

2020 Annual Conference Session

North Georgia Conference
The United Methodist Church



August 29, 2020
Virtual/Electronic Session
Bishop Sue Hauptert-Johnson, presiding

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2020 Annual Conference Session Handbook

Report numbers marked with an asterisk () are on the Consent Agenda unless removed during Session 2 on Saturday, August 29. The Consent Agenda is listed on page 11.*

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Dear Sisters and Brothers in Christ,

There are no two years alike, but I think we can safely say that there has never been a conference year quite like the one we have experienced so far in 2020. And yet the ways in which you have risen to these challenges, your creativity and ingenuity, and your commitment to being witnesses to God's love in your community have inspired me time and time again.

With this season of ministry as our backdrop, it doesn't seem so strange to meet virtually as an Annual Conference this year.

On Saturday, August 29, the North Georgia Annual Conference of The United Methodist Church will gather online for the 154th session of the Annual Conference.

Our conference theme this year is "One in Ministry to All the World." We continue to live into our prayer from our communion liturgy that we may be "One with Christ, one with each other, and one in ministry to all the world," and there is no time better time than now to reflect on the ways we are connected as a church and as children of God.

Our time together will be condensed, but the work of this day is important. We will make strides toward better alignment and stewardship as we continue our re-districting work. We will adopt an apportionment budget to support the vital ministries of our connection. We will collect a special offering for 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 seek to be one in ministry to all the world.



Grace and peace to you,

Anne Haupt-Johnson



Annual Conference Theme
“One in Ministry to All the World”

The 2020 North Georgia Annual Conference will center on the prayer found in our United Methodist communion liturgy that we may be “One With Christ, One With Each Other, and One in Ministry to All the World.”

The 2018 Annual Conference focused on being one with Christ through practice of spiritual disciplines. The 2019 focus was on being “One With Each Other” through listening and peacemaking. In 2020 we will look to ways, especially in times of hardship, we might be “One in ministry to all the world.”

Our meeting will be quite different this year as we gather online. Our plans were to gather in person and to celebrate the gift of Holy Communion face to face as we explored our theme together. But this season of ministry has taken us outside the bounds of our buildings and into the world in new ways. Some of you have celebrated communion on front porches, from cars, and online, and all of you found new ways to offer grace in extraordinary circumstance.

The months leading up to Annual Conference have revealed your ingenuity, creativity, and love for God and neighbor. You have leaned into the United Methodist connection. You have utilized technology, collaborated with community partners, and served the hungry and hurting. You have embodied our theme.

Even as we gather in a new way, our mission remains the same: To make disciples of Jesus Christ for the transformation of the world.

Look for our simple logo as you log on to the virtual 2020 North Georgia Annual Conference. With God’s help we may be “*one in ministry to all the world.*”

Special Offering: Ministerial Education Fund

Bishop Sue Hauptert-Johnson has named the North Georgia Conference Ministerial Education Fund as the 2020 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 of the 2020 North Georgia Annual Conference, "One in Ministry to All the World," this fund is one way United Methodists can show our support to those called to serve as clergy. Together we can help minimize debt of North Georgia United Methodists beginning in ministry.

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 2020 Annual Conference. Make checks payable to the North Georgia Conference and marked for Fund #1147 - AC Special Offering.

Please give generously to the Annual Conference Special Offering.

**Virtual/Electronic Agenda
154th Session of the North Georgia Conference
The United Methodist Church**

Saturday, August 29, 2020

Theme “One In Ministry to All The World”

Location of reports within the agenda are subject to change

Saturday, August 29, 2020

Schedule Overview:

8:30 am	Session opens with welcome slides and music
9:30 am	Session 1
12:30 pm	Break – Stay logged in
1:30 pm	Session 2
4:30 pm	Adjournment

8:30 am **Gathering and Begin Log-in**
Celebrating Ministry with Photographs and Music

9:30 am **SESSION ONE**
Opening Worship – Bishop Sue Hauptert-Johnson
Call to Order – 154th Session
Opening Prayer
Opening Hymn “And Are We Yet Alive?”
Electronic Voting Orientation & Test Votes
Organization of Conference
Gestures of Appreciation
Committee on Standing Rules
Redistricting for Mission & Stewardship
Motion: “District Property Transfer & Corporate Re-structure”
Conference Board of Trustees
Motion: Postponement of GC 2020
Announcements
Prayer

12:30 pm **Adjourn**

Break – Stay logged in

Virtual/Electronic Agenda - continued

- 1:30 pm** **SESSION TWO**
Reflections – Bill Martin, Conference Lay Leader
Call to Order
Prayer
Motion: “Authorize New District Structures for Leadership”
Pension & Health Benefits
Council on Finance and Administration
Equitable Compensation
Conference Committee on Nominations
Property Resolutions
Consent Agenda – to present/vote
Gestures of Appreciation
Closing
- 4:30 pm** **Adjourn**

Closing: Celebrating Ministry with Photographs and Music

2020 Consent Agenda

The Consent Agenda is designed to expedite business during the annual conference session by **adopting reports to be included in the Conference Journal without verbal action by the annual conference.** The following reports indicated by number, name of agency and page will be offered as the 2020 Consent Agenda on Saturday, August 29. 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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2020 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 2020 – 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 2020 annual conference session is available at: www.ngumc.org/ac2020.

Conference Journals 2020 – Print on demand

Print copies of the 2020 North Georgia Conference Journal will be available to order online at www.ngumc.org/journal through a print-on-demand service this fall. There will be no pre-orders of the journal. This method will streamline the ordering process and promote better stewardship of Conference resources. A free pdf digital copy will be available following publication on the conference website. Watch for more information on the 2020 North Georgia Conference Journal.

Electronic Voting

Members of the Annual Conference will vote electronically using a secure meeting and voting platform.

Survey for 2020 Annual Conference Feedback

The North Georgia Annual Conference Planning Committee would like to hear feedback on your experience of the 2020 Annual Conference Session. Please take a few minutes after the session to fill out the survey found at www.ngumc.org/AC2020.

Videos from Annual Conference

To view and download portions of the 2020 North Georgia Annual Conference, visit www.ngumc.org/AC2020.

Worship

The 2021 Service of Remembrance will include names of clergy, clergy spouses and lay members who died during the 2019-2020 conference year. We will celebrate licensing, commissioning, and ordination at a later date. Clergy retiring in 2020 will be recognized at the 2021 annual conference session.

Electronic Registration for Conference Members, Guest and Visitors

Registration is required. Registration is open August 10 – 25, 2020. 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 2020 Annual Conference session will be emailed 3 days prior to the virtual/electronic Annual Conference session. **Registrants who do not receive the email should contact help@ngumc.org prior to Friday, August 28.**

Voice and Voting Designations:

The following are the designations for voice and vote rights in the virtual/ electronic 2020 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
- g.

VIRTUAL/ELECTRONIC MEETING GUIDE 2020

Annual Conference session

August 29, 9:30 AM to 12:30 PM | 1:30 PM to 4:30 PM

This year we will be conducting a virtual/electronic Annual Conference session, giving you the opportunity to attend online, using your tablet or computer and/or smartphone.

Clergy and lay members will be able to view a live webcast of the meeting, ask questions and submit votes during the session.

Guests will be able to view a live webcast of the meeting.

Registration is required; to participate you must register online at <https://data.ngumc.org/registration/acstart.aspx> between August 10th and 25th. Meeting information and necessary credentials will be emailed to people who register starting 3 days before the meeting. There are 3 options when registering.

Lay members and reserves:

Lay members and reserves register using their email of record in the conference database. They will also need to enter their name and position. 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, as appropriate, they will be sent a notification email that the registration was not confirmed, or a confirmation email if it was confirmed. Confirmations and notifications will include their voice and voting rights.

Clergy:

Clergy register using their ngumc.net email address. The confirmation will include their voice and voting rights.

Visitors:

Visitors may register using a personal email address and their name. The confirmation will note they do not have voice or voting rights.

Attending the Annual Conference session August 29, 9:30 AM to 12:30 PM | 1:30 PM to 4:30 PM

Meeting information and necessary credentials including the meeting link, meeting ID, and unique password for members will be emailed to registered members and guests starting 3 days before the meeting.

If you don't receive the email with the meeting information, please contact help@ngumc.org no later than the 28th. Please do not wait until the day of the meeting.

Connecting to the Meeting:

1. Go to the meeting link in your web browser (not a Google search) on your tablet or computer or smartphone. If prompted enter the Meeting ID and click Join.
2. There will be two options, Members and Guests. Members include clergy and laity with voice or vote. Guests include clergy without voice or vote, lay member reserves, visitors, etc. Click the appropriate option.

Logging into the Meeting:

Members (clergy and lay)

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

Guests (clergy without voice or vote, lay member reserves, visitors, etc.)


1. Enter your email address.
2. Enter your name, and click Login.


Preparing for the Meeting:

You can test log in beginning 72 hours before 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 to start on time.

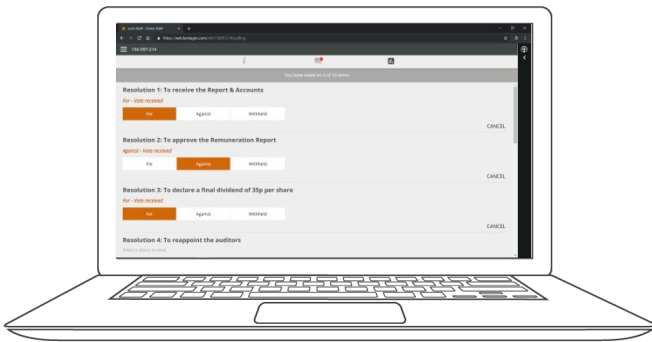
You will need the latest version of Chrome, Safari, Edge or Firefox. Please ensure your browser is compatible by logging in early. PLEASE DO NOT USE INTERNET EXPLORER.

NAVIGATION

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

If you would like to watch the **webcast** press the broadcast icon. 

If viewing on a computer, the webcast will appear at the side automatically once the meeting has started.



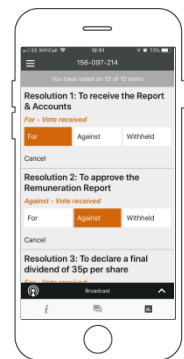
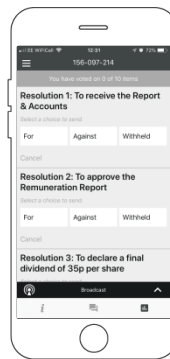
VOTE

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

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


For - Vote received

To change your vote, simply select another direction while the vote is open. If you wish to cancel your vote, please press Cancel.

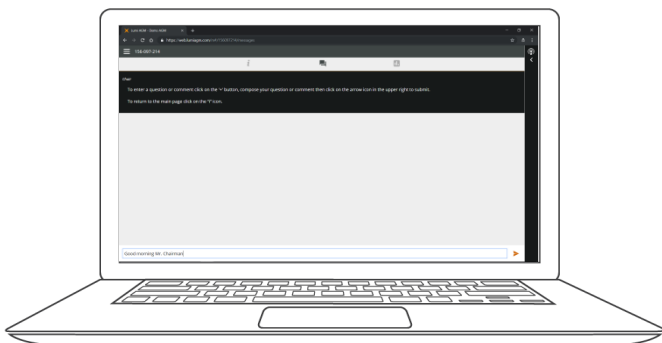


VOICE

Members with voice attending the meeting are eligible to ask questions, submit points of order, and submit motions via text.

If you would like to ask a question or make a submission, select the messaging icon 

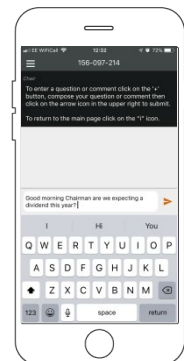
Messages can be submitted at any time during the Q&A session up until the Chair closes the session.



Type your message within the chat box at the bottom of the messaging screen.

Once you are happy with your message click the send button.

Questions sent via the online platform will be moderated before being sent to the Chair.



REQUEST TO SPEAK

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

If you would like to speak, select the messaging icon. To be added to the speaker queue, you must submit a phone number at which you can receive a phone call.



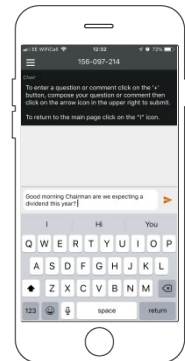
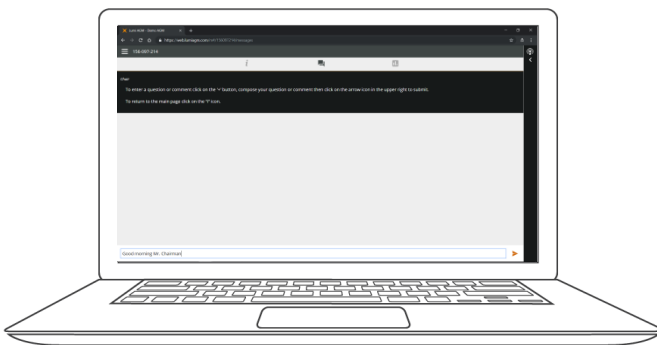
You may only request to speak For or Against at times during the meeting during which the Chair requests that people submit a request to “speak from the floor”.

Type your request within the chat box at the bottom of the messaging screen. Your message must be formatted in this manner:

For: <phone number> or
Against: <phone number>

Make sure you submit a phone number at which you can be called and added to the speaker queue.

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



SPEAKER QUEUE



If you are selected to speak, at the appropriate time you will be called and added to a speaker queue.

When you are called you will be given specific directions regarding waiting in the queue, speaking at the appropriate time, etc.

You will need to make sure the sound on the meeting app is turned down and you are in a quiet place so that there are not feedback issues when you speak. This is important in ensuring that you are clearly heard while speaking.

RETURN TO MEETING

After you speak please hang up the call and return to the meeting app. Please remember to reset the volume on the meeting app so that you can hear the proceedings.

Parliamentary Guidelines for Participation at Annual Conference

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

2. **To address the conference:** electronically submit through the meeting app any questions or statements. Please preface your submission with the relevant and appropriate parliamentary guideline for moderator review: state your name, the name of your local church and whether you are a lay member of your church, a district at large member, or clergy member.

3. **To request a conference committee review the business currently under consideration:** electronically submit through the meeting app any questions or statements. Please preface your submission with the relevant and appropriate parliamentary guideline for moderator review: “I move that the item currently before the conference be referred to ...” (state the name of the committee to which you think the matter should be referred or request referral to a committee to be recommended by the chair).

4. **To request clarification of business being conducted:** electronically submit through the meeting app any questions or statements. Please preface your submission with the relevant and appropriate parliamentary guideline for moderator review: “I request a point of information/clarification regarding ...” (state the specific clarification you seek).

