

2021 Annual Conference Session

North Georgia Conference
The United Methodist Church

Love Is

MAKING ROOM

June 3-5, 2021

Virtual/Electronic Session

Bishop Sue Hauptert-Johnson, presiding

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2021 Annual Conference Session Handbook

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Dear Sisters and Brothers in Christ,

As I greet you again in this digital format, I continue to feel deep appreciation for the ways in which you have risen to the challenges of the past year. Your creativity and ingenuity, and your commitment to being a witness to God's love in your community have inspired me time and time again.

Our virtual annual conference session won't be so unfamiliar this year after the success of our 2020 conference in August. We will gather online for the 155th session of the Annual Conference June 3-5, 2021.

Our conference theme this year is "Love is Making Room." This is a message I have seen you embody as you have made room in your facilities for feeding ministries. You've made room on your lawns for outside worship. You've made room in your parking lots for vaccine clinics. You've made room in your hearts for the grieving members of your communities.

Our time together at Annual Conference 2021 will be spread across three days. On Thursday, June 3, clergy will gather online for the Clergy Executive Session. On Friday, June 4, all members of the Annual Conference will convene online for a day-long session. On Saturday, June 5, we will worship over live stream. Saturday morning will celebrate a large class of ordinands, provisional members, and local pastors in the Service of Licensing, Commissioning, and Ordination. On Saturday afternoon, we will celebrate the lives of beloved saints who have gone before us. Our special offering this year, received by local churches across the conference, will go toward the Ministerial Education Fund that supports the education of future clergy.

Please join me in preparing for our time together by praying for one another and for practicing giving and receiving patience and grace. It is a blessing to work beside you as we live into the call that "love is making room."



Grace and peace to you,

Ane Haupt-Johnson



Love Is MAKING ROOM

Annual Conference Theme:
“Love is Making Room”

The 2021 North Georgia Annual Conference will center on the theme “Love is Making Room.” For the previous three Annual Conference sessions our theme has come from a prayer in our communion liturgy, “That we may be one with Christ, One with each other, and One in ministry to all the world.” This year our focus will turn to ways we live out that prayer.

The simple rectangular logo this year is symbolic of the table—the communion table, the kitchen table, the meeting table. The open lines represent the endless possibilities of extension of the table.

Jesus calls us to bring others to God’s table, where they will be exposed to the healing love and the transforming power of the Holy Spirit. The love found at the table will equip them to love one another, and compel them to invite, without exception, every single human being to the table.

As we gather in new and different ways, we have an opportunity to reflect on who is missing from the table, who we have invited but not valued, and who doesn’t know that a seat is open for them at Christ’s table. Our mission “to make disciples of Jesus Christ for the transformation of the world” calls us to make room. Love is making room.

Special Offering: Ministerial Education Fund

Bishop Sue Hauptert-Johnson has named the North Georgia Conference Ministerial Education Fund as the 2021 Annual Conference Special Offering.

The Ministerial Education Fund provides scholarships to seminary and undergraduate students, course-of-study for local pastors, and license to preach school.

Aligning with the theme, "Love is Making Room," this fund helps pave the way for those called to serve as clergy. Together we can help minimize debt of North Georgia United Methodists beginning in ministry.

Grants from the Ministerial Education Fund help pay tuition and other costs for future clergy who will serve our churches or go on to be chaplains, teachers and missionaries.

MEF is a general church apportioned fund of which 25 percent is retained by our conference. But 100 percent of the giving to the Annual Conference Special Offering will go to United Methodist seminary and course of study students in the North Georgia Conference.

Churches are invited to collect the offering any time before or after the 2021 Annual Conference. Individuals are encouraged to give through your local church. Churches can make checks payable to the North Georgia Conference and marked for Fund #1147 - AC Special Offering. Mail to Conference Treasurer's Office, PO Box 102417, Atlanta, GA 30368-2417.

Please give generously to the Annual Conference Special Offering.

Virtual/Electronic Agenda

**155th Session of the North Georgia Conference
The United Methodist Church**

June 3 – 5, 2021

Theme “Love Is Making Room”

Thursday, June 3, 2021

9:30 am **Begin participant log-in**

9:30 am Gathering

10:00 am **Clergy Executive Session**

Call to Order

Opening Prayer

Reflection

Organization of the Session:

-Orientation to Virtual Session

-Setting the Bar of the Clergy Executive Session

-Permission for Visitors to be Present in the Session

Report of the Board of Ordained Ministry

Celebration of Ministry:

-Historic Questions

-Fellowship & Orders Reports

-Fellowship of Local Pastors & Associate Members

-Order of Deacons Executive Committee

-Order of Elders Executive Committee

-Clergy serving in Extension Ministries

Announcements

Closing Prayer

12:30 pm **Adjournment**

Friday, June 4, 2021

7:30 am Participant log-in begins

7:30 am Gathering

8:30 am **Session One**

Opening Worship

Bishop Sue Hauptert-Johnson

Opening Prayer

Hymn UMH 553 “And Are We Yet Alive?”

Friday, June 4, 2021

Electronic Voting Orientation
Test Votes
Organization of Conference
Committee on Standing Rules
Celebration of Ministry #1 – Retiree Greetings
Conference Board of Trustees
Update on Barnes Fund/BEAT
Conference Board of Pensions & Health Benefits
Ministry Celebration #2 – Retiree Greetings
Commission on Equitable Compensation
Future Dates & Sites of Annual Conference
Ministry Celebration #3 – Retiree Greetings
Committee on Resolutions
Ministry Celebration #4 – Retiree Greetings
Announcements
Prayer

12:30 pm Adjournment

1:30 pm Session Two

Prayer
Reflections from Laity
Council on Finance and Administration
Celebration of Ministry #5 – Retiree Greetings
Conference Committee on Nominations
Proposal to Consolidate the Work & Ministries of NGC Board of Discipleship
& Advocacy and Board of Congregational Development
Property Closure Resolutions
Consent Agenda
Committee on Standing Rules
Election: Conference Secretary & Conference Statistician
Prayer
Passing the Mantle
Fixing of the Appointments

5:00 pm Adjournment

Saturday, June 5, 2021

10:00 am Service of Licensure, Commissioning and Ordination

1:00 pm Missionary and Deaconesses Commissioning Videos

3:00 pm Service of Remembrance

2021 Consent Agenda

North Georgia Standing Rule C.7. provides for a Consent Agenda 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 2021 Consent Agenda on Friday, June 4. 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. Reports **removed** from the Consent Agenda will be scheduled as time permits.

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2021 Information for Conference Members and Visitors

Annual Conference Registration

Members will register online in advance of annual conference. Members must register to receive voting credentials.

Annual Conference Offering for 2021 – North Georgia MEF. Read more about this important special offering opportunity in this handbook. Send checks to Conference Treasurer's Office, PO Box 102417, Atlanta, GA 30368-2417. Please indicate Fund #1147.

Annual Conference Website

Information on the 2021 annual conference session is available at: www.ngumc.org/ac2021.

Conference Journals 2021 – Print on demand

Print copies of the 2021 North Georgia Conference Journal will be available to order online at www.ngumc.org/journal through a print-on-demand service. A free pdf digital copy will be available following publication on the conference website. Watch for more information on the 2021 North Georgia Conference Journal at www.ngumc.org/journal.

Electronic Voting

Members of the Annual Conference will vote electronically using the same trusted online meeting and voting platform that was used last year.

Survey for 2021 Annual Conference Feedback

The North Georgia Annual Conference Planning Committee would like to hear feedback on your experience of the 2021 Annual Conference Session. Please take a few minutes after the session to fill out the survey found at www.ngumc.org/AC2021.

Videos from Annual Conference

To view and download portions of the 2021 North Georgia Annual Conference session visit www.ngumc.org/2021.

Worship

Clergy retiring in 2021 and those who retired in 2020 will be honored virtually during the Annual Conference session. The Passing of the Mantle and Retiree Recognition will be available for viewing and download after the close of the Annual Conference session. The Service of Remembrance will memorialize the clergy, clergy spouses, and lay leaders who died between April 15, 2019 and April 15, 2021. The Service of Ordination will include the ordination and commissioning of those elected to provisional and full connection membership in 2020 and 2021. Worship services will be live-streamed on Saturday, June 5, and made available for viewing and download after the services. In-person attendance at the two services will be limited to worship leaders, service participants, and a small number of ticketed guests.

Electronic Registration for Conference Members and Visitors

Registration is required. Registration is open May 16 – 31, 2021. Registration is online at: <https://data.ngumc.org/registration/acstart.aspx>

Clergy must use their ngumc.net email account to register.

Lay members and reserves must register using their email of record.

- An email of record is defined as a unique email address entered in the conference's data application (Data Services).
- Lay members and reserves may not share an email address. They must all have a unique email of record to register.
- Churches and districts are responsible for entering their Lay members and reserves information, including their email of record into Data Services.

Visitors may register using a personal email address.

Credentials, directions, and other pertinent information for joining the virtual/electronic 2021 Annual Conference session will be emailed a few days prior to the virtual/electronic Annual Conference session. **Registrants who do not receive the email should contact help@ngumc.org prior to Thursday, June 3, 2021.**

Clergy upon registering will be registered for both the Clergy Executive Session and the Annual Conference Session. Their credentials email will include credentials and directions for both sessions. This also applies to the Lay members of the Board of Ordained Ministry.

Voice and Voting Designations for the Annual Conference Session June 4, 2021:

The following are the designations for voice and vote rights in the virtual/ electronic 2021 Annual Conference session. Upon registering your confirmation will include your voice and vote rights. If you have questions regarding your registration, please email help@ngumc.org

Clergy Members (Voice and Vote)

- 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
- e. Associate members, active or retired ¶35, ¶321.1
- f. Local Pastors
- g. Clergy on Involuntary Leave of Absence ¶354.8

Voice and Voting Designations – continued

Lay Members (Voice and Vote)

- 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

Clergy Members (Voice)

- a. Affiliate members – ¶344.4 voice without vote in the ac session
- b. Clergy from other conferences /denominations serving in North Georgia – ¶346.1 clergy in such appointments may be granted voice but not vote

Guests (No Voice or Vote)

- a. Clergy on honorable location – ¶358.2 honorably located clergy shall not continue to hold membership in the annual conference
- b. Clergy on administrative location – ¶359.3 administratively located clergy shall not continue to hold membership in the annual conference.
- c. Lay members: local church reserve and district at-large reserve members
- d. Visitors: clergy spouses, including surviving spouses
- e. Candidates for ordained ministry not under appointment in North Georgia during the 2018-2019 conference year
- f. Agency, staff and other guests

Annual Conference sessions

Clergy Executive Session: June 3, 2021 - 9:30 am - 12:30 pm

Annual Conference Session: June 4, 2021 - 8:30 am - 12:30 pm / 1:30 pm - 5:00 pm

We will be conducting virtual/electronic Annual Conference sessions.

Clergy and lay members with voice and/or vote will be able to view a live webcast of the meeting, participate with parliamentary guidelines (see page 20), and submit votes during the session.

Visitors and reserves will be able to view a live webcast of the meeting.

Register Online:

To participate you must register online at

<https://data.ngumc.org/registration/acstart.aspx> between May 16th and 31st. Meeting information and necessary credentials will be emailed to people who register a few days before the meeting(s).

Lay members and reserves:

Lay members and reserves register using their name, position, and email of record in the conference database.

- The submitted information will be automatically compared with the lay records in the conference database.
- If there **is a match** with the lay records in the conference database, the confirmation will indicate that registration is complete.
- If there **is not a match** the registration notification will indicate that their registration has been received but requires review. After the registration has been reviewed, an appropriate confirmation will be sent.
- Confirmations and notifications will include, as appropriate, their voice and voting rights.

Clergy:

Clergy must register using their ngumc.net email address.

- The confirmation will include their voice and voting rights.

Visitors (visitors, guests, staff, etc):

Visitors may register using a personal email address and their name.

- The confirmation will note they do not have voice or voting rights.

Prepare for the Meeting

Meeting information and any necessary credentials will be emailed a few days before the sessions. If you don't receive the email, please contact help@ngumc.org. Please do not wait until the day of the meeting.

After you receive the meeting email, you can test the functionality of the meeting app by logging in between 9 a.m. and 5 pm. on the days leading up to the meeting. If you have issues logging in, please contact help@ngumc.org. Please resolve any issues prior to the day of the meeting to ensure you are ready on time.

It is recommended to use Chrome. New Edge (Chromium) and Firefox are also supported browsers. Do not use 'Legacy' Edge, Internet Explorer or Safari.

Please review the Lumi Meeting App Guide available at <https://data.ngumc.org/ac2021> for more detailed information.

Connect to the Meeting:

Lay reserves and Visitors:

Go to the meeting link in your web browser (not a Google search) on your computer, phone or tablet.

Clergy and Lay members with Voice and/or Vote:

Go to the meeting link in your web browser (not a Google search) on your desktop or laptop computer. After clicking on the link, you will be taken to a black screen with a pop-up window asking if you would like to allow Lumi to access your microphone. Click ALLOW. This will allow you to turn on your microphone during the virtual meeting. After clicking allow, you will then be directed to the Lumi log in screen automatically.

Login to the Lumi meeting app

- Enter your username (email of record).
- Enter your unique password (case sensitive) and click Login.

Connect to the computer audio.

- After you are logged in you need to click on the blue "join audio by computer" button in order to see and hear the meeting. If you use a phone or tablet you will not see this prompt and will not be able to see or hear the meeting.

Logged in Member Participation in the Meeting:

View

The Lumi meeting app has an integrated Zoom panel for watching the meeting. Speaking is also done through the Zoom panel. The Zoom panel only works on desktop and laptop computers. You cannot view or use the Zoom panel on phones or tablets.

Note that multiple people could listen and watch on one computer, and log into the Lumi meeting app on individual devices (including smart phones and tablets) to participate with voice and vote. There is one exception for voice. Speaking must be done on a computer, because it uses the Zoom panel.

Every person with voice or vote must have their own unique device. You cannot share a device to vote.

If participating with other people in the same room please observe appropriate social distancing and other protocols to ensure the health and safety of all participants.

If you have voice and voting rights do not watch the meeting using a visitor link. The visitor webcast is on a time delay and you may therefore miss your opportunities to participate via voice and vote.

Navigate

When successfully authenticated, the info screen will be displayed. You can view information, ask questions and watch the webcast.



On smaller screens you can switch between the info screen and the webcast. To manually switch use the info and broadcast icons.



You must click the blue “join audio by computer” button” to listen to the meeting on Zoom.

Vote

Once the vote has opened, the item you are voting on will be displayed.

To vote, simply select your response from the directions shown on the screen. A confirmation message will appear to show your vote has been received.


To change your vote, simply select another option while the vote is open.

If you wish to cancel your vote, please press Cancel.

Logged in Member Participation in the Meeting:

Voice

Members with voice can participate following Parliamentary Guidelines. The guidelines are on page 20.

To make a submission, select the messaging icon. 

Messages can be submitted at any time during the discussion period up until the Chair closes the discussion.

Type your message within the text box at the bottom of the screen.


Once your message is complete click the send icon.

Submissions sent via the online platform will be reviewed before being sent to the Chair.

Request to speak For or Against

Members with voice are able to speak For or Against motions.

You may only request to speak For or Against at times during the meeting when the Chair requests that people submit a request to “speak from the floor”.

If you would like to speak, select the messaging icon.  Type your request within the text box at the bottom of the screen and click the send icon. Your message must be formatted as described in the Parliamentary Guidelines. The guidelines are on page 20.

Requests sent via the online platform will be reviewed before being sent to the Chair.

Speaking

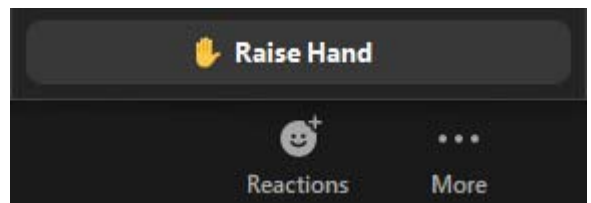
If you are selected to speak, your name will be announced by the chair.

Upon hearing your name you will need to raise your hand. The ‘Raise Hand’ button is located at the bottom of the Zoom panel on the right side of the screen.

Within the Zoom panel you will be unmuted by the host.

Unmute your microphone, introduce yourself, and begin speaking as described in the guidelines on page XX..

Once your turn to speak is over, the host will mute your microphone.



Please ‘Raise Hand’ only when called upon to speak by the Chair. If you want to speak you must first submit a request, as previously noted.

Parliamentary Guidelines for Participation at the 2021 North Georgia Virtual/Electronic Annual Conference

- 1. The presiding bishop is the “chair” of the conference.**
- 2. To address the conference through the online platform:** preface your electronic submission with the relevant and appropriate parliamentary guideline for review. After recognition 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, a lay member by virtual of office, or a clergy member.
- 3. To speak for or against business currently under consideration:** state: “I wish to speak ‘for’ or ‘against’ the motion currently under consideration.”
- 4. To request a conference committee review the business currently under consideration:** 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).
- 5. To request clarification of business being conducted:** state: “I request a point of information/clarification regarding ...” (state the specific clarification you seek).
- 6. To change the wording of a resolution or business item that is before the conference:**
 - a. State: “I move to amend line _____, on page ___ by: (deleting or inserting) the following words: ...” Read only the exact wording proposed.
 - b. The chair will ask for a second, state the motion and ask for discussion.
 - c. The motion’s presenter states the reason for the proposed amendment as a speech for.
 - d. Other persons may be recognized to speak for or against the motion. The motion’s presenter is allowed a final chance to speak for the motion.
 - e. After discussion is closed, the motion is voted on by the conference.

Responsibility of the Clergy Members of the Annual Conference

Each clergy member has the responsibility to:

- 1) Attend the electronic pre-conference briefing session.
- 2) Attend all the electronic 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 provided in the 2020 Digital 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 his/her 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 the electronic pre-conference briefing session.
- 2) Attend all the electronic sessions of the annual conference.
- 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 2020 Digital Conference Handbook.
- 4) Read pre-conference reports in the conference handbook available to download and print from the conference website 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 through virtual opportunities available at each local church. This report should be done "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 digital conference handbook, the North Georgia Conference web page, www.ngumc.org, 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.

2021 Annual Conference Q&A

Find answers to Frequently Asked Questions about Annual Conference 2021 below.

Q: What technology do I need to participate in a virtual annual conference?

Members and guests will need an internet-connected desktop or laptop computer. You will access the session using a web browser.

Q: Will we use the same voting system we used last year?

Yes. We will use the same trusted online meeting and voting platform that was used for Annual Conference 2020. Feedback from the post-Annual Conference survey and suggestions from Conference leaders are being used to improve upon the process for our 2021 session. A guide to help you confidently participate whether this is your first or second virtual Annual Conference will be included in the Annual Conference handbook.

Q: Do I need a webcam?

No. Members of the Annual Conference will view live video of the session, but it is not necessary to have a webcam. There will not be an option to turn on your camera.

Q: Do I need a computer microphone?

This year, members who are called on to speak by the bishop will have the opportunity to speak using their computer microphone. A microphone is not required to participate, however.

Q: Can two members share a device?

No. Each voting member will need their own internet-connected device.

Q: What will be included in the agenda for the virtual annual conference?

The agenda will include the Recommended 2022 Apportionment Budget, Standing Rules, Trustees Report, Nominations Report, a celebration of retirees, fixing of the appointments, and other essential business. The full agenda is included in the Annual Conference Handbook.

Q: Will we have a Service of Remembrance?

We will remember the saints who have gone before us in a live-streamed Service of Remembrance on Saturday, June 5, at 3 pm.

Q: What about Ordination?

We will celebrate the ordination and commissioning of those elected to provisional and full-connection members in 2020 and 2021. The service will be live-streamed on Saturday, June 5, at 10 a.m.

Q: When will we celebrate retirements?

The Annual Conference session will include the Passing of the Mantle and we will recognize retirees from 2020 and 2021.

Q: Am I required to register for virtual annual conference?

Yes. Each member and reserve member will be required to register for annual conference.

Q: I'm a lay member of AC2021. How do I get voting credentials for the virtual annual conference?

To participate in Annual Conference 2021 with voting privileges, lay members will be required to have a unique, personal email address on record in the conference Data Services by May 1. (Churches are responsible for updating their lay member's contact information, including email address, in Data Services.)

Lay members will use their unique, personal email address to register for Annual Conference between May 16 and May 31. Note that for security purposes, only the email address in Data Services can be used to issue voting credentials. Voting credentials will be emailed a couple of days ahead of the meeting.

Q: I'm a clergy member of the conference. How do I get voting credentials for the virtual annual conference?

Clergy members must use their ngumc.net email address to register for Annual Conference 2021. Voting credentials for the Clergy Executive Session and Business Session will be emailed to ngumc.net email addresses a couple of days before the Sessions.

Q: Is there a registration fee for virtual annual conference?

No. The registration fee has been waived for Annual Conference 2021.

Q: Can I view Annual Conference as a visitor?

Yes. Visitors, guests, staff and others may register as a visitor and view the June 4 Annual Conference business session.

Q: Will there be a pre-conference briefing?

Yes. There will be a Pre-Conference Briefing for all districts via Zoom Webinar on Sunday, May 16, at 2 pm.

Q: I have more questions about virtual annual conference. How do I stay informed?

Regularly check www.ngumc.org/AC2021 where we will post information as it is available.

As we are becoming accustomed to in this season, the information in the Q&A is subject to change. Please check ngumc.org/AC2021 regularly for additional information and updates.

Worship Visuals

During the last year, many of us have learned the importance of physical touch. A hug, a pat on the back, a handshake... this year has been particularly difficult for those who are “huggers.”

In reflecting on the Annual Conference theme, “Love makes room,” we brainstormed about how we could show churches and people within the North Georgia Conference living into and showing how love makes room. The visuals team was inspired by a video of a paint technique called “pulling”. We applied pools of paint on one end of cloth then used a metal scraper (we used an edging paint tool) and pulled through the pooled paint to the bottom of the cloth. This technique blends paint and the motion across the cloth creates an image of people gathered and embracing. The blending of colors reflects our diversity within the conference while also communicating there is room for everyone.

We created stencils to add the conference theme “Love makes room” on the center banner and pulpit frontals. The text added to side banners reflects the scripture and themes of the Service of Remembrance and the Service of Licensing, Commissioning and Ordination. LOVE makes room...at THE TABLE...for EVERYONE...in YOUR CALL....to TRUST JESUS.

Complementing the banners are streams of wood hearts painted in the same colors. We requested and added pictures from the more than 750 North Georgia Conference Churches living out LOVE.

Each year we add to the collection of worship visuals by creating paraments from t-shirts of those being ordained. This year we made frontals for the four kneelers used in the Service of Licensing, Commissioning and Ordination. The t-shirts reflect the individual journeys of each person living out their call into ordained ministry. The flames, colors, and dove remind that the Holy Spirit present at Pentecost long ago continues to move among us today.

We would love to make room for you to serve with us in a future Annual Conference.

Lovingly submitted,
The 2021 Annual Conference Visuals Team
Deanne Lynch, co-chair; Cyndi McDonald, co-chair
Johnnetta Johnson, Ellynda Lipsey, Pam McCurdy,
Kathryn Schroeder, DuWanna Thomas

General/Jurisdictional/Joint Agencies

*100. Africa University

The opportunity to update and thank the North Georgia Conference as a partner in ministry with Africa University is truly a joy.

Africa University is grateful to the local congregations of the North Georgia Conference for investing 90.64 percent of the asking to the Africa University Fund in 2020. Thank you for faithfully and generously supporting the ministry of Africa University. By sharing your blessings, especially in challenging times, North Georgia United Methodist congregations are a source of inspiration and strength.

The multilayered impact of COVID-19 and the measures instituted to control the public health crisis it caused have brought about profound and lasting adjustments to how we live, work, serve and connect. For Africa University, these include:

- A shift to online-only teaching and learning from late March through December 2020. Online teaching and remote work required more equipment and training for faculty and staff as well as creative actions to ensure consistent internet access for the students, regardless of location. As the only university in Zimbabwe accredited to offer online degrees, Africa University had the infrastructure and expertise to transition smoothly and break new ground with competency-based student assessment tools.
- Africa University is now ranked number one in Zimbabwe and 39th among the top 200 universities in Africa, having moved up 59 spots in 2020.
- Gifts totaling more than \$300,000 from across the United Methodist connection were designated for COVID-19 relief efforts. These second-mile gifts enabled Africa University to care for about 300 international students who were stranded on its campus between March and late July 2020 and extend assistance to students whose families were experiencing financial hardships.
- Excellent student retention and modest enrollment growth, with a 99 percent uptake of online learning by students. More than 3,000 students enrolled for the 2020-2021 academic year—16 percent more than the previous year—with 2,395 studying full-time. Fifty-seven percent of full-time students were female and 24 percent were international.
- **Innovation, outreach, and service** through:
 - The development and distribution of masks and hand sanitizer (*of its own design/formulation*), that have now been certified for commercial production.
 - The launch, via a web application, of farm to household delivery of fresh produce, meat, poultry, and milk products by the Africa University Dream Farm Trust.
 - Two student-led initiatives—"Feed a Family" and "Ben Hill UMC Women's Residence Girl Child Support Program"—provided medical care, food, and school fees assistance to vulnerable families in the wider community. Campus and home-based students gave up meals, raised resources, procured supplies, and organized safe distribution to families.

- The successful completion of two new buildings—the Highland Park UMC-funded student union facility and a dormitory for female students. A new solar farm powers the Highland Park women’s dormitory.

Africa University’s online campus is here to stay, thanks to infrastructure upgrades and the lessons learned while staying focused on its mission in 2020. Africa University is working to grow its pan-African presence and impact through new programs, partnerships, and an effective blend of in-person and online learning options.

Thank you, North Georgia United Methodists, for helping to prepare young leaders to be “an aroma that brings life” to a world that is crying out for justice, compassion, healing, and wholeness (2 Corinthians 2:14-16). Through your prayers and gifts, you are making room at the table for young people who might otherwise be marginalized.

Through their steadfast support, local churches participate with Africa University’s students, lecturers, and administrators in disciple-making by example. Growing its investment in the Africa University Fund to 100 percent is a goal well-worth attaining as North Georgia United Methodists strive to lead new people into an abundant life in Christ.

In journeying alongside Africa University in ministry, North Georgia United Methodists are the church in the world—seeding hope and sharing the love of Christ. Thank you, North Georgia Conference, for affirming that when we are all in it together, God’s grace is indeed sufficient. To God be the glory.

James H. Salley
Associate Vice Chancellor for Institutional Advancement
Africa University Development Office

*101. Candler School of Theology

Since our founding in 1914, **Candler School of Theology at Emory University** has educated more than 10,000 students, shaping thoughtful, principled, and courageous leaders dedicated to transforming the world in the name of Jesus Christ. We continued our work even through this most difficult year, with the coronavirus continuing its march around the world, a reckoning for racial injustice rolling across our nation, and a toxic, divisive political atmosphere challenging our civic life. Perhaps there has been no better year than this to underscore the importance of faithful and creative leaders for the church’s ministries throughout the world—the type of leaders we form at Candler.

Though our mission remains unchanged, the pandemic has necessitated many changes in how we undertake that mission: We have shifted classes online, redesigned syllabi to support optimal online learning, developed new ways to worship and experience community together in the virtual sphere, and discerned which new habits and modalities have promise for enriching our work even after the pandemic ends. Through these efforts, we and our students have gained deep experience in being flexible, adaptable, and creative as we respond to the demands of ever-changing contexts—experience that not only serves us well now, but will continue to serve us and our ministries far into the future.

Candler is one of 13 official seminaries of The United Methodist Church, yet true to the Methodist tradition of ecumenical openness, we enthusiastically welcome students from

1 44 denominations, with 46% of MDiv students coming from the Wesleyan tradition. Our
2 student body reflects the diversity and breadth of the Christian faithful, with an enrollment of
3 483 from 12 countries and 37 states, 44 percent persons of color (U.S.), and a median age of
4 27 among MDivs. This diversity is a rich blessing, and this year we created a new staff
5 position of assistant director of student life for diversity, equity and inclusion to foster
6 understanding and ensure we are responsive to the needs of our diverse student body.

7 We offer six single degrees (MDiv, MTS, MRL MRPL, ThM, DMin) and ten dual
8 degrees. Our Doctor of Ministry degree is 90 percent online, so students can remain in their
9 places of ministry while completing their degrees. Our new Chaplaincy concentration is now
10 among our most popular, and our Teaching Parish program enables students to serve as
11 student pastors in local churches throughout the southeast, learning firsthand about
12 shepherding a congregation; this year, there were 36 participants.

13 Alleviating student debt through generous financial aid remains among our top
14 priorities. In 2019-2020, we awarded nearly \$6.6 million in financial aid, with 100% of
15 MDiv and 98% of all students receiving support. All MDiv students who are certified
16 candidates for ordained ministry in the UMC receive full-tuition scholarships, and all MDiv,
17 MTS, and master of religious leadership students who are enrolled part-time or more receive
18 a scholarship covering at least 50% of tuition for the length of their program.

19 The demands of the pandemic did not diminish Candler's robust schedule of events.
20 Candler's Black Church Studies program celebrated its 30th anniversary with a yearlong
21 slate of online lectures and panel discussions, now available at vimeo.com/candler. We also
22 launched The Candler Foundry to make theological education accessible to all, through short
23 and semester-length courses taught by Candler faculty, videos and discussion guides to spark
24 conversation in groups or one-on-one, and Facebook Live panel discussions connecting
25 theology with current issues in the world. View the latest offerings at
26 candlerfoundry.emory.edu.

27 Candler's ability to fulfill our mission of educating faithful and creative leaders for
28 the church's ministries throughout the world depends upon your prayers, partnership, and
29 support. Thank you for the countless ways you advance this vital ministry in the life of our
30 denomination. We invite you to visit us online at candler.emory.edu.

31 Jan Love, Mary Lee Hardin Willard Dean and
32 Professor of Christianity and World Politics
33 Candler School of Theology, Emory University
34

35 36 ***102. Gammon Theological Seminary** 37

38 Gammon Theological Seminary, located in Atlanta, GA, is The United Methodist
39 constituent member of the Interdenominational Theological Center (ITC), a
40 consortium of historically African American theological schools.

41 Gammon/ITC is a co-educational, professional graduate school of theology.
42 Its faculty personifies vigorous scholarship, rigorous academic discipline, and
43 significant research in the service of the church and other communities in the world.
44 Founded in 1883 by The Methodist Episcopal Church and with assistance from the
45
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1 Freedman’s Aid Society, today Gammon Theological Seminary is one of the 13
2 theological schools of The United Methodist Church. The faculty and administration
3 of Gammon/ITC create an environment in which critical thinking, investigative
4 reflection, decision making, and responsible action are fostered. The school is fully
5 accredited by the Association of Theological Schools and the Southern Association of
6 Colleges and Schools Commission on Colleges.

7 Gammon/ITC offers the following degree programs: the Master of Divinity,
8 the Master of Arts in Religion and Education, and the Doctor of Ministry. Admission
9 is open to qualified men and women. The support given to The United Methodist
10 Ministerial Education Fund (MEF) by the North Georgia Conference continues to
11 enable Gammon students to carry on a proud Wesleyan tradition of theological
12 education. This relationship lifts up the fact that we are “Alive Together at the Table
13 of Theological Education” where “Love is Making Room.” They are taught to think
14 independently and communicate effectively. One of our students has been invited by
15 the United Methodist Council of Bishops (COB) to attend the “Complementary
16 Certificate in Ecumenical Studies” at Bossey through the University of Geneva.

17 Additionally, graduates of this institution are encouraged to maintain a
18 lifelong desire for intellectual growth, spiritual development, and the acquisition of
19 skills for the practice of ministry in The United Methodist Church. Gammon/ITC has
20 experienced a challenging but productive year amid the alternate mode of instruction
21 and learning due to the COVID19 PANDEMIC. We continue to live out our mission
22 to recruit, support, and educate pastors and lay leaders for The United Methodist
23 Church.

24 Our previous President-Dean was summoned by his bishop to serve a major
25 local church in June 2020 and an Interim President-Dean was appointed to serve. The
26 Board of Trustees hired Candace Lewis. She became the first female President-Dean
27 of Gammon effective April 1, 2021. Gammon Theological Seminary is extremely
28 grateful to the North Georgia Annual Conference for your support of theological
29 education and for your commitment to ensuring that God’s church will be served by
30 persons who are called and trained to lead us forward in the Wesleyan tradition.

31 Joseph L. Crawford, Sr., Interim President-Dean
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34 ***103. Georgia UMCommission on Higher Education & Collegiate Ministry**

35 *worship + discipleship + mission + outreach + leadership + innovation*

36 <https://www.umcommission.org/>
37

38 "Different is better than canceled." This is the wisdom campus minister CJ Harp (Valdosta
39 State University) shared with the Georgia UMComission board as we approached the fall
40 semester of 2020. In the spring of 2020, many colleges sent students home and offered
41 classes online. For our United Methodist colleges and campus ministries, it led to some
42 quick, creative thinking about how to serve students. The summer gave time to put in new
43 systems for connecting students and preparing for a school year that would look very
44 different. The commitment of those who work in education and college ministry on behalf of
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1 United Methodists in Georgia was that we would concentrate on what *could* be done;
2 ministry might be different, but it would not be canceled.

3 **The Georgia UMCommission** .What is so important about the work of
4 the UMCommission is the way that it fosters connections among college presidents,
5 chaplains, and campus ministers. During this year, when everything was different, this
6 connection was even more important. The Commission had already put into place coaching
7 systems where seasoned campus ministers work with those who are newer. For this year,
8 since no one was "seasoned" for a pandemic, the UMCommission hosted opportunities for
9 campus ministers and chaplains to share ideas and support one another. The UMCommission
10 has worked to foster connections among UM college presidents as well, because even though
11 each runs independently, our United Methodist colleges are working toward a common goal
12 of giving students a comprehensive, spiritually-nourishing education. Under the creative
13 leadership of Michael McCord, the UMCommission supports and encourages ministry to
14 young adults. For a church whose polity focuses on connectionalism, through the
15 UMCommission, we see the fruit of connectionalism at its best. Every campus ministry is
16 stronger because of the UMCommission; campus ministers feel connected rather than
17 isolated; new ministries can be launched with boldness, because there is a whole group
18 backing the launch. Mental health was a crisis for young adults even before the pandemic.
19 The UMCommission had planned to launch a mental health initiative for teens and young
20 adults. When large gatherings were no longer possible, Michael McCord (executive director),
21 Evan DeYoung (UMCommission staff and Kennesaw State campus minister), and Lindsay
22 Geist (licensed clinical social worker) started the *Not Alone* podcast for conversations around
23 mental health, as well as hosting a conversation on mental health at Valdosta State Univ.

24 **16 Wesleys...and counting.** After several years of phenomenal growth, even this year
25 was a year of thriving ministry. The UM Commission has six core values for Wesley groups:
26 worship+discipleship+mission+outreach+leadership+innovation. Those core values still
27 hold, even in a year when the normal large gatherings could not take place. Campus
28 ministries offered worship services online, small groups, and Bible studies on Zoom, as well
29 as creative connections such as delivering care packages to students who were in quarantine
30 or, as at Georgia College & State University, moving a Coffee House outdoors. UGA
31 planned Encounter Nights for small group prayer and "prophetic encouragement." They
32 found ways to minister to students even when students could not gather.

33 Even working together on COVID precautions proved to be fruitful. Jonathan Smith,
34 campus minister at Georgia Southern University, said that when there was an outbreak on
35 campus, he knew exactly what to do, because there were already protocols in place to follow.
36 At the midpoint of the spring semester, restrictions began to loosen, and campus ministries at
37 some of our colleges were able to resume in person worship and gatherings. Students came
38 because all of the other outlets for ministry had kept them connected.

39 We launched a new Wesley this year at Columbus State University. Student Anna
40 Phillips said of her Wesley experience: "I look forward to every meeting and every event
41 where I can have fun and grow closer to God with other like-minded people on the same path
42 as me. I am so thankful for God guiding me to this organization." Students are introduced to
43 a grace-filled message, growing closer to Christ, and answering calls to serve.

44 **9 UM Colleges and Universities.** Our UM Colleges are committed to educating the
45 whole person--mind, body, and spirit. This year was a time of shifting the method of
46

1 education while maintaining the mission. Presidents shifted resources and prepared their
2 faculty for teaching online. The connections fostered by the UMCommission enabled the
3 schools to work together to share ideas for moving forward.

4 For our chaplains, creating an environment where students could continue to thrive
5 also meant connecting online. Tonya Lawrence, chaplain at Clark Atlanta University, said
6 that the Zoom study and worship time gave students a space to “continue to feel connected to
7 the campus” and a way to express what they were feeling “after being told during spring
8 break that the campus was closing for the year.” Young Harris Chaplain Ryan Snider says,
9 "Pandemic or not, the body of Christ celebrates a risen Lord. It was a challenge, but we
10 found a way to wrestle out a blessing and create a stronger and more resilient community."

11 **Your Giving.** It is because of your faithful giving that the ministries have continued
12 throughout this year. Whether you are giving through South Georgia's Georgia Wesley
13 ministries and UM Colleges line item, or North Georgia's Higher Education line item, your
14 apportionment giving stays in Georgia to support our colleges and Wesley ministries. We are
15 united in our mission to serve young adults. Being able to work with both conferences
16 together assures a smooth interaction, as many students who grew up in one conference
17 attend college in the other. Pooling our resources assures sufficient funding for all of the
18 ministries in Georgia. Even in this year, your giving has been faithful. You have seen the
19 importance of continuing to invest in young adults, reaching out with God's love, offering
20 hope and nurturing a culture of call. Thank you.

21 I have served on this board for over 10 years, and I am grateful for the way that I have
22 seen our ministries thrive over the years. My own call came through United Methodist
23 schools (Oxford and Emory); the campus ministers at Emory's Wesley nurtured my call; the
24 chaplain at Oxford (Sammy Clark) modeled for me what it looks like to have the church
25 embodied as a presence on a college campus. I had the privilege of teaching at Andrew
26 College for six years. This is holy work, reaching out to young adults with the message of the
27 love and grace of Jesus Christ. I am rolling off as president of the UMCommission, but I
28 encourage us from both Annual Conferences in Georgia to continue to support and invest in
29 this outreach to young adults. I am here because United Methodists invested in me when I
30 was young. These are our kids who now have become young adults. This is our current
31 calling and our investment in the future. Thank you for this opportunity to serve as your
32 UMCommission president.

33 Rebecca Duke-Barton

34 Georgia UMCommission on Higher Education & Collegiate Ministry

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37 ***104. Georgia United Methodist Foundation, Inc.**

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39 The Georgia United Methodist Foundation serves as a nonprofit extension agency of The
40 United Methodist Church. As a leading financial partner, our mission is to provide the
41 following faith-based solutions for investing, lending, training, and planned giving.

42
43 **Solutions for Churches and Agencies**

- 1 **1. Investment Management Services:** We help churches and agencies manage and grow
2 invested funds through socially responsible and sustainable investing.
- 3 **2. Loans:** We offer loans to churches and agencies wishing to refinance debt, build, expand,
4 or renovate facilities to sustain ministry.
- 5 **3. Certificate Program:** We offer 4-, 3-, 2-, and 1-year fixed-rate certificate investments,
6 which in turn provide funds for loans to churches and agencies.
- 7 **4. Training:**
 - 8 • **Clergy Financial Literacy Academy:** We provide pastors training for both personal
9 and church financial literacy.
 - 10 • **Endowments and Legacy Ministry Training:** We teach church leaders how to
11 establish and cultivate permanent income sources to support and sustain church
12 ministry programs.
 - 13 • **Planned Giving Strategies:** We offer free individual and group meetings for
14 churches and members to discuss effective strategies for creating a legacy for
15 ministry that also may benefit your family.
 - 16 • **Wills Clinics:** We help churches by assisting their members by sharing information
17 on critical documents such as wills, health care, and estate planning.
 - 18 • **Cemetery Associations:** We teach churches how to establish and sustain a cemetery
19 association.
20

21 **Solutions for Individuals**

- 22 **1. Certificate Program:** We offer 4-, 3-, 2-, and 1-year fixed-rate certificate investments,
23 which in turn provide funds for loans to churches and agencies.
- 24 **2. Training**
 - 25 • **Clergy Financial Literacy Academy:** We provide pastors training for both personal
26 and church financial literacy.
 - 27 • **Planned Giving Strategies:** We offer free individual and group meetings for
28 churches and members to discuss effective strategies for creating a legacy for
29 ministry that also may benefit your family.
- 30 **3. Scholarships:** We partner with donors and the United Methodist Higher Education
31 Foundation to offer scholarships to Georgia United Methodist students who attend United
32 Methodist colleges, universities, and seminaries.
33
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35 To learn more, please contact the Georgia United Methodist Foundation at 770-449-6726,
36 877-220-5664, or info@gumf.org or visit www.gumf.org.
37

38
39 David A. Duke, Board of Trustees Chair
40 Keith E. Lawder, President/CEO
41

42 [Editor's note: The South Georgia United Methodist Foundation was founded in 1978. The
43 North Georgia United Methodist Foundation was founded in 1984. In 2010, the South and
44 North Georgia United Methodist Foundations merged to become the Georgia United
45 Methodist Foundation. In April, the Georgia United Methodist Foundation's Board of
46 Trustees, unanimously elected Mathew Pinson as the Georgia United Methodist Foundation's

1 fourth full-time president/CEO, effective July 1, 2021. Pinson will succeed the Keith E.
2 Lawder, who is retiring after serving as president/CEO since 2016.]
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4

5 ***105. Hinton Rural Life Center**

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7 Mission statement: Inspired by Jesus Christ, Hinton Rural Life Center's purpose is to engage
8 individuals, congregations, and communities in transformation through retreat ministries and
9 missional outreach.

10 Hinton Rural Life Center is blessed to have secured a strong foundation over the past
11 decade and with the generosity of The Duke Endowment, North Carolina Health Foundation,
12 The Nantahala Health Foundation, Dub and Murray Martin, the Payroll Protection Program,
13 and our donors. Hinton was also blessed with an incredible giving response in 2020 from
14 individuals, churches, and other organizations -- with a 46% increase over 2019 giving. All
15 of this financial support enabled Hinton to continue to cover the cost of operations and to
16 reach out in mission and ministry over the past year.

17 One of Hinton's greatest assets is the talented and dedicated staff. Even through lay-offs
18 and payroll deductions required to navigate cash flow in 2020, Hinton staff facilitated online
19 webinars and summer staff training, hosted a virtual missional training event for young
20 people, implemented and maintained new cleaning and operating protocols, and creatively
21 and safely met needs in the community through the Safe & Healthy Home Repair ministry,
22 firewood ministry, garden ministry, and Christmas Care.

- 23 • Over 460 households were served, which included 84 home repair projects and over
24 300 children receiving new clothing items for Christmas.
- 25 • Over 450 truckloads of firewood were distributed, an increase of 80 loads from 2019.
- 26 • Over 1150 pounds of garden produce was shared through local food pantries and with
27 guests, up 300 pounds harvested from 2019.

