tools, the Center for Clergy Excellence offers training and support for those who help to
8 discern the call and provide direction for the road ahead. The dCOMs are a vital part of the
9 Board of Ordained Ministry and provide excellent conversation with those seeking Licensing
10 or Ordination.

11 The Center for Clergy Excellence is also involved in immigration for non-US citizens
12 seeking to be pastors in North Georgia. With the support of the Cabinet and dCOMs, this
13 painstaking work moves forward to ensure we meet all the legal requirements. We offer
14 support and counseling for those who may have issues with debt and financial planning as
15 they enter ministry. We in the Center for Clergy Excellence prayerfully work to be of
16 assistance to all the orders: Licensed Local Pastors, Deacons, and Elders. Each is a sacred
17 calling, and each is equal in our understanding. We are privileged to show appreciation for
18 our retired clergy with events of fellowship and support. The launching of the Shepherd’s
19 Fund has given many retirees and spouses the gift of freedom from financial worry due to
20 health-related expenses.

21 Finally, we continue to maintain all personal and supervisory records of all candidates
22 and clergy in a secure program called E-Bridge. These records are securely held for 25 years
23 after the death of the clergyperson.

24
25 **Goals:** 2020 will see us launch the Eight Year Assessment or as we will call it in North
26 Georgia “Growing U.” While this is mandated by the 2016 Book of Discipline, we are
27 working to make it an exciting experience for our clergy on the eighth anniversary of their
28 ordination. Self-directed and at no cost to the clergy, Growing U will be a time for restoration
29 of the clergy for another eight years. This will begin in June of 2020.

30 Life Long Learning will be an extremely high priority for our office. We will work
31 with the Board of Ordained Ministry in setting high standards and quality learning
32 opportunities for our clergy. We will build on ACE², The Preaching Cohort, Generative
33 Clergywomen’s Cohort and other challenging Life Long Learning opportunities.

34 We will continue to work with the District Committees on Ordained Ministry and the
35 Board of Ordained Ministry to standardize and streamline the process for licensing,
36 commissioning, and ordination. We will review our Residency In Ministry Program giving
37 careful attention to the guidelines set by the General Board of Higher Education and Ministry
38 to make the time invested by the provisional candidates fruitful and fresh.

39 I again state my gratitude and deep appreciation to Michelle Levan my Assistant
40 Director and Sara Armstrong, my Administrative Assistant, for the tireless work and
41 compassion given to the work of the Center for Clergy Excellence. They and all those we
42 have the privilege to work with truly make it excellent.

43
44 Dana Everhart
45 Director for the Center of Clergy Excellence

201. Conference Communications Office

The conference communications office leads North Georgia’s communications, marketing, and public relations efforts. Conference communications priorities are set by our mission as United Methodists, considering the needs of local churches, conference departments and conference ministries in North Georgia.

Communications staff serve in a consultative role to conference offices, districts, agencies and local churches.

Using the conference website, e-newsletters, social media, and videos, our goals are to inform, celebrate, and equip North Georgia United Methodists.

With more than 30,000 visits each month, the conference website (www.ngumc.org) is the place for clergy and church leaders to turn for news, information, the conference calendar, and resources.

Church leaders are encouraged to subscribe to our conference newsletters. “Weekly Conference Update” is e-mailed on Thursdays and includes news, featured resources, and upcoming events. The daily Annual Conference and General Conference newsletters offer a wrap-up of important news and information from our North Georgia perspective. Consider subscribing to district newsletters and ministry-focused newsletters like Youth Ministry News and Disaster Response Updates. Sign up by clicking “Subscribe Now” at ngumc.org.

Social media is another important avenue for connecting to information and inspiration from the North Georgia Conference. Thousands of North Georgia United Methodists are part of the community on Facebook (www.facebook.com/ngaumc), Twitter (@connectNGUMC), and Instagram (@NGUMC). The Conference recently began using Vimeo to share videos in an easy-to-download format. Just search “North Georgia Conference” on vimeo.com.

Each of these tools – from the information on the website to newsletter content to social media posts to videos – are available for congregations to use. Simply credit the source and writer, and use in your church’s context.

The conference communications director is available when a church experiences a media crisis or potential crisis—in other words, something that threatens the reputation of the church, pastor, or the members. Alongside your church leaders and district superintendent, the communications office can help craft a response plan and offer support.

Your conference communications office serves as a connection point as we live into our prayer that we may be “one with each other.”

Sybil Davidson
Conference Communicator

202. Committee on Episcopacy

We are proud of our Bishop. Bishop Sue continues to lead our conference with integrity and passion during challenging times for the larger United Methodist Church. Her emphasis on unity in Christ and steadfastness to our mission of making disciples has helped provide needed direction to our conference. She has called the church to be one with Christ, one with

1 each other and one in ministry to all the world. She has lived out this statement each day in
2 her leadership. In the midst of heated debate at the 2019 General Conference, she has called
3 the local churches to stay focused on disciple-making.

4 She continues to gather with clergy and laity in clusters to hear their excitement for
5 ministry and concerns. Her appointments are bearing fruit as she has encouraged her cabinet
6 to consider demographics that surround churches as they appoint clergy.

7 We are thankful she has set an example for clergy and laity through her spiritual
8 disciplines of scripture reading and devotion. She models good self-care through a rigorous
9 exercise program. We are excited for her daughter Samantha who is graduating high school
10 this year and is preparing for college in the fall. We are thankful for her husband Allen and
11 his fruitful work at Winters Chapel UMC.

12 God has blessed our conference with a wonderful Bishop. We believe God has good
13 things in store for us in the future through her leadership.

14
15 Will Zant, Chair

17 **203. Statistician Team**

18
19 For the pastors and churches of the North Georgia Annual Conference, the month of January
20 is the season for completing the End-of-Year Report for the previous year. This year the
21 season ran from January 10 – January 31. There were several changes this year as a fourth
22 table was added for the Pastor’s report. As churches submitted their data, the District
23 Statisticians verified each church within their district. Once all our churches were verified,
24 Michael Murphy-McCarthy submitted our information to the General Conference Finance
25 and Administration. Once all the data is compiled and summarized it provides the annual
26 conference valuable information which reveals various trends in our churches, districts and
27 the conference. Additionally, a church’s answers to questions 39, and 41-47 of Table II are
28 used to calculate the apportionments for that individual church.

29 The following report is based on the data reported this past January for 2018.

- 30 ➤ The North Georgia Conference had its highest membership reported in 2013 at
31 363,383. At the close of 2017 we had 357,015 members. This number for 2018 was
32 353,110 which is a net loss of 3,905 members or a decrease of 1% as compared to
33 2017.
- 34 ➤ The highest average worship attendance per Sunday for the conference was reported
35 in 2006 at 136,148. The number for 2017 was 107,203. The average worship
36 attendance for 2018 was 105,053. This reduction of 2,150 reflects a 2% decrease in
37 average worship attendance.
- 38 ➤ The total number of persons who worshiped online in 2017 was 15,788 and this
39 number increased to 21,755 in 2018 reflecting an increase of 38%.
- 40 ➤ In 2017 we had 4,627 Professions of Faith and 388 Restored by Affirmation of Faith
41 for a total of 5,015. In 2018 we had 4,006 Professions of faith and 353 Restored by
42 Affirmation of Faith for a total of 4,359. This is a reduction of 621 and reflects a 13%
43 decrease.

- The total number of community ministries for outreach, justice, and mercy offered by the local church increased from 4,181 in 2017 to 4,990 in 2018, which is an increase of 809 and reflects a 19% increase.
- In 2017 we experienced a great increase in the total given for General Advance Specials remitted to the Annual Conference. In 2018 the number came back down closer to the 2016 number. The 2018 amount is \$419,800. This was a decrease of \$794,455 and reflects a decrease of 65%.
- Lastly there was an increase of \$202,969 in the total amount given to non-United Methodist benevolent and charitable causes raising the 2018 total to \$15,162,378.

The completed 2018 statistical report and previous years going back to 2001 are available for each church, District, and the North Georgia Conference at www.ngumc.org/eoy.

I would like to thank all the District Statisticians, Michael Murphy-McCarthy, Keeancha Hawkins, Keith Cox, and the District Superintendents for all their help with this large project. Finally, I want to thank all the pastors, staff and laity of the churches of the Annual Conference who gathered, entered and submitted their information in a timely fashion.

Charles E. Broome, Conference Statistician

204. North Georgia Conference Housing and Homeless Council

The purpose of the Housing and Homeless Council (HHC) is to support those who are serving our neighbors in need, specifically through the administering of capital and operational grants. The Council is an administrative agency of the North Georgia Conference and is made up of lay and clergy representatives from each district, at-large members, and ex-officio representatives.

The Council awards grants twice a year to churches and non-profit agencies across North Georgia who provide housing and other essential services to persons experiencing homelessness and poverty. From 1990 through 2018, the HHC has awarded grants totaling \$5,004,226. Council members conduct site visits to each applicant and make recommendations to the Council for funding.

During 2018, the HHC awarded grants in total of \$148,470 (\$104,000 in capital and \$44,470 in operational). Grants were awarded to ministries in each of our twelve districts, to ministries of varying size and scope. Homeless Offering funds which come in after grants are distributed in November are added to the next year's grants.

The theme of the 2018 Homeless Offering was "I will Hold your People in My Heart" and was collected on February 25, 2018. One hundred percent of the Homeless Offering goes to ministries serving those experiencing poverty and homelessness. Total 2018 offering receipts were \$139,171. The Housing Trust Fund, held with the Georgia United Methodist Foundation, ended the year with a value of \$1,377,880.90.

We are continuously inspired by the incredible ministry taking place around our conference and consider it an honor to offer financial support to organizations and programs who are walking alongside our neighbors in need each day. If your congregation is discerning a way to be in mission in your community, we would love to talk with you and

1 offer support. We are always pleased to hear from new projects, so we hope you'll consider
2 partnering in ministry with us.

3 We are grateful to the many churches who contribute to our Homeless Offering and
4 would love to add your congregation to that list! Any contribution to the Homeless Offering
5 can make a tremendous difference in your community – we have seen your gifts at work in
6 North Georgia, and your continued support will allow this important ministry to continue.
7

8 Roger Vest, Chair
9 Laura Rappold, Director

10
11 **Capital Grants 2018**

12		
13	Ark Refuge Ministries, Inc.	\$4,200.00
14	Canton First UMC	\$1,520.00
15	Drake House	\$7,000.00
16	Family Promise of White/Habersham	\$6,500.00
17	Foundation of Wesley Woods	\$7,000.00
18	Friends of Refugees, Inc.	\$4,200.00
19	Garden of Gethsemane	\$6,000.00
20	Gateway House, Inc.	\$4,200.00
21	Habitat for Humanity- North Central (Cherokee)	\$3,000.00
22	Habitat for Humanity- North Central (Forsyth)	\$1,520.00
23	Habitat for Humanity- Greene County	\$3,000.00
24	Habitat for Humanity- Gwinnett County	\$1,520.00
25	Habitat for Humanity- Southern Crescent	\$3,000.00
26	HOPE Through Divine Intervention	\$4,200.00
27	Isaiah House, Inc.	\$4,200.00
28	Mosaic UMC	\$7,000.00
29	MUST Ministries	\$7,000.00
30	MUST Ministries	\$4,200.00
31	Northwest Metro Habitat for Humanity	\$3,000.00
32	Providence UMC	\$1,520.00
33	Rainbow Village, Inc.	\$4,200.00
34	Salvation Army- Metro Area Command	\$7,000.00
35	St. Mark UMC	\$3,000.00
36	St. James UMC	\$3,000.00
37	Square Foot Ministry	\$1,520.00
38	Warren Temple UMC	\$1,500.00

39
40 **Operational Grants 2018**

41		
42	Action Ministries Athens	\$1,000.00
43	Action Ministries Atlanta	\$1,000.00
44	Action Ministries Feed the Hungry	\$1,000.00
45	Action Ministries Gainesville	\$1,000.00

1	Action Ministries Housing	\$1,000.00
2	Action Ministries Piedmont	\$915.00
3	Action Ministries Trinity Table	\$1,000.00
4	Atlanta Mission	\$1,000.00
5	Augusta Urban Ministries	\$915.00
6	Bascomb Mission Thrift	\$1,000.00
7	Bethesda Community Clinic	\$915.00
8	Bethlehem First UMC	\$1,000.00
9	Bridging the Gap	\$915.00
10	Bright Star UMC	\$1,000.00
11	Brookhaven UMC	\$1,000.00
12	Canon UMC	\$915.00
13	Chatsworth First UMC	\$915.00
14	Clarkston UMC	\$1,000.00
15	County Line UMC	\$1,000.00
16	DCM	\$1,000.00
17	DEAM	\$915.00
18	Elizabeth Lee UMC	\$915.00
19	Family Promise Hall County	\$915.00
20	Fill Ministries	\$915.00
21	Flat Shoals UMC	\$1,000.00
22	Georgia Food and Resource Center	\$1,000.00
23	Greene County Christmas Stocking Fund	\$915.00
24	Hart Interdenominational Ministry	\$1,000.00
25	I-58 Mission	\$1,000.00
26	Interfaith Hospitality Network	\$1,000.00
27	Intown Collaborative Ministry	\$1,000.00
28	Jerusalem House, Inc.	\$1,000.00
29	Midtown Assistance	\$1,000.00
30	Morrow FUMC	\$1,000.00
31	Mountain Top Boys Home	\$915.00
32	Mt. Zion UMC	\$1,000.00
33	MUST Ministries	\$1,000.00
34	MUST Ministries	\$915.00
35	New Bethlehem Community Center	\$915.00
36	Norcross Cooperative Ministry	\$915.00
37	North Fulton Community Charities	\$1,000.00
38	Royston FUMC	\$915.00
39	Shepherd's Staff	\$1,000.00
40	Sweetwater	\$1,000.00
41	Trinity Community Ministries	\$915.00
42	Union Chapel UMC	\$915.00
43		
44		
45		

1 **205. The Trustees of the North Georgia Conference**
2 **of the United Methodist Church, Inc.**
3

4 The Conference Board of Trustees (CBOT) provides oversight of properties and other assets
5 that are entrusted to us for the benefit of the Annual Conference following *The Discipline* of
6 our church. We seek for transparency and accountability in all ways possible as we oversee
7 various initiatives and programs through assets and report these to the Annual Conference
8 (AC) and the AC leadership.

9 The property management relationship with Norton Commercial, begun at the
10 direction of the 2017 Annual Conference continues to bear fruit. Benefits from the
11 relationship include freeing district superintendents and other AC leadership from the
12 responsibility of the details for real estate supervision and sales while maintaining
13 accountability to the CBOT. Norton, on our behalf, has facilitated the sale of 14 properties
14 since July 1, 2017 (total sale value of \$10,901,166). As of March 15, 2019, we have 9 listed
15 properties for sale with an aggregate “Broker’s Opinion of Value” (BOV) of \$2,837,000. Of
16 those 9 properties, 5 are currently under contract with an aggregate contract value of
17 \$2,185,000.

18 The Trustees continue the oversight of the Wesley Campership Fund. For 2018 the
19 trustees approved an increased expenditure to \$113,000 from the Wesley Campership Fund
20 for the North Georgia Camp and Retreat Ministries (NGCRM). In 2018 the Wesley
21 Campership Fund used \$74,500 for camperships for 227 children in North Georgia by the
22 North Georgia Camp and Retreat Ministries. The expenditure also included \$38,500 for ELI
23 Leadership awards that went unfunded for 77 ELI leaders in 2018. The ELI funds, while not
24 need-based, provided an award for attracting young leaders and thereby building the capacity
25 of NGCRM for the future. The fund balance as of 12/31/2018 in the Wesley Campership
26 Fund was \$2,402,877.

27 As described last year at AC, a Relocation Committee has begun working with an
28 architect/planner, Jim Winer, to counsel the CBOT for a permanent location of the future UM
29 Center. Our current UM Center lease terminates in March 2023. Members of this committee
30 include Jane Brooks (Executive Assistant to the Bishop), chair; CBOT representatives Julie
31 Childs and Bert Neal; John Pinson, district superintendent appointed by Bishop Sue Hauptert-
32 Johnson; Bill Martin, conference lay leader; and Jim Winer, consultant.

33 The Trustees also reported last year the naming of a “Windfall Committee” which has
34 begun to work collaboratively to make recommendations to the Council on Finance and
35 Administration and the AC for the use of proceeds from the sale of very valuable properties.
36 Currently sales of property under the control of the districts result in 75% of the net proceeds
37 going to the district and 25% to the Charles Barnes Fund. Properties sold have already
38 resulted in great disparities of assets held by districts. Given the disparities in real estate
39 valuations in the Conference, the reality and the potential exists for some districts to continue
40 to accumulate large sums of investable assets while others do not have such large sums. At
41 the direction of the Windfall Committee, the auditing firm produced a summary of assets
42 held by each district. Part of many districts’ assets include a parsonage account where a
43 parsonage has been sold and a housing allowance is provided. These parsonage account
44 assets need to be understood as restricted funds. But it is the recommendation of the Windfall
45 Committee that an amount be provided for each district to draw from. Those on this

1 committee include Bill Burch, chair of CFA; Keith Cox; Phil Schroeder; John Simmons; and
2 Jane Brooks. This committee will continue to make recommendations to the Trustees and
3 then consult with CFA before making future recommendations to Annual Conference. Please
4 review District Funds worksheet, the flowchart and draft process which follows this report.

5 The trustees continue to provide oversight of the E.R. Park Medical Mission Fund
6 and the Louise D. Park Eye Fund. The E.R. Park Medical Mission Fund can be accessed
7 through the Conference Director of Administrative Services. While both funds are
8 underutilized, the Park Eye Fund is particularly underutilized and has grown in accumulated
9 income to \$850,000. After years of encouraging churches and clergy to take advantage of the
10 Park Eye Fund, the trustees acknowledge that the Fund needs to partner with an agency or
11 agencies who have to expertise to administer the ongoing usage of this asset. As the Louise
12 D. Park Will stipulates, such an agency will be able to identify patients “in definite need of
13 financial assistance in order to secure the indicated treatment of the disorder of the eye or
14 eyes which would result in blindness if such treatment were not otherwise available.” The
15 trustees propose entering a relationship with the Emory Eye Center for specific programs that
16 will fulfill the original intent of the Park Eye Fund. A draft of the Park Eye Fund follows this
17 report for Annual Conference information. The trustees propose contributing \$25,000 to the
18 Infant Aphakia Services and Treatment Support and \$15,000 to the Glaucoma Drug
19 Assistance Fund in 2019.

20 In November 2018, Keith Cox called a “cell tower summit” for the purpose of
21 explaining to the conference and to carriers about the potential for church property to have
22 future cell towers. This meeting included two NGA district superintendents, one district
23 trustee chair, chair of the CBOT, Keith Cox and his South Georgia Conference equivalent, a
24 Steeplecom representative, a cell tower construction representative, and representatives from
25 ATT, Sprint and Verizon. Steeplecom is the agent approved by the General Council on
26 Finance and Administration for those churches desiring a cell tower. The Steeplecom
27 representative brought to our attention that every United Methodist church cell tower contract
28 that he has reviewed is not in compliance with *The Discipline*. According to paragraphs 2540
29 for unincorporated churches and 2541 for incorporated churches, any contract by a local
30 church of more than 30 days in length which involves “sale, transfer, lease, or mortgage” of
31 church properties, including consecutive 30-day contracts and leases, need the district
32 superintendent and Charge Conference approval. If local churches are contacted as a site for
33 cell towers, the CBOT strongly recommends contacting Steeplecom and following *The*
34 *Discipline*. Using Steeplecom is the cell tower equivalent to the CBOT using Norton as our
35 real estate professionals.

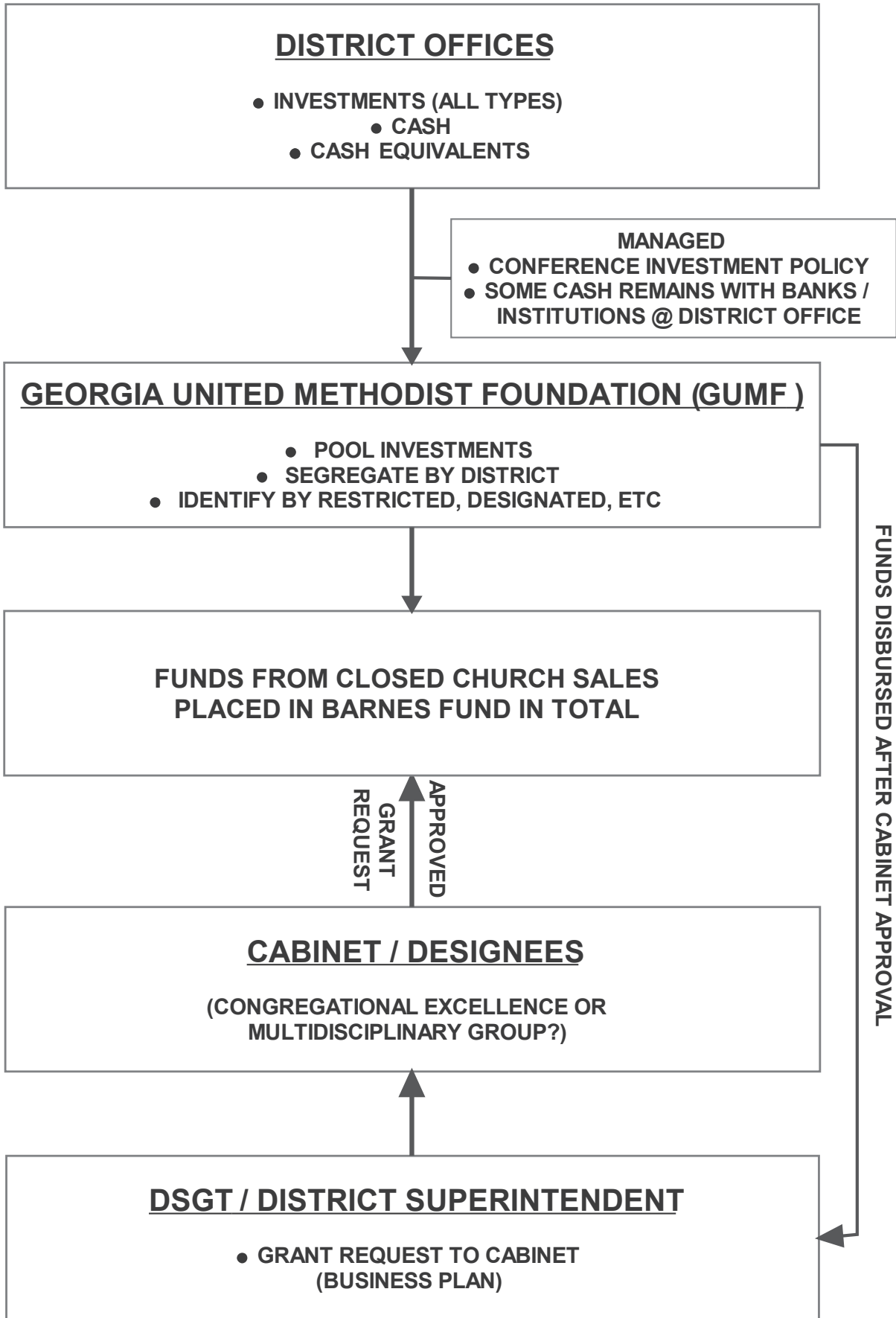
36 Thank you for the trust you have placed with us as we strive to be good stewards of a
37 portion of our Conference’s resources.

38
39 John Simmons, Chair
40
41
42
43
44
45

**Districts of the North Georgia Conference, UMC
as of 12/31/18**

	Investments at Fair Market Value				Cash and Equivalents	Certificates of Deposit	Grand Totals	
	Total	Unrestricted	Temporarily Restricted	Permanently Restricted				
Athens-Elberton								
Fowler Bell Fund	\$ 96,531.32	\$ -	\$ 96,531.32	\$ -				
Church Extension Fund	38,693.44	38,693.44	-	-				
Strategic Growth Fund	42,003.96	42,003.96	-	-				
District Reserve Fund	196,193.45	196,193.45	-	-				
Subtotal Athens Elberton	<u>373,422.17</u>	<u>276,890.85</u>	<u>96,531.32</u>	<u>-</u>	\$ 167,512.07	\$ -	540,934.24	
Atlanta-College Park								
ACPK District Fund	500,459.08	500,459.08	-	-				
ACPK Parsonage Fund	237,758.09	-	-	237,758.09				
Subtotal Atlanta-College Park	<u>738,217.17</u>	<u>500,459.08</u>	<u>-</u>	<u>237,758.09</u>	331,402.71	181,744.40	1,251,364.28	
Atlanta-Decatur-Oxford								
ADOX District Work Fund	239,155.01	239,155.01	-	-				
Certificates of Deposit	404,721.17	-	253,372.01	151,349.16				
Subtotal ADOX	<u>643,876.18</u>	<u>239,155.01</u>	<u>253,372.01</u>	<u>151,349.16</u>	148,033.93	-	791,910.11	
Atlanta-Emory								
Atlanta Emory District	<u>189,659.74</u>	<u>-</u>	<u>-</u>	<u>189,659.74</u>	375,781.31	2,347,771.08	2,913,212.13	
Atlanta-Marietta								
Christian Counseling Service	13,174.21	13,174.21	-	-				
Parsonage Fund	580,721.04	-	-	580,721.04				
Union Builders Fund	21,834.99	21,834.99	-	-				
Subtotal Atlanta-Marietta	<u>615,730.24</u>	<u>35,009.20</u>	<u>-</u>	<u>580,721.04</u>	48,389.63	-	664,119.87	
Atlanta-Roswell								
AROS New Church Fund	43,517.45	-	43,517.45	-				
Hunter Parsonage	73,110.97	-	73,110.97	-				
McCahan-Watson Fund	24,713.37	-	24,713.37	-				
District Parsonage Fund	408,044.57	-	-	408,044.57				
DWF Certificates of Deposit	94,056.95	94,056.95	-	-				
Union Discretionary Fund	15,427.85	15,427.85	-	-				
Subtotal Atlanta-Roswell	<u>658,871.16</u>	<u>109,484.80</u>	<u>141,341.79</u>	<u>408,044.57</u>	50,589.54	-	709,460.70	
Augusta								
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	127,244.00	-	127,244.00	
Gainesville								
Certificate of Deposit	102,462.42	102,462.42	-	-				
Parsonage	306,620.86	306,620.86	-	-				
Subtotal Gainesville	<u>409,083.28</u>	<u>409,083.28</u>	<u>-</u>	<u>-</u>	367,690.47	-	776,773.75	
Griffin								
Griffin District	85,669.36	85,669.36	-	-				
King Endowment	295,457.74	-	-	295,457.74				
Subtotal Griffin	<u>381,127.10</u>	<u>85,669.36</u>	<u>-</u>	<u>295,457.74</u>	156,998.01	-	538,125.11	
continued,								
Lagrange								
Housing Allowance Fund (Trustee Designated)	25,867.57	25,867.57	-	-				
Church Development	159,010.40	-	159,010.40	-				
Subtotal Lagrange	<u>184,877.97</u>	<u>25,867.57</u>	<u>159,010.40</u>	<u>-</u>	124,594.11	-	309,472.08	
Northwest								
Parsonage Fund	<u>5,237.00</u>	<u>5,237.00</u>	<u>-</u>	<u>-</u>	33,339.63	27,201.91	65,778.54	
Rome-Carrollton								
Capital Improvement - District Unio	<u>159,162.29</u>	<u>159,162.29</u>	<u>-</u>	<u>-</u>	53,048.55	-	212,210.84	
Grand Total	<u>\$ 4,359,264.30</u>	<u>\$ 1,846,018.44</u>	<u>\$ 650,255.52</u>	<u>\$ 1,862,990.34</u>	<u>\$ 1,984,623.96</u>	<u>\$ 2,556,717.39</u>	<u>\$ 8,900,605.65</u>	8,900,605.65
TOTALS	<u><u>\$4,359,264.30</u></u>						<u><u>\$ 8,900,605.65</u></u>	

205.b. District Office Funds



205.c. Park Eye Fund Proposal
for consideration at 2019 Annual Conference by Conference Board of Trustees

The Louise D. Park Eye Fund was established for “the treatment of patients who are in definite need of financial assistance in order to secure the indicated treatment of disorders of the eye or eyes which would result in blindness if such treatment were not otherwise available.” After many years of encouraging United Methodist churches and clergy to take advantage of this fund, the Conference Board of Trustees recognizes that neither churches, clergy or the North Georgia Conference are utilizing this fund in a significant and meaningful way. The Park Eye Fund has an accumulated income available for use. The Conference Board of Trustees is not in the business of administering grants, evaluating applicants for fund use, or able to make medical decisions in a way that meets the intended purpose of the fund. But the trustees desire to be good stewards of these funds.

The trustees will allocate funds to a third-party agency (or agencies) that does have the expertise to administer and use these funds for the intended purpose. The trustees will allocate funds to the agency on an annual or more frequent basis in accordance with a request for funding and an agreement entered into with the agency. The agency will identify needs that are within the intent of the established purpose of the Park Eye Fund. If the trustees agree that the needs are within the intent of the trust and the funds are reasonable, the trustees can approve an amount or adjust the amount of funds allocated as the trustees deem appropriate. The trustees would receive a report verifying use of the funds that have been allocated. Expenditures and results will be reported to the Conference.

The trustees are in discussion with the Emory Eye Center which provides vision care to indigent patients. They have proposed two programs- the Infant Aphakia Services and Treatment Support and the Glaucoma Drug Assistance Fund.

The Infant Aphakia Services and Treatment Support involves infants born without an eye lens. The lens of the eye is a clear, flexible structure that allows the eye to focus. Some babies are born without an eye lens(es). It is important that babies with aphakia to have surgery as soon as possible because their eyes develop very quickly. The absence of a lens causes irreversible changes in the visual system if not treated quickly. The American Academy of Pediatrics recommends that babies with congenital aphakia begin treatment when they are about a month old. They can receive an artificial surgical lens implant after they are about a year of age. Before the baby’s first year, special contact lenses are required to be placed on the baby’s eyes daily. However, when the baby starts moving around, the lens may pop out and become lost. Therefore, within the first year, the parents may need to obtain multiple replacement contacts. Some families have limited or no insurance to cover the cost of the lenses or even replacement lenses. Assistance is needed for families who have no or limited insurance for lenses, surgery, and/or surgical facility charges. The Emory Eye Center will share results of cumulative patient treatments, outcomes and the corresponding costs assumed by the Louise D. Park Eye Fund charged, with the trustees who will report to the Conference. The trustees anticipate costs based on current Medicare/Medicaid rates for services performed, surgery, and office visits (that occur outside the usual global period). The Emory Eye Center will provide contact lenses, fittings and replacements to eligible patients at cost. The payment by the Fund will be considered payment in full and the patient shall not

1 be charged for any balance remaining between usual charges and amount received after
2 payment from the Fund.

3 The Glaucoma Drug Assistance Fund involves providing expensive daily drop-
4 delivered medication for the potential blinding disease of glaucoma. A patient who is elderly,
5 infirm, or having certain disabilities that might make it difficult to administer drops correctly,
6 is at risk of running out of the drops before month's end. The one-month supply of drops that
7 Medicare covers is often not enough to allow for dosage errors or lost medication. In
8 addition, some of the only effective glaucoma drugs are not covered by insurance or
9 Medicare, resulting in out-of-pocket costs ranging in price between \$300 and \$400 a month.
10 Therefore, patients on limited or fixed income often go without medication for significant
11 periods of time, and their glaucoma may worsen as a result. The Glaucoma Drug Assistance
12 Fund is a resource for these patients to obtain additional drops to prevent further visual loss.
13 The Emory Eye Center will share information with the trustees on how prescriptions were
14 distributed to patients in need and the trustees will report to the Conference. Drugs will be
15 paid for from the Fund at cost for financially needy patients.

16
17
18 **205.d. Conceptual Framework**
19 **Pooling Proceeds of Closed Church Properties 2/12/19 DRAFT**
20

21 **Context:**

22 Since 2005, net proceeds from the sales of virtually all closed church real estate assets have
23 been distributed 75% to the District in which the asset was physically located with the
24 remaining 25% being deposited in the Barnes Fund for Church Development ("Barnes").

25 Due the fact that metro districts will, all other factors being equal, have more
26 opportunity to financially benefit from closed church sales than non-metro districts, an
27 inequitable distribution of available development funds has occurred. For example, a recent
28 sale of a metro church netted \$2.3M for the district itself. The largest sale of a non-metro
29 closed church (closing later in February 2019) in many years will net \$550K for that district.

30
31 The "Windfall Committee," a construct of the Conference Board of Trustees is
32 attempting to develop a system and process that will provide an opportunity for all districts to
33 be able to have equitable access to the funds derived from the sales of closed church
34 properties. Assumptions/constraints follow.

35 **Assumptions:**

- 36 1. Each district office should maintain a small pool of funds to facilitate district-specific
37 initiatives. For example, some districts provide small funding amounts for repairs at
38 some of the local churches and there may be other *ad hoc* needs that arise for which
39 district-managed and controlled funds could be accessed. The threshold amounts
40 could be established with input from the Cabinet but could be in the \$50K-100K
41 range.
- 42 2. Remaining investments will have already been transitioned to centralized
43 management via GUMF. This will occur in 2019.
- 44 3. Investment corpus and accumulated earnings related to closed church sales will have
45 been identified as of a date certain (to be determined).

- 1 4. Funds identified in (3) will be moved to Barnes, taking item (1) into account
- 2 5. A “multidisciplinary” group will be identified and authorized to oversee the use of the
- 3 Barnes Fund. This group may include members of the Board of Congregational
- 4 Development, Cabinet, et.al.

5 **Process:**

- 6 1. District Strategic Growth Team and other appropriate groups/personnel will identify
- 7 an opportunity for congregational development, new or existing.
- 8 2. An application will be completed to request a Barnes Fund grant to support (1)
- 9 3. The application will be submitted to the group identified as part of number (5) in the
- 10 “Assumptions” category
- 11 4. Upon approval, GUMF will be issued instructions by the Conference Treasurer to
- 12 distribute funds from Barnes to the respective district.
- 13 5. Time Frame target - 60 days from application submission to funds disbursement.
- 14

15 During the annual conference/fiscal year, the use of the fund can be monitored based on
16 reporting from the districts so that modifications and revisions can occur as indicated.

206. North Georgia Conference Board of Pension and Health Benefits

206.a. Board of Pension and Health Benefits Report

The Conference Board of Pension & Health Benefits works closely with Wespath Benefits & Investments (formerly known as the General Board of Pension & Health Benefits) to provide pensions, welfare plans, and health insurance. Since 1982 clergy pension & welfare plans have been denominational plans as directed by General Conference. Health insurance is provided at the discretion of the annual conferences.

The North Georgia Conference (NGC) elects to cover clergy appointed half time or greater in the Clergy Retirement Security Plan (CRSP), the current denominational pension plan. Active and retired clergy may be covered by CRSP, the Ministerial Pension Plan (MPP), and/or the Pre-82 plan, depending on when their service in the pastorate occurred. As a result of action at the 2016 General Conference, we now cover appointed ordained clergy at $\frac{3}{4}$ time or greater in the Comprehensive Protection Plan (CPP), the denominational welfare plan, which provides both disability coverage and death benefits. Churches or employers with clergy covered by these plans are direct billed monthly by the NGC for the cost of these plans.

In 2018, the Annual Conference approved the “auto enrollment with auto escalator” feature of UMPIP to ensure that all our clergy take advantage of the UMPIP program. In 2019 we began this plan which included all clergy who had not opted out of the program automatically being enrolled in the program with 1% of their compensation going into the UMPIP plan. Clergy can choose to opt in to a higher or lower percentage as this program just ensures that the clergy are making an election each year for this program. In 2020, every clergy member who has not opted out will have their election increased by one percentage point. This includes clergy who had made a higher or lower election in the prior year. In order to not have the amount increase, the clergy member would have to actively make an election as opposed to having the prior year amount roll forward.

For active full-time clergy and full-time conference lay employees, the NGC mandates participation in the HealthFlex Exchange offered by Wespath. This exchange consists of 6 medical plans, 3 dental plans, and 3 vision plans; attendant Health Reimbursement Accounts or Health Savings Accounts, as applicable; Medical Reimbursement Accounts; and Dependent Care Accounts. Wespath provides robust wellness initiatives and decision support tools to help participants make wise choices.

Active health coverage is direct billed to churches monthly. For 2020 the participant cost of the “B1000” PPO plan will increase 4%. Those participants choosing the B1000 plan will be responsible for that incremental cost. **All other plans’ premium costs will remain unchanged from 2019.**

Eligible retired clergy and Conference lay employees receive a Health Reimbursement Account administered by ViaHealth (formerly OneExchange), a product of Willis Towers Watson. Participants must buy Medicare Part B supplements and Part D plans through ViaHealth. The NGC provides a graduated annual amount for reimbursement based on service years. This arrangement has helped reduce retiree medical costs while providing flexibility and security for clergy. Health Reimbursement Account (HRA) rates are as follows:

<u>Years of Service</u>	<u>Tier</u>	<u>Rate</u>
35+ years	100%	\$3,600
25-34	80%	\$2,880
15-24	60%	\$2,160
10-14	40%	\$1,440

Please note that the funded status of our benefits plans as of 12/31/2018 is very sound, with both the pre-1982 pension plan and the retiree medical plan reflecting “fully funded” status. Further, our ongoing benefits programs for active participants (CRSP, CPP, Healthflex) remain funded on a current year basis via the direct billing to churches.

We have recommended, and the Conference Council on Finance and Administration has included in its recommended 2020 budget, an apportionment for pre-1982. Volatility in investment markets, combined with variances in actual mortality experience versus actuarially estimated mortality experience, can affect the funded status of that plan; therefore, these continued apportionments ensure that we maintain the “fully funded” status.

The cost of clergy on medical leave with disability benefits continues to rise, as reflected in the increasing budgets for disability premiums. We have 13 clergy receiving CPP benefits as of December 31, 2018. The CPP plan pays 70% of plan compensation plus CRSP DC pension contributions. The conference pays for the medical plan and CRSP DB pension benefit. While the conference board is tasked with caring for these folks, we would ask that you reach out to those in your community and pray for those who are not.

Please review the Comprehensive Benefits Funding Plan available at Annual Conference.

Charles F. Darden, CPA, Chair

**206.b. 2019 Recommendations of the
North Georgia Conference Board of Pensions and Health Benefits**

Recurring:

1. That the 2020 annuity rate for each year of service rendered by our clergypersons prior to 1982 (aka the PSR) be set at \$724.
2. That the Annual Conference approves the 2020 Comprehensive Funding Plan recommended by the Board of Pensions and Health Benefits.
3. That the Clergy Retirement Security Program (CRSP) Adoption Agreement with the Wespath Benefits & Investments cover clergy appointed ½ time or greater for 2020.
4. That the Comprehensive Protection Plan (CPP) Adoption Agreement with Wespath Benefits & Investments cover provisional and ordained clergy at ¾ time or greater for 2020.
5. That the “ViaBenefits” (formerly OneExchange) Health Reimbursement Rates for retired clergy remain the same (see 2018 Journal p. 365-366).
6. That the \$10,000 benefit payment for the death of full-time active clergy covered by CPP remain in effect for 2020.

1 7. That the Conference continue the UMPIP “Auto enrollment with auto escalation”
2 features of the WesPath UMPIP program for clergy.
3

4 **New for 2020:**

5 1. That all participant premiums for the HealthFlex private exchange health insurance
6 program be established as follows:

7 -B1000 plan-limited to 4% increase versus 2019

8 -All other options-no increase versus 2019.

9 (The limitation on changes in rates will be absorbed by the “Current Benefits Reserve”,
10 which is \$11,000,000 as of 12/31/18. Total expenses absorbed by the reserve from this
11 recommendation will be approximately \$300,000.)