5. **To change the wording of a resolution, or business item, that is before the conference:** electronically submit through the meeting app any questions or statements. Please preface your submission with the relevant and appropriate parliamentary guideline for moderator review:

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

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.

2020 Virtual Annual Conference Sessions FAQ

As Conference leaders navigate planning for Annual Conference 2020 as responsibly as they can, they have determined that we cannot meet the needed safety measures that would be necessary to host an in-person Annual Conference Session in August.

*The Annual Conference Planning Committee met June 9 and approved plans for the North Georgia Conference to instead hold a virtual **Clergy Executive Session on July 16** and a virtual **Annual Conference Session on August 29**. The plan was approved by the Cabinet.*

The virtual sessions will utilize a trusted online meeting and voting platform that will allow members to securely participate using an internet-connected device. The platform will also allow guests to view the Annual Conference session. A condensed agenda is being developed and will include only items before the Annual Conference that are essential at this time so that the session can be conducted in one day.

What safety measures were needed to hold an in-person Annual Conference?

An in-person Annual Conference would have required staggered entry and exit, signed health affidavits, maintaining 6 feet of physical distancing, face coverings, limited food and beverage operations, limited restroom availability, additional cleaning protocols, reduced capacity for the space we had reserved, and other considerations. Due to the number of members of our Annual Conference it is not realistic for us to meet the necessary requirements.

What technology do I need to participate in a virtual Annual Conference?

Members and guests will need an internet-connected device such as a desktop or laptop computer, tablet, or smart phone. You will access the session using a web browser.

What will be included in the agenda for the virtual Annual Conference?

The agenda will include the Recommended 2021 Apportionment Budget, Standing Rules, Trustees Report, other essential business, as well as opening and closing worship. The full agenda will be included in the Annual Conference Handbook.

What about agenda items we aren't able to include this year?

We will take up postponed agenda items and celebrations at the 2021 Annual Conference.

What about Ordination?

The General Board of Higher Education and Ministry has offered this guidance: "The COVID-19 pandemic has affected the timing for annual conference and clergy sessions across our connection, including the Ordering of Ministry services. ... Judicial Council Decision 1181 (<http://ee.umc.org/decisions/42107>) states that clergy attain provisional or full membership immediately upon clergy session approval. Membership is not dependent upon their participation in the commissioning or ordination service. Therefore, those elected by the 2020 clergy session immediately enter their new membership status. ... The Discipline does not speak to a time limitation between the date of election and date of ordination or commissioning, so conferences

have the authority to consider their best options for holding the Order of Ministry service. They may choose to hold the service later in 2020 or in 2021.”

When will we celebrate Retirements and the Service of Remembrance?

Celebrating retirements as a Conference and remembering the saints who have gone before us are treasured times for our Conference. 2020 Retirees will be celebrated at the 2021 Annual Conference. We will remember the names of the clergy, clergy spouses, and laity who passed away this year at the 2021 Annual Conference.

Will there be registration for Virtual Annual Conference?

Yes. Each member will be required to register for Annual Conference.

I'm a lay member of AC2020. How do I get voting credentials for the virtual Annual Conference?

To participate in Annual Conference 2020 with voting privileges, lay members will be required to have a unique, personal email address on record in the conference Data Services by August 7. (Churches are responsible for updating their lay member's contact information, including email address, in Data Services by August 7.)

Lay members will use their email address to register for Annual Conference between August 10th and 25th. Note that for security purposes, only the email address in Data Services can be used to issue voting credentials. Voting credentials will be emailed three days prior to the meeting.

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 2020 between August 10th and 25th. Voting credentials for AC2020 will be emailed to ngumc.net email addresses three days prior to the meeting.

Is there a registration fee for Virtual Annual Conference?

No. The registration fee has been waived for Annual Conference 2020.

I had a hotel reservation in Athens. Should I cancel it?

Yes. Each individual should cancel their hotel reservations.

I have more questions about Virtual Annual Conference. How do I stay informed?

Regularly check www.ngumc.org/AC2020 where we will post information as it is available.

Timeline

July 16 – Virtual Clergy Executive Session

August 7 – Laity must have personal email address on record in conference Data Services

August 9 – Pre-Annual Conference Briefing Webinar

August 10 and 25 – Annual Conference Registration

August 26 – Registered Members Receive Credentials for Annual Conference by Email

August 29 – Virtual Annual Conference Session

Worship Visuals Team

“One day...
there'll be no more anger left in our eyes...
the color of our skin won't cause a divide...
we'll be family standing hand in hand...
Hallelujah, there will be healing
From this heartbreak we've been feeling
Oh, yeah
I believe there will be healing, hallelujah*”

What if we lived every day as though God's love rained down on all people?

What if we lived and loved as though God's love quenched parched soul?

What if we lived and cared as though God's Grace is available for all?

The 2020 Annual Conference theme is the last of a three-part series using familiar words from our United Methodist Communion liturgy: “One with Christ, One with each other and One in ministry (with) to all the world.” As we prayed and asked for God's direction for ways the Visuals Team could enhance the Conference theme Jesus' words recorded in the Beatitudes came to mind...”You have heard that it was said, ‘You shall love your neighbor and hate your enemy.’ But I say to you, Love your enemies and pray for those who persecute you, so that you may be children of your Father in heaven; for he makes his sun rise on the evil and on the good, and sends rain on the righteous and on the unrighteous. For if you love those who love you, what reward do you have? Do not even the tax collectors do the same? And if you greet only your brothers and sisters, what more are you doing than others? Do not even the Gentiles do the same? Be perfect, therefore, as your heavenly Father is perfect.”

We thought; God's love is for all, God's Grace is for all, God's peace is for all – images of rain droplets falling came to mind, images of falling rain drops mixed with Holy Spirit flames transformed into doves formed from seven circles...circles cascading down to heal and quench both those who go out to share the Gospel and those who receive its transforming love.

We chose the harmonious red tones of Pentecost to affirm our oneness in Christ...different tones, tints and hues all coming together in the One who sends us, sustains us and calls us to love one another. In addition to time dreaming and planning, Deanne Lynch and Cyndi McDonald contributed over 40 person hours to paint the banner.

(*One Day by Cochren & Co.)

100. Africa University

In 2019, Africa University’s story was one of resourcefulness, steadfast investment and ministry growth.

Thank you, Bishop Sue Hauptert-Johnson, the Cabinet and the committed lay and clergy leaders who nurture vitality in the local congregations of the North Georgia Conference, for all that you do to affirm the United Methodist connection and global mission.

The gracious support of the North Georgia Conference resulted in a 91.89 percent investment of the asking to the Africa University Fund apportionment in 2019. Thank you for your ongoing prayers and support.

The generosity of local congregations in the North Georgia Conference helps Africa University to educate and equip leaders who think for themselves, are contextually relevant and have a passion to serve. Since opening in 1992, Africa University has trained more than 9,000 graduates who lead and serve across sub-Saharan Africa and beyond. These young people are responsible and responsive leaders who offer the best of themselves in serving the needs of their communities.

Institutional Update:

- Africa University has an annual student population of around 2,800, with 25-30 African nations represented in the student body each year.
- The university’s three colleges operate as centers for teaching, research, innovation, community engagement and enterprise development. Africa University leads as the only university in Zimbabwe currently accredited to offer online degree programs.
- Students, faculty and alumni are constantly at work on solutions to Africa’s current challenges. Their contributions include new products, businesses and community-based ministries. Students and community leaders also assist the university in redefining its academic priorities. New graduate programs in migrant and refugee protection, articulated by refugee students, as well as doctoral level training for military chaplains in Africa are the result of these efforts.
- The university is increasing its use of solar energy with the support of the General Board of Global Ministries of The United Methodist Church. A residence hall for women and a new wing of the student union building—gifted to the university by the Dallas, Texas-based Highland Park United Methodist Church—will be the first solar-powered facilities on the campus.

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

Through its faithfulness, the North Georgia Conference invites and encourages new partners to join in the mission and change the world. North Georgia United Methodists, thanks to your stewardship of God’s blessings, Africa University has gone beyond what some thought was possible. “The things which are impossible with men are possible with God.” Luke 18:27 NKJV.

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

101. Candler School of Theology

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2
3 Since our founding in 1914, **Candler School of Theology at Emory University** has
4 educated more than 10,000 students, shaping thoughtful, principled, and courageous leaders
5 who are dedicated to transforming the world in the name of Jesus Christ.

6 This is especially important to note amid the current shifts in our denomination. It is
7 an honor and a privilege for Candler to be one of 13 official seminaries of The United
8 Methodist Church. Yet true to the Methodist tradition of ecumenical openness, Candler has
9 enthusiastically welcomed the entire Wesleyan family to our community for generations.
10 Faculty, staff, and students from the AME Church, the AMEZ Church, the CME Church,
11 Free Methodists, Nazarenes, and others have worked, worshiped, learned, and prayed
12 alongside United Methodists, and have been a vital part of shaping Candler and our mission.

13 This diversity has been a wonderful gift and a rich blessing. As we move forward, we
14 will continue to invite and welcome those from all expressions of the Wesleyan tradition.
15 Indeed, we will continue to welcome all those who follow Jesus Christ.

16 This year, Candler has continued to strengthen our deep commitment to alleviating student
17 debt and promoting financial literacy. In 2018-2019, we awarded \$6.3 million in financial
18 aid, with 100 percent of master of divinity (MDiv) students receiving support and financial
19 coaching. In fall 2019, we announced a major expansion of our financial aid program to
20 include full-tuition scholarships for all MDiv students who are certified candidates for
21 ordained ministry in The United Methodist Church, and new merit scholarships covering
22 75% of tuition for qualifying MDiv students who identify as pan-Wesleyan, and those
23 pursuing chaplaincy through Candler’s new chaplaincy concentration. In addition, all
24 incoming students in the master of divinity, master of theological studies, and master of
25 religious leadership programs will receive awards covering at least 50% of tuition.

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

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

39 We offer six single degrees and ten dual degrees pairing theology with bioethics,
40 business, international development, law, public health, and social work. Our Doctor of
41 Ministry degree is 90 percent online, so students can remain in their places of ministry while
42 completing their degrees.

43 Candler draws strength and inspiration from its relationship with The United
44 Methodist Church. Our ability to fulfill our mission of educating faithful and creative leaders
45 for the church’s ministries throughout the world depends upon your prayers, partnership, and
46

1 support. Thank you for the countless ways you advance this vital ministry in the life of our
2 denomination. We invite you to visit us in person or online at candler.emory.edu.

3
4 Jan Love
5 Mary Lee Hardin Willard Dean and
6 Professor of Christianity and World Politics
7 Candler School of Theology
8

9 **102. Georgia United Methodist Foundation, Inc.**

10
11 The Georgia United Methodist Foundation was founded in 1984 as a nonprofit extension
12 ministry of The United Methodist Church. Our mission is empowering people to change
13 lives! We offer the following financial solutions, resources, and training to United Methodist
14 churches, ministries, and individuals within Georgia:
15

16 **Ministries to Churches**

- 17 **1. Investment Management Services:** We help churches manage and grow invested funds
18 through socially responsible and sustainable investing.
- 19 **2. Loans:** We offer loans to churches and ministries wishing to refinance debt, or to build,
20 to expand, or to renovate facilities for sustaining ministry.
- 21 **3. Certificate Program:** We offer 4-, 3-, 2-, and 1-year fixed-rate certificate investments,
22 which in turn provide funds for loans to churches and ministries.
- 23 **4. Training and Workshops:**
 - 24 • **Endowments and Legacy Ministry Training:** We teach church leaders how to
25 establish and cultivate permanent sources of income to support and sustain church
26 ministry programs.
 - 27 • **Planned Giving Strategies:** We offer free individual and group meetings for
28 churches and members to discuss effective strategies for creating a legacy that also
29 may benefit your family.
 - 30 • **Wills Clinics:** We help churches by assisting their members by sharing information
31 on critical documents such as wills, health care, and estate planning.
 - 32 • **Cemetery Associations:** We teach churches how to establish a cemetery association.
 - 33 • **Clergy Financial Literacy Academy:** We provide pastors training for both personal
34 and church financial literacy.
35

36 **Ministries to Individuals**

- 37 **1. Planned Giving Strategies:** We offer free individual and group meetings for churches
38 and members to discuss effective strategies for creating a legacy for ministry that also
39 may benefit your family.
- 40 **2. Certificate Program:** We offer 4-, 3-, 2-, and 1-year fixed-rate certificate investments,
41 which in turn provide funds for loans to churches and ministries.
- 42 **3. Scholarships:** We partner with donors and the UMHEF to offer United Methodist
43 Dollars for Scholars scholarships to Georgia United Methodist students who attend
44 United Methodist colleges, universities, and seminaries.
45
46

1 To learn more, please contact the Georgia United Methodist Foundation at 770-449-6726,
2 877-220-5664 or info@gumf.org or visit www.gumf.org.
3

4 David A. Duke, Board of Trustees Chair
5 Keith E. Lawder, President/CEO
6 Laudis H. “Rick” Lanford, Regional Vice President
7

8
9 **102.a. Resolution on the By-laws and Articles of Incorporation of**
10 **The Georgia United Methodist Foundation**
11

12 **Resolution:** Be it resolved that the North Georgia Conference of the United Methodist
13 Church approve the following additions to the By-Laws and Articles of Incorporation of the
14 Georgia United Methodist Foundation.
15

16 ARTICLE II
17 BOARD OF TRUSTEES
18

19 2.1 Board. The Board of Trustees shall be composed as follows:

20 A. Ex Officio Members. There shall be **eight (8)** *ex officio* members of the
21 Board of Trustees, consisting of the persons who, from time to time, hold the positions of
22 Bishop of each of the Conferences and Treasurer of each of the Conferences and the
23 President **and all Vice Presidents or Senior Vice Presidents of the Corporation** (the “*Ex*
24 *Officio* Trustees”). *Ex Officio* Trustees shall have voice without a vote regarding actions
25 taken by the Board of Trustees, but shall have a vote on any Board committee to which they
26 may be appointed
27

28 ARTICLE III
29 COMMITTEES OF THE BOARD
30

31 3.1 Board Committees. The Board of Trustees by resolution may designate from
32 among its members and individuals who are not currently members of the board, but who
33 formerly were members of the board, one or more committees, which may have the full
34 power and authority of the Board of Trustees, except as limited by law or in the Articles of
35 Incorporation or these Bylaws. Such committees may also include one or more non-voting
36 members with special expertise who are not members of the Board of Trustees and who shall
37 serve in an advisory role. Unless the Trustees otherwise designate, committees shall conduct
38 their affairs in the same manner as is provided in these Bylaws for the Board of Trustees.
39 Each such committee shall consist of two (2) or more Trustees, and each such committee, to
40 the extent provided herein or in such resolution, shall have such authority, and shall perform
41 such duties and functions, not inconsistent with law, as may be delegated to it by the Board
42 of Trustees. However, no such committee shall have authority as to any of the following
43 matters: (i) the dissolution, merger, or consolidation of the Corporation; (ii) the sale, lease or
44 exchange of all or substantially all of the property of the Corporation; (iii) the distribution of
45
46