28
29 As for 2021, there is excitement and enthusiasm about:

- 30 • Campus enhancements: renovating the McCall Retreat House and Sells Cottage for
31 families and small groups; improving and creating new "Sanctuary" trails and
32 gardens; updating disc golf course.
- 33 • Partnering with a local medical provider to further connect Hinton's home repair
34 ministry with improving the health and safety of the neighbors served.
- 35 • Continuing to offer virtual equipping and learning opportunities, including mental
36 health first aid and webinars that explore and support the rural church.
- 37 • Offering discipleship and leadership training opportunities for young people that
38 include summer staff training, Hinton YouthLead Academy, Youth Leadership
39 Chatuge, and Staffers-in-Training. These are bearing fruit as participants are
40 discerning calls to ordained ministry! Also being planned is a confirmation retreat
41 ministry to launch in Spring 2022.
- 42 • Celebrating Hinton's 60th Anniversary, as an agency of the Southeastern Jurisdiction
43 of The United Methodist Church, with special events that recognize and give thanks
44 for 60 years of fruitful mission and ministry for the glory of God! Hinton is honored
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1 to have Bishop Ken Carter as guest preacher at the Service of Celebration on
2 September 25.

3 Located in the southwest corner of North Carolina in the Appalachian Mountains on Lake
4 Chatuge, Hinton Rural Life Center is dedicated to serving all with retreat and renewal
5 ministries; mission outreach opportunities for individuals, families, and church teams; and
6 equipping and discipleship programs that impact individuals, groups, and congregations for
7 transformational ministry in their own communities.

8
9 Jacqueline Gottlieb, President and CEO

10
11 ***106.a. United Methodist Connectional Federal Credit Union**

12
13 Your Board of Directors' primary job is to set direction for and manage the credit union,
14 making sure it is operated in a sound and prudent manner and that all decisions are
15 guided by the best interests of the members.

16 We are pleased that the League of Southeastern Credit Unions & Affiliates awarded
17 our Credit Union with the "Credit Union of the Year" Award for 2020 in Georgia for the up
18 to \$100 Million in Asset Size. Our board, committees and staff work very hard for our
19 membership. We are pleased to have received such an honor.

20 Our focus is to help our members and our churches with their finances. We had a
21 very successful 2020 in spite of the pandemic. When the pandemic hit, we instituted
22 payment deferrals, VISA Skip-A-Pays and Emergency Loan Programs to help our members.
23 We were also able to help many of our churches with the Small Business Administration –
24 Paycheck Protection Program, allowing them to continue paying their employees during this
25 turbulent time.

26 We continue to strive to be more than your financial institution. We want to be your
27 lifetime partner in achieving your dreams of graduating from college, owning a home,
28 building a family and developing savings for retirement and beyond.

29 Our major achievements this year include: • Financial Help to our members during
30 the pandemic. • Our Financial Counseling program through Greenpath. • Our assets grew
31 approximately 15% due to members saving money. Our members know we are federally
32 insured by the National Credit Union Administration. Our financial stability makes our
33 members feel safe. • Our liquidity is well positioned for the future. In other words, we have
34 plenty of money to loan to help our members save money over other financial institutions.

35 We believe in "Helping Our Members Afford Life" by continuing to provide
36 inexpensive financial services and outstanding member service. Thank you for the privilege
37 to serve in leading your Credit Union. It is a responsibility every volunteer takes extremely
38 seriously.

39 Finally, this will be my final report as the Chair of your Board. It has been my
40 pleasure serving since 1975 and as your Chair since 1983. I deeply appreciate our credit
41 union and have enjoyed seeing it grow in every measurable way. I believe our best days are
42 ahead. I will continue to support our credit union in any way I can.

43 We look forward to serving your needs for many years!

44
45 James R. Mitchell, Chairman
46

*106.b. Financial Report

Assets	Summary as of 12/31/19	Summary as of 12/31/2020
Cash	\$307,809.04	\$287,393.76
Loans To Members	\$16,899,790.74	\$18,059,813.86
Loan Participation	\$1,775,438.34	\$1,745,120.30
Allowance for Loan		
Losses	-\$74,922.69	-\$73,125.84
Other Receivables	\$34,095.13	\$32,857.44
Investments	\$8,088,819.34	\$10,929,467.93
Accrued Income	\$59,459.32	\$64,656.47
Prepaid Exp & Defer		
Charges	\$44,950.78	\$46,525.36
Fixed Assets	\$845,839.57	\$804,238.62
All Other Assets	\$47,075.00	\$47,075.00
Total Assets	\$28,028,354.57	\$31,944,022.90
 Liabilities		
Accounts Payable	\$13,540.01	\$19,815.92
Dividends Payable	\$0.10	\$0.01
Notes Payable	\$0.00	\$0.00
Taxes Payable	\$798.27	\$5,409.94
Accrued Expenses	\$73,904.27	\$117,067.52
Deferred Credits	\$0.00	\$0.00
Other Liabilities	\$20,133.59	\$18,514.56
Total Liabilities	\$108,376.24	\$160,807.95
 Equity		
Shares of Members	\$25,107,452.36	\$28,905,665.38
Reserves	\$682,937.04	\$682,937.04
Undivided Earnings	\$2,040,461.54	\$2,129,588.93
Net Income	\$89,127.39	\$65,023.60
Total Equity	\$27,919,978.33	\$31,783,214.95
Total Liabilities & Equity	\$28,028,354.57	\$31,944,022.90

Income Statement	Summary as of 12/31/19	Summary as of 12/31/2020
Interest on Loans	\$1,080,714.91	\$1,051,908.76
Income on Investments	\$185,755.32	\$100,768.74
Fees & Charges	\$160,091.02	\$147,702.85
Other Operating Income	\$173,370.47	\$180,514.63
Operating Income	\$1,599,931.72	\$1,480,894.98
Operating Expenses		
Compensation	\$580,649.27	\$596,226.84
Employee Benefits	\$190,769.25	\$205,453.45
Travel & Conference	\$53,680.82	\$17,645.43
Association Dues	\$18,293.78	\$17,037.72
Office Occupancy	\$54,919.74	\$48,784.52
Office Operations	\$129,502.83	\$111,799.90
Education & Promotion	\$37,618.59	\$31,339.78
Loan Servicing	\$60,601.68	\$76,698.96
Prof & Outside	\$219,370.26	\$190,111.41
Provision for Loan		
Losses	\$42,000.00	\$1,600.00
Member Insurance	\$0.00	\$0.00
Federal Operating Fee	\$7,658.35	\$7,639.05
Interest on Borrowed	\$0.00	\$0.00
Cash Short/Over	\$320.00	\$0.00
Annual Meeting	\$2,733.14	\$1,250.00
Miscellaneous	\$8,990.88	\$6,419.39
Total Operating Expenses	\$1,407,108.59	\$1,312,006.45
Income From Operations	\$192,823.13	\$168,888.53
Income Before Dividends	\$192,823.13	\$168,888.53
Dividends	\$103,695.74	\$103,864.93
Gain/(Loss) on Assets	\$0.00	\$0.00
Net Income	\$89,127.39	\$65,023.60

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2 **Administrative Departments and Conference Offices**
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4 ***200. Board of Ordained Ministry**
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6 ***200.a. Center for Clergy Excellence**
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8 The Center of Clergy Excellence exists to support our United Methodist Culture of Call
9 pertaining to the life of Licensed Local Pastors, Deacons and Elders. Implementation of the
10 Center’s objectives to foster clergy leadership is inseparable from the Board of Ordained
11 Ministry, the Appointive Cabinet and the network of Clergy Excellence throughout North
12 America. We are grateful for the leadership of Bishop Sue Hauptert-Johnson in the areas of
13 discerning leadership based on gifts and graces for ministry alongside the missional needs of
14 congregations. We are grateful for the Board of Ordained Ministry who provide invaluable
15 time in discernment and evaluative processes of monitoring, reviewing and recommending
16 candidates to the Clergy Session of the North Georgia Annual Conference for credentialing.
17 We are grateful for each District Committee of Ordained Ministry who work to ensure that
18 persons are properly trained and reviewed towards readiness and next steps for the practice of
19 ministry.

20 As the Director of Clergy Excellence, I am grateful for the expertise of Dana Everhart
21 who has supported my transition whenever needed. I am grateful Michelle Levan who is
22 called to lead in myriad forms of vocational discernment, team support, and navigating
23 processes for ministry. The North Georgia Accelerated Clergy Excellence (ACE) groups
24 have continued under the leadership of Leigh Martin. We currently have twenty-two groups
25 as a ground level work towards expanding lifelong learning, support, training and develop-
26 ment of clergy leadership. Through unprecedented circumstances of COVID 19, political unrest
27 and denominational challenges, we continue to meet objectives. Our reality is that God con-
28 tinues to call laity and clergy to engage the world and to build the church. In the words of the
29 English Statesman, Sir Philip Sidney, “I will find a way or make one.” We can and we must.

30 Relationships with institutions of Higher Education were different in 2020-2021.
31 Seminary visits were fewer and virtual. However, we continued to offer Candidacy Summits
32 in the fall and spring to those discerning a call to ministry in the life of the United Methodist
33 Church. I am elated to say that even in a pandemic 2020/2021, North Georgia continues to
34 make significant progress in licensing, commissioning and ordaining new clergy. More than
35 one dozen persons have registered for Licensing School this year. We will also commission
36 twenty-four provisional deacons and elders and twenty-nine full connection deacons and
37 elders in 2021. Our retirees are invaluable to the legacy of clergy life and covenant
38 community. They continue to serve tirelessly on our Boards, Agencies and in Local
39 Churches. We honor our partners in ministry.

40 As a lifelong learner, I engage the opportunity to receive and contribute our North
41 American network of Directors of Clergy Excellence and the General Board of Higher
42 Education and Ministry (GBHEM). The team consists of directors, vocational discernment
43 coordinators and GBHEM staff. Michelle Levan also shares in the connectional dynamics of
44 this team. We meet bi-weekly to ponder circumstances, ask probing questions, engage polity
45 and best practices for the work of Clergy Excellence nationwide.
46

1 The Local Churches and College Campuses continue to provide the milieu that allows
2 person to respond to discerning process. They utter “I believe God is calling me.” We
3 support, assist and equip them in responding, “Here I am, Lord. Send me.” Thank you for
4 being an extension to your North Georgia Center for Clergy Excellence.

5 Bernice W. Kirkland, Director
6
7

8 ***200.b. Board of Ordained Ministry** 9

10 The Board of Ordained Ministry (BOM) supports individuals on the journey toward
11 ordination and encourages clergy to fulfill living their call meaningfully. In addition to
12 interviewing potential candidates for ordained ministry, the BOM cultivates new candidates
13 for ordination, nurtures provisional members of the conference through RIM groups
14 (Residency in Ministry) and requires continuing education of all clergy.

15 This year, the BOM implemented a new interview process for provisional and full-
16 connection candidates. This new process is a holistic approach that presents the candidate
17 wholly before a team. Each team engages the candidate in each area required for
18 interviewing: Theology & Doctrine, Practice of Ministry, Called and Disciplined Life, and
19 Leadership. The goal is to provide the candidates with multiple levels of support throughout
20 the process and to allow our interview teams the opportunity to experience the work and
21 ministry of each candidate in its entirety and not in four separate sections. This process in no
22 way diminishes the significance or the intensity of the interviews. It allows for continuity and
23 strengthens the discernment needed by the Board when assessing a candidate for being ‘fit
24 and ready’ and determining ‘effectiveness’ in ministry. The Board intends to continue this
25 new interview process in the upcoming years while also continuing to assess its
26 effectiveness.

27 The Board also implemented a different interview model during the Covid-19
28 pandemic. Historically, the Board’s interviews have been in-person, but the Board created a
29 hybrid interview model for the candidates during this time. A special thanks to Roswell
30 UMC, which allowed us to meet on their campus in the youth building. Candidates who felt
31 comfortable and abided by health guidelines and protocols were invited to an in-person
32 interview. A candidate could interview online only, and no candidate was penalized for
33 choosing to interview online. For the in-person interviews, a team representative from the
34 BOM was present to help facilitate this interview process. Other members of the BOM
35 leadership team were also present to offer words of welcome and direction. The BOM teams
36 interviewed each candidate in classrooms set up with Zoom with a BOM team member
37 present while the other BOM members were online. Overall, this hybrid model was effective
38 while ensuring a safe yet personal interview experience.

39 The BOM expresses thanks to Bernice Kirkland, Director, Center for Clergy
40 Excellence, and Michelle Levan, Assistant Director, Center for Clergy Excellence. Also, a
41 special thanks to the faithful clergy and laity who serve on the BOM and who adapted to the
42 changes and challenges this year with integrity and grace.
43

44 Julie A. Boone, Chairperson
45 Board of Ordained Ministry
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1 ***200.c. Fellowship of Licensed Local Pastors and Associate Members**

2
3 Life is unpredictable. Certainly, this past conference year has remained unpredictable as we
4 continue to shift, realign and adjust to the new norm. Our best-laid ministries have been
5 interrupted. Without our permission, we found ourselves continuously jolted into the realm of
6 the unexpected and the valley of the unknown.

7 Yes, God is doing a new thing. As Local Pastors, we have individually and
8 collectively held on to our faith in Almighty God and sought His power, strength and
9 guidance to make it through our challenges. Yet we remain assured that “Love is making
10 room” it’s allowing us to rearrange things in our lives as we continue to seek God, to show us
11 how we need to go about making room. Room to feed His sheep and make disciples for the
12 transformation of the world. Room to move beyond the sacred walls seeking a lost soul.
13 Room to go into the highways and byways seeking lost sheep. Room for Love!

14 The Fellowship of License Local Pastors and Associate Members has continued to
15 thrive and strive during these unprecedented, unforeseen and uncertain times in which we
16 continue to minister. We continue to worship via Pull Up Park and Praise, virtually,
17 conference call, zoom and in person. Drive by and drive through has taken on new meaning
18 in the life of the church. We drive by to visit our sick and shut- ins and drive through as we
19 celebrate momentous occasions. “Love is making room, for us to see a new way, to do a new
20 thing!”

21 Howbeit, we were not able to gather as a group in person at 2020 annual conference,
22 we extend thanks to Bishop Sue Hauptert- Johnson, for sharing with us via zoom last fall. We
23 remain committed to providing intentional, informed, and guided support, encouraging
24 continuous education and a bond of trust and unity to the FLLPandAM of the North Georgia
25 Conference.

26 We celebrate those completing COS and receiving their MDiv.: Craig Murray, David
27 Bost, Ginny Best, David Bohling, Alpheia Murray, Russ Nuss. Bob Tobias summer 2021,
28 Glenn Cole, MDiv., David Adamson MDiv May 202.

29 Finally, we extend a hearty THANKS and a good God Bless You to William (Bill)
30 Floyd for his service as Secretary of the FLLPandAM as he embarks upon this new season in
31 life.

32 Grace and Peace, Continued Blessings!

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34 YoLanda Jones-Colton, Chair
35 Fellowship of Licensed Local Pastors
36 and Associate Members
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3 ***200.d. Order of Deacons**

4 The Order of Deacons exists to support its members for the sake of the life and mission of the
5 church. One of the strengths of our connectional system is the recognition that we are called
6 to different purposes and equipped with different gifts. This year we celebrate *25 years* as an
7 Order in the United Methodist Church!

8 While we have seen our clergy live into the call of our Order in beautiful ways, there
9 is still much to be learned by both clergy and laity about the calling of a Deacon. Each is
10 called to a unique role using their unique gifts to build the kingdom both inside the church
11 and out in the world. While it is difficult to fully express the breadth and depth of what we
12 do, we would like you to know the following:

13 We are called.

14 We are creative.

15 We are collaborative.

16 We are appointed.

17 We are connectional.

18 We are healers.

19 We are fruitful.

20 We are sacramental.

21 We are missional.

22 We are covenantal.

23 We are entrepreneurial.

24 We are innovative.

25 We are leaders.

26 We are partners with other clergy.

27 We are partners with laity.

28 We stand with the vulnerable.

29 We stand with the broken.

30 We stand for justice.

31 We stand with compassion.

32 We preach.

33 We teach.

34 We serve.

35 We love.

36 We hope.

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38 Our goal is nothing less than the redemption of all creation.
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40 Shannon Karafanda, Chair
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3 ***200.e. Order of Elders**

4 There is a saying, “the more things change, the more they stay the same.” This certainly
5 seems to true these days. Last year I began this report emphasizing the quadrennial theme of
6 the North Georgia Elders which is "Order of Elders. Above All, Harmony Through Christ's
7 Love." At that time (and still) I felt the theme appropriate because of the impact of the
8 division in our church, the Coronavirus Pandemic and the tension of race relations and the
9 assault on Black Lives. A year later the headlines are virtually the same. While this is
10 painfully true, I am grateful that what is also true is that Elders across the North Georgia
11 Conference have consistently and courageously labored to create space for peace and unity
amid division, chaos, and injustice.

12 Over the course of last year, the Order did not gather because it was still deemed
13 unsafe to do so; nevertheless, Elders across the conference found ways to engage in
14 community. Whether it was newly formed prayer circles, lectionary study groups, preaching
15 cohorts or something as old fashioned as picking up the phone for a welfare check, the order
16 has maintained our covenant of support and accountability.

17 Although some have returned to in person worship albeit modified, some remain
18 sheltered in place and digitally connecting with church and community. Yet, we wait with
19 great hope and anticipation for the time in which we can gather and embrace for it is our
20 belief that covenant relationship among colleagues strengthens the life and ministry of the
21 church.

22 It has been a pleasure to serve as the chair of the Order of Elders. I look forward to
23 more actively engaging the Order in the near future.

24
25 Yvette D. Massey, Chairperson
26

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28 ***201. Conference Communications Office**
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30 The conference communications office leads North Georgia’s communications, marketing,
31 and public relations efforts. Using the conference website, e-newsletters, social media, and
32 videos, our goals are to inform, celebrate, and equip North Georgia United Methodists as
33 they carry out the mission of the church.

34 No two years bring the same communications strategy or need, but 2020 to 2021 has
35 been a year like no other. The Conference Communications Office, which previously
36 produced on average two videos per month, produced or curated 148 videos last year for
37 training, inspiration, or collaboration. Our social media interactions with you soared. We
38 launched resource hubs, new e-newsletters, and held our first-ever virtual Annual
39 Conference. We also saw an increase in positive news coverage of United Methodists in
40 service to our communities. In short, your conference communications office had a bird’s eye
41 view of North Georgia United Methodists doing good, doing no harm, and “leaning into the
42 connection.”

43 With more than 30,000 visits each month, the conference website (www.ngumc.org)
44 is the place for clergy and church leaders to turn for news, information, the conference
45 calendar, and resources. This year, we created two valuable resource hubs on the website,
46

1 one for COVID-19 related resources for worship, stewardship, discipleship, and mission, and
2 one for relaunching in-person worship and discipleship.

3 In 2021, the communications office plans to redesign ngumc.org. Over the next six
4 months, send us your feedback on the website. Where do you see room for improvement?
5 What do you depend on from the website? Email communications@ngumc.org with the
6 subject “Website.”

7 Recognizing the benefit of streamlined information, the conference sends one e-
8 newsletter each week, the “Weekly Update,” that includes news, featured resources, and
9 upcoming events relevant to clergy and church leaders. Subscribe to “Weekly Update” to
10 stay connected to conference and denominational news.

11 Additionally, we send targeted e-newsletters that directly relate to specific ministry
12 areas and regions. Please subscribe to your district e-newsletter, the “Monday Memo” from
13 Assistant to the Bishop Terry Walton, and the “Wellness Wednesday” e-newsletter focused
14 on clergy mental health. Sign up by clicking “Subscribe Now” at ngumc.org.

15 Social media is an important avenue for connecting to information and inspiration
16 from the North Georgia Conference. In 2021, Bishop Sue Hauptert-Johnson has been a steady
17 presence on the conference Facebook page with Monday night conversations on Wesley’s
18 Covenant Prayer a lectionary sermon series during Lent. She was joined by United
19 Methodists from North Georgia and across our Connection. Thousands of North Georgia
20 United Methodists are part of the community on Facebook (www.facebook.com/ngaumc),
21 Twitter ([@connectNGUMC](https://twitter.com/connectNGUMC)), Instagram ([@NGUMC](https://www.instagram.com/NGUMC)), and Vimeo (vimeo.com/ngumc).

22 We are pleased to share that last year we launched a podcast, "At the Table with
23 Bishop Sue." In each episode, Bishop Sue Hauptert-Johnson shares from her heart about what
24 unites us, what inspires us, and what challenges us in the congregations and communities of
25 the North Georgia Conference. To listen or subscribe, search "At the Table with Bishop
26 Sue" on Apple Podcasts, Spotify, Stitcher, or your favorite podcast platform.

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

30 Your conference communications office serves as a connection point for your
31 congregation as you carry out the mission of the church and do the work of “Making Room.”

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33 Sybil Davidson
34 Conference Communicator
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1 ***202. Episcopacy Committee Report**

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3 The Episcopacy Committee continues to encourage, support and appreciate the ministry and
4 leadership of Bishop Sue Hauptert-Johnson. Bishop Sue has exemplified the conference
5 theme “Love is Making Room” at the table for everybody to work together. She has provided
6 a vision to lead the conference through challenges caused by the global pandemic. The result
7 has been churches in North Georgia finding new ways to be the church.

8 Bishop Sue directed churches to follow CDC guidelines to stay safe. As a result of
9 sheltering in place while implementing virtual services/ministries/meetings/annual
10 conference in many cases, allowed greater outreach, increased attendance/participation in
11 some churches and new methods to reach others to transform lives. The Bishop also
12 recognized the importance of providing mental health resource support for clergy and
13 congregations during this period of isolation and brought on a staff person for that purpose.
14 Bishop Sue engaged the North Georgia Conference Technology Team in executing the first
15 virtual online North Georgia Annual Conference in August 2020, which was a tremendous
16 success.

17 Bishop Sue has made room at the table for; virtual training sessions, weekly online
18 conversations on Wesley’s covenant prayer, informative webinars for Laity and Clergy,
19 conversations with young emerging leaders, fruitful conversations to address racism and
20 diversity, partnering with the Cabinet, Staff, Clergy and Laity and welcoming candidates
21 who have been approved for Provisional Pastors or Ordained Elders. She faithfully supports
22 the ministry of her husband Allen in his placement at Johns Creek United Methodist Church
23 and very proud of her daughter Samantha who is finishing her last semester as a sophomore
24 at the University of Florida. We are happy to have Allen and Samantha as part of the
25 Episcopal family.

26 The North Georgia Conference is blessed to have Bishop Sue as our Missional
27 Leader. She strives to make room at the table for all people in our conference. Bishop Sue
28 recognizes the importance of/and practices for self-care, spiritual disciplines and guidance of
29 the Holy Spirit. The Episcopacy Committee is proud of the work of our Bishop.

30 Please continue to pray for Bishop Sue as she continues helping our conference to
31 make disciples of Jesus Christ for the transformation of the world.

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33 Deloris Carhee, Chair
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3 ***203. Conference Statistician Team**

4 Being part of the District and Conference Statistician Teams is a labor of love. It is an
5 opportunity to be in ministry with and to pastors, their staff, and key laity of the churches of
6 our districts and conference. I am grateful for the twenty-six pastors who served on our team
7 this year. They did an amazing job in the midst of all that has been going on in the world, and
8 in their churches.

9 This is what we know from our statistical tables and from firsthand knowledge. Being
10 the church and leading a church is extremely difficult in a global pandemic. Secondly, the
11 pastors, staff, lay leadership, and congregations of the North Georgia Annual Conference are
12 a determined group. They have learned new skills, have been exposed to new technology,
13 while attempting to stay connected to a disconnected congregation and community. All have
14 persevered through and in spite of a pandemic, the likes of which no one has seen in more
15 than a century.

16 The majority of the statistical data for 2020 for the North Georgia Conference was
17 negatively affected by the pandemic. There are some decreases which cannot be completely
18 attributable to the pandemic because the differences are somewhat similar to previous years.

19 Some notable statistics are as follows:

- 20 • In 2020 we lost a total of 7,581 members as compared to a loss of 6,270 in 2019. Our
21 total membership as of December 31, 2020 was 339,259.
- 22 • Our in-person worship prior to the COVID-19 shutdown dropped by 8.7%, when our
23 attendance decreased from 102,213 in 2019 down to 93,361 in 2020.
- 24 • Our online worship skyrocketed from a weekly average of 31,934 in 2019 to 127,996 for
25 2020. I need to note that the accuracy of this statistic is very much in question as it is
26 impossible to determine how these numbers were obtained by each of the churches, and
27 how long each of these viewers were viewing the worship services.
- 28 • The greatest sadness of our statistical tables can be seen in two areas. First, in ministry
29 where we had over 22% decrease in participants in Christian formation groups and Sunday
30 School. A 77% decrease in Vacation Bible School participants and a 57% decrease in the
31 number of baptisms. Secondly, we have had 35% decrease in the participants in missions
32 or over 34,000 less people involved, and we ministered to 700,000 less people in
33 ministries of outreach, justice and mercy.

34 All statistical data from 2002 through 2020 can be found at www.ngumc.org/eoy .
35 You can find it by church, by district and for the entire conference. You can also compare
36 years.

37 As I close, I would like to thank Michael Murphy-McCarthy, Keeancha Hawkins,
38 Keith Cox, and the District Superintendents for all the help they gave our Statistician Team.

39 Finally, I want to thank all the pastors, staff, and laity of the churches of the Annual
40 Conference who gathered, entered, and submitted their information in a timely fashion. For
41 those who did not submit them in a timely fashion, I hope you will next year.

42
43 Charles E. Broome
44 Conference Statistician
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1 ***204. North Georgia Conference Housing and Homeless Council**

2
3 The purpose of the Housing and Homeless Council (HHC) is to support those who are
4 serving our neighbors in need, specifically through the administering of capital and
5 operational grants. The Council is an administrative agency of the North Georgia
6 Conference, and is made up of lay and clergy representatives from each district, at-large
7 members, and ex-officio representatives.

8 Typically, the Council awards grants twice a year to churches and non-profit agencies
9 across North Georgia who provide housing and other essential services to persons
10 experiencing homelessness and poverty. From 1990 through 2020, the HHC has awarded
11 grants totaling \$5,261,4551. Council members conduct site visits to each applicant and make
12 recommendations to the Council for funding.

13 Due to the Covid19 pandemic in 2020, the HHC made the difficult decision to have
14 only one grant cycle during 2020, the fall cycle. The spring cycle fell right as the pandemic
15 was beginning, which of course caused significant uncertainty and concern. All applicants
16 who had applied during the spring were moved the fall cycle. In November of 2020, we were
17 able to award grants in total of \$101,725 (\$54,100 in capital and \$47,625 in operational).
18 Homeless Offering funds which come in after grants are distributed in November are added
19 to the next year's grants.

20 The theme of the 2020 Homeless Offering was "We Are Called To Serve One
21 Another" and was collected on February 23, 2020. 100% of the Homeless Offering goes to
22 ministries serving those experiencing poverty and homelessness. Total 2020 offering receipts
23 were \$106,190.48. The Housing Trust Fund, held with the Georgia United Methodist
24 Foundation, ended the year with a value of \$1,620,571.43

25 2020 was a difficult year for all of us, and we expect that the effects of the pandemic
26 will continue during the 2021 grant cycles as well. We are grateful for the faithful response
27 of our churches to the Homeless Offering, even during a time when we were not gathering in
28 person. We hope that you will continue to support the offering as we return to in-person
29 worship and return to a more familiar way of life. Our ministries need support now more than
30 ever, and we are so grateful for your generosity.

31 We continue to be inspired by the incredible ministry taking place around our
32 conference and consider it an honor to offer financial support to organizations and programs
33 who are walking alongside our neighbors in need each day. If your congregation is
34 discerning a way to be in mission in your community, we would love to talk with you and
35 offer support. We are always pleased to hear from new projects, so we hope you will
36 consider partnering in ministry with us.

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38 Sandra Skinner, Chair
39 Laura Rappold, Director
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Capital Grants 2020

Cascade Community Services	\$5,000.00
Covenant UMC	\$5,000.00
Decatur Cooperative Ministry	\$10,000.00
Emma's Place	\$10,000.00
Rainbow Community Center	\$10,000.00
Habitat Southern Crescent	\$5,000.00
MUST	\$7,500.00
SWEEAC	\$1600.00

Operational Grants 2020

Atlanta First UMC	\$1125.00
Augusta Urban Ministries	\$1875.00
Bethesda Community Clinic	\$1875.00
Brookhaven UMC	\$1875.00
Community Action for Improvement	\$1875.00
Embry Hills UMC	\$1875.00
Family Promise of Athens	\$1875.00
Georgia Food and Resource	\$1875.00
Hart Interdenominational Ministry	\$1500.00
Hiram First UMC	\$1875.00
Homestretch	\$1875.00
I-58 Mission	\$1875.00
Jerusalem House	\$1875.00

Kidz2Leaders	\$1875.00
LaGrange/Troup Co. Warming Shelter	\$1875.00
Leete Hill UMC	\$1875.00
Metropolitan UMC	\$1875.00
Midtown Assistance Center	\$1875.00
Morrow First UMC	\$1875.00
Mt. Zion UMC	\$1875.00
MUST	\$1875.00
ONE Way Ministry	\$1875.00
Ringgold UMC	\$1875.00
Shepherd's Staff Ministry	\$1875.00
Summerville FUMC	\$1875.00
Westside Future Fund	\$1875.00

1 **Trustees of the North Georgia Conference of the UMC, Inc.**

2
3 **205. a. The Trustees of the North Georgia Conference**
4 **of the United Methodist Church, Inc. Report 4/19/21**
5

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

11 Norton Commercial continues to serve as the real estate agent of the AC through
12 CBOT. This relationship was begun at the direction of the 2017 AC. While the relationship is
13 only 4 years old, Norton's competence and expertise in evaluating, selling, and overseeing
14 properties have proven to be very beneficial. As of March 1, 2021, Norton has facilitated the
15 sale of 49 properties since July 1, 2017 (total sale value of \$20,925,601). We have 6 listed
16 properties for sale with an aggregate "Broker's Opinion of Value" (BOV) of \$1,634,000. In
17 addition, 3 properties are currently under contract with an aggregate contract value of
18 \$2,252,000.

19 The Trustees continue the oversight of the Wesley Campership Fund. Due to the
20 Covid-19 pandemic, camp operations were suspended for the summer, 2020, so no
21 camperships were supported. North Georgia Camp and Retreat Ministries, Inc. (NGCRM)
22 plans on having summer camp on a reduced capacity in summer, 2021. In recent years
23 NGCRM Board of Directors does not have the ability to spend all that is generated by this
24 fund for scholarships. They believe that funds for scholarships for underprivileged children
25 are the easiest funds to raise from churches and individuals. The greater need is for capital
26 expenditures in order to provide excellence in facilities and experiences. The greater need is
27 for a \$10M capital endowment. As of March 4, 2021, the Wesley Campership Fund was
28 \$2,972,044. At the recommendation of the NGCRM, CBOT recommends that the AC allow
29 NGCRM to reallocate the Wesley Campership Fund from use as camperships to become part
30 of the NGCRM capital endowment. This request will automatically be reviewed in 5 years
31 and may be renewed after review.

32 A Relocation Committee for conference offices began working with an
33 architect/planner, Jim Winer, to counsel the CBOT for a permanent location of the future UM
34 Center. Our current UM Center lease terminates in March 2023. Given the uncertainty of the
35 future shape and size of our AC, there is no report at this time.

36 The 2020 AC approved the recommendation of the CBOT for the formation of a
37 committee to fairly and equitably begin to use the Barnes Fund for ministry. This Committee
38 began its work as the Barnes Evaluation and Administration Team (BEAT) under the
39 leadership of Steven Usry. The CBOT developed a spending policy for the Barnes Fund to be
40 used by the BEAT to invest in ministry for the AC. BEAT will report to CBOT and CFA the
41 usage of funds provided through the Barnes Fund.

42 The trustees continue to provide oversight of the E.R. Park Medical Mission Fund
43 and the Louise D. Park Eye Fund. The E.R. Park Medical Mission Fund can be accessed
44 through the Conference Director of Administrative Services. While both funds are
45 underutilized, the Park Eye Fund has been particularly underutilized. The expectation of the
46

1 Park Eye Fund as stipulated in Mrs. Parks will is to identify patients “in definite need of
2 financial assistance in order to secure the indicated treatment of the disorder of the eye or
3 eyes which would result in blindness if such treatment were not otherwise available.”

4 At the 2019 AC, we reported entering a relationship with the Emory Eye Center.
5 Through 2/25/21, donations of \$475,214 have been made from the Park Eye Fund. Of that
6 \$224,050 has been used for completed surgeries and contact lenses.

7 The 2020 pandemic halted anticipated surgeries but another \$366,150 has been
8 identified as anticipated surgeries and contact lenses for children and young adults.
9 Contributions through the CBOT on behalf of the AC have been made to the Emory Eye
10 Center for Crosslinking for children under 17 years old and young adults. Crosslinking is a
11 newly approved procedure that prevents blindness, particularly in children. As of 2/25/21, 24
12 children under 18, 10 young adults between 18-21 and 12 adults between 22-33 have
13 received or will receive treatment through the Park Eye Fund.

14 Also, an additional 12 persons have benefited from donations for 19 Glaucoma
15 prescriptions from the Park Eye Fund from 9/1/20-12/31/20. The Park Eye Fund currently
16 has an accumulated balance of \$867,405 on 1/1/2020 to \$576,587 as of 12/31/2020, even
17 with the \$170,000 going to Emory Eye Center.

18 The 2019 General Conference produced legislation regarding disaffiliation of a local
19 church from the Annual Conference. CBOT has discussed the role assigned to the trustees
20 under that legislation and has adopted both a disaffiliation process and a standard form
21 agreement for local churches in keeping with the terms of Section 2553 of the
22 Discipline. The trustee’s “Disaffiliation Agreement pursuant to paragraph 2553” and “Steps
23 of disaffiliation process under par. 2553” are attached to this report. If any local churches
24 choose to invoke this process in the coming year, those disaffiliation agreements will be
25 presented to the 2022 annual conference for final approval.

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

28 CBOT Recommendation to the Annual Conference:

- 29 1. Allow NGCRM to reallocate the Wesley Campership Fund from use as camperships
30 to become part of the NGCRM capital endowment.
31

32 On behalf of your conference trustees, I want to say thank you for your support of our
33 Annual Conference and to thank each member of the trustees for their service.
34

35 John Simmons, Chair
36
37
38

39 **205.a. Steps of Disaffiliation Process Under ¶2553**
40

41 **1. Request for church conference and call by district superintendent.**

42 The church conference shall be conducted in accordance with ¶ 248 and shall be held within
43 one hundred twenty (120) days after the district superintendent calls for the church
44 conference.
45
46

1 **2. Approval of the disaffiliation resolution by a two-thirds majority of the professing**
2 **members of the local church present and voting at the church conference.**

3 At least two-thirds (2/3) of the professing members present at a church conference of Local
4 Church must vote to disaffiliate from The United Methodist Church “for reasons of
5 conscience regarding a change in the requirements and provisions of the Book of Discipline
6 related to the practice of homosexuality or the ordination or marriage of self-avowed
7 practicing homosexuals as resolved and adopted by the 2019 General Conference, or the
8 actions or inactions of its annual conference related to these issues which follow.”
9

10 **3. Establishment of the terms and conditions, including effective date, of the**
11 **disaffiliation agreement between the annual conference and the exiting local church**
12 **by the conference board of trustees.**

13 If the church conference votes to disaffiliate from The United Methodist Church, the terms
14 and conditions for that disaffiliation shall be established by the board of trustees of the
15 annual conference, with the advice of the cabinet, the annual conference treasurer, the
16 annual conference benefits officer, the director of connectional ministries, and the annual
17 conference chancellor.

18 a. Payments. Prior to the Disaffiliation Date, Local Church shall pay to Annual
19 Conference, the following:

20 i. Any unpaid apportionments for the twelve (12) months immediately prior to the
21 Disaffiliation Date;

22 ii. An additional twelve (12) months of apportionments;

23 iii. An amount equal to Local Church’s pro rata share, as determined by Annual
24 Conference, of Annual Conference’s unfunded pension obligations, based on the Annual
25 Conference’s aggregate funding obligations as determined by the General Board of
26 Pension and Health Benefits using market factors similar to a commercial annuity
27 provider;

28 iv. Any direct-bill obligations as verified by the Conference Benefits Office.

29 b. Other Liabilities. Local Church shall either satisfy all of its debts, loans, and
30 liabilities, or assign or transfer such obligations to its new entity. Local Church must provide
31 sufficient documentation of same to Annual Conference.

32 c. Intellectual Property. Local Church shall cease all use of “United Methodist,” the
33 Cross & Flame insignia, and any other intellectual property of the denomination and Annual
34 Conference, including the removal of all signage containing the same.”

35 d. Group Tax Exemption Ruling. As of the Disaffiliation Date, Local Church shall cease
36 to use, and also shall ensure that any affiliates of Local Church which have been included in
37 the group tax exemption ruling shall cease to use, any and all documentation stating that
38 Local Church is included in the denomination’s group tax exemption ruling administered by
39 the General Council on Finance and Administration of The United Methodist Church.

40 e. Records and Cemeteries. The Local Church shall cooperate with the staff of the
41 Annual Conference to ensure the preservation of church archives, membership rolls,
42 historical documents related to funerals, baptisms, weddings, minutes, etc.. If the Local
43 Church has a cemetery or columbarium, the Local Church shall ensure provisions related to
44
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1 continued maintenance after disaffiliation and continued access for families and loved ones
2 of United Methodists buried there.

3 **4. Ratification of the disaffiliation agreement by a simple majority of the members of**
4 **the annual conference present and voting.**

5 The final Disaffiliation Agreement, after preparation by the Board of Trustees and execution
6 by the Local Church, must be “ratified by a simple majority of the members . . . present and
7 voting” at a duly-called session of Annual Conference.

8
9 **5. Completion of all steps must occur prior to December 31, 2023.**

10 The choice by a local church to disaffiliate with The United Methodist Church under this
11 paragraph shall be made in sufficient time for the process for exiting the denomination to be
12 complete prior to December 31, 2023.

13
14 **205.b. Disaffiliation Agreement Pursuant To ¶ 2553**

15
16 This Disaffiliation Agreement Pursuant to ¶ 2553 (“Disaffiliation Agreement”) is
17 entered into this _____ day of _____, 20__, by and between
18 _____ (“Local Church”) and North Georgia Annual Conference (“Annual
19 Conference”).
20

21 WHEREAS, Local Church is a United Methodist church within the boundaries of Annual
22 Conference;
23

24 WHEREAS, Local Church has held a church conference, in compliance with ¶¶ 246.8, 248,
25 and 2553.2-.3 of *The Book of Discipline of The United Methodist Church* (“*Discipline*”), at
26 which at least two-thirds (2/3) of the professing members present at the church conference of
27 Local Church voted to disaffiliate from The United Methodist Church “for reasons of
28 conscience regarding a change in the requirements and provisions of the *Book of Discipline*
29 related to the practice of homosexuality or the ordination or marriage of self-avowed practicing
30 homosexuals as resolved and adopted by the 2019 General Conference, or the actions or
31 inactions of its annual conference related to these issues which follow.”
32

33 WHEREAS, pursuant to ¶ 2501.1 of the *Discipline*, Local Church holds its real and personal,
34 tangible and intangible property “in trust for The United Methodist Church and subject to the
35 provisions of its *Discipline*.”
36

37 WHEREAS, property subject to ¶ 2501.1 “can be released from the trust, transferred free of
38 trust or subordinated to the interests of creditors and other third parties only to the extent
39 authority is given by the *Discipline*.” (¶ 2501.2)

40 WHEREAS, ¶ 2553 provides a specific circumstance in which property subject to ¶ 2501.1
41 can be released from the trust imposed by that paragraph.
42

43 WHEREAS, ¶ 2553.4 requires the terms and conditions of Local Church’s disaffiliation from
44 The United Methodist Church to be “memorialized in a binding Disaffiliation Agreement.”
45
46

1 WHEREAS, Local Church and Annual Conference wish to (1) resolve all matters between
2 them, and Local Church wishes to acquire from Annual Conference all of Annual Conference’s
3 interest, on behalf of The United Methodist Church, in the real and personal, tangible and
4 intangible property held by Local Church and (2) comply with the requirements of ¶ 2553 and
5 Judicial Council *Decision* 1379.
6

7 NOW, THEREFORE, in consideration of the foregoing and all the mutual covenants herein
8 contained, and for other good and valuable consideration, the receipt and sufficiency of which
9 is hereby acknowledged, Local Church and Annual Conference agree as follows:

10 1. Conditions Precedent. Local Church and Annual Conference acknowledge and agree:

11 a. *Church Conference Vote*. At least two-thirds (2/3) of the professing members
12 present at a church conference of Local Church must vote to disaffiliate from The
13 United Methodist Church “for reasons of conscience regarding a change in the
14 requirements and provisions of the *Book of Discipline* related to the practice of
15 homosexuality or the ordination or marriage of self-avowed practicing
16 homosexuals as resolved and adopted by the 2019 General Conference, or the
17 actions or inactions of its annual conference related to these issues which follow.”
18 Local Church must provide documentation, to the satisfaction of Annual
19 Conference, which evidences the result of the disaffiliation vote taken at the church
20 conference. Such documentation must be certified by an authorized officer of Local
21 Church and shall be included as an exhibit to this Disaffiliation Agreement.

22 b. *Annual Conference Vote*. This Disaffiliation Agreement must be “ratified by a
23 simple majority of the members . . . present and voting” at a duly-called session of
24 Annual Conference, as required by Judicial Council *Decision* 1379 and ¶
25 2529.1b(3).
26

27 Should either of the above not occur, this Disaffiliation Agreement shall immediately become
28 null and void.

29 2. Applicability of ¶ 2501. Local Church acknowledges and agrees that pursuant to ¶ 2501 of
30 the *Discipline*, Local Church holds all property, real and personal, tangible and intangible, in
31 trust for the benefit of The United Methodist Church.

32 3. Date of Disaffiliation. Should Local Church timely comply with all of its obligations as set
33 forth herein, Local Church’s disaffiliation from The United Methodist Church will be effective
34 on _____, 20__ (“Disaffiliation Date”). Such Disaffiliation Date must be subsequent to the
35 Annual Conference’s ratification referenced in Section 1 above.

36 4. Local Church’s Obligations. Unless a different date is specified, Local Church shall, by no
37 later than the Disaffiliation Date, do the following:

38 a. *Payments*. Prior to the Disaffiliation Date, Local Church shall pay to Annual
39 Conference, in a manner specified by Annual Conference, the following:

40 i. Local Church shall have the right to retain its real and personal, tangible
41 and intangible property without charge. Any costs relating to Local
42 Church’s retention of its property will be borne by Local Church.