12 2. That the amounts billed to churches for clergy health insurance be changed to a flat rate
13 of \$1,250 per month as opposed to the tiered amounts based on membership.

14 3. That effective July 1, 2020 for clergy ordained in another Annual Conference who
15 subsequently transfer into the North Georgia, the funding amounts for participating in the
16 North Georgia Conference’s Via Benefits program (see 2018 Journal p. 365-366) for
17 these clergy will be predicated solely on their number of years’ service while appointed
18 to: UM churches, District Offices, or UM Center ministries in the North Georgia
19 Episcopal area, and/or agencies related to the North Georgia Conference, as specified by
20 formal Statements of Relationship published in the Annual Conference *Journal*.

21 4. That group life insurance, with \$50,000 coverage, for lay staff employed by the
22 Conference be added to the existing Conference lay long-term disability plan with
23 UNUM.

North Georgia Conference (711)

2020 Comprehensive Benefit Funding Plan

Conference Benefit Officer (or equivalent)	Amy King	03/26/2019
Conference Treasurer	Keith Cox	03/25/2019
Conference Board of Pension Chair	Charles Darden	03/25/2019
Council on Finance and Administration Chair		



Opinion on **North Georgia Conference 2020** Comprehensive Benefit Funding Plan

The funding plan meets the standards for a Pre-82 funding plan as established by Wespath Benefits and Investments and the favorable opinion requirements for a funding plan. Note: The statement above and any written opinion provided by Wespath do not imply any representation as to the ability or probability of the applicable plan sponsor to fulfill the obligations included in the funding plan.

Wespath Benefits and Investments

Wespath Benefits and Investments
1901 W Chestnut Ave
Glenview, IL 60025

2020 Comprehensive Benefit Funding Plan

Plan Contributions for 2020		Funding Needed
CRSP DB	\$2,815,228	\$0
CRSP DC	\$1,279,910	\$0
MPP		
Pre-82		
UMPIP Lay	\$107,100	\$0
UMPIP Clergy		
UNUM Lay LTD	\$13,000	\$0
\$10,000 Death Benefit for active participants in C	\$35,000	\$0
MetLife Death Benefit	\$30,000	\$0
Clergy Retirement Gift	\$8,000	\$0
Health Active	\$11,360,321	\$0
Health Additional	\$306,052	\$0
Post-Retirement Medical	\$1,784,395	\$0
CPP	\$1,219,200	\$0

Ongoing Funding Contribution for 2020		Funding Needed
Pre-82		
Post-Retirement Medical	\$854,940	\$(4,995,580)

2020 Comprehensive Benefit Funding Plan

Clergy Retirement Security Program (CRSP)

Plan Overview: The Clergy Retirement Security Program (CRSP) is an Internal Revenue Code section 403(b) retirement program providing lifetime income and account flexibility designed for those who serve as clergy of The United Methodist Church. The plan is designed to provide participants with one portion of their overall retirement benefits. CRSP replaced the Ministerial Pension Plan (MPP) effective January 1, 2007.

CRSP consists of two components:

- A defined benefit (DB) plan--provides a monthly benefit at retirement based upon years of credited service to the Church
- A defined contribution (DC) plan--provides a retirement account balance established and funded by the annual

Elections and Estimates

	Final
Eligibility requirement	50%+
Conference Full Time Equivalent (FTE)	516.50
CRSP Defined Benefit (DB)	
Required contribution for 2020	\$2,815,228
CRSP Defined Contribution (DC)	
Expected average future annual increases	1.00%
Estimated contribution for 2020	\$1,279,910

Rationale for each change

Based on the 2018 invoice amount

CRSP DB Denominational Information as of 1/1/2018

Total plan liability	\$(1,740,019,798)
Total plan assets	\$1,904,387,237
Total plan funded status	\$164,367,439
Total plan funded ratio	109%
Plan sponsor's liability percentage	2.8233%

2020 Comprehensive Benefit Funding Plan

Pre-82 Plan (Pre-82)

Plan Overview: Supplement One to the Clergy Retirement Security Program (CRSP), also known as the Pre-82 Plan, provides clergy with a pension benefit for their years of ministry with The United Methodist Church prior to 1982. The Pre-82 Plan was replaced by MPP effective January 1, 1982. If a clergyperson retires within the conference (and does not re-terminate), the minimum benefit payable is based on two factors:

- 1) Years of service with pension credit--approved by each conference on the recommendation of the Conference Board of Pensions (CBOP) in accordance with plan provisions and The Book of Discipline.
- 2) The conference pension rate (past service rate)--the dollar amount chosen by the conference as the amount payable for each approved year of service with pension credit (may change from year to year).

The number of years of service with pension credit is multiplied by the PSR, and the product is the minimum annual benefit payable to those clergy eligible for Pre-82 Plan benefits. In certain situations, the benefit received from the Pre-82 plan may vary based on the applicability of what is referred to as Defined Benefit Service Money (DBSM), which is the defined contribution feature of the Pre-1982 Plan. At the time that a participant retires, the DBSM account is converted to a life-based benefit. At that point, the clergy's benefit is the greater of the PSR benefit or DBSM benefit. If the conference increases the PSR, the clergy's benefit is recalculated; however the DBSM-based benefit does not change.

Elections and Estimates

	Final
Past Service Rate (PSR)	724
Estimated PSR cost-of-living increase	1.00%
Contingent Annuitant Percentage (CA%)	75 %
Discount rate	6.5000%
Minimum contribution for 2020	\$0
Advanced funding contribution for 2020 payable in 2019	\$0

Funding Plan Contribution

Funding plan liability as of 1/1/2018	\$(39,062,192)
Total of in-plan and outside assets	\$39,837,902
Funded status	\$775,710
Funded ratio	102%
Funded status projection as of 12/31/2019	\$4,285,231
Proposed ongoing funding contribution for 2020	\$0

1 **207.b. Commission on Equitable Compensation Guidelines**

2
3 **Equitable Compensation Guidelines**

4 Paragraph 625.1 of *The 2016 Book of Discipline* provides that in each annual conference
5 there shall be a commission on equitable compensation. The purpose of this commission is
6 found in ¶625.2, where it states: *“It is the purpose of the commission on equitable*
7 *compensation to support full-time clergy serving as pastors in the charges of the annual*
8 *conference by: (a) recommending conference standards for pastoral support; (b)*
9 *administering funds to be used in base compensation supplementation; and (c) providing*
10 *counsel and advisory material on pastoral support to district superintendents and committees*
11 *on pastor-parish relations; and (d) submitting an arrearage policy to be adopted by the*
12 *annual conference. For pastors receiving equitable compensation, once the base*
13 *compensation supplementation has been paid by the annual conference, and the minimum*
14 *base compensation and base compensation supplementation has been received by the pastor,*
15 *the annual conference shall have no further financial obligation or responsibility to the*
16 *pastor, the charge or anyone else regarding the pastor's compensation.”*

17 How this purpose is to be carried out can be found in the balance of ¶625.3-13. These
18 guidelines detail how the North Georgia Conference will strive to accomplish this
19 disciplinary task.

20
21 **207.c. Conference Arrearage Policy**

22 Paragraph 624 of *The 2016 Book of Discipline*, entitled *Payment Obligation*, amended and
23 gave new language to explain the steps that should be taken when a church or charge is
24 unable to pay any portion of the pastor(s)’s Full Compensation when due. Paragraph 624.2.
25 allows each annual conference to establish an arrearage policy to deal with the situations that
26 arise or have arisen in the past. Paragraph 625.2.d. entitled *Equitable Compensation*, also
27 references the conference arrearage policy. Paragraph 624.1 states:

28 *“Each church or charge has an obligation to pay the base compensation, the benefits*
29 *adopted by the annual conference, and other ministerial support (including housing) adopted*
30 *by the charge conference, to its pastor(s). If it becomes apparent that a church or charge will*
31 *be unable to so provide the base compensation, support, and benefits adopted by the charge*
32 *conference, the church or charge SPRC chair, finance chair, or treasurer, shall immediately*
33 *notify, both in writing and verbally, the pastor, district superintendent, and congregation.*
34 *This communication shall indicate all avenues explored to meet the base compensation,*
35 *support, and benefits, including requesting consideration for a short-term emergency subsidy*
36 *grant from the Equitable Compensation Fund (¶625.7)”*

37 The Commission on Equitable Compensation proposes that the North Georgia Annual
38 Conference approve the following Arrearage Policy in accordance with ¶624.2 and ¶625.2.d
39 of *The 2016 Book of Discipline*.

40
41 **207.d. Arrearage Policy:**

42 Any church that is unable to pay its pastor(s)’s salary and/or benefits when due must notify
43 the appropriate district superintendent within 24 hours of making that determination.
44 Notification can include telephone call and/or email. Upon receipt of such notice, the district

1 superintendent will notify the Conference Commission on Equitable Compensation of the
2 issue for its expeditious disposition.

3 Further, churches or charges with full-time clergy which are in arrears to the annual
4 conference with respect to benefits payments (pension and insurance) will be reported in the
5 annual conference *Handbook* and *Journal* as “churches receiving equitable compensation.”

6 These specific churches or charges will be reported based on the following methodology:

- 7 1. If the total balance due as of December 31 of the current year is greater than the total
8 balance due as of December 31 of the previous year by an amount exceeding a two
9 months invoice amount, said church or charge will be reported as a church or charge
10 having received Equitable Compensation Funds.
- 11 2. The amount recorded in the report will equate to the total difference between this
12 year’s total balance due and last year’s total balance due.
- 13 3. Churches with benefits arrearage who pay their pastor(s) above minimum cash
14 compensation have 18 months from January 1, 2019 to pay the previous year benefits
15 in full or reduce base salary to the conference minimum cash compensation.

16 17 **207.e. Conference Pastors Payment**

18 The Commission on Equitable Compensation recommends all pastors be paid in advance.

19 This alleviates undue hardship on pastors and their families from a salary delay when
20 appointed to a new appointment. Furthermore, any payment(s) due to the conference office
21 or other designated office(s) for the pastor(s)’s pension and insurance is to be paid at the first
22 of each month so as to be in compliance with ¶624.1 and the conference’s arrearage policy.
23 Since pension payments and insurance premiums are part of the financial support package,
24 these should be paid prior to the payment of conference apportionments in the event the
25 church financial condition will not allow for full payment of both.

26 27 **207.f. Conference Standards for Pastoral Support**

28 The following items are to be included in the definition of full clergy financial support for
29 2020:

- 30 1. Base compensation, which includes cash compensation payments, payments to cover
31 or assist personal Social Security taxes of the pastor and any other cash benefits paid
32 to the pastor.
- 33 2. Annual conference pension plan payments and life and health insurance premiums.
- 34 3. Provision for a parsonage or a housing allowance.
- 35 4. Reimbursement for travel/business expenses and continuing education, and any other
36 expenses as may be required by the annual conference.

37
38 **Note:** Base compensation may be divided into salary and a utilities/furnishings allowance to
39 minimize a pastor’s tax liability. Local churches should be familiar with Internal Revenue
40 Service requirements for pastors receiving nontaxable reimbursement when establishing
41 compensation.

1 **207.g. Minimum Compensation**

2
3 **Recommendation for Minimum Salary for Part Time Local Pastors**

4 *The Book of Discipline* states in ¶625 the Commission of Equitable Compensation is
5 established to recommend conference standards for pastoral support, to administer funds used
6 in base compensation supplementation, to provide counsel and advisory material to district
7 superintendents and SPRC committees, and to develop and maintain an arrearage policy for
8 its annual conference. Although these guidelines apply mainly to fulltime clergy, it also
9 states the Commission shall carefully study the needs for additional support within the
10 conference and the sources of income. Further in ¶625.3 it states the Commission may make
11 recommendations for clergy "...appointed less than full-time to a local church, subject to
12 such rules and regulations as the conference may adopt."

13 In July 2018, Joel Miller, Chair of the Fellowship of Local Pastors, contacted the
14 Commission on Equitable Compensation with a request from their group asking for
15 consideration for establishing a minimum standard for Part Time Local Pastors (PTLP) in the
16 North Georgia Conference. This recommendation was discussed by the CEC, then sent to
17 both the Office of Ministerial Services and to the Cabinet for consideration. Upon review by
18 both it was deemed to have merit and was sent back to the Commission to develop a
19 recommendation to bring forward to annual conference for review and approval.

20 It is our position that establishment of a minimum compensation amount for PTLP
21 will address the discrepancy of ranges in salaries that currently exists among this important
22 group of our clergy colleagues. By current definition the minimum number of hours
23 designated to be considered as a PTLP is 10 hours. This financial guideline equates to the
24 minimum number of hours (10) and is to be used as a reference for the Cabinet and District
25 Superintendents to utilize when making appointments. Responsibilities and duties for all
26 Licensed Pastors are clearly defined in ¶340 of the Book of Discipline and are beyond the
27 scope of this Commission. Although this recommendation is established in order to assure
28 equitable pay for PTLP, churches served by a PTLP are NOT eligible for Equitable
29 Compensation funds.

30 The Commission recommends the following minimum compensation for the annual
31 conference in the year 2020:

32 Category	2019	2020
34 (*)(**) Full Connection	\$40,000	\$40,000
35 (*) Associate Member	\$37,800	\$37,800
36 (*) Provisional Member	\$37,800	\$37,800
37 (*) Full Time Local Pastor	\$34,815	\$34,815
38 (*)(***) Part Time Local Pastor		\$12,750 (a)

39
40 * This amount represents the total of Sections I and II of the "Clergy Financial Support

41 Worksheet" as found on the conference website under Forms, Clergy and Financial Support.

42 ** Full Connection refers to both Elders and Deacons.

43 *** This amount is dependent on approval by 2019 Annual Conference.

1 (a) These amounts are established in order to assure equitable pay for Part Time Local
2 Pastors (PTLP). However, churches served by a PTLP are NOT eligible for Equitable
3 Compensation funds.
4

5 The Commission on Equitable Compensation suggests churches consider a Cost of
6 Living salary increase of 2.9% for both Laity and Clergy if this is a possibility within their
7 budget for the coming year.
8

9 **207.h. Accountable Reimbursement Plan**

10 Local churches shall reimburse pastors for travel/business expenses and continuing education
11 expenses under an accountable reimbursement plan that complies with Internal Revenue
12 Service regulations. These IRS regulations require that reimbursements made outside an
13 accountable reimbursement plan to be reported as taxable income. The local church shall
14 budget sufficient funds to meet the anticipated cost of pastoral travel and business expenses
15 based on the most current year's actual expenses or the amount determined with the pastor.
16

17 **207.i. Continuing Education and Spiritual Growth**

18 The local church shall budget sufficient funds to meet the pastoral continuing education
19 expectation of the Pastor(Staff)-Parish Relations Committee as outlined in *The 2016 Book of*
20 *Discipline* in ¶258.2.g.(8). This amount shall be no less than \$800 annually.

21 *The 2016 Book of Discipline* ¶350 deals with continuing education and spiritual
22 growth. The Commission would like to emphasize that this paragraph in the *Book of*
23 *Discipline* states that each clergy's continuing education and spiritual growth program should
24 include at least one week each year and at least one month during one year of every
25 quadrennium. Additionally, such leaves shall not be considered as part of the minister's
26 vacations. For more information on this subject please refer to *The 2016 Book of Discipline*
27 ¶350, page 293.
28

29 **207.j. Vacation Recommendations**

30 The Commission recommends that all churches/charges of the conference provide their
31 pastor(s) annual vacation periods of at least the following schedule and make necessary
32 financial arrangements for pulpit supply during the pastor's absence from the pulpit.
33 Guidelines for vacation periods shall be based on the credited years of service as indicated in
34 the Directory and Service Record published annually in the conference journal:
35

36 **Credited Years of Service Vacation Recommendation**

37 1 to 5 years	3 weeks (including 3 Sundays)
38 6 to 10 years	4 weeks (including 4 Sundays)
39 11 plus years	5 weeks (including 5 Sundays)

40

41 Vacation shall be calculated based on the conference year July 1-June 30.
42
43
44
45

1 **207.k. 2020 Equitable Compensation**

2 The Commission recommends the following items be included in the Annual Conference
3 Equitable Compensation Plan for 2020.

4
5 **Estimated Costs associated with a Full Connection Deacon or Elder:**

	2019	2020
7 Minimum Total Compensation	(1) \$ 40,000	\$ 40,000
8 Minimum Housing allowance	(2) \$ 17,600	\$ 17,600
9 Pension	(3) \$ 9,820	\$ 9,820
10 Health Insurance	(4) \$ 13,500	\$ 13,500
11 Continuing Education	(5) \$ 800	\$ 800
12 Total Estimated Cost	\$ 81,720	\$ 81,720

- 13
- 14 (1) May be broken out between gross base salary, other cash compensation, utilities
15 allowance and parsonage-related allowances as identified on the Clergy Financial
16 Support Worksheet in sections I & II.
- 17 (2) Where parsonage is not provided. See Guidelines and Standards for Housing
18 Allowance and Parsonage for further explanation.
- 19 (3) Actual cost may vary. The amount listed is an estimate from the conference benefits
20 office.
- 21 (4) This is the amount charged to a church with 100-200 members.
- 22 (5) This amount is the minimum as set by the annual conference. The basis for this
23 recommendation is found in ¶258.2.g.(8) and ¶350.4 of *The 2016 Book of Discipline*.
- 24

25 **207.l. Equitable Compensation Fund**

26 The Commission on Equitable Compensation administers the Equitable Compensation Fund
27 to assure each pastor receives a minimum compensation approved by the annual conference
28 (¶625.3 *The 2016 Book of Discipline*). The Commission will make disbursements from the
29 Equitable Compensation Fund in accordance with *The 2016 Book of Discipline* ¶342, ¶624
30 and ¶625.

31 All full-time clergy appointed to serve as pastor-in-charge are eligible to receive
32 grants from the Equitable Compensation Fund under the North Georgia Annual Conference
33 Equitable Compensation Plan.

34 Churches may not receive salary supplementation funds from both Congregational
35 Development and the Commission on Equitable Compensation. A local church that
36 demonstrates the ability to maintain a full-time pastor may apply to its district superintendent
37 for a grant. It is recommended that the cabinet and the Commission on Equitable
38 Compensation use available resources to limit the number of consecutive years a church can
39 receive Equitable Compensation Funds.

40 Before a pastor can receive Equitable Compensation Funds, approval must be
41 obtained from the bishop, cabinet and the Commission on Equitable Compensation. In order
42 for a pastor to receive Equitable Compensation Funds for the coming conference year, the
43 Commission must receive a request from the pastor’s district superintendent by April 15.
44 This request must include the following information: district, church name, pastor’s name,
45 and a breakdown of the funds that are being requested. If a request must be made for the

1 period of January 1-June 30, this request must be received by the Commission by October
2 15. In extreme situations the cabinet may request funds at any time.

3 The Commission will assemble advisory material, including but not limited to
4 denominational resources, annual conference resources and such information helpful in
5 understanding and establishing compensation in The United Methodist Church. The
6 Commission will provide such material and/or consultants from the Commission upon
7 request by district superintendents or committees on staff/pastor relations or in any event
8 where such information would be beneficial in developing or maintaining an effective
9 compensation package or program. The Commission will be responsible for making adequate
10 requests from the Conference Council on Finance and Administration as needed for approval
11 of budget and expenditures.

12 If Equitable Compensation Fund requests exceed the approved conference budgeted
13 amounts for the Equitable Compensation Fund, the Commission is required to notify the
14 Conference Council on Finance and Administration.

15 The Commission shall report to the annual conference the charges and the clergy
16 members receiving Equitable Compensation Funds or who have received disbursements from
17 the Equitable Compensation Fund during the past calendar year, including the number of
18 years such funds have been disbursed to the charge and the clergy member.

19 20 **207.m. Evangelism / Stewardship Seminar**

21 Any church or charge receiving Equitable Compensation Funds from the annual conference
22 will be required to attend a seminar dealing with, but not limited to, stewardship and
23 evangelism. The pastor(s) will be required to be in attendance, with other key leaders of the
24 church or charge. This seminar will be conducted by the Center for Clergy Excellence in
25 conjunction with the Commission on Equitable Compensation.

26 27 **207.n. Guidelines and Standards for Housing Allowance and Parsonage**

28 Every church must provide adequate housing for its pastor. The church or charge may meet
29 this need by means of a parsonage or by providing a housing allowance sufficient to buy or
30 rent a home in the area served by the church. The minimum housing allowance for 2020 is
31 \$17,600. Any exceptions to this minimum must be approved by the district superintendent.
32 The allowance should respect the Internal Revenue Service regulations and rulings. The
33 housing allowance should be clearly established, recorded in the charge conference minutes
34 and excluded from Box 1 but listed in Box 14 in the W-2 form provided to the pastor. It is
35 recommended that if a pastor has any questions concerning his/her compliance with the IRS
36 regulations, he/she should consult a professional tax consultant or a certified public
37 accountant.

38 39 **207.o. Minimum Standards for Church-provided Parsonages**

40 These guidelines are intended to offer direction and goals for local church leaders in
41 decisions regarding the construction of new parsonages and/or the upgrading and
42 maintenance of existing parsonages. While the Commission understands that many
43 parsonages within the annual conference do not meet these minimum standards, it is expected
44 that measures will be taken by the local church to bring their parsonage(s) within these

1 standards as soon as possible. In addition to these standards, it is expected that everything in
2 the parsonage will be in working order.

- 3 1. **Bedrooms:** The parsonage shall have three or four bedrooms of at least 120 square
4 feet each with ample lighted closets in each. The master bedroom shall have its own
5 bath. It is recommended that the master bedroom be located on the main level. At
6 least one bedroom and bath shall be on the main level.
- 7 2. **Bathrooms:** There shall be at least two full baths in the house.
- 8 3. **Kitchen:** The kitchen shall be large enough for family eating space or a breakfast
9 nook as well as built-in cabinets, double sink, cooking range, self-cleaning oven, and
10 frost-free refrigerator with a large freezer and ice maker.
- 11 4. **Climate control:** Central heat and air are required, along with insulation to meet
12 present day building codes. Energy efficient windows and doors are to be provided in
13 order to conserve energy. Screens must also be provided for all windows.
- 14 5. **Office:** An office with adequate office equipment and furniture shall be provided
15 either at the parsonage or at the church.
- 16 6. **Living/Dining Area:** There shall be common living space consisting of a living
17 room, family/recreational room, and dining room for entertaining.
- 18 7. **Floor coverings:** The church shall provide proper floor coverings in the parsonage
19 with either carpeting or hardwood flooring in living spaces and tiled or vinyl flooring
20 in the kitchens and bathrooms.
- 21 8. **Window treatments:** The church shall provide blinds or shades for all windows.
22 Curtains may be provided but are not required.
- 23 9. **Telecommunications:** The parsonage shall have connections for cable or satellite
24 television, telephone and high-speed internet. If these services are desired and
25 activated by the pastor, the fees for such services shall be paid by the pastor.
- 26 10. **Utility area:** There shall be an indoor utility area to include an automatic clothes
27 washer and dryer provided by the church.
- 28 11. **Wiring/Plumbing:** All wiring and plumbing must conform to present day codes and
29 are to provide for present and future needs in order that all appliances and computer
30 equipment may be used safely. All receptacles must be properly grounded.
- 31 12. **Security and Safety:** The church shall provide smoke alarms and fire extinguishers.
32 Carbon monoxide detector/alarms should be installed near the furnace, kitchen and
33 water heater areas and sleeping areas if said appliances use gas. All exterior doors
34 shall have dead bolt locks. It is recommended that the church also provide a security
35 system for the parsonage with the pastor paying for the monitoring services.
- 36 13. **Parsonage grounds:** Parsonage grounds should have foundation shrubbery, shade
37 trees and adequate yard space for children. It is recommended that the church provide
38 lawn maintenance service for the parsonage; if not, a powered lawn mower must be
39 provided for the parsonage. The mower should be a riding mower if the yard is larger
40 than ½ acre. Maintenance of the mower is the responsibility of the church. A fenced
41 play area is recommended.
- 42 14. **Garage/Carport and storage:** A two-car garage or covered carport shall be provided
43 and a minimum of 120 square feet of outdoor storage space shall be provided.
- 44 15. **Insurance:** An amount of insurance equal to at least 80% of the replacement value of
45 the parsonage and church-owned contents should be carried by the church (fire and

1 extended coverage). **The pastor must carry adequate insurance to cover the**
2 **pastor's and the pastor's family's personal belongings and furnishings. The**
3 **church does not insure the pastor's personal belongings either at the parsonage**
4 **or the church building.**

5 16. **Parsonage Updates:** All parsonages shall be updated or renovated to conform as
6 nearly as possible to the suggested minimum standards in these guidelines. Please
7 note, all parsonages are expected to be in compliance with the minimum standards.

8 17. **Any parsonages not meeting the standards must be approved for usage by the**
9 **district superintendent on an annual basis.**

10 11 **207.p. General Guidelines for Parsonages**

12 **Guidelines for Privacy:**

13 Although the parsonage is the property of the church, it must be understood that it is also the
14 private home of the parsonage family. Courtesy dictates that the parsonage be visited only
15 upon invitation by the parsonage family. Even the annual mandatory parsonage review and
16 parsonage committee meetings must be scheduled with the parsonage family with at least a
17 two week notice.

18 19 **Guidelines for Care of Property:**

20 The parsonage family shall take care of the house, furnishings and property, making it a
21 policy to leave them in good condition. Best results will be obtained as the parsonage family
22 and parsonage committee work together, feeling free to discuss the needs with each other. It
23 is understood that there will be a natural depreciation of property and contents which calls for
24 repairs and replacements periodically.

25 26 **Guidelines for Parsonage Upkeep:**

- 27 1. It is recommended that the church's annual budget include a parsonage fund
28 equivalent to at least 3% of the value of the property for the purpose of repairs,
29 maintenance, pest control and insurance. Unused yearly funds should be placed in an
30 interest bearing account to be used for capital expenses of the parsonage to include
31 the future purchase of a new parsonage where the current does not meet minimum
32 parsonage standards.
- 33 2. The parsonage family shall be consulted in the selection of color schemes, window
34 treatments and equipment.
- 35 3. The parsonage shall be kept well painted inside and out.
- 36 4. Every parsonage shall have a parsonage file. The parsonage file is to be maintained
37 by the parsonage family and shall include all guarantees, repair parts lists, instructions
38 for use of equipment, and an inventory of all church-owned contents. The file shall
39 also include a maintenance log which will list when and from whom items were
40 purchased, who to call for repairs, when and by whom improvements were made, and
41 any other information helpful to future parsonage families. A pictorial record,
42 preferably in video format, should be taken as soon as possible on or after each
43 moving day. This record will be invaluable for insurance purposes in case of fire or
44 other catastrophe. It also would serve as a record of the parsonage's initial condition.

1 An extra copy of the pictorial record and the parsonage file shall be updated and
2 stored in a secure place away from the parsonage.
3

4 **Guidelines for Pets and Guide or Service Animals:**

5 Keeping animals outside the parsonage is recommended. It is understood, however, that
6 family pets, guide or service animals kept inside the home bring much comfort and joy.
7 Therefore, if they are kept inside the parsonage, the following guidelines must be met:

- 8 1. The church trustees must be kept informed of any pet inside or outside the parsonage.
- 9 2. Only a domestic pet, which will be defined as a small dog, cat, caged bird or
10 aquarium fish can be kept in the parsonage. Guide and service animals are not to be
11 considered pets. Any other animal requires the approval of the church trustees. Also,
12 more than one indoor pet or service animal requires the approval of the trustees.
- 13 3. All damages incurred by any pet or service animal will be the responsibility of the
14 pastor and will be reported to the church trustees and assessed. Payment for repairs
15 should be immediate, but no later than moving day. Flea and tick treatment is
16 required.
- 17 4. Upon the change of the parsonage family, if animals have been kept inside, the
18 parsonage family must make an extra effort to thoroughly clean the entire parsonage
19 to eliminate any evidence of the animals having been present, which includes fleas,
20 ticks, pet hair, pet dander, stains, excrements, etc. This cleaning would include having
21 all carpet / rugs professionally cleaned.
22

23 **Guidelines for Smoking:**

24 There shall be no smoking inside the parsonages.
25

26 **Guidelines for Handling Unusual Damages:**

27 The Pastor/Staff Relations Committee and the Board of Trustees shall have regular
28 inspections of the parsonage (see *Mandatory Parsonage Review Guidelines* below). This will
29 permit all parties to review the general condition of the parsonage in order to identify
30 deficiencies of the parsonage and define programs and time schedules for improvement.

- 31 1. Any unusual damages caused by the parsonage family shall be reported to the district
32 superintendent.
- 33 2. Unusual damages caused by the parsonage family shall be paid for by the pastor
34 involved. Various approaches for repayment of damage repair expenses may be
35 necessary, including but not limited to the following:
 - 36 a. Creating a repayment schedule which may follow the pastor to his/her next
37 appointment.
 - 38 b. In every case, the handling of such matters must be done in consultation with
39 the supervising district superintendent.
40

41 **Guidelines for Utilities:**

42 Arrangements should be made by the pastor with appropriate companies to prorate all utility
43 bills up through moving day. The moving pastor shall not have the utilities turned off. It is
44 recommended that the church have the utility accounts in the church's name with the pastor

1 paying the amounts due for the utilities to the church a week prior to the due date. This will
2 prevent any transfer issues arising from pastors moving.

3
4 **Mandatory Parsonage Review Guidelines:**

- 5 1. A meeting concerning the parsonage will be conducted each year prior to charge
6 conference.
- 7 2. This meeting will be held in the parsonage and will include a mandatory review of the
8 entire parsonage—inside and out.
- 9 3. The attendance of the following individuals is expected: the pastor, the trustee
10 chairperson, the parsonage committee chairperson, and the chairperson of the
11 pastor/staff relations committee (see *The 2016 Book of Discipline*, ¶2533.4). If the
12 pastor has a spouse, he/she should also be included.
- 13 4. The specific date can be set any time during the year, but it must be set at least two
14 weeks prior to the church’s annual charge conference with all parties agreeing to the
15 date set.
- 16 5. Even though this mandatory meeting takes place to satisfy a disciplinary requirement,
17 it is recommended that other parsonage committee meetings be held to consider
18 parsonage improvements and other concerns.
- 19 6. A parsonage report detailing the findings and recommendations made during the
20 meeting will be completed and signed by all in attendance at the parsonage review.
21 This report will be submitted to the district superintendent during the charge
22 conference. One copy of the report shall be placed in the parsonage file at the
23 parsonage and a second copy shall be kept at the church or away from the parsonage
24 grounds.
- 25 7. Any concern by either the pastor or church may be addressed at a later meeting. The
26 district superintendent may become involved, if deemed necessary by either party.
- 27 8. Continual patterns of parsonage abuse will be documented and stored in each pastor’s
28 file.

29
30 **Check lists when a parsonage is being vacated:**

31 A check list shall be completed when a parsonage family is moving away from parsonage. It
32 is the responsibility of the parsonage family to thoroughly clean the parsonage and grounds.
33 It is not the responsibility of the church to clean. The checklist when vacating a parsonage
34 shall include checks for:

- 35 1. Windows cleaned inside.
- 36 2. Window blinds/shades cleaned.
- 37 3. Rugs and carpets vacuumed (shampooed if needed, professionally cleaned if pets or
38 service animals were kept in the parsonage).
- 39 4. All hard surface floors cleaned.
- 40 5. All appliances cleaned.
- 41 6. All cabinets cleaned inside and out.
- 42 7. Basement, closets and shelving cleaned.
- 43 8. Light bulbs replaced as necessary.
- 44 9. Bathrooms thoroughly cleaned, including fixture, tile grout, shower doors/curtains,
45 medicine cabinets, walls and floors.

- 10. Garage, carport and outside buildings swept and left orderly. The lawn shall be left in a well-maintained order.
- 11. All trash is properly disposed. (It is recommended that the church provide an extra refuse container during move week.)
- 12. A list of all items needing the attention of the parsonage committee. The checklist when moving into a parsonage shall be used by the incoming pastor to rate items on the move out list as excellent, satisfactory or poor.

207.q. Summary statement for parsonages

The parsonage is a witness of the church, and it is a symbol of the stewardship of the congregation; the parsonage should, therefore, receive the same kind of care as the church building. An occasional open house is suggested as a means of the church and the parsonage family sharing this witness and as a means of enhancing the relationship between the congregation and the parsonage family.

**207.r. Pastors Receiving Equitable Compensation Jan-Jun 2019
(figures are annualized)**

<u>Clergy Eq. Comp.</u>	<u>Received</u>	<u>Classification</u>	<u># Years</u>
Phillip Armstrong	\$42,416	FE	2
Hubert Brown	\$38,916	FE	22
Robert Crawford	\$35,536	FE	16
Deborah Holloway	\$43,616	FE	4
Jay Hodges	\$ 3,450	FE	1
Ronald Johnson	\$24,360	FE	10
Paul (Skip) Johnson	\$22,860	FE	2
Karen Lyons	\$30,880	FE	5
Sungwon Nam	\$43,384	PE	3

**207.s. Churches/Charges Receiving Equitable Compensation Jan-Jun 2019
(figures are annualized)**

<u>Church</u>	<u>District</u>	<u>Eq. Comp</u>	<u># Years</u>
Redemp Comm & Poplar Springs	ACPK	\$35,536	7
Peachtree City	ACPK	\$ 3,450	1
Flat Shoals	ADOX	\$38,916	15+
Clarkston	AMRY	\$30,880	5
Brookhaven	AMRY	\$22,860	3
Bentley Hill	GRFN	\$24,360	8
Riverdale FUMC	GRFN	\$42,416	8
Korean Church of Newnan	LAGR	\$43,384	3
Warren Temple	LAGR	\$43,616	2

207.t. Churches receiving equitable compensation due to LESS THAN FULL PAYMENT of their pastor's pension and insurance premiums in 2018:

Church	District	Amount	% Paid by Conference
Marvin	AGST	\$20,862	75%
Leland	AMAR	\$23,825	88%
Fort Street	AMAR	\$20,424	65%
Atlanta Bethany	AROS	\$11,607	25%
Jones Memorial	GRFN	\$19,211	66%
Faith	GRFN	\$18,396	61%

207.u. Statistics to assist Staff Parish Relations Committees in establishing a fair and equitable package for their pastor(s)

Salary and Housing Data for "pastors-in-charge" appointed to a church at minimum salary or above (Does not include associate pastors)				
Total Members	Number of Churches	Avg Salary + Utilities	Avg Housing Allowance	# of Churches with Housing Allowance
4500 plus	10	\$152,969.70	\$39,792.75	8
2500-4499	18	\$128,595.06	\$29,093.13	16
1500-2499	25	\$98,499.76	\$27,060.40	20
1000-1499	25	\$83,237.76	\$23,406.74	19
750-999	33	\$82,496.64	\$22,019.37	19
500-749	34	\$64,153.79	\$21,835.65	20
300-499	80	\$54,391.80	\$19,509.70	44
200-299	47	\$50,456.51	\$20,610.22	27
100-199	51	\$44,853.90	\$18,495.64	14
99 and less	5	\$44,330.00	\$17,350.00	4

Average Salaries and Utilities for ALL those appointed to a church at minimum salary or above		
District	Avg Salaries and Utilities	Number of Churches
Atlanta Districts	\$65,444.97	226
Non-Atlanta Districts	\$61,935.56	220
All Districts	\$63,713.87	446

Average Housing Allowance by district for ALL those appointed to a church at minimum salary or above		
District	Avg. Housing Allowance	Number of Churches
Atlanta College Park	\$23,352.60	25
Atlanta Decatur Oxford	\$19,756.00	25
Augusta	\$20,932.50	20
Atlanta Marietta	\$22,563.57	37
Atlanta Emory	\$22,939.78	40
Atlanta Roswell	\$24,737.26	50
Athens Elberton	\$22,414.21	14
Gainesville	\$22,178.26	23
Griffin	\$21,995.88	17
LaGrange	\$20,954.74	19
Northwest	\$19,888.20	10
Rome Carrollton	\$19,881.54	13

Average Housing Allowance CONFERENCE-WIDE for ALL those appointed to a church at minimum salary or above		
Atlanta Districts	\$22,977.52	177
Non-Atlanta Districts	\$21,310.01	116
All Districts	\$22,317.34	293

1 Total investments at December 31, 2018 were \$71,970,831 of which \$45,372,133
2 represents investments designated for health and pension benefits programs.

3
4 **Thanks to Treasury and Benefits Staff!**

5
6 Staff from the Treasury, Benefits and Information Technology departments consistently
7 perform excellent work and strive to provide great service to our Churches and members. I
8 want to thank in particular Karen Fullerton, who will retire sometime after this session of
9 Annual Conference. Karen has been an excellent employee and tremendous asset to the
10 Conference and denomination for over 30 years, and we'll miss her!

11 Please welcome our newest staff members, Ann Beesley, who has taken over the role
12 formerly held by Peggy Freniere, and Amy King, who is transitioning into the Conference
13 Benefits Officer position as Karen transitions into retirement.

14 Treasury and Benefits Staff:

- 15 Melody Abel
- 16 Ann Beesley
- 17 Bruce Cooper, CPA
- 18 Karen Fullerton
- 19 Keeancha Hawkins
- 20 Valerie Henry
- 21 Amy King, CPA
- 22 Michael Murphy-McCarthy
- 23 Judy Woodall

24 Thanks to our great staff for their diligence and thanks to the members of the Annual
25 Conference for your ongoing support.