1 the property of the Corporation pursuant to Article VIII of the Articles of Incorporation; (iv)
2 the designation of any such committee or the filling of vacancies in any committee; (v) the
3 amendment of the Articles of Incorporation; (vi) the amendment or repeal of the Bylaws or
4 the adoption of new Bylaws; (vii) the change of the mission statement of the Corporation; or
5 (viii) the amendment or repeal of any resolution of the Board of Trustees that by its terms
6 cannot be amended or repealed except by action of the Board. Such Board committees shall
7 include, but not be limited to the following:
8

9 A. Executive Committee. The immediate past Chairperson, Chairperson,
10 Vice Chairperson, President **and all Vice Presidents and Senior Vice**
11 **Presidents** shall constitute the Executive Committee of the Board of Trustees,
12 provided that the Board of Trustees may elect up to four (4) additional
13 Trustees, at least one (1) of which shall reside in the South Georgia
14 Conference, to serve on the Executive Committee as members-at-large.
15 Except as provided in section 3.1 above, the Executive Committee shall have
16 and may exercise all of the authority of the Board of Trustees between
17 meetings of the Board of Trustees.
18

19 ARTICLE IV
20 OFFICERS
21

22 **4.5 Regional Vice President. The Regional Vice President may be either lay or**
23 **clergy, full time or part time, and shall report to the President of the Corporation and**
24 **serve at the pleasure of the Board of Trustees. The Regional Vice President is a**
25 **member of the Executive Committee and all other committees with the exception of the**
26 **Personnel Committee. The duties of the Regional Vice President shall include**
27 **development of and communications with all accounts of the corporation, particularly**
28 **those in her or his Annual Conference. Except as specifically authorized by a two thirds**
29 **(2/3) vote of the Trustees, the Regional Vice President shall be a member of a different**
30 **Annual Conference than the President or be a member of a church from another**
31 **Annual Conference.**

32 **4.6 Vice President of Development. The Vice President of Development may be**
33 **either lay or clergy, full-time or part-time and shall report to the President of the Corporation**
34 **and serve at the pleasure of the Board of Trustees. The Vice President of Development is a**
35 **member of the Executive Committee and all other committees with the exception of the**
36 **Personnel Committee. The duties of the Vice President of Development shall include**
37 **development of and communications with accounts of the Corporation. The Vice President**
38 **of Development shall be responsible for coordinating development, scholarship and**
39 **grant making activities of the corporation.**

40 **4.7 Secretary. The Secretary, who shall be chosen from the Trustees, shall keep the**
41 **minutes of the proceedings of the Board of Trustees, shall maintain the general records of the**
42 **Corporation and shall be authorized to authenticate records of the Corporation.**

43 **4.8 Senior Vice President or Vice President/Treasurer. The Treasurer shall be the**
44 **chief financial officer of the Corporation and shall be responsible for the maintenance of**
45
46

1 proper financial books and records of the Corporation and shall have custody of its funds and
2 other assets and shall receive such compensation as the Board of Trustees may determine.

3 **4.9 Other Authority and Duties.** Each officer shall from time to time be required to
4 give to the Board of Trustees an accounting of his or her work for the Corporation. Each
5 officer, employee and agent of the Corporation shall have such other duties and authority as
6 may be conferred by the Board of Trustees or delegated by the President.

7 **4.10 Removal.** Any officer may be removed at any time by the Board of Trustees by
8 vote of a majority of members then in office, and such vacancy may be filled by the Board of
9 Trustees.

10 **4.11 Compensation.** No officer other than the President and the **Vice Presidents and**
11 **Senior Vice Presidents** shall receive any compensation for service as an officer.

12 **4.12 Area Development Staff.** The Corporation shall employ a **full-time or part-time**
13 development staff person to represent each of the Conferences.

14
15 Changes Proposed April 2019

16 Author Keith Lawder
17 President and CEO
18

19 20 **103. Hinton Rural Life Center** 21

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

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

32 As a mission outreach agency focused on improving long-term quality of life in the
33 three-county area of Clay and Cherokee counties, NC, and Towns County, GA, Hinton
34 provided individuals and groups with year-round opportunities to serve in our Safe &
35 Healthy Home Repair ministry, Firewood Ministry, Garden Ministry, and Christmas Care.
36 With funding from The Duke Endowment, and guided by our 2016 Quality of Life Study,
37 Hinton continued to lead collaborative efforts with community partners to address challenges
38 in our rural area. In addition to introducing mission teams to dynamics and perspectives of
39 rural poverty, as well as the assets in our unique Appalachian culture, Hinton's Safe &
40 Healthy Home Repair ministry developed an assessment tool for pre-home repair visits. The
41 assessment identifies areas of safety/health concerns of which the homeowner may not be
42 aware, such as falling hazards, lack of smoke detectors, standing water, etc., that a mission
43 team can address. As part of our educational efforts, Hinton produced a Safe & Healthy
44 Home checklist refrigerator magnet and started distributing it in the community and to the
45 homeowners we serve, to equip them in maintaining a safe and healthy home.
46

1 2019 ministry highlights included:

- 2 • 269 families/households served
- 3 • 1140 volunteers; \$621,891 value of volunteer time
- 4 • 46% increase in grant dollars awarded
- 5 • 372 loads of firewood distributed
- 6 • 345 area children received Christmas Care gifts
- 7 • 1000+ pounds of vegetables for Hinton dining & area food pantries
- 8 • 58 churches in mission outreach; 949 mission outreach participants

9
10 Below are additional initiatives throughout the past year that supported Hinton Rural Life
11 Center's mission for engagement and transformation:

- 12 • Developed local leadership training courses for adults and youth.
- 13 • Provided Rural Life Sunday worship resource to conference offices to share with
14 churches.
- 15 • Hosted and led Kentucky's Residents in Ministry in a mission experience, as part of
16 their residency requirements, which included: home repair ministry, worship,
17 presentations on rural poverty and Appalachian culture, and a seminar on pastoring in
18 rural contexts.
- 19 • Produced a Sunday school/small group curriculum, with video, *Cultivating Hope:
20 Grow Where You're Planted*, with funding from The Duke Endowment. The
21 curriculum is available for free on Hinton's web site or by contacting Hinton Rural
22 Life Center at info@hintoncenter.org.

23
24
25 Jacqueline Gottlieb, Ed.D., President and CEO

26 27 28 **104.a. UM Connectional Federal Credit Union**

29
30 Your Board of Directors' primary job is to set direction for and manage the credit union,
31 making sure it is operated in a sound and prudent manner and that all decisions are
32 guided by the best interests of the members.

33 We had a very successful 2019. Our focus is to help our members with their finances.
34 Education is a key part of helping our members. We added two new services to help in this
35 area. We added Greenpath Financial Wellness. Our members can get free one-on-one
36 financial counseling and financial education tools. The other service is "It's A Money
37 Thing" videos. It is a full library of financial education content designed to engage and teach
38 young adults (even old ones, too) about their finances.

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

42 Our major achievements this year include:

- 43 • Our Financial Education/Counseling Programs (including the video program).
 - 44 • Our VISA Credit Card Program continues to be very strong and growing.
 - 45 • Our Share Certificate dividends were raised slightly returning higher gains
- 46

1 to our members.

- 2 • Our assets did drop during 2019 slightly but this drop improved our net worth ratio.
- 3 • Our liquidity is well positioned for the future. In other words, we have plenty of money to
- 4 loan to help our members save money over other financial institutions.

5
6 We believe in “Helping Our Members Afford Life” by continuing to provide
7 inexpensive financial services and outstanding member service. Thank you for the privilege to
8 serve in leading your Credit Union. It is a responsibility every volunteer takes extremely
9 seriously. We look forward to serving your needs for many years.

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11 James R. Mitchell, Chair
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104.b. Financial Report

Assets	Summary as of 12/31/18	Summary as of 12/31/19
Cash	\$293,074.21	\$307,809.04
Loans To Members	\$16,823,584.42	\$16,899,790.74
Loan Participation	\$1,911,414.35	\$1,775,438.34
Allowance for Loan Losses	-\$80,703.62	-\$74,922.69
Other Receivables	\$65,977.04	\$34,095.13
Investments	\$8,358,146.82	\$8,088,819.34
Accrued Income	\$58,625.54	\$59,459.32
Prepaid Exp & Defer Charges	\$53,002.63	\$44,950.78
Fixed Assets	\$892,880.25	\$845,839.57
All Other Assets	\$47,075.00	\$47,075.00
Total Assets	\$28,423,076.64	\$28,028,354.57
Liabilities		
Accounts Payable	\$19,990.44	\$13,540.01
Dividends Payable	\$0.03	\$0.10
Notes Payable	\$0.00	\$0.00
Taxes Payable	\$493.29	\$798.27
Accrued Expenses	\$60,577.78	\$73,904.27
Deferred Credits	\$0.00	\$0.00
Other Liabilities	\$18,217.47	\$20,133.59
Total Liabilities	\$99,279.01	\$108,376.24
Equity		
Shares of Members	\$25,600,399.05	\$25,107,452.36
Reserves	\$682,937.04	\$682,937.04
Undivided Earnings	\$2,008,709.77	\$2,040,461.54
Net Income	\$31,751.77	\$89,127.39
Total Equity	\$28,323,797.63	\$27,919,978.33
Total Liabilities & Equity	\$28,423,076.64	\$28,028,354.57
Income Statement	Summary as of 12/31/18	Summary as of 12/31/19

Interest on Loans	\$1,082,838.34	\$1,080,714.91
Income on Investments	\$150,543.24	\$185,755.32
Fees & Charges	\$166,664.99	\$160,091.02
Other Operating Income	\$155,840.27	\$173,370.47
Operating Income	\$1,555,886.84	\$1,599,931.72
Operating Expenses		
Compensation	\$557,402.01	\$580,649.27
Employee Benefits	\$181,848.95	\$190,769.25
Travel & Conference	\$52,227.11	\$53,680.82
Association Dues	\$17,990.25	\$18,293.78
Office Occupancy	\$53,968.96	\$54,919.74
Office Operations	\$122,553.61	\$129,502.83
Education & Promotion	\$51,476.52	\$37,618.59
Loan Servicing	\$78,931.90	\$60,601.68
Prof & Outside	\$216,377.96	\$219,370.26
Provision for Loan Losses	\$75,115.22	\$42,000.00
Member Insurance	\$0.00	\$0.00
Federal Operating Fee	\$7,760.65	\$7,658.35
Interest on Borrowed	\$0.00	\$0.00
Cash Short/Over	-\$10.01	\$320.00
Annual Meeting	\$3,242.90	\$2,733.14
Miscellaneous	\$9,462.78	\$8,990.88
Total Operating Expenses	\$1,428,348.81	\$1,407,108.59
Income From Operations	\$127,538.03	\$192,823.13
Income Before Dividends	\$127,538.03	\$192,823.13
Dividends	\$95,786.26	\$103,695.74
Gain/(Loss) on Assets	\$0.00	\$0.00
Net Income	\$31,751.77	\$89,127.39

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

2
3 The Board of Ordained Ministry (BOM) supports individuals on the journey toward
4 ordination and encourages clergy to fulfill living their call meaningfully. In addition to
5 interviewing potential candidates for ordained ministry, the BOM cultivates new candidates
6 for ordination, nurtures provisional members of the conference through RIM groups
7 (Residency in Ministry), and requires education of all clergy.

8 Each year the BOM offers fall training for members who serve on the Board. This
9 training is an effort to assist Board members in maintaining the highest standards for
10 effective interview practices and providing ongoing education for clergy and laity who
11 represent the BOM. In 2019, the BOM invited Catherine Meeks, Executive Director of the
12 Absalom Jones Center for Racial Healing, to offer diversity training for the BOM. The time
13 spent with Catherine Meeks was a time of fruitful conversation and engagement. It allowed
14 Board members to openly express concerns about racial inequality and how these concerns
15 can be addressed through the interviewing process and within the work of the BOM. This
16 training is the beginning of what the BOM anticipates to be an ongoing conversation on race,
17 issues of inequality, and racial healing. The BOM also invited Alyce McKenzie, Le Van
18 Professor of Preaching and Worship, Altshuler Distinguished Teaching Professor, and
19 Director of Center for Preaching Excellence with Perkins School of Theology to enhance and
20 engage our understanding of preaching in today’s context.

21 To offer continuity in continuing education with the BOM and candidates for
22 ministry, Alyce Meeks and Catherine McKenzie spent time with RIM groups. Meeks
23 engaged second-year provisional candidates in diversity training, and McKenzie spent time
24 with third-year provisional candidates to discuss the importance of good preaching in today’s
25 church.

26 The BOM expresses thanks to Dana Everhart, Director of the Center for Clergy
27 Excellence, and Michelle Levan, Assistant Director, Center for Clergy Excellence. Also, a
28 special thanks to Glenn Ethridge for his many years of service as the Chairperson of the
29 BOM, and to the clergy and laity who serve so faithfully on the BOM.

30
31 Julie A. Boone, Chair
32 Board of Ordained Ministry

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

36
37 Once the call has been answered to pastoral ministry, upon appointment, a Local Pastor is
38 then able to serve the mission of Jesus Christ, by making Disciples for the transformation of
39 the world, typically by serving in a local congregation of The United Methodist Church.

40 The authority granted to a Local Pastor does not extend beyond their appointment.
41 Local Pastors serve under the authority of a license for pastoral ministry after completing the
42 steps outlined in ¶ 315 of The Book of Discipline (2016) and meeting any annual conference
43 requirements. A Fellowship of Local Pastors and Associate Members is organized to provide
44 mutual support for its members for the sake of the life and mission of the church.

45 The function of the fellowship is to:
46

- 1 * Provide regular gatherings of members.
- 2 * Encourage local pastors to continue study beyond the Course of Study.
- 3 * Develop a bond of unity and common commitment among the members.
- 4 * Enable the creation of relationships that allow mutual support and trust.
- 5 * Each year at the Annual Conference, a lunch gathering is scheduled.

6 We are grateful to the Equitable Compensation Committee and the North Georgia
7 Conference for the approval of a minimum equitable salary for Part Time Local Pastors.
8 This year our focus has been on establishing potential legislations to be presented to General
9 Conference that would grant voting rights on Constitutional Amendments to include
10 Licensed Local Pastors that have earned an M.Div. and/or completed Course of Study and
11 has served as a Local Pastor for a minimum of two (2) years.

12 We continue to encourage those that have completed their M.Div. or Course of Study
13 to seek opportunities for obtaining CEU'S.