43 ii. Any unpaid apportionments for the twelve (12) months immediately prior
44 to the Disaffiliation Date, as calculated by Annual Conference, totaling
45 _____;
46

- 1 iii. An additional twelve (12) months of apportionments, as calculated by
2 Annual Conference, totaling _____;
- 3 iv. An amount equal to Local Church's pro rata share, as determined by Annual
4 Conference, of Annual Conference's unfunded pension obligations, based
5 on the Annual Conference's aggregate funding obligations as determined
6 by the General Board of Pension and Health Benefits using market factors
7 similar to a commercial annuity provider, totaling _____; and
- 8 v. Any other payments that are related to conference-provided benefits that are
9 direct billed to the Local Church for benefits provided prior to the effective
10 date of disaffiliation. The parties will consult with the Conference Benefits
11 Office to determine if there is an amount owed for direct billed benefits, and
12 the parties further agree to true-up any such obligations within a reasonable
13 period of time after the effective date of disaffiliation.
- 14 b. *Other Liabilities.* Local Church shall either satisfy all of its debts, loans, and
15 liabilities, or assign or transfer such obligations to its new entity. Local Church
16 must provide sufficient documentation of same to Annual Conference.
- 17 c. *Intellectual Property.* Local Church shall cease all use of "United Methodist," the
18 Cross & Flame insignia, and any other intellectual property of the denomination
19 and Annual Conference, including the removal of all signage containing the same.
- 20 d. *Group Tax Exemption Ruling.* As of the Disaffiliation Date, Local Church shall
21 cease to use, and also shall ensure that any affiliates of Local Church which have
22 been included in the group tax exemption ruling shall cease to use, any and all
23 documentation stating that Local Church is included in the denomination's group
24 tax exemption ruling administered by the General Council on Finance and
25 Administration of The United Methodist Church. Local Church and any of its
26 affiliates which have been included in the group tax exemption ruling will be
27 removed as of the Disaffiliation Date.
- 28 e. *Records and Cemeteries.* The Local Church shall cooperate with the Annual
29 Conference and its staff in securing the records of the Local Church, including
30 church archives, membership rolls, and historical documents related to funerals,
31 baptisms, weddings, minutes, etc. If the Local Church has a cemetery or
32 columbarium, the Local Church shall provide its plan for maintenance after
33 disaffiliation and continued access for families and loved ones of United Methodists
34 buried there.
- 35 5. Organizational Transition. Local Church shall take all steps necessary to close and/or
36 dissolve any legal entities and to settle, liquidate, or transfer all assets and obligations of such
37 entities, or to establish any new legal entities, or to modify its current organizing documents,
38 as needed to effectuate its disaffiliation from The United Methodist Church, to the satisfaction
39 of Annual Conference. Local Church shall indemnify, defend, and hold harmless Annual
40 Conference and its officers, directors, agents, and employees from any liability or costs
41 (including reasonable attorney fees) resulting from any claim, action, or cause of action for
42 damages to persons or property resulting from Local Church's failure to take all necessary
43 steps as required by this Section 5.
- 44 6. Property. On the Disaffiliation Date, Local Church will have full ownership of the property
45 and assets of the Local Church, except for those specifically required to be transferred to the
46

1 Annual Conference under this Agreement or for those subject to the rights of persons or entities
2 who are not parties to this Agreement. The parties shall ensure all necessary transfers or other
3 transactions relating to the above properties are completed prior to the Disaffiliation Date. Any
4 costs resulting from such transfers or other transactions shall be borne by Local Church.
5 Annual Conference shall fully cooperate with Local Church, as needed and applicable, to
6 ensure that such transfers and other transactions convey all of Annual Conference's interest –
7 both for itself and on behalf of The United Methodist Church – in the real and personal, tangible
8 and intangible property of Local Church.

9 7. Release of Claims. Upon the completion of all of their respective obligations herein,
10 Annual Conference and Local Church, for themselves and their agents, representatives,
11 members, trustees, employees, successors, attorneys, and assigns, hereby fully and forever
12 covenant not to sue each other, and release and discharge each other, and their current and
13 former trustees, officers, representatives, employees, and assigns, in both their official and
14 individual capacities, from any liability for any and all causes of action and claims, including
15 any statutory or common law cause of action, tort or contractual claims, any claims for
16 attorneys' fees, expenses and all other damages, whether known or unknown, foreseen or
17 unforeseen, which Annual Conference or Local Church ever had, now has, hereafter may have
18 or claim to have against any of the above-named entities or persons in any way arising out of
19 their relationship with each other. The parties further represent they have no pending lawsuit,
20 charge, complaint, or other action against each other. Notwithstanding the foregoing releases
21 and covenants not to sue, the parties may take action to enforce this Disaffiliation Agreement
22 in any court where jurisdiction and venue are proper.

23 8. Time Limit. Should the Local Church fail to satisfy all of its obligations set forth herein by
24 December 31, 2023, this Disaffiliation Agreement shall be null and void.

25 9. Continuing as Plan Sponsor. Nothing in this Disaffiliation Agreement shall prevent Local
26 Church, after the Disaffiliation Date, from continuing to sponsor benefit plans from the General
27 Board of Pension and Health Benefits, to the extent permitted by federal law, and provided
28 that Local Church has not expressly resolved that it no longer shares common religious bonds
29 with The United Methodist Church.

30 10. Non-Severability. Each of the terms of this Disaffiliation Agreement is a material and
31 integral part hereof. Should any provision of this Disaffiliation Agreement be held
32 unenforceable or contrary to law, the entire Disaffiliation Agreement shall be deemed null and
33 void.

34 IN WITNESS WHEREOF, the Local Church and the Annual Conference, through
35 authorized officers, have adopted this Disaffiliation Agreement on the date first above written.

36 LOCAL CHURCH:

ANNUAL CONFERENCE:

37
38
39 BY: _____

BY: _____

40
41 ITS: _____

ITS: _____

1 **206. Conference Board of Pensions and Health Benefits**
2

3 **206.a. Conference Board of Pension and Health Benefits**
4

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

9 The North Georgia Conference (NGC) elects to cover clergy appointed half time or
10 greater in the Clergy Retirement Security Plan (CRSP), the current denominational pension
11 plan. Active and retired clergy may be covered by CRSP, the Ministerial Pension Plan
12 (MPP), and/or the Pre-82 plan, depending on when their service in the pastorate occurred. As
13 a result of action at the 2016 General Conference, ordained clergy appointed at ¾ time or
14 greater are covered by the Comprehensive Protection Plan (CPP), the denominational welfare
15 plan, which provides both disability coverage and death benefits. Churches or employers
16 with clergy covered by these plans are direct billed monthly by the NGC for the cost of these
17 plans.

18 In 2018, the Annual Conference approved the “auto enrollment with auto escalator”
19 feature of the United Methodist Pension Investment Plan (UMPIP) to ensure that all our
20 clergy take advantage of this program. As of 2019, through this feature clergy are
21 automatically enrolled in this program with 1% of their compensation going into UMPIP
22 unless the clergy person elects to not make an UMPIP contribution or elects to make a 1% or
23 greater contribution. **As of 2020, every clergy member who has not opted out of the auto
24 escalation feature through the UMPIP Contribution Election form will have their
25 election increased by one percentage point each year until the maximum of 10% is
26 reached.**

27 For active full-time clergy, the NGC mandates participation in the HealthFlex
28 Exchange offered by Wespeth. This exchange consists of 6 medical/pharmacy plans, most of
29 which include a health savings account (HSA) or health reimbursement account (HRA) to
30 help offset out-of-pocket expenses; 3 dental plans; and 3 vision plans; Medical
31 Reimbursement Accounts; and Dependent Care Accounts. Wespeth provides robust wellness
32 initiatives, including a comprehensive Employee Assistance Program (EAP) that provides
33 counseling services and work/life services to help balance work and personal responsibilities.

34 Active health coverage is direct billed to churches monthly. We are recommending
35 changes to the pre-tax employee cost of each plan as shown in 2021 Recommendations by
36 the North Georgia Conference Board of Pensions and Health Benefits. The recommendations
37 also reflect a change of \$37/month in the amount billed to the churches for the clergy health
38 benefits, bringing the total per clergy participant at each church to \$1,293/month.

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

The funded status of our benefits plans, as of 12/31/2020 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 direct billing to churches.

We have recommended, and the Conference Council on Finance and Administration has included in its recommended 2022 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 remains steady, as reflected in the budgets for disability premiums. We have 9 clergy receiving CPP benefits as of December 31, 2020. 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 included in the handbook.

Charles F. Darden, CPA, Chair

1 **206.b. 2021 Recommendations of the North Georgia Conference**
2 **Board of Pensions and Health Benefits**
3

4 **Recurring Recommendations:**
5

- 6 1. That the 2022 annuity rate for each year of service rendered by our clergypersons
7 prior to 1982 (aka the Past Service Rate) be set at \$724.
8
9 2. That the Annual Conference approves the 2022 Comprehensive Funding Plan
10 recommended by the Board of Pensions and Health Benefits.
11
12 3. That the Clergy Retirement Security Program (CRSP) Adoption Agreement with the
13 Wespath Benefits & Investments cover clergy appointed ½ time or greater for 2022.
14
15 4. That the Comprehensive Protection Plan (CPP) Adoption Agreement with Wespath
16 Benefits & Investments cover provisional and ordained clergy at ¾ time or greater for
17 2022.
18
19 5. That the \$10,000 benefit payment for the death of full-time active clergy covered by
20 CPP remain in effect for 2022.
21
22 6. That the Conference continue the UMPIP “Auto enrollment with auto escalation”
23 features of the WesPath UMPIP program for clergy.
24
25 7. That the Annual Conference approves the Resolutions Relating to Rental/Housing
26 Allowances for Retired, Disabled, or Former Clergypersons of the North Georgia
27 Annual Conference
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New Recommendations for 2021:

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

	B1000 yr.	Month	C2000 yr.	Month	C3000 yr.	Month
Single	\$ 2,667.96	\$ 222.33	\$ 2,199.96	\$ 183.33	\$ 771.96	\$ 64.33
2-party	\$ 5,643.96	\$ 470.33	\$ 4,755.96	\$ 396.33	\$ 2,043.96	\$ 170.33
Family	\$ 7,352.28	\$ 612.69	\$ 6,152.28	\$ 512.69	\$ 2,420.28	\$ 201.69

	H1500 yr.	Month	H2000 yr.	Month	H3000 yr.	Month
Single	\$ 1,911.96	\$ 159.33	\$ 891.96	\$ 74.33	\$ (368.04)	\$ (30.67)
2-party	\$ 4,191.96	\$ 349.33	\$ 2,259.96	\$ 188.33	\$ (128.04)	\$ (10.67)
Family	\$ 5,396.28	\$ 449.69	\$ 2,732.28	\$ 227.69	\$ (531.72)	\$ (44.31)

Optional Dental & Vision Plans - Monthly Rates						
	Dental			Vision		
	PPO 2000	PPO	HMO	VSP	VSP Premier	
Single	\$ 53.00	\$ 44.00	\$ 14.00	\$ 7.96	\$ 14.16	
2-party	\$ 106.00	\$ 87.00	\$ 26.00	\$ 12.86	\$ 22.94	
Family	\$ 159.00	\$ 131.00	\$ 45.00	\$ 20.34	\$ 36.38	

The excess premium credit for H3000 will apply to either dental or vision amounts selected first and then any remaining amount will be deposited into an HSA for any participant who chooses that plan.

2. That the amounts billed to churches for clergy health insurance be changed to a flat rate of \$1,293 per month
3. As of 1/1/2022, the “ViaBenefits” maximum Health Reimbursement Rates for retired clergy will remain the same; however, Conference funding for the HRA benefit will no longer be provided to spouses of participants who retire after 12/31/2021.

206.c. 2022 Comprehensive Benefit Funding Plan

This funding plan incorporates, to the best of our understanding, the plan sponsor's obligations and funding of the benefits provided to clergy and laity, as noted below.

It is understood by the signees that defined benefit plan liabilities [Pre-82 Plan, Ministerial Pension Plan (MPP) and Clergy Retirement Security Program Defined Benefit (CRSP DB) and other sponsored defined benefit plans] continue until the last benefit is paid to participants and their surviving spouses irrespective of the funding level of the plan. That is, even if the assets in the plan are larger than the liabilities in the plan, the plan sponsor still has a liability (obligation) and potential future contribution due to the plan.

Benefit Obligations Summary

Plan Contributions for 2022

Clergy Retirement Security Program (CRSP) DB	\$2,771,697
Clergy Retirement Security Program (CRSP) DC	\$1,243,000
Ministerial Pension Plan (MPP)	\$0
Pre-82 Plan (Pre-82)	\$0
United Methodist Personal Investment Plan (UMPIP) Lay	\$97,000
United Methodist Personal Investment Plan (UMPIP) Clergy	\$0
Other Defined Contribution (DC) Obligations	\$80,720
Other Defined Benefit (DB) Obligations	\$0
Health—Active Participants	\$7,703,370
Health—Additional Sponsored Coverage	\$224,566
Post-Retirement Medical (PRM)	\$1,933,561
Comprehensive Protection Plan (CPP)	\$1,173,675

Ongoing Funding Contributions

Pre-82 Plan (Pre-82)	\$0
Post-Retirement Medical (PRM)	\$0

North Georgia Conference (711) 2022 Comprehensive Benefit Funding Plan

Conference Benefit Officer (or equivalent)	Amy King	03/22/2021
Conference Treasurer	Keith Cox	03/22/2021
Conference Board of Pension Chair	Charles Darden	03/22/2021
Council on Finance and Administration Chair		



Opinion on **North Georgia Conference 2022** 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

North Georgia Conference (711) 2022 Comprehensive Benefit Funding Plan

Accounts

Wespath Accounts		Market Value as of 12/31/2019	Market Value as of 12/31/2020	
CURRENT/ACTIVE BENEFITS RES		\$3,825,285	\$5,195,027	
Pre-82 designated assets	\$0	Investment Objective	Intermediate-term	
PRM designated assets	\$0	Actual Allocation	Equity	65.00%
			Fixed	35.00%
			Short-term	0.00%
<hr/>				
NORTH GEORGIA SUPERANNUATE		\$40,280	\$64,872	
Pre-82 designated assets	\$0	Investment Objective	Long-term	
PRM designated assets	\$0	Actual Allocation	Equity	65.00%
			Fixed	35.00%
			Short-term	0.00%
<hr/>				
OUT OF PLAN PRE-1982		\$654,251	\$985,598	
Pre-82 designated assets	\$0	Investment Objective	Intermediate-term	
PRM designated assets	\$0	Actual Allocation	Equity	65.00%
			Fixed	35.00%
			Short-term	0.00%
<hr/>				
\$	RETIREE HRA PLAN RESERVE	\$33,459,713	\$39,552,269	
Pre-82 designated assets	\$0	Investment Objective	Long-term	
PRM designated assets	\$39,552,269	Actual Allocation	Equity	65.00%
			Fixed	35.00%
			Short-term	0.00%

North Georgia Conference (711) 2022 Comprehensive Benefit Funding Plan

Non-Wespath Accounts	Market Value as of 12/31/2019	Market Value as of 12/31/2020																
\$ GUMF Retiree Medical	\$17,382,923	\$21,033,662																
<table border="0" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;">Pre-82 designated assets</td> <td style="text-align: right; width: 20%;">\$0</td> <td style="width: 30%;">Investment Objective</td> <td style="width: 20%; text-align: right;">Long-term</td> </tr> <tr> <td>PRM designated assets</td> <td style="text-align: right;">\$21,033,662</td> <td>Actual Allocation</td> <td>Equity 75.00%</td> </tr> <tr> <td></td> <td></td> <td></td> <td>Fixed 25.00%</td> </tr> <tr> <td></td> <td></td> <td></td> <td>Short-term 0.00%</td> </tr> </table>	Pre-82 designated assets	\$0	Investment Objective	Long-term	PRM designated assets	\$21,033,662	Actual Allocation	Equity 75.00%				Fixed 25.00%				Short-term 0.00%		
Pre-82 designated assets	\$0	Investment Objective	Long-term															
PRM designated assets	\$21,033,662	Actual Allocation	Equity 75.00%															
			Fixed 25.00%															
			Short-term 0.00%															

\$ *A portion of this account has been designated as plan assets. The allocated amounts will be shown separately on the Allocation screen and will not be included in the Market Value for this account.*

North Georgia Conference (711) 2022 Comprehensive Benefit Funding Plan

Incoming Money

Primary Sources

Estimated amount for 2022

Apportionments \$2,229,076

Annual Apportionment \$2,346,396

x Expected Collection Percentage 95.00%

Direct Billing

Other Sources

CRSB DC Direct Bill

CRSP DB Direct Bill

Refer to the following "Allocate Funding Sources" pages for actual amounts allocated from the above funding sources.

North Georgia Conference (711) 2022 Comprehensive Benefit Funding Plan

Allocate Funding Sources to Benefit Obligations

Funding Sources		Current/Active Benefits Res	North Georgia Superannuate	Out Of Plan Pre-1982	Apportionments	Direct Billing
Available Balance		\$5,195,027	\$64,872	\$985,598	\$2,229,076	
Total Allocated		\$97,000	\$0	\$0	\$2,208,627	\$8,907,265
Remaining Balance		\$5,098,027	\$64,872	\$985,598	\$20,449	
Plan Contributions for 2022						
CRSP DB	\$2,771,697					
CRSP DC	\$1,243,000					
MPP						
Pre-82						
UMPIP Lay	\$97,000	\$97,000				
UMPIP Clergy						
\$10,000 Death Benefit for active participants in C	\$35,000				\$35,000	
MetLife Death Benefit	\$30,220					\$30,220
UNUM Lay LTD	\$15,500				\$15,500	
Health Active	\$7,703,370					\$7,703,370
Health Additional	\$224,566				\$224,566	
Post-Retirement Medical	\$1,933,561				\$1,933,561	
CPP	\$1,173,675					\$1,173,675
Ongoing Funding Contributions						
Pre-82						
Post-Retirement Medical	\$0					

North Georgia Conference (711) 2022 Comprehensive Benefit Funding Plan

Allocate Funding Sources to Benefit Obligations

Funding Sources		Crsb Dc Direct Bill	Crsp Db Direct Bill	Pre-82 Surplus	Prm In-Plan & Outside Assets
Available Balance				\$7,357,740	\$60,585,931
Total Allocated		\$1,243,000	\$2,771,697	\$0	\$0
Remaining Balance				\$7,357,740	\$60,585,931
Plan Contributions for 2022					
CRSP DB	\$2,771,697		\$2,771,697		
CRSP DC	\$1,243,000	\$1,243,000			
MPP					
Pre-82					
UMPIP Lay	\$97,000				
UMPIP Clergy					
\$10,000 Death Benefit for active participants in C	\$35,000				
MetLife Death Benefit	\$30,220				
UNUM Lay LTD	\$15,500				
Health Active	\$7,703,370				
Health Additional	\$224,566				
Post-Retirement Medical	\$1,933,561				
CPP	\$1,173,675				
Ongoing Funding Contributions					
Pre-82					
Post-Retirement Medical	\$0				

North Georgia Conference (711) 2022 Comprehensive Benefit Funding Plan

Plan Contributions for 2022		Funding Needed
CRSP DB	\$2,771,697	\$0
CRSP DC	\$1,243,000	\$0
MPP		\$0
Pre-82		\$0
UMPIP Lay	\$97,000	\$0
UMPIP Clergy		\$0
\$10,000 Death Benefit for active participants in C	\$35,000	\$0
MetLife Death Benefit	\$30,220	\$0
UNUM Lay LTD	\$15,500	\$0
Health Active	\$7,703,370	\$0
Health Additional	\$224,566	\$0
Post-Retirement Medical	\$1,933,561	\$0
CPP	\$1,173,675	\$0

Ongoing Funding Contribution for 2022		Funding Needed
Pre-82		
Post-Retirement Medical	\$0	\$0

North Georgia Conference (711) 2022 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 conferences

Elections and Estimates

	Final
Eligibility requirement	50%+
Conference Full Time Equivalents (FTE)	507.00
CRSP Defined Benefit (DB)	
Required contribution for 2022	\$2,771,697
CRSP Defined Contribution (DC)	
Expected average future annual increases	1.00%
Estimated contribution for 2022	\$1,243,000

Rationale for each change

Annualized 2021 billings based on the March 2021 billing.

CRSP DB Denominational Information as of 1/1/2020

Total plan liability	\$(2,075,403,337)
Total plan assets	\$2,237,383,068
Total plan funded status	\$161,979,731
Total plan funded ratio	108%
Plan sponsor's liability percentage	2.8572%

North Georgia Conference (711) 2022 Comprehensive Benefit Funding Plan

Key Actuarial Assumptions Used in CRSP DB Cost Calculations

Discount rate	7.00%
Future Denominational Average Compensation (DAC) increases	2.50%
COLA increases for actives	2.00%
Mortality	RP2014, generational projection using MP2016

Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September, 2020.

North Georgia Conference (711) 2022 Comprehensive Benefit Funding Plan

Ministerial Pension Plan (MPP)

Plan Overview: Supplement Three to the Clergy Retirement Security Program (CRSP), also known as the Ministerial Pension Plan (MPP) provides clergy with a pension benefit for their years of ministry with The United Methodist Church from 1982 through 2006. MPP is an Internal Revenue Code section 403(b) retirement plan. MPP requires that exactly 65% of the account balance must be annuitized when it is to be distributed. The remainder may be rolled over to UMPIP, another qualified plan or an IRA, or paid in a lump sum.

Elections and Estimates

	Final
Required contributions for 2022	\$0

MPP Denominational Annuities Information as of 1/1/2020

Total MPP annuities liability	\$(3,721,464,249)
Total plan assets	\$4,147,098,325
Total plan funded status	\$425,634,076
Total plan funded ratio	111%
Plan sponsor's liability percentage	2.1692%

Future MPP Denominational Annuitants Information as of 1/1/2020

Total participant account balances	\$3,373,198,931
Plan sponsor's participant account balances	\$90,610,841

Key Actuarial Assumptions Used in MPP Annuities Cost Calculations

Discount rate	6.25%
Benefit increases	Based on increases selected by participant
Mortality	RP2014, generational projection using MP2016

Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September, 2020.

North Georgia Conference (711) 2022 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 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	0.00%
Contingent Annuitant Percentage (CA%)	75 %
Discount rate	5.5000%
Minimum contribution for 2022	\$0
Advanced funding contribution for 2022 payable in 2021	\$0

Funding Plan Contribution

Funding plan liability as of 1/1/2020	\$(35,104,297)
Total of in-plan and outside assets	\$38,986,319
Funded status	\$3,882,022
Funded ratio	111%
Funded status projection as of 12/31/2021	\$6,974,161
Proposed ongoing funding contribution for 2022	\$0

North Georgia Conference (711) 2022 Comprehensive Benefit Funding Plan

Pre-82 Denominational information as of 1/1/2020

Total plan liability	\$(1,942,016,256)
Total plan assets	\$1,980,170,672
Total plan funded status	\$38,154,416
Total plan funded ratio	102%

Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September, 2020.

North Georgia Conference (711) 2022 Comprehensive Benefit Funding Plan

Health—Active Participants

Elections and Estimates

	Final
Health plan offered to actives	Self-Funded - HealthFlex
Actual annual plan benefit cost paid in 2020	\$7,404,239
Budgeted annual plan benefit cost for 2021	\$7,552,324
Projected annual plan benefit cost for 2022	\$7,703,370
Expected average future annual increases	4.00%

Rationale for each change

HealthFlex rates for 2022

North Georgia Conference (711) 2022 Comprehensive Benefit Funding Plan

Health—Additional Sponsored Coverage

Categories of participants who are provided health benefit coverage during periods of non-employment. Without plan sponsor-funded premiums, these participants would not be provided coverage or benefits.

<input checked="" type="checkbox"/>	Clergy or lay on disability (including pending disability)
<input checked="" type="checkbox"/>	Surviving spouses or children of deceased active participants
<input checked="" type="checkbox"/>	Clergy or lay on leaves of absence

Coverage Obligations

Covered Category	Estimated obligation as of 12/31/2019	Estimated obligation as of 12/31/2020
Clergy or lay on disability (including pending disability)	\$1,741,410	\$909,846
Surviving spouses or children of deceased active participants	\$251,069	\$62,985
Clergy or lay on leaves of absence	\$0	\$0
Total	\$1,992,479	\$972,831

Annual cost calculation

The following calculations are not a present value of future costs.

Total estimated obligation as of 12/31/2020		\$972,831
Average number of years of remaining coverage	÷	4.6855
Estimated annual cost as of 12/31/2020	=	\$207,624
Expected average future annual increases	x	4.00%
Projected annual cost as of 12/31/2022	=	\$224,566

North Georgia Conference (711) 2022 Comprehensive Benefit Funding Plan

Post-Retirement Medical (PRM)

Valuation

The most recent actuarial valuation was provided by Willis Towers Watson as of 01/01/2021.
Per *The Book of Discipline*, your next PRM biennial actuarial valuation is required as of 01/01/2023.

PRM Actuarial Valuation as of 01/01/2021

Valuation report (in-plan) assets	\$0
EPBO net plan sponsor cost	\$58,695,990
APBO net plan sponsor cost	\$48,189,093
Service cost net plan sponsor cost	\$1,075,630
Annual plan benefit cost	\$1,904,986
Intention regarding PRM	Retain current plan benefit

Participant counts by category	
Active participants	569
Active dependents	396
Retirees	341
Surviving spouses	106
Dependents of retired participants	192
Total participants	1,604

Key actuarial assumptions	
Census date	01/01/2021
Discount rate	2.20%
Expected return on assets	0.00%
Valuation year medical trend or inflation rate	6.50%
Ultimate medical trend or inflation rate	5.00%
Fiscal year for ultimate medical trend	2027

North Georgia Conference (711) 2022 Comprehensive Benefit Funding Plan

Elections and Estimates

Description of Benefit

HRA

	Final
Health plan benefit offered to retirees	Via Benefits
Expected average future annual increases	1.50%
Projected annual plan benefit cost as of 2022	\$1,933,561

Funding Plan Contribution

The following calculations are not a present value of future costs.

Net PRM assets		\$60,585,931
APBO net plan sponsor cost	-	\$48,189,093
Funded status	=	\$12,396,838
Portion of funded status payable (\$0 if Funded status ≥ \$0)		\$0
Funding plan service cost (\$0 if Net PRM assets ≥ EPBO)	+	\$0
Ongoing funding contribution for 2022	=	\$0

North Georgia Conference (711) 2022 Comprehensive Benefit Funding Plan

Comprehensive Protection Plan (CPP)

Plan Overview: The Comprehensive Protection Plan (CPP) provides death, long-term disability and other welfare benefits for eligible clergy of The United Methodist Church and their families. It is an Internal Revenue Code 414(e) “church plan” funded by plan sponsor insurance premiums. Generally, clergy are eligible to participate in CPP if they satisfy the eligibility requirements, including full-time appointment with plan compensation of at least 25% of the Denominational Average Compensation (DAC). Plan sponsors may elect to cover participants with three-quarter time appointments and/or to continue to cover clergy who, due to certain leaves or appointments, are not otherwise eligible to continue coverage.

The CPP adoption agreement executed by the NORTH GEORGIA contains its elections to cover or not to cover categories mentioned above.

Elections and Estimates

	Final
Expected average future annual increases	1.60%
Estimated premium for 2022	\$1,173,675

Rationale for each change

Annualized December 2020 invoice and rolled forwarded two years.

North Georgia Conference (711) 2022 Comprehensive Benefit Funding Plan

United Methodist Personal Investment Plan (UMPIP)

Plan Overview: The United Methodist Personal Investment Plan (UMPIP) is an Internal Revenue Code section 403(b) defined contribution retirement savings plan for clergy and lay employees of The United Methodist Church and affiliated organizations. Participants may make before-tax, Roth and/or after-tax contributions through payroll deductions. Participant contributions, various optional plan sponsor contributions and investment earnings comprise the individual's retirement account balance.

United Methodist Personal Investment Plan (UMPIP) Lay

Elections and Estimates

	Final
Expected average future annual increases	2.20%
Estimated contribution for 2022	\$97,000

Rationale for each change

2020 reduction in staff and approved compensation increase

United Methodist Personal Investment Plan (UMPIP) Clergy

Elections and Estimates

	Final
Expected average future annual increases	0.00%
Estimated contribution for 2022	\$0

North Georgia Conference (711) 2022 Comprehensive Benefit Funding Plan

Other Defined Contribution (DC) Obligations

Name	Estimated annual contribution
\$10,000 Death Benefit for active participants in C	\$35,000

Description
\$10,000 Death Benefit for active participants in CPP

	Final
Expected average future annual increases	0.00%
Estimated contribution for 2022	\$35,000

Name	Estimated annual contribution
MetLife Death Benefit	\$30,220

Description
MetLife Death Benefit

	Final
Expected average future annual increases	0.00%
Estimated contribution for 2022	\$30,220

Rationale for each change

MetLife renewal notice

Name	Estimated annual contribution
UNUM Lay LTD	\$15,500

Description
UNUM Lay LTD

	Final
Expected average future annual increases	5.00%
Estimated contribution for 2022	\$15,500

Rationale for each change

Based on 2021 billing

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) 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
45
46

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, 2021 to pay the previous year benefits in
15 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) 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 appointment year 2022:

- 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 The Commission recommends the following minimum compensation for the annual
3 conference in the year 2022.

4 Category	2021	2022
5 (*)(**)Full Connection	\$40,000	\$40,000
6 (*) Associate Member	\$37,800	\$37,800
7 (*) Provisional Member	\$37,800	\$37,800
8 (*) Full Time Local Pastor	\$34,815	\$34,815
9 (*) Part Time Local Pastor	\$12,750 (a)	\$12,750 (a)

11
12 * This amount represents the total of Sections I and II of the "Clergy Financial Support
13 Worksheet" as found on the conference website under Forms, Clergy and Financial Support.

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

15 (a) These amounts are per appointment, based on ten hours per week and are established in
16 order to assure equitable pay for Part Time Local Pastors (PTLP). Churches served by a
17 PTLP are NOT eligible for Equitable Compensation funds.

18
19 **207.h. Accountable Reimbursement Plan**

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

26
27 **207.i. Continuing Education and Spiritual Growth**

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

31 *The 2016 Book of Discipline* ¶350 deals with continuing education and spiritual
32 growth. The Commission would like to emphasize that this paragraph in the *Book of*
33 *Discipline* states that each clergy’s continuing education and spiritual growth program should
34 include at least one week each year and at least one month during one year of every
35 quadrennium. Additionally, such leaves shall not be considered as part of the minister’s
36 vacations. For more information on this subject please refer to *The 2016 Book of Discipline*
37 ¶350, page 293.

38
39 **207.j. Vacation Recommendations**

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

1 **207.k. Credited Years of Service Vacation Recommendation**

2 1 to 5 years 3 weeks (including 3 Sundays)
3 6 to 10 years 4 weeks (including 4 Sundays)
4 11 plus years 5 weeks (including 5 Sundays)

5
6 Vacation shall be calculated based on the conference year July 1-June 30.

7
8 **207.l. 2022 Equitable Compensation**

9 The Commission recommends the following items be included in the Annual Conference
10 Equitable Compensation Plan for 2022.

11
12 **Estimated Costs associated with a Full Connection Deacon or Elder:**

	2021	2022
13 Minimum Total Compensation	(1) \$ 40,000	\$ 40,000
14 Minimum Housing allowance	(2) \$ 17,600	\$ 17,600
15 Pension	(3) \$ 9,820	\$ 9,820
16 Health Insurance	(4) \$ 15,000	\$ 15,000
17 Continuing Education	(5) \$ 800	\$ 800
18 Total Estimated Cost	\$ 83,220	\$ 83,220

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

30
31 **207.m. Equitable Compensation Fund**

32 The Commission on Equitable Compensation administers the Equitable Compensation Fund
33 to assure each pastor receives a minimum compensation approved by the annual conference
34 (¶625.3 *The 2016 Book of Discipline*). The Commission will make disbursements from the
35 Equitable Compensation Fund in accordance with *The 2016 Book of Discipline*, ¶342, ¶624
36 and ¶625.

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

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

1 Before a pastor can receive Equitable Compensation Funds, approval must be
2 obtained from the bishop, cabinet and the Commission on Equitable Compensation. In order
3 for a pastor to receive Equitable Compensation Funds for the coming conference year, the
4 Commission must receive a request from the pastor's district superintendent by April 15.
5 This request must include the following information: district, church name, pastor's name,
6 and a breakdown of the funds that are being requested. If a request must be made for the
7 period of January 1-June 30, this request must be received by the Commission by October
8 15. In extreme situations the cabinet may request funds at any time.

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

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

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

25 **207.n. Guidelines and Standards for Housing Allowance and Parsonage**

26 Every church must provide adequate housing for its pastor. The church or charge may meet
27 this need by means of a parsonage or by providing a housing allowance sufficient to buy or
28 rent a home in the area served by the church. The minimum housing allowance for 2022 is
29 \$17,600. Any exceptions to less than minimum must be approved by the district
30 superintendent. The allowance should respect the Internal Revenue Service regulations and
31 rulings. The housing allowance should be clearly established, recorded in the charge
32 conference minutes and excluded from Box 1 but listed in Box 14 in the W-2 form provided
33 to the pastor. It is recommended that if a pastor has any questions concerning his/her
34 compliance with the IRS regulations, he/she should consult a professional tax consultant or a
35 certified public accountant.
36

37 **207.o. Minimum Standards for Church-provided Parsonages**

38 These guidelines are intended to offer direction and goals for local church leaders in
39 decisions regarding the construction of new parsonages and/or the upgrading and
40 maintenance of existing parsonages. While the Commission understands that many
41 parsonages within the annual conference do not meet these minimum standards, it is expected
42 that measures will be taken by the local church to bring their parsonage(s) within these
43 standards as soon as possible. In addition to these standards, it is expected that everything in
44 the parsonage will be in working order.
45
46

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

1 **church does not insure the pastor’s personal belongings either at the parsonage**
2 **or the church building.**

3 16. **Parsonage Updates:** All parsonages shall be updated or renovated to conform as
4 nearly as possible to the suggested minimum standards in these guidelines which
5 were approved by the Annual Conference in 2016.

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

8
9 **207.p. General Guidelines for Parsonages**

10 **Guidelines for Privacy:**

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

16
17 **Guidelines for Care of Property:**

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

23
24 **Guidelines for Parsonage Upkeep:**

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

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

2 Keeping animals outside the parsonage is recommended. It is understood, however, that
3 family pets, guide or service animals kept inside the home bring much comfort and joy.

4 Therefore, if they are kept inside the parsonage, the following guidelines must be met:

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

19
20 **Guidelines for Smoking:**

21 There shall be no smoking inside the parsonages.

22
23 **Guidelines for Handling Unusual Damages:**

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

- 28 1. Any unusual damages caused by the parsonage family shall be reported to the district
29 superintendent.
- 30 2. Unusual damages caused by the parsonage family shall be paid for by the pastor
31 involved. Various approaches for repayment of damage repair expenses may be
32 necessary, including but not limited to the following:
 - 33 a. Payment in full to the church for any unusual damages when identified;
 - 34 b. Payment in full to the church prior to moving to next appointment (or
35 retirement);
 - 36 c. Creating a repayment schedule which may follow the pastor to his/her next
37 appointment (or retirement);
 - 38 d. 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 **Check List When a Parsonage is Being Vacated:**

30 The following check list shall be completed when a parsonage family is moving. It is the
31 responsibility of the parsonage family to thoroughly clean both the parsonage and grounds. It
32 is not the responsibility of the church to clean the parsonage. A walk through by the
33 parsonage committee should be conducted prior to the new pastor’s arrival to confirm the
34 following items have been completed and it is ready for the new family.
35

- 36 1. Windows cleaned inside.
- 37 2. Window blinds/shades cleaned.
- 38 3. Rugs and carpets vacuumed (shampooed if needed, professionally cleaned if pets
39 or service animals were kept in the parsonage).
- 40 4. All hard surface floors cleaned.
- 41 5. All appliances cleaned inside and out.
- 42 6. All cabinets cleaned inside and out.
- 43 7. Basement, closets and shelving cleaned.
- 44 8. Light bulbs replaced as necessary.
- 45
- 46

- 1 9. Bathrooms thoroughly cleaned, including fixture, tile grout, shower
2 doors/curtains, medicine cabinets, walls and floors.
- 3 10. Garage, carport and outside buildings swept and left orderly.
- 4 11. The lawn shall be left in a well-maintained order.
- 5 12. All trash is properly disposed. (It is recommended that the church provide an extra
6 refuse container during move week.)
- 7 13. A list of all items needing the attention provided to the parsonage committee.
8 (This checklist may be used by the incoming pastor to rate items upon move-in as
9 excellent, satisfactory or poor.)

10
11 **207.q. Summary statement for parsonages**

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

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**207.r. Current year 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	# WITH Housing Allowance
4500 plus	10	\$158,055.90	\$37,812.75	8
2500-4499	17	\$127,153.00	\$30,566.63	16
1500-2499	27	\$101,747.56	\$27,891.41	22
1000-1499	26	\$95,378.54	\$24,808.35	20
750-999	28	\$84,794.18	\$20,620.75	16
500-749	30	\$69,429.27	\$22,647.87	15
300-499	71	\$56,540.66	\$20,104.25	44
200-299	40	\$51,382.88	\$20,417.67	21
100-199	55	\$48,710.11	\$19,011.76	17
99 and less	9	\$41,519.44	\$16,000.00	5

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	\$68,838.62	131
Non-Atlanta Districts	\$65,393.30	296
All Districts	\$66,450.29	427

Average Housing Allowance by district for ALL those appointed to a church at minimum salary or above		
District	Avg. Housing Allowance	Number of Churches
District Central West	\$22,957.33	42
District Central North	\$24,108.16	62
District Central East	\$22,726.57	54
District Central South	\$22,133.27	41
District North West	\$20,847.11	19
District North East	\$21,605.69	26
District South East	\$21,385.48	21
District South West	\$22,147.32	19
Atlanta Districts	\$23,322.04	103
Non Atlanta Districts	\$22,205.41	181
All Districts	\$22,610.39	284

207.s. Pastors Receiving Equitable Compensation Jan-Jun 2021 (figures are annualized)

Clergy Eq. Comp.	Received	Classification	# Years
Dana Ezell	\$47,804	FE	2
Willie Green	\$24,179	FE	1
Matt Murphy	\$49,779	FE	1
Sungwon Nam	\$45,079	FE	5
Hee Chul Park	\$46,719	FE	2
Laura Patterson	\$32,900	FE	1

207.t. Churches/Charges Receiving Equitable Compensation Jan-Jun 2021 (figures are annualized)

Church	District	Eq. Comp	# Years
St Timothy/Allgood	D4CS	\$47,804	2
Korean Church of Norcross	D3CE	\$46,719	2
Oconee Street UMC	D3CE	\$32,900	1
Bentley Hill	D4CS	\$24,179	10
Korean Church of Newnan	D8SW	\$45,079	5
Shepard of the Hills UMC	D1CW	\$49,779	1

**207.u. Churches receiving equitable compensation due to LESS THAN FULL
PAYMENT
of the pastor's pension and insurance premiums in 2020 (>3 months behind):**

District	Church	Arrearage Balance	Months
D3CE	Suwanee Worship Center UMC	\$18,862.93	7.24
D1CW	Mountain View UMC	\$17,733.42	6.49
D1CW	Immanuel Korean UMC	\$14,310.54	5.94
D2CN	Andrews Chapel UMC Jonesboro	\$9,629.26	3.77
D1CW	Golden Memorial UMC	\$9,576.84	4.00
D2CN	Fort Street UMC	\$7,708.36	3.31
D4CS	East Lake UMC	\$7,100.75	3.34
D7SE	Philadelphia UMC Harlem	\$5,711.64	14.00
D6NE	Wesley Chapel UMC Dahlongega	\$3,816.12	12.00
D7SE	Wesley Chapel UMC Elberton	\$3,592.80	12.00
D7SE	Pennington UMC	\$2,070.76	4.00
D5NW	Little River UMC	\$1,952.76	6.00
D6NE	Flowery Branch UMC	\$1,899.54	6.00
D1CW	Griffin Chapel UMC	\$1,832.76	6.00
D8SW	Antioch UMC Thomaston	\$1,824.60	6.00
D8SW	Andrews Chapel UMC Newnan	\$1,823.88	6.00
D2CN	New Spirit UMC	\$1,567.30	5.00
D8SW	Powell UMC	\$1,249.84	4.00
D1CW	St Luke UMC Mableton	\$1,101.36	4.00
D2CN	New Hope UMC Clayton County	\$934.38	3.00
Total unintended Equitable Comp		\$114,299.84	

1 **208. Council on Finance and Administration**

2
3 **208.a. Conference Treasurer/Director of Administrative Services**

4
5 North Georgia Conference apportionment payment percentage was 90.0%. This represents
6 significant sacrificial giving from our churches, especially considering the challenges of
7 2020. Total apportionment payments were \$18,887,928.

8 The North Georgia Conference paid a total of \$6,393,593 in General Church
9 apportionments in 2020, which reflects a payment rate of 89.1%. We remit what we collect
10 from the churches, and we do not have an “underpayment factor” in our apportionment
11 allocations.

12 The South West District achieved the highest percentage of apportionments paid,
13 95.0%.

14 74.5% of our churches paid 100% of their apportionments in 2020. This represents
15 622 churches.

16 The Treasury and Benefits Offices continue to emphasize the provision of up-to-date
17 financial administration information for local churches, including information from
18 applicable government agencies. We focus on providing information on administrative best
19 practices and benefits information via our website, while also interpreting applicable statutes
20 and regulations and answering questions specific to individual churches, laity and clergy. We
21 are continuing to use and improve the quality of brief instructional videos on topics that have
22 engendered interest and inquiry from local church staff over many years.

23 The IT Department continues initiatives to automate processes and increase the use of
24 cloud-based systems. This focus on automation and remote services have proven invaluable
25 during this period of social distancing.

26 The annual conference audit will be substantially concluded prior to Annual
27 Conference session. The process has been slowed somewhat by the social distancing
28 mandates. The conference audit for 2019 is posted on the North Georgia Conference website,
29 and the 2020 audit will be posted upon completion. No material adjustments nor
30 recommendations are anticipated.

31
32 **208.b. Investment Summary**

33
34 Conference funds are invested strictly in accordance with the Investment Guidelines
35 approved by the Annual Conference in 2016 and published on pages 61-66, volume I, 2020
36 Annual Conference *Journal*. Investment maturities and rates of return vary based on
37 projections of cash needs, as well as on market fluctuations.

38 Gain on invested balances in 2020 was approximately 18.6% (primarily unrealized).

39 Total investments at December 31, 2020 were \$111,639,105 of which \$67,317,037
40 represents investments designated for health and pension benefits programs.

1 **Thanks to Treasury and Benefits Staff!**

2
3 Staff from the Treasury, Benefits and Information Technology departments
4 consistently perform excellent work and strive to provide great service to our Churches and
5 members.

6
7 Treasury and Benefits Staff:

8
9 Melody Brown
10 Ann Beesley
11 Bruce Cooper, CFE, CPA
12 Keeancha Hawkins
13 Valerie Henry
14 Amy King, CPA
15 Michael Murphy-McCarthy
16 Judy Woodall

17
18 Thanks to our great staff for their diligence and thanks to the members of the Annual
19 Conference for your ongoing support.