26
27 Keith M. Cox, Conference Treasurer and
28 Director of Administrative Services
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Office of the Treasurer
Exhibit I: Comparative on Receipts
(YTD Through 12/31/18)

District	2017				2018				
	Apport.	Payment	%	Apport.	Payment	%			
<u>North Georgia Conference</u>									
Ministerial Support	\$2,654,774	\$340,440	\$2,539,704	95.7%	\$2,894,550	\$355,359	\$2,780,202	96.0%	0.3%
Retired Ministers Pension & Insurance Benefits	\$4,197,000	\$555,394	\$4,012,400	95.6%	\$3,575,011	\$440,363	\$3,456,330	96.7%	1.1%
Conference Administration	\$1,708,639	\$225,072	\$1,634,417	95.7%	\$1,751,459	\$215,638	\$1,682,315	96.1%	0.4%
Conference Benevolences	\$2,451,795	\$319,142	\$2,344,125	95.6%	\$2,346,292	\$286,616	\$2,263,544	96.5%	0.9%
Capital Funding	\$300,005	\$39,973	\$288,026	96.0%	\$274,998	\$35,027	\$265,776	96.6%	0.6%
Higher Education	\$1,383,996	\$180,864	\$1,322,608	95.6%	\$1,453,004	\$177,051	\$1,394,300	96.0%	0.4%
Church Development	\$2,535,008	\$329,776	\$2,422,943	95.6%	\$2,544,798	\$312,536	\$2,443,199	96.0%	0.4%
Simpsonwood Conference and Retreat Center									
Group Sub-Total	\$15,231,217	\$1,990,661	\$14,564,223	95.6%	\$14,840,112	\$1,822,591	\$14,285,666	96.3%	0.7%
<u>General Church</u>									
Black College Fund	\$474,576	\$56,373	\$451,287	95.1%	\$493,776	\$56,432	\$470,101	95.2%	0.1%
Ministerial Education Fund	\$1,189,731	\$158,806	\$1,127,345	94.8%	\$1,237,909	\$157,539	\$1,178,085	95.2%	0.4%
Interdenominational Cooperation Fund	\$93,046	\$11,588	\$86,088	92.5%	\$96,805	\$11,888	\$91,117	94.1%	1.6%
World Service Fund	\$3,522,494	\$468,064	\$3,227,779	91.6%	\$3,665,107	\$435,535	\$3,379,997	92.2%	0.6%
Africa University Fund	\$106,207	\$13,138	\$101,381	95.5%	\$110,497	\$13,058	\$105,613	95.6%	0.1%
Episcopal Fund	\$1,043,165	\$138,951	\$954,854	91.5%	\$1,085,374	\$127,749	\$999,682	92.1%	0.6%
General Administration Fund	\$418,275	\$56,847	\$384,146	91.8%	\$435,199	\$53,086	\$401,199	92.2%	0.4%
Group Sub-Total	\$6,847,494	\$903,767	\$6,332,880	92.5%	\$7,124,667	\$855,287	\$6,625,795	93.0%	0.5%
<u>Southeastern Jurisdiction</u>									
SEJ's Mission and Ministry Fund	\$55,362	\$7,084	\$53,475	96.6%	\$56,012	\$6,619	\$53,539	95.6%	-1.0%
Group Sub-Total	\$55,362	\$7,084	\$53,475	96.6%	\$56,012	\$6,619	\$53,539	95.6%	-1.0%
Sub-Total	\$22,134,073	\$2,901,512	\$20,950,579	94.7%	\$22,020,791	\$2,684,497	\$20,965,001	95.2%	0.5%
Special Offerings			\$596,271				\$558,577	(\$37,693)	-6.3%
Conf. Advance Specials			\$519,451				\$582,018	\$62,568	12.0%
General Advance Specials			\$1,222,131				\$427,510	(\$794,621)	-65.0%
Total			\$23,288,431				\$22,533,106		-3.2%
INCREASE (DECREASE) IN TOTAL FUNDS COMPARED TO PRIOR YEAR							(\$755,325)		

**Office of the Treasurer
Exhibit II**

**Apportionment Payments by District
(Through 12/31/18)**

District	2017			2018			
	Apport.	Payment	%	Apport.	Payment	%	
Athens Elberton	\$1,459,724	\$1,406,959	96.4%	\$1,471,165	\$1,420,320	96.5%	0.1%
Atlanta College Park	\$2,168,464	\$2,146,347	99.0%	\$2,199,344	\$2,182,303	99.2%	0.2%
Atlanta Decatur Oxford	\$1,489,608	\$1,203,267	80.8%	\$1,454,723	\$1,294,905	89.0%	8.2%
Atlanta Emory	\$2,629,999	\$2,445,242	93.0%	\$2,595,463	\$2,440,072	94.0%	1.0%
Atlanta Marietta	\$2,887,675	\$2,694,539	93.3%	\$2,890,392	\$2,688,196	93.0%	-0.3%
Atlanta Roswell	\$3,102,790	\$3,048,583	98.3%	\$3,055,711	\$3,061,214	100.2%	1.9%
Augusta	\$1,578,226	\$1,486,662	94.2%	\$1,580,631	\$1,524,786	96.5%	2.3%
Gainesville	\$1,829,536	\$1,803,226	98.6%	\$1,847,127	\$1,750,926	94.8%	-3.8%
Griffin	\$1,257,121	\$1,223,203	97.3%	\$1,252,609	\$1,199,204	95.7%	-1.6%
LaGrange	\$1,326,305	\$1,269,800	95.7%	\$1,299,526	\$1,199,019	92.3%	-3.4%
Northwest	\$1,202,103	\$1,096,823	91.2%	\$1,181,638	\$1,114,805	94.3%	3.1%
Rome Carrollton	\$1,202,522	\$1,125,925	93.6%	\$1,192,462	\$1,089,252	91.3%	-2.3%
Conference Totals	\$22,134,073	\$20,950,579	94.7%	\$22,020,791	\$20,965,001	95.2%	0.5%
Increase (Decrease) in Apport. Payments (2017 vs. 2018)					\$14,422		
Percent Increase (Decrease)					0.1%		

North Georgia Conference
Fund Balances
As of 12/31/2017 and 12/31/2018

	Fund Balances 12/31/2017 Audited	Fund Balances 12/31/2018 Unaudited	Change
Unrestricted Undesignated			
CFA Reserve	\$2,904,278	\$2,861,741	(\$42,537)
Unrestricted Designated			
Discipleship Ministries (Previously Connectional Min.)	281,503	301,229	19,726
Academy for Clergy Excellence^2	0	255,634	255,634
Board of Ordained Ministries - Transitioning	152,222	158,191	5,969
Conference Ministerial Education Fund	320,176	166,392	(153,784)
Congregational Excellence (Previously Church Dev.)			
Liquid	2,307,003	2,662,424	355,421
Non-liquid	134,331	26,618	(107,713)
Total Congregational Excellence	2,441,334	2,689,042	247,708
Disaster Response	50,829	48,739	(2,090)
Benefits Programs			
Current Benefits Reserve	10,032,202	11,019,584	987,382
Pre - 1982 Pension	3,026,226	308,363	(2,717,863)
Future Retiree Medical Reserve	3,586,944	2,074,478 (a)	(1,512,466)
Total Benefits Programs	16,645,372	13,402,425	(3,242,947)
Board of Trustees - Methodist Ctr, Episcopal Res.	3,399,960	3,018,408	(381,552)
Board of Trustees - Closed Church Properties	696,153	778,750	82,597
Board of Trustees - Still Waters Ch and Parsonage	5,584,396	0	(5,584,396)
Total Board of Trustees	9,680,509	3,797,158	(5,883,351)
Windfall Committee (Trustees)	0	4,684,873	4,684,873
Board of Laity	168,356	170,571	2,215
Housing and Homeless Council	1,559,441	1,434,405	(125,036)
Charles Barnes Fund for Church Development	1,234,247	2,061,891	827,644
Simpson Bequest Fund (b)	567,773	532,927	(34,846)
Camp Wesley Campership Fund	2,680,535	2,402,877	(277,658)
All Other Unrestricted Designated (c)	228,825	182,828	(45,997)
Total Unrestricted Designated	36,011,122	32,289,182	(3,721,940)
Total Temporarily Restricted (d)	3,046,558	2,775,907	(270,651)
Total Permanently Restricted (e)	194,285	183,202	(11,083)
Total Fund Balances	\$42,156,243	\$38,110,032	(\$4,046,211)

(a) Based on February 2018 actuarial valuation

(b) Previously known as Chapel Maintenance Fund to remain untouched until November 2032 or after.

(c) Episcopal Office, Archives & History

(d) Milsaps Sustentation, Park Eye Fund, Park Medical Missions Fund, Retiree Needs, Pastor Sustentation, Butler Fund, Myrtle Black Home Mission Fund, Golden Cross, Peace with Justice, Youth Service Fund, Board of Mission Fund, Annual Conference Offerings, Christian Education Sunday, Native Am Awareness

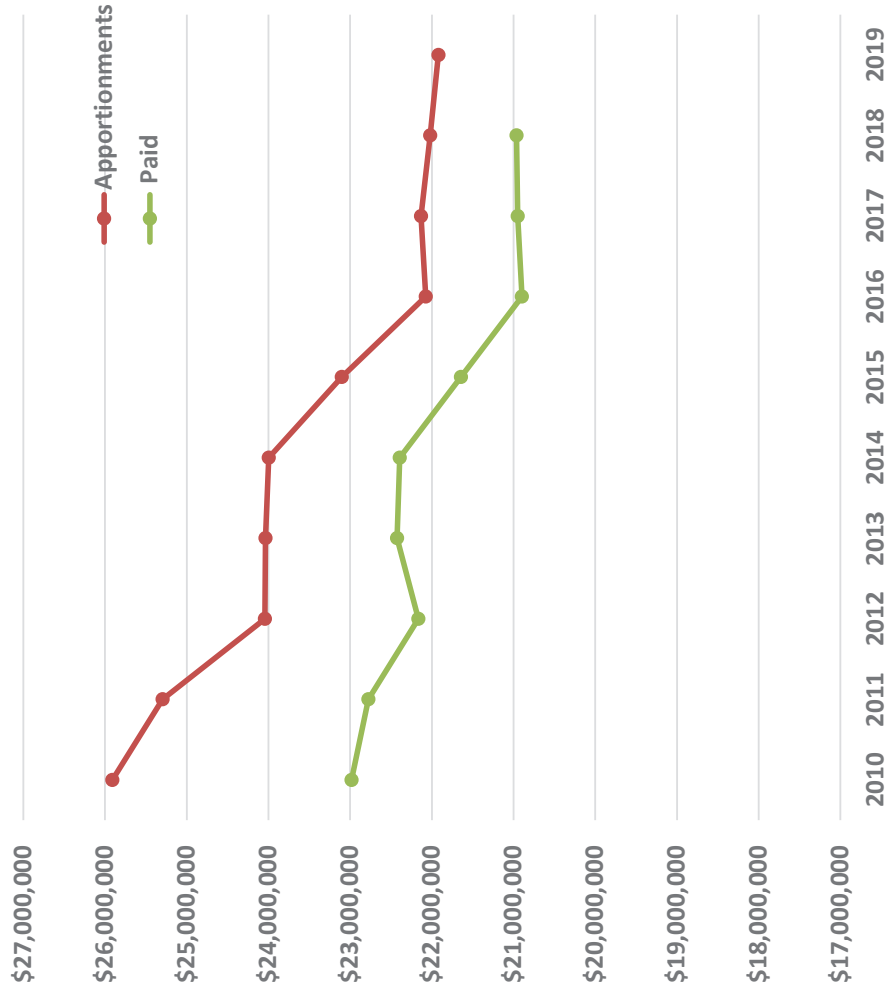
(e) Superannuate Fund, Culpepper Fund

NGC Ministry Components of Conference Budgets

	2011	2012	2013	2014	2015	2016	2017	2018	2019	Recommended 2020
Area I	\$2,694,543	\$2,524,607	\$2,568,108	\$2,608,100	\$2,486,252	\$2,681,234	\$2,654,781	\$3,144,550	\$3,714,000	\$3,607,517
Area IV	\$1,630,015	\$1,325,143	\$1,829,112	\$2,071,164	\$2,039,648	\$2,466,795	\$2,451,795	\$2,346,295	\$2,099,295	\$1,783,050
Area VI	\$1,091,761	\$952,232	\$1,019,087	\$1,099,586	\$1,199,997	\$1,284,000	\$1,384,000	\$1,453,000	\$1,520,000	\$1,474,000
Area XII	\$2,033,999	\$1,930,992	\$1,920,755	\$2,100,014	\$2,264,502	\$2,543,694	\$2,535,000	\$2,294,800	\$2,187,100	\$1,404,500
Total	\$7,450,318	\$6,732,974	\$7,337,062	\$7,878,864	\$7,990,399	\$8,975,723	\$9,025,576	\$9,238,645	\$9,520,395	\$8,269,067
Total Conf Line Items	\$17,793,637	\$16,835,542	\$17,190,116	\$17,109,817	\$16,279,719	\$15,310,728	\$15,231,235	\$14,840,095	\$14,803,820	\$12,980,932
Ministry %	41.87%	39.99%	42.68%	46.05%	49.08%	58.62%	59.26%	62.25%	64.31%	63.70%

**North Georgia Conference
Apportionment History 2010 - 2019**

Year	Apportionments	Paid	%
2010	25,910,000	22,983,171	88.7%
2011	25,295,042	22,778,152	90.0%
2012	24,042,979	22,165,590	92.2%
2013	24,036,372	22,426,752	93.3%
2014	23,994,762	22,394,927	93.3%
2015	23,101,144	21,645,161	93.7%
2016	22,075,556	20,896,665	94.7%
2017	22,134,096	20,950,579	94.7%
2018	22,020,804	20,965,024	95.2%
2019	21,920,651		



1
2

208.h Apportionment Distribution History

Year	N Ga Conf	%	General Church	%	SEJ	%	Total
2010	\$18,312,388	70.7%	\$7,288,497	28.1%	\$309,115	1.2%	\$25,910,000
2011	\$17,793,637	70.3%	\$7,191,405	28.4%	\$310,000	1.2%	\$25,295,042
2012	\$16,835,542	70.0%	\$6,897,437	28.7%	\$310,000	1.3%	\$24,042,979
2013	\$17,190,116	71.5%	\$6,588,951	27.4%	\$257,305	1.1%	\$24,036,372
2014	\$17,109,817	71.3%	\$6,741,997	28.1%	\$142,948	0.6%	\$23,994,762
2015	\$16,279,719	70.5%	\$6,725,092	29.1%	\$96,333	0.4%	\$23,101,144
2016	\$15,310,728	69.4%	\$6,712,179	30.4%	\$52,649	0.2%	\$22,075,556
2017	\$15,231,235	68.8%	\$6,847,497	30.9%	\$55,364	0.3%	\$22,134,096
2018	\$14,840,095	67.4%	\$7,124,709	32.4%	\$56,000	0.3%	\$22,020,804
2019	\$14,803,820	67.5%	\$7,060,831	32.2%	\$56,000	0.3%	\$21,920,651
2020	\$12,980,932	64.2%	\$7,172,717	35.5%	\$56,000	0.3%	\$20,209,649

3
4
5
6

208.i. Investment Policy Statement

North Georgia Annual Conference Annual Conference REVISED-4/18

7

Definition and Purpose

8 In recognition of its fiduciary responsibilities and the mandate of the Book of Discipline
9 ¶613.5) the **North Georgia Annual Conference** has developed the following Investment
10 Policy Statement (IPS). This IPS shall comply with the policies related to conflict of interest
11 and investment management of annual conference pension and pension related funds under
12 ¶1508 of the Book of Discipline. This IPS applies to the assets of the following entities:

13

- 14 • **Conference Board of Pension and Health Benefits (CBOPHB); Conference**
- 15 **Board of Trustees (CBT); Conference Council on Finance and Administration**
- 16 **(CFA); and other conference agencies.**
- 17 • **Address: 1700 Century Circle NE, Suite 100, Atlanta, GA 30345**
- 18 • **Contact person authorized to conduct business on behalf of the Investment**
- 19 **Committee or Council: Keith M. Cox, Conference Treasurer**

20

21 The purpose of this policy is as follows:

22

- 22 • To establish the responsibilities of the **Investment Committee (Committee)**, as well
23 as those of the service providers hired to help implement the Investment Policy.
- 24 • To clearly define investment goals, and other operational guidelines.
- 25 • To establish asset allocation parameters, risk tolerance and an investment strategy that
26 is consistent with the investment goals and guidelines.

- 1 • To establish effective communication procedures between the Committee and the
2 investment managers.
- 3 • To create a formal review process for reviewing this Investment Policy Statement.
4

5 The intent of this IPS is to provide guidelines that are specific enough to be meaningful but
6 also flexible enough to take into account practical considerations. This IPS should be
7 reviewed by the Investment Committee at least annually, or in circumstances where projected
8 spending needs or investment circumstances change materially.
9

10 The standard of care when making decisions is the Prudent Expert Standard, defined as:

11 *“... the care, skill, prudence and diligence under the circumstances then prevailing*
12 *that a prudent person acting in a like capacity and familiar with such matters would*
13 *use in the conduct of an enterprise of a like character and with like aims.”*
14

15 **Delineation of Responsibilities**

16 (1) The Conference Council on Finance and Administration (CFA) is responsible for
17 establishing principles, policies, standards and guidelines for the investment of all monies,
18 assets and properties of the conference.
19

20 (2) The Investment Committee shall perform all operational functions and make
21 recommendations for changes to this investment policy to the CFA for approval.
22

23 (3) The CFA is ultimately responsible for the financial integrity and oversight of the Annual
24 Conference financial resources. Under this IPS all operational and implementation of policy
25 decisions are delegated to the Investment Committee. The Investment Committee will report
26 to the CFA, and the CBOPHB, at least semi-annually. Any significant deviations from the
27 goals determined by the Investment Committee shall be reported to the Investment
28 Committee and CFA.
29

30 **Organization of the Investment Committee**

31 The Committee members shall number **seven** and be headed by a chairperson voted on by the
32 Committee and approved by the CFA and CBOPHB. The members' individual terms shall
33 not exceed **eight years** and shall be staggered to provide for continuity and experienced
34 leadership. Committee membership shall consist of a representative each from the CFA and
35 CBOPHB.
36

37 Responsibilities of the **Investment Committee** are as follows:

- 38 • To define **and develop investment goals and other operational guidelines.**
- 39 • To designate the investment managers and to discharge investment managers.
- 40 • To require all portfolios be managed with appropriate consideration to the social
41 principles of The United Methodist Church.
- 42 • To monitor and evaluate the performance results and risk posture of the investment
43 manager(s).
- 44 • To establish effective communication procedures between the Committee, the
45 Council, the staff and the outside service providers.

- To monitor and control investment expenses.
- To delegate the execution and administration of certain Committee responsibilities as appropriate to the Conference Treasurer who serves as its staff.
- To carry out any other duties required for the legal operation of the investments, including but not limited to hiring outside vendors to perform various services.

Statement of Purpose and Financial Requirements

The purpose of the investments is to provide financial resources that support the objectives of the Funds for which they were created. The responsible board or agency is accountable for the use of the funds as designated by the annual conference or restricted by the donors. To illustrate:

- **The Board of Trustees Funds shall be used to provide for the care, maintenance or acquisition of the real property of the Annual Conference.**
- **The Board of Pension and Health Care Funds shall be used to provide for ongoing pension and health benefits obligations of the North Georgia Annual Conference.**
- **Program Funds shall be used to advance the ministries of the North Georgia Annual Conference.**

Investment Managers and Benchmarks

To achieve its investment objectives and ensure alignment with United Methodist Social Principles, the Funds shall be allocated among one or more funds managed by Wespath, a division of the General Board of Pension and Health Benefits; and the IPS shall adopt the published investment performance benchmarks for these funds.

Target Asset Allocations and Rebalancing Guidelines

The purpose of allocating among asset classes is to ensure the proper level of diversification and risk for each portfolio. The primary considerations in the asset allocation decision process are:

- Maintaining inflation-adjusted purchasing power.
- Growing the corpus of the funds to meet future obligations.
- Achieving a minimum return in excess of inflation but with minimal annual fluctuations in the corpus.
- Maintaining the longevity of the assets and their distributions while taking into consideration that there may be no additional contributions.

The following table outlines the names of the accounts with target allocation and the minimum and maximum allocation limits of each asset class:

General Fund

<u>Asset Class</u>	<u>Target Allocation</u>		
	<u>Minimum</u>	<u>Target</u>	<u>Maximum</u>
Equities of all types	35%	65%	70%
Fixed Income Securities	30%	35%	40%
Cash and Cash Equivalents	0%	0%	35%

1
2 **Deposit Account**

3

<u>Asset Class</u>	<u>Target Allocation</u>		
	<u>Minimum</u>	<u>Target</u>	<u>Maximum</u>
Equities of all types	35%	65%	70%
Fixed Income Securities	30%	35%	40%
Cash and Cash Equivalents	0%	0%	35%

4
5 **Healthcare Deposit Account**

6

<u>Asset Class</u>	<u>Target Allocation</u>		
	<u>Minimum</u>	<u>Target</u>	<u>Maximum</u>
Equities of all types	35%	65%	70%
Fixed Income Securities	30%	35%	40%
Cash and Cash Equivalents	0%	0%	35%

7
8 **Equities**

9 The Manager should maintain the equity portion of the portfolio at a risk level roughly
10 equivalent to that of the equity market as a whole. Equity holdings may be selected from the
11 Dow Jones 30 Industrials, Standard and Poor’s 500 Index and the Russell 2000 Stock Index,
12 and other equities listed on the New York Stock Exchange and/or the NASDAQ markets.

13 The securities should be aimed at appreciation potential and/or income generation.
14 The Manager is prohibited from investing in private placements, letter stocks, options, short
15 sales and margin transactions. No assets shall be invested in securities whose issuers have
16 filed a petition for bankruptcy or hedge funds.

17
18 **Fixed Income**

19 Investments in Fixed Income securities will be managed actively to pursue opportunities
20 from a variety of sources. The Manager may select from appropriate obligations guaranteed
21 by the U.S. government and its agencies, foreign government, utility stocks, preferred stocks,
22 municipal obligations, and corporate obligations. No funds may be invested in collateralized
23 debt obligations, auction rate securities, or credit default swaps.

24
25 **Mutual funds, commingled funds, and funds in general**

26 When mutual funds or commingled funds are used as an investment vehicle, then it is
27 understood the Investment Committee has adopted the specific investment policies of the
28 Fund.

29
30 **Socially Responsible Investment Guidelines**

31 As an Annual Conference of The United Methodist Church we are committed to
32 implementation of the socially responsible investment policies in *The Book of Discipline*
33 ¶717.

34
35 “*Sustainable and Socially Responsible Investments*—In the investment of money, it shall
36 be the policy of The United Methodist Church that all general boards and agencies,
37 including the General Board of Pension and Health Benefits, and all administrative

1 agencies and institutions, including hospitals, homes, educational institutions, annual
2 conferences, foundations, and local churches, make a conscious effort to invest in
3 institutions, companies, corporations or funds with policies and practices that are socially
4 responsible, consistent with the goals outlined in the Social Principles. All United
5 Methodist institutions shall endeavor to seek investments in institutions, companies,
6 corporations, or funds that promote racial and gender justice, protect human rights,
7 prevent the use of sweatshop or forced labor, avoid human suffering, and preserve the
8 natural world, including mitigating the effects of climate change. In addition, United
9 Methodist institutions shall endeavor to avoid investments in companies engaged in core
10 business activities that are not aligned with the Social Principles through their direct or
11 indirect involvement with the production of anti-personnel weapons and armaments (both
12 nuclear and conventional weapons), alcoholic beverages or tobacco; or that are involved
13 in privately operated correctional facilities, gambling, pornography, or other forms of
14 exploitative adult entertainment. The boards and agencies are to give careful
15 consideration to environmental, social, and governance factors when making investment
16 decisions and actively exercise their responsibility as owners of the companies in which
17 they invest. This includes engaging with companies to create positive change and hold
18 them accountable for their actions, while also considering exclusion if companies fail to
19 act responsibly.”
20

21 **Communication and Responsibility**

22 The Investment Committee shall provide semi-annually to the CFA and CBOPHB a written
23 account of the investment results, accounting summary and significant developments, if any.

24 The CFA and CBOPHB shall at least once per year review the investment policy, the
25 effectiveness of the Investment Committee and the overall results of the investments, and
26 will acknowledge in writing that they have done so.

27 The investment manager shall provide the Investment Committee:

- 28 • Quarterly or as necessary:
 - 29 ➤ A report of the portfolio’s holdings.
 - 30 ➤ A review of the investment performance.
 - 31 ➤ A commentary of investment results in light of the current investment
32 environment and the goals and guidelines.
 - 33 ➤ A review of the key investment decisions and the rationale for these decisions.
 - 34 ➤ A discussion of the manager’s outlook and what specific decisions this
35 outlook may indicate.
 - 36 ➤ Any recommendations as to changes in goals and guidelines in light of
37 material and sustained changes in the capital market.
 - 38 ➤ Any significant change in the manager’s investment outlook, ownership or
39 key employees.
 - 40 ➤ A report of current investment mix and variance from target (if any).
 - 41 ➤ A report on changes in target allocation.
- 42

43 **Records**

1 The CFA, CBOPHB and the Investment Committee shall keep a proper and prudent paper
2 trail of all important documents, meeting minutes and other information relating to the
3 management of the Fund. They shall be available at:

4
5 **Address: 1700 Century Circle Ste 100**
6 **Atlanta, GA 30345**

7
8 **Custodian of the Records: Conference Treasurer**

9
10 The recommendations and approved changes to the investment policy may be incorporated
11 directly into the policy as a revision and restatement or noted in the addendum until such
12 time as the investment policy is revised and restated.

13 14 15 16 **208.j. Report of the Council on Finance and Administration**

17
18 The Council on Finance and Administration (CFA) serves as a steward of the North Georgia
19 Annual Conference's financial resources. The task to develop a fiscally responsible budget of
20 ministry and mission is both a blessing and a challenge. CFA seeks to underwrite the
21 ministry needs of the Annual Conference and the global denomination while prioritizing the
22 work of the local church. Therefore, each budget request is prayerfully considered with the
23 recognition of finite financial resources. The construction of the 2020 budget also occurred
24 against the backdrop of the 2019 General Conference and the future uncertainties about the
25 United Methodist Church.

26 CFA took a conservative approach to the 2020 budget, seeking to reduce
27 apportionments at the local church level. This occurred through reductions in budget line
28 items and the judicious utilization of reserve funds. The recommended 2020 budget is
29 \$20,209,649 or \$1,711,002 less than the 2019 budget. General Church line items which are
30 beyond our control will increase 1.6%. However, the North Georgia conference portion of
31 the budget will decrease by 12.3%. This resulted in a net decrease of 7.8% in the 2020
32 budget. In addition, all individuals and agencies will be asked to utilize a maximum of 80%
33 of their approved budget requests (after paying salaries and benefits at 100%) based on an
34 ongoing evaluation of apportionment receipts in the coming year.

35 The 2020 budget includes a 2.9% increase for conference staff and district
36 superintendents. This reflects the Consumer Price Index increase of 2.9% in 2019 and
37 maintains a current standard of living for our gifted staff and leaders. (Note this
38 recommendation differs from the annual conference adopted compensation formula for
39 district superintendents that would have resulted in a 3.5% increase.)

40 While addressing current financial challenges, CFA continues to plan for the future as
41 well. We are recommending the continued funding of small reserves for anticipated needs,
42 including retirement obligations, a future conference center, and general reserves.

43 In 2015, the Annual Conference approved the creation of the District Administrative
44 Review Team (DART). DART was tasked to study current policies and to recommend best
45 practices on the district level. The task force has made substantive recommendations over the

1 past three years and has concluded its excellent work. Jeff Adams, DART chair and vice-
2 chair of CFA will make a separate report to the Annual Conference this year.

3 During the past year, CFA approved the use of reserve funds for the following
4 initiatives:

- 5 • Seed funding for the Georgia Foundation Clergy Financial Leadership Academy
- 6 • Information Technology Services Security Audit
- 7 • General Council on Finance and Administration Pay Scale and Human Resources
8 System Review and Analysis
- 9 • Consultant to determine future recommendations about district alignment and
10 underutilized real estate assets

11 Through diligent stewardship, the North Georgia Annual Conference is blessed to
12 have a healthy balance sheet and significant reserves. Our liquidity position is sound. Our
13 goal is to support the mission of the United Methodist Church to make disciples of Jesus
14 Christ for the transformation of the world.

15 I am grateful for the tremendous work that Keith Cox and his gifted team perform on
16 behalf of the North Georgia Conference. We are blessed by their leadership and expertise.

17
18 William R. Burch, Chairperson
19 Council on Finance & Administration
20

21 22 **208.k. 2019 Council on Finance and Administration Recommendations**

- 23
24 1. We recommend that each District continue to be responsible for funding of conference
25 expenses for its at-large delegates. Funding levels will be at the discretion of the respective
26 District Superintendent.
- 27
28 2. We recommend that lay volunteers serving on Annual Conference committees and task
29 forces be reimbursed their mileage costs at the prevailing IRS employee rate.
- 30
31 3. We recommend in addition to those observances set by the General Conference (defined in
32 2016 Book of Discipline ¶263), the following special days, with offerings, but without
33 quotas, be observed in 2020: Homeless Offering (last Sunday in February), Mother's Day
34 Offering for Wesley Woods Senior Living (Mother's Day, second Sunday in May), Murphy-
35 Harpst (third Sunday in July), Golden Cross (third Sunday in August), United Methodist
36 Children's Home d/b/a Wellroot Family Services Offering (third Sunday in September),
37 Aldersgate Homes (fourth Sunday in October), Action Ministries (first Sunday in December).
- 38
39 4. We recommend that each of the following be permitted to have one direct mail appeal for
40 funds in 2020: United Methodist Children's Home d/b/a Wellroot Family Services, Wesley
41 Woods Senior Living Inc., Action Ministries, Aldersgate Homes Inc.
- 42
43 5. We recommend the adoption of the apportionment formula approved at Annual
44 Conference 2006, and used each year since, as described in the 2020 *Recommended Budget*
45 *Interpretation*. (Included in the 2019 Annual Conference *Handbook*.)

1
2 6. We recommend that all churches and conference-related agencies ensure that their internal
3 control systems are adequate to safeguard their assets as well as to insure compliance with
4 completing an annual audit pursuant to 2016 Book of Discipline ¶258.4.d. For churches
5 whose operating budgets are less than \$500,000, we recommend that those churches use the
6 “Local Church Audit Guide” to fulfill their audit obligation.
7

8 7. We recommend that local churches institute or update risk management practices and
9 procedures to protect church assets, employees, and volunteers. This includes expeditiously
10 moving to comply with practices defined in the “Safe Sanctuaries” program and to monitor
11 compliance with that program.
12

13 8. We recommend that all clergy either living in church-owned parsonages and/or that
14 maintain personal belongings in a church-owned office, seek counsel from their insurance
15 agent about securing insurance coverage for personal property.
16

17 9. We recommend that all key third-party providers of professional services be reviewed by
18 the appropriate department/ministry for efficacy every three years. The review(s) will be
19 forwarded to CFA for its input. (For those who have recently been reviewed, one will not be
20 necessary until no later than 6/30/23.)
21

22 10. We recommend that, pursuant to the recommendation from the District Administration
23 Review Team (DART), that budgetary adjustments for the Districts and Conference be
24 approved to accommodate the revised Standing Rule E.3. (Neutral budget effect in
25 aggregate.)
26

27 11. We recommend that we recognize the District Administrative Review Team for its
28 excellent work and further that it be disbanded since its work has now been concluded.
29

30 12. We recommend that Cabinet and extended Cabinet clergy appointed to the UM Center
31 have housing-related allowances for 2020 designated as follows: Housing allowance (in lieu
32 of parsonage) – \$32,749 per year; utility allowance – \$5,000 per year (These are the same
33 levels as the last 10 years). For non-Cabinet clergy appointed to the UM Center, housing-
34 related allowance shall be at a level no lower than the minimum recommended by the
35 Commission on Equitable Compensation, but may be higher, as determined by the respective
36 supervisor (Based on the unique circumstances of the Cabinet and staff clergy, the
37 Conference Treasurer is authorized to adjust individual compensation components, provided
38 the total compensation does not exceed the amounts budgeted.)
39

40 13. We recommend that all ministries supported by the Conference budget manage their
41 expenditures in 2020 as follows: pay 100% of salaries and benefits, spend the remainder up
42 to a maximum of 80% of the total budget. Any received but unspent funds will roll over as
43 fund balance into 2021.
44
45

208.I. Recommended 2020 Budget

North Georgia Annual Conference
16 Line Summary Budget
2020 Budget - CFA Recommended

	2018 Approved Budget	2018 Expended	2018 Exp vs Appr %	2019 Approved Budget	2020 Recommended Budget	2020 vs 2018 Exp Inc/(Dec) Amount	2020 vs 2018 Exp Inc/(Dec) %	2020 vs 2019 Budget Inc/(Dec) Amount	2020 vs 2019 Budget Inc/(Dec) %
North Georgia Conference									
I.	3,141,550	3,145,344	100.1%	3,714,000	3,607,517	462,173	14.7%	(106,483)	-2.9%
II.	3,335,000	3,344,246	100.3%	2,795,000	2,685,000	(659,246)	-19.7%	(110,000)	-3.9%
III.	1,741,450	1,771,329	101.7%	1,901,425	1,852,865	81,536	4.6%	(48,560)	-2.6%
IV.	2,099,295	1,857,170	88.5%	2,099,295	1,783,050	(74,120)	-4.0%	(316,245)	-15.1%
V.	275,000	265,650	96.6%	337,000	124,000	(141,650)	-53.3%	(213,000)	-63.2%
VI.	1,453,000	1,394,300	96.0%	1,520,000	1,474,000	79,700	5.7%	(46,000)	-3.0%
XII.	2,544,800	2,273,024	89.3%	2,187,100	1,404,500	(868,524)	-38.2%	(782,600)	-35.8%
	250,000	238,000	95.2%	250,000	50,000	(188,000)	-79.0%	(200,000)	-80.0%
Total North Georgia Conference	14,840,095	14,289,063	96.3%	14,803,820	12,980,932	(1,308,131)	-9.2%	(1,822,888)	-12.3%
General Church									
VII.	493,788	470,101	95.2%	489,361	497,116	27,015	5.7%	7,755	1.6%
VIII.	1,237,903	1,178,085	95.2%	1,226,805	1,246,245	68,160	5.8%	19,440	1.6%
IX.	96,813	91,117	94.1%	95,945	97,465	6,348	7.0%	1,520	1.6%
X.	3,665,107	3,379,997	92.2%	3,632,247	3,689,804	309,807	9.2%	57,557	1.6%
XI.	110,508	105,613	95.6%	109,517	111,252	5,639	5.3%	1,735	1.6%
XIV.	1,085,388	999,682	92.1%	1,075,656	1,092,701	93,019	9.3%	17,045	1.6%
XV.	435,202	401,199	92.2%	431,300	438,134	36,935	9.2%	6,834	1.6%
Total General Church	7,124,709	6,625,794	93.0%	7,060,831	7,172,717	546,923	8.3%	111,886	1.6%
XVI. Southeastern Jurisdiction									
	56,000	53,539	95.6%	56,000	56,000	2,461	4.6%	0	0.0%
Grand Total	22,020,804	20,968,396	95.2%	21,920,651	20,209,649	(758,747)	-3.6%	(1,711,002)	-7.8%

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**208.m. Interpretation of
2020 Recommended Conference Apportionment Budget**

The recommended Conference budget for 2020 is \$20,209,649, a **decrease** of \$1,711,002 versus the approved 2019 budget. Conference direct mission and ministry budgets (Areas I, IV, VI and XII) comprise 63.7% of the Conference portion of the budget versus 64.31% in 2019. Note, however, that the percentage in the 2020 budget is the second highest in 10 years.

The recommended budget absorbs a 1.6% increase in general church apportionments, while reducing Conference-specific line items by 12.3%.

The recommended budget includes a 2.9% salary adjustment for Cabinet and staff, derived from the estimated increase in the consumer price index (CPI).

CONFERENCE FUNDS:

AREA I. MINISTERIAL SUPPORT

Episcopal Residence/Office/Discretionary	\$ 297,500
Conference Communications	262,000
District Superintendents' Compensation	1,978,767
District AA Pension/Ins	92,250
Equitable Compensation Fund	425,000
Board of Ordained Ministry	<u>552,000</u>
Total Area I	<u>\$ 3,607,517</u>

The Episcopal Residence and Office Fund provides the conference share of financial support for the office and residence expense for North Georgia's Resident Bishop. (In 2019, the General Church share of residence support is \$10,000, while the General Church's share of office support is \$88,000.)

District Superintendents' Compensation line item represents salaries, health insurance and pension benefits for the twelve (12) district superintendents of our conference.

The Equitable Compensation Fund enables our conference to ensure all appointed clergy will receive Conference minimum compensation. The increase is due primarily to the designation by the Cabinet of specific "missional congregations."

The Board of Ordained Ministry coordinates, with the Cabinet, deployment and credentialing of clergy. Additionally, it coordinates the provision of support for conference clergy through myriad services, continuing education activities, seminars and counseling support, which is essentially a clergy-specific expanded EAP Program subsidized by the Annual Conference. This ministry enables our conference to meet the high standards and expectations of local

1 church congregations. Decrease in 2020 is due to the designation of Trustees funds for
2 ACEX2. As a result, \$250,000 was removed from the BoM budget.

3

4 **AREA II. RETIRED MINISTERS PENSION/INSURANCE**

5	Retired Minister Insurance Premiums	\$ 2,200,000
6	Disability Premiums	335,000
7	Retirees' Past Service Pension (Pre-1982)	<u>150,000</u>
8	Total Area II	<u>\$ 2,685,000</u>

9

10 Retired Minister Pension/Insurance reflects “fully funded status” as of 12/31/2018
11 (unaudited) for both the ViaBenefits defined contribution funding for the Health
12 Reimbursement Account for retired/eligible clergy and Conference staff and the pre-1982
13 plan. The premiums noted for Retired Ministers insurance are based on claims expenses
14 passed on to the Conference by WesPath (the General Board of Pension and Health Benefits).
15 The benefit per claimant is currently capped at \$3,600/annum. The small apportionment for
16 pre-1982 is recommended to ensure continued funded status despite vagaries in both the
17 investment markets as well as actual mortality data versus estimates based on mortality
18 tables.

19

20 The disability premiums are increasing because, quite simply, there are more clergy filing for
21 and being granted disability status.

22

23 **AREA III. ADMINISTRATIVE FUND**

24 Annual Conference Session/Journal/Handbook \$ 265,000

25 This line item represents total direct Annual Conference session production expenses
26 including documentation.

27

28 The following Area III office “sub totals” include director and staff salaries and benefits and
29 office related expenses.

30

31 Office of Treasurer/Benefits/Admin/IT Services \$ 913,000

32 This office develops, maintains and administers a comprehensive plan of fiscal and
33 administrative policies, and benefits systems/processes and provides services for all the
34 Conference's administrative ministries. Additionally, the office provides information through
35 various media for clergy and laity who serve as church treasurers, financial secretaries,
36 business administrators and finance committee chairpersons. This office administers all
37 conference databases and computer equipment.

38

39 Office of Ministerial Services and Spiritual Formation \$ 354,865

40 This office provides for the many needs of those who have dedicated their lives to God's
41 service through the church, including maintenance of clergy service records/files. This
42 department also provides for credentialing and support of all conference clergy.

43

44 BOT Methodist Center Operating Expenses \$ 125,000

1 This represents net operating expenses for the conference offices, including insurance and
2 telephone service for the leased space.

3
4 Council on Finance and Administration \$ 115,000

5 This includes conference and district audit fees, legal fees and meeting expenses for CFA.

6
7 Cabinet Expenses \$ 80,000

8 This represents expenses for Cabinet members related to Cabinet meetings, including Annual
9 Conference session and Pastor's School.

10
11 Total Area III \$ 1,852,865

12
13 **AREA IV. CONFERENCE BENEVOLENCES**

14 **Connectional Ministries:**

15 Administrative Support & Staff \$ 686,250
16 Program/Ministry Teams 150,000
17 Camp and Retreat Ministries 376,800
18 Conference Leadership Development 30,000
19 Sub Total Connect. Ministries \$ 1,243,050

20
21 The Connectional Ministries functions are responsible for equipping and training local
22 church leaders for effective ministry.

23
24 Action Ministries \$ 500,000

25 This ministry continues the transformation of communities by counteracting social issues
26 such as poverty, hunger and homelessness.

27
28 Housing and Homeless Council \$ 10,000

29 This line item will partially fund staffing and office expenses.

30
31 Ministry of the Laity \$ 30,000

32 The Conference Board of Laity fosters awareness of the role of laity both within the local
33 congregation and through their ministries, develops and promotes stewardship, provides for
34 training of lay members, provides support and direction for ministry of the laity and provides
35 organization, direction and support for the development of local church leaders.

36
37 Total Area IV \$ 1,783,050

38
39 **AREA V. CAPITAL FUNDING**

40 CAPEX \$ 24,000

41 This represents funding for office equipment and computers.

42
43 UM Center Replacement Reserve \$ 100,000

44 This is included in order to build a reserve fund to either continue leasing the UM Center
45 after lease expiration, or to have funding to consider building.

1
2 Total Area V \$ 124,000
3
4

5 **AREA VI. HIGHER EDUCATION AND CAMPUS MINISTRY**

6 Total Area VI \$ 1,474,000

7 This line item represents support to the nine (9) United Methodist Colleges (7 in NGA) and
8 eighteen (18) Wesley Foundations (12 in NGA) on college campuses in Georgia. The balance
9 goes to support office expenses and capital funding.

10
11 **AREA XII. CONGREGATIONAL DEVELOPMENT**

12 Total Area XII \$ 1,404,500

13 This budget includes funding for the following activities:

14
15 The Office of Congregational Development and Staff - The salaries, benefits and expenses
16 for personnel in the Office of Congregational Development.