14 I am thankful to our North Georgia Conference and consider it a pleasure for the
15 opportunity to serve.

16
17 YoLanda Jones-Colton, Chair
18 North Georgia Fellowship of
19 Local Pastors and Associate Members
20

21 22 **200.b. Order of Deacons** 23

24 Imagine a world where compassion is the norm. Where we truly loved our neighbor. The
25 neighbor who doesn't look like us, think like us, speak like us, dress like us, pray like us, or
26 vote like us. A world where love is the default. And we could see it before our eyes.

27 Imagine a ministry that is not so much about a place or a program, but about people
28 and a purpose. Imagine a ministry where faith was not dictated by a calendar, a program, or a
29 building. Imagine a ministry where people engaged in acts of Holy Mischief that also
30 renewed their heart and minds. In a time when people are overworked, overmarketed,
31 overcommitted, but also know there is a more positive and honest meaning to life than what
32 is perceived on social media and the news it is important to give people a simple path to
33 doing good while connecting to others and to God.

34 What you are imagining is the calling of a Deacon. We serve by holding the tension
35 between compassion and justice in our hearts while we proclaim God's word to the world.
36 We are leaders in the church. We are leaders in the world. As an Order we support one
37 another with prayer, fellowship, and resources that enrich who we are and the ministries we
38 lead.

39 We have met several times during this past annual conference year for fellowship.
40 Each time we gather, our conversations turn to the future of the UMC. Because of the unity
41 of our Order, we desire to see a unity but not uniformity within our annual conference. We
42 want a church that learns to adapt and grow with the diversity of people who we continue to
43 be in relationship with. It has been difficult, but we believe in a connection that is seeking to
44 "Do No Harm," and therefore, we must continue to adapt to what it means to "Do No Harm"
45 in the midst of our diversity. The UMC is a church that is constantly renewing our
46

1 covenant to be united in the Body of Christ, without compromising our integrity and
2 respecting the diversity of spiritual and faithful experiences that each country, culture, and
3 community encounters as they live the human story. We believe this is inherently Wesleyan
4 as the founders of Methodism were constantly engaged in following the Holy Spirit filling
5 the void between the Church and the World. As clergy called to lead in connecting the
6 church and the world, the Order of Deacons asks our laity, elders, and local pastors to join us
7 in this new way to imagine ministry in our annual conference.

8
9 Shannon Karafanda, Chair
10 The Order of Deacons
11

12 13 **200.c. Order of Elders** 14

15 The Quadrennial theme of the North Georgia Elders is "Order of Elders. Above All,
16 Harmony Through Christ's Love." Considering the Coronavirus Pandemic and the tension of
17 race relations and the assault on Black Lives, this theme is most appropriate. These and other
18 issues have the potential to divide us; yet, Elders across the North Georgia Conference have
19 courageously confronted these issues and sought to bring about harmony.

20 The year began promising regarding our ability to gather the elders for a time apart.
21 We had a meaningful time at Camp Glisson in January as we prayed, worshiped, and
22 fellowshiped. We were scheduled for another gathering in September; however, due to the
23 pandemic, this event has been postponed. As we shelter in place and gradually return to the
24 physical edifice of the church, pastors have creatively navigated the challenges of digital
25 worship and connecting with the church and serving the community remotely while
26 simultaneously helping others make sense of racism in America. In response, the executive
27 committee has shifted our focus to identify ways to creatively support and encourage pastors
28 as they lead in this difficult and unique time.

29 The Order of Elders exists to support and hold accountable its members for the sake
30 of the life and mission of the church. It is our belief that covenant relationship among
31 colleagues strengthens the life and ministry of the church and aids in the nurturing of our
32 relationship with God and creating harmony one with another.

33 It has been a pleasure to serve as the chair of the Order of Elders. I look forward to
34 engaging the executive committee as we continue to discern and employ meaningful ways to
35 be one with Christ, one with each other and one in ministry to all the world.
36

37 Yvette D. Massey, Chairperson
38 Order of Elders
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3 **200.d. Center for Clergy Excellence**

4 The Center for Clergy Excellence has been preparing for a change in leadership with the
5 appointment of Bernice Williams Kirkland as the Director beginning July 1, 2020. We
6 welcome Bernice's passion and experience with caring for and empowering of the clergy of
7 the North Georgia Annual Conference.

8 In the 2019/2020 Conference year, the Center for Clergy Excellence has worked
9 tirelessly to bring quality Lifelong Learning experiences to all our clergy. We launched the
10 second cohort of our ACE^2 under the able leadership of Leigh Martin. We now have over
11 130 clergy involved in a two-year learning commitment with fellow clergy in a self-directed
12 study. Due to the Covid-19 pandemic, we will extend the work of the first cohort for
13 completion in 2021 instead of 2020. The Center for Clergy Excellence has joined heart with
14 Perkins School of Theology at Southern Methodist University for an eight-month Preaching
15 Cohort. We have been fortunate to work with Alyce McKenzie Le Van Professor of
16 Preaching/Worship and Director, Center for Preaching Excellence and O.Wesley Allen, Jr,
17 Lois Craddock Perkins Professor of Homiletics. Together we have launched our first cohort
18 of eight North Georgia clergy where we help good preachers become great preachers. We
19 continue to encourage lifelong learning that meets the need of a twenty-first-century pastor.

20 The Center for Clergy Excellence piloted their Eight-Year Assessment in 2019. The
21 pilot was less than successful and did not meet the expectation of this Director. I hope that
22 we will look at a better way to implement the mandate of the 2016 General Conference while
23 honoring our clergy for their faithfulness to the call for their many years of faithful service. I
24 do thank all who participated and helped us see where changes need to be made.

25 We continue to offer support and encouragement to all called; from the moment of
26 the birth of the call to the day, our clergy sibling lays down the call in death. We offer
27 opportunities to explore the call, enhance the call, bring the call to ordination, empower the
28 call with lifelong learning and renewal, take the call even in retirement, and help us
29 understand that call in these later years.

30 It is the Center for Clergy Excellence's task to maintain all personal and supervisory
31 records of all candidates and clergy in our secure E-Bridge application. These records are
32 securely held for 25 years after the death of clergypersons.

33 In closing, I wish to thank Sara Armstrong for two wonderful years of service to the
34 Center for Clergy Excellence. She will leave a large hole in her absence as she pursues new
35 ministry opportunities. I also wish to thank my Assistant Director for the Center for Clergy
36 Excellence, Michelle Levan. She has single-handedly carried the weight of the office in this
37 season of transition. She has remained the face of the Center, and for her work and her
38 professionalism, I will be eternally grateful.

39 I have been honored and humbled to serve in this sacred role as Director for the
40 Center for Clergy Excellence. I thank Bishop Sue, the Board of Ordained Ministry, and the
41 North Georgia Annual Conference for entrusting this holy work to me for these three years.
42 Indeed, our best days are ahead.

43 Dana A. Everhart, Director
44 Center for Clergy Excellence
45
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201. Conference Communications Office

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

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

Recognizing the benefit of streamlined information, the conference sends one email each week, the “Weekly Conference Update,” that includes the news, featured resources, and upcoming events relevant to clergy and church leaders. Please subscribe to Weekly Update as well as district e-newsletters and ministry-focused e-newsletters like Youth Ministry News and Disaster Response Updates. Sign up by clicking “Subscribe Now” at ngumc.org.

Social media is an important avenue for connecting to information and inspiration from the North Georgia Conference. Thousands of North Georgia United Methodists are part of the community on Facebook (www.facebook.com/ngaumc), Twitter ([@connectNGUMC](https://twitter.com/connectNGUMC)), Instagram ([@NGUMC](https://www.instagram.com/NGUMC)), and, most recently, Vimeo (vimeo.com/ngumc) where you’ll find videos in an easy-to-download format.

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

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

Each year the United Methodist Association of Communicators recognizes excellence in communications. The North Georgia Conference received three awards, including a prestigious “Best in Class” award, at this year’s awards gala. The awards were:

- David Giles and Sybil Davidson won Best in Class for Visual Design and First Place for Logo Design for the "*At Table With Bishop Sue*" logo. (The logo features a microphone that nods to the bread and cup of our communion table.)
- Rebecca Wallace and Sybil Davidson received a second place award for article series for their "*Meet the Laity*" features in 2019.
- Sybil Davidson and Bishop Sue Hauptert-Johnson received second place in Podcast or Internet Stream for the "*At the Table with Bishop Sue*" podcast.

Your conference communications office serves as a connection point as we live into our prayer that we may be “one with Christ, one with each other, and one in ministry to all the world.”

Sybil Davidson
Conference Communicator

202. Committee on Episcopacy

Our Episcopacy Committee continues to encourage, support and appreciate the ministry of Bishop Sue Hauptert-Johnson. Bishop sue is leading our conference in a delicate and important season of the larger United Methodist church. In the midst of this uncertainty, she has kept the conference focused on our mission of making disciples.

Some of her key areas of focus include her work in restructuring our conference for mission. She has brought a new structure for districts in our conference which has turned out to be incredibly timely as a cost savings measure. She has also restructured some of the District Superintendent positions to keep strong leaders in their churches while bringing their insights to the appointment table.

In our three meetings this past year, we have dialogued with Bishop Sue about the needs of the conference, affirmed her ministry and have completed an annual review.

In her personal life, she continues to model faithful spirituality. She reads from her bible each day, works out at her local gym and takes Sabbath each week. She took a sabbatical this summer to spend time with her daughter Samantha before she started her first year at the University of Florida. She faithfully supports the ministry of her husband Allen in his placement at Johns Creek United Methodist.

Our Episcopacy Committee is proud of the work of our Bishop and believes she will continue helping our conference make disciples of Jesus Christ.

Will Zant, Chair

203. Statistician Team

For the pastors and churches of the North Georgia Annual Conference, the month of January is the season for completing the End-of-Year Report for the previous year. This year the season ran from January 10 – January 31. There were several changes this year as additional questions were populated for the churches. As churches submitted their data, the District Statisticians verified each church within their district. Once all churches were verified, our statistics were submitted to the General Conference Finance and Administration.

Once all the data is compiled and summarized it provides the annual conference valuable information which reveals various trends in our churches, districts and conference. Additionally, a church's answers to questions 39, and 41-47 of Table II of the report are used to calculate the apportionments for that individual church.

The following report is based on the data reported this past January for 2019:

- The North Georgia Conference had its highest membership reported at the end of 2013 at 363,383. At the close of 2018, just five years removed we had 353,110 members. At the end of 2019 our membership was 346,840 which is a net loss of 6,270 members or a decrease of 1.8% as compared to 2018.
- The highest average worship attendance per Sunday for the conference was reported in 2006 at 136,148. The number for 2018 was 105,053. The average worship attendance for 2019 was 102,213. This reduction of 2,840 reflects a 2.7% decrease in average worship attendance as compared to 2018.

- 1 • The total number of persons who worshiped online in 2018 was 21,755 and this
2 number increased to 31,934 in 2019 reflecting an increase of 46.7% as compared to
3 2018.
- 4 • In 2018 we had 4,012 Professions of Faith and 347 Restored by Affirmation of Faith
5 for a total of 4,359. In 2019 we had 3,508 Professions of faith and 404 Restored by
6 Affirmation of Faith for a total of 3,912. This is a reduction of 447 and reflects a
7 10% decrease as compared to 2018.
- 8 • The total number of community ministries for outreach, justice, and mercy offered by
9 the local church decreased from 4,990 in 2018 to 4,831 in 2019, this reduction of 159
10 reflects a 3.1% decrease as compared to 2018.
- 11 • The total given for General Advance Specials remitted to the Annual Conference in
12 2018 was \$419,800. In 2019 we had an increase to \$507,923. This was an increase
13 of \$88,123 which reflects an increase of 21%.
- 14 • There was an increase of \$220,242 in the total amount given to non-United Methodist
15 benevolent and charitable causes raising the 2019 total to \$15,382,620.

16 In the way of overall statistics concerning the make up of the conference:

- 17 • We have a total of 796 churches who reported at least four members.
- 18 • 52 of our churches or 6.5% have 25 or less members.
- 19 • 99 of our churches or 12.4% have between 26 -50 members.
- 20 • 157 of our churches or 20% have between 51-100 members.
- 21 • 117 of our churches or 14.7% have between 101-150 members or less.
- 22 • 78 churches or 9.7% have between 151-200 members.
- 23 • 152 churches or 19% have between 201 – 500 members.
- 24 • 60 churches or 7.5% have between 501 and 999 members.
- 25 • 81 churches have over 1000 members.

26 I would like to speak to the accuracy of our work and specifically the accuracy of our
27 total membership. On Table four there is a question asking if there has been a membership
28 audit. Most churches report that a membership audit has been made, the numbers seem to
29 indicate many have not.

30 When you divide each church's average worship attendance by the church's ending
31 membership for all the churches in the conference the average is 43%. This percentage is
32 naturally elevated because the Average Worship Attendance includes members, and non-
33 members alike. This does however give us a general starting point to look at the reliability of
34 our Ending Church Membership. It is interesting that 179 of our churches report their
35 average worship attendance is from only 7% - 25% of their professing members. If assumed
36 that all our churches maintained at least a 43% member plus non-member attendance each
37 week, it would mean that our total membership is closer to 198,000 and not 346,800. I
38 would like to urge all our pastors and churches to engage in an actual membership audit so
39 that our membership numbers would be more accurate. As an editorial comment, I believe
40 this is an integrity issue for many of our pastors, churches and our annual conference.

41 The completed 2019 statistical report plus previous years going back to 2002 are
42 available for each church, district, and the conference, at www.ngumc.org/eoy
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1 I would like to thank all the District Statisticians, Michael Murphy-McCarthy,
2 Keeancha Hawkins, Keith Cox, and the District Superintendents for all their help with this
3 large project. Finally, I want to thank all the pastors, staff and laity of the churches of the
4 Annual Conference who gathered entered and submitted their information in a timely
5 fashion. For those who did not submit them in a timely fashion, I hope you will next year.

6
7 Charles E. Broome, Conference Statistician
8
9

10 **204. North Georgia Conference Housing and Homeless Council**

11
12 The purpose of the Housing and Homeless Council (HHC) is to support those who are
13 serving our neighbors in need, specifically through the administering of capital and
14 operational grants. The Council is an administrative agency of the North Georgia
15 Conference, and is made up of lay and clergy representatives from each district, at-large
16 members, and ex-officio representatives.

17 The Council awards grants twice a year to churches and non-profit agencies across
18 North Georgia who provide housing and other essential services to persons experiencing
19 homelessness and poverty. From 1990 through 2019, the HHC has awarded grants totaling
20 \$5,159,726. Council members conduct site visits to each applicant and make
21 recommendations to the Council for funding.