20
21 Keith M. Cox, CIA, CTP
22 Conference Treasurer and
23 Director of Administrative Services
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208.c. Apportionments by Funds



Exhibit I, Apportionments by Funds

Period # 12

fundname	2019				2020					
	Prior Apport	Month	Prior Paid	P %	Apport	Monthly	Paid	%	+ -	
North Georgia Conference										
1 Ministerial Support	\$3,416,993	\$407,844	\$3,139,599	91.9 %	\$4,382,497	\$638,473	\$3,956,775	90.3 %	-1.6	
2 Retired Ministers Pension & Insurance Benefits	\$2,794,993	\$336,046	\$2,562,233	91.7 %	\$2,685,003	\$389,196	\$2,433,508	90.6 %	-1.0	
3 Conference Administration	\$2,151,432	\$255,330	\$1,970,209	91.6 %	\$1,902,861	\$276,355	\$1,720,297	90.4 %	-1.2	
4 Conference Benevolences	\$2,396,284	\$490,700	\$2,398,026	100.1 %	\$1,783,056	\$261,661	\$1,614,489	90.5 %	-9.5	
5 Capital Funding	\$337,003	\$68,208	\$336,667	99.9 %	\$124,093	\$17,682	\$113,896	91.8 %	-8.1	
6 Higher Education	\$1,520,015	\$179,471	\$1,394,842	91.8 %	\$1,473,997	\$213,466	\$1,330,593	90.3 %	-1.5	
12 Church Development	\$2,187,090	\$263,536	\$2,008,037	91.8 %	\$1,404,501	\$204,381	\$1,274,099	90.7 %	-1.1	
Group Total	\$14,803,810	\$2,001,134	\$13,809,611	93.3 %	\$13,756,008	\$2,001,214	\$12,443,658	90.5 %	-2.8	
General Church										
7 Black College Fund	\$489,367	\$58,595	\$446,916	91.3 %	\$497,119	\$73,797	\$451,142	90.8 %	-0.6	
8 Ministerial Education Fund	\$1,226,814	\$258,557	\$1,219,388	99.4 %	\$1,246,232	\$196,547	\$1,125,196	90.3 %	-9.1	
9 Interdenominational Cooperation Fund	\$95,931	\$12,697	\$87,508	91.2 %	\$97,458	\$15,040	\$89,676	92.0 %	0.8	
10 World Service Fund	\$3,632,246	\$458,608	\$3,255,524	89.6 %	\$3,689,840	\$572,669	\$3,271,043	88.6 %	-1.0	
11 Africa University Fund	\$109,532	\$13,539	\$100,625	91.9 %	\$111,247	\$16,190	\$100,842	90.6 %	-1.2	
14 Episcopal Fund	\$1,075,653	\$141,806	\$964,439	89.7 %	\$1,092,723	\$170,126	\$967,326	88.5 %	-1.1	
15 General Administration Fund	\$431,315	\$54,452	\$394,908	91.6 %	\$438,122	\$68,092	\$388,368	88.6 %	-2.9	
Group Total	\$7,060,858	\$998,254	\$6,469,308	91.6 %	\$7,172,741	\$1,112,462	\$6,393,593	89.1 %	-2.5	
Southeastern Jurisdiction										
16 SEJ's Mission and Ministry Fund	\$56,014	\$6,059	\$51,681	92.3 %	\$56,002	\$8,264	\$50,677	90.5 %	-1.8	
Group Total	\$56,014	\$6,059	\$51,681	92.3 %	\$56,002	\$8,264	\$50,677	90.5 %	-1.8	
Report Total	\$21,920,682	\$3,005,447	\$20,330,600	92.7 %	\$20,984,751	\$3,121,940	\$18,887,928	90.0 %	-2.7	

208.d. Exhibit II: Apportionments by Districts

Exhibit II, Apportionments by District
Period # 12



District	2019			2020			
	Prior Apport	Prior Paid	Prior %	Apportioned	Paid	%	+/-
District Central East	\$3,475,885.00	\$2,321,282.98	66.8 %	\$3,268,759.00	\$2,877,818.31	88.0 %	21.26
District Central North	\$4,616,538.00	\$4,471,564.34	96.9 %	\$4,531,018.00	\$4,198,220.54	92.7 %	-4.20
District Central South	\$2,768,377.00	\$2,460,764.72	88.9 %	\$2,582,565.00	\$2,244,493.67	86.9 %	-1.98
District Central West	\$3,092,702.00	\$3,627,282.07	117.3 %	\$3,008,290.00	\$2,482,455.67	82.5 %	-34.76
District North East	\$2,111,277.00	\$2,022,653.96	95.8 %	\$2,061,128.00	\$1,953,105.56	94.8 %	-1.04
District North West	\$2,202,303.00	\$2,080,162.97	94.5 %	\$2,109,857.00	\$1,942,018.97	92.0 %	-2.41
District South East	\$1,805,485.00	\$1,704,140.10	94.4 %	\$1,677,880.00	\$1,531,945.00	91.3 %	-3.08
District South West	\$1,848,115.00	\$1,642,749.02	88.9 %	\$1,745,254.00	\$1,657,870.00	95.0 %	6.11
Total	\$21,920,682.00	\$20,330,600.16	92.7 %	\$20,984,751.00	\$18,887,927.72	90.0 %	-2.74

208.e. Net Assets (Barnes Adj) Fund Balance as of 12/31/19 and 12/31/20

North Georgia Conference
Fund Balances
As of 12/31/2019 and 12/31/2020 (Unaudited)

	Fund Balances 12/31/2019 Audited	Fund Balances 12/31/2020 Unaudited	Change
Unrestricted Undesignated			
CFA Reserve	\$3,157,589	\$4,711,394	\$1,553,805
Unrestricted Designated			
Connectional Ministries	437,054	424,346	(12,708)
Academy for Clergy Excellence ²	272,755	240,198	(32,557)
Board of Ordained Ministries - Transitioning	108,035	113,114	5,079
Conference Ministerial Education Fund	272,598	292,247	19,649
Congregational Excellence (Previously Church Dev.)			
Liquid	2,215,076	1,880,308	(334,768)
Non-liquid	26,618	26,618	0
Total Congregational Excellence	2,241,694	1,906,926	(334,768)
Disaster Response	65,788	83,259	17,471
Benefits Programs			
Current Benefits Reserve	8,912,630	9,323,103	410,473
Pre - 1982 Pension	859,871	1,217,871	358,000
Future Retiree Medical Reserve	10,075,866	15,380,935	5,305,069
Total Benefits Programs	19,848,367	25,921,909	6,073,542
Board of Trustees - Methodist Ctr, Episcopal Res.	3,770,077	3,648,800	(121,277)
Board of Trustees - Closed Church Properties	1,438,750	3,791,400	2,352,650
Total Board of Trustees	5,208,827	7,440,200	2,231,373
Conference Parsonage Fund	0	1,049,053	1,049,053
Windfall Committee (Trustees)	5,622,612	0	(5,622,612)
Atlanta - West Church Start (Formerly Tenth St Undr)	1,763,272	1,144,868	(618,404)
Board of Laity	220,757	251,153	30,396
Housing and Homeless Council	1,628,992	1,858,208	229,216
Charles Barnes Fund for Church Development	3,531,442	24,647,538	21,116,096
Simpson Bequest Fund (c)	645,251	762,742	117,491
Camp Wesley Campership Fund	2,809,429	2,918,812	109,383
Total District Work Funds	272,614	685,866	413,252
All Other Unrestricted Designated (d)	70,420	135,336	64,916
Total Unrestricted Designated	45,019,907	69,875,775	24,855,868
Total Temporarily Restricted (e)	2,587,666	2,247,995	(339,671)
Total Permanently Restricted (f)	222,082	264,186	42,104
Total Fund Balances	\$50,987,244	\$77,099,350	\$26,112,106

(a) Based on December 2020 actuarial valuation

(b) Conf Board of Trustess approved moving all Windfall and \$600K of Atlanta - West funds to Barnes Fund.

(c) Previously known as Chapel Maintenance Fund to remain untouched until August 2021.

(d) Episcopal Office, Archives & History

(e) Millsaps 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, Gibson Fund, Christian Education Sunday, Native American Awareness

(f) Superannuate Fund, Culpepper Fund

1 **208.f. Report of the Council on Finance and Administration**

2
3 The Council on Finance and Administration (CFA) serves as the steward of the North
4 Georgia Annual Conference's financial resources. CFA underwrites the ministry needs of the
5 annual conference and the global denomination while prioritizing the work of the local
6 church. The creation of the 2022 budget occurred within the context of the global pandemic's
7 financial challenges.

8 Over the past three years, CFA has taken a conservative approach to the conference
9 budget, seeking to leave more resources at the local church level. We have achieved this goal
10 through decreases in general church apportionments, reductions in budget line items and
11 utilization of reserve funds.

12 The 2020 NGC budget decreased 7.8% from the previous year. The 2021 budget led
13 to an additional 19% reduction. The proposed 2022 budget totals \$17,099,834, which results
14 in a 5% decrease. Conference employees did not receive a pay increase in 2021. The 2022
15 budget includes a 2.3% increase for district superintendents and a 2.2% increase for other
16 conference staff.

17 Through faithful stewardship, the North Georgia Annual Conference is blessed to
18 have a healthy balance sheet and sufficient reserves. Our goal is to support the mission of the
19 United Methodist Church to make disciples of Jesus Christ for the transformation of the
20 world.

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

23 In Christ,

24
25 William R. Burch, Chairperson
26 Council on Finance and Administration
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1 **208.g. 2021 Council on Finance and Administration Recommendations**
2

3 1. We recommend in addition to those observances set by the General Conference (defined in
4 2016 Book of Discipline ¶263), the following special days, with offerings, but without
5 quotas, be observed in 2021/22: Homeless Offering (last Sunday in February), Mother’s Day
6 Offering for Wesley Woods Senior Living (Mother’s Day, second Sunday in May), Murphy-
7 Harpst (third Sunday in July), Golden Cross (third Sunday in August), Wellroot Family
8 Services Offering (third Sunday in September), Aldersgate Homes (fourth Sunday in
9 October).

10
11 2. We recommend that each of the following be permitted to have one direct mail appeal for
12 funds in 2021: Wellroot Family Services, Wesley Woods Senior Living; Aldersgate Homes,
13 Inc.

14
15 3. We recommend the adoption of the apportionment formula approved at Annual
16 Conference 2006, and used each year since, as described in the *2022 Recommended Budget*
17 *Interpretation*. (Included in the 2020 Annual Conference *Handbook*)

18
19 4. We recommend that all churches and conference-related agencies ensure that their internal
20 control systems are adequate to safeguard their assets as well as to ensure compliance with
21 completing an annual audit pursuant to 2016 Book of Discipline ¶258(4)(d). For churches
22 whose operating budgets are less than \$500,000, we recommend that those churches use the
23 “Local Church Audit Guide” to fulfill their audit obligation.

24
25 5. We recommend apportioning General Church funds for 2022 at the same level as 2021.

26
27 **Rationale and Considerations:**

28 The 2021 amounts were predicated on GCFA-proposed budget reductions which have
29 not yet been voted on by General Conference due to the ongoing delay of General
30 Conference session. CFA used anticipated 2021 General Agency apportionments in 2021
31 because the prior quadrennial budget “expired” on 12/31/2020. The General Agency budgets
32 passed by GC 2016, per **Judicial Council ruling 1409, would require restating the 2021**
33 **budget, with an attendant apportionment increase of over \$1.5M. Adhering to Decision**
34 **1409** would preclude recognizing planned General Agency spending reductions, as well as
35 radical changes in denominational economic conditions and would result in an increase in
36 **our recommended 2022 apportionments budget by over \$1.6 million.**

37 **Leaving the General apportionments the same as approved for the 2021 budget**
38 **and duplicating those amounts for 2022 will save a total of \$3.1M in apportioned**
39 **budgets for the two years.**

40
41 6. We recommend that local churches institute or update risk management practices and
42 procedures to protect church assets, employees, and volunteers. This includes complying
43 with practices defined in the “Safe Sanctuaries” program and to monitor compliance with
44 that program.

1 7. We recommend that all clergy either living in church-owned parsonages and/or that
2 maintain personal belongings in a church-owned office, seek counsel from their insurance
3 agent about securing insurance coverage for their personal property, since that property is not
4 covered by the church's insurance.
5

6 8. That Cabinet and extended Cabinet clergy appointed to the UM Center have housing-
7 related allowances for 2022 designated as follows: Housing allowance (in lieu of parsonage)-
8 \$32,749 per year; utility allowance-\$5,000 per year. (These are the same levels as the last 11
9 years.) For non-Cabinet clergy appointed to the UM Center, housing-related allowance shall
10 be at a level no lower than the minimum recommended by the Commission on Equitable
11 Compensation, but may be higher, as determined by the respective ministry director. (Based
12 on the unique circumstances of the Cabinet and staff clergy, the Conference Treasurer is
13 authorized to adjust individual compensation components, provided the total financial
14 support does not exceed the amounts budgeted.)
15

16
17 9. We recommend the approval of the revisions to Standing Rule E.3 as presented by the
18 Committee on Standing Rules.
19

20 10. We recommend the approval of the revisions to Standing Rule K.5. as presented by the
21 Committee on Standing Rules.
22

23 11. We recommend the approval of the deletion of Standing Rule K.9., commensurate with
24 the passage of the revisions to Standing Rule K.5.
25

26 12. We recommend approval of the release of internally- "escrowed" apportionment
27 collections originally approved for Action Ministries to "Hope Atlanta." Further we
28 recommend paying out the remaining 2021 approved collected apportionments originally
29 designated for Action Ministries to Hope Atlanta through 12/31/2021.
30

31 **Rationale**

32 Hope Atlanta merged with Action Ministries in March, 2021. CFA conducted due diligence
33 and is comfortable that the mission upon which the apportioned subsidy for 2021 was
34 justified will continue for the rest of this year by Hope Atlanta. However, since we have no
35 relationship with Hope Atlanta, disbursements require approval by Annual Conference.
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208. h. Recommended 2020 Budget

North Georgia Annual Conference
 16 Line Summary Budget
 2022 Budget - Recommended by CFA

	2020 Approved Budget	2020 Expended	2020 Exp vs Appr %	2021 Approved Budget	2022 Recommended Budget	2022 vs 2020 Exp Incl(Dec) Amount	2022 vs 2020 Exp Incl(Dec) %	2022 vs 2021 Budget Incl(Dec) Amount	2022 vs 2021 Budget Incl(Dec) %
North Georgia Conference									
I.	3,515,267	2,637,125	75.0%	2,825,000	2,811,500	174,375	6.6%	(13,500)	-0.5%
II.	2,685,000	2,143,090	79.8%	1,850,000	1,800,000	(343,090)	-16.0%	(50,000)	-2.7%
III.	3,994,350	3,441,764	86.2%	3,480,221	3,472,250	30,486	0.9%	(7,971)	-0.2%
IV.	1,783,050	1,519,302	85.2%	1,540,300	792,452	(726,850)	-47.8%	(747,848)	-48.6%
V.	124,000	113,868	91.8%	0	25,000	(88,868)	-78.0%	25,000	-
VI.	1,474,000	1,330,593	90.3%	1,293,181	1,278,812	(51,781)	-3.9%	(14,369)	-1.1%
XII.	1,404,500	1,238,002	88.1%	1,165,000	1,074,000	(164,002)	-13.2%	(91,000)	-7.8%
	50,000	45,250	90.5%	0	0	(45,250)	-100.0%	0	-
Total North Georgia Conference	15,030,167	12,468,994	83.0%	12,153,702	11,254,014	(1,214,980)	-9.7%	(899,688)	-7.4%
General Church									
VII.	497,116	451,142	90.8%	414,985	414,985	(36,157)	-8.0%	0	0.0%
VIII.	1,246,245	1,125,196	90.3%	897,684	897,684	(227,512)	-20.2%	0	0.0%
IX.	97,465	89,676	92.0%	12,413	12,413	(77,263)	-86.2%	0	0.0%
X.	3,689,804	3,271,043	88.7%	2,867,108	2,867,108	(403,935)	-12.3%	0	0.0%
XI.	111,252	100,842	90.6%	93,297	93,297	(7,545)	-7.5%	0	0.0%
XIV.	1,092,701	967,326	88.5%	1,151,251	1,151,251	183,925	19.0%	0	0.0%
XV.	438,134	388,368	88.6%	353,082	353,082	(35,286)	-9.1%	0	0.0%
Total General Church	7,172,717	6,393,593	89.1%	5,789,820	5,789,820	(603,773)	-9.4%	0	0.0%
XVI.	56,000	42,001	75.0%	56,000	56,000	13,999	33.3%	0	0.0%
Grand Total	22,258,884	18,904,588	84.9%	17,999,522	17,099,834	(1,804,754)	-9.5%	(899,688)	-5.0%

1 **208.i. Interpretation of Recommended 2022 Conference Apportionment Budget**
2
3

4 The recommended Conference budget for 2022 is \$17,099,834, a **decrease** of \$899,688
5 versus the approved and “normalized” 2021 budget. This is the lowest Conference
6 apportionment budget in over 20 years. The reference to a normalized budget is reflective of
7 the inclusion of all district administration expenses in 2022. The 2021 budget was
8 illustratively restated to also include those expenses, to provide a normal comparison. The
9 inclusion of district expenses is based on proposed revisions to Standing Rule E.3. and results
10 in the elimination of a historically separate “District Work Fund” apportionment.
11

12 **CONFERENCE FUNDS:**

13

14 AREA I.	MINISTERIAL SUPPORT	
15	Episcopal Residence/Office/Discretionary	\$ 360,000
16	Conference Communications	240,000
17	District Superintendents' Compensation	1,500,000
18	Equitable Compensation Fund	330,000
19	Board of Ordained Ministry	<u>381,500</u>
20		
21	Total Area I	<u>\$ 2,811,500</u>

22
23

24 The Episcopal Residence and Office Fund provides the conference share of financial support
25 for the office and residence expense for North Georgia's Resident Bishop. (In 2021, the
26 General Church share of residence support is \$10,000, while the General Church's share of
27 office support is expected to be \$76,000). **It is expected that the General Church
28 Episcopal Fund will discontinue its support of the Episcopal Office 2022 and going
29 forward).**
30

31 District Superintendents' Compensation line item represents salaries, health insurance and
32 pension benefits for the eight (8) district superintendents of our conference.
33

34 The Equitable Compensation Fund enables our conference to fulfill the mandate of “security
35 of appointment”, meaning that all appointed clergy will receive Conference minimum
36 compensation.
37

38 The Board of Ordained Ministry is responsible for credentialing of clergy. Additionally, it
39 coordinates the provision of support for conference clergy through myriad services,
40 continuing education activities, seminars, etc. This ministry enables our conference to meet
41 the high standards and expectations of local church congregations.
42
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AREA II.	RETIRED MINISTERS PENSION/INSURANCE	
	Retired Minister Insurance Premiums	\$1,450,000
	Disability Premiums	250,000
	Retirees' Past Service Pension (Pre-1982)	<u>100,000</u>
	Total Area II	<u>\$1,800,000</u>

Retired Minister Pension/Insurance reflects “fully funded status” as of 12/31/2020 (unaudited) for both the ViaBenefits defined contribution funding for the Health Reimbursement Account for retired/eligible clergy and Conference staff, as well as the pre-1982 plan. The premiums noted for Retired Ministers insurance (HRA) are based on claims expenses passed on to the Conference by ViaBenefits. The benefit per claimant is currently capped at \$3,600/annum. However, the Conference Board of Pension and Health Benefits is recommending a change to the benefits funding that, if approved, will result in a substantial decrease in this program’s liability.

The small apportionment for pre-1982 is recommended to ensure continued funded status despite vagaries in both the investment markets as well as actual mortality data versus estimates based on mortality tables.

AREA III. ADMINISTRATIVE FUND

Annual Conference Session/Journal/Handbook \$ 225,000

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

The following Area III office "sub totals" include director and staff salaries and benefits and office related expenses.

Office of Treasurer/Benefits/Admin/IT Services \$ 970,000

This office develops, maintains, and administers a comprehensive plan of fiscal and administrative policies, and benefits systems/processes and provides services for all Conference's administrative ministries. Additionally, the office provides information through various media for clergy and laity who serve as church treasurers, financial secretaries, business administrators and finance committee chairpersons. This office administers all conference databases and computer equipment. Through an increased use of technology, there has been no net increase in FTEs in this area in 15+ years.

Office of Ministerial Services and Spiritual Formation \$ 375,000

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

BOT Methodist Center Operating Expenses \$ 160,000

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

1 Council on Finance and Administration \$ 100,000

2
3 This includes conference and district audit fees, legal fees, and meeting expenses for CFA.

4
5 District Administration \$1,582,250

6
7 This represents all formerly “district work funds” and includes the District AA’s salaries and
8 compensation. Note that DS compensation is still included in Area I.

9
10 Cabinet Expenses \$ 60,000

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

13
14 Total Area III \$3,472,250

15
16 **AREA IV. CONFERENCE BENEVOLENCES**

17 **Connectional Ministries:**

18 Administrative Support & Staff \$ 366,952
19 Camp and Retreat Ministries 372,000
20 Conference Leadership Development 20,000

21
22 Sub Total Connect. Ministries \$758,952

23
24
25 The Connectional Ministries functions are responsible for equipping and training local
26 church leaders for effective ministry.

27
28 Housing and Homeless Council \$ 9,500

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

30
31 Ministry of the Laity \$ 24,000

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 \$792,452

38
39 **AREA V. CAPITAL FUNDING**

40 This area is for computers and other equipment.

41
42 Total Area V \$25,000

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

2
3 Total Area VI \$ 1,278,812

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

7
8 **AREA XII. CONGREGATIONAL EXCELLENCE**

9
10 Total Area XII \$ 1,074,000

11 This budget includes funding for the following activities:

12
13 The Office of Congregational Development and Staff - The salaries, benefits, and expenses
14 for personnel in the Office of Congregational Development.

15
16 New Church Salary and Support - These funds are used to underwrite the compensation
17 packages of our new church pastors and to provide some start-up funding.

18
19 Market Research - These funds are used to maintain a contract with a demographic
20 consultant and to provide partnership opportunities with districts to develop district
21 strategies.

22
23
24 **CONTINGENCY RESERVE** \$ _____ 0

25 **SUB TOTAL**

26
27 2022 RECOMMENDED CONFERENCE BUDGET \$ 11,254,014

28
29
30 **GENERAL CHURCH FUNDS:**

31
32 **AREA VII. BLACK COLLEGE FUND**

33 Total Area VII \$ 414,985

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

37
38 **AREA VIII. MINISTERIAL EDUCATION FUND**

39 Total Area VIII \$ 897,684

40 This ministry provides our churches financial support for the recruitment and education of
41 our future pastors and bishops. Please note that our conference retains 25% of the fund
42 balance for use in our conference. The retained fund balance as of 12/31/2020 is \$292,247.
43 Scholarship grants can total \$1,000 per semester for undergraduate studies (certified
44 candidates only) and \$3,000 per semester for seminary students with a lifetime maximum per
45 student of \$26,000.

1 **AREA IX. INTERDENOMINATIONAL COOPERATION FUND**

2 Total Area IX \$ 12,413

3 This fund enables United Methodists to have a presence in the activities of ecumenical
4 organizations and provides our United Methodist share of the basic budgets of those
5 organizations which relate to the ecumenical responsibilities of the Council of Bishops and
6 the General Commission on Christian Unity and Inter-religious Concerns. Included in this
7 fund in 2022 is estimated support for: National Council of Churches, World Council of
8 Churches, World Methodist Council, Pan-Methodist Commission, Ecumenical Office and
9 Travel, Interreligious Relations, Other.

10
11 **AREA X. WORLD SERVICE FUND**

12 Total Area X \$ 2,867,108

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

16
17 **AREA XI. AFRICA UNIVERSITY**

18 Total Area XI \$ 93,297

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

22
23 **AREA XIV. EPISCOPAL FUND**

24 Total Area XIV \$ 1,151,251

25 This fund pays the annual salaries (approximately \$155,000) and benefits of active bishops
26 worldwide and some support for the retired bishops worldwide, and a small portion of
27 episcopal residence expenses. It also funds episcopal travel and moving expenses.
28 Jurisdictional and Central Conference bishops receive support from this fund. The estimated
29 “fully loaded” cost of an Episcopal leader is \$350,000. Note that our apportionment is
30 roughly three times that amount, meaning NGA is, in essence, funding two other Episcopal
31 leaders in addition to our own.

32
33 **AREA XV. GENERAL ADMINISTRATION FUND**

34 Total Area XV \$ 353,082

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

38
39 **SUBTOTAL 2022 GEN CHURCH BUDGET** \$ 5,789,820

40
41 For more information on the current quadrennial General Church Budget go to:
42 [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)
43 [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)
44
45
46

1 **AREA XVI. JURISDICTIONAL MISSION & MINISTRY FUND**

2 Total Area XVI \$ 56,000

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

4
5 **GRAND TOTAL Recommended 2022 BUDGET** **\$17,099,834**

6
7
8 **208.j. How Are Apportionments Computed?**

9
10 **Step 1:** Conference determines annual budget, consisting of several ministries and programs,
11 including retired ministerial support, new church development, General Church and
12 Jurisdictional apportionments to the North Georgia Conference.

13
14 **Step 2:** At calendar year-end, the local church completes the Local Church Report to the
15 Annual Conference. (For the 2022 recommended budget, the latest available reports are the
16 2020 year-end reports.)

17
18 **Step 3:** The Treasurer's Office accumulates all local church reports and determines each
19 local church's **operating expenses**. **Operating expenses** consist of salaries, pension
20 benefits, clergy housing-related expenses, expense reimbursements, current program
21 expenses, expenses related to commercial insurance and other current operating expenses.
22 Operating expenses (also referred to as "decimal" expenses) do NOT include: HealthFlex
23 insurance expenses, payments on indebtedness, or capital-related expenditures. Also,
24 expenses related to "self-sustaining" activities and local benevolences are NOT considered
25 operating expenses.

26
27 **Step 4:** The Treasurer's Office totals the local church operating expenses for ALL 795 North
28 Georgia United Methodist churches. For year-end 12/31/2020, this total was \$184,479,007.

29
30 **Step 5:** We determine "the decimal." This is the conference budget divided by total church
31 operating expenses (from step four). The decimal for 2022 is **.0927, or 9.27%**.

32
33 **Step 6:** We multiply an individual church's operating expenses by the decimal, arriving at
34 the total gross apportionment. We then prorate the gross apportionment to fifteen individual
35 apportionment line items.

36
37 **Step 7:** Churches above 1000 members might have a "reasonableness test" applied to their
38 apportionments (see formula below), and the Cabinet **might** adjust the computed
39 apportionments for certain churches within that size range. This methodology was approved
40 at AC 2006.

41
42 **Step 8:** We sum the apportionment for each individual district and send this information to
43 the district offices. District Superintendents review the apportionments as calculated **and**
44 **may adjust the calculated amounts**. Such adjustments should be made only after discussion
45
46

1 with the church's senior pastor. Note that the District's aggregate apportionments cannot be
2 changed.

3
4 **Step 9:** District superintendents notify local churches of their apportionment amounts. This
5 information is provided to the pastors via "Local Church Apportionment Reports" at the
6 summer/fall district set-up meetings.

7 Please note that churches that are considered "newly constituted" have 5 years to
8 transition into their full computed apportionment. In effect, the difference between their
9 *computed* apportionment and what they are *actually* apportioned is subsidized by the other
10 churches in the Conference for a five-year period. (This is accomplished generally by
11 apportioning in increments of 20% of computed apportionments per year for 5 years-20% in
12 year 1, 40% in year 2, etc.)

13
14 **Detailed Explanation of Step 7 as originally approved at 2006 Annual Conference**
15 **Session (and re-ratified each year since):**

16 To assure that our apportionment computation and allocation system is as equitable as
17 possible, we recommend that a "reasonableness test" be implemented, which will work as
18 follows-

- 19 a. Existing apportionment formula and rules for year-end report completion remain
20 unchanged.
- 21 b. After the apportionments have been computed for all churches, three (3) comparative
22 groups will be established churches with membership from 1000-1999; 2000-2999;
23 3000+
- 24 c. The aggregate apportionments for each group will be divided by the aggregate
25 membership of each group to calculate an average apportionment/member for each
26 group.
- 27 d. Any church whose apportionment/member falls below the average for its group may
28 be reviewed to the Cabinet for discussion about possibly being moved up to the group
29 average over a three (3) year period. Group average calculations will occur each year
30 based on the latest reported membership statistics.
- 31 e. The Cabinet can review the apportionments for the churches in all 3 groups and may,
32 as a body, discuss and might adjust each church whose apportionment is below the
33 average for its size range.
- 34 f. Apportionments added to the affected churches will not be offset by reductions in
35 other churches and will be applied to Conference-specific apportionment line items
36 ONLY and will NOT be added to General or Jurisdictional line items.

37
38 **Information Only**

39 Total "normal" giving - \$252,861,040

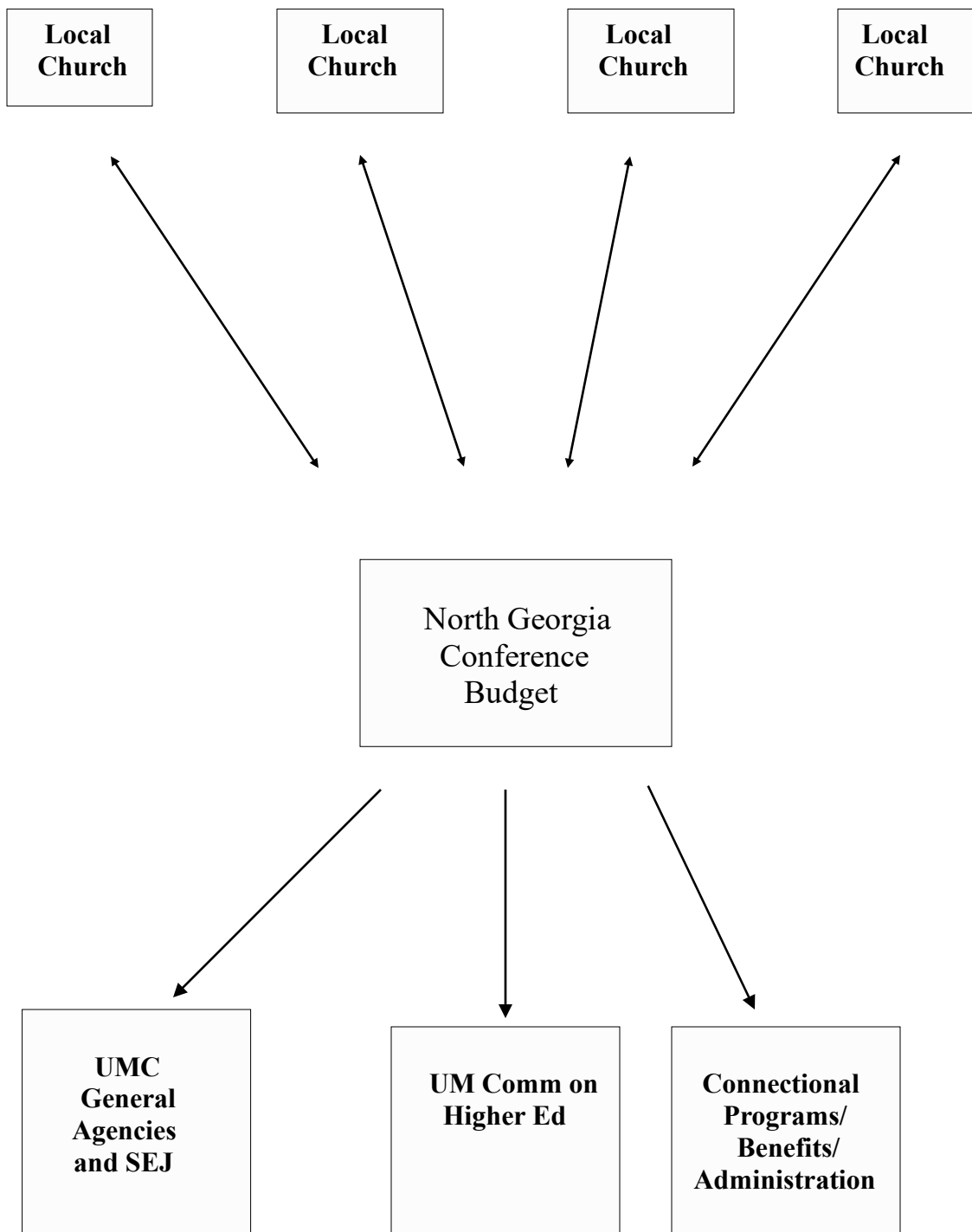
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42 **The 2022 recommended Conference budget, expressed as a percentage of aggregate**
43 **"normal" revenues, is 6.8%.**
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208.k. How 2022 Recommended Apportionment Budget Was Developed

NORTH GEORGIA CONFERENCE

COUNCIL ON FINANCE AND ADMINISTRATION

**HOW THE 2022 RECOMMENDED
CONFERENCE APPORTIONMENT BUDGET WAS DEVELOPED**



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North Georgia Conference

Council on Finance and Administration

How the 2022 Recommended Conference Apportionment Budget was Developed

1. The "General Church" sets priorities and develops programs at the General Conference Session for a four (4) year period (the quadrennium). Since there has been no General Conference since 2016, there is no approved General Budget for 2021 or 2022. The North Georgia Conference is basing its General Apportionments as detailed in CFA Recommendation Number Five (5).

The financial support for those worldwide ministries is apportioned to the Annual Conferences, which, in turn, apportions those amounts to the local churches. The 2022 General Church Apportionments included in the total Conference budget are \$5,789,820 or 33.9 % of the 2022 recommended Conference Budget.

The United Methodist Church is a worldwide, connectional denomination and every United Methodist church supports, via apportioned giving, the denomination's worldwide ministries.

2. Conference-based and Conference-subsidized programs, ministries, benefits, and administration requested funding based on their plans and priorities for the upcoming year. These plans are developed by program "conferencing" via staff as well as those serving on boards and committees, such as the Center for Congregational Excellence, the Board of Pension and Health Benefits, the Center for Clergy Excellence, the Georgia UM Commission on Higher Education et.al.

Representatives from several programs/ministries and their board chairpersons, if applicable, presented their requests to CFA via email and/or in person. CFA reviewed these requests on February 16, 2021.

Those requests were then put in the draft budget.

3. On March 16, 2021 CFA met to review the draft budget. During this meeting, CFA adjusted the draft budget based on several factors, including budget changes compared to change in local church expenditures; departmental fund balances; apportionment collection rates from prior years; feedback from the local churches, the Cabinet and other members of the Annual Conference; CFA decided to reduce the Conference portion of the budget. However, the percentage allocable to mission and ministry initiatives continues to remain at historic highs. The total recommended budget for 2022 is **\$17,099,834** a **decrease of \$899,688 (-5.0%)** from the approved 2021 budget.

Note that the 2022 recommended budget includes all support for District administration, pursuant to proposed revisions to Standing Rule E.3. These revisions will eliminate the separate "District Work Fund" apportionments.

The 2021 budget has been restated for illustrative purposes so that the comparative between the 2021 and 2022 budgets are "normalized".

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

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

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

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

21 **The Conference Treasurer's Office will NOT communicate apportionments to any**
22 **church, nor post the 2022 apportionments on the Conference website until after the**
23 **2021 District set up meetings are concluded! (Once the set-up meetings have concluded,**
24 **2022 apportionments will be posted on the Conference website.)**
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Conference Ministries

*300.a. Connectional Ministries Report

Our Book of Disciplines describes *Connectional Ministries* in language that calls each annual conference to “focus and guide the mission and ministry of The United Methodist Church, within its boundaries by:

1. envisioning the ministries necessary to live out the mission of the church in and through the annual conference;
2. creating and nurturing relationships and connections among the local, district, annual conference and general Church ministries;
3. providing encouragement, coordination, and support for the ministries of nurture, outreach, and witness in districts and congregations for the transformation of the world;
4. ensuring the alignment of the total resources of the annual conference to its mission;
5. developing and strengthening the ethnic ministries, including ethnic local churches and concerns;
6. providing for advocacy and monitoring functions to ensure that the church is consistent with its stated values.”

This past year has been a year of learning for me. And I have learned from and been inspired by so many of you across our North Georgia Conference --laity and clergy-- as you have embraced and advanced our collective response to this call during a time of unimaginable challenges: the COVID pandemic, and its profound impact on the health and well-being of so many people; political and social polarization embodied by an assault on the very foundations of our democracy; more and more evidence of the systemic racism embedded so deeply in so many of our systems and structures...and in the midst of all of this, continued tension regarding the future of our denomination. And yet, on so many fronts, and in so many places, rather than weakening the power of our connectional system, these challenges have strengthened it. On so many fronts, and in so many places, rather than threatening our commitment to our connectional system, these challenges have deepened it.

I have learned from and been inspired by churches, laity and clergy across our North Georgia Conference sharing resources for creative new ways of worshipping, pastoring, and reaching the communities we serve.

I have learned from and been inspired by your Conference staff who have demonstrated phenomenal creativity and agility, aimed at supporting and serving you.

I have learned from and been inspired by the leaders and members of your North Georgia Conference committees and boards who have not only continued their work and ministries, but have expanded and accelerated them.

I have learned from and been inspired by the leaders and members of your conference committees and boards who have invited dialogue, and continue to act on feedback received, about how to improve the collaboration and coordination between and among our various conference committees, boards, and advocacy groups with an aim to strengthen our connection, and better serve and support churches, laity, and clergy across our North Georgia Conference.

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And I have learned from and been inspired by the leaders and members of your conference committees and boards as they have invited and engaged in authentic, sometimes difficult dialogue about the values that shape, or should shape, our mission to make disciples of Jesus Christ for the transformation of the world.

Finally, in this first year I have served as your Director of Connectional Ministries, I have learned from and been inspired by the fact that the vast majority of you, the laity and clergy of our North Georgia Conference, understand and embrace the truth that the strength of our connection, and the unlimited potential for continuously improving and deepening our work and ministry together, is not only advanced by our diversity, but is dependent on it.

None of this is meant to imply we have completed the work that needs to be done. You all know, and I know, there is still much work for us to do. We have work to do as we continue to improve the ministry and effectiveness of our conference committee and board structure in supporting and serving all of you. We have work to do as we continue to ensure your understanding of and access to conference processes and staff whose sole aim is to serve and support you. We have work to do as we continue to improve processes and systems, such as our nominations process, to ensure, as one of our D.S.s Rodrigo Cruz has so powerfully framed it, that we continue to move from “welcoming” everyone to the table, to truly “valuing” everyone at the table. And, we have work to do as we continue to sharpen our vision and carry out our mission, together serving our communities, and sharing the redemptive love of Jesus Christ with all those who hunger and thirst...

I remain confident that, together, we will accomplish this work. And reflective of the power and work of the Holy Spirit, the challenges we have faced and navigated over this past year have helped us build on and strengthen our foundation for future ministry across our North Georgia Conference. My confidence is in all of you, and in the work of the Holy Spirit through you. I am committed to continuing to learn from you as I continue serving as your Conference Director of Connectional Ministries.

Hal Jones
Director, Connectional Ministries

1 **300.b. Proposal to consolidate the work and ministries of our NGC Board of**
2 **Discipleship and Advocacy and our NGC Board of Congregational Development 4/11**
3
4

5 Situation:

6 With last year’s Annual Conference launch of the new Barnes Committee — the Barnes
7 Evaluation and Administration Team — we now have a centralized, transparent grant
8 process, accessible to all NGC churches and other NGC groups, for providing financial
9 support to innovative, new, or expanding NGC United Methodist Churches and ministries
10 aimed at serving communities across North Georgia and making disciples of Jesus Christ for
11 the transformation of the world.

12
13 In concert with the centralization of our NGC grant process, there is an opportunity to deepen
14 collaboration, communication and coordination among other NGC groups who have similar,
15 inter-related, and intersecting roles and ministries, namely, our NGC Board of Discipleship
16 and Advocacy, and our NGC Board or Congregational Development.

17
18 Background:

19 As the role and mission of our new Barnes Evaluation and Administration team moved from
20 an Annual Conference approved concept to a functioning reality, the Chair of our Board of
21 Discipleship and Advocacy (Nate Abrams), and the Chair of our Board of Congregational
22 Development (Steven Usry)—who together provide leadership to our new Barnes team—
23 joined our NGC Director of Connectional Ministries (Hal Jones) in a dialogue related to the
24 role and ministries of the two boards they lead, in the context of the launch of the new Barnes
25 team. This led to conversation with our Bishop about building on the momentum generated
26 by the Annual Conference with last year’s launch of the new Barnes team, and identifying
27 other, potential ways of increasing transparency, clarity, collaboration, communication, and
28 coordination between and among key groups within our NGC committee, board, and
29 advocacy structure. This, in turn, led to further dialogue over the ensuing weeks--dialogue
30 resulting in plans developed and implemented to invite feedback from NGC laity and clergy
31 through a series of conference-wide communications. Coinciding with the first of these
32 conference-wide communications, which included an invitation to complete a survey related
33 to our NGC committee, board and advocacy structure, the chair of our NGC Commission on
34 Religion and Race (Brian Tillman), and our NGC Associate Director, Center for
35 Congregational Excellence (Yvette Massey) helped expand the dialogue by convening
36 leaders of our various NGC advocacy and development groups, engaging them in similar
37 dialogue, and asking them for feedback regarding their experiences with our current
38 committee, board and advocacy structure. Feedback offered during that meeting confirmed
39 the potential for improving and deepening transparency, clarity, collaboration,
40 communication, and coordination between and among the various groups represented in that
41 meeting and conversation. Following the first conference-wide communication, and after
42 reading and assimilating the survey results and feedback, our NGC lead for Church and
43 Society (Cassie Rapko) joined the group engaged in this dialogue.
44
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1 In a second conference-wide communication, Cassie, Brian, Steven, and Nate shared the
2 results of the survey taken as part of the first conference-wide communication. They also
3 introduced a concept for leveraging the opportunity to improve our NGC committee
4 structure, and thereby deepening transparency, clarity, collaboration, communication, and
5 coordination between and among those serving on the two boards and their associated
6 advocacy and development groups. Further feedback from NGC laity and clergy was invited,
7 as well; and a third conference-wide communication was planned to share any additional
8 feedback received.

9
10 Assessment:

- 11 1. Survey results indicating uncertainty among laity and clergy regarding how and by what
12 criteria grants are received, considered, and distributed by various NGC groups affirmed
13 the importance and wisdom of last year's Annual Conference launch of the new Barnes
14 team and its centralized, transparent grant process that clarifies the grant process, and
15 offers accessibility to all NGC churches and ministry groups.
- 16 2. We have an opportunity to improve collaboration, communication, and coordination
17 between and among our various advocacy and development groups currently working as
18 part of either the Board of Discipleship and Advocacy or the Board of Congregational
19 Development.
- 20 3. Deepened collaboration, communication, and coordination between and among these
21 groups:
 - 22 a. would strengthen all their functions, ministries, and reaches, while at the same time
23 eliminating what has been reported as a sense of oftentimes "working in silos"
 - 24 b. would promote enhanced support of NGC churches and other ministry groups awarded
25 grants via the Barnes team process by working together and in concert with the Barnes
26 team to ensure that the support given to those churches and groups includes resources
27 that go beyond financial ones, for example, training, consultation, strategic and tactical
28 planning, leadership development, and other, human resources-driven support
 - 29 c. would provide for a "one voice" source of recommendations for conference-wide
30 planning at both the strategic and tactical levels, including recommendations to the
31 new Barnes team re: priorities for grants
 - 32 d. would help clarify and affirm the singular aim of these groups, which is to serve and
33 support NGC churches, laity, and clergy in their ministries, as those churches, laity and
34 clergy are in ministry to the communities they serve, making disciples of Jesus Christ
35 for the transformation of the world.