17
18 New Church Salary and Support - These funds are used to underwrite the compensation
19 packages of our new church pastors and also to provide some start-up funding.

20
21 Market Research - These funds are used to maintain a contract with a demographic
22 consultant and to provide partnership opportunities with districts to develop district
23 strategies.

24
25 **CONTINGENCY RESERVE** \$ 50,000

26
27 **SUB TOTAL**

28 2020 Recommended CONFERENCE BUDGET \$ 12,980,932
29
30

31 **GENERAL CHURCH FUNDS:**

32
33 **AREA VII. BLACK COLLEGE FUND**

34 Total Area VII \$ 497,116

35 This line item represents our denomination's support, via supplements, of the operations and
36 capital funding of historically black colleges and medical schools related to the United
37 Methodist Church, including Clark Atlanta University and Paine College.

38
39 **AREA VIII. MINISTERIAL EDUCATION FUND**

40 Total Area VIII \$ 1,246,245

41 This ministry provides our churches financial support for the recruitment and education of
42 our future pastors and bishops. Please note that our conference retains 25% of the fund
43 balance for use in our conference. The retained fund balance as of 12/31/2018 is \$166,392.
44 Scholarship grants can total \$1,000 per semester for undergraduate studies (certified

1 candidates only) and \$3,000 per semester for seminary students with a lifetime maximum per
2 student of \$26,000.

3

4 **AREA IX. INTERDENOMINATIONAL COOPERATION FUND**

5 Total Area IX \$ 97,465

6 This fund enables United Methodists to have a presence in the activities of ecumenical
7 organizations and provides our United Methodist share of the basic budgets of those
8 organizations which relate to the ecumenical responsibilities of the Council of Bishops and
9 the General Commission on Christian Unity and Inter-religious Concerns. Included in this
10 fund in 2019 is support for:

11

12 National Council of Churches	\$29,300
13 World Council of Churches	\$25,680
14 World Methodist Council	\$22,700
15 Pan-Methodist Commission	\$ 1,170
16 Ecumenical Office and Travel	\$12,605
17 Interreligious Relations	\$ 1,760
18 Other	\$ 4,250

19

20 **AREA X. WORLD SERVICE FUND**

21 Total Area X \$ 3,689,804

22 The World Service Fund enables our denomination to strengthen its evangelism efforts,
23 stimulate church growth, expand Bible studies and enrich spiritual commitment. This fund
24 allows us to share in a worldwide ministry, including support for missionaries.

25

26 **AREA XI. AFRICA UNIVERSITY**

27 Total Area XI \$ 111,252

28 This fund supports the development of the first private university for young men and women
29 from all over Africa. Courses of study include agriculture, theology, medicine and dentistry,
30 education, technology and management.

31

32 **AREA XIV. EPISCOPAL FUND**

33 Total Area XIV \$ 1,092,701

34 This fund pays the annual salaries (approximately \$155,000) and benefits of active bishops
35 worldwide and some support for the retired bishops worldwide, funds the majority of the
36 expenses related to episcopal offices and a portion of episcopal residence expenses. It also
37 funds episcopal travel and moving expenses. Jurisdictional and Central Conference bishops
38 receive support from this fund.

39

40 **AREA XV. GENERAL ADMINISTRATION FUND**

41 Total Area XV \$ 438,134

42 This area funds those General Church activities that are specifically administrative in nature,
43 such as the General Council on Finance and Administration, General Conference session,
44 Archives and History and Judicial Council.

45

1 **SUBTOTAL**

2 2020 GEN CHURCH BUDGET \$ 7,172,717

3
4 For more information on the General Church Budget go to:
5 [http://s3.amazonaws.com/Website_GCFA/reports/financial/2017-](http://s3.amazonaws.com/Website_GCFA/reports/financial/2017-2020_Financial_Committment_Book_FINAL_071316_02.pdf)
6 [2020_Financial_Committment_Book_FINAL_071316_02.pdf](http://s3.amazonaws.com/Website_GCFA/reports/financial/2017-2020_Financial_Committment_Book_FINAL_071316_02.pdf)

7
8 **AREA XVI. JURISDICTIONAL MISSION & MINISTRY FUND**

9 Total Area XVI \$ 56,000

10 This area supports the administrative functions of the Southeastern Jurisdiction.

11
12 **GRAND TOTAL**

13 **Recommended 2020 BUDGET** \$ 20,209,649

14
15
16 **208.n. How Are Apportionments Computed?**

17
18 **Step 1:** Conference determines annual budget, consisting of several ministries and programs,
19 including retired ministerial support, regional ministries, new church development, and
20 General Church and Jurisdictional apportionments to the North Georgia Conference.

21
22 **Step 2:** At calendar year-end, the local church completes the Local Church Report to the
23 Annual Conference. (For the 2020 recommended budget, the latest available reports are the
24 2018 year-end reports.)

25
26 **Step 3:** The Treasurer's Office accumulates all local church reports and determines each
27 local church's **operating expenses**. **Operating expenses** consist of salaries, pension benefits,
28 clergy housing-related expenses, expense reimbursements, current program expenses,
29 expenses related to commercial insurance and other current operating expenses. Operating
30 expenses (also referred to as “decimal” expenses) do NOT include: Elder HealthFlex
31 insurance expenses, payments on indebtedness, or capital-related expenditures. Also,
32 expenses related to “self-sustaining” activities and local benevolences are NOT considered
33 operating expenses.

34
35 **Step 4:** The Treasurer's Office totals the local church operating expenses for ALL 820+
36 North Georgia United Methodist churches. For year end 12/31/2018, this total was
37 \$198,093,638.

38
39 **Step 5:** We determine “the decimal.” This is the conference budget divided by total church
40 operating expenses (from step four). The decimal for 2020 (recommended budget) is **.102, or**
41 **10.2%**. This is a **reduction of 1.1 percentage points** from the 2019 approved budget. **This**
42 **means that the Conference budget, expressed as a percentage of local church**
43 **expenditures, in aggregate, is down 9.7% versus the 2019 budget (1.1/11.3).** Please note
44 that this is the lowest decimal percentage in at least 20 years.

1 **Step 6:** We multiply an individual church's operating expenses by the decimal, arriving at
2 the total gross apportionment. We then prorate the gross apportionment to fifteen individual
3 apportionment line items.

4
5 **Step 7:** Churches above 1000 members will have a “reasonableness test” applied to their
6 apportionments (see formula below), and the Cabinet **might** adjust the computed
7 apportionments for certain churches within that size range. This methodology was approved
8 at AC 2006.

9
10 **Step 8:** We sum the apportionment for each individual district and send this information to
11 the district offices. District Superintendents review the apportionments as calculated **and**
12 **may make adjustments to the calculated amounts.** Such adjustments should be made only
13 after discussion with the church's senior pastor. Note that the District’s aggregate
14 apportionments cannot be changed.

15
16 **Step 9:** We will add the District Work Fund (DWF) apportionment to each church based on
17 information provided by the District offices

18
19 **Step 10:** District superintendents notify local churches of their apportionment amounts. This
20 information is provided to the pastors via “Local Church Apportionment Reports” at the
21 summer/fall district set-up meetings.

22
23 Please note that churches that are considered “newly constituted” have 5 years to transition
24 into their full computed apportionment. In effect, the difference between their *computed*
25 apportionment and what they are *actually* apportioned is subsidized by the other churches in
26 the Conference for a five year period. (This is accomplished generally by apportioning in
27 increments of 20% of computed apportionments per year for 5 years – 20% in year 1, 40% in
28 year 2, etc.)

29
30 **Detailed Explanation of Step 7 as originally approved at 2006 Annual Conference**
31 **Session (and re-ratified each year since):**

32
33 In order to assure that our apportionment computation and allocation system is as equitable
34 as possible, we recommend that a “reasonableness test” be implemented, which will work as
35 follows:

- 36 a. Existing apportionment formula and rules for year-end report completion remain
37 unchanged.
- 38 b. After the apportionments have been computed for all churches, three (3) comparative
39 groups will be established – churches with membership from 1000-1999; 2000-2999;
40 and 3000+.
- 41 c. The aggregate apportionments for each group will be divided by the aggregate
42 membership of each group in order to calculate an average apportionment/member
43 for each group.
- 44 d. Any church whose apportionment/member falls below the average for its group will
45 be referred to the Cabinet for discussion about possibly being moved up to the group

1 average over a three (3) year period. Group average calculations will occur each year
2 based on the latest reported membership statistics.

- 3 e. The Cabinet will review the apportionments for the churches in all 3 groups and will,
4 as a body, discuss and might make adjustments to each church whose apportionment
5 is below the average for its size range.
- 6 f. Apportionments added to the affected churches will not be offset by reductions in
7 other churches and will be applied to Conference-specific apportionment line items
8 ONLY and will NOT be added to General or Jurisdictional line items.

9
10 **Information Only**

11
12 Note: Information reported by our churches on the year end “Table III” report, which is a
13 report of revenues, indicates the following:

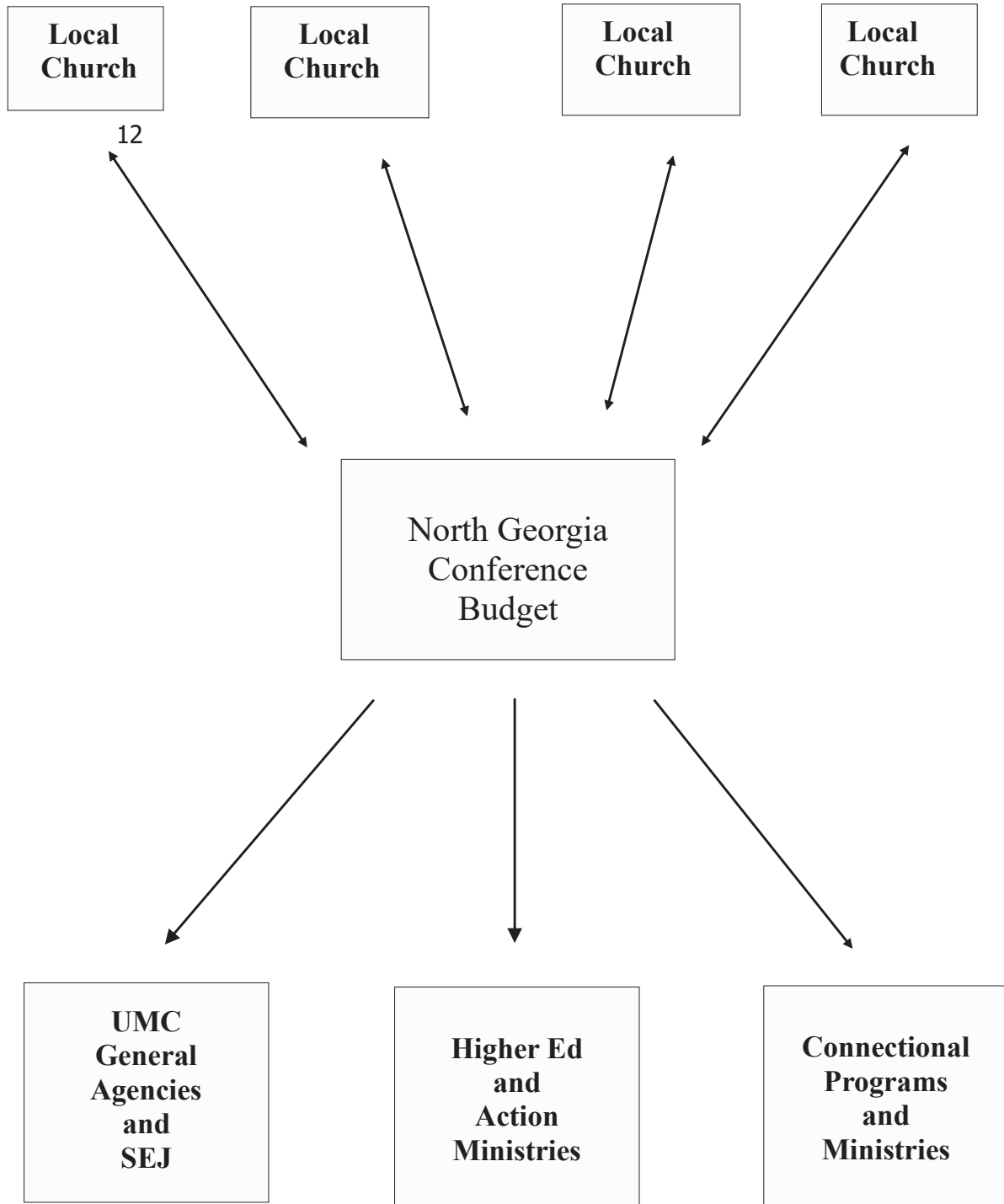
14
15 Total “normal” giving (from 2018 aggregate Table III Report) - \$269,362,482

16
17 **The 2020 recommended Conference budget, expressed as a percentage of aggregate**
18 **“normal” revenues, is 7.5%.**

NORTH GEORGIA CONFERENCE

COUNCIL ON FINANCE AND ADMINISTRATION

**HOW THE 2020 RECOMMENDED CONFERENCE
APPORTIONMENT BUDGET WAS DEVELOPED**



NORTH GEORGIA CONFERENCE

COUNCIL ON FINANCE AND ADMINISTRATION

HOW THE 2020 CONFERENCE
APPORTIONMENT BUDGET WAS DEVELOPED

- 1
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8
9 1. The “General Church” sets priorities and develops programs at the General Conference
10 Session for a four (4) year period (the quadrennium). The new quadrennium began in
11 2017 and runs through 2020

12
13 The financial support for those worldwide ministries is apportioned to the Annual
14 Conferences, which, in turn, apportions those amounts to the local churches. The
15 2020 General Church Apportionments are \$7,172,717 or 35.5 % of the 2020 total
16 recommended Conference Budget.

17
18 The United Methodist Church is a worldwide, connectional denomination and every
19 United Methodist church supports, via apportioned giving, the denomination’s
20 worldwide ministries.

- 21
22 2. Conference-based and Conference-subsidized programs and ministries requested funding
23 based on their plans and priorities for the upcoming year. These plans are developed by
24 program “conferencing” via staff as well as those serving on boards and committees, such
25 as the Center for Congregational Excellence, the Board of Pension and Health Benefits,
26 the Center for Clergy Excellence, Action Ministries, the Georgia UM Commission on
27 Higher Education, et.al.

28
29 Representatives from several programs/ministries and their board chairpersons, if
30 applicable, presented their requests to CFA via email and/or in person. CFA reviewed
31 these requests on February 13, 2019.

32
33 Those requests were then put in the draft budget.

- 34
35 3. On March 11, 2019 CFA met to review the draft budget. During this meeting, CFA made
36 adjustments to the draft budget based on several factors, including: budget changes
37 compared to change in local church expenditures; departmental fund balances;
38 apportionment collection rates from prior years; and feedback from the local churches,
39 the Cabinet and other members of the Annual Conference. CFA made a decision to reduce
40 the Conference portion of the budget. However the percentage allocable to mission and
41 ministry initiatives continues to remain at historic highs. **The total recommended**
42 **budget for 2020 is \$20,209,649 a decrease of \$1,711,002 (-7.8%) from the approved**
43 **2019 budget.** This follows a 0.5% decrease in last year’s budget.
44

- 1 4. Instructional videos prepared by Conference staff will be posted on the Conference
2 website and can be used to brief delegates (members) to annual conference on highlights
3 of the recommended budget, as well as other financial and administrative reports.
4
- 5 5. During Annual Conference Session, the recommended budget will be presented to
6 members of annual conference, who represent all local churches.
7

8 After the recommended budget is approved, Conference staff will calculate the local
9 church apportionments, which represent each church's "share" of the Conference and
10 world-wide ministry and mission, using the apportionment calculation methodology
11 described in the "Budget Interpretation."
12

13 *The apportionments will be provided to each District Superintendent, who may alter*
14 *individual apportionments within his/her district, but not the total amount for the*
15 *district. It is expected that the DS will have conversations with the affected*
16 *churches about any changes in the calculated apportionments.*
17

18 Final apportionments are distributed, by church, by the DS at his/her appointed
19 District setup meeting in late summer/early fall.
20

21 **The Conference Treasurer's Office will NOT communicate apportionments to**
22 **any church, nor post the 2020 apportionments on the Conference website until**
23 **after the 2019 District setup meetings are concluded! (Once the setup meetings**
24 **have concluded, 2020 apportionments will be posted on the Conference website.)**
25

1 **206.p. District Administrative Review Team (DART)**
2

3 The 2015 Annual Conference approved the following recommendation from the Conference
4 Council on Finance and Administration (CFA):

5 *We recommend that CFA, CBOT, CPPPC and the Cabinet jointly study District office*
6 *administration with the goal of ensuring that best practices are utilized.*
7

8 The 2016 Annual Conference approved the following CFA recommendation:

9 *We recommend that a joint committee of CFA, CBOT and the Cabinet continue to*
10 *jointly study District office administration with the goal of ensuring that best*
11 *practices are utilized. We further recommend that a report be made to Annual*
12 *Conference about the results of the study during Annual Conference session 2017.*
13

14 The 2017 Annual Conference approved a similar CFA recommendation, number 11,
15 which authorized the continued work of DART.

16 Members of DART:

17 **Cabinet**-Bernice Kirkland, Doug Thrasher (Vice-Chair), Susan Gary-Landry;

18 **Trustees**-Jeffrey Adams (Chair), JoEllen Wilson;

19 **CFA**-Ellen Shepard, Harold Tarpley;

20 **CFA Personnel**-Jill Irvin, Deborah Marshall;

21 **Staff Resource**-Keith Cox

22 The work of the Committee began in earnest in the late fall 2016 and has continued
23 through 2019 to date.

24 We have accomplished the transitioning to a centralized accounting for District Work
25 Funds and have begun the process of transitioning to a centralized investment management
26 arrangement with the Georgia United Methodist Foundation, with a target completion date of
27 12/31/19. **(Please refer to the following District Funds information and flowchart. The**
28 **top two boxes of the flowchart refer to the centralized investment initiative. The last 3**
29 **boxes represent a draft process being considered by the Windfall Committee of**
30 **Trustees).**

31 Our final, but important, initiative is the development of an equitable pay scale to
32 begin to address wide discrepancies in District AA salaries, which includes development of
33 specific job descriptions of District AA roles (with attendant evaluation of same). In order to
34 accomplish this final initiative, CFA approved the expenditure of \$8,500 to facilitate a study
35 of our pay scales, job descriptions, etc. by a General Council on Finance and Administration
36 Human Resources (HR) consultant, Caitlyn Congdon. This study will commence in May and
37 should be complete by the end of June.

38 With the completion of the HR study and receipt of attendant recommendations by
39 CFA, the goals established by the members of DART will have been achieved. As such, we
40 recommend that DART be disbanded as of this Annual Conference session, with gratitude for
41 all the members who worked diligently to improve the efficacy of District and Conference
42 administration.
43
44

Jeffrey Adams, Chair

300. Center for Congregational Excellence

300.a. Center for Congregational Excellence Team Report

In order to create alignment of responsibilities and be better stewards of time and resources, the functions of Congregational Development and Connectional Ministries were combined under the umbrella of the Center for Congregational Excellence (CCE) in July of 2018. CCE seeks to inspire healthy and fruitful congregations who make disciples of Jesus Christ for the transformation of the world. Utilizing innovative ideas and resources, our office comes alongside churches to assess needs and assist with training and development so that churches can more effectively live into our mission. We also celebrate churches who exhibit qualities of excellence and employ their best practices to strengthen other churches. The staff in this new configuration continues to take responsibility for specific ministry areas, but also acts as liaisons to specific districts to more fully support the work of the local churches. Current staffing includes a mix of full-time and part-time contract positions that cover the work of New Church Development; Fresh Expressions; Asian, Latino and Black Congregational Development; Camping and Retreat Ministries; Age-Level Ministries such as Children, Youth and Young Adults; Safe Sanctuaries; Missions; and Disaster Response. Other work with local churches includes the areas of hospitality, worship, discipleship, evangelism, and stewardship. With this new configuration we have had over 200 points of contact in local churches in our first eight months of working this model.

Training and programs offered by the Center for Congregational Excellence include Creating a Discipleship Pathway, which launched with a workshop in cooperation with Northside UMC, and monthly MissionInsite workshops at the conference office as well as more individualized training for churches and districts. Mystery Worshipers are available to visit local churches to evaluate the welcome and hospitality. Our staff often follows these visits with a review of the findings and a Welcome and Hospitality Consult with the church. Ministry grants offered through this office help churches fund new and vital ministry initiatives.

Following up on the work of Connectional Ministries, churches such as North Springs, Christ – Roswell, Hickory Flat, County Line – Acworth, Leland Qwest, Dallas First, Bethel – Atlanta, and Ariel Bowen have participated in the Healthy Church Initiative. This program includes a church self-study, a series of Mystery Worshipers, and a Consultation Weekend with an outside team who conducts interviews and leads workshops at the church. The weekend ends with a series of prescriptions offered to the church for their consideration. If the church decides to implement all the prescriptions, a coach is secured to work with the church to provide encouragement and accountability.

CCE has also helped launch the Movement Learning Action Board, known as M-LAB. This initiative, a collaborative vision of Bishops Sue Hauptert-Johnson, Ken Carter (Florida) and William McAlilly (Nashville Episcopal Area), was designed to bring together outwardly-focused United Methodist Clergy to incubate and prototype new ideas that will shape the future of our church. After two successful Clergy 1.0 events hosted in the Florida Conference, CCE was proud to host a Laity M-LAB in November of 2018, M-LAB Connect in January 2019, and M-LAB 2.0 this past April all here in Atlanta. In July 2019 we will host our first M-LAB Local in the LaGrange District.

1
2 Our staff has worked with local churches to provide Church Staff Retreats, Planning
3 and Visioning Weekends, Leadership Development Workshops, and Stewardship programs.
4 We have offered Small Church Check-Up workshops for district trainings. Kindling the Fire
5 (KTF) Sermon and Worship Planning Retreats help pastors and worship teams plan further in
6 advance, and this October 2019, Kindling in the City will bring KTF to downtown Atlanta.
7 Decatur First (ADOX) hosted a Simplified Accountable Leadership Single Board Training
8 with Kay Kotan to help churches stream-line their leadership structure. We have coordinated
9 coaches and workshops for local churches on this subject as well.

10 Submitted by Blair Zant and Yvette Massey

11 **New Church Development**

12 NExT Leadership Academy is a nine-month experience for pastors and laity interested in
13 learning about leading a startup ministry. The 2018-2019 session kicked-off with a retreat in
14 Augusta that included learning from Quest Church, Mosaic Church, and Wesley UMC's
15 multi-site ministry. These monthly on-site learning experiences continued at The Vine
16 Church, McEachern UMC, Eastside UMC, Harvest Point UMC, Impact UMC, 12Stone,
17 Sugarloaf UMC, The Nett, and North Decatur UMC. Each stop included curriculum-based
18 teaching around the topic of "Ten Essentials for Successful Start-ups," story-branding, and
19 inspiration from start-up practitioners.

20 Submitted by David Walters

21
22
23 In October of 2018, CCE, in partnership with Path1 and Grace UMC, hosted an original
24 gathering of women in church planting. Chick Planters Live! (inspired by the online
25 community of the same name) brought together planters, revitalizers, Fresh Expression
26 pioneers, and those who aspire to become so from all over the Southeastern Jurisdiction and
27 beyond for training, networking, resourcing, and celebration. A second event is now slated
28 for Fall 2019, hosted in another Jurisdiction.

29 A closed church in LaGrange was relaunched as Empower Church in December
30 under the leadership of Carl Von Epps. After a successful missional merger, Smyrna First
31 UMC (AMAR), Action Ministries, and MUST Ministries, among others, have partnered to
32 repurpose the former Tillman United Methodist Church building into Tillman House, a
33 mission outpost redesigned to house feeding ministry, recovery ministry, worship, young
34 adult community, and an afterschool program for students at the local elementary school. The
35 community celebrated a Grand Opening in March 2018. The Nett Church (AMRY) added a
36 second campus at Bethesda in July of 2018 and in March of 2019 added a third campus at the
37 site of the former John Wesley UMC in Norcross. In partnership with local government and
38 non-profit organizations, this NettWorks Campus will serve its community as a worship
39 center, social services center, and house the only presently operating Women and Children's
40 shelter in Gwinnett County.

41 New Hope UMC on Moreland Avenue (ADOX) in partnership with Eastside Church
42 in East Atlanta, went fallow for several months in order to relaunch with a student pastor,
43 Abby Norman. The church spent several months asking the neighborhood, "What will bring
44 New Hope to this community?" The church now hosts a Bible study with more attendees
45 than on Sunday morning. They are working with community partners to find alternative

1 funding sources for ministry such as trading a space to place beehives for locally produced
2 honey.

3 The McEver Road United Methodist Church (GNSV) has voted to sell and relocate
4 into a growing area of Hall County. Other churches like St. James – Alpharetta and others are
5 looking at second campuses and ministry partnerships across the conference, especially in
6 Cobb, Fulton and Gwinnett Counties. As several new churches have transitioned from their
7 founding pastor to a second pastor, we have created a Second Pastor Coaching Cohort to help
8 with those difficult transitions for churches.

9 Submitted by Phil Schroeder

11 **Multi-Ethnic Cohort**

12 In 2018, the North Georgia Conference began to reinforce efforts to make our churches look
13 more like the communities in which they reside. The first step in this endeavor was the
14 establishment of the Multi-Ethnic Cohort in January 2018. Eleven pastors were part of the
15 first Multi-Ethnic Cohort which met monthly with coaches Mark DeYmas (Mosaics Church,
16 Little Rock, Arkansas) and Chip Freed (Garfield Memorial UMC, Cleveland, Ohio). In
17 March 2019, the first Multi-Ethnic Conference was held with these pastors and coaches,
18 where their progress was shared and celebrated. Twelve pastors and their churches were
19 invited to learn about the Multi-Ethnic cohort to determine if their churches should
20 participate in the second cohort. The first year was a success. The second year will build
21 upon this foundation to make our churches look more like heaven!

22 Our office has also funded associate and assistant pastors to increase the diversity of
23 our witness in churches like Grayson UMC and Sugar Hill UMC. We continue to work with
24 our largest African American churches to create incubators for young black leaders in order
25 to strengthen the Black Church.

26 Submitted by Michael Stinson

28 **Fresh Expressions**

29 The Church in its current form reaches approximately 17% of the population in our
30 communities. Fresh Expressions (FX) are new forms of church for our changing culture and
31 are bridging the gap between the inherited church and the “nones” and “dones” in our
32 communities. Fresh Expressions are cultivated through listening, loving, and serving our
33 neighbors while building a discipling community outside our walls. Fresh Expressions and
34 inherited forms of church work hand-in-hand to bring new life in Christ to one another. We
35 encourage every North Georgia congregation to explore the possibilities of Fresh
36 Expressions in your community. We celebrate the numbers of churches who are already
37 discovering and launching Fresh Expressions. Yet many opportunities still exist. Training
38 and assistance is available as you discover the Fresh Expressions of Church in your
39 community. Visit <https://www.ngumc.org/freshexpressions>.

40 Submitted by Heather Jallad

42 **Asian Congregational Development**

43 With the grace of God, the Korean committee focused on helping missions/churches to grow
44 by providing training for pastors, laity, and youth. The pastors met on several occasions to
45 teach and learn about developing healthy churches. Some pastors provided training for

1 leadership development, mission outreach, conflict management, and United Methodist
2 structures. The committee supported a joint youth retreat for several missions and churches in
3 winter and summer since the last Annual Conference. We have participated in the Korean
4 Peninsula Reconciliation Forum at the Carter Center. We have had some initial conversation
5 for a possible new Korean mission start-up in the Sugarloaf area and helped one of the
6 Korean churches to refinance its mortgage through the United Methodist Foundation. By the
7 time this report is being read, there may be one or more other Korean churches seeking loans
8 from the United Methodist Foundation. Thank you very much for your continuous support
9 and prayers.

10 Submitted by Hyo Kim

11 **Black Congregational Development**

12 The Black Congregational Development Committee remains diligently committed to our
13 mission, vision and mandate to strengthen existing predominantly black congregations and
14 their leadership. We offer the following brief summary of our work in the 2018-2019
15 conference year. We celebrated the successful completion of the first New Leader Cohort
16 through the curriculum of seven Leadership Development modules with 14 graduates. We
17 then launched and on-boarded 18 members for Cohort #2 and completed 4 of 8 planned
18 modules in that series. In an effort to provide structure and sustainability of the committee's
19 focus, we determined objective definitions, framework and metrics for the approval and
20 monitoring of BCD grants through our Office of Congregational Excellence budgeted funds.

21 Submitted by Michael T. McQueen

22 **Latino Congregational Development**

23 Our covenant with the United Theological Seminary continues as we registered 12 new
24 students for this spring at the Hispanic Christian Academy. We provided funds for the
25 outreach program of all Hispanic ministries. We finished our empowerment of lay people
26 through 10 workshops on the topic of Becoming an Entrepreneur that began last March with
27 the first of eight workshops training leadership on excellence. Our committee worked
28 together with the Undocumented Partnership Task Force on a workshop called "Immigration
29 in Your Backyard" to raise awareness about the immigrant community across our Annual
30 Conference. We helped with grants to open a new English As a Second Language (ESL)
31 program at Hiram First UMC in order to reach the community. We continue to support the
32 ESL program at East Point First Mallalieu (ACPK) and Winters Chapel (AROS). We
33 continue looking for opportunities to open new Latino ministries in our Conference.

34 Submitted by Juan Quintanilla

35 **Children's Ministries/Safe Sanctuaries**

36 It's been a good year to be part of one of the hundreds of children's ministries across North
37 Georgia! Those whose ministries are with children and their families strive to create
38 community, grow disciples and leaders for Jesus Christ, and to improve their skills as faith
39 leaders themselves. We are growing caring, Christian community through practicing
40 appropriate safety procedures for those in our ministries through Safe Sanctuaries. Rather
41 than a set of rules and regulations, at its heart, Safe Sanctuaries is a way of being in a

1 community that worships, educates, and extends itself beyond the walls of the building to
2 enable discipleship and healthy relationships to flourish.

3 We are growing disciples and giving children and youth opportunities to lead through
4 the variety of retreat opportunities for children and their leaders. This year we saw record
5 numbers of children attend the two Fall Retreats and the Winter Retreat. Almost 1000
6 children and their leaders experienced the unique environment of a retreat setting where God
7 sits at our tables, walks, swims, sings and plays with us.

8 None of this happens without the continual efforts of those called to work with
9 children. Just as they strive to provide for those in their ministries, they also seek to care for
10 themselves – their faith lives and their professional skills. There are several ways that we
11 accomplished this. The district networking groups continue to provide regular support,
12 nurture and a source of practical ministry ideas. The fall training of trainers for Wonderfully
13 Made, the denominational curriculum for faith and sexuality, has enabled trainers to offer
14 this specialized weekend experience to families around the conference. Two regional
15 planning days have enabled ministry professionals to share more deeply and plan
16 collaborative ministry programs and events together. The yearly Done in a Day training
17 provides effective, practical and proven learning around trending themes and topics in
18 children’s ministry. Each year, this training opportunity reaches more people and
19 congregations.

20 For those new to children’s ministry or those wishing to expand their skill set, the
21 Children’s Ministry Institute (CMI) has been created in the Athens-Elberton District as a
22 prototype. The inaugural cohort of 18 is studying, praying and learning together over a five-
23 month period. A second cohort in 2019 will begin in late summer and conclude in early
24 December. Led by clergy and lay children’s ministry champions, CMI is the Center for
25 Congregational Excellence’s newest training initiative for those in children’s ministry.
26 Children’s Ministry Institute Inaugural Cohort 2019: Roger Canuel, Union Chapel UMC;
27 Brittany Carter, Bethlehem First UMC; Katie Elder, Athens First UMC; Kelly Field,
28 Princeton UMC; Jennifer Golden, Athens First UMC; Linsey Jarrett, Athens First UMC;
29 Bomi Kim, Korean Church of Atlanta UMC; Cindy Little, Union Chapel UMC; Jenny Major,
30 St. James UMC; Sandra Meisdor, Level Creek UMC; Amanda McMurtrey, Tuckston UMC;
31 Amanda Prochaska, Watkinsville First UMC; Jacquelin Ratliff, Bold Spring UMC; Lisa
32 Smith, Monroe First UMC; Robin Stewart, Athens First UMC; Lynn Thompson-Blair,
33 Loganville First UMC; Heather Woods, Royston First UMC.

34 Making disciples in safe and secure environments does not begin with adults, rather it
35 begins in our nurseries, Sunday School classrooms, gyms, and wide-open spaces under the
36 trees. It is good and a blessing to be part of a North Georgia United Methodist children’s
37 ministry!

38 Submitted by Debby Fox

39 **Youth Ministries**

41 The conference youth ministry focuses on enabling local church and district youth ministries
42 so they might better embody Jesus and the love of God to the youth in those communities,
43 helping youth and congregations experience what it means to be a disciple of Jesus Christ.

44 One priority for teenagers in North Georgia is helping them recognize a call and
45 ability to lead. Youth and adults from all over the Annual Conference meet to plan and

1 discuss how to be a support to youth ministries and congregations. Through the CCYM
2 (Conference Council on Youth Ministries), coordinated by Lisa Springer, the Director of
3 Youth Ministry at St. Andrew UMC (Marietta); the Spiritual Life Retreat team, coordinated
4 by Hannah Stubblefield, Youth Minister at Acworth UMC; and our own youth delegation at
5 Annual Conference, led by Nikki Donahoo from Acworth, youth from many congregations
6 learn leadership skills they can implement in their home congregations.

7 The youth planning teams and the Youth Ministry Advisory Board (a board
8 comprised of area youth ministers of varying experience and from different congregations)
9 are the ears and eyes in the Conference around youth ministry and the needs of teenagers and
10 congregations. A number of exciting ministries develop from such insight. The 5K Fun Run
11 during Annual Conference (organized by Chris Moss from Tucker FUMC), mission trips
12 using the Bahamas Bridge and the leadership of Stephen Soulen from Stark UMC, Fall and
13 Spring Confirmation Retreats, the Spiritual Life Retreats, the Rooted Retreats (with
14 leadership from Aaron Talbot of Wesley UMC, Evans), and the Campus Crawl Retreat have
15 all been ways your youth leadership builds relationships and nurtures faith in your teenagers.
16 Adult training through the Youth Ministry Institute has provided intensive youth ministry
17 development since last August through coaching, training, support, networking, and powerful
18 insight. God does amazing things through these people called to walk alongside youth in
19 their faith journeys, and we are blessed to be able to enable and prepare them for such a
20 ministry.

21 We are grateful for the leadership from so many youth and adults in our Conference
22 who have willingly allowed themselves to be used by God in showing the love of Christ to
23 other youth. We are also thankful for the congregations that support our conference leaders.
24 It is through the congregations that such a calling is nurtured and offered.

25 Submitted by Sam Halverson

27 **Disaster Response**

28 The last couple of years have been extremely active in disaster response. The hurricanes in
29 the fall of 2017, and then again in fall 2018, have pounded the southeast. The North Georgia
30 Conference is one of the few conferences relatively untouched by the destructive natural
31 disasters which have hit both our region and our nation. For that reason, it's more important
32 than ever that our congregations be trained, prepared and ready to serve their community.
33 The added benefit is that such readiness prepares us to be available to serve our conference
34 and our nearby sister annual conferences in their time of need. Our combined efforts provide
35 ongoing support to nearby disaster zones that desperately, urgently need our assistance.
36 North Georgia churches responded to the fall 2018 hurricanes with \$155,650.70 given to the
37 South Georgia conference and \$104,235.18 to the North Carolina conference, plus similar
38 response given directly to UMCOR of over \$314,246 for use in domestic and international
39 disaster response. North Georgia continues to increase our capacity to respond by increasing
40 our leadership and our opportunities to serve. We are offering more Early Response Team
41 trainings and 200 level courses as we engage more of our churches as part of the UMCOR
42 protocols in disaster response. We are thankful for our 8 ERT trainers and over 600 badged
43 ERT ready to respond when called upon for disaster response ministries. Information and
44 updates may be found at <https://www.ngumc.org/disasterresponseministry> as we need every
45 congregation active in disaster response ministry.

1 **Missions and Outreach**

2 Many of our North Georgia congregations continue to be very active in local, regional,
3 national and international mission. It would be impossible to list all the good that we see
4 happening through the prayers, study, giving and going of our congregations. Even more
5 powerful is the combined effect as we serve together in connectional mission. A strong
6 outward focus of a congregation in the local community is an essential element of an
7 effective congregation as a church. Many congregations are becoming more effective as they
8 become more strategic in their missional priorities.

10 **Churches of Excellence in Outreach**

11 We celebrate that a few congregations in our conference have met the challenging
12 requirements to be a Church of Excellence in Outreach. This requires that they create a
13 holistic plan of mission that has local to global implications, has strong connectional
14 elements, and involves the entire church in mission throughout the year. Requirements
15 include:

- 16 1. Identify a Mission Leader who is approved by the church/charge conference
 - 17 2. Establish missions as a priority for the entire church by:
 - 18 • Forming a Biblically based Mission Strategy.
 - 19 • Providing a means of communicating mission and outreach information on a regular
20 basis within your church.
 - 21 3. Plan and implement an annual mission celebration event.
 - 22 4. Participate in the Global Ministry Missionary Covenant Relationship program or
23 establish a continuing relationship with a United Methodist Missionary.
 - 24 5. Participate in at least one sustained local mission outreach program.
 - 25 6. Participate in a mission trip or mission project outside the local community.
 - 26 7. Pay apportionments in full.
 - 27 8. Collect special offerings or provide financial assistance to:
 - 28 • Housing and Homeless (2nd Sunday in February)
 - 29 • One Great Hour of Sharing/UMCOR Sunday (4th Sunday in Lent)
 - 30 • Wesley Woods (2nd Sunday in May)
 - 31 • Bishop's Annual Conference Mission Appeal (Late May or Early June)
 - 32 • United Methodist Children's Home/Wellroot Family Services (3rd Sunday in
33 September)
 - 34 9. Contribute to or participate in an Advance Project in four of the areas listed:
 - 35 • International Advance
 - 36 • National Advance
 - 37 • UMCOR material resources (cleaning buckets, health, or school kits)
 - 38 • North Georgia Conference Advance
 - 39 • District Advance (Contact your District Office for information)
 - 40 10. Provide support for one of the North Georgia Bridge initiatives through participation,
41 giving or hosting a workshop for any one of the Bridges.
- 42
43
44

1 We celebrate that the 2018 North Georgia Churches of Excellence in Outreach are:

- 2 ● Carrollton First UMC
- 3 ● Douglasville First UMC
- 4 ● East Cobb UMC
- 5 ● Northside UMC
- 6 ● Oak Grove UMC
- 7 ● Vinings UMC

8 Submitted by Scott Parrish

9
10 **2018-19 Grants - Connectional Ministries Grants & Gap Grants**

11 \$38,250 was distributed in 2018-19 between the following ministries: Due West UMC,
12 United Methodist Women, Global Health Action, Georgia Tech Wesley Foundation, Level
13 Creek UMC, and Mission U. Additional grants are given through Congregational
14 Development to foster new church development and innovation.

15
16
17 **300.b. Commission on Archives and History**

18
19 Archives and History continues the important work of supporting the “ministry of memory.”
20 We offer churches guidance and training in how they should properly preserve artifacts of the
21 past. Though we do not hold local church, district, or conference records, we are able to help
22 churches and individual churches identify agencies, offices and repositories that might hold
23 the historical records they seek. Annual Conference Standing Rule D.8. identifies Pitts
24 Theological Library at Candler Theological Seminary of Emory University as the depository
25 for archival records of the North Georgia Conference.