22 During 2019, the HHC awarded grants in total of \$155,500. (\$109,200 in capital and
23 \$46,300 in operational). Grants were awarded to ministries in each of our twelve districts, to
24 ministries of varying size and scope. Homeless Offering funds which come in after grants are
25 distributed in November are added to the next year's grants.

26 The theme of the 2019 Homeless Offering was "We Are Called To Act With Justice"
27 and was collected on February 24, 2019. 100% of the Homeless Offering goes to ministries
28 serving those experiencing poverty and homelessness. Total 2019 offering receipts were
29 \$153,092.95. The Housing Trust Fund, held with the Georgia United Methodist Foundation,
30 ended the year with a value of \$1,516,202.97.

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'll consider
36 partnering in ministry with us.

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

41 We would also like to give thanks for the life of Diana H.P. Roberts, our beloved
42 friend who passed away in March of 2020 and served as our Director for 11 years.
43
44

45 Sandra Skinner, Chair
46 Laura Rappold, Director

Capital Grants 2019

Ark Refuge	\$4,000.00
Buckhead Christian Ministry	\$2,500.00
Covenant UMC	\$3,000.00
Elks Aidemore	\$7,500.00
Family Promise Hall County	\$4,000.00
Family Promise of Augusta	\$7,500.00
Fort Street UMC	\$2,500.00
Foundation of Wesley Woods	\$7,500.00
Garden of Gethsemane (Rainbow)	\$7,500.00
Habitat for Humanity Greene	\$1,675.00
Habitat for Humanity Griffin	\$1,675.00
Habitat for Humanity Gwinnett	\$1,675.00
Habitat North Central	\$3,000.00
Habitat Southern Crescent	\$3,000.00
Hamilton Mill UMC	\$4,000.00
HOPE Through Divine Intervention	\$2,500.00
Interfaith Hospitality Network-Athens	\$3,200.00
Isaiah House	\$4,000.00
MUST Ministries- Warehouse Donation Center	\$4,000.00
MUST Ministries- Shepherd's Walk	\$7,500.00
North Fulton Community Charities	\$7,500.00
Rainbow Village	\$4,000.00
Salvation Army Metro Area Command	\$4,000.00

Square Foot Ministry	\$1,675.00
The Nett Church	\$4,000.00
Toco Hills Community Alliance	\$5,800.00

Operational Grants 2019

Action Ministries Athens	\$ 600.00
Action Ministries Atlanta	\$ 600.00
Action Ministries Feed the Hungry	\$ 600.00
Action Ministries Housing	\$ 600.00
Action Ministries Trinity Table	\$ 600.00
Atlanta Frist UMC	\$ 700.00
Bascomb Mission Thrift	\$1,100.00
Bethlehem First UMC	\$1,100.00
Brookhaven UMC	\$1,100.00
Canon UMC	\$ 600.00
Central UMC	\$1,100.00
Chatsworth UMC	\$ 600.00
Colbert UMC	\$ 600.00
Collins Memorial UMC	\$ 600.00
Columbia Drive UMC	\$ 600.00
Community Resource Center	\$ 600.00
County Line UMC	\$1,100.00
Covenant House Georgia	\$ 600.00
DEAM	\$ 600.00
Drake House	\$1,100.00
Ebenezer UMC	\$ 600.00
Elizabeth Lee UMC	\$ 600.00
Family Promise of Cobb	\$ 600.00
Family Promise of New Rock	\$ 600.00
Family Promise of North Fulton	\$ 600.00
Fill Ministries	\$ 600.00
Flint Circuit- Haven House	\$ 600.00
Georgia Food and Resource Center	\$1,100.00
Golden Memorial UMC	\$1,100.00
Grace UMC	\$ 600.00
Greene County Christmas Stocking Fund	\$ 600.00
Hands of Christ	\$1,100.00
Hart Interdenominational Ministry	\$ 900.00
HOPE in Elbert County	\$ 600.00
I-58 Mission	\$1,100.00

Intown Collaborative Ministry	\$1,100.00
Kidz2Leaders	\$1,100.00
LaGrange/Troup County Warming Shetler	\$1,100.00
Metropolitan UMC	\$1,100.00
Midtown Assistance Center	\$1,100.00
Morrow FUMC	\$1,100.00
Mosaic Center	\$ 600.00
Mountain Top Boys Home	\$ 600.00
Mt. Zion UMC Atlanta	\$1,100.00
MUST Ministries- Elizabeth Inn	\$1,100.00
MUST Ministries- Marietta Client Services	\$ 600.00
Norcross Cooperative Ministry	\$ 600.00
One Roof Ecumenical Alliance	\$ 600.00
Rivertown UMC	\$ 700.00
Salvation Army of Augusta	\$1,100.00
Shepherds Staff	\$1,100.00
South Hall Community Food Pantry	\$ 600.00
Summerville First UMC	\$1,100.00
THS Emergency Shelter	\$ 600.00
Tucker First UMC	\$ 600.00
Union Chapel UMC	\$ 600.00
Warren Memorial UMC	\$1,100.00
William S. Davies Homeless Shelter	\$ 600.00

1 **205. The Trustees of the North Georgia Conference**
2 **of the United Methodist Church, Inc. 7/1/20**
3

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

9 Norton Commercial continues to be the real estate arm of the AC through CBOT.
10 This relationship was begun at the direction of the 2017 AC. Benefits from the relationship
11 include professional real estate expertise while freeing district superintendents and other AC
12 leadership from the responsibility of the details for real estate supervision and sales while
13 maintaining accountability to the CBOT. Norton, on our behalf, has facilitated the sale
14 of 31 properties since July 1, 2017 (total sale value of \$16,414,166). As of June 30, 2020, we
15 have 10 listed properties for sale with an aggregate “Broker’s Opinion of Value” (BOV)
16 of \$2,364,000. In addition, 8 properties are currently under contract with an aggregate
17 contract value of \$2,985,000. As of 12/31/19 \$5.7 million resides in district offices from
18 properties sold since 7/1/2017.

19 The Trustees continue the oversight of the Wesley Campership Fund. Utilizing this
20 source of funds, 220 children participated in camp experiences in 2019 with an expenditure
21 of \$59,502 and an additional \$50,000 for the Experiential Leadership Institute (ELI)
22 supporting 100 participants. North Georgia Camp and Retreat Ministries (NGCRM) has
23 given CBOT a thorough and compelling accounting of the use of funds. This Wesley
24 Campership Fund was established to support underprivileged children. This Fund grew from
25 \$2.4M to \$2.8M in 2019, even with the use of funds. The NGCRM Board of Directors does
26 not have the ability to spend all that is generated by this fund for scholarships. They believe
27 that funds for scholarships for underprivileged children are the easiest funds to raise from
28 churches and individuals. The greater need is for capital expenditures in order to provide
29 excellence in facilities and experiences. They requested and CBOT approved the designation
30 of \$1M from the Wesley Campership fund to be available to NGCRM on an as-needed basis
31 to support operational and capital needs. This request will automatically be reviewed in 5
32 years and may be renewed after review.

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

37 The trustees continue to provide oversight of the E.R. Park Medical Mission Fund
38 and the Louise D. Park Eye Fund. The E.R. Park Medical Mission Fund can be accessed
39 through the Conference Director of Administrative Services. While both funds are
40 underutilized, the Park Eye Fund has been particularly underutilized. The expectation of the
41 Park Eye Fund as stipulated in the will is to identify patients “in definite need of financial
42 assistance in order to secure the indicated treatment of the disorder of the eye or eyes which
43 would result in blindness if such treatment were not otherwise available”. At the 2019 AC,
44 we reported entering a relationship with the Emory Eye Center. In July 2019, \$40,000 was
45 given to the Emory Eye Center for a compelling need for Crosslinking for children under 17
46

1 years old. Crosslinking is a newly approved procedure that prevents blindness in children. By
2 October 2019, the Emory Eye Center provided such miraculous results that the CBOT gave
3 another \$130,000 for additional treatments. 19 patients between the ages of 12-17 years old
4 have been treated. They had no insurance or means of paying for the treatment and would
5 have gone blind without the Crosslinking procedure and subsequent treatments. These
6 expenditures would use the \$170,000 total given so far. The Park Eye Fund grew from an
7 accumulated balance of \$840,000 on 1/1/2019 to \$862,000 as of 1/1/2020, even with the
8 \$170,000 going to Emory Eye Center. The Emory Eye Center proposed an additional
9 \$177,000 in procedures and needs and this was granted at the March CBOT meeting. The
10 additional groups to be included in this grant are 5 additional indigent young adults between
11 18-20 years old needing Crosslinking, medicine for older adult glaucoma patients, and infant
12 aphakia services and treatment.

13 CBOT established a “Windfall Committee” in 2018 which has begun to work
14 collaboratively to make recommendations to the Council on Finance and Administration and
15 the AC for the use of proceeds from the sale of valuable properties. Naming this committee
16 “The Windfall Committee” was meant to get the attention of conference leaders that monies
17 would be coming into conference and district funds and that transparency and oversight was
18 in order. The second paragraph in this report about the work of the Norton Commercial is
19 evidence of the need for thoughtful strategic planning for fund designation by the AC. The
20 purpose is to provide opportunity of all districts for equitable access for funds derived from
21 the sale of closed churches while maximizing the strategic mission of the AC. The CBOT
22 proposes the recommendations below for AC consideration. The first recommendation is for
23 sale properties since 7/1/2017 into the Charles Barnes Endowment Fund. The Barnes Fund
24 was established for the sole purpose of addressing the issues of adequate funding for church
25 growth and development. The fund was established with the goal of reaching \$3,000,000 at
26 which time both principle and interest could be used to help purchase land and provide funds
27 to new and existing churches. This first proposal also identifies a committee to manage an
28 equitable and systematic access to funds. Should the AC adopt these recommendations, the
29 Barnes Fund would increase from \$3M to \$9M, based on balances as of 12/31/19. The
30 second proposal is a visual process for consideration and management of funds. The CBOT
31 recommends the adoption of these two proposals.
32

- 33 1. The CBOT recommends the adoption of “Proposed Process-Pooling Proceeds of
34 Closed Churches 1/29/20.”
- 35 2. The flow chart for the process
36

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

40
41 John Simmons, Chair
42
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1 **205.a. Proposed Process - Pooling Proceeds of Closed Church Properties 1/29/20**

2
3 **Context:**

4 Since 2005, net proceeds from the sales of virtually all closed church real estate assets have
5 been distributed 75% to the District in which the asset was physically located with the
6 remaining 25% being deposited in the Barnes Fund for Church Development (“Barnes”).
7 Due the fact that metro districts will, all other factors being equal, have more opportunity to
8 financially benefit from closed church sales than non-metro districts, an inequitable
9 distribution of available development funds has occurred. For example, a sale in 2018 of a
10 metro-area church netted \$2.3M for the district itself. The largest sale of a non-metro closed
11 church, which closed in February, 2019, netted \$550K for that district.

12 The “Windfall Committee.” a construct of the Conference Board of Trustees is
13 attempting to develop a system and process that will provide an opportunity for all districts to
14 be able to have equitable access to the funds derived from the sales of closed church
15 properties. Assumptions/constraints follow.

16
17 **Assumptions:**

- 18 1. Each district office should maintain a pool of funds to facilitate district-specific
19 initiatives. For example, some districts provide small funding amounts for repairs at
20 some of the local churches and there may be other *ad hoc* needs that arise for which
21 district-managed and controlled funds could be accessed. The threshold amounts
22 could be established with input from the Cabinet, the Districts and CFA.
23 2. Investment corpus and accumulated earnings residing under the control of the
24 districts related to closed church sales since July 1, 2017, total **\$5,841,396** (as of the
25 date of this proposal)
26 3. Funds identified in (2) will be moved to Barnes Fund for Church Development,
27 commencing 7/1/2020.
28 4. A “multidisciplinary” committee will be established pursuant to the Conference
29 nominations process. The committee (to be named later) will be authorized to oversee
30 the use of the Barnes Fund. This group will include, **but not necessarily be limited**
31 **to**, the following:
32 a. Executive Assistant to the Bishop
33 b. Chair of the Board of Church Development (Chair)
34 c. Chair of CFA
35 d. Chair of Conference Board of Trustees
36 e. Conference Lay Leader
37 f. Director of Connectional Ministries
38 g. Two Cabinet Representatives (one from a non-Metro Atlanta District)
39 h. Persons added as needed in order to achieve lay/clergy balance
40

41
42 **Process:**

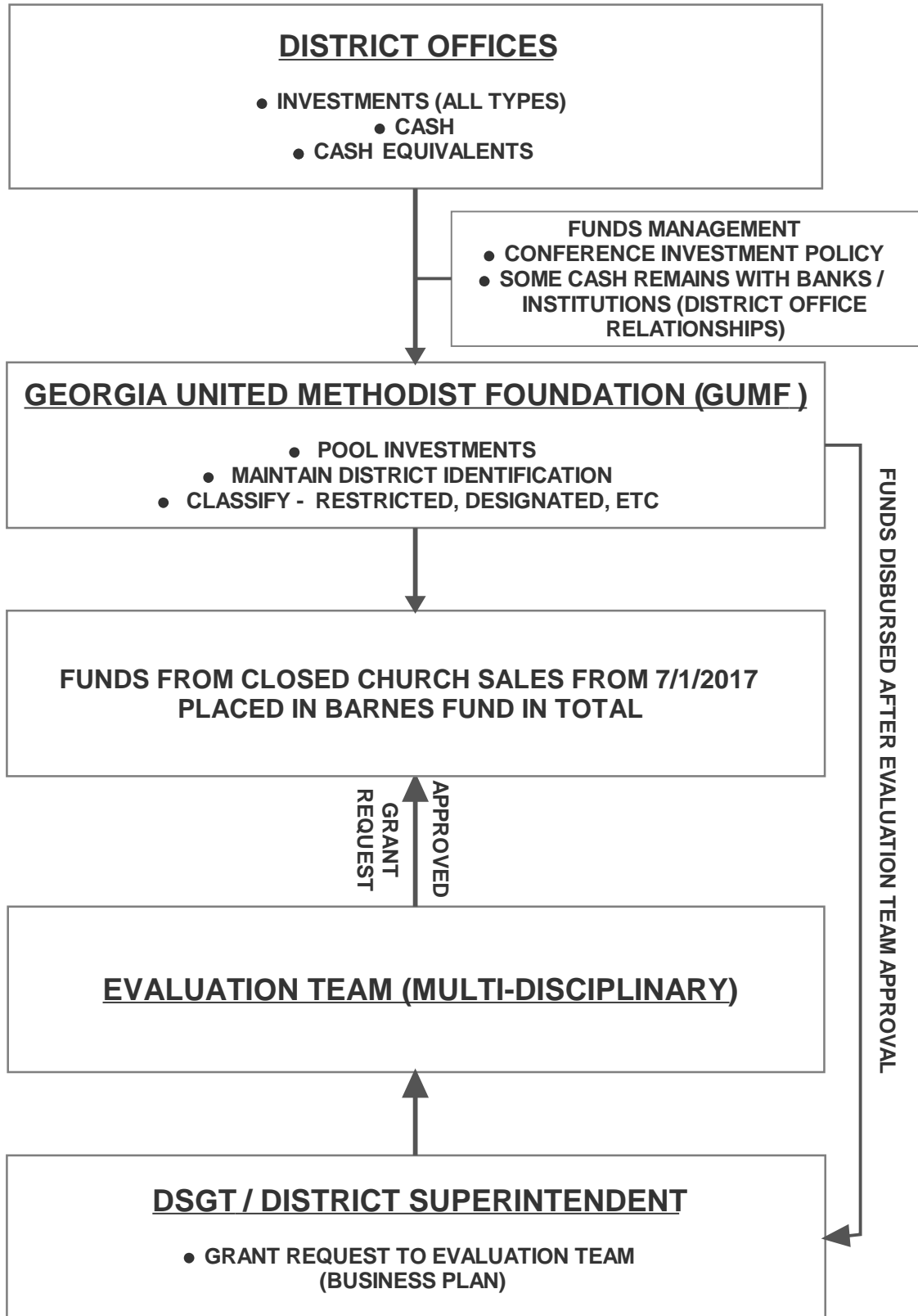
- 43 1. District Strategic Growth Team and other appropriate groups/personnel will identify
44 an opportunity for congregational development, new or existing.
45 2. An application will be completed to request a Barnes Fund grant to support (1)
46