36
37 Recommendations:

- 38 1. The role and membership of our NGC Board of Discipleship and Advocacy, and the role
39 and membership of our NGC Board of Congregational Development will be consolidated
40 into one group, the Board of Discipleship, Advocacy and Congregational Development,
41 whose role and ministries include:
 - 42 • working in collaboration with our new Barnes team and our 8 District Strategic Growth
43 Teams to ensure ongoing church development through promoting, nurturing,
44

- 1 supporting, and guiding existing and new faith communities as they implement
2 innovative ministries with and in the communities they serve
- 3 • working in collaboration with the NGC staff to ensure focused, strategic, and effective
4 training, consultation, leadership development, and other, human resources-driven
5 support are provided to NGC churches, laity, and clergy for both new and existing
6 ministries
 - 7 • working in collaboration with all NGC churches, laity, clergy, and other groups to
8 ensure our call to Christian advocacy is heard and responded to in effective and
9 meaningful ways across our NGC, and as stipulated in our Book of Discipline
 - 10 • working collaboratively, as one board, to ensure the board’s ministries of church
11 development, human resources-driven support, and conference-wide advocacy are
12 carried out in a transparent, clear, and coordinated way that advances our mission to
13 make disciples of Jesus Christ for the transformation of the world
- 14 2. The new board will be co-chaired by a lay-person and a clergyperson.
 - 15 a. initially, the chair of the current Board of Discipleship and Advocacy and the chair of
16 the current Board of Congregational Development will serve as co-chairs of the
17 combined board
 - 18 3. The new board will have an executive committee of the board, composed of the co-chairs,
19 secretary, conference lay leader, cabinet representative, and other members as determined
20 and elected by the full board.
 - 21 4. Grants previously awarded through the Board of Discipleship and Advocacy and the
22 Board of Congregational Development will be received, considered, and awarded by the
23 new Barnes team.
 - 24 5. These changes will take effect on September 1, 2021, with the understanding and
25 commitment that work on this transition will begin immediately and in consultation with
26 members of the current Board of Discipleship and Advocacy and members of the current
27 Board of Congregational Development
 - 28 6. Our NGC Common Table will be convened late autumn or early winter for an NGC
29 visioning and planning session.
 - 30 7. Prior to next year’s Annual Conference, the new, combined board will design and
31 implement an assessment process aimed at evaluating and improving its work and
32 ministry. The results of that assessment, along with any recommended improvements, will
33 be included in the new, combined board’s report to next year’s Annual Conference.

34
35
36 Nate Abrams
37 Chair, Board of Discipleship and Advocacy
38 nathaniel.h.abrams@gmail.com

39
40 Steven Usry
41 Chair, Board of Congregational Development
42 steven.usry@ngumc.net
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1 ***301. Center for Congregational Excellence**

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3 ***301.a. Center for Congregational Excellence Team Report**

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5 In a year of unprecedented change and challenge, the NGUMC Center for Congregational
6 Excellence (CCE) stayed true to its mission: to support, resource and equip congregational
7 leaders to make disciples of Jesus Christ for the transformation of the world. Our work is
8 grounded in our five values of Beloved Community, Transformation, Excellence,
9 Adaptability, and #OneWith. Alongside so many of our local churches, our team innovated
10 and adapted our work for a digital mission field, and resourced congregations to do the same.

11 In April of 2020, CCE and the Congregational Development Board granted a total of
12 \$187,500 to 75 churches across North Georgia to help them acquire the equipment and
13 expertise necessary to pivot to digital expressions of ministry. A second round of grants were
14 opened in November of 2020, allowing an additional 32 churches to receive digital ministry
15 funding, for a yearly total of \$267,500.

16 To further learn from and equip congregations for digital ministry, CCE staff created,
17 curated, and/or hosted the following resources and trainings: *OneWorship* Service and
18 Pentecost Season Worship Bank, *Weary World Rejoices* Digital Worship Bank, *So Be It*
19 *Worship Resources* Bank and Sermon Series, *Both/And* Webinar in Hybrid Worship with
20 Jason Moore, *Kindling the Fire* Worship Planning Seminars for Election Sunday, Advent,
21 and Lent/Holy Week feat. Sam Halverson, worship planning zoom meetings for Korean-
22 language pastors, *FX in a Digital Age* with Michael Beck and Rosario Picardo (co-hosted
23 with Fresh Expressions US), and *Enhancing Worship: What's Now and What's Next?* feat.
24 Aleatha Lanier (Impact Church). Thank you, thank you to the generous local church leaders,
25 preachers, worship designers, musicians, and technicians who contributed your time and
26 talent to create worship content and freely share it with the connection. This is a proud
27 example of our #OneWith value.

28 In the Fall of 2020, CCE and Congregational Development Board funded seven
29 NGUMC pastors' participation in a Digital Church Planter cohort, hosted by Discipleship
30 Ministries and Path1. This included Daniel Ogle, the planting pastor of Westside Table, a
31 second campus of Peachtree Road UMC, intended to launch in WestMidtown Atlanta, in
32 person, in September of 2020. In light of the pandemic, this congregation shifted to a digital
33 launch, marking the North Georgia Conference's first digitally-launched congregation. With
34 the support of CCE and CDB, Westside Table is preparing for an official in-person launch in
35 September 2021.

36 CCE staff include a mix of full time, part-time and contract positions covering the
37 work of Church Revitalization, Worship and Preaching, Leadership Development, Fresh
38 Expressions, Korean/Asian, Latino, and Black Congregational Development, MissionInsite,
39 Camping and Retreat Ministries, Age-Level Ministries of Children, Youth and Young
40 Adults, Safe Sanctuaries, Missions, and Disaster Response. Other work with local churches
41 includes the areas of hospitality, discipleship, evangelism, and stewardship. Every one of
42 these ministry specialities found ways to adapt to safety and distancing protocols to continue
43 their vital work. Youth Ministry workers found essential community and adaptation tools
44 through district-based zoom calls and coaching with Sam Halverson, with support from
45 Mychal Ellis, our 2020-2021 Candler Intern. In March 2021, they worked with Camp Glisson
46

1 to host two successful weekends of Spiritual Life Retreats with COVID safety protocols. Our
2 Latino pastors gathered frequently for fellowship, Bible study, and resource sharing with
3 Juan Quintanilla. Heather Jallad created daily content through Facebook live and her
4 Common Ground podcast to assist FX Pioneers in adapting their Fresh Expressions for
5 scattered communities.

6 In addition to healthy church consultations with local churches, Yvette Massey served
7 as special consultant to the Bishop and Cabinet to guide and hold them accountable to the
8 work of Racial Justice and practicing the values of the Beloved Community. CCE practiced
9 these values by conducting internal Cultural Intelligence assessments and workshops. The
10 Congregational Development Board also supported these goals through the continued
11 funding of strategic, cross-racial appointments and staff positions for churches trying to
12 connect authentically with their neighbors and communities. This includes positions at
13 Grayson UMC, SugarHill UMC, Smyrna First UMC, Wesley Chapel UMC McDonough, St.
14 Timothy UMC Stone Mountain, Austell UMC, Ebenezer UMC, Korean Church of Atlanta,
15 Korean Church of LaGrange, Korean Church of Newnan, Immanuel Korean's Kennesaw
16 UMC Campus Ministry, Rock Springs Gwinnett College Campus Ministry, Trinity Korean,
17 and The Nett Vietnamese Mission. Additionally, CDB continues to fund associates and
18 assistants in incubators at St. James Alpharetta, Wesley Chapel in McDonough, and Ben Hill.
19 Through seven Zoom-based trainings, approximately 50 different congregations across all 8
20 districts received introductory training to *MissionInsite*, our demographics and people-
21 mapping database and ministry resource tool.

22 In 2020, seven congregations completed a *Multi-Ethnic Ministry Development Cohort*
23 led by Mark DeYmaz and Mosaix Global Network. This included Grayson UMC, St. Paul
24 UMC Summit Street, SugarHill UMC, The Nett UMC, St. Timothy UMC Stone Mountain,
25 East Point First Mallalieu UMC, and Douglasville UMC. Michael Stinson served as
26 facilitator. Of these churches, The Nett, St. Timothy, and EPFM are now engaged in a next-
27 level cohort, *Church Economics and Entrepreneurship*, also facilitated by Mosaix and
28 OCEAN Programs.

29 Our staff team experienced a significant transition this past year, moving from 7 full-
30 time staff members to 4. Additionally, we celebrated the full retirement of Debby Fox, a
31 longstanding practitioner of excellence in the area of Children's Ministry. In February 2021,
32 we welcomed an interim team to continue the momentum. Together, Kim Bell, DeDe Reilly,
33 and Mimi Sanders have recreated in-person retreat experiences for COVID safety protocols,
34 built a robust social media network with 575 children's ministry workers currently engaged,
35 and retooled Safe Sanctuaries policies and trainings for digital mission fields. We also
36 celebrate the successful completion of the 2020-2021 Children's Ministry Institute. Though
37 this was the fourth iteration of this program, it was the first one conducted digitally. This
38 change resulted in a 36% increase in enrollment over previous classes and welcomed
39 participants from North Georgia, South Georgia, and North Alabama Conferences. This is
40 one of many ways we practiced our value of Adaptability this year.

41 In my first year as Director of our Conference's Center for Congregational
42 Excellence, I am grateful for the resilience of our staff, the courage of our Episcopal and
43 Cabinet leadership, and the faithfulness of our local congregational leaders. This year has
44 been harrowing. For all the experiments that worked, plenty also failed. This is part of the
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1 journey of adaptation and transformation. But for all we have lost, I am deeply thankful for
2 what we have gained. And I am so very hopeful for what is to come.

3 Blair Zant, Director, Congregational Development
4

5 ***301.b. Fresh Expressions**

6 Fresh Expressions are new forms of church created primarily for people that are not
7 yet a part of any church.

8 Two five-week **House Church** cohorts were held virtually with 15 churches and 23
9 participants. Cohort participants received a framework and multiple models for either a
10 temporary pivot to a house church model or a potential house church start-up for “not-yet”
11 Christians.

12 Two **campus collaborations** began with Carrollton First and UWG Wesley
13 Foundation and Kennesaw First and Kennesaw State.

14 “What got us here, won’t get us there,” Tod Bolsinger reminds us in his book
15 *Canoeing the Mountains* and that has never been more poignant than now as a covidian era
16 church. In Consultation with three District Superintendents four churches in the annual
17 conference were identified as candidates for the **Adaptive Church Leadership Cohort**, an
18 18 month process in collaboration with FXUS and Fuller Theological Seminary and Tod
19 Bolsinger’s Leadership Institute. These four churches, Cliftdale, St. Paul Summit Street,
20 Austell, and Mount Pisgah are being positioned to serve as hubs of adaptive leadership in
21 their districts as they learn to identify adaptive challenges versus technical challenges and
22 innovate adaptive solutions in an ever-changing landscape. These churches have teams of up
23 to six members and are supported by their district and The Center for Congregational
24 Excellence

25 The yearlong **FX Accelerator** cohort of 17 laity and clergy finished in January. These
26 pioneers and permission givers engaged in monthly training modules and live Q and A via
27 zoom with the FXUS training team.

28 Two virtual **Think Tanks** were hosted for pioneers to collaborate, encourage one
29 another, and brainstorm restarts or new starts for FX given the challenges of covid.

30 The **FX Lead Cultivator Team** has been meeting monthly and is sharing content and
31 training on the North Georgia Conference Fresh Expressions Facebook page throughout the
32 week and with Thursday live trainings and opportunities.

33 The **NGA Greenhouse**, a group of pioneers from across the conference, has been
34 identified and will begin meeting regularly in the new AC year for peer coaching, training,
35 iterating, and innovating.

36 A new round of **grants** were rolled out in March for \$500 new starts and \$250 restarts
37 and \$2500 for Dinner Church start-ups and \$1000 restarts. Each of these grants includes
38 some coaching and some require training.

39 Submitted by: Heather Jallad
40 Lead Cultivator, Fresh Expressions
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1 ***301.c. Black Congregational Development**

2 BCD has continued to fulfill our mandate through the identified vision and mission
3 from the legacy of the outgoing Chair, Michael McQueen. With new clergy and lay
4 leadership added to the team, our work continues to better equip Black Congregations across
5 the North Georgia Conference by intentionally seeking ways to reintroduce itself to clergy
6 and laity of predominantly Black Congregations with an eye toward strategically informing
7 pastors and churches of the tools and resources BCD has to assist them. BCD understands
8 that intentionality in sharing conference resources and opportunities is a vital benchmark.

9 BCD also seeks to build bridges to each delegation of diversity in our conference by
10 *expanding the spectrum of the Black Church* with an emphasis on innovation, ministry
11 expansion, and redefining what ministry looks like in this new environment. Our new focus
12 and outreach will include laity, youth, technology and we will continue the Cohort program
13 paradigm.

14 Finally, BCD will continue to serve its mission by resourcing and equipping both
15 clergy and laity in the work of making disciples for Jesus Christ.

16 Submitted by: Ralph L. Thompson, Jr.
17 Chair, Black Church Development

18 ***301.d. Latino Congregational Development**

19 Provided funds support for Latino ministries during the pandemic for community
20 outreach needs in 2020.

21 Created a monthly check-in space and time for Latino/Latina clergy support network
22 via zoom in 2020

23 Home church workshop with Nora Colmenares via zoom in 2020

24 Immigration Task Force candidate advocate (Ash McEuen) still pending on Cabinet
25 and Bishop feedback (ongoing 2020 to 2021)

26 Continued work and service of Latino/Latina Youth Ministry on Conference level by
27 our Director (Melba Febus) (ongoing 2020 to 2021)

28 Two-session 'pastoral care in pandemic times' workshops by Skip Johnson via zoom in
29 2020

30 Committee letter in response to all of the national social unrest on 2020 (Written in
31 Spanish, English, and Portuguese)

32 A continued agreement with the United Theological Seminary online training for
33 Hispanic Christian Academy for laypeople of our conference (ongoing 2020 to 2021)

34 A planned eight-session workshop on 'how to study the Bible' with Lay Leader from
35 McEachern MUMC Hispanic Ministry - Hilda De Leon via zoom -- planned for 2021

36 A planned two-session workshop by Justo Gonzalez on the book of Revelation planned
37 for 2021

38 A planned workshop on Cultural Intelligence by Elaine Beattie and Claude Kayler
39 planned for 2021

40 Submitted by: Dorcas Rodriguez, Committee Chair
41 Juan Quintanilla, Consultant, Hispanic Ministries
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1 ***301.e. Disaster Response**

2 The past year has been extremely active in response to the pandemic and to an
3 extremely active disaster response season. We are reminded that this ministry is primarily
4 about each congregation being ready to serve their own community when disaster hits.

5 Despite not being able to offer classroom Early Response Training, we were called
6 upon many times throughout the year, both in local response as well as state and regional, to
7 assist in recovery from disaster. In the state, our partnership with the Georgia Emergency
8 Management Agency remains strong and they often turn to our Conference and our churches
9 during a disaster. It is important for every congregation to be ready to assist in their
10 community response to disasters and our conference team is able to help with the training,
11 plan, and network which will enhance your readiness.

12 In support of Early Response Teams (ERT), and long-term recovery, we also have
13 many opportunities for churches to partner with and work in our conference disaster response
14 warehouse at Impact Church. We continue to be grateful for this strong partnership as the
15 warehouse makes us better able to respond to disasters.

16 The last few conference years have seen impacts of tornadoes and hurricanes in our
17 area. These disaster events appear to be stronger and more frequent in Georgia and it is
18 important that congregations are ready. We are thankful to be part of the UMCOR network
19 and strongly coordinated in North Georgia. For more information, or to get the latest news,
20 please go to the conference website and learn more at
21 <https://www.ngumc.org/disasterresponseministry> and in NGUMC News updates so that you
22 and your congregation are ready when needed.

23 Know that:

- 24 - our congregational readiness and strategy,
- 25 -paired with every UMC congregation praying, giving financially,
- 26 -and sending coordinated response teams
- 27 -creates just what our community and state need of us as a church leading in disaster
- 28 response.

29 ***301.f. Mission**

30 SEJ Renfro Grant

31 Concord UMC in Elberton was our North Georgia winner of the SEJ Renfro Grant. The
32 Renfro grant is a highly competitive award to a rural congregation for brick & mortar
33 construction or repair of a building. Concord built a food distribution building for the
34 community ministry which is offered in cooperation with 12 United Methodist churches in
35 the county, as well as other churches and partner organizations, and Golden Harvest Food
36 Bank. They serve food boxes, including perishable and nonperishable items, to 300 families
37 in Elbert County each month. With this extra space, well beyond what they'd made do with
38 for years operating in a cramped fellowship hall, they seek to expand the ministry in the
39 numbers they can serve and in the ministries they can offer. The Southeastern Jurisdiction
40 was pleased to award Concord UMC a Renfro Grant of \$4108 in support of this vital
41 community and connectional ministry.
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1 ***301.g. Churches of Excellence in Outreach**

2 The historic COVID-19 pandemic had a tremendous impact upon congregational ministry in
3 the past year. Yet it has been amazing to watch as congregations adapted to the new
4 environment. This has been especially true in mission, as community needs and opportunities
5 to serve increased during this season, and churches were forced to modify their plans to meet
6 the new realities.

7 Though every church had to make adjustments many congregations continued to
8 engage in a broad range of connectional mission support from local to international. While
9 our style of mission and ministry had to reshape to the current need it has been amazing to
10 see congregations continue to express the mission of God in such powerful ways. We
11 applaud every church that continued in mission, and especially spotlight these churches as
12 models of excellence in outreach.

13 The following churches exemplify strategic, connectional mission and meeting the
14 criteria established for this award <https://www.ngumc.org/churchofexcellenceinoutreach> :

15 *Carrollton

16 *Cornerstone

17 *Douglasville

18 *East Cobb

19 *Northside

20 *Oak Grove

21 *Tucker

22 Submitted by: Scott Parrish

23 Consultant, Mission and Disaster Response

24
25 ***301.h. Committee on Native American Ministries**

26
27 The Committee on Native American Ministries has used the 2020-21 pandemic time for
28 visioning about our future ministry. Of course, we continue to yearn for a place of our own.
29 We envision a facility that would provide space to accommodate native style ministries. It
30 needs to have room for worship, class rooms for study, crafts, art, nursery, dinners, etc. as
31 well as an outdoor large level area for native gatherings involving dance. We are committed
32 to praying for such a place.

33 Reclaiming who we are as native peoples in Georgia and where we fit in the Christian
34 faith as well as the Methodist denomination would be a major goal. We would encourage
35 non-native participation because we believe we are all better when we are together, not just
36 accepting but valuing each other's differences. We'd call it the Georgia Red Clay Mission
37 and would start small but include the following elements:

- 38 • Weekly Worship and Bible study - Traditional Worship with a native style band
39 including drums, keyboard, guitars, Riverwood flutes, etc.
 - 40 • Cultural Studies – Learning/Relearning our tribal histories and culture with an emphasis
41 on how it fits into Christianity as taught in the Bible
 - 42 • Arts and Crafts – Learning/Relearning our tribal crafts of weaving, beading, basketry,
43 clay and pottery reflecting the spiritual nature of creativity, tying these into biblical
44 stories such as how Moses was saved in a waterproof basket woven by his mother, etc.
- 45
46

- Prayer and Praise Services including special prayers for healing, deliverance, baptism, confession, and forgiveness, including teaching the Art of Native Dance as Prayer
- Addiction Recovery Groups

Of course, this is too much to do all at one time but we could begin small and build on success. For example: perhaps begin with worship which may or may not be on Sunday morning. The worship could begin with only a couple of instruments and add them as we get volunteers. When that is going well, add weekly suppers for our members to share with the homeless in our area. Studies or music groups would follow the dinners and fellowship. We would be open to any leading that is consistent with the Scriptures and encourages people to walk the path of Jesus.

Rebecca Duke Jones
CONAM Chair

***301.i. Young Adult Ministry**

Like the Apostle Paul encouraged his mentee Timothy, the *North Georgia Young Adult Ministry* seeks to encourage, connect, and provide resources for young adult ministries and churches so that Christians from 18-35 can answer their call to follow and serve Jesus Christ in exciting, relevant ways.

The world shifted on its axis in 2020, and with it the way we do ministry in the world. Even in the midst of social distancing, working from home, and cultivating a collection of masks, many young adults met through the zoom for light-hearted game nights, fellowship, fun, and formation each month. In November, the young adults partnered with Project Transformation to sort books for local Elementary schools. As new districts have formed, we hope to find new ways of connecting young adults to each other.

If you are looking for new ways to engage young adults in your local church, district, or through the conference, contact Rachel Fullerton (fullerton.rachel@gmail.com). Look out for events coming to your district and the conference through social media.

We would love to connect with you!

Make sure you follow us on social media:

Facebook-NGUMC Young Adults

Twitter-@umcya

Instagram: ngumcya

using the hashtag: #ngumcyoungadults

Join us as we help young adults answer God's call and change the world!

Rachel Fullerton, President
North Georgia Young Adult Ministry

1 **Conference Related Agencies**

2
3 ***400. Aldersgate Homes/ Camp Collinswood**

4
5 **OUR MISSION.** We help people with developmental disabilities lead meaningful and
6 productive lives by providing them with residential support and recreational opportunities.

7
8 **WELCOME HOME MINISTRY.** We support people with developmental disabilities to
9 live independent lives by assisting with rental deposits and providing furniture.

- 10
- 11 • We have assisted individuals to live in the Athens and Atlanta area.
 - 12 • With the help of Athens First UMC, Snellville, UMC and Zoar UMC, we furnished
13 the apartments. Each church adopted a room and helped the individual feel
14 welcomed to the community.

15 **CAMP COLLINSWOOD.** Our beautiful Camp Collinswood on Lake Oconee offers a
16 wonderful place for all of our Conference members to enjoy God’s world. The Camp, which
17 is open to all, offers comfortable cottages, a fully equipped dining/meeting hall, a spacious
18 pavilion, a lake front boathouse, a gazebo and dock. **All of these facilities are fully**
19 **accessible.** We hope you will consider this beautiful and serene facility for your next church
20 retreat or Emmaus Walk.

21 The pandemic forced the cancellation of all of our retreats, camps and family
22 weekends since March.

23
24 **NEW DAY SEMINAR.** We are excited about our “new day seminar” for the
25 Aldersgate/Collinswood ministry. We would like to help support churches that are interested
26 in developing the ministry **85% of families with a child with developmental disabilities**
27 **are unchurched;** we can help your church lower that number. We surveyed the church’s and
28 will be planning workshops in the future.

29
30 **OUR REQUEST.** As United Methodist, we are asked to support the church by our prayers,
31 our presence, our gifts, our service, and our witness. Aldersgate is asking for this support of
32 the ministry to individuals with developmental disabilities.

33 Aldersgate requests your prayers for individual with disabilities. The effects of
34 isolation and separation we are all experiencing because of Covid-19 is often the day to day
35 experience of individuals with disabilities. Camp Collinswood has many opportunities for
36 service projects that can be done outdoor and safely in the time of Covid. Aldersgate also
37 asks that you reach out to individuals with disabilities to be a part of your local church.

38 Anne Hansen Executive Director has years of experience working with older adults
39 and individuals with disabilities. She previously worked in the state system and has a vast
40 knowledge of resources for families. She serves as clergy in the South East District.

41 Contact us at **404-327-9491** or **www.aldersgatehomes.com** if you have any questions
42 or need more materials.

43
44 Anne Hansen, Executive Director

1 ***401. Murphy-Harpst Children’s Centers, Inc.**

2
3 Sarah Murphy, one of Murphy-Harpst’s beloved founders, lived by the motto of “we’ll make
4 room.” When a child in need showed up at her doorstep, she trusted God’s providence would
5 help her make room. In her honor, we aspire to always trust that we will have the capacity to
6 love and serve the children God brings to Murphy-Harpst. As we approach 100 years of
7 serving Georgia’s most vulnerable children, we are grateful for the partnership and support of
8 the North Georgia Conference of the United Methodist Church.

9 2020 was a year of unexpected challenges, and unexpected blessings; the blessings
10 largely in part thanks to the support of our church partners. Due to strict quarantine measures
11 we were not able to have volunteers or visitors on our campus for nearly a year. However,
12 our church partners did not skip a beat when it came to making our children feel loved and
13 supported from a distance. North Georgia Churches provided our kids with Summer Fun
14 Friday activities, monthly birthday celebrations, Easter Baskets, holiday celebrations,
15 Christmas gifts, and so much more. The Imperfect Stitchers, a sewing group comprised of
16 Wesley Woods residents, donated hundreds of handmade masks. One of our residents said, “I
17 feel like this mask was made just for me by a grandma who loves me!”

18 While isolation was difficult, it provided opportunities for innovation. We introduced
19 our Church Partner Resources page; providing video resources, volunteer opportunities,
20 prayer prompts, and even coloring pages for churches to supplement their online worship
21 experiences. We are grateful for the ability to creatively connect and the opportunity to grow
22 relationships virtually. Anyone interested in utilizing these resources can visit
23 www.murphyharpst.org/churchpartners as the site will continue to be updated.

24 Since we could not host tours and volunteer groups on our campus, we built a
25 “Virtual Tour” on our website where supporters can “visit” Murphy-Harpst virtually. The site
26 offers an in-depth look at our history, the opportunity to tour our 160-acre campus, and a
27 comprehensive perspective on how Murphy-Harpst’s services have evolved to meet the
28 needs of Georgia’s most vulnerable children. Several UMW groups have taken advantage of
29 a guided “virtual tour” on Zoom with our Advancement team! Visit
30 www.visit.murphyharpst.org to take a “tour” with us.

31 Murphy-Harpst continued to do the important work of helping severely abused and
32 neglected children find hope and healing in 2020. Here are some highlights:

- 33 • 24 Adoptions and Reunifications; 299 Children Served; 3,138 Hours of Individual
34 and Group Therapy; 19 Animals Assisting in Therapy (9 horses, a dog, 2 chickens, 2
35 ducks, a snake, a gecko, and 3 hermit crabs!); 146 Children received Christmas
36 Presents; 15 Sibling Groups Placed in Foster Homes Together

37 It is thanks to your love and friendship that we have been able to sustain a sense of hope
38 and joy throughout an incredibly challenging season. Our children see the love of Christ
39 working through each and every one of you. Without realizing it, they are experiencing the
40 ways “Love is Making Room” in North Georgia and in their lives. We are looking towards a
41 future of reunification, celebration, and fellowship with you all soon.

42
43 Scott Merritt, President & CEO
44 Murphy-Harpst Children’s Centers, Inc.
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1 ***402. North Georgia Camp and Retreat Ministries, Inc.**

2
3 Winston Churchill is credited with having advised “never waste a good crisis.” And
4 while Churchill is often credited with espousing wisdom he never uttered, he did understand
5 “crisis.” The pandemic of 2020 created unprecedented challenges for our conference camp
6 and retreat ministries, and it is the intent of our board and staff that we emerge stronger for
7 having endured them.

8 2020 was to have been a year of celebration for North Georgia Camp and Retreat
9 Ministries. The culmination of a 10-year vision and effort to “double the number of summer
10 campers served in ways that are diverse geographically, ethnically, culturally, and
11 physically” was not certain, but with 4,771 campers served in 2019, the goal of serving 5,000
12 was within reach.

13 That effort came to an abrupt halt with the closure of Glisson in March 2020 in
14 response to the pandemic, and the suspension of all our summer programs in the ensuing
15 months. Glisson remained closed through the end of 2020 and over 11,000 retreat
16 participants and summer campers were unserved. The closure ensured the loss of over \$3M
17 in projected income for the year. Staff acted quickly to minimize expenses. A “Stand in the
18 Gap” Fund exceeded its \$700,000 goal by over \$50k, supported generously by a \$350,000
19 matching grant and the gifts of over 1,000 individuals and churches. The CBOT helped cover
20 the remaining deficit with a grant of \$400,000 from The Wesley Fund.

21 In January 2021, the year-long, pre-pandemic transition of the NGCRM Executive
22 Director from employment as a conference staff member on the Congregational
23 Development team to being employed by the Board of Directors of NGCRM, Inc. was
24 completed. Glisson began to open to limited retreat hosting, with full pandemic mitigation
25 efforts in place. Conference Spiritual Life retreats were held, at one-third their normal
26 capacity.

27 Preparations for 2021 summer camp programs were made at a reduced capacity in
28 order to ensure effective mitigation of Covid-19 transmission. Half the number of 2019 Grow
29 Day Camp sites were planned; Shoreline Camps were postponed for a second straight
30 summer; ELI was scheduled at Glisson; and the Village, Sparrowwood, and Outpost
31 programs at Glisson incorporated stringent mitigation protocols to ensure the safety of both
32 campers and staff. In order to prepare camper families for additional loss of apportionment
33 support, a “tiered pricing” system was introduced offering families the choice between the
34 subsidized, actual, or sustaining price of the summer experience at Glisson.

35 As NGCRM pivots from the challenge of the pandemic to the challenge of supporting
36 the mission of “making disciples of Jesus Christ for the transformation of the world”, our
37 board and staff have reflected on the past ten years of growth in service to the annual
38 conference. We recognize that as we grew numerically, we also expanded and deepened our
39 abilities to build deep relationships among teams and to nurture adaptive servant leadership
40 experientially. These understandings inform a strategic direction that will guide how our
41 ministries serve the annual conference moving forward, ensuring, God willing, that the crisis
42 of 2020 was indeed not wasted.

43 Nancy Curtin Morris, Chairperson
44 C. Russell Davis, Executive Director
45 North Georgia Camp and Retreat Ministries, Inc
46

1 ***403. Wellroot Family Services**

2
3 Wellroot Family Services (formerly The United Methodist Children’s Home) has long
4 provided excellent foster care for children placed in the state system because their homes are
5 unsafe or their parents are unable to care for them. When parental rights are terminated,
6 Wellroot works to facilitate adoptions into stable, welcoming families where the children can
7 grow and thrive. We also provide programs for teens who have aged out of the state system
8 but are not yet ready to take on the responsibilities of adulthood, and for families who need
9 help with housing to avoid losing their children into custody. We meet the needs of at-risk
10 children and families at every stage of their journey. These services continue because of
11 generous support from individuals and churches in the North Georgia Conference.

12 But what if we could provide services and care before families are broken apart and
13 children are lost to foster care or adoption? What if we could facilitate stable, safe families
14 where children can thrive before families fail as safe places where children can grow and
15 learn? Nationally, 63% of children placed in foster care were removed from the home for
16 neglect (rather than abuse) – most often driven by poverty.

17 In Georgia, our state spends \$50 million dollars a year on care for children whose
18 parents have given them up due to behavioral issues – issues that, in many cases, could have
19 been resolved with the correct supports. We can do better, and we will!

20 As the new conference year unfolds, Wellroot is moving in the direction of building
21 family preservation services shaped by the needs of individual communities; working with
22 community partners to intervene with support before crisis breaks the family apart. These
23 family preservation services use proven, evidence-based programs that will identify and
24 support at-risk families beginning at birth and continuing through the child’s growth. Family
25 preservation programming will include, among other things, home visitations, counseling,
26 peer support and coaching, educational programs for new moms and dads, respite care, and
27 crisis management. In other communities where these programs are used, the results include
28 better performance in school, reduced neglect and abuse, less chance of state intervention in
29 the home, and generally healthier, more stable families.

30 Churches know their local communities and the needs of children and families.
31 Wellroot is committed to working with congregations and other community partners, to
32 identify families that need tools and support for the early years of raising children. Some of
33 those families may be inside the congregation itself, but many will be people in the
34 community who lack connections and support, and who are without the knowledge of how to
35 care for the needs of an infant or how to provide the nurture and care for children as they
36 grow and develop. The tools and counseling Wellroot offer can be the difference between
37 crisis and stability for these families.

38 In the coming months, Wellroot will be implementing programs in targeted
39 communities and areas of the state. Forming partnerships with churches, health care
40 providers, governmental agencies, civic groups, and other community groups and resources.
41 Wellroot will work to reduce the number of children taken out of the home and into state
42 care, and to improve the life of families in the community in general.

43 We have long partnered with the churches of the North Georgia Conference to
44 provide love and support to foster families, and we now look forward to partnering with you
45
46

1 to wrap that same love and support around birth families. We are excited about these new
2 dimensions of our work! We hope you are, too!

3 We will keep you posted on our growth and these additional ways we will be helping
4 the children and families of our communities.

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6 Allison Ashe
7 President and CEO
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1 ***404. Wesley Woods**

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3 As we know from scripture, Jesus asked his beloved disciple, John, to care for his mother –
4 to love her and make room for her - after He was gone. So, too, have we witnessed North
5 Georgia United Methodists loving and making room for older adults, the most vulnerable
6 population to COVID-19, in all 10 Wesley Woods communities throughout the pandemic. At
7 Wesley Woods, the average age of our residents is 82, so the pandemic has challenged us to
8 find new ways to Cherish Every Moment.

9 PROTECTING our residents from infectious disease is not new for Wesley Woods;
10 however, the coronavirus posed new and greater challenges than ever before - chief among
11 them - isolation. Protecting residents from the greater community, which included their
12 friends, family and even their church, challenged us to find new ways to minister to one
13 another, and to continue delivering on our mission *to create communities of connection,*
14 *wellbeing and promise.*

15 WESLEY WOODS CHAPLAINS, largely funded by your support, served residents
16 with compassion and grace, both in-person and virtually, through their most challenging year
17 of ministry. No resident went without spiritual counsel, prayer, comfort and the reassurance
18 that God is with us through our most difficult times. As a team, they provided 10,908
19 resident connections, 1,642 video/emailed devotions, 887 family connections and 3,164 staff
20 support connections. Several chaplains provided support for end-of-life care and grieving
21 families, including zoom memorial services. They defined “other” in a job description.

22 WELLNESS NURSES and programming, also largely funded by your support,
23 continued throughout the pandemic, again, both in-person and virtually. Since March of
24 2020, Wesley Woods wellness nurses provided 7,245 wellness visits, and on several
25 occasions are credited with providing life-saving care. The wellness team provided 2,498
26 virtual fitness classes and 296 tele-mental health sessions to help residents keep their minds
27 and bodies strong.

28 UNITED Methodist Churches in our conference received the Mother’s Day Offering
29 – even while finances were challenged on their home fronts. These gifts ensured Wesley
30 Woods residents who are receiving financial assistance for housing and meals that the
31 support would continue.

32 CHURCH partners sewed masks for residents and PPE gowns for our staff. They
33 brought food items to provide healthy meals and snacks, even for residents with special
34 dietary needs, to ensure no resident went without nutrition. They made blessing bags which
35 included snacks, notes and personal care items to encourage our staff.

36 IMAGINED in 1954 by innovative leaders of the North Georgia Conference of the
37 United Methodist Church, Wesley Woods continues to be in ministry to serve, and our work
38 is made possible by the generosity of supporters throughout our Annual Conference.

39 Terry Barcroft, President & CEO
40 Wesley Woods Senior Living

Diane Vaughan, President
Foundation of Wesley Woods

1 **Ministry of the Laity**

2
3 ***500. Conference Board of Laity**

4
5 Through great loss, isolation and profound grief, the laity of North Georgia have shined the light
6 of Christ like never before. The pandemic has forced us to rethink almost everything we do and
7 as we begin to see the light at the end of the tunnel, our vision and practice of ministry will never
8 be the same. As we gather virtually for another session of annual conference, we are being
9 reminded that “Love is Making Room.” Making room at the table, making room in our homes,
10 making rooms in our lives and making room in our worship services is something that the laity
11 of North Georgia exemplify on a daily basis.

12 Over the next few pages, the various ministries that are supported by your Conference
13 Board of Laity will report on their outstanding work throughout the year. Our Scouting
14 Ministry, which includes Boy Scouts, Girl Scouts, and Big Brothers Big Sisters, is thriving in a
15 digital world. They continue to reach young men and women with the message of the Gospel
16 through their various programs and activities. Our Lay Servant Ministries have moved their
17 classes online and continue to train leaders for the church. Our United Methodist Men and
18 Women are lending their voices to social issues and raising up the next generation of leaders.

19 As I take a moment of personal privilege, I acknowledge that this is my last entry in a
20 Conference Handbook as the Conference Lay Leader. Our tradition in North Georgia is for the
21 Conference Lay Leader to only serve for one quadrennium and I intend to honor that tradition. It
22 is good for the organization to see new leadership every four years and a new vision to take hold.
23 I cannot begin to express what an honor and joy it has been to be the Conference Lay Leader in
24 North Georgia. The experiences I have had worshipping, praying and serving alongside so many
25 faithful UMC laity has been a balm for my soul and blessed me in ways that I will always
26 treasure.

27 Thank you for loving me and trusting me with this position and I ask you that you join
28 me in praying for the new leadership.

29
30 Bill Martin
31 North Georgia Conference Lay Leader
32
33

34 ***500.a. Advanced Leadership UMC**

35
36 ADVANCED LUMC (A-LUMC) is the graduate program of Leadership UMC and was
37 established with the 2018- 2019 class and graduated 48 participants in March 2019. A-LUMC
38 provides “next steps” for leadership in response to LUMC graduates’ request for additional
39 mentoring for knowledge about the various ministry areas of the North Georgia Conference
40 including Clergy Excellence, Financial Administration, Duties of the Episcopal Leader, UM
41 Structure, Church Development and New Church Plants, Dealing with Diversity,
42 Communication through Difficult Situations, etc. The last session is devoted to “My Personal
43 Witness” which guides each participant to prepare and deliver a personal witness statement to be
44 used as a testimony to others of how Jesus Christ makes a difference in everyday life.

45 As was reported in the 2020 Annual Conference Handbook, the A-LUMC 2019-2020
46 class had completed three of the four workshops when the COVID pandemic and our adherence

1 to social distancing CDC guidelines prevented our completion of the program and graduation in
2 March 2020. Like many other activities, we are hopeful that the vaccine will conquer this
3 pandemic and we can again return to life in the real world to which we had grown accustomed.
4 The LUMC/A-LUMC board gave consideration to continuing in a virtual setting to complete the
5 session and graduation but decided the final session with personal interaction was most
6 important and necessary to provide the maximum benefit for all participants. We continue our
7 planning and will reschedule the final session in summer or early fall when gathering as a group
8 becomes safe and more acceptable, and the program can provide lodging and meals as originally
9 planned.

10 In the interim, we encourage adults to get the vaccine in accordance with their health care
11 provider instructions. Social distancing, mask wearing and washing of hands frequently are
12 good practices for the safety of all. For more information, you may contact Jane Finley,
13 Conference Director, LUMC/A-LUMC at mjfarm100@aol.com

14
15 Jane Finley, Conference Director
16 LUMC/A-LUMC
17

18
19 ***500.b. The Bishop’s Emerging Leaders of North Georgia (BELONG)**
20

21 The Bishop’s Emerging Leaders of North Georgia (BELONG) began last year (2020) as a new
22 laity leadership training program designed to educate and cultivate emerging lay leaders in the
23 North Georgia Conference of the United Methodist Church. Laity were drawn from all over the
24 Conference to participate in experiential learning about what it means to be the church today, and
25 to envision what the church of the future may look like.

26 The program is designed as a year-long cohort, with the members meeting quarterly.
27 Before each session participants learn via web-based resources and assessments to ensure that
28 the in-person meetings are fruitful. A key component of BELONG is the “Launch Project.” Each
29 participant will create and launch an innovative new ministry based on a need or opportunity that
30 they have observed in their context. The project may consist of a single event, a series of events,
31 or a self-sustaining ministry.

32 The first BELONG cohort graduated in November of 2020. Bishop Sue joined us for the
33 graduation ceremony, urging the participants to be bold in leading and crafting ministries that
34 make disciples of Jesus Christ for the transformation of the world.

35 COVID-19 forced us to pivot from four planned in-person sessions, to completing the
36 bulk of the program in an online format. Participants met via Zoom to learn about leadership,
37 church polity, structure, and history, racial diversity, innovation in ministry, and to dream about
38 the future of the United Methodist Church and of their individual congregations. The next cohort
39 is planned to begin in August of 2021.

40 In 2020 the BELONG cohort overcame the restrictions of a global pandemic to learn
41 together, worship together, pray together, and plan together. It is our hope that, with the help of
42 the Holy Spirit, the laity who have invested their time in BELONG will lead the North Georgia
43 Conference of the UMC with grace and strength into a hope-filled, Christ-centered future.

44
45 Nathaniel H. Abrams, III
46 BELONG Planning Team

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***500.c. Lay Servant Ministries**

2020 seems like a nightmare from here, but we learned new ways to do business. That counts as a win. Even having churches closed, and limitations to where we can serve, we have fulfilled our commitment to Leading, Communicating and Caring ministries. Lay Servants and Speakers have continued to offer worship services in care homes. We started offering classes on-line rather than face to face.

We believe Lay Servant Ministries is the one place the laity can come together in the UMC. UMW is for women only and UMM is for men only. LSM is for anyone from 13 to home going. Classroom settings bring us together across district lines and allow us to combine small churches and large churches, who sometimes don't get to interact. We've seen some wonderful sharing of local ministries as small churches band together to serve, and to learn from larger churches. We offered 21 face to face classes with 53 participants before the shut down and seven on-line classes with 48 participants. Some of the on-line classes could not complete the full 10 hours required and will be rescheduled as soon as possible. The costs for all classes was set at 42.00, not including the cost of the book. \$40.00 dollars covers the cost of the class and \$2.00 is the cost of registering through the conference. We now register all classes on the NGUMC.org web site, which allows a streamlined method of handling money, and follows conference guidelines of all funds and checks going through the conference office. We now have a district director with an associate director in all, but one district which has no associate. We have seven African Americans on our conference committee, and are committed to offering more classes in Spanish, in an attempt to serve all members of our conference.

I have been active in lay servant/speaking ministries since 1984, and I thank God for the many blessings and friendships I have received. I will miss the wonderful people I've served with, but I'm confident the ministry will continue to grow and serve North Georgia with love and dedication. To God be the glory.

Janet Sligar
Conference Director of Lay Servant Ministries

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***500.d. Leadership UMC**

The 2019-20 LEADERSHIP UMC (LUMC) class had completed two of the four weekend sessions when the COVID pandemic brought the world to an abrupt halt and virtually quarantined persons to the confinement of their own home in March 2020. As was reported in the 2020 Annual Conference Handbook, we were "to reschedule the remaining workshop and graduation" as soon as feasible. Unfortunately, we are still in a "holding pattern" due to the on-going precautions for safety and health in compliance with CDC guidelines as we have continued our precautions for the health and safe of everyone involved. The board had considered attempting to complete the workshops virtually; however, the partnership interactions between participants and their local pastor along with the importance of the small group work and presentation, it was less than acceptable to sacrifice the core purpose of the training for the sake of completion. With the vaccine becoming widely available, we are making plans for the final workshops and graduation in the late summer or early fall. Upon graduation, we will have over

1 700 graduates equipped with the knowledge to enhance their skills and gifts for leadership in
2 partnership with clergy to make disciples of Jesus Christ for the transformation of the world.

3 For those unfamiliar with the program, LEADERSHIP UMC was established in 2000 in
4 response to an identified need for a lay and clergy leadership development program having the
5 support of the North Georgia Cabinet and the Conference Board of Laity. Over the past twenty-
6 one years, the program has more than 650 graduates who currently serve in leadership positions
7 in the general church, annual conference, district and local church as well as ten delegates
8 elected to the 2020 (now 2022) General/Jurisdictional Conference. We represent a diverse group
9 from throughout the conference from all size churches serving in various mission and ministry
10 areas. LUMC is a premier program recognized throughout Methodism for its curriculum and
11 advancement of laity. For additional information, contact Jane Finley, Conference Director,
12 LUMC /ADVANCED LUMC at mjfarms100@aol.com

13
14 Jane Finley, Conference Director
15 LUMC/ADVANCED LUMC
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17 18 *501. Conference United Methodist Women 19

20 **Let Your Light Shine** was the 2020 Theme for the North Georgia Conference United Methodist
21 Women. The Scripture: Let your light shine before others, that they may see your good deeds
22 and glorify your Father in heaven. Matthew 5:16 (NIV)

23 The North Georgia Conference was awarded a grant from the National Office to conduct
24 a project on **Interrupting the School-to-Prison Pipeline**. In partnership with Project
25 Transformation North Georgia, in-person events were planned for May and September. Due to
26 the pandemic these events were rescheduled as a 3-part webinar series. Topics included
27 information on school to prison pipeline, how Social Emotional Learning can help, and Positive
28 Behavioral Intervention programs. Approximately 200 persons, including UMW members,
29 parents, and school board members attended these events. The last webinar was a call to action
30 and how we as women of faith could support and take action to end the school to prison pipeline.
31 The series went from June 2016 to January 2021.