26 We encourage local churches to apply for our Ministry of Memory recognition. The
27 Ministry of Memory recognition is granted to churches who are celebrating quarter, half,
28 three quarter, and century anniversary years and have completed the application process. The
29 application is available on the Archive and History resource page at our Annual Conference’s
30 website (<https://www.ngumc.org/archiveshistory>). This website also has links to several
31 helpful resources that can guide the church in their work of preserving and celebrating the
32 history of the local church.

33 The Commission is working with the Southeastern Jurisdiction Historical Society to
34 host their meeting July 9 through July 12 at Candler School of Theology. The meeting’s
35 theme is *Turning Points in Georgia Methodism*. More information about Historical Society
36 meeting can be found at <http://pitts.emory.edu/collections/sejhs.cfm>.

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3 **300.d. Evangelism Team**

4 The Evangelism Team continues to celebrate and encourage those for whom Sharing the
5 Good News of Jesus Christ is a lifestyle. Many new disciples have made a commitment to
6 following Jesus’ example of serving others. The North Georgia Annual Conference remains
7 faithful in recognizing those who tell their story and explain “Why Jesus” in all aspects of
8 their lives. Nomination for the Denman Evangelism Award is a powerful means of
9 recognizing clergy, laity and youth who have made an impact by sharing their faith and
10 partnering with others to encourage a deeper relationship with Jesus Christ.

11 The conference website and the Center for Congregational Excellence are additional
12 resources for empowering disciples in sharing the Good News as a way of life. As we
13 become **One with Each Other**, let us remain faithful in being “a CATALYST for others to
14 hear the Good News” (The Foundation for Evangelism – Vision).

15 Joyce E. Banks Gross, Chair
16
17

18 **300.e. Committee on Native American Ministries (CONAM)**
19

20 The continuing support for Native American Ministries from our Conference has enabled
21 CONAM to provide scholarships for Native American students, the development of
22 community through an annual spring gathering, and educational programing to enable Native
23 Americans in North Georgia to overcome the cultural genocide that has been inflicted on
24 them. We challenge our denomination to focus on issues that will help resolve our problems
25 and to focus on how we, as the church, can overcome the past mistreatment of Native
26 Americans. It is difficult to evangelize Native Americans in North Georgia because there
27 remains an underlying culture of misunderstanding, resentment and prejudice against Native
28 Americans.

29 One of the ways CONAM is working to overcome some of these obstacles is by
30 encouraging all peoples to join together at our Spring Gathering in which we fellowship and
31 worship Christ in a Native American style. Native American Elders (respected leaders) share
32 in worship leadership. There is a “gifted” meal offered. Sharing the stories of the past
33 provides a visible path forward for our people. North Georgia has many different tribes but
34 we work together as one people and welcome other peoples to join us. Typically we have
35 many tribal representatives from the Southeast including Cherokee, Muscogee (Creek),
36 Chickasaw, Seminole, Choctaw – and originally from outside the Southeast – Abenaki,
37 Apache, Arawak, Odawa, Powhatan and Blackfoot. We have also been blessed with African
38 Americans and European Americans attending our Gatherings. May their numbers increase.

39 We encourage churches to receive the annual Special Sunday Offering authorized by
40 the General Conference for Native American Ministries. Its main emphasis is on seminary
41 scholarships and some college funds. Because Georgia has no federally recognized
42 reservations, our North Georgia CONAM provides a scholarship to qualified NGA UM NA
43 applicants. A love offering is received during the annual gatherings for those applicants.

44 Our gathering is for all peoples, not just Native Americans. It is for those who know
45 or have heard they have Native American ancestry; those who (like John Wesley) have a

1 heart for ministry with Native Americans; and those who are simply curious about Native
2 Christian worship. We welcome all to our gathering. Delegates, please visit our display table
3 during Conference. Information and sign-up cards are there for email updates and invitations
4 to our activities.

5 In 2018 the Conference resumed support of the Southeastern Jurisdictional ministry
6 known as SEJANAM and it is our hope that this support continues. Each SEJ Conference is
7 asked to support SEJANAM with a \$2,000 line item in their budget. We are grateful to the
8 North Georgia Conference for its contribution to this Jurisdictional ministry and trust it will
9 continue each year as long as SEJANAM remains underfunded or until ministry with Native
10 Americans in the SE Jurisdiction is discontinued.

11
12 Rebecca D. Jones, Chairperson
13

14 15 **300.f. North Georgia Camp and Retreat Ministries, Inc.** 16

17 Belonging and purpose. All of us yearn for these in our own lives, and we deeply hope to
18 help our children and youth find them as they grow.

19 Since 1925, the Camp and Retreat Ministries of our North Georgia Conference have
20 been providing accepting environments of belonging for discovery of God-given gifts and
21 discernment of calling at Glisson. And now, with a robust family of summer ministry
22 opportunities, our conference camping ministries has strengthened its partnership with our
23 local congregations to offer unique faith-forming experiences that complement efforts to
24 honor our covenant at baptism to raise these children in ways that lead to faith.

25 2018 was a significant year in the life of North Georgia Camp and Retreat Ministries
26 Inc. Our family of ministries served 4,486 campers, marking an 8th-straight summer of
27 record growth and an 82% increase since 2010. Quality and impact held as strong as ever,
28 with survey respondents across programs reporting that 97% of campers “felt accepted as
29 part of their living group” and 90% “grew closer to God while at camp.” 2018 also marked
30 the early retirement of debt on the new dining hall that opened in April of 2015. And it saw
31 the beginning of construction of an expansion of Glisson’s 68-year-old chapel, a \$2.5 million
32 project funded by the generosity of Glisson’s single largest ever gift.

33 North Georgia Camp and Retreat Ministries Inc. concluded a feasibility study begun
34 in 2017. Its purpose was to test our ability to raise funds to replace, expand and enhance
35 facilities and equipment as we continue to pursue the annual conference vision of doubling
36 the number of summer campers we serve by 2020. The study report concluded that while
37 NGCRM could successfully raise a significant portion of its capital goal, we would fall short
38 of the full amount. The NGCRM Board of Directors decided to postpone launch of a
39 campaign to work to increase giving potential and launched efforts designed to broaden the
40 base of camp ministry support instead.

41 GLISSON – The programs of Glisson Camp and Retreat Center set a new record
42 summer camp enrollment in 2018. Glisson’s three programs served 3,309 campers. Village
43 and Sparrowwood programs served 2,660 campers. And the Outpost program grew by 8%
44 over its 2017 camper numbers, serving 649 in 2018. Glisson’s year-round retreat ministry

1 continues to grow, offering Christian hospitality to our conference children and youth
2 retreats, our conference congregations, and many other churches and nonprofits.

3 GROW – For the first time in its short history, Grow Day Camps served over 1,000
4 campers in 2018. One thousand nineteen campers “grew” with 37 church partners at 32 sites,
5 a full schedule of sites in 2018 after reducing the number of sites Grow served in 2017 to 28
6 in order to help launch Shoreline. In 2019, Grow plans to expand the number of church
7 partner sites it serves to 37, enabling it to reach even more campers.

8 ELI – The Experiential Leadership Institute (ELI) gives rising high school juniors and
9 seniors the opportunity to take a “deep dive” into how they’ve been gifted by God and how
10 they may be called to be in service as servant leaders. After exploring Christian servant
11 leadership for an intensive week, held in 2018 in partnership with LaGrange College, ELI
12 participants then practice their leadership skills under the supervision of trained coaches as
13 counselors for Grow Day Camps. ELI continues to grow in numbers as well as in individual
14 impact, serving 77 participants in 2018. ELI sponsoring organizations in 2017 included the
15 NGA Conference Board of Laity, LaGrange College and Young Harris College. Reinhardt
16 College will join the 2019 group of ELI sponsors as host site.

17 SHORELINE – In its second summer, Shoreline Camps held two weeks of camp at
18 Frank G. Lumpkin Boy Scout Camp in LaGrange. This new conference residential camp
19 program allows children and youth to come to camp as a group from their churches. In
20 addition to providing an incredible summer camp experience for campers, Shoreline
21 leverages Grow and ELI’s understandings of travelling camps and leadership development to
22 provide training for adult volunteers from local congregations to develop their skills in faith
23 formation with children and students. Eighty-one campers participated in the Shoreline’s
24 second summer, and plans to serve more congregations and their campers in 2019 are
25 underway.

26
27 Ron O. Davis, Chairperson
28 C. Russell Davis, Executive Director
29
30

31 **300.g. Peace with Justice Ministries**

32
33 Blessed are the peacemakers, for they will be called children of God. – Matthew 5:9

34 The Methodist movement has a long history of peace-making and peace-seeking.
35 Each year, the Sunday after Pentecost is designated as Peace with Justice Sunday. Funds
36 collected through this special offering are shared equally between national Peace with Justice
37 ministries through the General Board of Church and Society and local Peace with Justice
38 ministries within the North Georgia Annual Conference. These funds are available for Peace
39 with Justice grants to congregations for the launch of projects for peace building, reduction
40 of violence, reconciliation, reduction of poverty, global health and/or the care of God's
41 creation. A special focus is on projects that seek to make changes to the root, structure or
42 political framework that would create more justice and fairness.

43 In the 2017-2018 grant cycle, Peace with Justice grants supported community
44 conversations on race and reconciliation in Rome, Georgia, through the Hearts United
45 Gathering (HUGIII) collaboration between Rome First UMC, Metropolitan UMC, and

1 Trinity UMC. Grants also helped provide educational opportunities for children in need
2 through helping to launch Calhoun First UMC’s Book Blessings program and providing
3 preschool scholarships through the Reach, Teach, Love for At-Risk Early Learners ministry
4 at Roswell UMC.

5 In the 2018-2019 grant cycle, the Peace with Justice program was able to support the
6 launch of an exciting new initiative of Columbia Drive UMC called Project New Balance,
7 which, in partnership with the local police precinct, aims to provide safe space for young
8 men in the community to find recreation.

9 If your congregation has not yet taken up a Peace with Justice offering this year, there
10 is still time! You may take the offering any Sunday that works for you. In addition, if you are
11 interested in launching a new project that focuses on structural change and the root causes of
12 injustice, please consider applying for a Peace with Justice Grant. Grant applications are
13 generally available in September, with a deadline in November. More information can be
14 found at ngumc.org/peacewithjustice.

15
16 Katy Hinman
17 Peace with Justice Coordinator
18
19

20 **300.h. Persons Living in Poverty**

21
22 Persons Living in Poverty is one of the Four Areas of Focus for The United Methodist
23 Church: *According to The United Methodist Church, Christ calls us to be in ministry with the*
24 *poor and marginalized. Our emphasis is on “with” – standing with those who are regarded*
25 *as “the least of these,” listening to them, understanding their needs and aspirations, and*
26 *working with them to achieve their goals. It also means addressing the causes of poverty and*
27 *responding in ways that lift up individuals and communities.*

28 NGUMC Persons Living in Poverty promotes the engagement of North Georgia
29 United Methodist churches and members in service and advocacy with and on behalf of the
30 poor. The 2018 – 2019 year began with revising the Persons Living in Poverty web page on
31 the NGUMC website. The intention was to provide more access to opportunities to serve
32 those who are in need; provide information relevant to the issue of poverty and its effects on
33 children and families; and introduce organizations and agencies that are engaged in
34 eliminating poverty by addressing foundational issues in communities across the world.

35 Following the example of the General Board of Church and Society’s Persons Living
36 in Poverty partnership with National United Methodist Women, NGUMC Persons Living in
37 Poverty formed a working partnership with the North Georgia United Methodist Women.
38 The partnership included hosting a Hunger 101 poverty seminar and simulation at the 2018
39 North Georgia UMC Annual Conference. Persons Living in Poverty, along with the North
40 Georgia United Methodist Women and the Atlanta Community Food Bank, executed a two-
41 hour interactive session that brought more than 70 attendees face to face with the hardships
42 and difficult choices that thousands of families in Georgia make each day.

43 In follow up to annual conference, Persons Living in Poverty partnered with ACPK
44 UMW in providing another poverty simulation at the ACPK UMW’s annual “Faith, Fun and
45 Everyone.” More than 100 persons were in attendance.

1 In addition, Persons Living in Poverty facilitated a UMW book review of “The Same
2 Sky” by Amanda Eyre Ward, at Warren Memorial UMC. The reading highlighted how
3 poverty and violence compel families to take dangerous journeys to the U.S., with the hope
4 and prayer of finding a better way of life.

5 Persons Living in Poverty and Advocacy – Advocacy is a key factor in eliminating
6 poverty. Throughout this plan year, Persons Living in Poverty has offered several targeted
7 opportunities for NGUMC members and churches to support children and families through
8 service and action. Persons Living in Poverty has promoted participation in the Smart Lunch
9 Smart Kid program led by Action Ministries; partnered with the NGUMW in an anti-human
10 trafficking campaign; and provided advocacy opportunities on the supplemental nutrition
11 assistance program, health care, immigration and other issues that affect children and
12 families who are underserved and marginalized by poverty.

13
14 Pamela Perkins Carn, representative
15 Persons Living in Poverty
16
17

18 **300.i. Conference Commission on Religion and Race (CCORR)**

19
20 CCORR is a racially inclusive group from all over the conference who are Asian, Black,
21 Latino, White, US citizens, immigrants, lay persons, local pastors, provisional and full
22 connection deacons and elders, retired clergy, and a District Superintendent. Our work
23 continues to be rooted in efforts to bring about racial reconciliation and inclusivity.

24 This work has included the following:

- 25 • CCORR discovered that one of our districts had an all-white dCOM which
26 interviewed persons of color. We notified the bishop and cabinet and are now
27 working to create a module on racial sensitivity to be a part of the training for
28 members of dCOM. That dCOM is now more racial diverse.
- 29 • CCORR is working with Camp & Retreat Ministries and Youth Ministries to
30 address issues of racism at youth events at Camp Glisson.
- 31 • CCORR continues to equip themselves with tools and resources by attending
32 the Summer Institute for Intercultural Communication. This institute trains
33 individuals and groups on how to navigate issues of racial/cultural injustice and
34 to create workshops for racial inclusivity.
- 35 • CCORR continues to partner with Bishop Woodie W. White, Candler School of
36 Theology, Ben Hill UMC, and lay and clergy from North Georgia to go with the
37 SCLC WOMEN on their annual Civil Rights Heritage Tour. The tour includes
38 stops at 16th Street Baptist Church, Coretta Scott King’s birth place,
39 Montgomery, and Selma, and it concludes with a historic march across the
40 Edmund Pettis Bridge with thousands of others in commemoration of the
41 historic marches in 1965 that led to the Voting Rights Act. This event is in
42 March annually.
- 43 • CCORR is partnering with GCORR in DC to plan the next Facing the Future
44 Conference for cross-racially appointed pastors. This conference will be in
45 October 2020.

1 Being one with each other **is** being in community with each other. Let's be the Church God
2 calls us to be.

3 If you are looking for young adults in your district, contact Rachel Fullerton at
4 fullerton.rachel@gmail.com. Look out for events coming to your district and the conference
5 through social media.

6
7 We would love to connect with you!
8 Make sure you follow us on social media:
9 Facebook – NGUMC Young Adults
10 Twitter – @umcya
11 Hashtag: #ngumcyoungadults

12
13 Join us as we help young adults answer God's call and change the world!

14
15 Rachel Fullerton, President
16 North Georgia Young Adult Ministry

400. Action Ministries, Inc.

Action Ministries mobilizes communities to address the challenges of poverty by focusing on hunger relief, housing and education. Our ministry began in 1963 as an extension of the North Georgia Conference of the United Methodist Church in downtown Atlanta and has since grown to serve from 17 locations, with opportunities to partner in all 12 districts of the NGUMC. As a historic domestic bridge partner for the NGUMC, Action Ministries is an important resource to churches seeking local mission engagement with the poor.

From LaGrange to Augusta, Rome to Gainesville, Athens down to Covington, and all over Metro Atlanta, Action Ministries is ending hunger, ending homelessness, and closing the achievement gap through education. Last year just over 133,000 people were served across North Georgia through the power of partnership. Action Ministries relies on the support of over 15,000 volunteers and 2,100 partners to fulfill its mission, and the majority of our volunteers come from NGUMC connected churches.

The need remains high, where in Georgia...

- **1 out of 5 children** have no idea where their next meal will come from
- **10,000 people** on a given night remain homeless and alone
- **2 out of 3 third graders** are not reading at grade level

Our work, with the help of hundreds of church partners, brings real solutions!

Although the causes of poverty are complex, we believe that real solutions begin with a simple act of serving. We believe that when people serve, they change. They change in perspective and in outlook, and develop relationships with new people in their community. A hallmark of our mission is volunteerism, and at Action Ministries that requires moving beyond “giving to” or “doing for,” and creates opportunities for people to “be with” those who come to us for help.

- **Community Kitchens** are a place of refuge for those living on the street, and food is served restaurant style where volunteers are encouraged to dine with our guests.
- **Smart Kid! After School** programs offer tutors the space to work with kids and their parents to build relationships that go beyond the classroom.
- **Smart Lunch Smart Kid!** strengthens communities as volunteers get to know their neighbors where meals, books, and activities are shared each summer.
- Helping families relocate into apartments from motels or after experiencing homelessness, builds stronger communities through our **Welcome Home** program.
- Elementary schools are supported by volunteers who deliver food and activities to kids through our **SuperPack** initiative to end weekend hunger each Friday.
- In 2018 we launched the **WeServe! Day of Action**, where multiple churches from diverse communities come together for an afternoon of service to end childhood hunger in their community. These events will create opportunities for 5,000 new volunteers in 2019.

Action Ministries is committed to being a resource for churches and communities across the entire NGUMC. Action Ministries is a partner not only in local mission work, but also in the process of making disciples by giving churches an avenue for service that allows people of faith to discern, serve and respond to God’s call.

1 Being a resource and ministry partner requires investment, and your support for the
2 mission of Action Ministries as a related agency partner allows the mobilization of more than
3 15,000 volunteers to fulfill the needs of 133,000 of our neighbors each year.

4 Our current strategic plan identifies three key areas of focus:

- 5 1. Increase opportunities for volunteerism, reaching 30,000 volunteers by 2021
- 6 2. Increase financial and in-kind resources by engaging 100 new churches by 2021
- 7 3. Innovate to ensure that our mission serves “locally” in every community we call
8 home

9 Thank you to our existing partners who have joined us in service to our neighbors
10 throughout North Georgia. If your church is ready to serve but doesn't know where to
11 start...give us a call, and let our experience help you to get started today.

12 Together WE SERVE, and together we make a difference!

13 For more information about our services or volunteer opportunities visit
14 www.actionministries.net

15
16 S. Kelley Henderson, Chief Executive Officer
17
18

19 **401. Aldersgate Homes/ Camp Collinswood**

20 21 **OUR MISSION**

22 We help people with developmental disabilities lead meaningful and productive lives by
23 providing them with residential support and recreational opportunities.
24

25 **WELCOME HOME MINISTRY**

26 We support people with developmental disabilities to live independent lives by assisting
27 with rental deposits and providing furniture.

- 28 • We have assisted individuals to live in the Clarkston and Jonesboro area.
- 29 • With the help of Clarkston UMC, Lawrenceville Road UMC, Snellville, UMC and
30 Jonesboro UMC, we furnished the apartments. Each church adopted a room and
31 helped the individual feel welcomed to the community.

32 We also provide respite weekends for people who are living at home. This gives the
33 caregivers some time off and provides people with a change of scenery.
34

35 **CAMP COLLINSWOOD**

36 Our beautiful Camp Collinswood on Lake Oconee offers a wonderful place for all of our
37 Conference members to enjoy God's world. The Camp, which is open to all, offers
38 comfortable cottages, a fully equipped dining/meeting hall, a spacious pavilion, a lake
39 front boathouse, a gazebo and dock. **All of these facilities are fully accessible.** We
40 hope you will consider this beautiful and serene facility for your next church retreat or
41 Emmaus Walk.

- 42 • We had many churches of the North Georgia Conference hold retreats and camps,
43 including Madison First UMC, Loganville UMC, Griffin First UMC, Kingswood

1 UMC, UMW Board meeting, Youth Leaders of the North Georgia Conference retreat,
2 Clergy Spouses Retreat and others.

- 3 • The Lake Oconee Emmaus community, Madison FUMC, and North Metro Miracle
4 League have been wonderful partners with the facility.

6 OUR GOAL

7 We are excited about our “new day” for the Aldersgate/Collinswood ministry as we
8 explore new ways to partner with our churches and Conference to fully include people with
9 developmental disabilities in the life of the church. We would like to help support churches
10 that are interested in developing these ministries. **85% of families with a child with**
11 **developmental disabilities are unchurched**; we can help your church lower that number.

12
13 Anne Hansen, Executive Director, has years of experience working with older adults
14 and individuals with disabilities. She previously worked in the state system and has a vast
15 knowledge of resources for families. She serves as clergy in the Athens/Elberton District.
16 Contact us at 404-327-9491 or www.aldersgatehomes.com if you have any questions or need
17 more materials.

20 402. Methodist Foundation for Retired Ministers

21
22 For eighty years, the Methodist Foundation for Retired Ministers has carried out its mission
23 of assisting retired clergy, their spouses, and their dependent children. After making a four
24 million dollar gift to help the Annual Conference become fully funded (in 2016) in its Pre-
25 '82 Pension liability, the resources of the Foundation are (as of our March Meeting) at a 2.8
26 million dollar level. We own one house (from the superannuate homes for retired clergy and
27 spouses which the Annual Conference voted to sell when they became vacant). This home is
28 inhabited by a surviving clergy spouse.

29 The Foundation has assisted with an annual gift to help fund the Retiree Medical
30 Supplement provided to retired clergy and spouses by the Conference. With many of our
31 clergy and their spouses and widows living in one of the Wesley Woods communities, a
32 pledged gift of \$1 million was completed this past year. It helped make necessary
33 improvements and repairs and provided some financial assistance where needed by residents.

34 At our Fall 2018 meeting, it was agreed to fund a chaplain for both the Lanier
35 Gardens and Talmadge Terrace communities of Wesley Woods. These two new chaplains are
36 retired clergy serving and are now in place.

37 The officers and directors of the Foundation are excited about new opportunities for
38 service. Our commitment is to find ways to better the lives of our clergy and spouses who
39 have now retired.

40
41 Bill McKoy, Chair
42 Ed Tomlinson, Executive Director
43
44

403. Murphy-Harpst

Brothers and Sisters in Christ,

This year has been marked by noteworthy achievement and change at Murphy-Harpst. As we reflect, we have many reasons to celebrate our accomplishments and enthusiastically look forward! In 2018 we introduced Trust-Based Relational Intervention (TBRI) to our campus.

Thanks to a dedicated and hard-working special committee, we have implemented a new Strategic Plan that will help guide us forward. Our staff underwent intensive training to designate Murphy-Harpst as a Certified Trauma Informed Provider, enabling us to provide the best possible care for severely abused and neglected children. Our Specialized Foster Care achieved a record-breaking census 47 children. We partnered with Georgia Northwestern Technical College and started a GED Program for students to earn their degree; as of March 2019, 13 kids have already taken advantage of this opportunity. These are just a handful of the things made possible by our hardworking staff and dedicated supporters.

These accomplishments set the foundation for our goals and visions for FY 2019-2020. We will continue to focus on fully implementing TBRI throughout our organization. The Family First Prevention Services Act will provide opportunities to diversify our service lines, something critical to serving the 14,000+ children in DFCS custody in Georgia. Thanks to visionary leaders and dedicated volunteers, our children will spend the summer enjoying a new Multi-Purpose Track & Field as well as a completely renovated Ropes Course. We look forward to partnering in new and exciting ways with local churches; including work days, birthday parties, and more. Our relationship with the UGA Wesley Foundation will continue to grow and prosper.

The support of the North Georgia Conference is vital to the services we are able to provide these incredible children. As we strive towards the goal of being **One with Each Other** as a conference, know that we depend on all of you. It is only through the strength of your united support that we can provide life and hope to Georgia's Most Vulnerable Children. On behalf of the Leadership Team, Board of Directors, and Staff of Murphy-Harpst, thank you for all that you and your congregations have done and continue to do to support the children in our care.

Michael "Scott" Merritt
President & CEO

1 **404. The United Methodist Children’s Home Growing as Wellroot Family Services**

2
3 **Well-rooted and Firmly Planted**

4 Like all organizations that have navigated over a century of change, your United Methodist
5 Children’s Home has long embraced and effectively responded to changes in the child
6 welfare field through many creative innovations to our ministry. These innovations have not
7 been driven or shaped by whim—they have been driven and shaped by a steadfast focus on
8 our mission to serve children, young adults and families in need.

9 As we look towards our future, we are proud to introduce a new name that reflects
10 both our tremendous growth and our unlimited potential, while preserving our deep
11 foundations in The United Methodist Church. This new name, Wellroot Family Services, was
12 borne out of the same steadfast focus on our mission and was the result of an intense process
13 of research and planning. To be well-rooted is to be firmly planted, to feel stable, and to feel
14 taken care of and secure. To be well-rooted is to have the support and love you need to
15 become the person God intends for you to become.

16 Now, as Wellroot Family Services, The United Methodist Children’s Home continues
17 to grow with a name that embodies our commitment to the children, young adults, and
18 families we serve together as an agency of The North Georgia Conference—a commitment
19 that has not wavered since the day we opened our doors.

20
21 **Everything Comes Back to Home**

22 The lives of children, young adults, and families are changed for the better because of you. In
23 2018, because of the support of The North Georgia Conference churches, together we were
24 able to restore hope on the heels of hardship by:

- 25 • 614 children, teens, young adults, and families served
- 26 • 93 children found home—58 were reunited with their family, 35 were adopted
- 27 • 54 new families were approved to foster
- 28 • 3,969 individuals and churches invested time or financial donations to support
- 29 those we serve
- 30 • 54,987 days of care were provided to children, teens, young adults, and families

31 Thank you for encouraging people to consider fostering, cultivating foster care
32 ministry in your church and community, and your financial support of the Amazing Grace
33 offering—100% of your gifts go directly to the children, young adults, and families in our
34 care.

35 We are grateful for the long legacy of the Flea Market. In 2018 we offered thanks to
36 God as we said goodbye to this tradition. Over 60 years of community building, awareness,
37 and fund raising combined in a unique blend that leaves a legacy beyond donated items and
38 sale days as part of our work in making families whole.

39
40 **Our Roots Let Us Grow**

41 This year, we are especially excited about a new and innovative test of change. In addition to
42 our work in Atlanta, Gainesville, Newnan and Augusta, in February in partnership with other
43 key local stakeholders, including local congregations, the juvenile court system, Foundations,
44 and DFACS, we launched an initiative aimed at better serving the needs of children and
45 families in Troup County. One of the primary goals of this initiative is to help prevent Troup

1 county children who are in state custody from having to be taken out of Troup County--out of
2 *their* community--for help and support. We are confident the Holy Spirit will continue to
3 work through this collaboration in a way that is redemptive for not only the children and
4 families served, but for all of us who are involved in this ministry.

5 North Georgia Conference, your United Methodist Children's Home, now doing
6 ministry as Wellroot Family Services, thanks you for your partnership and the critical role
7 you play as we continue to work together in realizing, and acting on, a proven path to success
8 for those in our care.

9
10 Richard Puckett, Director of Church Relations
11 On behalf of the ministry & staff of Wellroot Family Services,
12 Hal Jones, CEO and President
13

14 **405. Wesley Woods**

15
16
17 The North Georgia Conference founded Wesley Woods in 1954 as an innovative, state of the
18 art senior living community. Today Georgia leads the nation in population growth of older
19 adults. Wesley Woods continues to be at the forefront of innovative older adult residential
20 ministry by providing a safe, welcoming home where people can age with grace, vitality and
21 purpose, regardless of income. In fact, 75% of those we serve require financial support to
22 have a hot meal, receive personal care assistance or simply remain in their Wesley Woods
23 home. That's 1,350 older Georgians who would otherwise not have housing, meals or
24 personal care services.

25 In July 2018, Karen Kagiya joined Wesley Woods as the first O. Wayne Rollins
26 Director of Pastoral Care. In this role, Kagiya has worked to build a comprehensive
27 pastoral care program to serve over 1800 residents across our ten Wesley Woods
28 communities. In six short months our pastoral care team increased from two to seven, with
29 plans to add an additional chaplain as we secure future funding. In each community, our
30 Wesley Woods chaplains compassionately address the loneliness, grief and real losses that
31 often accompany aging and point our residents toward the promises of community, healing
32 and new life.

33 Each chaplain provides a full range of spiritual life activities in the community and
34 engages local congregations in mission with Wesley Woods. They work closely with the
35 service coordinators and life enrichment directors to attend to the needs of all residents in a
36 wholistic approach to wellness, including spiritual wellness. Through worship, Bible study,
37 prayer groups, pastoral counseling, hospital visits and attentive listening over a cup of coffee,
38 our Wesley Woods chaplains share the presence of God with those who seek a deeper trust
39 and faith as they face life's challenges.

40 In addition to Kagiya, the team includes: Sharon Edgar, Susan Amick, Nancy
41 Long, Rick Nevard, Carol Scroggs and Jim Stapleford

42 In February 2019, we welcomed Diane Vaughan as the new President of the
43 Foundation of Wesley Woods. Vaughan spent 30 years with Children's Healthcare of Atlanta
44 where she established the Aflac Cancer Center. Diane brings a broad understanding of

1 philanthropic fundraising. She is deeply connected in faith and discipleship as a member of
2 Marietta First UMC and feels truly called for such a time as this.

3 The ministry of Wesley Woods continues to thrive because of the generous giving of
4 our United Methodist Churches across North Georgia through the Mother's Day Offering and
5 through acts of mission and service with our communities. We live into the heart of Jesus'
6 call to care for the least of these. We believe that aging is a gift from God that requires care
7 and nurture. With your help, Wesley Woods will continue to be a community where each
8 person lives into their calling to be a disciple of Jesus where transformation continues
9 through the gift of aging with God's grace and blessing. Grace and Peace.

10
11 Terry Barcroft, President & CEO
12 Wesley Woods Senior Living

1 **500. Conference Board of Laity**
2

3 Throughout North Georgia, the laity of this great Conference display our theme of “One with
4 Christ, One with each other and One in ministry to all the world” on a daily basis.

5 As I travel around the Conference and meet with so many of you, I am proud to say
6 that we live into our baptismal covenant with one other and the world. In our spheres of
7 influence, we boldly share the Good News of Christ with a hurt and divided world. We
8 provide meals to those who are hungry, comfort to those who are grieving and love to those
9 who need to hear that someone truly loves and cares for them.

10 Over the next few pages, the various ministries that are supported by your Conference
11 Board of Laity will be highlighted. We continue to employ Lay Servants at every level of our
12 church. Graduates from Leadership UMC and Leadership UMC Advanced continue to
13 assume the role of leadership in our local churches, our Annual Conference and our general
14 church. Our Scouting Ministry, which includes Boy Scouts, Girl Scouts, and Big Brothers
15 Big Sisters, is experiencing phenomenal growth due to a strong leadership team and a
16 commitment to the mission.

17 Our laity lead at every level of the church and I will continue to endeavor to move
18 laity to the forefront in leadership roles. It is because of your strong commitment to honor
19 your membership vows and show love to all persons, that we continue to be a vibrant and
20 thriving movement throughout North Georgia.

21 I am honored to be your Conference Lay Leader and will continue to highlight the
22 great ministry that we do together as One with Christ.

23
24 Bill Martin, Conference Lay Leader
25
26

27 **500.a. Lay Servant Ministries**
28

29 Lay Servant Ministries is mandated by the Book of Discipline to equip and empower the laity
30 for their role in ministry. The Basic Course is the foundation and is required for all Advanced
31 classes, and is to acquaint laity with their gifts, calling and responsibilities as followers of
32 Jesus Christ. Classes are 10 hours long and can be taken in any district. NG now offers some
33 classes online also. Preaching and Basic cannot be taken online.

34 There are two categories of Lay Servants: Certified Lay Servant, which requires
35 Basic and one Advanced class every 3 years and an annual report to be approved by local
36 church, and Certified Lay Speaker, which requires Basic, Spiritual Gifts, Preaching, Leading
37 Prayer, Leading Worship, Living Our UM Beliefs and Living in the UM Connection.
38 Certified Lay Speaker requires an interview with the district lay servant committee,
39 recommendations and a presentation of a sermon. Certified Lay Speakers are recommended
40 by the district and approved by the conference committee. They also are required to file an
41 annual report approved by their local church.

42 The Advanced courses include: Spiritual Gifts, Devotional Life in the Wesleyan
43 Tradition, Living Our UM Beliefs, Class Leaders, Accountable Discipleship, Transforming
44 Evangelism, Leading Worship, Planning Worship, Life Together in the UM Connection,
45 Leading Public Prayer, Called to Preach, From your Heart to Theirs, God’s Mission... Our

1 Journey, Justice in Everyday Life, Christian Transformational Leadership, Leading Bible
2 Study, Dancing with Words, Lay Pastoral Care Giving, Lead in Conflict Resolution, Leading
3 Missional Small Groups, Aging in the 21st Century, Afire with God, Teach Adults,
4 Embracing Personal Prayer. North Georgia has over 1700 Certified Lay Servants and over 60
5 Certified Lay Speakers.

6 Thank you all for your service in local churches, districts, the conference, our
7 communities and missions and ministries. You are the heart and the hope of the
8 denomination and we are grateful for all you volunteer to do. Our conference is a leader in
9 the Southeastern Jurisdiction and the world wide church.

10 Please visit the ngumc.org website where we are located under Ministries and then
11 Board of Laity. Check out the Lay Servants pages.

12
13 Janet Sligar, Conference Director
14 Lay Servant Ministries
15

16 17 **501. United Methodist Women**

18
19 United Methodist Women celebrates 150 years of mission with women, children and youth
20 through advocacy, action and education. The North Georgia Conference United Methodist
21 Women's 2019 theme, "**A Sisterhood of Grace**" is being used to celebrate the legacy, to
22 embrace the vision and goals, and to respond to God's call to be a community of women
23 supporting one another and others.

24 United Methodist Women have been engaged in bold initiatives and actions in
25 celebration of the 150 years of mission. Local units and Districts throughout the conference
26 held events on March 23rd, which was the 150th Anniversary date. Celebrations started in
27 2018 and will culminate with the **NGC United Methodist Women Annual Meeting** to be
28 held at Dunwoody United Methodist Church, on Saturday, October 5, 2019.

29 The 150th Anniversary celebration began with the National Assembly held in
30 Columbus, Ohio, May 18-20, 2018, where 150 NGC United Methodist Women members
31 were among the 6,000 members and supporters gathered to demonstrate "**The Power of**
32 **Bold.**" Assembly participants had the opportunity to select from over 90 different workshops
33 on leadership development, service and advocacy, spiritual growth and transformative
34 education, visit more than 50 exhibits and join in a "Rally for Living Wages" to support an
35 increase in the Ohio minimum wage rate. The NGC United Methodist Women sponsored six
36 first-time attendees through a partial scholarship. Scholarship recipients shared the value of
37 their experiences during the 2018 Annual Conference Breakfast and Annual Meeting
38 Luncheon.

39 April 2018 was a time of action for members of NGC United Methodist Women.
40 Four bold women made the inaugural **NGC United Methodist Women Mission Trip** to the
41 Red Bird Missionary Conference in Kentucky. The women participated in the Mission u
42 study "Missionary Conferences of the United Methodist Church in the US" and felt the call
43 of God to act. In April 2019, the second trip was made with 22 members making the trip.
44 Both groups were blessed to be in service with the residents of Red Bird Missionary
45 Conference and to enjoy the sisterhood of being in service with each other.

1 Super Bowl LIII was held in Atlanta, Georgia and the North Georgia Conference
2 hosted the United Methodist Women National Organization's 10th Annual Human
3 Trafficking Event. **“Running Out the Clock on Human Trafficking,”** was the theme for
4 the two-day event held on January 25-26, 2019 at Hoosier Memorial United Methodist
5 Church. More than 200-250 members and supporters from churches around the conference,
6 representatives from the South Georgia Conference United Methodist Women, and National
7 Staff Executives Susie Johnson and Yvette Richards were in attendance. Partners for the
8 event included Bishop Sue Hauptert-Johnson; North Georgia Center for Congregational
9 Excellence; Murphy Harpst Children's Center; Tapestri; 4Sarah; Men Stopping Violence;
10 Covenant House; Georgia Cares; Zeta Phi Beta Sorority, Inc.; Clark Atlanta University; and
11 Paine College. Speakers included a State Senator, Dekalb County Assistant District Attorney,
12 Internet Crimes Against Children Detective, Civil Lawyers Against Sex Slavery (CLAWS)
13 Executive, and Human Trafficking 101/Advocacy and Action Advocate training. Action by
14 participants at the end of the Saturday session included canvassing businesses to share
15 information and post signage on Human Trafficking Awareness. All participants left with the
16 challenge to be a human trafficking interrupter – **“See Something - Say Something - Do
17 Something”**.

18 The bi-annual **Spiritual Growth/Social Action Event** held May 3-4, 2019, at the
19 Rock Eagle 4H Camp, Eatonton, GA, provided an opportunity to celebrate the legacy in
20 conjunction with spiritual development and the mission emphasis “The School to Prison
21 Pipeline.” Alisha Gordon, Candler School of Theology graduate and former National United
22 Methodist Women Executive for Spiritual Growth was the worship leader. Cleopatra Warren,
23 author, teacher, researcher and facilitator led a discussion on the book “Pushout” by Monique
24 Morris from the United Methodist Women Reading Program. Pamela Perkins-Carn shared
25 information and action to be taken on behalf of Ending Mass Incarceration in Georgia.
26 Scholarships were available for first time attendees and young women between the ages 18-
27 26-year-olds. Participants left the event prepared to be interrupters of another social injustice
28 issue – Mass Incarceration.

29 Join us for “Radical Discipleship – Then and Now”, the **2019 Mission u Event**, July
30 26 -27, Fayetteville First UMC, Fayetteville, GA. Studies are available for everyone and can
31 be a family event:

32 Adult Studies: “Practicing Resurrection: The Gospel of Mark and Radical Discipleship”
33 “Women United for Change: 150 Years in Mission”
34 “What About Your Money? A Faith Response”
35 Children Study: “Marked: A Mission Journey with Jesus in the Gospel of Mark”
36 Youth Study: “Who Do You Say I Am? Meeting Jesus through the Eyes of Mark”

37
38 **United Methodist Women Celebrating 150 Years of Mission – “One with Each Other”**

39
40 Tryphenia Speed, President
41 United Methodist Women
42
43
44
45

1 **502. United Methodist Men of North Georgia**
2 **Helping Men Grow in Christ, So Others May Know Christ**

3
4 United Methodist Men continues to promote and grow Men’s fellowship through vibrant
5 local ministries across the Conference. We offer men the opportunity to know Jesus through
6 Service, Faith, Worship, Leadership, Learning, and Fellowship. We are increasing our efforts
7 to reach and connect with congregations, both large and small, while intentionally reaching
8 out to men of all ages in inviting participation in the ministries of the church. We are actively
9 visiting and connecting in person with men and providing discipleship, leadership training
10 support, and material to support our men in congregations all over the conference!

11 We actively seek new and exciting methods and approaches to engage younger men
12 in our ministry in North Georgia, the Southeastern Jurisdiction and the United States. We are
13 embracing, supporting and engaging younger men in roles that have been traditionally filled
14 by more senior faithful. By year end, the United Methodist Men of North Georgia expects to
15 have an active, trained, energized and vital District President in each District.

16 In August 2018, the United Methodist Men of the North Georgia Conference
17 finalized an agreement to share office space at the United Methodist Children’s Home
18 located in Tucker, Georgia. We have had several meetings and workshops over the year and
19 expect to do more in 2019 and beyond. More importantly, we are looking to build a more
20 supportive relationship with this ministry.