- 1 3. The application will be submitted to the group identified as part of number (4) in the
- 2 "Assumptions" category
- 3 4. Upon approval, GUMF will be issued instructions by the Conference Treasurer to
- 4 distribute funds from Barnes to the respective district.
- 5 5. Time Frame target-60 days from application submission to funds disbursement.
- 6 During the annual conference/fiscal year, the use of the fund can be monitored based on
- 7 reporting from the districts so that modifications and revisions can occur as indicated.
- 8

9 **Benefits:**

- 10 1. All districts will have an equal opportunity to access funds for district-specific
- 11 missional needs. This provides a more equitable distribution of funds across **all**
- 12 districts.
- 13 2. Improved accountability and oversight of funds. Conference books are audited,
- 14 Districts are not.
- 15 3. Offset/hedge against decreasing budgets and apportionment collections. Pooled
- 16 investments will help to ensure funding for growth for many years, regardless of
- 17 budgetary pressures.
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205.b. Flow Chart for pooling Proceeds of Closed Churches



1 **206. North Georgia Conference Board of Pension and Health Benefits**

2
3 **206.a. North Georgia Conference Board of Pension and Health Benefits Report**

4
5 The Conference Board of Pension & Health Benefits works closely with Wespath
6 Benefits & Investments (formerly known as the General Board of Pension & Health
7 Benefits) to provide pensions, welfare plans, and health insurance. Since 1982 clergy pension
8 & welfare plans have been denominational plans as directed by General Conference. Health
9 insurance is provided at the discretion of the annual conferences.

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

19 In 2018, the Annual Conference approved the “auto enrollment with auto escalator”
20 feature of UMPIP to ensure that all our clergy take advantage of the UMPIP program. In
21 2019 we began this plan which included all clergy who had not opted out of the program
22 automatically being enrolled in the program with 1% of their compensation going into the
23 UMPIP plan. Clergy can choose to opt in to a higher or lower percentage as this program just
24 ensures that the clergy are making an election each year for this program. In 2020, every
25 clergy member who has not opted out will have their election increased by one percentage
26 point. This includes clergy who had made a higher or lower election in the prior year. In
27 order to not have the amount increase, the clergy member will have to actively make an
28 election as opposed to having the prior year amount roll forward.

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

35 Active health coverage is direct billed to churches monthly. We are recommending
36 changes to the pre-tax employee cost of each plan as shown in 2020 Recommendations by
37 the North Georgia Conference Board of Pensions and Health Benefits. The recommendations
38 also reflect a change of \$6/month in the amount billed to the churches for the clergy health
39 benefits, bringing the total per clergy participant at each church to \$1,256/month.

40 Eligible retired clergy and Conference lay employees receive a Health
41 Reimbursement Account administered by ViaHealth, a product of Willis Towers Watson.
42 Participants must buy Medicare Part B supplements and Part D plans through ViaHealth. The
43 NGC provides a graduated annual amount for reimbursement based on service years. This
44
45
46

1 arrangement has helped reduce retiree medical costs while providing flexibility and security
2 for clergy.

3
4 Health Reimbursement Account (HRA) rates are as follows:

<u>Years of Service</u>	<u>Tier</u>	<u>Rate</u>
5 35+ years	100%	\$3,600
6 25-34	80%	\$2,880
7 15-24	60%	\$2,160
8 10-14	40%	\$1,440

9
10
11 Please note that the funded status of our benefits plans, as of 12/31/2019 is very
12 sound, with both the pre-1982 pension plan and the retiree medical plan reflecting “fully
13 funded” status. Further, our ongoing benefits programs for active participants (CRSP, CPP,
14 Healthflex) remain funded on a current year basis via the direct billing to churches.

15 We have recommended, and the Conference Council on Finance and Administration
16 has included in its recommended 2021 budget, an apportionment for pre-1982. Volatility in
17 investment markets, combined with variances in actual mortality experience versus
18 actuarially estimated mortality experience, can affect the funded status of that plan; therefore,
19 these continued apportionments ensure that we maintain the “fully funded” status.

20 The cost of clergy on medical leave with disability benefits continues to rise, as
21 reflected in the increasing budgets for disability premiums. We have 9 clergy receiving CPP
22 benefits as of December 31, 2019. The CPP plan pays 70% of plan compensation plus CRSP
23 DC pension contributions. The conference pays for the medical plan and CRSP DB pension
24 benefit. While the conference board is tasked with caring for these folks, we would ask that
25 you reach out to those in your community and pray for those who are not.

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

28
29
30 Charles F. Darden, CPA, Chair

31
32
33 **206.b. 2020 Recommendations of the**
34 **North Georgia Conference Board of Pensions and Health Benefits**

35
36 **Recurring:**

- 37 1. That the 2021 annuity rate for each year of service rendered by our clergypersons
38 prior to 1982 (aka the Past Service Rate) be set at \$724.
 - 39 2. That the Annual Conference approves the 2021 Comprehensive Funding Plan
40 recommended by the Board of Pensions and Health Benefits.
 - 41 3. That the Clergy Retirement Security Program (CRSP) Adoption Agreement with the
42 Wespath Benefits & Investments cover clergy appointed ½ time or greater for 2021.
 - 43 4. That the Comprehensive Protection Plan (CPP) Adoption Agreement with Wespath
44 Benefits & Investments cover provisional and ordained clergy at ¾ time or greater for
45 2021.
- 46

- 1 5. That the “ViaBenefits” Health Reimbursement Rates for retired clergy remain the
2 same (see 2019 Journal p. 461-465).
- 3 6. That the \$10,000 benefit payment for the death of full-time active clergy covered by
4 CPP remain in effect for 2021.
- 5 7. That the Conference continue the UMPIP “Auto enrollment with auto escalation”
6 features of the WesPath UMPIP program for clergy.
- 7 8. That the Annual Conference approves the Resolutions Relating to Rental/Housing
8 Allowances for Retired, Disabled, or Former Clergypersons of the North Georgia
9 Annual Conference

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206.c. 2021 Comprehensive Benefits Funding Plan

North Georgia Conference (711) 2021 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 2021

Clergy Retirement Security Program (CRSP) DB	\$2,821,651
Clergy Retirement Security Program (CRSP) DC	\$1,292,709
Ministerial Pension Plan (MPP)	\$0
Pre-82 Plan (Pre-82)	\$0
United Methodist Personal Investment Plan (UMPIP) Lay	\$111,000
United Methodist Personal Investment Plan (UMPIP) Clergy	\$0
Other Defined Contribution (DC) Obligations	\$88,000
Other Defined Benefit (DB) Obligations	\$0
Health—Active Participants	\$12,108,992
Health—Additional Sponsored Coverage	\$254,827
Post-Retirement Medical (PRM)	\$1,876,438
Comprehensive Protection Plan (CPP)	\$1,233,766

Ongoing Funding Contributions

Pre-82 Plan (Pre-82)	\$0
Post-Retirement Medical (PRM)	\$940,328

North Georgia Conference (711) 2021 Comprehensive Benefit Funding Plan

Conference Benefit Officer (or equivalent)	Amy King	04/06/2020
Conference Treasurer	Keith Cox	04/06/2020
Conference Board of Pension Chair	Charles Darden	04/06/2020
Council on Finance and Administration Chair	Keith Cox	04/06/2020



Opinion on **North Georgia Conference 2021** 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) 2021 Comprehensive Benefit Funding Plan

Accounts

Wespath Accounts		Market Value as of 12/31/2018	Market Value as of 12/31/2019	
DEPOSIT ACCOUNT		\$305,180	\$654,251	
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/>				
\$	H M E P DEPOSIT ACCOUNT	\$27,635,115	\$33,459,713	
Pre-82 designated assets	\$0	Investment Objective	Long-term	
PRM designated assets	\$33,459,713	Actual Allocation	Equity	65.00%
			Fixed	35.00%
			Short-term	0.00%
<hr/>				
NORTH GEORGIA CONFERENCE		\$2,822,817	\$3,825,285	
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		\$16,770	\$40,280	
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%

North Georgia Conference (711) 2021 Comprehensive Benefit Funding Plan

Non-Wespath Accounts	Market Value as of 12/31/2018	Market Value as of 12/31/2019																
\$ GUMF Retiree Medical	\$14,230,131	\$17,382,923																
<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;">\$13,849,473</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	\$13,849,473	Actual Allocation	Equity 75.00%				Fixed 25.00%				Short-term 0.00%		
Pre-82 designated assets	\$0	Investment Objective	Long-term															
PRM designated assets	\$13,849,473	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) 2021 Comprehensive Benefit Funding Plan

Incoming Money

Primary Sources

Estimated amount for 2021

Apportionments \$2,189,265

Annual Apportionment \$2,304,489

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) 2021 Comprehensive Benefit Funding Plan

Allocate Funding Sources to Benefit Obligations

Funding Sources		Deposit Account	North Georgia Conference	North Georgia Superannuate	Gumf Retiree Medical	Apportionments
Available Balance		\$654,251	\$3,825,285	\$40,280	\$3,533,450	\$2,189,265
Total Allocated		\$0	\$1,051,328	\$0	\$0	\$2,189,265
Remaining Balance		\$654,251	\$2,773,957	\$40,280	\$3,533,450	\$0
Plan Contributions for 2021						
CRSP DB	\$2,821,651					
CRSP DC	\$1,292,709					
MPP						
Pre-82						
UMPIP Lay	\$111,000		\$111,000			
UMPIP Clergy						
\$10,000 Death Benefit for active participants in C	\$35,000					\$35,000
Clergy Retirement Gift	\$0					
MetLife Death Benefit	\$30,000					
UNUM Lay LTD	\$23,000					\$23,000
Health Active	\$12,108,992					
Health Additional	\$254,827					\$254,827
Post-Retirement Medical	\$1,876,438					\$1,876,438
CPP	\$1,233,766					
Ongoing Funding Contributions						
Pre-82						
Post-Retirement Medical	\$940,328		\$940,328			

North Georgia Conference (711) 2021 Comprehensive Benefit Funding Plan

Allocate Funding Sources to Benefit Obligations

Funding Sources		Direct Billing	Crsb Dc Direct Bill	Crsp Db Direct Bill	Pre-82 Surplus	Prm In-Plan & Outside Assets
Available Balance					\$6,712,757	\$47,309,186
Total Allocated		\$13,372,758	\$1,292,709	\$2,821,651	\$0	\$0
Remaining Balance					\$6,712,757	\$47,309,186
Plan Contributions for 2021						
CRSP DB	\$2,821,651			\$2,821,651		
CRSP DC	\$1,292,709		\$1,292,709			
MPP						
Pre-82						
UMPIP Lay	\$111,000					
UMPIP Clergy						
\$10,000 Death Benefit for active participants in C	\$35,000					
Clergy Retirement Gift	\$0					
MetLife Death Benefit	\$30,000	\$30,000				
UNUM Lay LTD	\$23,000					
Health Active	\$12,108,992	\$12,108,992				
Health Additional	\$254,827					
Post-Retirement Medical	\$1,876,438					
CPP	\$1,233,766	\$1,233,766				
Ongoing Funding Contributions						
Pre-82						
Post-Retirement Medical	\$940,328					

North Georgia Conference (711) 2021 Comprehensive Benefit Funding Plan

Plan Contributions for 2021		Funding Needed
CRSP DB	\$2,821,651	\$0
CRSP DC	\$1,292,709	\$0
MPP		\$0
Pre-82		\$0
UMPIP Lay	\$111,000	\$0
UMPIP Clergy		\$0
UNUM Lay LTD	\$23,000	\$0
\$10,000 Death Benefit for active participants in C	\$35,000	\$0
MetLife Death Benefit	\$30,000	\$0
Clergy Retirement Gift	\$0	\$0
Health Active	\$12,108,992	\$0
Health Additional	\$254,827	\$0
Post-Retirement Medical	\$1,876,438	\$0
CPP	\$1,233,766	\$0

Ongoing Funding Contribution for 2021		Funding Needed
Pre-82		
Post-Retirement Medical	\$940,328	\$0

North Georgia Conference (711) 2021 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)	515.75
CRSP Defined Benefit (DB)	
Required contribution for 2021	\$2,821,651
CRSP Defined Contribution (DC)	
Expected average future annual increases	1.00%
Estimated contribution for 2021	\$1,292,709

CRSP DB Denominational Information as of 1/1/2019

Total plan liability	\$(1,913,258,514)
Total plan assets	\$2,049,273,913
Total plan funded status	\$136,015,399
Total plan funded ratio	107%
Plan sponsor's liability percentage	2.8328%

North Georgia Conference (711) 2021 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, 2019.

North Georgia Conference (711) 2021 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 2021	\$0

MPP Denominational Annuities Information as of 1/1/2019

Total MPP annuities liability	\$(3,718,398,163)
Total plan assets	\$3,997,635,453
Total plan funded status	\$279,237,290
Total plan funded ratio	108%
Plan sponsor's liability percentage	2.1591%

Future MPP Denominational Annuitants Information as of 1/1/2019

Total participant account balances	\$3,231,280,101
Plan sponsor's participant account balances	\$84,976,127

Key Actuarial Assumptions Used in MPP Annuities Cost Calculations

Discount rate	6.00%
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, 2019.