32 The summer events for United Methodist Women usually included **Annual Conference**
33 and **Mission u**. Due to COVID-19, Annual Conference was changed to a one-day virtual
34 meeting. This change cancelled the United Methodist Women's breakfast and the collection of
35 **UMCOR KITS**. The North Georgia Executive Committee encouraged local units to make
36 monetary donations to Disaster Response Warehouse in-lieu of donating kits because the
37 collection of items would be exceedingly difficult. We recognized the need still exists and the
38 monetary gifts could be dispersed in the ways most needed.

39 The United Methodist Women National Office made the difficult decision to cancel all
40 in-person training for **Mission u 2020** and encouraged the cancellation of all in-person
41 conference Mission u events due to the ongoing threat of COVID-19. In place of in-person
42 events, the National Office adapted the Mission u curricula for virtual or at home learning
43 opportunities. The North Georgia Conference offered the spiritual growth study, "Finding Peace
44 in An Anxious World" with over 200 participants.

45 The 48th **Annual Meeting** was held on October 3, 2020 as our first Virtual Annual
46 Meeting. Elizabeth Lee, United Methodist Women Executive for Economic and Environment

1 Justice was the speaker. Video greetings from Harriett J. Olson, General Secretary and CEO for
2 United Methodist Women was shared at the beginning of the meeting. The highlights of the
3 meeting included: recognition of the three newly consecrated deaconesses, Deborah Constable, L
4 Susan Stroup, and Susan Zimmerman; election and installation of 2021-2022 officers; memorial
5 service remembering deceased UMW members and all persons who died as a result of the
6 COVID-19. The attendance for the meeting was 225.

7 **Leadership Development Day (LDD) 2020** was held on February 27, 2021 to give new
8 districts the opportunity to elect and install their officer . Over 200 women attended the plenary
9 and training with an overview of “Leading in Times of Crisis”.

10 Districts, and local units continued to let their light shine on the work we do as United
11 Methodist Women. During the pandemic, members made masks and donated other needed items
12 to support essential workers and those in need. Throughout the year, daily prayers and donations
13 to nursing homes, financial support, food, clothing and other avenues of support to organizations
14 such as Family Haven; a domestic violence shelter, Carrie-Steele Pitts Home serving
15 disadvantaged youth, New Bethlehem Community Center in Augusta, Murphy-Harpst Children’s
16 Home, Clark Atlanta University and Paine College are some of the many ways members
17 continued to let their light shine.

18 Many planned activities were either cancelled or held virtually. Members stayed
19 connected with some of their planned events such as Lenten Day Apart, annual meetings, book
20 reviews, Ubuntu Day, special celebrations, i.e., ice cream social, and tea- time through the use of
21 technology.

22 In 2020 the North Georgia Conference, United Methodist Church, restructured their
23 Districts for Mission and Stewardship. They moved from 12 districts to eight districts. In virtual
24 meetings, in October, and November, the 12 United Methodist Women Districts held their final
25 annual meetings. The eight new Districts held virtual organizational meetings in November and
26 December to continue the mission work and service of turning Faith, Hope and Love into Action.

27
28 Stephanie Dressler, President
29 North Georgia Conference
30 United Methodist Women

31 ***502. United Methodist Men**

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33 The new officers of the Executive Committee began on July 1, 2020. They will serve a two-year
34 term and are excited about the opportunity! A new organizational chart has been posted on the
35 North Georgia Conference United Methodist Men (NGCUMM) website.

36 **Communications.** The NGCUMM moved all its programming online after churches
37 closed due to a global health pandemic. The NGCUMM updated its website, and all of its social
38 media accounts (Facebook, Flickr, Twitter, and YouTube) in order to communicate more
39 effectively to the men of the North Georgia Conference. However, we have discontinued using
40 our Instagram account. Our website is the “front door” to our ministry, correspondingly it is
41 being updated on a weekly basis. In addition, we began sending out weekly email messages to
42 the NGCUMM mailing list, informing them of our upcoming events. Periodically, email
43 messages were sent directly to the local United Methodist Men’s church presidents as well.
44 These are all vital means of communication during the quarantine.
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***503. Scouting Ministry**

The mission of Scouting in the United Methodist Church continues to be spreading seeds of Christ onto the paths of boys, girls and their families through Scouting programs in our churches, even in the midst of a worldwide pandemic that started in the spring of 2020. This includes Boy Scouts, Girl Scouts and Big Brothers Big Sisters in our Conference. We do this by focusing on two key objectives: (1) starting new Scouts BSA Packs, Troops and Crews; Girl Scout Troops, and Big Brother Big Sister programs at our churches, and (2) encouraging churches and Scout leaders to include faith-oriented activities in their Scout programs such as the P.R.A.Y. Christian education program.

COVID-19 has dramatically impacted everything we do in the Church, including how we deliver Scouting and the impact we are able to make for Christ. It has not, however, stopped us. Like most other parts of society, Scouting went virtual in 2020 using Zoom to recruit, hold meetings, conduct training and teach P.R.A.Y. sessions online. Ministers and Scout leaders around the Conference got creative figuring out ways to use Zoom for all parts of their Scout program.

The Fall 2020 issue of UMM Magazine ran a feature article titled “Faith-based Scouting in a COVID World” that highlighted how Scouting in the North Georgia Conference went virtual successfully. Check it out at: https://issuu.com/gcummm/docs/ummen_fall2020_pages (pgs 20-21).

One great example of going online was the virtual Scouters Religious Academy (SRA) held in April 2020. The 2020 SRA attracted hundreds of Scout leaders and clergy from 42 states and 6 countries for a 6-hour training conference on how to make your Scouting program a ministry. We are holding it again on April 24th, 2021 and registrations are on track to equal the 2020 Academy.

The UMCOS of the North Georgia Conference also demonstrated leadership nationally by conducting an online webinar on “How to Conduct a Virtual P.R.A.Y. Program” on October 7, 2020. The program included Chris Karabinos (UMCOS Chair) as moderator and Scott Pickering (Cornerstone UMC) on the panel sharing his experience leading God & Me and God & Family courses online via zoom. We built a set of virtual tools to help ministers and Scout leaders lead online courses that P.R.A.Y. is sharing free with all its partners thereby extending the impact of this webinar.

Although limited by COVID-19, the UMCOS continues to support churches, clergy and Scout leaders with training, advisory services via phone calls and zoom meetings. We helped Johns Creek UMC organize and run the John Dorman Duty-to-God Awards Ceremony virtually on March 13th, 2021 and helped support Scout Sundays in dozens of churches around the Conference in February and March. We are making plans to safely hold in-person events as we come out lockdown. For example, we have a Bishop’s Scout Lunch tentatively scheduled for Saturday, October 2, 2021 at Peachtree Rd UMC, COVID permitting. Yours in Christ,

Chris Karabinos, Scout Coordinator
North Georgia Conference
The United Methodist Committee
on Scouting (UMCOS)

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Other Reports

*600. Celebration of Action Ministries of The North Georgia Conference

Sixty years ago, the planning for a ministry sponsored by the North Georgia Conference of The United Methodist Church (The Conference) began. A small committee of the Conference's Board of Mission, Inc. (the Board) began to explore how to respond to the growing poverty within urban centers. Out of its research, the Board of Mission started the *Methodist Inner City Ministry* (later named *Action Ministries* (AM) beginning in Atlanta. Conference funding was set aside in the mission budget to fund this innovated outreach. Local churches served as the base of this ministry. Of all of Methodism in the United States, AM was the only program of its type to receive its main funding from an annual conference.

The Board hired Charles Wilson, who graduated from Boston University Seminary with a focus on the church and the city. He organized a steering committee of clergy who were serving intown churches and who were interested in doing ministry with the poor. This committee identified the places of poverty, and initially focused on public housing projects and mill villages. At that time, the Methodist churches of North Georgia were segregated.

Action Ministries started by establishing parish houses in the Harris Homes and Capital Homes public housing complexes and connecting them with Park St. UMC and Trinity UMC. 10th St. UMC used its facilities to connect with Techwood (the first public housing in the US) and Clark Howell Homes. Other intown churches and their neighborhoods joined in such as Inman Park, St. Paul, St Luke (Cabbagetown), Stewart Avenue, and others.

These ministries were a place where seminary students who sought to live out their faith with the poor, sick, abused, forgotten, or unwelcomed, could explore their ministerial calling in both word and deed. Lawrence McCullough was the first student who worked at Park St Parish home. Other students were Marcus Booker, Frank Windom, Travis Barnes, Charles Wilhite, Margaret Rivers, and many more.

AM soon recognized specialized ministries were needed. *The Breakthru House*, the first women's drug and alcohol recovery center in GA, was started by Glenn Gaultier and directed by Scott Dunbar. *The 12 Gate Coffee Shop* was started by Bruce Donnelly (late VP at Atlanta Food Bank) and began as an evening alternative worship for young adults and a safe haven during the drug pandemic in Atlanta. Larry McCoy started the *10th St Truck Stop*, which was a hostel for young men who had come to Atlanta and who found themselves caught in the middle of drugs and violence. Bruce Cook founded *The Crime Victim Awareness Council*, which reached persons and families touched by violence. This council led to the development of victim assistance programs through the DA office in every county in GA. AM supported Curtis and Angela Rivers outreach to Latinos in Cartersville. Later, AM started the first bi-lingual Spanish speaking church at St. Mark UMC in Atlanta, a Chinese speaking church at Oak Grove, and worked in the resettlement of Vietnam refugees.

AM corporately and locally continuously researched the communities for new ways to respond. Senior programing began in many places especially in senior adult high-rise facilities and with single widows living in neighborhoods. New ministries were developed, including feeding ministries, recreational trips, home repairs, and advocacy. *Northside Shepherd's Center*, directed by Betsy Stills, was one of these programs. A political advocate staff person worked with state legislators to pass legislation that offered options for seniors to

1 purchase generic prescription drugs. Various food banks, lunch programs for seniors,
2 children's programs, childcare programs, and medical assistance were started in different
3 locations. Staff and church members were involved in neighborhood revitalization efforts,
4 which included low interest loan for house repairs, assistance with zoning issues, other
5 needed services, and fair housing. These programs were started at Inman Park, Home Park,
6 West End, and Midtown.

7 AM began opening interfaith community service centers and more lay persons took
8 over the leadership over these. The openness of Methodism provided a place for multiple
9 faith groups to serve together.

10 In Augusta preschool programs were started before the state mandated them. Later,
11 AM was given a large warehouse and started a furniture bank, a medical clinic, and youth
12 drama groups. Travis Barnes and Rebecca Wallace were the directors.

13 Athens ministry became the main noon feeding ministry in that community. Churches
14 from the Athens area prepared and served the food, a community was built, and everyone
15 was served...*just walk in!* The guests included the REM band who came to test how they
16 would be treated. They were welcomed as well as some long-haired hippie students. REM
17 granted funds to the program soon after. Lisa Cain and Ted Stanton among others jointly
18 served as ministry directors and pastors of Oconee UMC.

19 AM started its work in Rome, which served as the northwest Georgia food bank with
20 follow up services. It provided daily meals for children. For two years *Rome Ministries*
21 received the summer feeding USDA grant because the local school system did not apply. The
22 third year the school system took over the program. *Rome Ministries* became the center for
23 outreach to persons who were HIV/AIDs positive. Robin Holt, Roy Goolsby, and Sharon
24 Coley were among its leaders.

25 *MUST Ministries* was started by Rex Kaney and Wayne Williams at Powers Ferry
26 UMC. It grew to be the greater Marietta service center with overnight sheltering for men,
27 women, and families, a noon feeding program, a medical clinic, and job search services.

28 The Gainesville program was very similar. It included a feeding program, emergency
29 aid, medical clinic, and case management. The *GAIN Center* was located in an unused
30 building of Chicopee UMC. The program started as a night shelter at Gainesville 1st UMC.
31 Quincy Brown was the first director.

32 The Atlanta program included a daily feeding program, a food pantry, an afterschool
33 educational program that supported high school graduation and prepping for college, and
34 supportive housing. The feeding program still continues today.

35 Bedford Pines ministry at Fort Street was the first cross racial ministry and its
36 director, Charles Wilhite, became the only African American member of the North Georgia
37 Conference until the merger of the North Georgia Conference and the Georgia Conferences.

38 In all of these locations, local UM churches were the core of the leadership. They
39 supported AM through their service, funding, and provisions.

40 AM became known as *Urban Action, Inc.* under the leadership Bill Tyson. With the
41 change from ICM, Urban Action's Ministries was able to receive government and foundation
42 funding. The desegregation of methodism in North Georgia and the flight of white residents
43 to the suburbs were a challenge taken on by Tyson and Charles Stinson. They developed a
44 program to assist intown churches to understand and respond to the racial changes of their
45 neighborhoods. The discovery/action ministry was called "*Awakening Weekends.*" Local
46 churches were led in discovery of who were living in the community, who are moving into

1 the parish, and how can the local church rediscover itself by serving the community. Because
2 of segregation, many of the white members had never spoken with African American
3 Methodists. Walter Kimbrough and Bill Tyson with AM staff were co-leaders of early
4 workshops on these issues. Joe Crawford became the first director of the *Awakening Week*
5 *Program* and served in that position for several years. AM was also directly involved in
6 supporting churches as they became predominantly African American United Methodist
7 churches. These churches include Cascade, Ben Hill, Capitol Avenue, and Columbia Drive
8 UMCs. AM also recognized how the neighborhoods around other churches were changing
9 from rental houses to new intown communities including the areas around St. Paul, 10th
10 Street, Inman Park, and Grace UMCs.

11 AM was always ready to respond to emergencies. During the missing and murder
12 tragedy in Atlanta, AM used funds to support over thirty local UMCs, which sponsored
13 summer programs for children. The programs included two everyday summer schools (led by
14 Emma Dudley and Emile Ennis); an all-day rally hosted by Falcon player William Andrews;
15 part-time children's programs at Georgia Avenue UMC and other summer programs in
16 smaller UMCs.

17 After Katrina hit Louisiana and Mississippi, AM assisted in the relocation of families
18 and helped them find housing, food, and jobs. This program housed over 120 families in 2
19 days. Steve Napier coordinated this effort.

20 Sometime later AM changed its name to *Action Ministries, Inc.* During that time, one
21 of the biggest needs was transitional housing to assist persons who were moving from
22 emergency housing into permanent housing. AM applied for and received a federal grant that
23 supported over 30 housing for families with children throughout the conference. Rocky
24 Wade, Andy Peabody, Mary Ruth Davidson, Steve Napier and many more were a part of this
25 ministry. A similar program was developed for persons who were HIV/AIDS positive.
26 Araminta Lett directed this program. AM received this grant because The North Georgia
27 Conference provided the required matching funds.

28 Methodist layperson, Hank Huckaby (later Chancellor of Georgia's University
29 system), proposed the establishment of a Housing and Homeless Fund by the North Georgia
30 Conference to fund housing programs of local and faith-based community organizations. AM
31 served as the place for this program. Virginia Tinsley, Ginger Kaney, and Diana Roberts
32 served as its directors. [Editor's note: Laura Rappold became the director in 2015.]

33 From its beginning, *Action Ministries* has included key leaders who served in various
34 ways: Rep. Eleanor Richardson, Bishop Cornelius Henderson, Mary Tierney, Nancy Young,
35 Bill Dalberg, Edith Thomas, Larry Minnix, George Abney, Dan McCue, Ted Runyon,
36 Charles Robinson, Jacqueline Ross Tucker, Martha King, Sharon Shirley, Brenda Kennell,
37 Beverly Banks Greene, and many others from many churches in the conference.

38 Thank you, North Georgia Conference.

39
40 Frank Windom, former President, CEO

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42 [Editor's Note: Press Release March 15, 2021. HOPE Atlanta and Action Ministries unite to
43 combat homelessness and hunger Atlanta, GA — Two of Georgia's most established
44 nonprofits dedicated to fighting homelessness and hunger have officially joined together after
45 approval from both Boards of Directors. While the new combined organization will operate
46 under the HOPE Atlanta name.]

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*601. Boston University School of Theology

I am grateful for my first opportunity to thank you for your moral, prayerful, and material support of the Boston University School of Theology (BUSTH). Like many institutions, this past year at BUSTH has been largely influenced by the COVID-19 pandemic, outrage over enduring racial injustices in our country, and concern over rising white supremacy in our nation. Our work at BUSTH is to prepare religious leaders to encounter and engage complex challenges such as these. A year like 2020 makes the School's historic and ongoing commitments to social justice even more relevant. Below are some BUSTH highlights from 2020. We remain hopeful in our continued partnership with you in the work and witness of the School toward advancing social justice, fostering compassionate communities, and shaping wise leaders for a hurting world.

BREAKING NEWS:

Virtual Learning: Our faculty, staff, and library successfully pivoted to fully remote learning in Spring 2020 upon the COVID-19 lockdown, which continued through the summer terms. Fall 2020 offered a hybrid approach to learning, due to Boston University's "Learn *from Anywhere*" initiative, which included a comprehensive on-campus testing program and strict COVID-19 precautions to ensure the safety of students, faculty, and staff. Students were given the most flexibility, with allowances to learn in-person in socially distanced and masked classes or in the comfort of their own homes via Zoom. The redirection to online learning served as an opportunity for BUSTH faculty to develop new online pedagogical proficiency and positions the School for greater engagement with current conversations concerning best practices in distance, hybrid, and online learning options for students worldwide.

Students: We continue to increase and celebrate diversity in our student body, creating opportunities for in-depth exchanges and a rich virtual community life. Our Fall 2020 entering class was among our largest classes ever, with 128 new students enrolling in September, despite the fact that recruitment had to transition to be fully online.

Faculty: We celebrated *dean emerita* Mary Elizabeth Moore's 12-year service to the School as she stepped down on December 31, 2020. The institution will be forever grateful for her historic tenure as its dean. The new dean G. Sujin Pak began her appointment on January 1, 2021. Dean Pak is known for her commitments to academic rigor, social justice, and United Methodism, which made her a wonderful fit for the deanship of BUSTH at this time. In the coming months, the School plans to appoint a new Martin Luther King, Jr. Professor of Ethical Leadership.

Lilly Endowment Grant for Thriving Congregations Initiative: BUSTH was awarded a nearly \$1 million, four-year grant to work with urban congregations responding to trauma. The project will be focused on responding to congregants who are continually shaped by and reacting to compounding domestic and global traumatic events, such as systemic racism, gun violence, homelessness, or immigration stressors.

Scholarships: We continue to offer free tuition to UMC registered candidates for ordained ministry. Building student scholarships and housing opportunities remain key priorities. BUSTH also offers leadership fellowships to support students in ethnic, gender, and sexuality studies: Raíces Latinas, Sacred Worth, Indigenous Studies, Korean Studies, Women in Leadership, and Black Church Studies.

Online Lifelong Learning: Through a generous grant from BU's Digital Education Incubator, BUSTH began to offer online mini-courses, workshops, and reading groups for

1 interested professional and spiritual enrichment of alumni and other religious leaders. Inaugural
2 groups covered topics such as religious Afro-futurism, spirituality through the writings of
3 Howard Thurman, and rituals and practices of grief in a time of pandemic. To learn about or
4 participate in the next BUSTH Lifelong Learning offerings, visit bu.edu/sth/oll.

5 **Theology and the Arts Initiatives:** Due to the COVID-19 pandemic, our traditional exhibits
6 moved to an online space. The art of John August Swanson is available at
7 <https://butheoartsgallery2020.wordpress.com/john-august-swanson-social-justice-artist>.

8 **Development:** BUSTH’s “On a Mission” campaign surpassed all expectations when it
9 concluded in September 2019, raising \$29.4 million—well beyond the \$15 million goal set in
10 2010. These funds reflect broad support from alumni, friends, faculty, staff, and students, with a
11 far-reaching impact on the School’s ability to pursue its mission. More than 2,800 donors,
12 including 1,927 alumni (a 50% alumni participation rate), contributed to our campaign.

13 **PARTNERING FOR MINISTRY AND TRANSFORMATION:**

14 **Doctor of Ministry:** The DMin in Transformational Leadership flourishes with lively
15 student cohorts that are interfaith, broadly ecumenical, culturally diverse, and global. The model
16 includes intensives, online courses, and faculty mentoring.

17 **Ecumenical partnerships:** We now have four denominational Communities of Learning:
18 Wesleyan/Methodist, Episcopal/Anglican, United Church of Christ, and Unitarian Universalist.

19 **Partnership with Hebrew College:** Together we are able to enrich interreligious learning
20 through joint courses and public events, and also co-sponsor *The Journal of Interreligious*
21 *Studies* and the *State of Formation* for emerging leaders.

22 **Chaplaincy education:** BUSTH and the Chaplaincy Innovation Lab received a grant to support
23 the joint project “Innovations in Chaplaincy Education,” which will seek to redesign courses on
24 chaplaincy in higher education, and centralize education for chaplaincy curricula, including
25 competencies needed for chaplains or other professionals in spiritual care.

26 **TAKING ACTION GLOBALLY AND LOCALLY:**

27 **Campus action:** Work continues to improve accessibility, sustainability, and responsible
28 investing. BUSTH is the first certified Green School in BU and is active in the Green Seminary
29 Initiative.

30 **Internships in global service and peacemaking:** Students participate in apprenticeship
31 ministries across the world.

32 **COMMITMENT TO JUSTICE:**

33 Faculty, staff, and students are active in #BlackLivesMatter efforts to seek racial equality,
34 and in collaborative services to support people suffering the consequences of immigration
35 practices or disability inequities. In Town Hall meetings, the community has deep conversations
36 on issues that divide, seeking to develop capacities for relating across difference and to create a
37 community based on the dignity of all.

38 BUSTH celebrates transformational leaders of the United Methodist Church. Your legacy
39 and witness and your partnership give us hope and courage for the future. Blessings and
40 gratitude.

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G. Sujin Pak, Dean

***602. Drew University Theological School**

As with most other schools in the northeast of the U.S., Drew University evacuated its campus in early spring 2020 in response to the COVID-19 pandemic. Drew Theological School faculty and staff adapted to this challenge with resilience, compassion, and creativity. The Theological School faculty put their courses all online, led development workshops for faculty across the university, and, in order to accommodate our many international admits who would not be able to enter the United States for fall 2020, designed an asynchronous Master of Divinity program. As a result of this work, the Theological School welcomed 147 new students, its largest entering class in a decade, with an enrollment of 380 for the current academic year. Our chapel team has also led the way in creating online worship experiences that connect the Drew community now across the globe.

All degree programs at the Theological School include interdisciplinary courses that demand out-of-the-box thinking, apprenticeship training that addresses real-world issues, and modes of learning that promote adaptability and innovation. Our MDiv and MATM degrees include a required gateway year, vocational pathways, and experiential learning that develops and deepens adaptive leadership skills. The curriculum features a team-designed and taught interdisciplinary sequence of core courses reflecting the integration of the theological disciplines and practices characteristic of the life of faith.

The faculty have also articulated shared values that are infused across the teaching and learning at Drew: a commitment to anti-racism; gender and sexual-identity equality; eco-sustainability and environmental justice; and interfaith understanding and cooperation.

Drew cultivates pastors, preachers, deacons, activists, teachers, and thought leaders who go all over the world to take their place as the next generation of faith leaders and change agents.

Melanie Johnson-DeBaufre
Interim Dean

***603. Duke University Divinity School**

Edgardo Colón-Emeric, the Irene and William McCutchen Associate Professor of Reconciliation and Theology, Associate Dean for Academic Affairs and Director of the Center for Reconciliation will become Dean of Duke Divinity School (DDS) July 1, 2021. Dean Gregory L. Jones will leave DDS to become president of Belmont University.

DDS continues to discern fresh strategies to respond faithfully and wisely to the changing church and the world. The disruptions, challenges, and injustices of 2020 occupied enormous attention as the school adapted to different modes of teaching/learning and interacting while also managing financial challenges both to DDS and Duke University.

DDS announced a new hybrid version of its Master of Divinity (M.Div.) program that will give students the opportunity to earn the M.Div. degree without relocating to Durham, N.C. The hybrid learning curriculum combines remote coursework with week-long residential intensives, where students connect in-person. The first cohort will begin coursework in fall 2021.

DDS welcomed the largest incoming class in school history with 257 new students from 35 different states and seven countries. Our Master of Arts in Christian Practice (28 students) and Doctor of Ministry (52 students) programs received record enrollments. The Master of Theology (13 students), Master of Theological Studies (34 students), and Doctor of Theology (6 students) had strong enrollment. Our new Certificate in Theology and Health Care will enroll 6 students,

1 all of whom are TMC Fellows. Across all degree programs, 31% of the incoming class identified
2 as a race/ethnicity other than white. Black students made up 21% of all students, Asian students,
3 5%; and American Indian students, 2%. 45% of students in the incoming class were female, and
4 55% were male. The M.Div. degree program gained 113 new students. There were 30
5 denominations represented in the M.Div. entering class, with 30% affiliated with the United
6 Methodist Church.

7 2020 also witnessed an expansion of DDS's partnerships, including the Kern Family
8 Foundation partnership with the Office of Wesleyan Engagement to provide accelerated
9 pathways for undergraduate students to pursue the M.Div. degree at Duke and welcomed its first
10 cohort of students from Martin Methodist College. The Americas Initiative, a fellowship of
11 organizations, scholars and practitioners convened by the Center for Reconciliation, is working
12 on peacebuilding among Latin American and Latinx communities, particularly those of
13 Indigenous and African descent. The five-year Black Pastoral Leadership Collaboration, begun
14 in the fall of 2019, is working to harness the research and experiential wisdom of Black pastoral
15 leaders nationally through a leadership school and practical theology archiving project.

16 DDS sought to reckon in deeper and broader ways with systemic racism and injustice and
17 the school sought opportunities to strengthen its partnership and racial justice work across Duke
18 University. A Story Listening and Gathering project solicited past or present students, faculty,
19 and staff to share stories of how race and racial discrimination affects daily life at DDS with a
20 goal of understanding the experiences of the community and to inform the school's broader anti-
21 racism efforts. A new Race and the Professions Fellowship, in partnership with the Kenan
22 Institute for Ethics, and the Churches Promoting Recovery Project, in partnership with the
23 Theology, Medicine, and Culture Initiative, provided new opportunities for students to deepen
24 their vocational formation and reimagine community transformation beyond campus.

25 DDS hired eight new faculty members in 2020. Peter Casarella is a Professor of
26 Theology. Sarah Barton is an Assistant Professor of Occupational Therapy and Theological
27 Ethics and has a joint faculty appointment at Duke University Medical Center. Quinton Dixie,
28 Associate Research Professor of Church History and Black Church Studies. Zebulon Highben is
29 Associate Professor of the Practice of Church Music at Duke Divinity School and Director of
30 Chapel Music at Duke University Chapel. Alma Tinoco Ruiz is a Lecturer in Homiletics and
31 Evangelism and Director of the Hispanic House of Studies. Janet Martin Soskice is the William
32 K. Warren Distinguished Research Professor of Catholic Theology. Norbert Wilson is Professor
33 of Food, Economics, and Community. Wylin D. Wilson is an Assistant Professor of Theological
34 Ethics.

35
36 L. Gregory Jones
37 Dean of the Divinity School
38
39

40 ***604. North Georgia Black Methodists for Church Renewal, Inc.**

41
42 North Georgia Black Methodists for Church Renewal, Inc. continues to hold monthly Executive
43 Committee Meetings and Quarterly General Membership Meetings virtually. We communicate
44 with NGBMCR members via email blast and generally via our website www.ngbmcrumc.org,
45 newsletter, Facebook <https://www.facebook.com/NGBMCRUMC/>. We completed our Census
46

1 2020, Watch Me Vote, and Voting is Good Stewardship and Souls to the Polls campaigns. Our
2 2021 Advocacy initiatives are COVID-19, Voting Rights, and Black Security.

3 We postponed the Annual NGBMCR Revival until we can meet in person. However, our
4 theme is **“Dwelling in the Shadow of God’s Hand: A Promised and Protected People.”** It
5 combines the words and sentiments of the Negro National Anthem, “Lift Every Voice and Sing,”
6 and our scripture Psalm 91. Our advocacy focus this year is Black Security. We requested
7 members, Traditionally Black Churches, Historically Black Colleges and Universities, clergy,
8 laity, family, friends, and allies join us during Lent in meditation on Psalm 91 and prayer, **asking**
9 **God to secure all that concerns Black Lives.**

10 African Americans have been under an unrelenting barrage of violent assaults on our
11 bodies, minds, and souls. COVID-19, police killings, economic displacement, regressive voting
12 laws, white supremacy, acts of intimidation, friendly fire from self-proclaimed allies, and
13 betrayals by skin folks. But we have this treasure in melanated bodies so that it may be made
14 clear that this extraordinary power to survive belongs to God and does not come from us.

15 Throughout the past year, our churches have been loving and making room. Black
16 churches have been feeding, housing, clothing, counseling, Covid-19 testing & vaccinating,
17 comforting, caregiving, homegoing, eulogizing, burying, consoling, marrying, marching,
18 protesting, registering, informing, voting, advocating, worshipping, praising, weeping, praying,
19 moaning, teaching, studying, meeting, connecting, serving, singing, testifying, transforming,
20 witnessing, preaching, loving, receiving new members and celebrating. Black Methodists Matter!

21 2020-2021 Executive Board:

22 DuWanna Thomas, Chairperson; M. Lavell Sanders, Vice-Chairperson; Tina Stevenson,
23 Secretary; Joseph Crawford, Sr., Treasurer Emiratis; LaRita “Rita” Sprott, Communications;
24 Monica Prothro, Programs; Hatti Jackson, Nominations; Sherrie Wilson, Finance; Carol Tucker-
25 Burden, Membership; Pamela Perkins Carn, Constitution & By-laws; Byron E. Thomas, Past
26 Chairperson; Brian Tillman, CCORR Chairperson, Deborah S. Holloway, Advocacy.

27
28 DuWanna Thomas, Chairperson
29 North Georgia Black Methodists for Church Renew
30

31
32 ***605. Professional Administrators of the**
33 **United Methodist Connectional Structure**
34

35 The Professional Administrators of the United Methodist Connectional Structure
36 organization was established in 1982 under the direction of the General Council on Finance and
37 Administration. The purpose of the organization is to provide members a supportive base for
38 unity and fellowship and to promote individual growth, professional development, continuing
39 education and spiritual enrichment. PAUMCS continues to fall under the authority of the General
40 Council on Finance and Administration (GCFA) of The United Methodist Church. We are a
41 connectional part of United Methodism. Book of Discipline (§807.19.)

42 PAUMCS members are actively involved in the life and ministry of United Methodist
43 organizations. We provide support in a variety of office environments...local churches, district
44 offices, extension ministries, agencies and Annual Conferences. We are open to secretaries,
45 administrative assistants, office managers, financial secretaries and any other administrative
46 professionals...employees, volunteers, or retired persons who maintain their PAUMCS

1 certification. GCFA offers an on-line certification class and an advanced certification class.
2 Certification requires continuing education credits to maintain, which are offered in a variety of
3 areas and avenues.

4 The Georgia Chapter of PAUMCS, which includes the North and South Georgia
5 Conferences, publishes an e-newsletter and has a networking “e-news” for questions and answers
6 to allow administrative professionals to stay connected. We also stay connected through social
7 media outlets, posting information on training in the North and South GA Conferences, other
8 trainings as related to our ministries, as well as employment opportunities within the United
9 Methodist Church. The Georgia Chapter holds a conference each year, rotating between North
10 and South Georgia, which allows members to recharge, network, and grow. We are planning the
11 2021 Annual Conference of GA PAUMCS to be held at Epworth-by-the-Sea, September 16–18
12 with the theme of Joy...finding it in everything! We look forward to being together again
13 growing, learning, resting, and sharing! For more information, visit our website at ga-
14 paumcs.org.

15
16 LouAnn Phillips McLain, GA PAUMCS President

17
18
19 ***606. Reinhardt University**

20
21 Affiliated with the United Methodist Church since its founding in 1883, Reinhardt University, in
22 Waleska, Georgia, services its region through its values of faith, learning, and leading. Offering
23 over 40+ undergraduate and graduate programs— for both traditional students and adult learners,
24 Reinhardt University expands the possibility for lifelong learning and professional advancement.

25 The University honors its affiliation with the United Methodist Church by creating an
26 intentional living and learning community that is designed to help each student thrive. As a
27 University that values faith, we invite students from all faith and non-faith traditions to consider
28 the gospel message of love and forgiveness. Reinhardt has a strong relationship with Hagan
29 Chapel, a United Methodist Church that resides on campus. Through this partnership, Reverend
30 Brian Smith serves alongside Reinhardt’s Coordinator of Spiritual Life Josh Garner, M.Div.,
31 providing opportunities for students to explore the grace and peace that a relationship with Christ
32 offers.

33 Reinhardt is a diverse learning community, with 35% of our students identifying with an
34 underserved population. In response to the murder of George Floyd, which prompted an
35 international outcry against unjust violence against people of color, Reinhardt launch the
36 *Stronger Together: Community Dialogues on Race*. Through monthly online video
37 discussions— moderated by members of the University and community leaders— Reinhardt
38 students, faculty, staff, donors, and friends were able to hear stories and discuss issues on a
39 variety of topics including “Criminal Justice & Race,” “Campus Policing & Race,” and “Faith &
40 Race.” Reinhardt University’s Student Government Association also partnered with local
41 churches and businesses to do a Better Together march down Martin Luther King, Jr. Boulevard
42 in Canton, GA as a public testament to our belief in equality.

43 Reinhardt not only creates space for civil discussion and awareness campaigns. The
44 University’s faculty are devoted to helping students create new knowledge around critical social
45 issues. As part of the course “Town & Gown,” designed and taught by American historian,
46 Professor Kenneth Wheeler, Reinhardt University students have also contributed to the

1 understanding of how discrimination and racism functions within a system and how racial
2 integration took place at Reinhardt College. In 2020, Dr. Wheeler and his students researched
3 the seldom discussed practice of racial expulsion in the early twentieth century. And, in 2019,
4 Dr. Wheeler and nine Reinhardt students published “Black Student Experiences in the Racial
5 Integration of Reinhardt College, 1966-1972” in the *Georgia Historical Quarterly*. The paper
6 won the prestigious John Inscoe Award for best article.

7 Reinhardt University’s values of faith, learning and leading are exhibited in the above
8 actions. The University looks forward to continuing these important conversations in order to
9 bring grace and peace to our local, national, and international communities.

10
11 Mark A. Roberts
12 President and Professor
13

14 *607. Saint Paul School of Theology

15
16 Saint Paul School of Theology, a seminary of the United Methodist Church, is committed to the
17 formation of people for innovative, creative ministry. We are one institution, online and on-
18 campus, in Kansas and Oklahoma. This past year, we have all faced new challenges amid these
19 unsettled times. Saint Paul School of Theology began the 2020-2021 academic year offering
20 students an online option for all courses. With many students choosing to attend class solely
21 online, our Student Council created a monthly “Chat & Chew” where students, faculty, and staff
22 come together to eat lunch and talk about life, seminary, and ministry. In addition, Rod Newman,
23 our Oklahoma Campus Chapel Coordinator, crafts a weekly Community Prayer to provide
24 encouragement and faithfulness as the school seeks to provide spiritual formation in new ways.

25
26 Kansas Campus Chapel Coordinator Casey Sigmon took worship to new technological
27 levels by introducing our weekly online worship service via Zoom, bringing our separate campus
28 chapel services together for one service where all are invited to create a sacred atmosphere from
29 wherever they are. Along with our featured alumni worship preachers, the community was
30 blessed this fall by the presence of Musician in Residence Hannah Rand, from The Many, who
31 led the music each week for worship. In Spring 2020, Odell Talley, Director of Music for Swope
32 Parkway United and organist for Zion Travelers Missionary Baptist, served as Musician in
33 Residence. For those who cannot join us live, chapel recordings are available on the Saint Paul
34 YouTube channel.

35
36 In February, Saint Paul held the 2021 Slater-Willson Lecture online featuring Miguel A.
37 De La Torre. His lecture, “Why Do They Come?” explored the political, economic, and social
38 causes of our current immigration crisis. Before the lecture, he participated in a student-led
39 forum, entering a conversation centering around the practical aspects of ministry and
40 immigration. Later in April, Saint Paul Evangelical Society, led by Hal Knight, hosted a lecture
41 given by Sammy G. Alfaro, Associate Professor of Theology at Grand Canyon University and
42 Pastor of Iglesia Nuevo Dia (New Day Church), on the “Pastoral Strategies for Ministering
43 Among Latinx Immigrant Communities.” And for the first time, on May 22, Saint Paul held a
44 virtual commencement celebration with videos, cap and gown photos, online congratulatory
45 messages from friends and family, and a commencement address by Chebon Kernell. The class
46 of 2021 had 22 graduates, including 16 Master of Divinity and 1 Doctor of Ministry graduates.
Due to the pandemic, for safety concerns, Saint Paul has postponed our 60th Anniversary

1 Celebration. However, we have rescheduled the event for Friday, October 22 and look forward to
2 coming together as a community for a safe, in-person gathering.

3 Saint Paul School of Theology is blessed to be your partner in ministry and help those
4 seeking more to answer the call. We are a seminary that offers online and on-campus classes
5 with a flexible schedule to help our students manage pastoral leadership demands in the 21st
6 century. We are grateful for your support of our students and our seminary. May we continue to
7 live into the call of Jesus Christ to be faithful witnesses for healing in these unsettled times and
8 for generations to come. President Neil Blair, Saint Paul trustees, faculty, staff, alumni, and
9 students thank you for your prayers and support.

10
11 Neil Blair, President

12 13 14 ***608. United Theological Seminary**

15
16 *“I am about to do a new thing; now it springs forth, do you not perceive it?” — Isaiah 43:19*
17 It appears God is doing some new things at United Theological Seminary, even in the midst of
18 health, racial, and political crises.

19 **God is doing a new thing at United financially.** United continues to make progress
20 toward its goal of becoming debt-free by the Seminary’s 150th anniversary on October 11, 2021.
21 Thanks to the faithfulness and generosity of alumni/ae and donors, less than \$1 million remains
22 of the original \$4 million mortgage debt. After the mortgage is paid in full, the Seminary plans to
23 convert those mortgage payments into money for student scholarships.

24 **God is doing a new thing in enrollment.** Over the last five years, United’s Doctor of
25 Ministry program has grown by 48%, from 170 students in the 2016-17 academic year to 251 in
26 2020-21. In Fall 2021, Elvin Sadler, General Secretary of the African Methodist Episcopal Zion
27 Church, will become the Associate Dean for Doctoral Studies, upon the retirement of Harold
28 Hudson who has been a vital leader at the Seminary for 17 years.

29 **God is doing a new thing with partners in church renewal.** In the 2020-21 academic
30 year, United has partnered with Fresh Expressions US and the Mosaix Global Network to
31 introduce two new Houses of Study. These houses oversee specialized tracks in the Doctor of
32 Ministry and Master of Divinity programs. Michael Beck is director of the Fresh Expressions
33 House of Studies, and Harry Li is director of the Mosaix House of Studies.

34 In collaboration with the Northwest Texas Conference of The United Methodist Church,
35 United also introduced Rooted/Enraizados, a certificate program for coaches and mentors of
36 Hispanic/Latino church planters. In 2020-21, the program served students from more than five
37 annual conferences.

38 **God is doing a new thing with the establishment of The Bishop Bruce Ough**
39 **Innovation Center.** Beginning in 2021, the Innovation Center honors the ministry of Bishop
40 Bruce Ough by providing a hub of learning for church leaders seeking the framework, support,
41 and courage to introduce the Gospel of Jesus Christ in new and creative ways. Sue Nilson
42 Kibbey joins United as the inaugural director of the Innovation Center.

43 United’s prayer is that United Methodists will perceive the new things that God is doing
44 in our communities, congregations, and ministries as we strive to make disciples of Jesus Christ
45 for the transformation of the world. Grace and peace.

46 Kent Millard, President

*609. Wesley Theological Seminary

For the world, 2020 was a year like no other. In the midst, of a global pandemic, plus resurgent racism, mass unemployment, and politically challenging times in the US, Wesley remained committed to fostering wisdom and courage, preparing graduates to lead innovative ministries while remaining grounded in our biblical and theological traditions for the sake of God's inbreaking kingdom. The mode of educational delivery changed overnight, as we became an all-online seminary on March 15, 2020 and have remained so to keep students, faculty, staff and all members of the Wesley community safe from COVID-19 exposure on campus. This is simply Wesley modelling what we teach our students: to be committed to our God-given mission while being innovative and responsive in the delivery of ministry. Here are some of the ways we are accomplishing that with our many partners in this mission, as we seek to faithfully minister to the world in the future.

Research projects support congregational community engagement and envision future ministry. Wesley is pleased to announce new opportunities for UMC congregations to explore, clarify, and pursue thriving in their communities. Through The Source Collaborative, Wesley will work with three cohorts of regional congregations in a two-year process of prayer, community engagement, congregational visioning, and coaching, with the goal of following Jesus in mission and ministry. Interested congregations can contact innovation@wesleyseminary.edu.

The Religious Workforce Project is an expansive study of the current and future nature of religious work, particularly in local congregations, so as to understand what opportunities and constraints may exist in the future and to adapt resources and training accordingly. Through the Wesley Innovation Hub, the seminary has worked with 18 congregations in the greater Washington area to experiment with ministries with young adults outside the church. Discover the latest research and conversations generated by the Wesley community through our new web portal, [#EngageInTheseTimes](https://www.wesleyseminary.edu/#engage), at www.wesleyseminary.edu/#engage.

Using research and partnerships to reach and equip the next generation of ministers. Research shows that the primary way people learn about and begin to consider seminary options is through their pastor or an alumnus. Whether you feel called or you know someone who does, Wesley is ready to work with you as we make theological education more accessible and relevant to the realities of ministry today.

Wesley offers an 81-hour Master of Divinity, a 36-hour Master of Arts, and a 60-hour Master of Theological Studies, any of which can be focused around specializations in public theology, urban ministry, arts and theology, missional church, children and youth ministry and advocacy, or African American church leadership.

For full-time students, we offer a modern and affordable residential community in the nation's capital. Our Community Engagement Fellows program prepares students to engage in entrepreneurial, community-based ministry. Generous stipends are available for each Fellow while they complete their MDiv degree. Our 3+3 Fast Track BA/MDiv program with Shenandoah University allows students to complete both degrees in six years, entering ministry more quickly and with less debt.

For people with work, ministry, and family commitments, Wesley's Master of Divinity degree can now be completed via online, weekend, short-term intensive, and weeknight courses

1 in 5 years. Check out upcoming flexible course offerings for Summer and Fall 2021 at
2 www.wesleyseminary.edu/admissions/try-a-class-3.