21 **Young(ER) men take the lead.** Odell Horne, Jr. leads our Young(ER) Men’s
22 Ministry and continues to provide inspired and committed leadership in the Southeastern
23 Jurisdiction. He has infused the conference leadership team with new energy and spirit. Mr.
24 Horne applied for and received a grant to grow this ministry. He travels throughout the
25 Conference and Jurisdiction to encourage men at every level of church leadership to consider
26 transformational change to seed and nurture Young(ER) Men’s ministries in North Georgia,
27 the Southeastern Jurisdiction and around the country.

28 We continue to recruit and encourage younger men to participate as local, district,
29 and conference UMM ministry leaders. We are re-tooling and re-branding the ministry and
30 deploying fresh approaches to ministry with crossover appeal to more senior congregants.
31 Yet our mission to support the development of disciples for Jesus Christ remains unchanged.

32 We are transitioning our leadership team as we continue to train and appeal to
33 younger men. We fully expect half of the 12 District Presidents in North Georgia to be less
34 than 50 years of age by the end of 2019. That is inspiring and exciting for the future of this
35 ministry. UMM leadership is developing orderly succession planning to repurpose the
36 experience men to preserve wisdom and lessons learned.

37 As we reported last year at this time, Augusta was our target District for reconnection
38 and renewal. We are making good on that promise. This year, we visited Augusta churches,
39 partnered with the DS (Terry Fleming), and identified a prospective District President
40 candidate. We plan to complete this objective in May of 2019 and will announce that
41 individual in our Annual UMM Business Meeting in July in Atlanta.

42 We are utilizing and improving how we leverage telecom technology and social
43 media to facilitate and coordinate a series of online and in-person meetings, trainings, and
44 fellowship events. Our focus on connected ministry has resulted in a substantial uptick in the

1 services we provide both domestically and globally. We are partnered with global ministries
2 in the Caribbean, South America, Liberia and the Republic of the Congo.

3 Here is a synopsis of what we do to impact lives as disciples of Jesus Christ and how
4 we, encourage men to be *active* in their contemplation of God:

5 **We demonstrate our commitment to growth and spiritual development of God's**
6 **children.** North Georgia scouting leadership sets the bar for scouting excellence very high.
7 This team is recognized every year as the "Best of the Best" and we thank God for them.
8 The Conference men provide financial support each year along with several men who are
9 lifelong devotees to scouting. Chris Karabinos, awarded the Leadership Award from the
10 North Georgia Conference in 2018, has assembled a successful organization structure and an
11 impressive team of leaders across the conference to carry out the mission of scouting
12 organization. Scouting Coordinators and Commissioners are being recruited and retained in
13 every district. There are a number of scouting events for young people and training events for
14 leadership scheduled for 2019 that will continue to be supported by the UMM.

15 **We serve God's children in need.** Our men distributed over 40,000 pounds of
16 produce from the Society of St. Andrew. We continue to support food banks and soup
17 kitchens throughout the conference. Each holiday season, our men serve God's people in
18 need in every district in the conference. In the Griffin District, we serve nearly 500 people
19 with food and clothing and other provisions at Forest Park UMC. UMM recently sponsored a
20 Father/Child campout at Camp Glisson with Peachtree Road and Andrews Chapel UMC with
21 nearly 100 campers where we held a service event as well. This was a real testament to God's
22 glory where we demonstrated how we are indeed one in the spirit. We intend to expand this
23 pilot to invite many more churches over the next several years. We know that God is capable
24 of so much more. The next campout is scheduled for October 25-27th 2019 at Camp Glisson.

25 **We honor God by our love in action.** In the Marietta District, committed men
26 supported Habitat for Humanity missions through McEachern UMC. We promoted Early
27 Response Training (ERT) around the conference through UMCOR. We provided manpower
28 to the disaster response effort in Alabama, Florida, South Carolina and elsewhere. The
29 LaGrange District held shoe drives.

30 In Powder Springs, we manned car repair centers and car giveaways to needy
31 parishioners. In the Northwest District, the UMM provides firewood for heating the homes of
32 those in need. In Griffin, Atlanta-Decatur Oxford, and Gainesville we supported veterans in
33 need who have suffered debilitating injury and have a problem registering for the benefits
34 they have earned with their sacrifice.

35 Our brothers in College Park reported a laser focus on outreach including missions,
36 prison ministry, AND clothing drives in the district. College Park continues to contribute the
37 Bikes and Bibles mission to provide transportation to clergy on the continent of Africa. Ben
38 Hill UMM partnered with Christ the King, First Presbyterian, Northside Church, Our Lady of
39 Lourdes, Haygood UMC, Northwest Presbyterian and Habitat for Humanity to construct a
40 home in southeast Atlanta.

41 In the Northwest District, volunteers provided service and repairs at Mountain Top
42 Boys Home and Camp Glisson. These men also sponsored several fellowship events such as
43 annual barbecues, ice cream socials and other events to raise fund for service and ministry
44 and to bring communities closer together.

1 Athens-Elberton under the direction of our conference UMM treasurer, Leon
2 Jourolmon, continues to be one of the conference's top supporters and contributors to the
3 Bikes and Bible Ministry. Athens-Elberton is one of the leading UMM Districts for sustained
4 charters and viable local units.

5 **We worship and celebrate God through learning and social action.** We are steady
6 in our commitment to prison ministry partnering through organizations such as Kairos. This
7 ministry works to reduce prisoner recidivism and heal families. We oppose domestic
8 violence and work with AMEND Together, a ministry that works to eliminate domestic
9 violence and abuse of women. Ending violence against woman and girls at the hand of men
10 will be the focus of our 2019 Men's Ministry Rally. We oppose street violence and speak
11 against civil injustice. Through our outreach efforts, we deliver Strength for Service and New
12 Testament devotionals to active Military and First Responders.

13 Our men are delivering and receiving training to carry out our mission. Our
14 Leadership Development team strives to deliver updated local and district leadership training
15 hosted at churches around the conference. In 2019 we will again provide on-site training
16 from the GCUMM deployed staff to develop disciples including "*Missions and Visions*",
17 "*Understanding Men's Ministries*", and "*Lead like Jesus*".

18 **We show up wherever there is need.** Our ministry equips and supports domestic and
19 international mission teams who bring the Gospel to indigenous peoples in their own
20 language. Men across the conference support their local churches, communities, and regions
21 around the world. Our men prepare, serve and deliver meals to the hungry, maintain the
22 church and community facilities, build wheelchair ramps, engage men through car
23 maintenance ministries, spiritual growth retreats, bible studies, Sunday school, prayer
24 meetings, and a myriad of other service areas.

25 Last year, the North Georgia UMM completed the legal and organizational
26 requirement to standup the Atlanta affiliate of Mobility Worldwide. Mobility Worldwide-
27 Atlanta is producing carts in North Georgia in 2019 under the leadership of our immediate
28 past UMM President, Cary Loesing. The North Georgia Conference UMM recently allocated
29 \$3000 to fabricate, assemble and ship Mobility Worldwide Personal Energy Transportation
30 (PET) carts to people in need. Our goal is to establish four locations in North Georgia where
31 we invite local churches to become active contributors to this life-changing mission.

32 **In Memoriam.** The United Methodist Men of North Georgia salutes our dear brother
33 Jasper Russell who passed after decades of leadership and service to The United Methodist
34 Church and to the United Methodist Men in North Georgia. Brother Jasper Russell was
35 former UMM Conference President, the Conference Hunger Advocate and a trusted advisor
36 to the Conference President at the time of his passing. We pray God's blessing on his family.

37 Join us for our 2019 *UMMen Igniting Faith Retreat* at Johns Creek United
38 Methodist Church, Saturday, August 24, 2019. Our theme is "*Finding Freedom in The Fear*
39 *of God*". This will be a one-day event with a new and exciting format.

40 Finally, each day, we strive to respond quickly and decisively to the call for help from
41 men looking for service, resources and leadership. We respond by leveraging every resource
42 at our disposal. Call on us to grow your ministry, our promise to you is as follows and I quote
43 Gil Hanke, CEO/General Secretary of the GCUMM: "If we have it, you can get it. If we
44 don't have it, we will find it. If we can't find it, we will build it." One in Christ,

Louis D. Johnson, UMM President

503. Scouting Ministry

The mission of Scouting as a Ministry in the United Methodist Church is to sprinkle seeds of Christ on the paths of boys, girls and their families through Scouting programs in our churches. This includes Boy Scouts, Girl Scouts and Big Brothers Big Sisters in North Georgia. We do this by focusing on two key objectives: (1) starting new Packs, Troops, Crews and Big Brother Programs associated with our youth-serving partners mentioned above, and (2) encouraging our churches and Scout leaders to include Duty-to-God activities in their Scout programs.

New Units: Scouting in the North Georgia Conference continues to grow as churches with and without Scouting have started many new packs, troops and crews. There have been 20 new Packs, Troops and Crews started over the past 12 months including:

- 5 Girl Scout Troops
- 2 Cub Scout Packs
- 2 BSA Boy Troops
- 10 BSA Girl Troops
- 1 Venture Crew
- **20 Total Units**

This increases our total count to **812 total units**, which includes 524 Boy Scout units and 288 Girl Scout troops.

Membership Growth: These 812 units have a total of approximately **19,500** boys and girls enrolled in them. With the number of churches we are talking with in the Conference which are interested in starting new Scout units, we are excited about the possibility of exceeding 20,000 youth by the 2020 Annual Conference.

Introducing Christ to Youth: One of the ways we know we are sprinkling seeds of Christ with our Scout youth is by having boys and girls complete the God & Country (P.R.A.Y.) program through our churches. These programs typically take 3, 6 or 9 months to complete and require serious study by the youth. The UMCOS reports that 75 churches had at least one youth complete a program in 2018 with a total of 357 youth completing programs. This number is up 29% over 2017 and is double what our youth earned in 2015.

Conference Scout Team: The North Georgia United Methodist Committee on Scouting (UMCOS) continues to grow and now has 27 team members as it supports 308 churches that sponsor at least one Boy Scout unit or host a Girl Scout troop.

Much of the growth in units, membership and P.R.A.Y. participation can be attributed to the Bishop's Scout Lunch held in April 2018. Bishop Sue's speech supporting Scouting as an Outreach ministry and Rev Luis Ortiz's passionate testimonial that Scouting is an evangelical tool to sprinkle seeds of Christ with our youth generated a lot of increased interest in these programs.

I would like to thank the dedicated members of the UMCOS for their passionate belief that Scouting is a ministry and for their hard work making it so. We also want to thank the hundreds of ministers and lay leaders, and thousands of Scout leaders around the Conference for their incredible support of Scouting. You all are truly making a difference in the lives of the youth we serve through Scouting.

Chris Karabinos, North Georgia Conference Scout Coordinator
The United Methodist Committee on Scouting

600. Duke Divinity School

In August of 2018, **L. Gregory Jones**, the Ruth W. and A. Morris Williams Jr. Distinguished Professor of Theology and Christian Ministry, began serving as dean following Elaine Heath's departure. Jones, who earned M.Div. and Ph.D. degrees from Duke, was previously dean of Duke Divinity from 1997-2010. Jones was asked to lead the school in enhancing its ties with church constituencies, strengthening its academic credibility, attending to cultural challenges, and addressing financial challenges. As he assumed the role of dean, Jones noted, "We need to build bridges across various divides in the church, the academy, and across society. Christian faith can play a significant role in this bridge building." This academic year Duke Divinity School has been working steadily on these tasks.

Admissions: Duke Divinity School welcomed an entering class of approximately 200 new students from 30 different states and several countries, including China, South Korea, the UK, and Zimbabwe. Our Master of Divinity program remains central to our identity, enrolling 112 students. Our Master of Theological Studies and Master of Arts in Christian Practice programs received enrollments of 24 students and 14 students, respectively. The Master of Theology (nine students), Doctor of Ministry (22 students), and Doctor of Theology (four students) all had strong enrollment. Our new Certificate in Theology and Health Care saw enrollment double this year to eight students. The ages of students enrolled in the M.Div. program range from 21 to 69, with a median age of 23, and students from minority groups comprised more than 22 percent of incoming M.Div. students, with black students making up 15 percent. Across all degree programs at the Divinity School, 32 percent of the incoming class identified as a race/ethnicity other than white (an increase from 26 percent last year). Black students made up 18 percent of all students; Hispanic students, two percent; Asian students, seven percent; and American Indian students, one percent. For the first time, the majority of students entering the Doctor of Ministry program identify as an ethnic group other than white. Female students made up 51 percent of incoming M.Div. students, while males were 49 percent. It was only the second time in school history that the incoming cohort of M.Div. students had a female majority (2005 being the other year). Across the degree programs, 42 percent of students in the incoming class were female, and 58 percent were male. There were 23 denominations represented in the M.Div. entering class, with 55 percent affiliated with the United Methodist Church (up from 41 percent last year). Nondenominational students made up 17 percent of the new M.Div. students; Baptists, eight percent; and Anglican-Episcopal, three percent.

New Faculty: Several new faculty members joined the Divinity School community in July 2018, demonstrating Duke Divinity School's ongoing commitment to the church, the academy, and the church's witness in the world.

- **Christopher Beeley**, the Jack and Barbara Bovender Professor of Theology, Anglican Studies, and Ministry and director of the Anglican Episcopal House of Studies, is an Anglican priest and a founding member of the Episcopal Gathering of Leaders. He has ministered in parishes in Texas, Indiana, Virginia, and Connecticut. Prior to joining the Duke faculty, Beeley taught for 16 years at Yale Divinity School.
- **David Emmanuel Goatley**, research professor of theology and black church studies and director of the Office of Black Church Studies, is ordained in the

1 National Baptist Convention, USA, and serves in leadership capacities with the
2 NAACP, Lott Carey Baptist Foreign Mission Society, and the Baptist World
3 Alliance and the World Council of Churches. He was for 23 years the executive
4 director of the Lott Carey Baptist Foreign Mission Society.

- 5 • **Jan Holton**, associate professor of the practice of pastoral theology and care, is
6 an ordained elder in the Virginia Annual Conference of the United Methodist
7 Church. Holton most recently served in an extension ministry with Integrated
8 Refugee and Immigrant Services (IRIS) in New Haven, Conn., and was a
9 member of the faculty at Yale Divinity School from 2006 to 2015.
- 10 • **Patrick T. Smith**, associate research professor of theological ethics and
11 bioethics and a senior fellow at the Kenan Institute for Ethics at Duke
12 University, is also associate faculty with Trent Center for Bioethics,
13 Humanities, and the History of Medicine. Smith is licensed and ordained with
14 the National Baptist Convention, USA and comes to Duke from Gordon-
15 Conwell Theological Seminary and Harvard Medical School.

16
17 **United Methodists:** Professor Kate Bowler's memoir, *Everything Happens for a*
18 *Reason: And Other Lies I've Loved*, made *The New York Times'* hardcover nonfiction
19 bestseller list and received significant national recognition in mainstream and Christian
20 media. The related podcast, "Everything Happens with Kate Bowler," returns for a second
21 season with new episodes on how people have faced dark times in their lives. Bowler, Sujin
22 Pak, and Edgardo Colon-Emeric, all United Methodist faculty members, received tenure and
23 promotion to the rank of associate professor in recent months. On July 1, 2018, Pak began
24 serving as vice dean of academic affairs and Colon-Emeric started as director of the Center
25 for Reconciliation. Jeff Conklin-Miller began serving as director of the Methodist House of
26 Studies at the same time. Beginning February 1, 2019, Lacey Warner fills the new role of
27 associate dean for Wesleyan engagement.

28 **Looking to the Future:** The Divinity School continues to discern fresh strategies to
29 respond faithfully and wisely to the changing dynamics of the church, the academy, and the
30 world. An example of our strategic work is a new focus throughout the school on Thriving
31 Communities. Through this focus we are concentrating on the centrality of healthy
32 congregations and gifted pastors in cultivating thriving communities. This approach offers
33 opportunities to build on Duke Divinity School's traditional strengths, but in a new key. We
34 look forward to cultivating even stronger synergies among our work with the Clergy Health
35 Initiative, Thriving Rural Communities, Hispanic House of Studies, and a revised Field
36 Education program (all generously supported by The Duke Endowment), alongside
37 longstanding commitments to the Office of Black Church Studies, the Anglican/Episcopal
38 and Baptist Houses of Study, and initiatives in Leadership Education; Theology and the Arts;
39 and Theology, Medicine, and Culture.

40 Duke Divinity School is grateful for the strong ties that bind "the people called
41 Methodist," and we look forward to serving together as we bear witness to God's future with
42 hope.

43
44 L. Gregory Jones, Dean, Duke Divinity School
45

601. United Theological Seminary

459 men and women are being equipped as faithful, fruitful pastors and Christian leaders for the Church: (Data represents Fall 2018 headcount enrollment, unless otherwise specified.)

- 292 Masters Students
- 167 Doctoral Students
- Third largest United Methodist seminary in the United States (ATS 2017-2018 Annual Data Tables. Data represents Fall 2017 headcount enrollment.)

Founded nearly 150 years ago by Bishop Milton Wright, father of famed aviators Wilbur and Orville Wright, United has continued that spirit of innovation through:

Online degrees:

- 98% of master's students have taken one or more course online while studying at United.
- United students live in 39 different states.
- Week-long intensives fulfill UMC residency requirements.

Live Interactive Virtual Education (LIVE):

- New grant brings the latest technology in virtual education.
- Participate in on-campus courses via webcam and enjoy live lectures and real-time discussion with faculty and peers.

Doctor of Ministry Degree:

- Become a doctor for the Church, addressing a real problem or challenge in your church or community.
- Study under a mentor who is an expert in their field and learn alongside a small group of dedicated peers.
- 3-year program that allows you to complete project as you go, leading to a 78% program graduation rate in 2017 (vs. 54% average among other seminaries) (ATS 2017-2018 Strategic Information Report for United Theological Seminary. Graduation rates represent the percentage of students who were able to complete their chosen degree within a specified period of time which approximates two times the normal length of the degree).

Practical education designed to resource the Church:

- The majority of United faculty have pastored churches.
- 91% of entering United students are already serving in ministry, bringing that context to the classroom.

A focus on Church Renewal:

- 165 Course of Study students (Data represents unduplicated headcount enrollment in the 2017-2018 academic year)
- 42 students in the Hispanic Christian Academy (3-year Spanish online course of ministry program for Hispanic lay pastors and leaders)

- Certificates in Church Planting, Disability Ministry, and Supervision.

Academic AND Spiritual Growth:

- 95% of students say the United community supports both their academic and spiritual growth (United Theological Seminary 2017-2018 Student Satisfaction Survey, in which 30% of students responded)

Diverse Christian Views:

- Over 30 different denominations
- 19 international students from 15 different countries
- 96% of students feel their views are respected in the classroom/seminary community and say they have been taught to respect the views of others.
- 47% of students who reported are African-American, 43% Caucasian and 10% represent other ethnicities

We thank God for the men and women coming to United because God has called them to serve the least and the lost. We pray as the Lord Jesus instructed his disciples saying, “The harvest is plentiful, but the laborers are few; therefore ask the Lord of the harvest to send out laborers into his harvest” (Luke 10:2).

Kent Millard, President
United Theological Seminary

**602. Statement of Relationship between North Georgia Camp and Retreat Ministries, Inc
And the North Georgia Conference**

The programs and facilities of the annual conference camp and retreat ministries shall be operated by North Georgia Camp and Retreat Ministries Inc. (NGCRM). It shall be responsible for developing and sustaining Christian camp ministries that are accessible geographically, culturally, ethnically and physically.

Vacancies on the NGCRM Board of Directors shall be filled in accordance with the procedural and membership requirements of its corporate by-laws. Nominees for the NGCRM Board of Directors are presented for election by the annual conference. Members of the North Georgia Camp and Retreat Ministries Inc. Board of Directors are elected by action of the North Georgia Annual Conference.

Requests of the annual conference for funding NGCRM will be made through the ~~Office of Connectional Ministries~~ **center for congregational excellence.**

The executive director of NGCRM Inc is an associate director of ~~Connectional Ministries~~ **the center for congregational excellence** and, as such, works under the supervision and at the discretion of the director of **congregational excellence**. The role of this associate director is to ensure that our camping ministries support and further the mission of the annual conference.

1 Additionally, the executive director is accountable to the Board of Directors of
2 NGCRM Inc as it fulfills its corporate fiduciary responsibility pursuant to Georgia law. To
3 ensure ministry effectiveness, the chairperson of NGCRM Inc will confer with the ~~Director~~
4 ~~of Connectional Ministries~~ **director of congregational excellence** on at least an annual
5 basis. In the event that either the NGCRM Executive Committee or the director of
6 ~~connectional ministries~~ **congregational excellence** believes a change of executive director is
7 needed, the two entities will collaborate in that discussion.

8
9 **Rationale:** The revisions reflect the elimination of the office of connectional ministries with
10 its associate staff structure and revises it to align with the center for congregational
11 excellence.

12 13 14 **603. Relationship Statement Between the North Georgia Conference and the United** 15 **Methodist Children’s Home Now Doing Business as Wellroot Family Services**

16
17 The United Methodist Children’s Home of the North Georgia Conference **Inc. now doing**
18 **business as Wellroot Family Services**, has existed since its founding by the North Georgia
19 Conference in 1877 as the Orphans’ House of the North Georgia Conference as a ministry of
20 the North Georgia Conference focusing on the well-being of children. It is an independent
21 agency with deep ties to the United Methodist Church and to the North Georgia Conference
22 in the area of leadership and financial support. It is amenable to the direction given by the
23 North Georgia Conference in both of these areas and, as part of the connection of the United
24 Methodist Church, acknowledges the historic and implied equitable interest held by the
25 North Georgia Conference, which includes the transfer of the United Methodist Children’s
26 Home of the North Georgia Conference’s **d/b/a Wellroot Family Services**’ assets for final
27 disposition to the Board of Trustees of the North Georgia Conference in the event it should
28 cease operations, otherwise its assets shall be governed as set forth below.

29 The United Methodist Children’s Home **d/b/a Wellroot Family Services** affirms its
30 philosophical and missional compatibility with the social principles of the United Methodist
31 Church. In recognition of that compatibility and the relationship with the North Georgia
32 Conference, the United Methodist Children’s Home **d/b/a Wellroot Family Services** is
33 committed to the following principles:

- 34 1) The ongoing development of programs and services for children, youth and
35 families.
- 36 2) To provide outreach ministries in which individuals from local churches,
37 clusters of churches, districts and the faith community can participate in local
38 missions.
- 39 3) Partnering with local churches to develop ministries for children, youth and
40 families.
- 41 4) The presentation of directors of the United Methodist Children’s Home **d/b/a**
42 **Wellroot Family Services** for confirmation by the North Georgia Conference.
- 43 5) The regular reporting of the activities of the United Methodist Children’s Home
44 **d/b/a Wellroot Family Services** to the North Georgia Conference.

1 The United Methodist Children’s Home **d/b/a Wellroot Family Services** further
2 affirms:

- 3 1) The United Methodist Children’s Home cannot and will not attempt to obligate
4 the North Georgia Conference on any matters and will not hold out to any
5 individual or group that the North Georgia Conference has responsibility for the
6 actions of the United Methodist Children’s Home **d/b/a Wellroot Family**
7 **Services**.
- 8 2) The United Methodist Children’s Home **d/b/a Wellroot Family Service**, acting
9 through its board of directors, officers, staff and employees has sole
10 responsibility for assets, contracts, operations and financial or other obligations
11 of the United Methodist Children’s Home **d/b/a Wellroot Family Services**
12 activities, facilities and services.
- 13 3) To use the term “United Methodist” in compliance with the guidelines of and
14 with the approval of the General Council of Finance and Administration.

15
16 The North Georgia Conference is a basic body of The United Methodist Church. In
17 recognition of the compatibility with the philosophy and mission with The United Methodist
18 Children’s Home **d/b/a Wellroot Family Services** and in a desire for a continued mutually
19 supportive relationship with The United Methodist Children’s Home **d/b/a Wellroot Family**
20 **Services**, the North Georgia Conference commits itself to the following:

- 21 1) To cooperate in developing conference programs to meet the needs of foster
22 care children, youth and families.
- 23 2) Local churches interested in developing ministries with children and families
24 experiencing trauma are encouraged to do so in collaboration with The United
25 Methodist Children’s Home **d/b/a Wellroot Family Services**.
- 26 3) The continued support for the annual Amazing Grace Offering and other
27 financial support as deemed appropriate by the Conference.

28 The North Georgia Conference further affirms the following:

- 29 1) The North Georgia Conference does not assume legal responsibility for
30 contracts, operations, or for financial or other obligations of The United
31 Methodist Children’s Home **d/b/a Wellroot Family Services**.
- 32 2) Any financial contributions by the conference for The United Methodist
33 Children’s Home **d/b/a Wellroot Family Services** and the forms of such
34 support are determined by the Conference.

35
36 Rationale: The editorial changes reflect the name and branding change from The United
37 Methodist Children’s Home to Wellroot Family Services.

40 **604. Wesley Theological Seminary**

41
42 ***Fostering wisdom and courage.*** Wesley Theological Seminary, celebrating its 60th year in
43 Washington, DC, has equipped Christian leadership for nearly 150 years. Wesley prepares
44 students to lead innovative ministries while remaining grounded in biblical and theological

1 traditions. President David McAllister-Wilson writes in his new book, *A New Church and a*
2 *New Seminary*, “Leadership requires a seminary to foster both wisdom and courage.”

3 Wesley’s faculty is chosen to prepare these kinds of leaders. In the past year, the
4 seminary welcomed Academic Dean Phil Wingeier-Rayo, Ph.D., plus two new faculty,
5 Lorena Parrish, Ph.D., Associate Professor of Urban Ministries and Director of the
6 Community Engagement Institute, and Anna Petrin, Ph.D., Associate Professor of Worship
7 and Chapel Elder. Learn more about all the remarkable scholars on Wesley’s faculty at
8 www.wesleyseminary.edu/faculty-2/.

9 Whether you are clergy or laity, an alumnus or a prospective student, looking for
10 master’s or doctoral work, or continuing education or simply deeper knowledge, Wesley
11 stands ready to support you in your current and future call to ministry. Here are a few ways
12 Wesley can help you grow in the wisdom of the faith and the courage to lead:

13 ***Discover exciting pathways to seminary studies.*** Wesley offers an 81-hour Master of
14 Divinity, a 36-hour Master of Arts, and a 60-hour Master of Theological Studies. Wesley
15 equips all those called to serve for ordained Elder and Deacon ministries or to other
16 ministries beyond the pulpit.

17 Some are able to take advantage of Wesley’s modern and affordable on-campus
18 housing and food service to be full-time residential students, living in an exciting
19 international capital. But the seminary understands the struggle to balance life, family,
20 ministry and finances. Wesley’s Master of Divinity degree can now be completed via online,
21 weekend, short-term intensive, and weeknight courses in five years, designed for those with
22 busy ministry, work and family lives. Check out upcoming flexible course offerings for
23 Summer and Fall 2019 at www.wesleyseminary.edu/admissions/try-a-class-3/.

24 In Wesley’s 3+3 Fast Track B.A./M.Div. program in partnership with Shenandoah
25 University, students enter ministry with less debt after earning their degrees in six years.
26 Learn more at www.su.edu/arts/master-of-divinity-fast-track-33/.

27 Wesley provides more than two million dollars annually in scholarships thanks to the
28 consistent support of graduates, congregations and friends. [Our new Generación Latinx](#)
29 [Scholarship joins our many merit-based scholarships that enable students to afford seminary](#)
30 [education.](#) The Community Engagement Institute at Wesley embraces a vibrant vision to be
31 the premier learning center for churches and faith-based organizations that seek to
32 innovatively engage their communities. Wesley’s Community Engagement Fellows program
33 prepares students to engage in entrepreneurial ministry. Generous stipends are available for
34 each Fellow while they complete their M.Div. degree. Students can focus their fellowship on
35 Public Theology, Urban Ministry or Missional Church. Meet Wesley’s current Fellows at
36 www.wesleyseminary.edu/admissions/community-engagement-fellows/.

37 ***Take your ministry to the next level.*** Wesley is a leader in Doctor of Ministry
38 programs in specialized tracks that can include international study. Their 2020 tracks will
39 include Church Leadership Excellence, offered in conjunction with Wesley’s internationally
40 respected Lewis Center for Church Leadership and Life Together: Spirituality for
41 Transforming Community, and a track designed for military chaplains. Find out more or
42 apply at www.wesleyseminary.edu/doctorofministry/.

43 Wesley also offers opportunities for individual study without pursuing a degree. The
44 Certificate in Faith and Public Life explores the foundations of public theology, religious

1 freedom, and civil discourse through graduate courses. For more information visit
2 www.wesleyseminary.edu/ice/programs/public-theology/public-life/.

3 A Certificate in Wesleyan Studies is available online via the Wesley Theological
4 Seminary Lay Academy. Topics include United Methodist identity, early church history,
5 Christian ethics, interfaith relations, and the intersection of faith and science. The courses can
6 also be taken for personal education and enrichment. More information can be found
7 at www.beadisciple.com/wesley/.

8 ***Enrich your congregational outreach and explore new dimensions of ministry.*** The
9 Lewis Center for Church Leadership continues to be on the leading edge of research for the
10 local church. The Lewis Center's *Leading Ideas* e-newsletter is now the go-to source for over
11 20,000 people in ministry each week. From this resource was launched a new podcast –
12 *Leading Ideas Talk*. Sign up or listen at www.churchleadership.com/. And look for new
13 practical online courses at lewisonlinelearning.org.

14 From their new location at The Methodist Building on Capitol Hill, the Center for
15 Public Theology – under the leadership of Distinguished Professor of Public Theology Mike
16 McCurry – equips pastors, seminarians, people of faith and the media to create spaces for
17 civil dialogue at the intersection of religion and politics. In its second year, the Center's Faith
18 and Public Life Immersion for undergraduates offers a week-long experience of study and
19 encounters with public theologians and those advocating for justice in Washington. For more
20 information, visit www.wesleyseminary.edu/ice/programs/public-theology/.

21 The Luce Center for the Arts and Religion is the only seminary-based program
22 uniting arts and theology. The Luce Center offers regular classes and workshops with visiting
23 artists. For information on past and upcoming opportunities visit
24 www.luceartsandreligion.org.

25 The innovative online Health Minister Certificate Program prepares congregations for
26 public health work in their parishes. Contact Tom Pruski at tpruski@wesleyseminary.edu for
27 more information or to register for future certificate classes.

28 The African American Church Studies Master of Divinity specialization gives
29 contextual preparation for the opportunities and challenges our future leaders may encounter
30 in African American churches, while the Public Theology specialization allows master's
31 degree students to gain community leadership and advocacy skills. Learn more at
32 www.wesleyseminary.edu/admissions/african-american-church-studies/ or
33 www.wesleyseminary.edu/ice/programs/public-theology/.

34 Through the Wesley Innovation Hub, a research project funded by the Lilly
35 Endowment, the seminary is working with 20 local congregations to design innovative
36 ministries as models for ministry by and for young adults. Follow the work and connect with
37 resources at www.wesleyseminary.edu/wesley-innovation-hub/.

38 ***Stay connected.*** Contact Wesley at (202) 885-8659 or admissions@wesleyseminary.edu
39 about how Wesley's degree programs can equip you for your next step in ministry.

40 Find out more about how you can be part of the future of Wesley
41 at www.wesleyseminary.edu/support/. Join the Wesley Community online via Wesley's
42 social media, www.facebook.com/wesleyseminary/, on Instagram at [wesleyseminary](https://www.instagram.com/wesleyseminary), and on
43 Twitter at [WesleyTheoSem](https://twitter.com/WesleyTheoSem) or sign up for our electronic newsletter, *eCalling*, at
44 www.wesleyseminary.edu/ecalling.

45 David McAllister-Wilson, President

700. Guidelines for Submitting Resolutions to Annual Conference

The Committee on Resolutions (the committee) processes all resolutions presented to the annual conference that are not submitted through programmatic committees through dialogue with the submitter and all agencies of the annual conference affected by the resolution. The committee's job is to ensure that resolutions presented are in compliance with the *Book of Discipline* and the standing rules of the annual conference and are properly before the annual conference for a vote as part of the committee's report.

- A. The committee may take the following actions on resolutions:
 1. Accept the resolutions as presented with no changes;
 2. Accept the resolutions after amending it to comply with the Standing Rules or *Book of Discipline*;
 3. Refer the resolution to another annual conference committee for inclusion in that committee's report. (If the committee to which a resolution is referred does not choose to include it in their report, then that resolution is included in the Resolution Committee's report).
- B. The following persons may submit a resolution before the North Georgia Annual Conference:
 1. Any clergy member (full connection, provisional, or local pastor including retired pastors) of the conference;
 2. Any lay member of the conference;
 3. Any layperson who is a member of a local church within the conference and whose church council (or similar governing body) has endorsed their resolution.
- C. To submit a resolution for consideration by the 2019 annual conference, please send properly formatted resolutions to chair, resolutions committee using the following guidelines:
 1. Each resolution must address only one issue if the Discipline is not affected; if the Discipline is affected, each resolution must address only one paragraph of the Discipline, except that, if two or more paragraphs in the Discipline are so closely related that a change in one affects the others, the petition may call for the amendment of those paragraphs also to make them consistent with one another (§507.2. *The Book of Discipline*).
 2. The resolution is to be written in the following format: "whereas, whereas, whereas ... therefore be it resolved" structure and submitted in 12 point, Times New Roman font, single spaced, with the following margins: top 1.25"; bottom 1"; left 1"; right 1.25".
 3. The name, title phone number, and email address of the author/originator must be included with the resolution.
 4. Resolutions which require implementation will include:
 - a. the financial impact to the conference;
 - b. name of the implementing organization or persons;
 - c. if communication or referral is required, will designate the person or persons responsible for the communication or referral.

- 1 5. If the committee on resolutions determines a resolution involves the potential legal
2 rights or obligations of the conference or its agencies, the committee on resolutions
3 will request an opinion or comment from the conference chancellor. Before the
4 debate of any such resolutions, the conference chancellor, or his/her designate, will
5 speak before the conference and share his/her legal opinions concerning the
6 resolution(s).
- 7 6. If the committee on resolutions determines a resolution involves the work of a
8 conference agency, the committee on resolutions will request an opinion or comment
9 from the respective agency or agencies. Before the debate of any such resolutions, the
10 respective agency will be entitled to speak before the conference and share its
11 opinions and comments concerning the resolution(s).

12
13 The deadline for submitting resolutions to appear in the annual conference handbook
14 is February 1. A resolution may be submitted after the February 1 deadline only if the issue
15 of the resolution arose after the deadline. If the committee on resolutions decides the
16 resolution was properly submitted after the deadline, then, upon notification by the
17 committee, the resolution will be copied by the author (3,000 copies paid for by the
18 submitter) and delivered to the secretary of the annual conference for inclusion in the
19 delegate packets prior to annual conference. Resolutions submitted after the deadline for
20 assembly of delegate packets can be received no later than 48 hours prior to the scheduled
21 report of the resolutions committee during annual conference. Resolutions approved by the
22 resolutions committee to be submitted after the deadline will be copied by the author and
23 delivered to the annual conference secretary, to be properly distributed to members of the
24 annual conference at least 24 hours before the resolution committee report.

25 Resolutions adopted by the annual conference will be valid for the lesser of: one year
26 or until they are specifically rescinded, amended or superseded by action of subsequent
27 sessions of annual conference. If the intent of the resolution is to be binding upon the annual
28 conference for more than one year, then the resolution must be referred to the standing rules
29 committee.

30 The committee on resolutions will determine the order in which resolutions are
31 debated before the annual conference.

32 33 34 **701. Helping to End Suicide in the Church Amongst At-Risk Individuals**

35
36 WHEREAS, The Social Principles of The United Methodist Church state that “We believe
37 that suicide is not the way a human life should end,” and “The church has an obligation to
38 see that all persons have access to needed pastoral and medical care and therapy in those
39 circumstances that lead to loss of self-worth, suicidal despair, and/or the desire to seek
40 physician-assisted suicide,” as well as “...seeking always to remove the oppressive stigma
41 around suicide” (§161.O. of The Book of Discipline, 2016); and

42
43 WHEREAS, suicide consistently ranks highly amongst the top causes of death in the United
44 States and is the second leading cause of death amongst the age groups 10-14, 15-24, and 25-
45 34 (CDC’s 2017 Ten Leading Causes of Death in the United States Report); and

1
2 WHEREAS, “Lesbian, gay, bisexual, transgender and questioning (LGBTQ) youth are 2 to 3
3 times more likely to attempt suicide than straight youth,” and “LGBTQ teens are six times
4 more likely to experience symptoms of depression than the general population” (National
5 Alliance on Mental Illness);

6
7 NOW, THEREFORE, BE IT RESOLVED THAT the Center for Congregational Excellence
8 in partnership with the Conference Council on Youth Ministries shall strive to develop
9 guidance for Ministers and Youth Leaders that recognizes suicide as a legitimate problem,
10 advocates for active intervention, and understands how lecturing creates nothing but guilt and
11 wastes valuable time and trust. This guidance should be available for use whenever the threat
12 of suicide is made apparent in the Church or community. Recognizing causes of suicide
13 among youth, including the above cited statistics that lesbian, gay, bisexual, transgender and
14 questioning youth are 2 to 3 times more likely to attempt suicide than youth who identify as
15 straight, the guidance should be centered around defusing the situation by focusing on the
16 fact that the risk of suicide and that individual’s safety trumps any sort of judgement on
17 behavior. And after immediate danger has passed, the process of recovery should be focused
18 on accountability in love.

19
20 This resolution was approved and endorsed by the Conference Council on Youth Ministries
21 on January 28, 2019.

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Elijah Shoaf
Lay Member At Large
Atlanta Emory District

**702. Resolutions Relating to Rental/Housing Allowances for Retired, Disabled,
or Former Clergypersons of the North Georgia Annual Conference**

31 The North Georgia Annual Conference (the “conference”) adopts the following resolutions
32 relating to rental/housing allowances for active, retired, terminated, or disabled clergypersons
33 of the conference:

34
35 WHEREAS, the religious denomination known as The United Methodist Church (the
36 “Church”), of which this Conference is a part, has in the past functioned and continues to
37 function through ministers of the gospel (within the meaning of Internal Revenue Code
38 section 107) who were or are duly ordained, commissioned or licensed ministers of the
39 Church (“clergypersons”);

40
41 WHEREAS, the practice of the Church and of this Conference was and is to provide active
42 clergypersons with a parsonage or a rental/housing allowance as part of their gross
43 compensation;

1 WHEREAS, pensions or other amounts paid to active, retired, terminated, and disabled
2 clergypersons are considered to be deferred compensation and are paid to active, retired,
3 terminated, and disabled clergypersons in consideration of previous active service; and
4

5 WHEREAS, the Internal Revenue Service has recognized the Conference (or its
6 predecessors) as an appropriate organization to designate a rental/housing allowance for
7 clergypersons who are or were members of this conference and are eligible to receive such
8 deferred compensation;
9

10 NOW, THEREFORE, BE IT RESOLVED:

11 ***See NOTE below for IRS limitations
12

13 THAT an amount equal to 100% of the pension, severance, or disability payments received
14 from plans authorized under *The Book of Discipline of The United Methodist Church* (the
15 “*Discipline*”), which includes all such payments from Wespath Benefits & Investments
16 (“Wespath”), during the period January 1, 2020 through December 31, 2020 by each active,
17 retired, terminated, or disabled clergyperson who is or was a member of the Conference, or
18 its predecessors, be and hereby is designated as a rental/housing allowance for each such
19 clergyperson; and
20

21 THAT the pension, severance, or disability payments to which this rental/housing allowance
22 designation applies will be any pension, severance, or disability payments from plans,
23 annuities, or funds authorized under the *Discipline*, including such payments from Wespath
24 and from a commercial annuity company that provides an annuity arising from benefits
25 accrued under a Wespath plan, annuity, or fund authorized under the *Discipline*, that result
26 from any service a clergyperson rendered to this Conference or that an active, a retired, a
27 terminated, or a disabled clergyperson of this Conference rendered to any local church,
28 annual conference of the Church, general agency of the Church, other institution of the
29 Church, former denomination that is now a part of the Church, or any other employer that
30 employed the clergyperson to perform services related to the ministry of the Church, or its
31 predecessors, and that elected to make contributions to, or accrue a benefit under, such a
32 plan, annuity, or fund for such an active, a retired, a terminated, or a disabled clergyperson’s
33 pension, severance, or disability plan benefit as part of his or her gross compensation.
34

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

1 **800. 2018 Standing Rules (as corrected from 2018 Journal)**

2
3 **A. Introduction**

4
5 “The annual conference, for its own government, may adopt rules and regulations not in
6 conflict with the Discipline of The United Methodist Church” (§ 604.1). The standing rules
7 of the conference expand and clarify these structures and their modes of operation. (All
8 references to the *2016 Book of Discipline* hereafter shall be designated by the paragraph
9 number.)