North Georgia Conference (711) 2021 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	6.3750%
Minimum contribution for 2021	\$0
Advanced funding contribution for 2021 payable in 2020	\$0

Rationale for each change

New valuation requested.

North Georgia Conference (711) 2021 Comprehensive Benefit Funding Plan

Funding Plan Contribution

Funding plan liability as of 1/1/2019	\$(35,079,217)
Total of in-plan and outside assets	\$40,572,472
Funded status	\$5,493,255
Funded ratio	116%
Funded status projection as of 12/31/2020	\$8,731,016
Proposed ongoing funding contribution for 2021	\$0

Pre-82 Denominational information as of 1/1/2019

Total plan liability	\$(1,925,705,840)
Total plan assets	\$2,041,249,221
Total plan funded status	\$115,543,381
Total plan funded ratio	106%

Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September, 2019.

**North Georgia Conference (711)
2021 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 2019	\$11,638,785
Budgeted annual plan benefit cost for 2020	\$11,871,561
Projected annual plan benefit cost for 2021	\$12,108,992
Expected average future annual increases	2.00%

North Georgia Conference (711) 2021 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 12/31/2018	Estimated obligation as of 12/31/2019
Clergy or lay on disability (including pending disability)	\$1,769,040	\$1,741,410
Surviving spouses or children of deceased active participants	\$242,501	\$251,069
Clergy or lay on leaves of absence	\$0	\$0
Total	\$2,011,541	\$1,992,479

Annual cost calculation

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

Total estimated obligation as of 12/31/2019		\$1,992,479
Average number of years of remaining coverage	÷	8.1348
Estimated annual cost as of 12/31/2019	=	\$244,932
Expected average future annual increases	x	2.00%
Projected annual cost as of 12/31/2021	=	\$254,827

North Georgia Conference (711) 2021 Comprehensive Benefit Funding Plan

Post-Retirement Medical (PRM)

Valuation

The most recent actuarial valuation was provided by Willis Towers Watson as of 01/01/2020.
Per *The Book of Discipline*, your next PRM biennial actuarial valuation is required as of 01/01/2022.

PRM Actuarial Valuation as of 01/01/2020

Valuation report (in-plan) assets	\$0
EPBO net plan sponsor cost	\$52,253,607
APBO net plan sponsor cost	\$43,616,105
Service cost net plan sponsor cost	\$940,328
Annual plan benefit cost	\$1,848,707
Intention regarding PRM	Retain current plan benefit

Participant counts by category	
Active participants	582
Active dependents	407
Retirees	304
Surviving spouses	111
Dependents of retired participants	178
Total participants	1,582

Key actuarial assumptions	
Census date	01/01/2019
Discount rate	3.00%
Expected return on assets	0.00%
Valuation year medical trend or inflation rate	6.75%
Ultimate medical trend or inflation rate	5.00%
Fiscal year for ultimate medical trend	2027

North Georgia Conference (711) 2021 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 2021	\$1,876,438

Funding Plan Contribution

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

Net PRM assets		\$47,309,186
APBO net plan sponsor cost	-	\$43,616,105
Funded status	=	\$3,693,081
Portion of funded status payable (\$0 if Funded status ≥ \$0)		\$0
Funding plan service cost (\$0 if Net PRM assets ≥ EPBO)	+	\$940,328
Ongoing funding contribution for 2021	=	\$940,328

North Georgia Conference (711) 2021 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 2021	\$1,233,766

Rationale for each change

2019 1,195,213.26
 1.60%
 19,123.41

2020 1,214,336.67
 1.60%
 19,429.39

2021 1,233,766.06

I used the 2019 actual total expense and rolled it forward two years to 2021.

North Georgia Conference (711) 2021 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	0.00%
Estimated contribution for 2021	\$111,000

Rationale for each change

2019 actual was \$109,020. As there were pay increases from 2019 to 2020, the 2021 estimate should be higher. Meanwhile CFA approved no lay staff pay increases from 2020 to 2021.

United Methodist Personal Investment Plan (UMPIP) Clergy

Elections and Estimates

	Final
Expected average future annual increases	0.00%
Estimated contribution for 2021	\$0

North Georgia Conference (711) 2021 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 2021	\$35,000

Name	Estimated annual contribution
Clergy Retirement Gift	\$0

Description
Clergy Retirement Gift

	Final
Expected average future annual increases	0.00%
Estimated contribution for 2021	\$0

Rationale for each change
No approved budget going forward.

Name	Estimated annual contribution
MetLife Death Benefit	\$30,000

Description
MetLife Death Benefit

	Final
Expected average future annual increases	0.00%
Estimated contribution for 2021	\$30,000

North Georgia Conference (711) 2021 Comprehensive Benefit Funding Plan

Name	Estimated annual contribution
UNUM Lay LTD	\$23,000

Description
UNUM Lay LTD

	Final
Expected average future annual increases	5.00%
Estimated contribution for 2021	\$23,000

Rationale for each change

Estimate based on 2019 billing

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207. Commission on Equitable Compensation Guidelines

207.a. Summary Report – 2020 Commission on Equitable Compensation

The Commission on Equitable Compensation (CEC) is composed of both clergy and laity representing each district, the cabinet, and conference staff. Our work is to affirm and define appropriate minimum salary compensation and housing guidelines for Full Time Clergy, Part Time Local Pastors, and the churches where they serve. As leaders in our communities we strive to define these guidelines so that both the church and the clergy can work together without confusion.

One of our primary areas of focus is to award grants to assist funding clergy compensation for churches that are experiencing difficult times. In addition, we work with the District Superintendents as they identify missional churches that provide either a unique ministry or a United Methodist presence otherwise lacking in the community. These grants are intended to be a short term solution and not long term support.

In addition to direct grants, we also monitor and identify those churches that receive grant funding because they are not fully funding their pastor's compensation due to less than full payment of their pastor's pension and insurance premiums in the previous calendar year. **As a reminder to our churches, please pay these items before submitting apportionment payments as non-payment of clergy benefits could place your church in an unintended arrearage situation.**

All churches affected either by direct grant or arrearage situations are listed in our detailed report to the annual conference.

Minimum compensation and housing guidelines for clergy are found in our full report. **We understand the current economic/pandemic situation this year has created undue hardship for many of our churches. As a result, the CEC does *not* propose an increase of 2021 Minimum Compensation for clergy.**

We appreciate the good work and faithfulness of our clergy and laity as we move forward together to be the light of Christ in our communities during these challenging times.

Kathy Lamon, Chair

207.b. Commission on Equitable Compensation Guidelines

Equitable Compensation Guidelines

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

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

207.c. Conference Arrearage Policy

Paragraph 624 of *The 2016 Book of Discipline*, entitled *Payment Obligation*, amended and gave new language to explain the steps that should be taken when a church or charge is unable to pay any portion of the pastor(s) Full Compensation when due. Paragraph 624.2. allows each annual conference to establish an arrearage policy to deal with the situations that arise or have arisen in the past. Paragraph 625.2.d. entitled *Equitable Compensation*, also references the conference arrearage policy. Paragraph 624.1 states: *"Each church or charge has an obligation to pay the base compensation, the benefits adopted by the annual conference, and other ministerial support (including housing) adopted by the charge conference, to its pastor(s). If it becomes apparent that a church or charge will be unable to so provide the base compensation, support, and benefits adopted by the charge conference, the church or charge SPRC chair, finance chair, or treasurer, shall immediately notify, both in writing and verbally, the pastor, district superintendent and congregation. This communication shall indicate all avenues explored to meet the base compensation, support, and benefits, including requesting consideration for a short-term emergency subsidy grant from the Equitable Compensation Fund (¶625.7)"*

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

207.d. Arrearage Policy:

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

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

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

- 7 1. If the total balance due as of December 31 of the current year is greater than the total
8 balance due as of December 31 of the previous year by an amount exceeding a two
9 months invoice amount, said church or charge will be reported as a church or charge
10 having received Equitable Compensation Funds.
- 11 2. The amount recorded in the report will equate to the total difference between this
12 year's total balance due and last year's total balance due.
- 13 3. Churches with benefits arrearage who pay their pastor(s) above minimum cash
14 compensation have 18 months from January 1, 2020 to pay the previous year benefits in
15 full or reduce base salary to the conference minimum cash compensation.

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 2021:

- 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.
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1 **207.g. Minimum Compensation**

2 The Commission recommends the following minimum compensation for the annual
3 conference in the year 2021.

4 Category	2020	2021
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:
45
46

1 **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.k. 2021 Equitable Compensation**

9 The Commission recommends the following items be included in the Annual Conference
10 Equitable Compensation Plan for 2021.
11

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

13

	2020	2021
14 Minimum Total Compensation	(1) \$ 40,000	\$ 40,000
15 Minimum Housing allowance	(2) \$ 17,600	\$ 17,600
16 Pension	(3) \$ 9,820	\$ 9,820
17 Health Insurance	(4) \$ 15,000	\$ 15,000
18 Continuing Education	(5) \$ 800	\$ 800
19 Total Estimated Cost	\$ 83,220	\$ 83,220

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.l. 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

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

41 Churches may not receive salary supplementation funds from both Congregational
42 Development and the Commission on Equitable Compensation. A local church that
43 demonstrates the ability to maintain a full-time pastor may apply to its district superintendent
44 for a grant. It is recommended that the cabinet and the Commission on Equitable
45 Compensation use available resources to limit the number of consecutive years a church can
46 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.

26 **207.m. Evangelism / Stewardship Seminar**

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

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

34 Every church must provide adequate housing for its pastor. The church or charge may meet
35 this need by means of a parsonage or by providing a housing allowance sufficient to buy or
36 rent a home in the area served by the church. The minimum housing allowance for 2021 is
37 \$17,600. Any exceptions to this minimum must be approved by the district superintendent.
38 The allowance should respect the Internal Revenue Service regulations and rulings. The
39 housing allowance should be clearly established, recorded in the charge conference minutes
40 and excluded from Box 1 but listed in Box 14 in the W-2 form provided to the pastor. It is
41 recommended that if a pastor has any questions concerning his/her compliance with the IRS
42 regulations, he/she should consult a professional tax consultant or a certified public
43 accountant.
44
45
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1 **207.o. Minimum Standards for Church-provided Parsonages**

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

- 9 1. **Bedrooms:** The parsonage shall have three or four bedrooms of at least 120 square
10 feet each with ample lighted closets in each. The master bedroom shall have its own
11 bath. It is recommended that the master bedroom be located on the main level. At
12 least one bedroom and bath shall be on the main level.
- 13 2. **Bathrooms:** There shall be at least two full baths in the house.
- 14 3. **Kitchen:** The kitchen shall be large enough for family eating space or a breakfast
15 nook as well as built-in cabinets, double sink, cooking range, self-cleaning oven, and
16 frost-free refrigerator with a large freezer and ice maker.
- 17 4. **Climate control:** Central heat and air are required, along with insulation to meet
18 present day building codes. Energy efficient windows and doors are to be provided in
19 order to conserve energy. Screens must also be provided for all windows.
- 20 5. **Office:** An office with adequate office equipment and furniture shall be provided
21 either at the parsonage or at the church.
- 22 6. **Living/Dining Area:** There shall be common living space consisting of a living
23 room, family/recreational room, and dining room for entertaining.
- 24 7. **Floor coverings:** The church shall provide proper floor coverings in the parsonage
25 with either carpeting or hardwood flooring in living spaces and tiled or vinyl flooring
26 in the kitchens and bathrooms.
- 27 8. **Window treatments:** The church shall provide blinds or shades for all windows.
28 Curtains may be provided but are not required.
- 29 9. **Telecommunications:** The parsonage shall have connections for cable or satellite
30 television, telephone and high-speed internet. If these services are desired and
31 activated by the pastor, the fees for such services shall be paid by the pastor.
- 32 10. **Utility area:** There shall be an indoor utility area to include an automatic clothes
33 washer and dryer provided by the church.
- 34 11. **Wiring/Plumbing:** All wiring and plumbing must conform to present day codes and
35 are to provide for present and future needs in order that all appliances and computer
36 equipment may be used safely. All receptacles must be properly grounded.
- 37 12. **Security and Safety:** The church shall provide smoke alarms and fire extinguishers.
38 Carbon monoxide detector/alarms should be installed near the furnace, kitchen and
39 water heater areas and sleeping areas if said appliances use gas. All exterior doors
40 shall have dead bolt locks. It is recommended that the church also provide a security
41 system for the parsonage with the pastor paying for the monitoring services.
- 42 13. **Parsonage grounds:** Parsonage grounds should have foundation shrubbery, shade
43 trees and adequate yard space for children. It is recommended that the church provide
44 lawn maintenance service for the parsonage; if not, a powered lawn mower must be
45 provided for the parsonage. The mower should be a riding mower if the yard is larger
46

1 than ½ acre. Maintenance of the mower is the responsibility of the church. A fenced
2 play area is recommended.

3 14. **Garage/Carport and storage:** A two-car garage or covered carport shall be provided
4 and a minimum of 120 square feet of outdoor storage space shall be provided.