3 Wesley works with each student to make seminary affordable. Wesley provides more
4 than \$2 million annually in scholarships. In addition to our regular merit awards, ranging from
5 25% to 100% tuition with stipends, Wesley has released special additional scholarships: full-
6 tuition scholarships for people recommended by Wesley alumni, campus ministers, or Christian
7 camping or service ministries who feel called to leadership in the church as it is becoming; Next
8 Call in Ministry scholarships for students who have worked in a non-ministry setting for at least
9 10 years; and Generación Latinx Scholarships for emerging Latinx/Hispanic leaders for
10 ministries both within and beyond the church.

11 Wesley offers graduate certificates for those preparing for specialized ministry! For more
12 information, visit www.wesleyseminary.edu/admissions/cyma3.

13 Wesley is a leader in Doctor of Ministry programs in specialized tracks that can include
14 international study. Find out more at www.wesleyseminary.edu/doctorofministry/.

15 Enrich your congregational outreach and explore new dimensions of ministry. The Lewis
16 Center for Church Leadership – more information at www.churchleadership.com and
17 www.lewisonlinelearning.org.

18 The Community Engagement Institute embraces a vibrant vision to be the premier center
19 for churches and faith-based organization engaging their communities. The innovative online
20 Health Minister Certificate Program prepares congregations for public health work in their
21 parishes. Contact Tom Pruski at tpruski@wesleyseminary.edu for more information or to register
22 for future certificate classes.

23 The Center for Public Theology equips pastors, seminarians, people of faith, and the
24 media to create spaces for civil dialogue at the intersection of religion and politics. For more
25 information, visit <http://www.wesleyseminary.edu/ice/programs/public-theology/>.

26 The Henry Luce III Center for the Arts and Religion works with students, religious
27 communities, artists, and scholars exploring the intersection of the arts/theology information at
28 www.luceartsandreligion.org.

29 Our internationally regarded faculty are the heartbeat of transformative education at
30 Wesley. During this past year, we celebrated the ministries of retiring faculty member Sondra
31 Wheeler. We also welcomed New Testament professor Laura C. Sweat Holmes to the Wesley
32 community.

33 Contact us at (202) 885-8659 or admissions@wesleyseminary.edu about how Wesley's
34 degree programs can equip you for your next step in ministry. Find out more about how you can
35 be part of the future of Wesley at www.wesleyseminary.edu/support/; social media,
36 www.facebook.com/wesleyseminary, on Instagram [@wesleyseminary](https://www.instagram.com/wesleyseminary), and on Twitter
37 [@WesTheoSem](https://twitter.com/WesTheoSem), or electronic newsletter, *eCalling*, at www.wesleyseminary.edu/ecalling.

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Sheila George
Director of Communications and Marketing

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Resolutions

**701. Recognizing Our Role in Segregation and
the Central Jurisdiction**

WHEREAS, the union of the Methodist Episcopal Church and the Methodist Episcopal Church South created the Central Jurisdiction in 1939 to separate and divide our communities by formalizing the segregation of the church under stricter and more odious methods (UM General Commission on Archives and History); and

WHEREAS, the North Georgia Conference was one of the biggest conferences in the Church in 1939 and therefore played one of the largest roles in the establishment of the Central Jurisdiction (Pitts Theology Library, Emory University); and

WHEREAS, the institution of segregation directly contradicts the gospel, biblical teachings, and our values as a conference; and

WHEREAS, the North Georgia Conference has never truly repented for its role in the creation of the Central Jurisdiction and continues to struggle with racism in our conference and our communities to this day;

NOW, THEREFORE, BE IT RESOLVED THAT the North Georgia Conference shall issue a formal apology to the Black community and churches of North Georgia; and

THAT we will resolve to back up our words with action by ensuring a year of repentance and reflection by giving churches access to resources through the Commission on Religion and Race to help them pay attention to race relations in their congregation and community; and

THAT we will declare a week before Annual Conference 2022 dedicated to service in racial justice efforts in the spirit of healing the wounds of racism; and

THAT we will dedicate one Sunday before Annual Conference 2022 to racial healing and reconciliation.

Approved and endorsed by Conference Council on Youth Ministries.

Elijah Shoaf
Lay Member to Annual Conference

1 **702. Resolution Reducing Suicide Among At-Risk Native Americans**

2
3 Whereas: American Indian/Alaska Natives (AI/AN) have the highest rates of suicide of any
4 racial/ethnic group in the United States,

5
6 And whereas: The rates of suicide in this population have been increasing since 2003,

7
8 And whereas: The National Violent Death Reporting System data shows that AI/AN suicide
9 decedents were younger and had higher odds of living in a non-metropolitan area than did
10 non-Hispanic whites who died by suicide,

11
12 And whereas: Suicide and non-suicide deaths of friends and family, as well as alcohol use
13 preceding death were associated with AI/AN decedents more often than non-Hispanic white
14 decedents,

15
16 And whereas: The high prevalence of suicide among the AI/AN population and the
17 comparative differences in suicide circumstances among AI/AN decedents illustrate some of
18 the disparities this population faces,

19
20 And whereas: From 2003 to 2014, suicide rates among Native Americans are more than 3.5
21 times higher than those among racial/ethnic groups with the lowest rates and these stats also
22 included comparisons of group differences using chi-squared tests and logistic regression.

	AI/AN Decedents	White, non-Hispanic
23		
24	Ages 10-24 More than 1/3 (35.7%)	11.1 %
25	(9.8% aged 10–17 years)	(2.5% aged 10-17 years)
26	(25.9% aged 18–24 years)	(8.6% aged 18-24 years)

27
28 And whereas: Approximately 70% of AI/AN decedents resided in non-metropolitan areas,
29 including rural settings, underscoring the importance of implementing suicide prevention
30 strategies in rural AI/AN communities,

31
32 And whereas: A previous study in one AI/AN tribe found that suicidal behavior occurred
33 close in time and within tight social networks, suggesting suicide contagion. Given the
34 observation that AI/AN had an elevated risk of their own suicide being linked to the suicide
35 death of a loved one, community level prevention strategies, including programs that focus
36 on postvention (e.g., survivor support groups) and safe reporting of suicides by the media
37 (e.g., not using sensationalized headlines), should be considered.

38
39 THEREFORE, be it resolved that the North Georgia Conference of the UMC support the
40 development of culturally relevant, evidence-based strategies at the individual, interpersonal,
41 and community levels designed to reduce suicide among AI/AN.

42
43
44 The Committee on Native American Ministries
45 The North Georgia Conference of the UMC
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**703. Resolution in Support of the
Protocol of Grace and Reconciliation through Separation**

WHEREAS, a diverse group of United Methodist called by the late Bishop John Yambasu and presided over by Kenneth Fienberg negotiated an agreement (the Protocol of Grace and Reconciliation through Separation, hereinafter the “Protocol”) providing for an orderly process for amicable separation, and

WHEREAS, On January 29, 2020 the lay and clergy heads of the Southeast Jurisdictional Delegation released a statement supporting the Protocol, same including the North Georgia Conference lay and clergy head; and

WHEREAS, Bishop Sue Hauptert-Johnson and the Council of Bishops have expressed support of the Protocol, and

WHEREAS, legislation to implement the Protocol has been approved by several annual conferences and submitted to the Commission on General Conference pursuant to ¶507.6 of The Book of Discipline thereby making same proper for consideration at any general conference.

NOW, THEREFORE BE IT RESOLVED that the North Georgia Annual Conference hereby urges the passage of the Protocol of Grace and Reconciliation through Separation when said legislation comes before a special called general conference or a regular session of general conference.

Herzen Andone, clergy member, North West District
John Donaldson, clergy member, South East District
Jane Finley, lay member, North East District
Sarah Foster, lay member, Central East District
Tina Kirkland, lay member, North West District
Stephen Schofield, clergy member, North East District

1 **704. Resolutions Relating to Rental/Housing Allowances for Retired, Disabled,**
2 **or Former Clergypersons of the North Georgia Annual Conference**
3

4 The North Georgia Annual Conference (the “conference”) adopts the following resolutions
5 relating to rental/housing allowances for active, retired, terminated, or disabled clergypersons
6 of the conference:
7

8 WHEREAS, the religious denomination known as The United Methodist Church (the
9 “Church”), of which this Conference is a part, has in the past functioned and continues to
10 function through ministers of the gospel (within the meaning of Internal Revenue Code
11 section 107) who were or are duly ordained, commissioned or licensed ministers of the
12 Church (“clergypersons”);
13

14 WHEREAS, the practice of the Church and of this Conference was and is to provide active
15 clergypersons with a parsonage or a rental/housing allowance as part of their gross
16 compensation;
17

18 WHEREAS, pensions or other amounts paid to active, retired, terminated, and disabled
19 clergypersons are considered to be deferred compensation and are paid to active, retired,
20 terminated, and disabled clergypersons in consideration of previous active service; and
21

22 WHEREAS, the Internal Revenue Service has recognized the Conference (or its
23 predecessors) as an appropriate organization to designate a rental/housing allowance for
24 clergypersons who are or were members of this conference and are eligible to receive such
25 deferred compensation;
26

27 NOW, THEREFORE, BE IT RESOLVED:
28 ***See NOTE below for IRS limitations
29

30 THAT an amount equal to 100% of the pension, severance, or disability payments received
31 from plans authorized under *The Book of Discipline of The United Methodist Church* (the
32 “*Discipline*”), which includes all such payments from Wespath Benefits & Investments
33 (“Wespath”), during the period January 1, 2022 through December 31, 2022 by each active,
34 retired, terminated, or disabled clergyperson who is or was a member of the Conference, or
35 its predecessors, be and hereby is designated as a rental/housing allowance for each such
36 clergyperson; and
37

38 THAT the pension, severance, or disability payments to which this rental/housing allowance
39 designation applies will be any pension, severance, or disability payments from plans,
40 annuities, or funds authorized under the *Discipline*, including such payments from Wespath
41 and from a commercial annuity company that provides an annuity arising from benefits
42 accrued under a Wespath plan, annuity, or fund authorized under the *Discipline*, that result
43 from any service a clergyperson rendered to this Conference or that an active, a retired, a
44 terminated, or a disabled clergyperson of this Conference rendered to any local church,
45 annual conference of the Church, general agency of the Church, other institution of the
46

1 Church, former denomination that is now a part of the Church, or any other employer that
2 employed the clergyperson to perform services related to the ministry of the Church, or its
3 predecessors, and that elected to make contributions to, or accrue a benefit under, such a
4 plan, annuity, or fund for such an active, a retired, a terminated, or a disabled clergyperson's
5 pension, severance, or disability plan benefit as part of his or her gross compensation.
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7 *****NOTE:** The rental/housing allowance that may be excluded from a clergyperson's gross
8 income in any year for federal (and, in most cases, state) income tax purposes is limited
9 under Internal Revenue Code section 107(2), and regulations thereunder, to the least of: (a)
10 the amount of the rental/housing allowance designated by the clergyperson's employer or
11 other appropriate body of the Church (such as this Conference in the foregoing resolutions)
12 for such year; (b) the amount actually expended by the clergyperson to rent or provide a
13 home in such year; or (c) the fair rental value of the home, including furnishings and
14 appurtenances (such as a garage), plus the cost of utilities in such year. Each clergyperson or
15 former clergyperson is urged to consult with his or her own tax advisor to determine what
16 deferred compensation is eligible to be claimed as a housing allowance exclusion.
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1 **800. 2021 Standing Rules (as corrected from 2020 Journal)**

2
3 **A. Introduction**

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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.

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19 **B. Standing Committees of the Annual Conference**

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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**

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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 or
35 designated person, three (3) other members of the annual conference committee on
36 nominations named by the bishop, will coordinate the comprehensive nominations process of
37 identification, recruitment, training, selection and evaluation for the annual conference.
38 Where vacancies in essential elected positions occur between annual conference sessions, the
39 executive committee may fill the positions until the next annual conference elects. Task
40 forces may be used in keeping 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
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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
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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 committee on registration and assistance and the board of ordained ministry;
9 the director of connectional ministries or designated person; the director of center for clergy
10 excellence, executive assistant to the bishop, the chairperson of the conference council on
11 finance and administration; the conference treasurer; and other persons selected by the bishop
12 to assure proper representation of persons related to the work of the committee, such as the
13 host district superintendent and the host pastor. The bishop or his/her designee shall be the
14 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. The default format of the handbook shall be PDF
21 posted on the conference website for members to download or print.

22 **C. 6. Pre-Conference Briefings** - Not more than twenty-five (25) days prior to the opening
23 session of the annual conference, each district superintendent, in consultation with the district
24 lay leader, shall convene, at such time and place as the two (2) of them together shall
25 determine, the conference members residing in the district, both clergy and lay, for the
26 purpose of examining the published reports and recommendations of the boards, councils,
27 teams, commissions, committees and other agencies of the conference.

28 **C. 7. Consent Agenda** - In order to expedite the business of the conference, the consent
29 agenda committee, composed of the conference secretary, the chairperson of the committee
30 on standing rules, the director of connectional ministries or designated person, and the
31 conference lay leader or his/her designee, in consultation with agencies or individuals
32 presenting reports, recommendations or resolutions, may present in the conference handbook
33 a written list of items which shall be known as the consent agenda. Items on the consent
34 agenda shall be considered as adopted by consent of the annual conference unless they are
35 removed from this list at a time set aside for this purpose on the second day of conference.
36 Individual items may be removed from the consent agenda to be placed on the regular agenda
37 by a motion to remove supported by a second from two (2) voting members of the annual
38 conference. When an item has been removed from the consent agenda, it shall be placed on
39 the regular agenda at an appropriate time as determined by the conference secretary.

40 **C. 8. Reports** - Reports shall be in writing, and an original, signed copy of the same shall be
41 in the hands of the conference secretary before being read on the floor of the conference.
42 When twenty-five (25) percent or more of the membership of a board, council, team,
43 commission, committee or other agency shall request the privilege of presenting a minority
44 report to the annual conference, the chairperson of said board or other agency shall appoint a
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1 committee to draft a minority report and shall submit the said minority report along with the
2 majority report to the conference.

3 **C. 9. Committee on Resolutions** - There shall be a committee on resolutions, nominated and
4 elected under the provisions of the standing rules (B.4). Any resolution coming to the floor of
5 the annual conference which has not been before an official board, commission or agency of
6 the annual conference, or a resolution not previously printed in the conference handbook,
7 shall be referred to the committee on resolutions for study before the resolution is considered
8 by the annual conference.

9 **C.10. Virtual Conference** - In the event that the Annual Conference Planning Committee
10 determines that circumstances require that any annual or special session of the Conference
11 should be held by virtual or electronic meeting in lieu of physical meeting, such
12 determination shall be communicated to all delegates to the annual conference with a notice
13 of the date and time for such virtual or electronic meeting. The notice shall be delivered in
14 writing or by electronic communication at least ten days prior to the date specified for the
15 virtual or electronic meeting. The notice shall provide the methodology necessary for each
16 delegate to participate in the virtual or electronic meeting.

17 For any action to be taken by the delegates at the virtual or electronic meeting, a
18 ballot shall be provided to the delegates by electronic transmission that shall set forth each
19 proposed action and provide an opportunity for each delegate to vote for or against each
20 proposed action.

21 Approval by electronic ballot shall be valid only when the number of votes cast by
22 such ballot equals or exceeds the quorum required to be present at a meeting authorizing the
23 action, and the number of approvals equals or exceeds the number of votes that would be
24 required to approve the matter at a meeting at which the total number of votes cast was the
25 same as the number of votes cast by ballot. Prior to or simultaneously with the delivery of
26 any electronic ballot, the Conference Secretary shall notify by electronic communication (1)
27 the number of responses needed to meet the quorum requirements, (2) the percentage of
28 approvals necessary to approve each matter, and the time by which a ballot must be received
29 by the Conference Secretary or any designated teller(s) in order to be counted. Once
30 submitted by any delegate, an electronic ballot may not be modified or revoked.

31 **D. Administrative Procedures of the Annual Conference**

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33 **D. 1. Publication of Names and Addresses of Lay Members** - The names and email
34 addresses of lay members of the annual conference, arranged by districts and by charges,
35 shall be published in the conference journal, and they shall be compiled and made available
36 to members of the conference, both lay and clergy, as early as feasible following their
37 election.

38 **D. 2. Lay Member Equalization Plan** - The lay membership of the annual conference shall
39 be equal in number to its clergy membership. Lay members shall be elected by each charge
40 conference as directed by the Constitution of The United Methodist Church, Division Two,
41 Section VI, Article I (§32). The following are designated by the Constitution (Loc. Cit.) to be
42 members of the annual conference: the diaconal ministers, the active deaconesses, and home
43 missionaries under Episcopal appointment within the bounds of the annual conference, the
44 conference president of the United Methodist Women, the conference president of United
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1 Methodist Men, the conference lay leader, district lay leaders, the conference director of lay
2 servant ministries, conference secretary of global ministries (if lay), the president or
3 equivalent officer of the conference young adult organization, the president of the conference
4 youth organization, the chair of the annual conference college student organization, and one
5 young person between the ages of twelve (12) and seventeen (17) and one young person
6 between the ages of eighteen (18) and thirty (30) from each district to be selected in such a
7 manner as may be determined by the annual conference.

8 If the lay membership shall number less than the clergy membership, the following
9 lay persons shall also be members of the annual conference: the associate conference lay
10 leaders, the district directors of lay servant ministries, the district presidents of United
11 Methodist Women and United Methodist Men, and the district presidents or equivalent
12 officers of the district young adult organization and the district youth organization, six (6)
13 young persons 18 years and under and eight (8) young adult persons 18 years of age to 35
14 years of age.

15 Additional members shall be elected from each district by the district board of laity to
16 achieve equalization of the number of lay and clergy members of the annual conference.

17 The conference secretary shall advise the district superintendents annually, not later
18 than November 1, of the number of additional lay members required to achieve equalization.
19 The district superintendents shall assist the district board of laity to elect the necessary
20 persons, to notify them of their election, and to forward their names and addresses to the
21 conference secretary by January 1 of each year.

22 **D. 3. Pastoral Transition and Expenses**

23 The last Sunday for pastors leaving a church will be the last Sunday of June. Move Day will
24 be on the Tuesday following the last Sunday in June, and pastors shall vacate parsonages no
25 later than 1:00 p.m. on this date. The first Sunday in July will be transitional leave for
26 moving pastors. The incoming pastor's first day in the office will be the first business day
27 after July 4. The incoming pastor's first day in the pulpit will be the second Sunday of July.
28 If unusual circumstances prevail, the cabinet may change these dates to more suitable ones;
29 provided, further, the secretary of the cabinet shall have notice of the change published on
30 the North Georgia Conference website not fewer than ninety (90) days prior to the convening
31 of annual conference. Churches receiving new pastors shall pay the moving expenses of the
32 clergy, not to exceed \$6,000. The amount paid shall be reported in accordance with IRS
33 code.

34 **D. 4. Care of Parsonages** - Clergy shall use care to maintain cleanliness and good
35 housekeeping of the parsonages in which they reside. In addition to the annual inspection of
36 the parsonage (Part VI, Chapter Six, Section VI, ¶ 2533.4), at a time of change in pastoral
37 appointment, there shall be an inspection of the parsonage by the pastor and the pastor/parish
38 relations committee to determine the condition of the parsonage.

39 Responsibilities and additional information regarding parsonages can be found in the
40 report from the Commission on Equitable Compensation in the Guidelines and Reports
41 sections.

42 **D. 5. Number of Districts** - There shall be eight (8) districts in the North Georgia
43 Conference.

44 **D. 6. Service Year** - The conference service year shall be July 1 through June 30.
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1 **D. 7. Local Church Reports** - Pastors shall submit their annual reports as directed by the
2 conference statistician. The conference statistician shall reconcile the financial reports with
3 the records of the conference treasurer.

4 **D. 8. Archives** - The depository for archival records of the North Georgia Conference shall
5 be the Candler School of Theology of Emory University through its Pitts Theology Library.

6 **E. Finance and Property**

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9 **E. 1. Budget Development** - All requests for appropriations shall be submitted to the
10 conference council on finance and administration, in writing, not less than ninety (90) days
11 prior to the opening session of the annual conference. Requests shall include a detailed
12 financial statement. Any persons or group presenting a proposal to the annual conference for
13 a program or activity which is not included in the conference budget shall at the same time,
14 present a financial analysis including estimated cost and plans for funding. Before final
15 action by the annual conference, the conference council on finance and administration shall
16 review the financial aspects of the proposal and make its recommendation to the conference
17 regarding the proposal. Budgets submitted to the conference for approval shall include
18 itemized comparative figures for the previous year, except in the case of new programs.

19 **E. 2. Fiscal Regulations** - The conference fiscal year shall be January 1 through December
20 31. All monies for conference and district items shall be remitted by December 31. The
21 books of the conference treasurer and the district treasurers shall be closed at the end of
22 business on the fifth (5th) working day following January 1. The conference treasurer shall
23 make final settlement and disburse all funds to the annual conference boards, councils,
24 commissions or other agencies within fifteen (15) days following the end of the fiscal year.
25 The conference treasurer shall report by districts and by charges all payments for equitable
26 salaries, mission appropriations and the temporary general aid fund. The conference treasurer
27 shall report monthly to the district superintendents all conference askings paid by each local
28 church in the district.

29 **E. 3. District Superintendents and District Office Financial Support**

30 The *Conference* apportionments will fund the following expenses: (1) district superintendent
31 salaries, pensions, insurance (subject to the same insurance rules for other clergy); (2) district
32 superintendent business expenses, including all travel and all business expenses; (3) salaries,
33 pensions and insurance for the conference-employed administrative assistants assigned to the
34 district offices (subject to the same rules for other conference lay staff).

35 The *Districts* will be responsible for funding the following expenses, via District
36 Work Fund apportionments and/or other sources: (1) district superintendent housing
37 allowance (\$32,749 per annum in 2018-2019) or parsonage and utilities (\$5,000 in 2018-
38 2019); (2) District Office overhead/support expenses such as rent/mortgage, utilities,
39 property and liability insurance, supplies, equipment rental, etc.; (3) District-specific
40 missional initiatives and programs; (4) District-specific meetings.

41 **E. 4. Church Property** - Each district superintendent shall furnish the conference secretary
42 annually, no later than February 1 of each year, for publication in the Conference Journal, a
43 list of the real property situated within the district, belonging to but not currently in use by
44 The United Methodist Church. Each district superintendent shall supplement said list in the
45 event the district superintendent shall determine that the action of a charge conference in its
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1 district prior to the end of Annual Conference will result in the closing of a local church and
2 the need to dispose of that local church's property. In the event of an ad interim procedure, as
3 set out in 2016 BOD ¶2549.3, the Conference Board of Trustees shall supplement the list
4 with that information. The compilation of those lists shall be transmitted by the Conference
5 Secretary to the Annual Conference Board of Trustees no later than February 15 of each year
6 and supplemented as herein set out. The Conference Board of Trustees shall review said list
7 and add or subtract properties based on its knowledge of the current status of properties not
8 in use. The Conference Board of Trustees shall report the most current information regarding
9 unused property, including properties to be discontinued, along with recommendations to the
10 Annual Conference with recommendations for disposition. To assist it in managing and
11 disposing of unused properties, the Conference Board of Trustees may employ professional
12 management personnel or entities. Funding for such assistance shall be retained from the sale
13 or rental of any properties within the authority of the Conference Board of Trustees.

14 **E. 5. Salary Supplements** - All supplementation of pastoral salaries from whatever source
15 shall be administered by the commission on equitable compensation in accordance with
16 guidelines developed by the commission and approved by the annual conference, except that
17 the conference board of congregational development shall be authorized to administer salary
18 supplementation for pastors of new and redeveloping congregations, in keeping with
19 guidelines developed by the committee and approved by the annual conference.

20 **E. 6. Charters** - Charters authorized by the North Georgia Conference shall be reviewed by
21 the conference chancellor before being filed with the Georgia Secretary of State.

22 **E. 7. Annual Conference Registration Fee** – A registration fee of \$30.00 shall be assessed
23 for each lay and active clergy delegate to the North Georgia Annual Conference. Retired
24 clergy and youth members are exempt from the assessment.

25 **F. Conference Common Table (CCT)**

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27 **F. 1.** There shall be a Conference Common Table with responsibility to focus and guide the
28 mission and ministry of The United Methodist Church within the boundaries of the North
29 Georgia Annual Conference. It shall give leadership and guidance in setting the vision and
30 priorities of the annual conference and in conducting an on-going process of refining and
31 revising that vision.

32 **F. 2.** The director of connectional ministries or designated person, in consultation with the
33 resident bishop, shall chair the Common Table, which shall be composed of the following
34 persons: resident bishop, director of connectional ministries or designated person, district
35 superintendents, director of center for clergy excellence, executive assistant to the bishop,
36 director of congregational excellence, chairperson of the board of congregational
37 development, conference treasurer, chairperson of the council on finance and administration,
38 chairperson of the board of ordained ministry, secretary of the annual conference, conference
39 chancellor, conference lay leader, the four associate conference lay leaders, conference
40 president of United Methodist Women, conference president of United Methodist Men,
41 president of the conference youth organization, the co-presidents of the conference young
42 adult organization, chairperson of the board of discipleship and advocacy, vice-chair of the
43 board of discipleship and advocacy, conference staff person assigned to missions,
44 chairperson of the order of deacons, chairperson of the order of elders, chairperson of the
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1 fellowship of local pastors and associate members, the heads of the most recently elected lay
2 and clergy delegations to general conference, and such at-large members as the bishop shall
3 nominate to provide for diversity and inclusiveness as regards race/ethnicity/national origin,
4 age, and gender. The Common Table's membership shall be limited to fifty persons. The
5 eligibility limitations of standing rule C.3. shall not apply to the Common Table.

6 **F. 3.** There shall be an executive committee of the Common Table composed of the bishop,
7 the director of connectional ministries or designated person, the conference lay leader, the
8 dean of the cabinet, the chairperson of the board of discipleship and advocacy, and the
9 chairperson of the council on finance and administration.

10 **F. 4.** The Common Table could be called into session at such time as the chair, in
11 consultation with the bishop, deems it necessary for the benefit of the conference's work, and
12 may report each year to the annual conference regarding stewardship of the conference's
13 vision and its commitment to the mission and ministry of The United Methodist Church.

14 **G. Connectional Ministries**

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17 **G. 1.** There shall be a director of connectional ministries or designated person who, in
18 partnership with the bishop and cabinet, shall have the following primary responsibilities: to
19 serve as steward of the vision of the annual conference, including the development,
20 clarification, interpretation, and embodiment of the conference's vision; to serve as leader of
21 the continuous process of transformation and renewal necessary for the annual conference to
22 be faithful to our Christian identity in a changing world; to ensure alignment of the total
23 resources of the conference to its vision; and to ensure the connections among the local,
24 district, annual conference, and general church ministries for the purpose of networking,
25 resourcing, and communicating their shared ministry.

26 **G. 2.** The director of connectional ministries or designated person shall serve as an officer of
27 the annual conference and shall sit with the cabinet when the cabinet considers matters
28 relating to coordination, implementation, or administration of the conference program, and
29 other matters as the cabinet and director may determine.

30 **G. 3.** The director of connectional ministries or designated person shall coordinate the
31 recruitment and training of conference program leaders, provide oversight and leadership in
32 the conference's program and ministry, and serve as chair of the Common Table and as
33 executive officer of the board of discipleship and advocacy.

34 **H. Board of Connectional Ministries**

35
36 **H. 1.** There shall be a board of discipleship and advocacy responsible for the ministry
37 programming of the annual conference. The board of discipleship and advocacy shall have
38 authority to form committees as the *Discipline* may require or for carrying out its
39 responsibilities. The board of discipleship and advocacy may enlist additional persons to
40 assist in its work and may also form time-limited task forces to address particular issues or
41 emphases. The board of discipleship and advocacy shall be accountable to the director of
42 connectional ministries or designated person for oversight. Budget for the board of
43 discipleship and advocacy shall be included in the budget for congregational excellence. The
44 board of discipleship and advocacy shall have the responsibility of strengthening the local
45
46

1 church through discipleship and strengthening the annual conference through the prophetic
2 voice of advocacy that calls us all to be better; to lead and assist the congregations and
3 districts of the conference in their efforts to communicate and celebrate the redeeming and
4 reconciling love of God as revealed in Jesus Christ to persons of every age, ethnic
5 background, and social condition; to invite persons to commit their lives to Christ and to
6 Christ's church and to enable persons to live as Christian disciples in the world.

7 **H. 2.** The board of discipleship and advocacy shall include a chairperson, vice chairperson,
8 and secretary, nominated by the conference committee on nominations and elected by the
9 annual conference. Ex-officio members shall include the conference lay leader or designated
10 person, the director of connectional ministries or designated person, congregational
11 excellence staff, a cabinet representative for discipleship, a cabinet representative for
12 advocacy, and a youth named by the conference youth organization.

13 **H. 3.** The work of the board of discipleship and advocacy shall be to promote and facilitate a
14 holistic approach to the development of Christian disciples. The work of the board shall be
15 inclusive of ministries of age level, life-span, and family ministries (630.1b children, 649.1
16 youth, 650.1 young adults, 651.1 older adults, and Safe Sanctuaries), Christian unity and
17 interreligious relationships (642.1), church and society (629), camping and retreat ministries
18 (630.1b), creation care, disability concerns (653), disaster response (§ 633.4.b.22), education
19 (630.2), ethnic local church concerns (632.1), evangelism (630.3), global ministries (633,
20 633.3), health and welfare ministries (§ 633.4.b.27), higher education and campus ministries
21 (634.1), native American concerns (654), peace with justice (629.2), religion and race
22 (643.1), refugee resettlement (§ 633.4.b.20), spiritual formation (630.1b), status and role of
23 women (644), stewardship (630.5), worship (630.4), and other areas as the board of
24 discipleship and advocacy or the annual conference may determine.

25 **H. 4.** There shall be a conference youth organization as provided by § 649.1. It shall relate to
26 and be answerable to the board of discipleship and advocacy.

27 **H. 5.** The congregational excellence staff will serve as members of the board of discipleship
28 and advocacy. The director of connectional ministries or designated person shall be the
29 executive officer of this board.

30 **I. Ministry of the Laity**

31
32 **I. 1. Conference Board of Laity** - There shall be a conference board of laity which shall
33 provide for the ministry of the laity related to the objectives of the General Board of
34 Discipleship as set forth in §§ 1101-1126. The purpose of the conference board of laity shall
35 be as outlined in § 631.2. Funding for the board shall be provided through the conference
36 budget.

37 **I. 2. Membership of Conference Board of Laity** - The following shall comprise the
38 membership of the board: the conference lay leader, associate conference lay leaders, the
39 district lay leaders, the conference director of lay servant ministries, the presidents and two
40 representatives elected by each of the conference organizations of United Methodist Men and
41 United Methodist Women, the presidents of the conference young adult organization and the
42 conference youth organization; and in addition, the conference scouting coordinator, the lay
43 chair or lay vice-chair of the general conference delegation and up to four at-large members
44 elected by the board, in consultation with the annual conference committee on nominations
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1 as needed from time to time for inclusiveness and/or operations; and as ex-officio, a district
2 superintendent designated by the cabinet, the director of connectional ministries or
3 designated person and the presiding bishop. Task forces may be utilized in keeping with the
4 directives stated in Standing Rule H.1.

5 **I. 3. Election of Conference Lay Leader and Associate Conference Lay Leaders** – The
6 conference lay leader and no more than four (4) associate conference lay leaders shall be
7 elected quadrennially by the annual conference on nomination of the conference committee
8 on nominations after consultation with the board of laity. The conference lay leader shall
9 serve as chair of the conference board of laity. No person may serve as the conference lay
10 leader for more than eight (8) consecutive years. No person may serve as the associate
11 conference lay leader for more than eight (8) consecutive years. The conference lay leader
12 and the associate conference lay leaders shall be members of the board of laity by virtue of
13 their election to the offices they hold. Years of service as an associate conference lay leader
14 shall not be considered in determining the eligibility of a person to serve as conference lay
15 leader.

16 **I. 4. Conference Committee on Lay Servant Ministries** – There shall be a conference
17 committee on lay servant ministries, which shall relate to the conference board of laity as
18 specifically provided for in ¶ 631.6. The committee shall be structured by the conference
19 board of laity and shall include as a minimum the conference director of lay servant
20 ministries, the district directors of lay servant ministries, the conference lay leader, and one
21 or more associate conference lay leaders. Up to four (4) at-large members may be elected by
22 the conference board of laity as needed for inclusiveness and/or operations from time to time.
23 The conference director of lay servant ministries shall be elected for a four-year term by the
24 conference board of laity after consultation with the conference committee on nominations.
25 No person may serve as the conference director of lay servant ministries for more than eight
26 (8) consecutive years.

27 **J. Board of Congregational Development**

28
29 **J. 1.** There shall be an annual conference board of congregational development. The annual
30 conference board of congregational development shall be charged with the responsibility of
31 developing, implementing and continually updating a comprehensive plan for planting new
32 churches and working with existing churches to create other new places for new people
33 within the bounds of the North Georgia annual conference. The responsibilities shall
34 specifically include establishing, nurturing, supporting and guiding new faith communities
35 from conception through birth and until the district superintendent, the new church and the
36 office of congregational excellence agree that the support is no longer necessary.

37 **J. 2.** The board of congregational development shall work with the bishop, cabinet and
38 district strategic growth teams to determine locations for new places of worship. It shall also
39 have responsibility for the training, assessing and recommending persons to the bishop and
40 cabinet for appointment as necessary.

41 **J. 3.** The board of congregational development shall encourage local churches to partner
42 with the annual conference board of congregational development to birth new places of
43 worship.
44
45
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1 **J. 4.** The board of congregational development shall serve as liaison with jurisdictional and
2 general conference board and agencies related to the work of congregational development.

3 **J. 5.** The board of congregational development shall work with the North Georgia
4 Conference board of trustees for the purpose of managing, buying, selling, and holding
5 developmental properties owned by the annual conference.

6 **J. 6.** The board shall develop an annual budget for presentation to the annual conference
7 Council on Finance and Administration to support the work and ministry of the board of
8 congregational development.

9 **J. 7.** The director of congregational excellence and the chair of the board of congregational
10 development shall be members of the Conference Common Table. The director of
11 congregational excellence shall serve as an officer of the annual conference and shall be a
12 member of the bishop's extended cabinet.

13 **J. 8.** The annual conference board of congregational development shall be composed of four
14 (4) at large lay persons recommended by the director of congregational excellence and
15 approved by the nominations committee; four (4) clergy recommended by the director of
16 congregational excellence and approved by the nominations committee; chairperson of the
17 committee on black congregational development, chairperson of the committee on Latino
18 congregational development, chairperson of the committee on Korean/Asian congregational
19 development, and an advocate for multi-cultural/multi-ethnic congregational development;
20 cabinet representatives to the three committees of the board of congregational development
21 as appointed by the bishop; one cabinet representative to the board of congregational
22 development; a council on finance and administration representative; director of connectional
23 ministries or designated person; conference treasurer; director of congregational excellence;
24 and associate directors of congregational excellence or staff liaison for that specific area.
25 This totals 23 persons.

26 **J. 9.** The chair, vice-chair and secretary of the board of congregational development shall be
27 recommended to the bishop and cabinet by the director of congregational excellence and
28 submitted to the annual conference committee on nominations for inclusion in their report to
29 the annual conference for election.

30 **J. 10.** The board of congregational development shall be organized with a chair, a vice-chair
31 and secretary. The term of office shall be one quadrennium, but each may be elected for one
32 additional term, provided no one shall hold the same office for more than 8 years. The board
33 of congregational excellence shall meet at least quarterly and may meet more often at the
34 request of the director of congregational excellence or the chair of the board.

35 **J. 11.** There shall be a committee on black congregational development composed of a
36 chairperson (recommended by the director of congregational excellence in consultation with
37 the cabinet representative and approved by the annual conference or conference nominations
38 team ad interim per Standing Rule C.1), 7 or more lay and clergy members with specific
39 attention to age, gender and district balance as pursuant to ¶ 610.5 and ¶ 605.3 and including
40 at least one small membership black congregation representative (recommended by the
41 director of congregational excellence in consultation with the chairperson of the committee
42 and the cabinet representative and approved by the annual conference or conference
43 nominations team ad interim per Standing Rule C.1). The ex-officio membership of the
44 committee shall include: a cabinet representative, the congregational excellence staff person
45 for black congregational and leadership development, the conference commission on religion
46

1 and race representative, and the conference ethnic local church concerns representative. This
2 committee shall make recommendations to the executive committee with regard to persons
3 and places for the planting of new black congregations and strengthening existing black
4 congregations. The committee shall collaborate with each of the district strategic growth
5 teams advocating on behalf of black church congregational development needs. It shall also
6 be responsible for any training and resourcing needs that are important from a cultural
7 perspective in planting new and strengthening existing black churches. The committee shall
8 also be responsible for partnering with congregational excellence, the board of ordained
9 ministry and the center for clergy excellence to ensure the implementation of a
10 comprehensive black church leadership development plan. It shall request funds necessary
11 for this training to be included in the board of congregational development budget. This
12 committee shall meet at least quarterly and may meet more often at the request of the director
13 of the board of congregational excellence, the committee staff person, or the chairperson.

14 **J. 12.** There shall be a committee on Latino congregational development composed of a
15 chairperson (recommended by the director of congregational excellence in consultation with
16 the cabinet representative and approved by the annual conference or conference nominations
17 team ad interim per Standing Rule C.1); 3 or more lay and clergy members with specific
18 attention to age, gender and district balance as pursuant to ¶610.5 and ¶605.3 (selected by the
19 director in consultation with the chairperson of the committee and the cabinet representative
20 and approved by the annual conference or conference nominations team ad interim per
21 Standing Rule C.1); a cabinet representative; and the staff person for Latino congregational
22 development. This committee shall make recommendations to the executive committee with
23 regard to persons and places for the planting of new Latino congregations and strengthening
24 existing Latino congregations. The committee shall collaborate with each of the district
25 strategic growth teams advocating on behalf of Latino church congregational development
26 needs. It shall also be responsible for any training needs that are important from a cultural
27 perspective in planting new Latino churches. It shall request funds necessary for this training
28 to be included in the board of congregational development budget. This committee shall meet
29 at least quarterly and may meet more often at the request of the director of the board of
30 congregational development or the chairperson.

31 **J. 13.** There shall be a committee on Korean/Asian congregational development composed
32 of a chairperson (recommended by the director of congregational excellence 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 Korean/Asian congregational development. This committee shall make recommendations to
40 the executive committee with regard to persons and places for the planting of new
41 Korean/Asian congregations and strengthening existing Korean/Asian congregations. The
42 committee shall collaborate with each of the district strategic growth teams advocating on
43 behalf of Korean/Asian church congregational development needs. It shall also be
44 responsible for any training needs that are important from a cultural perspective in planting
45 new Korean/Asian churches. It shall request funds necessary for this training to be included
46

1 in the board of congregational development budget. This committee shall meet at least
2 quarterly and may meet more often at the request of the director of congregational excellence
3 or the chairperson of the board of congregational development.
4

5 **K. Administrative Agencies of the Annual Conference**

6
7 **K. 1.** There shall be a board of ordained ministry composed of up to seventy-five (75)
8 persons nominated by the bishop as outlined in ¶ 635.1, including those who serve by virtue
9 of their office.

10 **K.1.a.** Purpose. There shall be a committee on clergy effectiveness which shall be a
11 resource to the bishop and cabinet to assist clergy who are having significant difficulty with
12 effectiveness in ministry. To assist the bishop in carrying out the responsibilities of ¶ 334.3
13 and ¶ 359.1b, the committee will meet with the referred clergy person to identify concerns
14 and design collaboratively a corrective plan of action for a return to more effective ministry.

15 **K.1.b.** Membership. There shall be eight (8) members who shall be appointed by the
16 executive committee of the board of ordained ministry. The members of the committee shall
17 not be members of the conference board of ordained ministry. The majority of the committee
18 shall be clergy, and at least one member shall be a layperson. In addition, the director of the
19 center for clergy excellence and a district superintendent appointed by the bishop shall be ex-
20 officio members without vote. In the event the district superintendent of the referred clergy
21 person is an ex-officio member of the committee, that district superintendent shall recuse
22 himself or herself, and the bishop shall appoint another district superintendent to sit on the
23 committee for that case only. In the event any member of the committee is appointed to or
24 attends the same local church as the referred clergy person, that member of the committee
25 shall recuse himself or herself, and the bishop shall appoint another clergy person or
26 layperson to sit on the committee for that case only.

27 **K.1.c.** Terms of Service. The committee membership shall be divided into two
28 classes of four years each. To promote continuity, four of the initial members shall be elected
29 for two year terms and four of the initial members shall be elected to four year terms.
30 Notwithstanding conference rules of longevity regarding total length of service in an elected
31 position, members may not be appointed to serve two consecutive terms on the committee.

32 **K.1.d.** Officers. The committee shall elect a chair and a secretary every two years.

33 **K.1.e.** Referrals. The Bishop and the cabinet shall refer to the committee those clergy
34 who are experiencing a pattern of diminished effectiveness in their ministry. The committee
35 shall meet with the referred clergy person and his/her district superintendent and shall
36 develop a plan to enable and support the restoration of effectiveness. The committee shall
37 continue to meet with the referred clergy person until such time as he or she has established a
38 pattern of effectiveness or, in the opinion of the majority of the members of the committee,
39 until the committee determines that the referred clergy person is not making sufficient
40 progress. The committee shall report its conclusions to the Bishop and Cabinet.

41 **K.1.f.** Method. The committee, the referred clergy person, and his/her district
42 superintendent together shall develop a plan for the attainment of agreed upon goals that will
43 demonstrate renewed effectiveness for ministry. The work of the committee may include
44 psychological testing, health screening, random or directed drug testing, retreats, counseling,
45 mentoring, educational opportunities, or other programs as needed to assist the clergy person
46

1 in attaining effectiveness in ministry. A letter detailing the agreed upon goals and plan of
2 work shall be sent to the referred clergy person from the Center for Clergy Excellence
3 immediately following the meeting in which the plan is developed. Progress shall be
4 demonstrated and documented at each meeting.

5 **K.1.g. Meetings.** The committee shall meet at least two times per year and the chair
6 shall give reasonable notice of the meeting dates to all members as well as to the Bishop and
7 cabinet.

8 **K.1.h. Financial Support.** The committee shall determine its financial needs in order
9 to be effective and shall submit any request for funding to the center for clergy excellence to
10 be included in its budget.

11 **K. 2.** There shall be a commission on equitable compensation as provided by ¶ 625.1,
12 composed of twenty (20) persons with one (1) representative from each district. Members
13 shall be nominated by the annual conference committee on nominations.

14 **K. 3.** There shall be a board of pensions and health benefits as provided by ¶ 639.1
15 composed of twenty-four (24) persons arranged in classes and serving a term of eight (8)
16 years to include representatives of both lay and clergy, nominated by the annual conference
17 committee on nominations.

18 **K. 4.** There shall be a board of trustees of the annual conference, elected as indicated in ¶¶
19 640 and 2512.1, composed of twelve (12) persons, nominated by the annual conference
20 committee on nominations, serving in four (4) year terms, except for the first board. It is
21 recommended that it be composed of one-third (1/3) clergy, one-third (1/3) lay women, and
22 one-third (1/3) lay men.