10 **A. 1. Rules** - Robert's Rules of Order shall govern parliamentary procedures of the annual
11 conference, subject to the rules of the preceding general conference and the *2016 Book of*
12 *Discipline*.

13 **A. 2. Amendments** - These standing rules may be amended by a two-thirds (2/3) vote of the
14 conference no fewer than twenty-four (24) hours following their presentation to the
15 conference; provided, a written copy of the proposed amendment(s) shall be submitted to the
16 conference secretary before being read to the conference. Amendments shall take effect upon
17 passage, except the number of districts can only be changed at least one (1) year in advance.
18

19 **B. Standing Committees of the Annual Conference**

20
21 The primary function of standing committees is to provide support that enables the session of
22 the North Georgia Annual Conference to operate efficiently. These on-going committees do
23 not have programmatic responsibilities throughout the year other than preparing for the
24 annual conference session.

25 **B. 1.** There shall be a committee on standing rules composed of ten (10) persons, nominated
26 by the annual conference committee on nominations, plus the conference chancellor. The
27 committee on standing rules is charged with the annual task of addressing the submission of
28 new rules and maintaining the standing rules of the annual conference in the following ways:
29 to receive requests for amendments, assure rules maintain internal consistency, make
30 editorial changes as needed, present changes to the conference and review revised standing
31 rules for publication in the conference journal. The committee is also charged with the
32 quadrennial task of examining the rules of the annual conference for consistency with the
33 new *Book of Discipline* and to recommend any editorial changes to bring about that
34 consistency.

35 **B. 2.** There shall be a committee on registration and assistance composed of ten (10) persons,
36 nominated by the annual conference committee on nominations. The primary functions of the
37 committee on registration & assistance are to conduct registration, along with the host
38 committee; certify delegates; and to issue badges accordingly. Using guidelines to verify
39 eligibility, the committee helps retired pastors receive financial assistance, and during the
40 week of annual conference, the committee maintains a table to assist visitors with nametags
41 and other needs. The registration and assistance committee is responsible for working with
42 the host committee to organize and recruit volunteers.

43 **B. 3.** There shall be a committee on daily proceedings composed of ten (10) persons,
44 nominated by the annual conference committee on nominations. The daily proceedings

1 committee is responsible for certifying the written record of the annual conference and
2 reporting to the annual conference on the committee's review of the material.

3 The committee on daily proceedings works with the editor of the conference journal/
4 conference secretary as needed to ensure compliance with Disciplinary standards in ¶ 606.3
5 and for clarification of the written record of the annual conference session.

6 **B. 4.** There shall be a committee on resolutions composed of ten (10) persons, nominated by
7 the annual conference committee on nominations. The charge of the resolution committee is
8 to process all resolutions presented to the annual conference that are not submitted to the
9 programmatic committees through dialogue with the submitter and all agencies of the annual
10 conference affected by the resolution. This committee makes sure that, with occasional
11 exceptions, resolutions submitted by the deadline of February 1 of the Annual Conference
12 year are included in the handbook.

13 The resolutions committee is responsible for reviewing each resolution to determine
14 if it can properly come before the annual conference, making revisions as needed in
15 consultation with the submitter of the resolution, ensuring consistency with *The Book of*
16 *Discipline* and North Georgia Standing Rules/Guidelines, submitting to the conference
17 secretary by the deadline for the conference handbook, and presenting resolutions to the
18 conference.

19 20 **C. Annual Conference Session and Related Committees**

21
22 **C. 1. Annual Conference Committee on Nominations** - There shall be an annual
23 conference committee on nominations whose duty shall be to nominate all lay and clergy
24 members of the boards, councils, teams, commissions, committees, and other agencies of the
25 north Georgia conference. The committee shall be composed of the bishop, who shall be the
26 chairperson; the district superintendents and extended cabinet; the conference lay leader and
27 associate conference lay leaders; the district lay leaders; the commission on religion and race
28 representative; the conference presidents of United Methodist Men and of United Methodist
29 Women; the chairpersons of the conference young adult organization and the council on
30 youth ministry; and not more than five (5) members-at-large who shall be named by the
31 bishop for inclusiveness. The committee shall make its nominations not later than the second
32 morning of the annual conference.

33 The executive committee of the annual conference committee on nominations,
34 composed of the bishop, the conference lay leader, the director of connectional ministries and
35 three (3) other members of the annual conference committee on nominations named by the
36 bishop, will coordinate the comprehensive nominations process of identification, recruitment,
37 training, selection and evaluation for the annual conference. Where vacancies in essential
38 elected positions occur between annual conference sessions, the executive committee may fill
39 the positions until the next annual conference elects. Task forces may be used in keeping
40 with the directions stated in standing rule H.1.

41 **C. 2. District Committee on Nominations** - There shall be a district committee on
42 nominations, composed of five (5) clergy and six (6) lay members. One (1) clergy member
43 shall be the district superintendent, who shall serve as the chairperson. One (1) of the six (6)
44 lay members shall be the district lay leader. The district committee on nominations shall

1 assist in identifying, recruiting and recommending potential leaders to the conference
2 committee on nominations.

3 **C. 3. Quadrennial Boards, Teams, Councils, Commissions, Committees - The**
4 membership of quadrennial boards, councils, teams, commissions, committees, and other
5 agencies shall be limited to twenty-seven (27) persons plus ex-officio members. This rule
6 shall not apply to standing committees or to any board, council, team, commission,
7 committee, or other agency whose membership is otherwise determined by the conference or
8 by *The Book of Discipline*.

9 All committees, boards, teams, councils, commissions and agencies of the annual
10 conference shall be composed of equal numbers of clergy and lay unless *The Book of*
11 *Discipline* provides otherwise.

12 No person shall be eligible for election to membership on the same board, council,
13 team, commission or committee or agency for more than eight (8) consecutive years and after
14 serving eight (8) years may not be later elected to the same board, commission, team,
15 council, committee or agency for more than eight (8) years except as allowed by *The Book of*
16 *Discipline*, for a lifetime total of sixteen (16) years maximum on the same board, council,
17 team, commission, committee or agency. The Board of Ordained Ministry shall be one of
18 those exempted from this standing rule. Paragraph 635.1.a. of *The Book of Discipline* states
19 that the membership of the Board of Ordained Ministry shall be as follows: “An elected
20 board member may serve a maximum of three (3) consecutive four (4) year terms.” No
21 person shall be nominated to serve concurrently on more than one (1) quadrennial board,
22 council, team, commission or committee, except as an ex-officio member. However, one (1)
23 exemption may be allowed for those serving on the board of laity, episcopal committee,
24 congregational development, nominations, the standing committees of the annual conference
25 session (registration and assistance, daily proceedings, resolutions, and standing rules) and
26 the Board of Ordained Ministry. No district superintendent may be nominated as an elective
27 member of any program agency or team of the conference. Persons nominated shall have
28 agreed in advance to serve if elected.

29 When quadrennial boards, councils, teams, commissions and committees are elected,
30 they shall receive training, information and support for their responsibilities within sixty (60)
31 days following the annual conference session, except in a year of episcopal transition when
32 the window will be one hundred twenty (120) days. Chairpersons shall be nominated by the
33 annual conference committee on nominations and elected by the annual conference. Under
34 the direction of their respective chairpersons, each board, council, commission and
35 committee shall elect a vice-chairperson and secretary. All team officers shall be nominated
36 by the committee on nominations.

37 All district committees and conference boards, councils, teams, commissions and
38 committees shall include members which ensure balance, continuity, expertise and
39 inclusiveness in keeping with the spirit and guidelines of *The Book of Discipline*, Part IV
40 Section VI, (§ 140).

41 **C. 3. a. For Persons Holding Chairs:**

42 **C. 3. a. 1)** Chairpersons are expected to maintain a yearly calendar of scheduled and
43 announced meetings for planning, budgeting, and evaluation.

1 **C. 3. a. 2)** Chairpersons are expected to plan meetings at such times and locations that
2 encourage and allow for maximum attendance of the elected membership, giving particular
3 mind to the academic schedules of youth and young adults.

4 **C. 3. a. 3)** Chairpersons are to submit proper budgets with supporting rationale and
5 any other requested reports in a proper and timely manner.

6 **C. 3. a. 4)** Chairpersons are expected to provide consistent communication with
7 members of their committee or board regarding agendas, time/date/locations, and related
8 information that impact a member's ability to serve well.

9 **C. 3. a. 5)** Chairpersons are expected to attend all called meetings of the committee or
10 board for which he or she is responsible. Missing (2) two consecutive called meetings of his
11 or her committee or board with no excuse, or missing (3) three consecutive called meetings
12 of his or her committee or board with good excuse, shall be the minimum guidelines for
13 attendance.

14 **C. 3. a. 6)** Inability to meet the minimum guidelines of attendance will prompt a letter
15 from the conference nominations executive committee, releasing the individual from his or
16 her position (this will not negatively impact subsequent nominations or committee service) so
17 the conference nominations executive committee can immediately fill the vacated position.

18 **C. 3. b. For Committee and Board Members:**

19 **C. 3. b. 1)** Elected members are expected to attend all called meetings of the
20 committee or board on which they are serving. Missing (3) three consecutive properly called
21 meetings of his or her committee or board with no excuse, or missing (4) four consecutive
22 properly called meetings of his or her committee or board with good excuse, shall be the
23 minimum guidelines for attendance.

24 **C. 3. b. 2)** Inability to meet the minimum guidelines of attendance will prompt a letter
25 of notification from the conference nominations executive committee, releasing the
26 individual from his or her position (this will not negatively impact subsequent nominations or
27 committee service) so the conference nominations executive committee can immediately fill
28 the vacated position.

29 **C. 4. Annual Conference Planning Committee** - There shall be an annual conference
30 planning committee responsible for setting the agenda for sessions of the annual conference,
31 recommending the site of the conference annually, and overall coordination of annual
32 conference. Applications to host the conference shall be for a period of four consecutive
33 years in one site. The application shall be submitted to the bishop not less than two and one-
34 half years before the proposed invitation date and must include adequate data to satisfy the
35 planning committee of the suitability of the proposed site, with special attention to housing,
36 food service, seating, congregating areas, parking and all standard public services necessary
37 to accommodate large numbers of people. All facilities must meet ADA Accessibility
38 Guidelines. All applications to host the conference must include an itemized account of
39 anticipated expenses. The site must provide seating for all members of the conference, both
40 clergy and lay, and for visitors and guests.

41 The annual conference planning committee shall select one site for four years and
42 must reconfirm the site selected for each of the four years of the approved application. When
43 for unforeseen circumstances related to finances, logistics or other compelling reasons the
44 annual conference is not able to hold annual conference at the agreed upon site, the annual

1 conference planning committee is authorized to work with the conference council on finance
2 and administration to secure an appropriate alternate site.

3 The annual conference planning committee shall consist of the following persons: the
4 bishop; the annual conference lay leader; the associate conference lay leader(s); the
5 conference secretary; the dean of the cabinet; the conference presidents of United Methodist
6 Women, United Methodist Men, conference youth organization, conference young adult
7 organization and the conference young adult committee representative; the chairpersons of
8 the conference worship team, the conference committee on registration and assistance, and
9 the board of ordained ministry; the director of connectional ministries; the director of
10 ministerial services, executive assistant to the bishop, the chairperson of the conference
11 council on finance and administration; the conference treasurer; and other persons selected
12 by the bishop to assure proper representation of persons related to the work of the committee,
13 such as the host district superintendent and the host pastor. The bishop or his/her designee
14 shall be the chairperson of the annual conference planning committee.

15 **C. 5. Conference Handbook & Information Packets** - Material for publication in the
16 conference handbook shall be submitted annually to the conference secretary not less than
17 ninety (90) days prior to the opening date of the annual conference. Other material may be
18 distributed to the members of the conference, at the discretion of the conference secretary, in
19 a packet of supplementary materials. All printed materials requiring action by the annual
20 conference shall be available in large print.

21 **C. 6. Pre-Conference Briefings** - Not more than twenty-five (25) days prior to the opening
22 session of the annual conference, each district superintendent, in consultation with the district
23 lay leader, shall convene, at such time and place as the two (2) of them together shall
24 determine, the conference members residing in the district, both clergy and lay, for the
25 purpose of examining the published reports and recommendations of the boards, councils,
26 teams, commissions, committees and other agencies of the conference.

27 **C. 7. Consent Agenda** - In order to expedite the business of the conference, the consent
28 agenda committee, composed of the conference secretary, the chairperson of the committee
29 on standing rules, the director of connectional ministries, and the conference lay leader or
30 his/her designee, in consultation with agencies or individuals presenting reports,
31 recommendations or resolutions, may present in the conference handbook a written list of
32 items which shall be known as the consent agenda. Items on the consent agenda shall be
33 considered as adopted by consent of the annual conference unless they are removed from this
34 list at a time set aside for this purpose on the second day of conference. Individual items may
35 be removed from the consent agenda to be placed on the regular agenda by a motion to
36 remove supported by a second from two (2) voting members of the annual conference. When
37 an item has been removed from the consent agenda, it shall be placed on the regular agenda
38 at an appropriate time as determined by the conference secretary.

39 **C. 8. Reports** - Reports shall be in writing, and an original, signed copy of the same shall be
40 in the hands of the conference secretary before being read on the floor of the conference.
41 When twenty-five (25) percent or more of the membership of a board, council, team,
42 commission, committee or other agency shall request the privilege of presenting a minority
43 report to the annual conference, the chairperson of said board or other agency shall appoint a
44 committee to draft a minority report and shall submit the said minority report along with the
45 majority report to the conference.

1 **C. 9. Committee on Resolutions** - There shall be a committee on resolutions, nominated and
2 elected under the provisions of the standing rules (B.4). Any resolution coming to the floor of
3 the annual conference which has not been before an official board, commission or agency of
4 the annual conference, or a resolution not previously printed in the conference handbook,
5 shall be referred to the committee on resolutions for study before the resolution is considered
6 by the annual conference.

7
8 **D. Administrative Procedures of the Annual Conference**

9
10 **D. 1. Publication of Names and Addresses of Lay Members** - The names and email
11 addresses of lay members of the annual conference, arranged by districts and by charges,
12 shall be published in the conference journal, and they shall be compiled and made available
13 to members of the conference, both lay and clergy, as early as feasible following their
14 election.

15 **D. 2. Lay Member Equalization Plan** - The lay membership of the annual conference shall
16 be equal in number to its clergy membership. Lay members shall be elected by each charge
17 conference as directed by the Constitution of The United Methodist Church, Division Two,
18 Section VI, Article I (§32). The following are designated by the Constitution (Loc. Cit.) to be
19 members of the annual conference: the diaconal ministers, the active deaconesses, and home
20 missionaries under Episcopal appointment within the bounds of the annual conference, the
21 conference president of the United Methodist Women, the conference president of United
22 Methodist Men, the conference lay leader, district lay leaders, the conference director of lay
23 servant ministries, conference secretary of global ministries (if lay), the president or
24 equivalent officer of the conference young adult organization, the president of the conference
25 youth organization, the chair of the annual conference college student organization, and one
26 young person between the ages of twelve (12) and seventeen (17) and one young person
27 between the ages of eighteen (18) and thirty (30) from each district to be selected in such a
28 manner as may be determined by the annual conference.

29 If the lay membership shall number less than the clergy membership, the following
30 lay persons shall also be members of the annual conference: the associate conference lay
31 leaders, the district directors of lay servant ministries, the district presidents of United
32 Methodist Women and United Methodist Men, and the district presidents or equivalent
33 officers of the district young adult organization and the district youth organization, four (4)
34 young persons 18 years and under and five (5) young adult persons 18 years of age to 35
35 years of age.

36 Additional members shall be elected from each district by the district board of laity to
37 achieve equalization of the number of lay and clergy members of the annual conference.

38 The conference secretary shall advise the district superintendents annually, not later
39 than November 1, of the number of additional lay members required to achieve equalization.
40 The district superintendents shall assist the district board of laity to elect the necessary
41 persons, to notify them of their election, and to forward their names and addresses to the
42 conference secretary by January 1 of each year.

43 **D. 3. Moving Day and Expenses** - Moving Day for pastors shall ordinarily be Thursday of
44 the week following the regular session of the annual conference; provided, if unusual
45 circumstances prevail, the cabinet may change the date to a more suitable one; provided,

1 further, the secretary of the cabinet shall have notice of the change published on the North
2 Georgia website not less than thirty (30) days prior to the convening of the annual
3 conference. Departing clergy shall vacate their parsonages by one o'clock on the afternoon of
4 Moving Day. District superintendents shall encourage the pastoral charges to pay moving
5 expenses for newly assigned clergy moving within the bounds of the North Georgia
6 Conference.

7 **D. 4. Care of Parsonages** - Clergy shall use care to maintain cleanliness and good
8 housekeeping of the parsonages in which they reside. In addition to the annual inspection of
9 the parsonage (Part VI, Chapter Six, Section VI, ¶ 2533.4), at a time of change in pastoral
10 appointment, there shall be an inspection of the parsonage by the pastor and the pastor/parish
11 relations committee to determine the condition of the parsonage.

12 Responsibilities and additional information regarding parsonages can be found in the
13 report from the Commission on Equitable Compensation in the Guidelines and Reports
14 sections.

15 **D. 5. Number of Districts** - There shall be twelve (12) districts in the North Georgia
16 Conference.

17 **D. 6. Service Year** - The conference service year shall be July 1 through June 30.

18 **D. 7. Local Church Reports** - Pastors shall submit their annual reports as directed by the
19 conference statistician. The conference statistician shall reconcile the financial reports with
20 the records of the conference treasurer.

21 **D. 8. Archives** - The depository for archival records of the North Georgia Conference shall
22 be the Candler School of Theology of Emory University through its Pitts Theology Library.

23 24 **E. Finance and Property**

25
26 **E. 1. Budget Development** - All requests for appropriations shall be submitted to the
27 conference council on finance and administration, in writing, not less than ninety (90) days
28 prior to the opening session of the annual conference. Requests shall include a detailed
29 financial statement. Any persons or group presenting a proposal to the annual conference for
30 a program or activity which is not included in the conference budget shall at the same time,
31 present a financial analysis including estimated cost and plans for funding. Before final
32 action by the annual conference, the conference council on finance and administration shall
33 review the financial aspects of the proposal and make its recommendation to the conference
34 regarding the proposal. Budgets submitted to the conference for approval shall include
35 itemized comparative figures for the previous year, except in the case of new programs.

36 **E. 2. Fiscal Regulations** - The conference fiscal year shall be January 1 through December
37 31. All monies for conference and district items shall be remitted by December 31. The
38 books of the conference treasurer and the district treasurers shall be closed at the end of
39 business on the fifth (5th) working day following January 1. The conference treasurer shall
40 make final settlement and disburse all funds to the annual conference boards, councils,
41 commissions or other agencies within fifteen (15) days following the end of the fiscal year.
42 The conference treasurer shall report by districts and by charges all payments for equitable
43 salaries, mission appropriations and the temporary general aid fund. The conference treasurer
44 shall report monthly to the district superintendents all conference askings paid by each local
45 church in the district.

1 **E. 3. District Superintendents and Financial Support** – The support of the district
2 superintendents, including their salaries, pensions, and insurance (subject to the same
3 insurance rules for other clergy), shall be provided by the annual conference, through the
4 conference council on finance and administration. Housing, utilities, office expenses, travel
5 and district work funds shall be provided by the respective districts. Expenses related to
6 cabinet meetings will be funded by the conference budget.

7 **E. 4. Church Property** - Each district superintendent shall furnish the conference secretary
8 annually, no later than February 1 of each year, for publication in the Conference Journal, a
9 list of the real property situated within the district, belonging to but not currently in use by
10 The United Methodist Church. Each district superintendent shall supplement said list in the
11 event the district superintendent shall determine that the action of a charge conference in its
12 district prior to the end of Annual Conference will result in the closing of a local church and
13 the need to dispose of that local church’s property. In the event of an ad interim procedure, as
14 set out in 2016 BOD ¶2549.3, the Conference Board of Trustees shall supplement the list
15 with that information. The compilation of those lists shall be transmitted by the Conference
16 Secretary to the Annual Conference Board of Trustees no later than February 15 of each year
17 and supplemented as herein set out. The Conference Board of Trustees shall review said list
18 and add or subtract properties based on its knowledge of the current status of properties not
19 in use. The Conference Board of Trustees shall report the most current information regarding
20 unused property, including properties to be discontinued, along with recommendations to the
21 Annual Conference with recommendations for disposition. To assist it in managing and
22 disposing of unused properties, the Conference Board of Trustees may employ professional
23 management personnel or entities. Funding for such assistance shall be retained from the sale
24 or rental of any properties within the authority of the Conference Board of Trustees.

25 **E. 5. Salary Supplements** - All supplementation of pastoral salaries from whatever source
26 shall be administered by the commission on equitable compensation in accordance with
27 guidelines developed by the commission and approved by the annual conference, except that
28 the conference board of congregational development shall be authorized to administer salary
29 supplementation for pastors of new and redeveloping congregations, in keeping with
30 guidelines developed by the committee and approved by the annual conference.

31 **E. 6. Charters** - Charters authorized by the North Georgia Conference shall be reviewed by
32 the conference chancellor before being filed with the Georgia Secretary of State.

33 **E. 7. Annual Conference Registration Fee** – A registration fee of \$30.00 shall be assessed
34 for each lay and active clergy delegate to the North Georgia Annual Conference. Retired
35 clergy and youth members are exempt from the assessment.

36 37 **F. Conference Common Table (CCT)**

38
39 **F. 1.** There shall be a Conference Common Table with responsibility to focus and guide the
40 mission and ministry of The United Methodist Church within the boundaries of the North
41 Georgia Annual Conference. It shall give leadership and guidance in setting the vision and
42 priorities of the annual conference and in conducting an on-going process of refining and
43 revising that vision.

44 **F. 2.** The director of connectional ministries, in consultation with the resident bishop, shall
45 chair the Common Table, which shall be composed of the following persons: resident

1 bishop, director of connectional ministries, district superintendents, director of ministerial
2 services, executive assistant to the bishop, director of congregational development,
3 chairperson of the board of congregational development, conference treasurer, chairperson of
4 the council on finance and administration, chairperson of the board of ordained ministry,
5 secretary of the annual conference, conference chancellor, conference lay leader, the four
6 associate conference lay leaders, conference president of United Methodist Women,
7 conference president of United Methodist Men, president of the conference youth
8 organization, the co-presidents of the conference young adult organization, chairperson of
9 conference personnel practices and policy committee, chairperson of the board of
10 connectional ministries, vice-chair of the board of connectional ministries, conference staff
11 person assigned to missions, chairperson of the order of deacons, chairperson of the order of
12 elders, chairperson of the fellowship of local pastors and associate members, the heads of the
13 most recently elected lay and clergy delegations to general conference, and such at-large
14 members as the bishop shall nominate to provide for diversity and inclusiveness as regards
15 race/ethnicity/national origin, age, and gender. The Common Table's membership shall be
16 limited to fifty persons. The eligibility limitations of standing rule C.3. shall not apply to the
17 Common Table.

18 **F. 3.** There shall be an executive committee of the Common Table composed of the bishop,
19 the director of connectional ministries, the conference lay leader, the dean of the cabinet, the
20 chairperson of the board of connectional ministries, and the chairperson of the council on
21 finance and administration.

22 **F. 4.** The Common Table could be called into session at such time as the chair, in
23 consultation with the bishop, deems it necessary for the benefit of the conference's work, and
24 may report each year to the annual conference regarding stewardship of the conference's
25 vision and its commitment to the mission and ministry of The United Methodist Church.
26

27 **G. Connectional Ministries**

28

29 **G. 1.** There shall be a director of connectional ministries who, in partnership with the bishop
30 and cabinet, shall have the following primary responsibilities: to serve as steward of the
31 vision of the annual conference, including the development, clarification, interpretation, and
32 embodiment of the conference's vision; to serve as leader of the continuous process of
33 transformation and renewal necessary for the annual conference to be faithful to our
34 Christian identity in a changing world; to ensure alignment of the total resources of the
35 conference to its vision; and to ensure the connections among the local, district, annual
36 conference, and general church ministries for the purpose of networking, resourcing, and
37 communicating their shared ministry.

38 **G. 2.** The director of connectional ministries shall serve as an officer of the annual
39 conference and shall sit with the cabinet when the cabinet considers matters relating to
40 coordination, implementation, or administration of the conference program, and other matters
41 as the cabinet and director may determine.

42 **G. 3.** The director of connectional ministries shall supervise the conference staff related to
43 the office of connectional ministries, coordinate the recruitment and training of conference
44 program leaders, provide oversight and leadership in the conference's program and ministry,

1 and serve as chair of the Common Table and as executive officer of the board of connectional
2 ministries.

3 4 **H. Board of Connectional Ministries**

5
6 **H. 1.** There shall be a board of connectional ministries responsible for the ministry
7 programming of the annual conference. The board of connectional ministries shall have
8 authority to form committees as the *Discipline* may require or for carrying out its
9 responsibilities. The board of connectional ministries may enlist additional persons to assist
10 in its work and may also form time-limited task forces to address particular issues or
11 emphases. The board of connectional ministries shall be accountable to the director of
12 connectional ministries for oversight and budget.

13 **H. 2.** The board of connectional ministries shall be composed of not more than forty (40)
14 duly elected members. These shall include the board officers (chairperson, vice chairperson,
15 and secretary), who shall be nominated by the conference committee on nominations and
16 elected by the annual conference. Ex-officio members shall include a cabinet representative,
17 a youth named by the conference youth organization, the chairperson or other representative
18 of the conference board of laity, the four conference associate lay leaders, and any other
19 member of a corresponding general board or agency who is a member of or related to our
20 annual conference. These shall be included but not counted against the forty (40) member
21 limit. To ensure continuity of experience and leadership, members of the connectional
22 ministries board shall be grouped in classes so that normally no more than one-fourth will
23 rotate off in any given year.

24 **H. 3.** There shall be representatives on the board of connectional ministries with
25 responsibilities for the following program areas: evangelism (§ 630.3), worship (§ 630.4),
26 stewardship (§ 630.5), archives and history (§ 641.1), small membership churches (§ 645),
27 global ministries (§ 633), global ministry secretaries (§ 633.3), disaster response (§
28 633.4.b.22), refugee resettlement (§ 633.4.b.20), health and welfare ministries (§ 633.4.b.27),
29 Bridges, Christian unity and interreligious relationships (§ 642.1), church and society (§ 629),
30 creation care, disability concerns (§ 653), ethnic local church concerns (§ 632.1), Native
31 American concerns (§ 654), peace with justice (§ 629.2), religion and race (§ 643.1), status
32 and role of women (§ 644), education (§ 630.2), adult and family ministries [to include older
33 adult (§ 651.1), co-leaders - one lay and one clergy - of the young adults (§ 650.1), and
34 children's ministries (§ 630.1.g)], youth ministries (§ 649.1), higher education and campus
35 ministries (§ 634.1), camp and retreat ministries (§ 630.1.b), spiritual formation (§ 630.1.b),
36 safe sanctuaries, and faith formation.

37 **H. 4.** There shall be a conference youth organization as provided by § 649.1. It shall relate to
38 and be answerable to the connectional ministries board.

39 **H. 5.** The staff of the connectional ministries office will serve as members of the
40 connectional ministries board, and will not count against the forty (40) person limit. The
41 director of connectional ministries shall be the executive officer of this board.

1
2
3 **I. Ministry of the Laity**

4 **I. 1. Conference Board of Laity** - There shall be a conference board of laity which shall
5 provide for the ministry of the laity related to the objectives of the General Board of
6 Discipleship as set forth in ¶¶ 1101-1126. The purpose of the conference board of laity shall
7 be as outlined in ¶ 631.2. Funding for the board shall be provided through the conference
8 budget.

9 **I. 2. Membership of Conference Board of Laity** - The following shall comprise the
10 membership of the board: the conference lay leader, associate conference lay leaders, the
11 district lay leaders, the conference director of lay servant ministries, the presidents and two
12 representatives elected by each of the conference organizations of United Methodist Men and
13 United Methodist Women, the presidents of the conference young adult organization and the
14 conference youth organization; and in addition, the conference scouting coordinator, the lay
15 chair or lay vice-chair of the general conference delegation and up to four at-large members
16 elected by the board, in consultation with the annual conference committee on nominations
17 as needed from time to time for inclusiveness and/or operations; and as ex-officio, a district
18 superintendent designated by the cabinet, the director of connectional ministries and the
19 presiding bishop. Task forces may be utilized in keeping with the directives stated in
20 Standing Rule H.1.

21 **I. 3. Election of Conference Lay Leader and Associate Conference Lay Leaders** – The
22 conference lay leader and no more than four (4) associate conference lay leaders shall be
23 elected quadrennially by the annual conference on nomination of the conference committee
24 on nominations after consultation with the board of laity. The conference lay leader shall
25 serve as chair of the conference board of laity. No person may serve as the conference lay
26 leader for more than eight (8) consecutive years. No person may serve as the associate
27 conference lay leader for more than eight (8) consecutive years. The conference lay leader
28 and the associate conference lay leaders shall be members of the board of laity by virtue of
29 their election to the offices they hold. Years of service as an associate conference lay leader
30 shall not be considered in determining the eligibility of a person to serve as conference lay
31 leader.

32 **I. 4. Conference Committee on Lay Servant Ministries** – There shall be a conference
33 committee on lay servant ministries, which shall relate to the conference board of laity as
34 specifically provided for in ¶ 631.6. The committee shall be structured by the conference
35 board of laity and shall include as a minimum the conference director of lay servant
36 ministries, the district directors of lay servant ministries, the conference lay leader, and one
37 or more associate conference lay leaders. Up to four (4) at-large members may be elected by
38 the conference board of laity as needed for inclusiveness and/or operations from time to time.
39 The conference director of lay servant ministries shall be elected for a four-year term by the
40 conference board of laity after consultation with the conference committee on nominations.
41 No person may serve as the conference director of lay servant ministries for more than eight
42 (8) consecutive years.
43
44
45

J. Board of Congregational Development

J. 1. There shall be an annual conference board of congregational development. The annual conference board of congregational development shall be charged with the responsibility of developing, implementing and continually updating a comprehensive plan for planting new churches and working with existing churches to create other new places for new people within the bounds of the North Georgia annual conference. The responsibilities shall specifically include establishing, nurturing, supporting and guiding new faith communities from conception through birth and until the district superintendent, the new church and the office of congregational development agree that the support is no longer necessary.

J. 2. The board of congregational development shall work with the bishop, cabinet and district strategic growth teams to determine locations for new places of worship. It shall also have responsibility for the training, assessing and recommending persons to the bishop and cabinet for appointment as necessary.

J. 3. The board of congregational development shall encourage local churches to partner with the annual conference board of congregational development to birth new places of worship.

J. 4. The board of congregational development shall serve as liaison with jurisdictional and general conference board and agencies related to the work of congregational development.

J. 5. The board of congregational development shall work with the North Georgia Conference board of trustees for the purpose of managing, buying, selling, and holding developmental properties owned by the annual conference.

J. 6. The board shall develop an annual budget for presentation to the annual conference Council on Finance and Administration to support the work and ministry of the board of congregational development.

J. 7. The director and chair of the board of congregational development shall sit on the Conference Common Table. The director shall serve as an officer of the annual conference and shall be a member of the bishop's extended cabinet.

J. 8. The annual conference board of congregational development shall be composed of four (4) at large lay persons recommended by the director of the board of congregational development and approved by the nominations committee; four (4) clergy recommended by the director of the board of congregational development and approved by the nominations committee; chairperson of the committee on black congregational development, chairperson of the committee on Latino congregational development, chairperson of the committee on Korean/Asian congregational development, and an advocate for multi-cultural/multi-ethnic congregational development; cabinet representatives to the three committees of the board of congregational development as appointed by the bishop; one cabinet representative to the board of congregational development; a council on finance and administration representative; director of connectional ministries; conference treasurer; director of congregational development; and associate directors of congregational development or staff liaison for that specific area. This totals 23 persons.

J. 9. The chair, vice-chair and secretary of the board of congregational development shall be recommended to the bishop and cabinet by the director of congregational development and submitted to the annual conference committee on nominations for inclusion in their report to the annual conference for election.

1 **J. 10.** The board of congregational development shall be organized with a chair, a vice-chair
2 and secretary. The term of office shall be one quadrennium, but each may be elected for one
3 additional term, provided no one shall hold the same office for more than 8 years. The board
4 of congregational development shall meet at least quarterly and may meet more often at the
5 request of the director of congregational development or the chair of the board.

6 **J. 11.** There shall be a committee on black congregational development composed of a
7 chairperson (recommended by the director of congregational development in consultation
8 with the cabinet representative and approved by the annual conference or conference
9 nominations team ad interim per Standing Rule C.1), 7 or more lay and clergy members with
10 specific attention to age, gender and district balance as pursuant to ¶ 610.5 and ¶ 605.3 and
11 including at least one small membership black congregation representative (recommended by
12 the director of congregational development in consultation with the chairperson of the
13 committee and the cabinet representative and approved by the annual conference or
14 conference nominations team ad interim per Standing Rule C.1). The ex-officio membership
15 of the committee shall include: a cabinet representative, the congregational development or
16 connectional ministries staff person for black congregational and leadership development, the
17 conference commission on religion and race representative, and the conference ethnic local
18 church concerns representative. This committee shall make recommendations to the
19 executive committee with regard to persons and places for the planting of new black
20 congregations and strengthening existing black congregations. The committee shall
21 collaborate with each of the district strategic growth teams advocating on behalf of black
22 church congregational development needs. It shall also be responsible for any training and
23 resourcing needs that are important from a cultural perspective in planting new and
24 strengthening existing black churches. The committee shall also be responsible for partnering
25 with the office of connectional ministries, the board of ordained ministry and the office of
26 ministerial services to ensure the implementation of a comprehensive black church leadership
27 development plan. It shall request funds necessary for this training to be included in the
28 board of congregational development budget. This committee shall meet at least quarterly
29 and may meet more often at the request of the director of the board of congregational
30 development, the committee staff person, or the chairperson.

31 **J. 12.** There shall be a committee on Latino congregational development composed of a
32 chairperson (recommended by the director of congregational development in consultation
33 with the cabinet representative and approved by the annual conference or conference
34 nominations team ad interim per Standing Rule C.1); 3 or more lay and clergy members with
35 specific attention to age, gender and district balance as pursuant to ¶610.5 and ¶605.3
36 (selected by the director in consultation with the chairperson of the committee and the
37 cabinet representative and approved by the annual conference or conference nominations
38 team ad interim per Standing Rule C.1); a cabinet representative; and the staff person for
39 Latino congregational development. This committee shall make recommendations to the
40 executive committee with regard to persons and places for the planting of new Latino
41 congregations and strengthening existing Latino congregations. The committee shall
42 collaborate with each of the district strategic growth teams advocating on behalf of Latino
43 church congregational development needs. It shall also be responsible for any training needs
44 that are important from a cultural perspective in planting new Latino churches. It shall
45 request funds necessary for this training to be included in the board of congregational

1 development budget. This committee shall meet at least quarterly and may meet more often
2 at the request of the director of the board of congregational development or the chairperson.

3 **J. 13.** There shall be a committee on Korean/Asian congregational development composed
4 of a chairperson (recommended by the director of congregational development in
5 consultation with the cabinet representative and approved by the annual conference or
6 conference nominations team ad interim per Standing Rule C.1), 3 or more lay and clergy
7 members with specific attention to age, gender and district balance as pursuant to ¶ 610.5 and
8 ¶ 605.3 (selected by the director in consultation with the chairperson of the committee and
9 the cabinet representative and approved by the annual conference or conference nominations
10 team ad interim per Standing Rule C.1), a cabinet representative, and the staff person for
11 Korean/Asian congregational development. This committee shall make recommendations to
12 the executive committee with regard to persons and places for the planting of new
13 Korean/Asian congregations and strengthening existing Korean/Asian congregations. The
14 committee shall collaborate with each of the district strategic growth teams advocating on
15 behalf of Korean/Asian church congregational development needs. It shall also be
16 responsible for any training needs that are important from a cultural perspective in planting
17 new Korean/Asian churches. It shall request funds necessary for this training to be included
18 in the board of congregational development budget. This committee shall meet at least
19 quarterly and may meet more often at the request of the director of the board of
20 congregational development or the chairperson.

21
22 **K. Administrative Agencies of the Annual Conference**

23
24 **K. 1.** There shall be a board of ordained ministry composed of up to seventy-five (75)
25 persons nominated by the bishop as outlined in ¶ 635.1, including those who serve by virtue
26 of their office.

27 **K.1.a. Purpose.** There shall be a Committee on Clergy Effectiveness which shall be a
28 resource to the Bishop and Cabinet to assist clergy who are having significant difficulty with
29 effectiveness in ministry. To assist the Bishop in carrying out the responsibilities of ¶ 334.3
30 and ¶ 359.1b, the committee will meet with the referred clergy person to identify concerns
31 and design collaboratively a corrective plan of action for a return to more effective ministry.

32 **K.1.b. Membership.** There shall be eight (8) members who shall be appointed by the
33 Executive Committee of the Board of Ordained Ministry. The members of the committee
34 shall not be members of the Conference Board of Ordained Ministry. The majority of the
35 committee shall be clergy, and at least one member shall be a layperson. In addition, the
36 Director of the Office of Ministerial Services and a district superintendent appointed by the
37 bishop shall be ex-officio members without vote. In the event the district superintendent of
38 the referred clergy person is an ex-officio member of the committee, that district
39 superintendent shall recuse himself or herself, and the bishop shall appoint another district
40 superintendent to sit on the committee for that case only. In the event any member of the
41 committee is appointed to or attends the same local church as the referred clergy person, that
42 member of the committee shall recuse himself or herself, and the bishop shall appoint
43 another clergy person or layperson to sit on the committee for that case only.

44 **K.1.c. Terms of Service.** The committee membership shall be divided into two
45 classes of four years each. To promote continuity, four of the initial members shall be elected

1 for two year terms and four of the initial members shall be elected to four year terms.
2 Notwithstanding conference rules of longevity regarding total length of service in an elected
3 position, members may not be appointed to serve two consecutive terms on the committee.

4 **K.1.d. Officers.** The committee shall elect a chair and a secretary every two years.

5 **K.1.e. Referrals.** The Bishop and the Cabinet shall refer to the committee those
6 clergy who are experiencing a pattern of diminished effectiveness in their ministry. The
7 committee shall meet with the referred clergy person and his/her district superintendent and
8 shall develop a plan to enable and support the restoration of effectiveness. The committee
9 shall continue to meet with the referred clergy person until such time as he or she has
10 established a pattern of effectiveness or, in the opinion of the majority of the members of the
11 committee, until the committee determines that the referred clergy person is not making
12 sufficient progress. The committee shall report its conclusions to the Bishop and Cabinet.