23 **K. 5.** There shall be a council on finance and administration (CFA) as provided by ¶¶ 611-
24 618, composed of five to twenty-one (5-21) persons, with one (1) lay person more than
25 clergy included on the council. The council shall designate an audit committee comprised of
26 one lay CFA member, one clergy CFA member and a CPA who is not a member of CFA.
27 The council shall designate a personnel committee, whose responsibilities will include those
28 defined in ¶ 613.13. The personnel committee shall be comprised of two (2) clergy CFA
29 members, one lay CFA member, two lay human resources professionals who are not
30 members of CFA, and the conference lay leader. Members with voice and no vote are the
31 conference treasurer and the cabinet representative. Members shall be nominated by the
32 annual conference committee on nominations.

33 **K. 6.** There shall be a committee on episcopacy as provided by ¶ 637.1, composed of fifteen
34 (15) persons. It is recommended that it be composed of one-third (1/3) clergy, one-third (1/3)
35 lay women, and one-third (1/3) lay men, provided that one (1) lay person be the conference
36 lay leader. One-fifth (1/5) of the membership shall be appointed by the bishop. The lay and
37 clergy members of the jurisdictional committee on episcopacy shall be ex-officio members.

38 **K. 7.** There shall be an episcopal residency committee as provided by ¶ 638.1.

39 **K. 8.** There shall be a committee on investigation consisting of four (4) clergy in full
40 connection, three (3) professing members, and six (6) alternate members, three of whom shall
41 be clergy in full connection and three of whom shall be professing members. The committee
42 shall be nominated by the presiding bishop in consultation with the board of ordained
43 ministry (for clergy members) and the conference board of laity (for lay persons) and elected
44 quadrennially by the annual conference. If additional members or alternates are needed, the
45 annual conference may elect members to serve for the remainder of the quadrennium.
46

1 Committee members shall be in good standing and should be deemed of good character. The
2 committee should reflect racial, ethnic, and gender diversity ¶ 2703.

3 **K. 9.** There shall be a North Georgia Loan Guarantee Committee, comprised of two (2)
4 members of the cabinet, the chair of the board of congregational development and the
5 director of congregational excellence, two (2) members of the council on finance and
6 administration, one (1) lay and one (1) clergy and two (2) members representing areas of
7 expertise appointed by the bishop in consultation with the chancellor, the conference lay
8 leader; and the chairperson of the council on finance and administration.

9 **K. 10.** There shall be a diaconal committee on investigation as provided by ¶ 2703.2.

10 **K. 11.** There shall be an administrative review committee as provided by ¶ 636.

11 **K. 12.** There shall be a North Georgia United Methodist housing and homeless council
12 which shall be composed of no more than 36 persons nominated by the conference
13 committee on nominations and elected by the annual conference. Each district shall be
14 represented by no fewer than two members, one of whom shall be a clergy member in that
15 district and one of whom shall be a lay person who shall be a member of one of the churches
16 in the district that they represent. In addition, the following other persons shall be members: a
17 district superintendent designated by the cabinet; a member of the congregational excellence
18 staff designated by the director of connectional ministries or designated person; the director
19 of the council, who shall be a non-voting member; and representatives of Persons Living in
20 Poverty and Refugee Resettlement.

21 **L. Districts**

22 **L. 1. District Conference Membership** – The membership of the district conference shall
23 consist of (a) all active and retired clergy and diaconal ministers serving appointments or
24 holding charge conference membership within the district and (b) all local church elected, at-
25 large, and ex-officio lay members of the annual conference from the district.

26 **L. 2. District Board of Laity** – There shall be in each district of the annual conference a
27 district board of laity composed of the district lay leader who shall serve as chair, the
28 associate district lay leaders, the district superintendent, the chair of district connectional
29 ministries or designated person, the district presidents of United Methodist Women and
30 United Methodist Men, one (1) youth and one (1) young adult named by the youth and young
31 adult groups respectively, the district director of lay speaking, and such other persons as the
32 district lay leader and the district superintendent together may select. The district board of
33 laity shall elect annual conference at-large delegates from the districts.

34 **L. 3. Election of District Lay Leader and Lay Leadership** – The district lay leader, the
35 district associate lay leaders and the district director of lay speaking shall be elected annually,
36 on nomination of the district nominating committee, after consultation with the district board
37 of laity, by the membership of the district conference at the district orientation meeting
38 before the annual conference session. It is recommended these officers will serve
39 quadrennially and will be elected for their first term at the district orientation meeting
40 immediately preceding the start of the new quadrennium. Replacements for these positions
41 shall be elected at the annual district orientation meeting as needed.

1 **M. Conference Related Agencies**

2
3 **M. 1.** There shall be a Georgia United Methodist Foundation, Inc., board of trustees,
4 nominated by the Foundation to be confirmed or denied confirmation by the annual
5 conference.

6 **M. 2.** There shall be a Methodist Foundation for Retired Ministers Board of Trustees,
7 nominated in accordance with its Constitution and By-Laws, to be confirmed or denied
8 confirmation by the annual conference.

9 **M. 3.** There shall be an Action Ministries, Inc., board of directors, nominated in accordance
10 with its Constitution and By-Laws, to be confirmed or denied confirmation by the annual
11 conference.

12 **M. 4.** There shall be an Aldersgate Homes board of directors, nominated in accordance with
13 its Constitution and By-Laws, to be confirmed or denied confirmation by the annual
14 conference.

15 **M. 5.** There shall be a United Methodist Children's Home now doing business as Wellroot
16 Family Services board of directors, nominated in accordance with its Constitution and By-
17 Laws, to be confirmed or denied confirmation by the annual conference.

18 **M. 6.** There shall be a Wesley Woods, Senior Living, Inc., board of trustees, nominated in
19 accordance with its Constitution and By-Laws, to be confirmed or denied confirmation by the
20 annual conference.

21 **M. 7.** There shall be a board of North Georgia Camp and Retreat Ministries, nominated in
22 accordance with its Constitution and By-Laws, to be confirmed or denied confirmation by the
23 annual conference. North Georgia Camp and Retreat Ministries, Inc. is the entity through
24 which camping ministry for children and youth shall be carried out. The director of North
25 Georgia Camp and Retreat Ministries is accountable to the conference director of
26 connectional ministries or designated person.

27 **N. Joint Ministries of North and South Georgia Conferences**

28
29 **N. 1.** There shall be a Georgia United Methodist Commission on Higher Education and
30 Collegiate Ministry. The commission shall have twenty-three (23) voting members, ten (10)
31 elected by the North Georgia Conference and eight (8) elected by the South Georgia
32 Conference. Proposed members shall be nominated by the Committees on Nominations from
33 the two annual conferences after receiving input from the commission regarding possible
34 nominees. Half of the elected members from each annual conference shall be laypersons. The
35 presiding bishop of each annual conference shall designate one district superintendent from
36 that annual conference to be a voting member of the commission. The director of
37 connectional ministries or designated person of each annual conference shall designate one
38 staff member from each annual conference to be a voting member of the commission. The
39 executive director of the commission shall be a voting member of the commission.

40 Presidents and chaplains (or position equivalent to chaplain) of United Methodist
41 colleges and universities in Georgia, the Dean of Oxford College, and the directors of Wesley
42 Foundations/Fellowships in Georgia shall all be ex officio members of the commission
43 without vote. Members of the Division of Higher Education from the North and South
44 Georgia conferences, if any, shall be ex officio members of the commission without vote.

45 Leadership positions of the commission shall be held by members from both annual
46 conferences.

1 **N. 2.** There shall be a Georgia United Methodist Pastors' School board of managers,
2 composed of persons by virtue of office and at-large members named by the annual
3 conference committee on nominations. The purpose of the Georgia United Methodist
4 Pastors' School shall be to provide an annual school for continuing education for United
5 Methodist clergy of the North and South Georgia annual conferences, while modeling and
6 promoting a spirit of cooperation and goodwill between the two annual conferences and
7 members thereof. The Georgia Pastors' School shall be governed by a board of managers
8 composed of 30 clergy from both annual conferences. The members shall be named to the
9 board of managers according to nominating guidelines established by each annual
10 conference. The officers are nominated and elected from the board of managers. The
11 chairperson and dean of the pastors' school shall rotate between the two annual conferences
12 from quadrennial to quadrennial.

13
14 **O. United Methodist Related Institutions of Higher Education**

15
16 **O. 1.** There shall be boards of trustees of United Methodist related schools, nominated in
17 accordance with their Constitution and By-Laws, to be confirmed or denied confirmation by
18 the annual conference.

19 **O. 2.** There shall be boards of directors of Wesley Foundations, nominated in accordance
20 with their Constitution and By-Laws, to be confirmed or denied confirmation by the annual
21 conference.

1 **801. Proposed Amendments to Standing Rules B.1, B.2, B.3, B.4**

2
3 **B. 1.** There shall be a committee on standing rules composed of **up to** ten (10) persons,
4 nominated by the annual conference committee on nominations, plus the conference
5 chancellor. The committee on standing rules is charged with the annual task of addressing the
6 submission of new rules and maintaining the standing rules of the annual conference in the
7 following ways: to receive requests for amendments, assure rules maintain internal
8 consistency, make editorial changes as needed, present changes to the conference and review
9 revised standing rules for publication in the conference journal. The committee is also
10 charged with the quadrennial task of examining the rules of the annual conference for
11 consistency with the new *Book of Discipline* and to recommend any editorial changes to
12 bring about that consistency.

13 **Proposed Change to Standing Rule B.1: Committee on Standing Rules**

14 Change from: “There shall be a committee on standing rules composed of ten (10) persons,
15 nominated by...” Change To: There shall be a committee on standing rules composed of up
16 to ten (10) **with no less than five (5)** persons, nominated by...”

17
18 **Rationale for change:** Membership on NGC committees should be composed of people
19 wanting to serve, and committed to serving, on the committees to which they have been
20 nominated and on which they have agreed to serve. On those occasions when our
21 nominations process has been unable to identify a full complement of 10 such committed
22 persons to serve on this committee, the committee’s function and work will be better served
23 with a committee composed of “up to” 10 members.

24
25
26 **B. 2.** There shall be a committee on registration and assistance composed of **up to** ten (10)
27 persons, nominated by the annual conference committee on nominations. The primary
28 functions of the committee on registration & assistance are to conduct registration, along
29 with the host committee; certify delegates; and to issue badges accordingly. Using guidelines
30 to verify eligibility, the committee helps retired pastors receive financial assistance, and
31 during the week of annual conference, the committee maintains a table to assist visitors with
32 nametags and other needs. The registration and assistance committee is responsible for
33 working with the host committee to organize and recruit volunteers.

34
35 **Proposed change to standing rule B.2. Committee on Registration and Assistance**

36 Change from: “There shall be a committee on registration and assistance composed of ten
37 (10) persons, nominated by...” Change To: “There shall be a committee on registration and
38 assistance composed of **up to** ten (10) **with no less than five (5)** persons, nominated by...”

39
40 **Rationale for change:** Membership on NGC committees should be composed of people
41 wanting to serve, and committed to serving, on the committees to which they have been
42 nominated and on which they have agreed to serve. On those occasions when our
43 nominations process has been unable to identify a full complement of 10 such committed
44
45
46

1 persons to serve on this committee, the committee’s function and work will be better served
2 with a committee composed of “up to” 10 members.
3
4

5 **B. 3.** There shall be a committee on daily proceedings composed of **up to** ten (10) persons,
6 nominated by the annual conference committee on nominations. The daily proceedings
7 committee is responsible for certifying the written record of the annual conference and
8 reporting to the annual conference on the committee’s review of the material.

9 The committee on daily proceedings works with the editor of the conference journal/
10 conference secretary as needed to ensure compliance with Disciplinary standards in ¶ 606.3
11 and for clarification of the written record of the annual conference session.

12 **Proposed change to standing rule B.3. Committee on Daily Proceedings**

13 Change from: “There shall be a committee on daily proceedings composed of ten (10)
14 persons, nominated by...” Change To: There shall be a committee on daily proceedings
15 composed of **up to** ten (10) **with no less than five (5)** persons, nominated by...”
16

17 **Rationale for change:** Membership on NGC committees should be composed of people
18 wanting to serve, and committed to serving, on the committees to which they have been
19 nominated and on which they have agreed to serve. On those occasions when our
20 nominations process has been unable to identify a full complement of 10 such committed
21 persons to serve on this committee, the committee’s function and work will be better served
22 with a committee composed of “up to” 10 members.
23
24

25 **B. 4.** There shall be a committee on resolutions composed of **up to** ten (10) persons,
26 nominated by the annual conference committee on nominations. The charge of the resolution
27 committee is to process all resolutions presented to the annual conference that are not
28 submitted to the programmatic committees through dialogue with the submitter and all
29 agencies of the annual conference affected by the resolution. This committee makes sure that,
30 with occasional exceptions, resolutions submitted by the deadline of February 1 of the
31 Annual Conference year are included in the handbook.

32 The resolutions committee is responsible for reviewing each resolution to determine
33 if it can properly come before the annual conference, making revisions as needed in
34 consultation with the submitter of the resolution, ensuring consistency with *The Book of*
35 *Discipline* and North Georgia Standing Rules/Guidelines, submitting to the conference
36 secretary by the deadline for the conference handbook, and presenting resolutions to the
37 conference.
38

39 **Proposed change to standing rule B.4. Committee on Resolutions**

40 Change from: “There shall be a committee on resolutions composed of ten (10) persons,
41 nominated by...” Change To: There shall be a committee on resolutions composed of **up to**
42 ten (10) **with no less than five (5)** persons, nominated by...”
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46

1 **Rationale for change:** Membership on NGC committees should be composed of people
2 wanting to serve, and committed to serving, on the committees to which they have been
3 nominated and on which they have agreed to serve. On those occasions when our
4 nominations process has been unable to identify a full complement of 10 such committed
5 persons to serve on this committee, the committee’s function and work will be better served
6 with a committee composed of “up to” 10 members.

1 **802. Standing Rule E.3. Proposed Amendment**

2
3 E. 3. District Superintendents and District Office Financial Support.
4 The Conference apportionments will fund all the following expenses: (1) district
5 superintendent salaries, pensions, insurance (subject to the same insurance rules for other
6 clergy); (2) district superintendent business expenses, including all travel and all business
7 expenses; (3) salaries, pensions and insurance for the conference-employed administrative
8 assistants assigned to the district offices (subject to the same rules for other conference lay
9 staff). ~~The Districts will be responsible for funding the following expenses, via District Work~~
10 ~~Fund apportionments and/or other sources:~~ (1) district superintendent housing allowance
11 (\$32,749 per annum in ~~2018-2019-2020-2021~~) or parsonage and utilities (\$5,000 in ~~2018-~~
12 ~~2019-2020-2021~~); (2) District Office overhead/support expenses such as rent/mortgage,
13 utilities, property and liability insurance, supplies, equipment rental, etc.; ~~(3) District specific~~
14 ~~missional initiatives and programs;~~ ~~(4) District specific meetings.~~

15
16 **Rationale:**

17 The Annual Conference session approved the following CFA Recommendation in 2020-

18 9. We recommend that all district financial operations be integrated into the
19 Conference Treasurer’s financial system by 12/31/2021. This will facilitate increased
20 transparency and more full disclosure of all conference financial activities and
21 fund balances.

22 In concert with that action, moving all District-related expenses to the conference
23 apportionment budget will provide a simpler, more concise and more transparent budget
24 presentation. Further, only one governance body-the Annual Conference-will be required to
25 deliberate and approve budgets. This will obviate the need to have 8 distinct district budgets
26 approved.

27 District Superintendents and District Administrative Assistants are all conference
28 employees. Their work and support is all done on behalf of the Conference, regardless of the
29 geographic district to which they are assigned. To be clear, this will eliminate the “District
30 Work Fund” as a separate budgeted amount that each church will pay. Instead, district
31 support expenses will be included and identified in the Conference budget.

32 Standing Rule E.3.-Proposed Revision AC 2021 for effective date 1/1/2022
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1 **803. Proposed Amendment to Standing Rules H.1 - H.5 and J.1 - J.13**

2
3 **Proposed Amendment to Standing Rules:**

4 Current Standing rules H.1 - H.5 and J.1 - J.13 be replaced with the following Standing Rule.

5
6 **Board of Discipleship, Advocacy, and Congregational Development**

7
8 **1.** There shall be a board of discipleship, advocacy, and church development. The work and
9 ministry of this board is aimed at strengthening the local church and the annual conference
10 through discipleship and support of NGC churches, laity and clergy, and through the
11 prophetic voice of advocacy that calls us all to be better; to lead and assist congregations,
12 districts and the conference in efforts to communicate and celebrate the redeeming and
13 reconciling love of God as revealed in Jesus Christ to persons of every age, ethnic
14 background, and social condition; to invite persons to commit their lives to Christ and to
15 Christ’s church; and to enable persons to live as Christian disciples in the world. In carrying
16 out this work and ministry, the board shall be responsible for leading NGC ministries
17 stipulated in paragraph 630 in The Book of Discipline, including as central to its role and
18 ministries:

- 19 • working in collaboration with the Barnes Evaluation and Administration Team and the
20 8 District Strategic Growth Teams to ensure ongoing congregational development
21 through promoting, nurturing, supporting, and guiding existing and new faith
22 communities as they implement innovative ministries with and in the communities they
23 serve
- 24 • working in collaboration with the NGC staff to ensure focused, strategic, and effective
25 training, consultation, leadership development, and other, human resources-driven
26 support are provided to NGC churches, laity, and clergy for both new and existing
27 ministries
- 28 • working in collaboration with all NGC churches, laity, clergy, and other groups to
29 ensure our call to Christian advocacy is heard and responded to in effective and
30 meaningful ways across our NGC, and as stipulated in our Book of Discipline
- 31 • working collaboratively, as one board, to ensure the board’s ministries of church
32 development, human resources-driven support, and conference-wide advocacy are
33 carried out in a transparent, clear, and coordinated way that advances our mission to
34 make disciples of Jesus Christ for the transformation of the world

35 **2.** Members of the board of discipleship, advocacy, and congregational development shall be
36 nominated by the committee on nominations, elected by the annual conference, and serve per
37 guidelines stipulated in Standing Rule C. Membership shall include:

- 38 • co-chairs, one who shall be a lay-person and one who shall be a clergyperson
 - 39 • secretary
 - 40 • four at-large lay-persons
 - 41 • four at-large clergy persons
 - 42 • chairpersons of the committees on
 - 43 • Latino congregational development
 - 44 • Korean/Asian congregational development
- 45
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- 1 • Black congregational development
2
3 • NGC lead persons for the discipleship and advocacy areas of:
4 • Children’s Ministries / Safe Sanctuaries
5 • Small Membership Church
6 • Older Adult Ministries
7 • Young Adult Ministries
8 • Youth Ministries
9 • Spiritual Formation
10 • Higher Education & Campus Ministries
11 • Adult & Family Ministries
12 • Camp & Retreat Ministries
13 • Evangelism
14 • Christian Unity & Inter-religious Relationships
15 • Church and Society
16 • Status and Role of Women
17 • Religion and Race
18 • Creation and Care
19 • Criminal Justice and Mercy
20 • Disability Concerns
21 • Disaster Response
22 • Ethnic Local Church Concerns
23 • Global Ministries
24 • Health, Welfare & Wellness
25 • Missions
26 • Native American Ministries
27 • Peace with Justice
28 • Persons in Poverty
29 • Refugee Resettlement
30 • Multi-Cultural Advocate

30 Ex-Officio members of the board shall include:

- 31 • Cabinet representative selected by the Cabinet
32 • Conference Lay Leader
33 • Associate Conference Lay Leaders
34 • Conference Youth President
35 • Conference Youth Secretary
36 • GCORR Representative
37 • Council of Finance and Administration Representative selected by the Chair of the
38 Council of Finance and Administration
39

40 **3.** Staffing and supporting the board shall be the responsibility of:

- 41 • Director, Connectional Ministries
42 • Director, Center for Congregational Excellence
43 • other Conference staff as needed/assigned
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1 **4.** The board of discipleship, advocacy and church development shall have authority to form
2 committees as The Book of Discipline may require or as deemed necessary by the board in
3 carrying out its responsibilities. The board of discipleship, advocacy, and church
4 development may enlist additional persons to assist in its work and may also form time-
5 limited task forces to address particular issues or emphases.

6
7 Standing committees of the board shall include committees on:

- 8 • Latino congregational development
- 9 • Korean/Asian congregational development
- 10 • Black congregational development

11 Working in collaboration with the Commission on Religion and Race, the 8 District Strategic
12 Growth teams, and other NGC boards and committees as needed, these standing committees
13 shall make recommendations to the board and other appropriate NGC groups with regard to
14 supporting the development of new Latino, Korean/Asian and Black congregations and
15 strengthening existing Latino, Korean/Asian and Black congregations. They shall also be
16 responsible for the development and deployment of training they deem important from a
17 cultural perspective in planting new, and supporting existing, Latino, Korean/Asian, and
18 Black churches. Each committee shall request funds necessary for this training be included in
19 the board of discipleship, advocacy, and congregational development budget. These
20 committees shall meet at least quarterly. Each committee shall elect a vice-chair and
21 secretary. Ex-officio members of each committee shall include a Cabinet Representative
22 assigned by the Cabinet, and a Conference staff representative, assigned by the Director,
23 Center for Congregational Excellence.

24 **5.** The co-chairs of the board of discipleship, advocacy, and congregational development
25 shall on an annual basis, no later than January 31st of each year, and in consultation with
26 board members:

- 27 • determine the board's and the board's standing committee's personnel/membership
28 needs for the coming conference year
- 29 • submit their request for personnel/membership nominations to the Administrative
30 Assistant, Center of Congregational Excellence/Connectional Ministries. The request
31 shall include:
 - 32 • the number of persons needed
 - 33 • number of lay persons
 - 34 • number of clergypersons
 - 35 • specific board or committee role for each person needed
 - 36 • the board's perspective on the gifts and graces needed for each opening
 - 37 • an estimate of the time-commitment associated with each opening

38
39 **6.** The budget for the board of discipleship, advocacy, and congregational development, and
40 all of its associated committees, shall be included in the budget for the Center for
41 Congregational Excellence/Connectional Ministries.

1 7. There shall be an executive committee of the board, composed of the co-chairs, secretary,
2 conference lay leader, cabinet representative, and other members as determined and elected
3 by the full board.
4

5 8. The full board shall meet at least bi-annually; but may meet more often as needed or
6 determined by the board's executive committee.
7

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9 **Rationale for change in Standing Rules:**
10

- 11 1. Results from a recent, conference-wide survey indicating uncertainty among laity and
12 clergy regarding how and by what criteria grants are received, considered, and distributed
13 by various NGC groups affirmed the importance and wisdom of last year's Annual
14 Conference launch of the new Barnes team and its centralized, transparent grant process
15 that clarifies the grant process, and offers accessibility to all NGC churches and ministry
16 groups.
17 2. With the centralization of our NGC grant process, we have an opportunity to improve
18 collaboration, communication, and coordination between and among our various advocacy
19 and development groups currently working as part of either the Board of Discipleship and
20 Advocacy or the Board of Congregational Development.
21 3. Deepened collaboration, communication, and coordination between and among these
22 groups:
23 a. would strengthen all their functions, ministries, and reaches, while at the same time
24 eliminating what has been reported as a sense of oftentimes "working in silos"
25 b. would promote enhanced support of NGC churches and other ministry groups awarded
26 grants via the Barnes team process by working together and in concert with the Barnes
27 team to ensure that the support given to those churches and groups includes resources
28 that go beyond financial ones, for example, training, consultation, strategic and tactical
29 planning, leadership development, and other, human resources-driven support
30 c. would provide for a "one voice" source of recommendations for conference-wide
31 planning at both the strategic and tactical levels, including recommendations to the
32 new Barnes team re: priorities for grants
33 d. would help clarify and affirm the singular aim of these groups, which is to serve and
34 support NGC churches, laity, and clergy in their ministries, as those churches, laity and
35 clergy are in ministry to the communities they serve, making disciples of Jesus Christ
36 for the transformation of the world.
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3 **804. Proposed Amendment to Standing Rule K.5.**

4 **K. 5.** There shall be a council on finance and administration (CFA) as provided by ¶¶ 611-
5 618, composed of five to twenty-one (5-21) persons, with one (1) lay person more than
6 clergy included on the council. The council shall designate an audit committee comprised of
7 one lay CFA member, one clergy CFA member and a CPA who is not a member of CFA.
8 The council shall designate a personnel committee, whose responsibilities will include those
9 defined in ¶ 613.13. The personnel committee shall be comprised of two (2) clergy CFA
10 members, one lay CFA member, two lay human resources professionals who are not
11 members of CFA, and the conference lay leader. **Personnel committee** members with voice
12 and no vote are the conference treasurer and the cabinet representative. **The Council will, on**
13 **those extremely rare occasions when the Conference may be asked to guarantee a local**
14 **church loan, function as the committee to evaluate said request. This function will**
15 **eliminate the need for a seating of the “Loan Guarantee Committee”.**

16 CFA members shall be nominated by the annual conference committee on
17 nominations.

18 **Rationale:**

19 The Loan Guarantee Committee has met twice in twenty years. It is extremely unlikely that a
20 need for a Conference-guaranteed church loan will come to pass in the future. If so, CFA is
21 the administrative agency best equipped to evaluate such a request and to make
22 recommendations to the Annual Conference. The Loan Guarantee Committee has long since
23 outlived its limited usefulness.
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3 **805. Proposed Amendment to Standing Rule N.1**

4 **N. 1.** There shall be a Georgia United Methodist Commission on Higher Education and
5 Collegiate Ministry. The commission shall have twenty-three (23) voting members, ten (10)
6 elected by the North Georgia Conference and eight (8) elected by the South Georgia
7 Conference. Proposed members shall be nominated by the Committees on Nominations from
8 the two annual conferences after receiving input from the commission regarding possible
9 nominees. **At least** half of the elected members from each annual conference shall be
10 laypersons. The presiding bishop of each annual conference shall designate one district
11 superintendent from that annual conference to be a voting member of the commission. The
12 director of connectional ministries ~~or designated person~~ of each annual conference shall
13 designate one staff member from each annual conference to be a voting member of the
14 commission. The executive director of the commission shall be a voting member of the
15 commission.

16 ~~Presidents and chaplains (or position equivalent to chaplain) of United Methodist~~
17 ~~colleges and universities in Georgia, the Dean of Oxford College, and the directors of Wesley~~
18 ~~Foundations/Fellowships in Georgia shall all be ex-officio members of the commission~~
19 ~~without vote. Members of the Division of Higher Education from the North and South~~
20 ~~Georgia conferences, if any, shall be ex-officio members of the commission without vote.~~

21 Leadership positions of the commission shall be held by members from both annual
22 conferences.

23 **Rationale:** This amendment is submitted by The Georgia United Methodist Commission on
24 Higher Education and Collegiate Ministry. The Commission amended its charter in 2016 and
25 2021 to streamline its membership with the goal of becoming more effective in its work. The
26 proposed change in the North (and South) Georgia Standing Rules is offered to reflect those
27 changes.

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900. 2021 Conference Nomination Report

Standing Committees of the Annual Conference

Committee on Standing Rules

Jasmine Smothers (21)-Vice-Chair	jasmine.smothers@ngumc.net
Jodi Kasten (21)	centralwest@ngumc.net
Nelson Furtado (21)	nelson.furtado@ngumc.net
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Kathy Morris (16) – Secretary	kathy.morris@ngumc.net
Bill Martin (16)	wgmartin@mindspring.com
Catherine Boothe Olson (17) – Chair	catherine.boothe@ngumc.net
Darren Hensley (18)	darren.hensley@ngumc.net
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<i>Conference Chancellor – Jim Thornton</i>	jim@tglawfirm.com

Committee on Registration & Assistance

Karen Fullerton (21)	khfullerton@gmail.com
Lenora Tanner (21)	mmsingler@yahoo.com
Meg Morrison (16) – Chair	meg.morrison@ngumc.net
Lora Dunton (16)	jackson_lora@yahoo.com
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Committee on Daily Proceedings

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Tara Paul (16)	tara.paul@ngumc.net
Nena Jones (16)	nenajones@ngumc.net
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Committee on Resolutions

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Carol Allums (21)	theallums5@gmail.com
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4	Jeff Jernigan (16)	jsjernigan@aol.com
5	Dianne Traynham (16)	dtraynham@etcm.com
6	Jack Kerdasha (16)	jkerdasha@gmail.com
7	Pete Fleming (16)	lfleming3832@att.net
8	<i>Cabinet Rep – John Pinson</i>	john.pinson@ngumc.net

Annual Conference Session and Related Committees

Committee on Nominations

13	<i>Bishop – Sue Hauptert-Johnson</i>	<i>bishop@ngumc.org</i>
14	<u>Cabinet</u>	
15	<i>Central West – Jessica Terrell</i>	<i>jessica.terrell@ngumc.net</i>
16	<i>Central North – Michael McQueen</i>	<i>michael.mcqueen@ngumc.net</i>
17	<i>Central East – Rodrigo Cruz</i>	<i>rodrigo.cruz@ngumc.net</i>
18	<i>Central South – Byron Thomas</i>	
19	<i>byron.thomas@ngumc.net</i>	
20	<i>North West – John Pinson</i>	<i>john.pinson@ngumc.net</i>
21	<i>North East – Alice Rogers</i>	<i>alice.rogers@ngumc.net</i>
22	<i>South East – Greg Porterfield</i>	<i>greg.porterfield@ngumc.net</i>
23	<i>South West – Susan Landry</i>	<i>susan.gary.landry@ngumc.net</i>
24	<i>Assistant to the Bishop – Terry Walton</i>	<i>terry.walton@ngumc.net</i>

Extended Cabinet Members

27	<i>Conference Lay Leader – Nate Abrams</i>	<i>nathaniel.h.abrams@gmail.com</i>
28	<i>Conference Secretary – Donn Ann Weber</i>	<i>donnann.weber@ngumc.net</i>
29	<i>Conference Treasurer – Keith Cox</i>	<i>kcox@ngumc.org</i>
30	<i>Connectional Ministries Director – Hal Jones</i>	<i>hal.jones@ngumc.net</i>
31	<i>Clergy Excellence Director – Bernice Kirkland</i>	<i>bernice.kirkland@ngumc.net</i>
32	<i>Conference Communications Director – Sybil Davidson</i>	<i>sybil.davidson@ngumc.org</i>
33	<i>Congregational Excellence Director – Blair Zant</i>	<i>blair.zant@ngumc.net</i>
34	<i>President/CEO Georgia UM Foundation – Mathew Pinson</i>	

Associate Conference Lay Leaders

36	<i>Denise VanLundyt</i>	<i>denise@vanlundytlaw.com</i>
37	<i>Jonathan Holmes</i>	<i>jonathan@m8th.com</i>
38	<i>Anna Diaz-Caballero</i>	<i>alqdancer@aol.com</i>
39	<i>Gloria Parker</i>	<i>gloriaparker3790@comcast.net</i>

District Lay Leaders

42	<i>Central West-Randy Hardy</i>	<i>rhardy@mcelroyspecialty.com</i>
43	<i>Central North – Dyanne Cunningham</i>	<i>ladydy@bellsouth.net</i>
44	<i>Central East– Jeffery Fuller</i>	<i>jefferyfuller61@comcast.net</i>

1 *Central South– Dianne Spencer* *ds2687@bellsouth.net*
2 *North West – Bill Traynham* *traynham@etcm.com*
3 *North East – **Kim Powell*** *kwpowell5@gmail.com*
4 *South East – Jennifer Byrd* *birdie21234@aol.com*
5 *South West – **Graylin Ward*** *gward@numail.com*

6
7 Other Conference Leaders

8 *UMW President – **Stephanie Dressler*** *stephdressler@bellsouth.net*
9 *UMM President – Odell Horne* *odell.horne@ngcumm.org*
10 *Young Adult President – **Elissa Marks*** *elissa.aem@gmail.com*
11 *Youth President – Elijah Shoaf* *eli.shoaf@gmail.com*
12 *CORR Rep – Brian Tillman* *brian.tillman@ngumc.net*

13
14 At Large Members

15 *Carolyn Stephens (19)* *carolyn.stephens@ngumc.net*
16 *Deloris Carhee (14)* *deloriscarhee@bellsouth.net*
17 *Ingrid Thomas (15)* *ingrid_imbert@yahoo.com*
18 *Susannah Benjamin (15)* *susannahbenjamin20@gmail.com*
19 *Lee Highsmith (16)* *Highsmith7@gmail.com*

20
21 **Committee on Nominations Executive Committee**

22 *Bishop – Sue Hauptert-Johnson* *bishop@ngumc.org*
23 *Conference Lay Leader – Nate Abrams* *nathaniel.h.abrams@gmail.com*
24 *Connectional Ministries Director– Hal Jones* *hal.jones@ngumc.net*

25
26 At Large Members

27 *Carolyn Stephens (19)* *carolyn.stephens@ngumc.net*
28 *Deloris Carhee (14)* *deloriscarhee@bellsouth.net*
29 *Lee Highsmith (16)* *highsmith7@gmail.com*

30
31 **Annual Conference Planning Committee**

32 *Bishop – Sue Hauptert-Johnson* *bishop@ngumc.org*
33 *Clergy Excellence Dir – Bernice Kirkland* *bernice.kirkland@ngumc.net*
34 *Assistant to the Bishop – Terry Walton* *terry.walton@ngumc.net*
35 *Conference Lay Leader – Nate Abrams* *nathaniel.h.abrams@gmail.com*
36 *Assoc. Conference Lay Leader-Denise VanLundy* *denise@vanlundytlaw.com*
37 *Assoc. Conference Lay Leader – Jonathan Holmes* *jonathan@m8th.com*
38 *Assoc. Conference Lay Leader – Anna Diaz-Caballero* *alqdancer@aol.com*
39 *Assoc. Conference Lay Leader – Gloria Parker* *gloriaparker3790@comcast.net*
40 *Conference Secretary – Donn Ann Weber* *donnann.weber@ngumc.net*
41 *UMW President – Stephanie Dressler* *stephdressler@bellsouth.net*
42 *UMM President – Odell Horne* *odell.horne@ngcumm.org*
43 *Youth President – Elijah Shoaf* *eli.shoaf@gmail.com*
44 *Young Adult President – Elissa Marks* *elissa.aem@gmail.com*

1	<i>Comm. on Registration & Assistance – Meg Morrison</i>	<i>meg.morrison@ngumc.net</i>
2	<i>Board of Ordained Ministry Chair – Julie Boone</i>	<i>julie.boone@ngumc.net</i>
3	<i>Connectional Ministries Director – Hal Jones</i>	<i>hal.jones@ngumc.net</i>
4	<i>Committee on Finance & Admin. Chair – Bill Burch</i>	<i>bill.r.burch@ngumc.net</i>
5	<i>Conference Treasurer – Keith Cox</i>	<i>kcox@ngumc.org</i>
6	<i>Host District Superintendent – Rodrigo Cruz</i>	<i>rodrigo.cruz@ngumc.net</i>
7	<i>Host Pastor – Chuck Hodges</i>	<i>chuck.hodges@ngumc.net</i>

Conference Common Table (CCT)

12	<i>Bishop – Sue Hauptert-Johnson</i>	<i>bishop@ngumc.org</i>
13	<i>Connectional Ministries Director – Hal Jones</i>	<i>hal.jones@ngumc.net</i>

District Superintendents

16	<i>Central West– Jessica Terrell</i>	<i>jessica.terrell@ngumc.net</i>
17	<i>Central North – Michael McQueen</i>	<i>michael.mcqueen@ngumc.net</i>
18	<i>Central East – Rodrigo Cruz</i>	<i>rodrigo.cruz@ngumc.net</i>
19	<i>Central South– Byron Thomas</i>	<i>byron.thomas@ngumc.net</i>
20	<i>North West – John Pinson</i>	<i>john.pinson@ngumc.net</i>
21	<i>North East – Alice Rogers</i>	<i>alice.rogers@ngumc.net</i>
22	<i>South East – Greg Porterfield</i>	<i>greg.porterfield@ngumc.net</i>
23	<i>South West – Susan Landry</i>	<i>susan.gary.landry@ngumc.net</i>

Extended Cabinet Members

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31	<i>Latino Congregational Dev</i>	Joel Rodriguez
32	<i>Korean/Asian Congregational Dev</i>	<i>William Seihwan Kim</i>

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34	<i>Director of Congregational Excellence</i>	<i>Blair Zant</i>
35	<i>Assoc. Director of Congregational Excellence – Latino</i>	<i>Juan Quintanilla</i>
36	<i>Assoc. Director of Congregational Excellence – Korean/Asian</i>	<i>Hyo Kim</i>
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42	<i>Cabinet Rep – Korean/Asian Committee</i>	<i>Rodrigo Cruz</i>
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 16 *Conference Benefits Officer – Amy King*
 17 *Wespath Rep – Mathew Pinson*
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 19 *Wespath Rep - Neal Purcell*
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 27 Stacey Rushing (C-20)
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 32 Sonja N. Brown (L-16)
 33 Julie Childs (L-17)-Chair
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17 **Episcopal Residence Committee**

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21 *Episcopal Committee Chair –Deloris Carhee* deloriscarhee@bellsouth.net

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1 **ADMINISTRATIVE REVIEW COMMITTEE**

2 3 Clergy in Full Connection

3 Bert Neal (19) bert.neal@ngumc.net

4 Richard Puckett (20)-Chair richard.puckett@ngumc.net

5 **TBD**

6

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9 **TBD**

10

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12

13 District Representatives

14 Central North Clergy – Joseph L Crawford (14) fsumcpastor@bellsouth.net

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26 Ex-Officio

27 *Commission Executive Director – Michael McCord michael@umcommission.org*
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33 **Conference Related Agencies**

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44 United Methodist Church
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42 Rogers; John Thompson; Michael Thurmond; Jerry Woodfork, Sr.

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24 Medlin; Mary Beth Swearingen; Susan Walker
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19 Class of 2021: Mike Cash

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26 Sheppard

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30 Loggins; Clint Purser; Pete Richards; Dev Watson

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42 Faculty Advisor: Joanne Rowland

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9 Other: Dorsia Atkinson; Bill Bagwell; Allen Cason; Jimmy Cason; Scott Hagan; John Ray;
10 Chip Strickland

11 Ex-Officio: Raymond Frank; Marsha Hagan; Michael McCord; Gill McGalliard; Jonathan
12 Smith; Neco Trimmings

13 **Georgia Southwestern State University**

14 Class of 2021: Victoria Herron; Cal LeVert; Frank Lowrey; Josh Strange; Chris Walker

15 Class of 2022: Nathan Bateman; R. T. Beverly; Connie Haugabook; Rachel Shealy; Bob
16 Slenker; Terry Westbury

17 Class of 2023: Daryl Brown; Terri Jones; Brannon Parks; Chris Wooden

18 Ex-Officio: Michael McCord; Steve Patton; Johnny Updike

19 **Georgia Institute of Technology**

20 Class of 2020: Talley Autrey

21 Class of 2021: Bard Brockman; Ben Fletcher; Rachel Fullerton; Camille Henderson; Garrett
22 Hutchins; Kirk Moss; Andy Thomas

23 Class of 2022: Jamie Hamilton; Steven Neel; Phil Scott

24 Student Rep: Sam Crawford

25 Ex-officio: Joya Abrams; Geoff Beakley; Jamie Hamilton; Jen Hasler; Michael McQueen;
26 Michael McCord; Kirk Moss

27 **Kennesaw State University**

28 Class of 2021: Chris Dervan; Megan Rainey

29 Class of 2022: Ashley Duncan; Jonathan Duncan; Mark Hellman; Lee Smith

30 Class of 2023: Avery Flowers

31 Ex-Officio: Evan DeYoung; Michael McCord; Jessica Terrell

32 **Macon Wesley Foundation**

33 Class of 2020: Pam Brewer; Tommy Martin; Eric Mayle; Scott Mitchell; Debra Williams

34 Class of 2021: Jeff Cook; Ellen Hanson; Bobby Noegel; Ann Smith; Karen Strothers; Cater
35 Thompson;

36 Class of 2022: Margaret Brogden; Jon Brown; Diane Buck; Alison Evans; Pamela Johnston;
37 Margaret Matthews; Ann Tift; Carl Woodbery

38 Class of 2023: Susan Dunn; Theresa Edwards; Daisey Floyd; Charity Lucas; Tommy Martin;
39 Eric Mayle; Scott Mitchell; Debra Williams

40 Ex-Officio: Tim Bagwell; Rick Lanford; Michael McCord; Brandon Tolle;

1 **Paine Wesley Fellowship**

2 Ed Boothe; Helene Carter; Johnny Lowe

3 Ex-Officio: Jackie Connie; Luther Felder; Michael McCord

4
5 **University of Georgia**

6 Class of 2021: Pat Allen; Ron Blount; Doug Butts; Ben Cathey; Nikki Chester; R J Chester;
7 Cindy Gaultney; John Gaultney; Carolyn Moore; Ryan Nesbit; Carl Newton; Beau
8 Seagraves; William Simmons; Jeannine Simmons; Jim Timberlake; Beverly Varnado; Jerry
9 Varnado

10 Class of 2022: Bill Curington; Chad Daniels; Brent Gilstrap; Tory Grubbs; Bailey Mitchell;
11 Travis Sneed; David Walters; David Wofford; Perkins Williams

12 Class of 2023: Jimmy Allgood; Tommy Atkins; Holly Benton; Dave Butts; Tom Crane; Sam
13 Dawkins; Bob Dickson; John Freeland; Chris Laske; Robert Miles; David Moore; Deborah
14 Mosley; Grady Mosley; Ray Spence;

15 Ex-Officio: Lindsay Atkinson; Bob Beckwith; Reagan Bocook; Tim Del Risco; Erin
16 Gileland; Kennimer Highsmith; Scottlyn James; Kimberly Klaer; Melisa Martinez; Michael
17 McCord; Megan McGarrah; Devon Radford; Kelly Riner; Adam Salway; Sarah Shelnut;
18 Daniel Simmons; Dustin Sosebee; Kristen Sosebee; Merrick Steffes; Ryan Steffes; Beverly
19 Varnado; Aaron Vickroy; Leah Vickroy

20
21 **University of North Georgia**

22 Class of 2021: Steve Schofield

23 Class of 2022: Ben Mayfield

24 Class of 2023: Doug Gruenendelder; Bradley McEntyre; Greg Patterson; Jeff Ross

25 Ex-Officio: Nathan Dickens; Michael McCord; Josh Meeks; Alice Rogers

26
27 **University of West Georgia**

28 Class of 2019: Mark Douglas;

29 Class of 2020: Larry Ashmore; Tom Compton; Michelle Garner; David Mecklin; Larry
30 Patton; Steven Powers; Bill Tidwell; Alice Wesley

31 Student Representative: Erin Sanders

32 Ex-Officio: Sam Dawkins; Rebecca Frantz; Michael McCord; Tyler Petty; Jessica Terrell

33
34 **Valdosta State University**

35 Class of 2020: Jacque Abel; Rachel Harvey; Steven Hinson; Laura Lynn Mullis

36 Class of 2021: Jamey Adams; Willie Beasley; Suzanne Butler; Walt Moore

37 Class of 2022: Cathy Buescher; Julie Hoff; John Fuller; Sara Unger; Robert Wood

38 Ex-Officio: C J Harp; Paula Lewis; Michael McCord

39
40
41 For editorial corrections,
42 Please email: mbrown@ngumc.org



The North
Georgia
Conference
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