13 **K.1.f. Method.** The committee, the referred clergy person, and his/her district
14 superintendent together shall develop a plan for the attainment of agreed upon goals that will
15 demonstrate renewed effectiveness for ministry. The work of the committee may include
16 psychological testing, health screening, random or directed drug testing, retreats, counseling,
17 mentoring, educational opportunities, or other programs as needed to assist the clergy person
18 in attaining effectiveness in ministry. A letter detailing the agreed upon goals and plan of
19 work shall be sent to the referred clergy person from the Office of Ministerial Services
20 immediately following the meeting in which the plan is developed. Progress shall be
21 demonstrated and documented at each meeting.

22 **K.1.g. Meetings.** The committee shall meet at least two times per year and the chair
23 shall give reasonable notice of the meeting dates to all members as well as to the Bishop and
24 Cabinet.

25 **K.1.h. Financial Support.** The committee shall determine its financial needs in order
26 to be effective and shall submit any request for funding to the Office of Ministerial Services
27 to be included in its budget.

28 **K. 2.** There shall be a commission on equitable compensation as provided by ¶ 625.1,
29 composed of twenty (20) persons with one (1) representative from each district. Members
30 shall be nominated by the annual conference committee on nominations.

31 **K. 3.** There shall be a board of pensions and health benefits as provided by ¶ 639.1
32 composed of twenty-four (24) persons arranged in classes and serving a term of eight (8)
33 years to include representatives of both lay and clergy, nominated by the annual conference
34 committee on nominations.

35 **K. 4.** There shall be a board of trustees of the annual conference, elected as indicated in ¶¶
36 640 and 2512.1, composed of twelve (12) persons, nominated by the annual conference
37 committee on nominations, serving in four (4) year terms, except for the first board. It is
38 recommended that it be composed of one-third (1/3) clergy, one-third (1/3) lay women, and
39 one-third (1/3) lay men.

40 **K. 5.** There shall be a council on finance and administration (CFA) as provided by ¶¶ 611-
41 618, composed of five to twenty-one (5-21) persons, with one (1) lay person more than
42 clergy included on the council. The council shall designate an audit committee comprised of
43 one lay CFA member, one clergy CFA member and a CPA who is not a member of CFA.
44 The council shall designate a personnel committee, whose responsibilities will include those
45 defined in ¶ 613.13. The personnel committee shall be comprised of two (2) clergy CFA

1 members, one lay CFA member, two lay human resources professionals who are not
2 members of CFA, and the conference lay leader. Members with voice and no vote are the
3 conference treasurer and the cabinet representative. Members shall be nominated by the
4 annual conference committee on nominations.

5 **K. 6.** There shall be a committee on episcopacy as provided by ¶ 637.1, composed of fifteen
6 (15) persons. It is recommended that it be composed of one-third (1/3) clergy, one-third (1/3)
7 lay women, and one-third (1/3) lay men, provided that one (1) lay person be the conference
8 lay leader. One-fifth (1/5) of the membership shall be appointed by the bishop. The lay and
9 clergy members of the jurisdictional committee on episcopacy shall be ex-officio members.

10 **K. 7.** There shall be an episcopal residency committee as provided by ¶ 638.1.

11 **K. 8.** There shall be a committee on investigation consisting of four (4) clergy in full
12 connection, three (3) professing members, and six (6) alternate members, three of whom shall
13 be clergy in full connection and three of whom shall be professing members. The committee
14 shall be nominated by the presiding bishop in consultation with the board of ordained
15 ministry (for clergy members) and the conference board of laity (for lay persons) and elected
16 quadrennially by the annual conference. If additional members or alternates are needed, the
17 annual conference may elect members to serve for the remainder of the quadrennium.
18 Committee members shall be in good standing and should be deemed of good character. The
19 committee should reflect racial, ethnic, and gender diversity ¶ 2703.

20 **K. 9.** There shall be a North Georgia Loan Guarantee Committee, comprised of two (2)
21 members of the cabinet, the chair and the director of the board of congregational
22 development, two (2) members of the council on finance and administration, one (1) lay and
23 one (1) clergy and two (2) members representing areas of expertise appointed by the bishop
24 in consultation with the chancellor, conference lay leader, executive director of the
25 conference board of church development and the chairperson of the council on finance and
26 administration.

27 **K. 10.** There shall be a diaconal committee on investigation as provided by ¶ 2703.2.

28 **K. 11.** There shall be an administrative review committee as provided by ¶ 636.

29 **K. 12.** There shall be a North Georgia United Methodist housing and homeless council
30 which shall be composed of no more than 36 persons nominated by the conference
31 committee on nominations and elected by the annual conference. Each district shall be
32 represented by no fewer than two members, one of whom shall be a clergy member in that
33 district and one of whom shall be a lay person who shall be a member of one of the churches
34 in the district that they represent. In addition, the following other persons shall be members: a
35 district superintendent designated by the cabinet; a member of the connectional ministries
36 staff designated by the director of connectional ministries; the director of the council, who
37 shall be a non-voting member; representatives of Persons in Poverty and Resettlement.

38 39 **L. Districts**

40
41 **L. 1. District Conference Membership** – The membership of the district conference shall
42 consist of (a) all active and retired clergy and diaconal ministers serving appointments or
43 holding charge conference membership within the district and (b) all local church elected, at-
44 large, and ex-officio lay members of the annual conference from the district.

1 **L. 2. District Board of Laity** – There shall be in each district of the annual conference a
2 district board of laity composed of the district lay leader who shall serve as chair, the
3 associate district lay leaders, the district superintendent, the chair of district connectional
4 ministries or equivalent, the district presidents of United Methodist Women and United
5 Methodist Men, one (1) youth and one (1) young adult named by the youth and young adult
6 groups respectively, the district director of lay speaking, and such other persons as the district
7 lay leader and the district superintendent together may select. The district board of laity shall
8 elect annual conference at-large delegates from the districts.

9 **L. 3. Election of District Lay Leader and Lay Leadership** – The district lay leader, the
10 district associate lay leaders and the district director of lay speaking shall be elected annually,
11 on nomination of the district nominating committee, after consultation with the district board
12 of laity, by the membership of the district conference at the district orientation meeting
13 before the annual conference session. It is recommended these officers will serve
14 quadrennially and will be elected for their first term at the district orientation meeting
15 immediately preceding the start of the new quadrennium. Replacements for these positions
16 shall be elected at the annual district orientation meeting as needed.

17 18 **M. Conference Related Agencies**

19
20 **M. 1.** There shall be a Georgia United Methodist Foundation, Inc., board of trustees,
21 nominated by the Foundation to be confirmed or denied confirmation by the annual
22 conference.

23 **M. 2.** There shall be a Methodist Foundation for Retired Ministers Board of Trustees,
24 nominated in accordance with its Constitution and By-Laws, to be confirmed or denied
25 confirmation by the annual conference.

26 **M. 3.** There shall be an Action Ministries, Inc., board of directors, nominated in accordance
27 with its Constitution and By-Laws, to be confirmed or denied confirmation by the annual
28 conference.

29 **M. 4.** There shall be an Aldersgate Homes board of directors, nominated in accordance with
30 its Constitution and By-Laws, to be confirmed or denied confirmation by the annual
31 conference.

32 **M. 5.** There shall be a United Methodist Children's Home board of trustees, nominated in
33 accordance with its Constitution and By-Laws, to be confirmed or denied confirmation by the
34 annual conference.

35 **M. 6.** There shall be a Wesley Woods, Senior Living, Inc., board of trustees, nominated in
36 accordance with its Constitution and By-Laws, to be confirmed or denied confirmation by the
37 annual conference.

38 **M. 7.** There shall be a board of North Georgia Camp and Retreat Ministries, nominated in
39 accordance with its Constitution and By-Laws, to be confirmed or denied confirmation by the
40 annual conference. North Georgia Camp and Retreat Ministries, Inc. is the entity through
41 which camping ministry for children and youth shall be carried out. The director of North
42 Georgia Camp and Retreat Ministries is accountable to the conference director of
43 connectional ministries.

1 **N. Joint Ministries of North and South Georgia Conferences**
2

3 **N. 1.** There shall be a Georgia United Methodist Commission on Higher Education and
4 Collegiate Ministry. The commission shall have twenty-three (23) voting members, ten (10)
5 elected by the North Georgia Conference and eight (8) elected by the South Georgia
6 Conference. Proposed members shall be nominated by the Committees on Nominations from
7 the two annual conferences after receiving input from the commission regarding possible
8 nominees. Half of the elected members from each annual conference shall be laypersons. The
9 presiding bishop of each annual conference shall designate one district superintendent from
10 that annual conference to be a voting member of the commission. The director of
11 connectional ministries of each annual conference shall designate one staff member from the
12 office of connectional ministries to be a voting member of the commission. The executive
13 director of the commission shall be a voting member of the commission.

14 Presidents and chaplains (or position equivalent to chaplain) of United Methodist
15 colleges and universities in Georgia, the Dean of Oxford College, and the directors of Wesley
16 Foundations/Fellowships in Georgia shall all be ex officio members of the commission
17 without vote. Members of the Division of Higher Education from the North and South
18 Georgia conferences, if any, shall be ex officio members of the commission without vote.

19 Leadership positions of the commission shall be held by members from both annual
20 conferences.

21 **N. 2.** There shall be a Georgia United Methodist Pastors’ School board of managers,
22 composed of persons by virtue of office and at-large members named by the annual
23 conference committee on nominations. The purpose of the Georgia United Methodist
24 Pastors’ School shall be to provide an annual school for continuing education for United
25 Methodist clergy of the North and South Georgia annual conferences, while modeling and
26 promoting a spirit of cooperation and goodwill between the two annual conferences and
27 members thereof. The Georgia Pastors’ School shall be governed by a board of managers
28 composed of 30 clergy from both annual conferences. The members shall be named to the
29 board of managers according to nominating guidelines established by each annual
30 conference. The officers are nominated and elected from the board of managers. The
31 chairperson and dean of the pastors’ school shall rotate between the two annual conferences
32 from quadrennial to quadrennial.
33

34 **O. United Methodist Related Institutions of Higher Education**
35

36 **O. 1.** There shall be boards of trustees of United Methodist related schools, nominated in
37 accordance with their Constitution and By-Laws, to be confirmed or denied confirmation by
38 the annual conference.

39 **O. 2.** There shall be boards of directors of Wesley Foundations, nominated in accordance
40 with their Constitution and By-Laws, to be confirmed or denied confirmation by the annual
41 conference.
42
43
44
45

1 **800.a. Proposed Amendment to Standing Rule D.3**
2

3 ~~**D. 3. Moving Day and Expenses**— Moving Day for pastors shall ordinarily be Thursday of~~
4 ~~the week following the regular session of the annual conference; provided, if unusual~~
5 ~~circumstances prevail, the cabinet may change the date to a more suitable one; provided,~~
6 ~~further, the secretary of the cabinet shall have notice of the change published on the North~~
7 ~~Georgia website not less than thirty (30) days prior to the convening of the annual~~
8 ~~conference. Departing clergy shall vacate their parsonages by one o'clock on the afternoon of~~
9 ~~Moving Day. District superintendents shall encourage the pastoral charges to pay moving~~
10 ~~expenses for newly assigned clergy moving within the bounds of the North Georgia~~
11 ~~Conference.~~

12
13 **D.3. Pastoral Transition and Expenses**

14 **The last Sunday for pastors leaving a church will be the last Sunday of June. Move Day**
15 **will be on the Tuesday following the last Sunday in June, and pastors shall vacate**
16 **parsonages no later than 1:00 p.m. on this date. The first Sunday in July will be**
17 **transitional leave for moving pastors. The incoming pastor’s first day in the office will**
18 **be the first business day after July 4. The incoming pastor’s first day in the pulpit will**
19 **be the second Sunday of July. If unusual circumstances prevail, the cabinet may change**
20 **these dates to more suitable ones; provided, further, the secretary of the cabinet shall**
21 **have notice of the change published on the North Georgia Conference website not fewer**
22 **than ninety (90) days prior to the convening of annual conference. Churches receiving**
23 **new pastors shall pay the moving expenses of the clergy, not to exceed \$6,000. The**
24 **amount paid shall be reported in accordance with IRS code.**

25
26 **Rationale:**

27 The Board of Ordained Ministry (BOM) and the Cabinet sought clarity in the relationship
28 between move-day, a transition Sunday and the first day in a new church, as well as equity in
29 clergy moving expenses paid by the receiving church.

30 July 1 is the official start date of the conference year. Churches and clergy sought
31 more time after the close of the annual conference session to prepare for leave-taking. The
32 proposed schedule moves the process closer to the beginning of the conference year.

33 The BOM projects a schedule that also includes a *Transition Sunday* between leaving
34 one church and beginning ministry at the new appointment. Often the clergy person begins
35 working immediately while the family is left to find their way in a new environment.

36 Setting an average cost for moving expenses in the conference helps churches budget
37 accordingly. A survey of moving costs determined the \$6,000 proposed limit was the average
38 cost for moving expenses.

1 **800.c. Proposed Amendment to Standing Rule E.3.**

2 Effective 1/1/20

3
4 ~~**E. 3. District Superintendents' and Financial Support**—The support of the district~~
5 ~~Superintendents, including their salaries, pensions, insurance (subject to the same insurance~~
6 ~~rules for other clergy) shall be provided by the annual conference, through conference~~
7 ~~council on finance and administration. Housing, utilities, office expenses, travel and district~~
8 ~~work funds shall be provided by the respective districts. Expenses related to cabinet meetings~~
9 ~~will be funded by the conference budget.~~

10
11 **E. 3. District Superintendents and District Office Financial Support**

12 **The *Conference* apportionments will fund the following expenses: (1) district**
13 **superintendent salaries, pensions, insurance (subject to the same insurance rules for**
14 **other clergy); (2) district superintendent business expenses, including all travel and all**
15 **business expenses; (3) salaries, pensions and insurance for the conference-employed**
16 **administrative assistants assigned to the district offices (subject to the same rules for**
17 **other conference lay staff).**

18 **The *Districts* will be responsible for funding the following expenses, via District**
19 **Work Fund apportionments and/or other sources: (1) district superintendent housing**
20 **allowance (\$32,749 per annum in 2018-2019) or parsonage and utilities (\$5,000 in 2018-**
21 **2019); (2) District Office overhead/support expenses such as rent/mortgage, utilities,**
22 **property and liability insurance, supplies, equipment rental, etc.; (3) District-specific**
23 **missional initiatives and programs; (4) District-specific meetings.**

24
25 (See attached flowcharts for justification and further discussion)

26
27
28 **Rationales for Revisions to Standing Rule E.3:**

29
30 **District Superintendents** are employees of the Conference, not the District. Currently, the
31 Standing Rule provides that the DSs request reimbursement for expenses from two sources:

- 32 1. The District Work Fund (DWF)
33 2. The Conference Cabinet Fund (Conference Budget)

34 Both sources are apportioned and paid by the churches. Providing for 2 sources can and has
35 caused contention between the Districts and the Treasurer's Office about "who pays for
36 what?" Further, amounts budget by the DWFs vary, with one District budgeting as much as
37 \$19,000 for expenses.

38
39 **Recommendation:** Revise the Standing Rule to provide for the Conference apportionment
40 budget to fund all DS business expenses. This would help to facilitate the simplification of
41 expense reporting using the "Concur" expense reporting application. This would be a "net
42 budget neutral" change, by all Districts removing those amounts from their DWF Budget and
43 increasing the Conference Cabinet Fund by a like amount.

44 **Again, this is a "budget neutral" proposal that improves internal control and**
45 **simplifies transaction flow. Please refer to flow chart for further analysis**

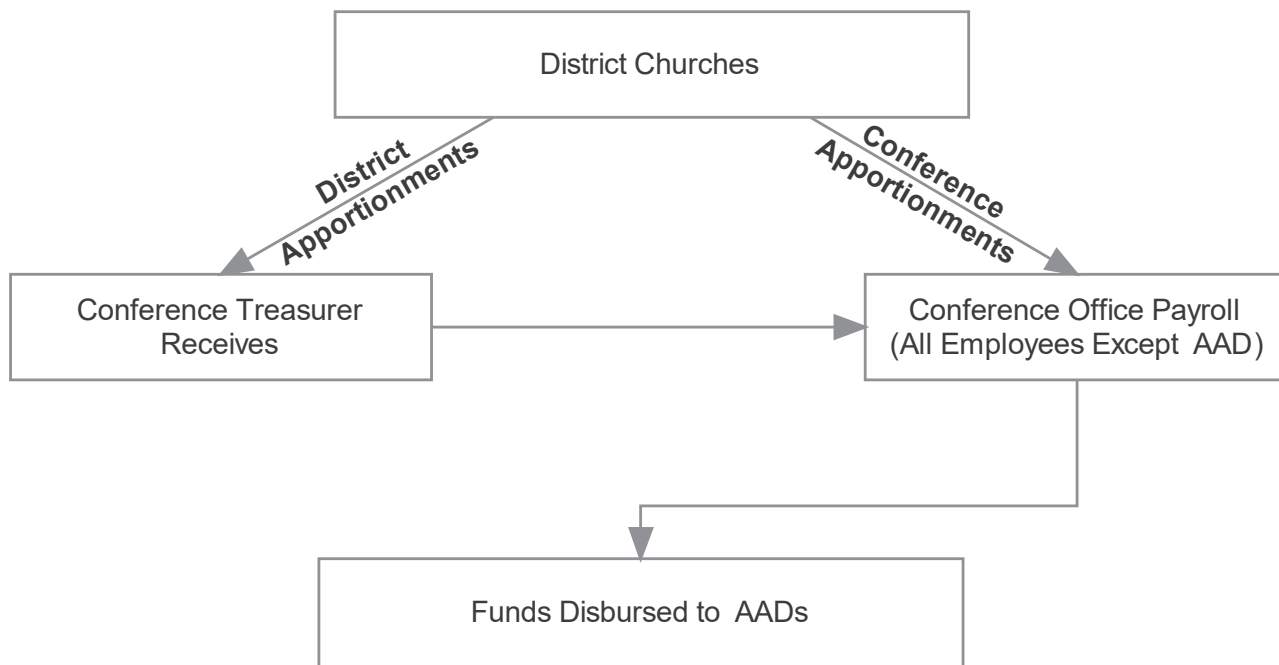
1 **District Administrative Assistants (DAAs)** are employees of the Conference, not the
2 District. Due to their assignment in a District Office (DO), it is natural that they might
3 identify more closely with their district, but legally and tax-wise, they are Conference
4 employees.

5 Currently, the Conference fulfills the payroll for all DAAs. The Conference issues the
6 W-2s for them, using the Conference's Employer ID Number. The Conference Treasurer's
7 Office pays the DAAs from DWF apportionments, not Conference apportionments. **Please**
8 **refer to the flowchart for further analysis of this transaction flow.**

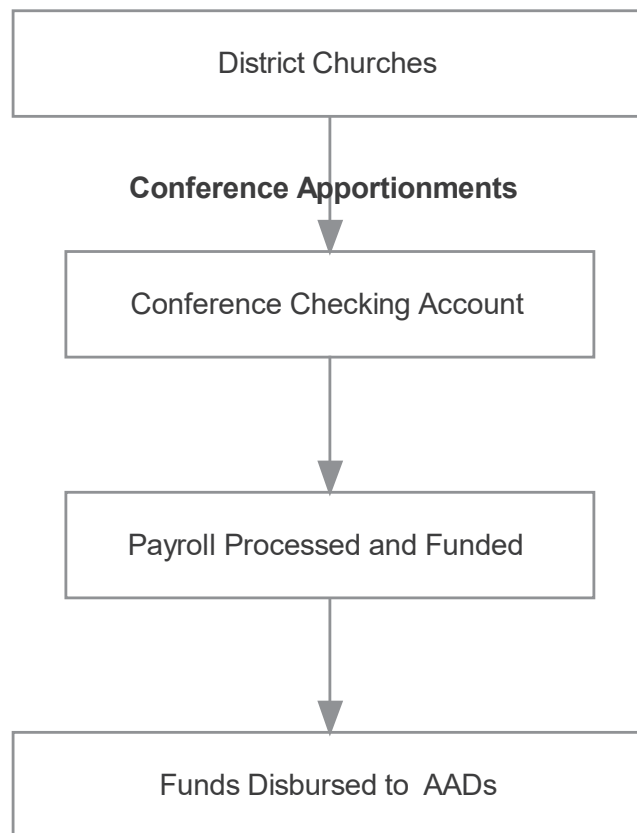
9
10 **Recommendation:** Revise the Standing Rule to provide for the apportionments to fund DAA
11 payroll and be consolidated in the Conference budget and thus eliminated from the DWF
12 budgets. This would align the funding for these conference employees (administrative
13 assistants assigned to the district offices) with other conference-employed lay staff.

14 **This is also a "budget neutral" proposal and the funding would be facilitated in**
15 **the same way as the DS reimbursements.**

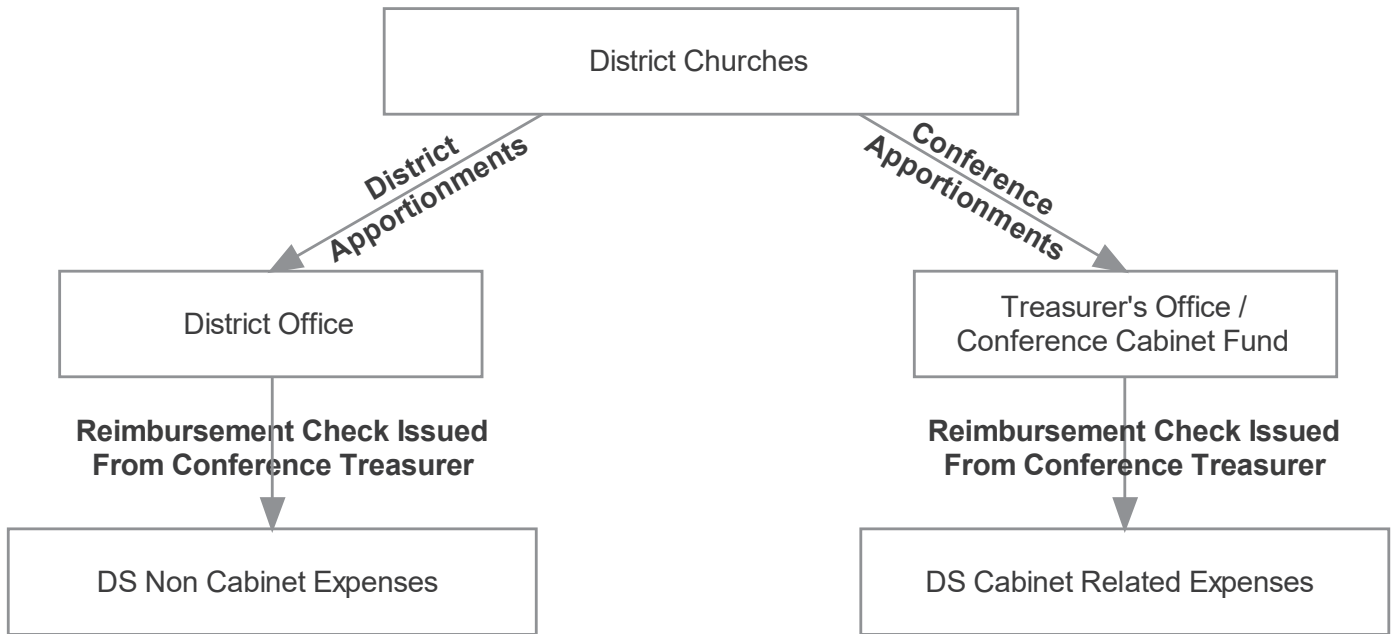
Administrative Assistant assigned to District (AAD) Payroll - Current SR E.3.



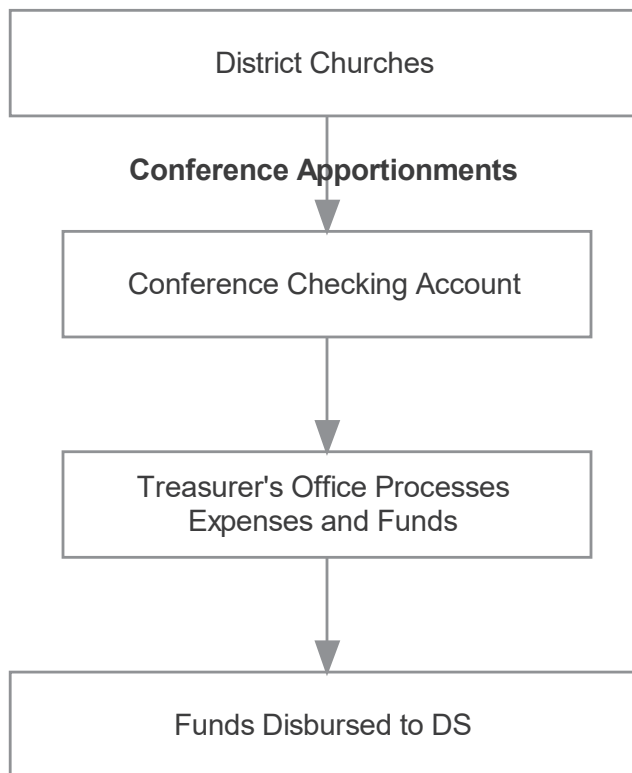
Administrative Assistant assigned to District (AAD) Payroll - Revised SR E.3.



District Superintendent (DS) Expense Reimbursement - Current SR E.3.



District Superintendent (DS) Expense Reimbursement - Revised SR E.3.



1 **800.f. Amendments to Standing Rules**

2 **Related to Center for Congregational Excellence and Center for Clergy Excellence**

3
4 **Rationale:** The following standing rules are amended to be in alignment with the 2018
5 creation of the Center for Congregational Excellence and the Center for Clergy Excellence
6 and the incorporation of the Office of Connectional Ministries into the Center for
7 Congregational Excellence.

8
9 **C. 1. Annual Conference Committee on Nominations** - There shall be an annual
10 conference committee on nominations...

11 The executive committee of the annual conference committee on nominations,
12 composed of the bishop, the conference lay leader, the director of connectional ministries **or**
13 **designated person**, and three (3) other members of the annual conference committee on
14 nominations named by the bishop...

15
16 **C. 4. Annual Conference Planning Committee** - There shall be an annual conference
17 planning committee...

18 The annual conference planning committee shall consist of the following
19 persons...the chairpersons of ~~the conference worship team~~, the conference committee on
20 registration and assistance, and the board of ordained ministry; the director of connectional
21 ministries **or designated person**; the director of ~~ministerial services~~ **clergy excellence**;
22 executive assistant to the bishop; the chairperson of the conference council on finance and
23 administration...

24
25 **C. 7. Consent Agenda** - In order to expedite the business of the conference, the consent
26 agenda committee, composed of the conference secretary, the chairperson of the committee
27 on standing rules, the director of connectional ministries **or designated person**, and the
28 conference lay leader or his/her designee...

29
30 **F. 2.** The director of connectional ministries **or designated person**, in consultation with the
31 resident bishop, shall chair the Common Table, which shall be composed of the following
32 persons: resident bishop, director of connectional ministries **or designated person**, district
33 superintendents, director of ~~ministerial services~~ **clergy excellence**, executive assistant to the
34 bishop, director of congregational ~~development~~ **excellence**, chairperson of the board of
35 congregational development, ... the co-presidents of the conference young adult
36 organization, ~~chairperson of conference personnel practices and policy committee~~,
37 chairperson of the board of ~~connectional ministries~~ **discipleship and advocacy**, vice-chair of
38 the board of ~~connectional ministries~~ **discipleship and advocacy**, conference staff person
39 assigned to missions ...

40
41 **F. 3.** There shall be an executive committee of the Common Table composed of the bishop,
42 the director of connectional ministries **or designated person**, the conference lay leader, the
43 dean of the cabinet, the chairperson of the board of ~~connectional ministries~~ **discipleship and**
44 **advocacy**, and the chairperson of the council on finance and administration.

1 **G. 1.** There shall be a director of connectional ministries **or designated person** who, in
2 partnership with the bishop and cabinet, shall have the following primary responsibilities...

3
4 **G. 2.** The director of connectional ministries **or designated person** shall serve as an officer
5 of the annual conference...

6
7 **G. 3.** The director of connectional ministries **or designated person** shall ~~supervise the~~
8 ~~conference staff related to the office of connectional ministries,~~ coordinate the recruitment
9 and training of conference program leaders, provide oversight and leadership in the
10 conference's program and ministry, and serve as chair of the Common Table and as
11 executive officer of the board of ~~connectional ministries~~ **discipleship and advocacy.**
12

13 **H. 1.** There shall be a board of ~~connectional ministries~~ **discipleship and advocacy,**
14 responsible for the ministry programming of the annual conference. The board of
15 ~~connectional ministries~~ **discipleship and advocacy** shall have authority to form committees
16 as the *Discipline* may require or for carrying out its responsibilities. The board of
17 ~~connectional ministries~~ **discipleship and advocacy** may enlist additional persons to assist in
18 its work and may also form time-limited task forces to address particular issues or emphases.
19 ~~The board of connectional ministries shall be accountable to the director of connectional~~
20 ~~ministries for oversight and budget.~~ **The board of discipleship and advocacy shall be**
21 **accountable to the director of connectional ministries or designated person for**
22 **oversight. Budget for the board of discipleship and advocacy shall be included in the**
23 **budget for congregational excellence. The board of discipleship and advocacy shall have**
24 **the responsibility of strengthening the local church through discipleship and**
25 **strengthening the annual conference through the prophetic voice of advocacy that calls**
26 **us all to be better; to lead and assist the congregations and districts of the conference in**
27 **their efforts to communicate and celebrate the redeeming and reconciling love of God**
28 **as revealed in Jesus Christ to persons of every age, ethnic background, and social**
29 **condition; to invite persons to commit their lives to Christ and to Christ's church; and**
30 **to enable persons to live as Christian disciples in the world.**
31

32 **H. 2.** ~~The board of connectional ministries shall be composed of not more than forty (40)~~
33 ~~duly elected members. These shall include the board officers (chairperson, vice chairperson,~~
34 ~~and secretary), who shall be nominated by the conference committee on nominations and~~
35 ~~elected by the annual conference. Ex-officio members shall include a cabinet representative,~~
36 ~~a youth named by the conference youth organization, the chairperson or other representative~~
37 ~~of the conference board of laity, the four conference associate lay leaders, and any other~~
38 ~~member of a corresponding general board or agency who is a member of or related to our~~
39 ~~annual conference. These shall be included but not counted against the forty (40) member~~
40 ~~limit. To ensure continuity of experience and leadership, members of the connectional~~
41 ~~ministries board shall be grouped in classes so that normally no more than one fourth will~~
42 ~~rotate off in any given year.~~ **The board of discipleship and advocacy shall include a**
43 **chairperson, vice chairperson, and secretary, nominated by the conference committee**
44 **on nominations and elected by the annual conference. Ex-officio members shall include**
45 **the conference lay leader or designated person, the director of connectional ministries**

1 **or designated person, congregational excellence staff, a cabinet representative for**
2 **discipleship, a cabinet representative for advocacy, and a youth named by the**
3 **conference youth organization.**
4

5 **H. 3.** ~~There shall be representatives on the board of connectional ministries with~~
6 ~~responsibilities for the following program areas: evangelism (§ 630.3), worship (§630.4),~~
7 ~~stewardship (§630.5), archives and history (§ 641.1), small membership churches (§ 645),~~
8 ~~global ministries (§ 633), global ministry secretaries (§ 633.3), disaster response (§~~
9 ~~633.4.b.22), refugee resettlement (§ 633.4.b.20), health and welfare ministries (§ 633.4.b.27),~~
10 ~~Bridges, Christian unity and interreligious relationships (§ 642.1), church and society (§ 629),~~
11 ~~creation care, disability concerns (§ 653), ethnic local church concerns (§ 632.1), Native~~
12 ~~American concerns (§ 654), peace with justice (§ 629.2), religion and race (§ 643.1), status~~
13 ~~and role of women (§ 644), education~~
14 ~~(§ 630.2), adult and family ministries [to include older adult (§ 651.1), co-leaders—one lay~~
15 ~~and one clergy—of the young adults (§ 650.1), and children’s ministries (§ 630.1.g)], youth~~
16 ~~ministries (§ 649.1), higher education and campus ministries (§ 634.1), camp and retreat~~
17 ~~ministries (§ 630.1.b), spiritual formation (§ 630.1.b), safe sanctuaries, and faith formation.~~
18 **The work of the board of discipleship and advocacy shall be to promote and facilitate a**
19 **holistic approach to the development of Christian disciples. The work of the board shall**
20 **be inclusive of ministries of age level, life-span, and family ministries (§ 630.1.b)**
21 **(children § 630.1.g, youth § 649.1, young adults § 650.1, older adults § 651.1, and Safe**
22 **Sanctuaries), Christian unity and interreligious relationships (§ 642.1), church and**
23 **society (§ 629), camping and retreat ministries (§ 630.1b), creation care, disability**
24 **concerns (§ 653), disaster response (§ 633.4.b.22), education (§ 630.2), ethnic local**
25 **church concerns (§ 632.1), evangelism (§ 630.3), global ministries (§ 633, § 633.3),**
26 **health and welfare ministries (§ 633.4.b.27), higher education and campus ministries (§**
27 **634.1), Native American concerns (§ 654), peace with justice (§ 629.2), religion and race**
28 **(§ 643.1), refugee resettlement (§ 633.4.b.20), spiritual formation (§ 630.1.b), status and**
29 **role of women (§ 644), stewardship (§ 630.5), worship (§ 630.4), and other areas as the**
30 **board of discipleship and advocacy or the annual conference may determine.**
31

32 **H. 4.** ~~There shall be a conference youth organization as provided by § 649.1. It shall relate to~~
33 ~~and be answerable to the connectional ministries board.~~ **board of discipleship and**
34 **advocacy.**
35

36 **H. 5.** ~~The congregational excellence staff of the connectional ministries office will serve as~~
37 ~~members of the connectional ministries board, and will not count against the forty (40)~~
38 ~~person limit. The director of connectional ministries shall be the executive officer of this~~
39 ~~board.~~ **board of discipleship and advocacy. The director of connectional ministries or**
40 **designated person shall serve as the executive officer of this board.**
41

42 **I. 2. Membership of the Conference Board of Laity** – The following shall comprise the
43 membership... and as ex-officio, a district superintendent designated by the cabinet, the
44 director of connectional ministries **or designated person** and the presiding bishop.
45

1 **J. 1.** There shall be an annual conference board of congregational development... The
2 responsibilities shall specifically include establishing, nurturing, supporting and guiding new
3 faith communities from conception through birth and until the district superintendent, the
4 new church and the office of congregational ~~development~~ **excellence** agree that the support is
5 no longer necessary.
6

7 **J. 7.** The director of **congregational excellence** and ~~the~~ chair of the board of congregational
8 development shall ~~sit on~~ **be members of** the Conference Common Table. The director of
9 **congregational excellence** shall serve as an officer of the annual conference and shall be a
10 member of the bishop's extended cabinet.
11

12 **J. 8.** The annual conference board of congregational development shall be composed of four
13 (4) at large lay persons recommended by the director of ~~the board of~~ congregational
14 ~~development~~ **excellence** and approved by the nominations committee; four (4) clergy
15 recommended by the director of ~~the board of~~ congregational ~~development~~ **excellence** and
16 approved by the nominations committee... a council on finance and administration
17 representative; director of connectional ministries **or designated person**; conference
18 treasurer; director of congregational ~~development~~ **excellence**; and associate directors of
19 congregational ~~development~~ **excellence** or staff liaison for that specific area...
20

21 **J. 9.** The chair, vice-chair and secretary of the board of congregational development shall be
22 recommended to the bishop and cabinet by the director of congregational ~~development~~
23 **excellence** and submitted to the annual conference committee on nominations for inclusion in
24 their report to the annual conference for election.
25

26 **J. 10.** The board of congregational development shall be organized... The board of
27 congregational development shall meet at least quarterly and may meet more often at the
28 request of the director of congregational ~~development~~ **excellence** or the chair of the board.
29

30 **J. 11.** There shall be a committee on black congregational development composed of a
31 chairperson (recommended by the director of congregational ~~development~~ **excellence** in
32 consultation with the cabinet representative and approved by the annual conference or
33 conference nominations team ad interim per Standing Rule C. 1.) 7 or more lay and clergy
34 members with specific attention to age, gender and district balance as pursuant to ¶ 610.5
35 and ¶ 605.3 and including at least one small membership black congregation representative
36 (recommended by the director of congregational ~~development~~ **excellence** in consultation with
37 the chairperson of the committee and the cabinet representative and approved by the annual
38 conference or conference nominations team ad interim per Standing Rule C.1). The ex-
39 officio membership of the committee shall include: a cabinet representative, the
40 congregational ~~development~~ **excellence** ~~or connectional ministries~~ staff person for black
41 congregational and leadership development, the conference commission on religion and race
42 representative and the conference ethnic local church concerns representative... The
43 committee shall also be responsible for partnering with ~~the office of connectional ministries~~
44 **congregational excellence**, the board of ordained ministry and the ~~office of ministerial~~
45 ~~services center for clergy excellence~~ to ensure the implementation of a comprehensive black

1 church leadership development plan. It shall request funds necessary for this training to be
2 included in the board of congregational development budget. This committee shall meet at
3 least quarterly and may meet more often at the request of the director of ~~the board of~~
4 congregational development **excellence**, the committee staff person, or the chairperson.

5
6 **J. 12.** There shall be a committee on Latino congregational development composed of a
7 chairperson (recommended by the director of congregational development **excellence** in
8 consultation with the cabinet representative and approved by the annual conference or
9 conference nominations team ad interim per Standing Rule C.1)...

10
11 **J. 13.** There shall be a committee on Korean/Asian congregational development composed
12 of a chairperson (recommended by the director of congregational development **excellence**
13 development in consultation with the cabinet representative and approved by the annual
14 conference or conference nominations team ad interim per Standing Rule C.1)... This
15 committee shall meet at least quarterly and may meet more often at the request of the director
16 of ~~the board of~~ congregational development **excellence** or the chairperson **of the board of**
17 **congregational development**.

18
19 **K. 9.** There shall be a North Georgia Loan Guarantee Committee, comprised of two (2)
20 members of the cabinet; **the chair of the board of congregational development** and the
21 director of ~~the board of~~ congregational development **excellence**; two (2) members of the
22 council on finance and administration, one (1) lay and one (1) clergy; two (2) members
23 representing areas of expertise appointed by the bishop in consultation with the chancellor;
24 **the conference lay leader**; ~~executive director of the conference board of church development~~
25 and the chairperson of the council on finance and administration.

26
27 **K. 12.** There shall be a North Georgia United Methodist housing and homeless council... In
28 addition, the following other persons shall be members: a district superintendent designated
29 by the cabinet; a member of the ~~connectional ministries~~ **congregational excellence** staff
30 designated by the director of connectional ministries **or designated person**; the director of
31 the council, who shall be a non-voting member; **and** representatives of Persons **Living in**
32 **Poverty and Refugee Resettlement**.

33
34 **L. 2. District Board of Laity** – There shall be in each district of the annual conference a
35 district board of laity composed of the district lay leader who shall serve as chair, the
36 associate district lay leaders, the district superintendent, the chair of district connectional
37 ministries or ~~equivalent~~ **designated person**, the district presidents of United Methodist
38 Women and United Methodist Men...

39
40 **M. 7.** There shall be a board of North Georgia Camp and Retreat Ministries... The director
41 of North Georgia Camp and Retreat Ministries is accountable to the conference director of
42 connectional ministries **or designated person**.

43
44 **N. 1.** There shall be a Georgia United Methodist Commission on Higher Education and
45 Collegiate Ministry... The director of connectional ministries **or designated person** of each

- 1 annual conference shall designate one staff member from ~~the Office of Connectional~~
- 2 ~~Ministries~~ **each annual conference** to be a voting member of the commission...