5 15. **Insurance:** An amount of insurance equal to at least 80% of the replacement value of
6 the parsonage and church-owned contents should be carried by the church (fire and
7 extended coverage). **The pastor must carry adequate insurance to cover the**
8 **pastor and the pastor’s family’s personal belongings and furnishings. The**
9 **church does not insure the pastor’s personal belongings either at the parsonage**
10 **or the church building.**

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

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

16 207.p. General Guidelines for Parsonages

17 Guidelines for Privacy:

18 Although the parsonage is the property of the church, it must be understood that it is also the
19 private home of the parsonage family. Courtesy dictates that the parsonage be visited only
20 upon invitation by the parsonage family. Even the annual mandatory parsonage review and
21 parsonage committee meetings must be scheduled with the parsonage family with at least a
22 two week notice.
23
24

25 Guidelines for Care of Property:

26 The parsonage family shall take care of the house, furnishings and property, making it a
27 policy to leave them in good condition. Best results will be obtained as the parsonage family
28 and parsonage committee work together, feeling free to discuss the needs with each other. It
29 is understood that there will be a natural depreciation of property and contents which calls for
30 repairs and replacements periodically.
31

32 Guidelines for Parsonage Upkeep:

- 33 1. It is recommended that the church’s annual budget include a parsonage fund
34 equivalent to at least 3% of the value of the property for the purpose of repairs,
35 maintenance, pest control and insurance. Unused yearly funds should be placed in an
36 interest bearing account to be used for capital expenses of the parsonage to include
37 the future purchase of a new parsonage where the current does not meet minimum
38 parsonage standards.
- 39 2. The parsonage family shall be consulted in the selection of color schemes, window
40 treatments and equipment.
- 41 3. The parsonage shall be kept well painted inside and out.
- 42 4. Every parsonage shall have a parsonage file. The parsonage file is to be maintained
43 by the parsonage family and shall include all guarantees, repair parts lists, instructions
44 for use of equipment, and an inventory of all church-owned contents. The file shall
45 also include a maintenance log which will list when and from whom items were
46

1 purchased, who to call for repairs, when and by whom improvements were made, and
2 any other information helpful to future parsonage families. A pictorial record,
3 preferably in video format, should be taken as soon as possible on or after each
4 moving day. This record will be invaluable for insurance purposes in case of fire or
5 other catastrophe. It also would serve as a record of the parsonage's initial condition.
6 An extra copy of the pictorial record and the parsonage file shall be updated and
7 stored in a secure place away from the parsonage.
8

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

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

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

- 13 1. The church trustees must be kept informed of any pet inside or outside the parsonage.
- 14 2. Only a domestic pet, which will be defined as a small dog, cat, caged bird or
15 aquarium fish can be kept in the parsonage. Guide and service animals are not to be
16 considered pets. Any other animal requires the approval of the church trustees. Also,
17 more than one indoor pet or service animal requires the approval of the trustees.
- 18 3. All damages incurred by any pet or service animal will be the responsibility of the
19 pastor and will be reported to the church trustees and assessed. Payment for repairs
20 should be immediate, but no later than moving day. Flea and tick treatment is
21 required.
- 22 4. Upon the change of the parsonage family, if animals have been kept inside, the
23 parsonage family must make an extra effort to thoroughly clean the entire parsonage
24 to eliminate any evidence of the animals having been present, which includes fleas,
25 ticks, pet hair, pet dander, stains, excrements, etc. This cleaning would include
26 having all carpet / rugs professionally cleaned.
27

28 **Guidelines for Smoking:**

29 There shall be no smoking inside the parsonages.
30

31 **Guidelines for Handling Unusual Damages:**

32 The Pastor/Staff Relations Committee and the Board of Trustees shall have regular
33 inspections of the parsonage (see *Mandatory Parsonage Review Guidelines* below). This will
34 permit all parties to review the general condition of the parsonage in order to identify
35 deficiencies of the parsonage and define programs and time schedules for improvement.
36

- 37 1. Any unusual damages caused by the parsonage family shall be reported to the district
38 superintendent.
- 39 2. Unusual damages caused by the parsonage family shall be paid for by the pastor
40 involved. Various approaches for repayment of damage repair expenses may be
41 necessary, including but not limited to the following:
 - 42 a. Payment in full to the church for any unusual damages when identified;
 - 43 b. Payment in full to the church prior to moving to next appointment (or
44 retirement);
 - 45 c. Creating a repayment schedule which may follow the pastor to his/her next
46 appointment (or retirement);

- 1 d. In every case, the handling of such matters must be done in consultation with
2 the supervising district superintendent.
3

4 **Guidelines for Utilities:**

5 Arrangements should be made by the pastor with appropriate companies to prorate all utility
6 bills up through moving day. The moving pastor shall not have the utilities turned off. It is
7 recommended that the church have the utility accounts in the church's name with the pastor
8 paying the amounts due for the utilities to the church a week prior to the due date. This will
9 prevent any transfer issues arising from pastors moving.
10

11 **Mandatory Parsonage Review Guidelines:**

- 12 1. A meeting concerning the parsonage will be conducted each year prior to charge
13 conference.
14 2. This meeting will be held in the parsonage and will include a mandatory review of the
15 entire parsonage—inside and out.
16 3. The attendance of the following individuals is expected: the pastor, the trustee
17 chairperson, the parsonage committee chairperson, and the chairperson of the
18 pastor/staff relations committee (see *The 2016 Book of Discipline*, ¶2533.4). If the
19 pastor has a spouse, he/she should also be included.
20 4. The specific date can be set any time during the year, but it must be set at least two
21 weeks prior to the church's annual charge conference with all parties agreeing to the
22 date set.
23 5. Even though this mandatory meeting takes place to satisfy a disciplinary requirement,
24 it is recommended that other parsonage committee meetings be held to consider
25 parsonage improvements and other concerns.
26 6. A parsonage report detailing the findings and recommendations made during the
27 meeting will be completed and signed by all in attendance at the parsonage review.
28 This report will be submitted to the district superintendent during the charge
29 conference. One copy of the report shall be placed in the parsonage file at the
30 parsonage and a second copy shall be kept at the church or away from the parsonage
31 grounds.
32 7. Any concern by either the pastor or church may be addressed at a later meeting. The
33 district superintendent may become involved, if deemed necessary by either party.
34 8. Continual patterns of parsonage abuse will be documented and stored in each pastor's
35 file.
36
37
38

39 **Check List When a Parsonage is Being Vacated:**

40 The following check list shall be completed when a parsonage family is moving. It is the
41 responsibility of the parsonage family to thoroughly clean both the parsonage and grounds. It
42 is not the responsibility of the church to clean the parsonage. A walk through by the
43 parsonage committee should be conducted prior to the new pastor's arrival to confirm the
44 following items have been completed and it is ready for the new family.
45

- 46 1. Windows cleaned inside.

2. Window blinds/shades cleaned.
3. Rugs and carpets vacuumed (shampooed if needed, professionally cleaned if pets or service animals were kept in the parsonage).
4. All hard surface floors cleaned.
5. All appliances cleaned inside and out.
6. All cabinets cleaned inside and out.
7. Basement, closets and shelving cleaned.
8. Light bulbs replaced as necessary.
9. Bathrooms thoroughly cleaned, including fixture, tile grout, shower doors/curtains, medicine cabinets, walls and floors.
10. Garage, carport and outside buildings swept and left orderly.
11. The lawn shall be left in a well-maintained order.
12. All trash is properly disposed. (It is recommended that the church provide an extra refuse container during move week.)
13. A list of all items needing the attention provided to the parsonage committee.
(This checklist may be used by the incoming pastor to rate items upon move-in as excellent, satisfactory or poor.)

207.q. Summary statement for parsonages

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

1 **207.r. Pastors Receiving Equitable Compensation Jan-Jun 2020**

2 (figures are annualized)

3 Clergy Eq. Comp.	Received	Classification	# Years
4 Teresa Angle-Young	\$24,179	FE	1
5 Phillip Armstrong	\$41,144	FE	3
6 Beverly Casstevens	\$41,779	FE	1
7 Dana Ezell	\$50,204	FE	1
8 Marita Harrell	\$80,098	PE	1
9 Deborah Holloway	\$42,116	FE	5
10 Ronald Johnson	\$24,270	FE	11
11 George Lanier	\$35,536	FE	1
12 Katie Mattox	\$64,816	FE	1
13 Sungwon Nam	\$45,518	FE	4
14 Hee Chul Park	\$46,720	FE	1

15
16 **207.s. Churches/Charges Receiving Equitable Compensation Jan-Jun 2020**

17 (figures are annualized)

18 Church	District	Eq. Comp	# Years
19 Redemp Comm & Poplar Springs	ACPK	\$35,536	8
20 St Timothy/Allgood	ADOX	\$50,204	1
21 Korean Church of Norcross	AMRY	\$46,720	1
22 Bentley Hill	GRFN	\$24,270	9
23 Riverdale FUMC	GRFN	\$41,144	9
24 Korean Church of Newnan	LAGR	\$45,518	4
25 Warren Temple	LAGR	\$42,116	3
26 Trinity on the Hill	LAGR	\$64,816	1
27 Newnan Chapel	LAGR	\$80,098	1
28 North Fayetteville	LAGR	\$41,779	1
29 Mooreland	LAGR	\$24,179	1

30
31 **207.t. Churches receiving equitable compensation due to LESS THAN FULL**

32 **PAYMENT of their pastor's pension and insurance premiums in 2019**

33 (>3 months behind):

34 Church	District	Amount in Arrears
35 Ousley	ADOX	\$14,483
36 Headland Heights	ACPK	\$15,095
37 Leland	AMAR	\$21,563
38 Fort Street	AMRY	\$18,501
39 Atlanta Bethany UMC	AROS	\$11,577
40 Faith, Griffin	GRFN	\$ 9,637
41 Mooreland UMC	LAGR	\$11,800
42 Adairsville UMC	NWST	\$ 9,376
43 Metropolitan UMC	ROCA	\$16,000
44 Rush Chapel UMC, Rome	ROCA	\$ 9,617

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

Salary and Housing Data for "pastors-in-charge" appointed to a church at minimum salary or above (Does not include associate pastors)				
Total Members	Number of Churches	Avg Salary + Utilities	Avg Housing Allowance	Number of Churches with Housing Allowance
4500 plus	10	\$156,981.90	\$39,792.75	8
2500-4499	17	\$128,893.12	\$29,878.67	15
1500-2499	26	\$98,969.69	\$26,782.96	23
1000-1499	26	\$85,340.38	\$22,178.10	20
750-999	27	\$82,938.89	\$21,986.88	17
500-749	32	\$67,796.19	\$22,676.63	16
300-499	78	\$55,239.40	\$19,967.31	45
200-299	40	\$51,405.10	\$19,837.54	26
100-199	52	\$46,761.81	\$19,482.64	14
99 and less	6	\$41,333.33	\$16,500.00	4

Average Salaries and Utilities for ALL those appointed to a church at minimum salary or above		
District	Avg Salaries and Utilities	Number of Churches
Atlanta Districts	\$65,939.76	224
Non Atlanta Districts	\$62,903.26	214
All Districts	\$64,456.17	438

Average Housing Allowance by district for ALL those appointed to a church at minimum salary or above		
District	Avg Housing Allowance	Number of Churches
Atlanta College Park	\$23,217.04	27
Atlanta Decatur Oxford	\$18,924.00	25
Augusta	\$21,562.22	18
Atlanta Marietta	\$22,951.08	39
Atlanta Emory	\$22,830.90	41

Atlanta Roswell	\$24,758.58	48
Athens Elberton	\$22,807.85	13
Gainesville	\$22,096.00	25
Griffin	\$21,637.50	16
LaGrange	\$20,799.76	21
Northwest	\$20,425.00	8
Rome Carrollton	\$19,881.54	13
Atlanta Districts	\$22,886.28	180
Non Atlanta Districts	\$21,419.97	114
All Districts	\$22,317.71	294

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 91.3%. This
6 continues a trend of solid support from our churches, which results at least in part from the
7 combined effects of maintaining or reducing the apportionment budgets and good structural
8 economic conditions (for 2019). Total apportionment payments were \$20,012,754, a decrease
9 of \$952,270 from 2018. Payments to Conference and General Advances, and to special
10 offerings, totaled \$1,411,192 compared to \$1,568,105 in 2018.

11 The North Georgia Conference paid a total of \$6,371,284 in General Church
12 apportionments in 2019, which reflects a payment rate of 90.2%. We remit what we collect
13 from the churches, and we do not have an “underpayment factor” in our apportionment
14 allocations.

15 The Atlanta-College Park District achieved the highest percentage of apportionments
16 paid, 99.6%.

17 85.4% of our churches paid 100% of their apportionments in 2019. This represents
18 679 churches. This is the largest percentage in several years.

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

26 The IT Department continues initiatives to automate processes and increase the use of
27 cloud-based systems. This focus on automation and remote services have been valuable
28 during this period of social distancing.

29 The annual conference audit will be substantially concluded prior to Annual
30 Conference session. The process has been slowed somewhat by the social distancing
31 mandates. The conference audit for 2018 posted on the North Georgia Conference website,
32 and the 2019 audit will be posted upon completion. No material adjustments nor
33 recommendations are anticipated
34

35
36
37 **208.b. Investment Summary**

38 Conference funds are invested strictly in accordance with the Investment Guidelines
39 approved by the Annual Conference in 2016 and published on pages 392-396, volume I,
40 2018 Annual Conference *Journal*. Investment maturities and rates of return vary based on
41 projections of cash needs, as well as on market fluctuations.
42

43 Gain on invested balances in 2019 was approximately 19.0% (primarily unrealized).
44
45
46

1 Total investments at December 31, 2019 were \$89,887,181 of which \$55,782,293
2 represents investments designated for health and pension benefits programs.
3

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

5 Staff from the Treasury, Benefits and Information Technology departments
6 consistently perform excellent work and strive to provide great service to our Churches and
7 members. Treasury and Benefits Staff: Melody Brown, Ann Beesley, Bruce Cooper, CPA,
8 Keeancha Hawkins, Valerie Henry, Amy King, CPA, Michael Murphy-McCarthy, Judy
9 Woodall

10 Thanks to our great staff for their diligence and thanks to the members of the Annual
11 Conference for your ongoing support.
12

13 Keith M. Cox, CIA, CTP
14 Conference Treasurer and Director of Administrative Services
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208.c. Exhibit I: Comparative on Receipts

Office of the Treasurer Exhibit I: Comparative on Receipts (YTD Through 12/31/2019)

District	2018				2019				
	Apport.	Payment	%	%	Apport.	Payment	%	%	
<u>North Georgia Conference</u>									
Ministerial Support	\$2,894,550	\$355,297	\$2,780,140	96.0%	\$3,416,993	\$408,036	\$3,139,791	91.9%	-4.1%
Retired Ministers Pension & Insurance Benefits	\$3,575,011	\$440,286	\$3,456,253	96.7%	\$2,794,993	\$334,960	\$2,561,147	91.6%	-5.1%
Conference Administration	\$1,751,459	\$215,601	\$1,682,278	96.1%	\$2,151,432	\$255,451	\$1,970,330	91.6%	-4.5%
Conference Benevolences	\$2,346,292	\$286,565	\$2,263,493	96.5%	\$2,396,284	\$298,642	\$2,205,968	92.1%	-4.4%
Capital Funding	\$274,998	\$35,020	\$265,770	96.6%	\$337,003	\$41,005	\$309,465	91.8%	-4.8%
Higher Education	\$1,453,004	\$177,020	\$1,394,269	96.0%	\$1,520,015	\$179,557	\$1,394,927	91.8%	-4.2%
Church Development	\$2,544,798	\$312,482	\$2,443,144	96.0%	\$2,187,090	\$263,659	\$2,008,160	91.8%	-4.2%
Simpsonwood Conference and Retreat Center									
Group Sub-Total	\$14,840,112	\$1,822,271	\$14,285,346	96.3%	\$14,803,810	\$1,781,310	\$13,589,787	91.8%	-4.5%
<u>General Church</u>									
Black College Fund	\$493,776	\$56,421	\$470,090	95.2%	\$489,367	\$58,623	\$446,944	91.3%	-3.9%
Ministerial Education Fund	\$1,237,909	\$157,512	\$1,178,058	95.2%	\$1,226,814	\$160,204	\$1,121,035	91.4%	-3.8%
Interdenominational Cooperation Fund	\$96,805	\$11,886	\$91,116	94.1%	\$95,931	\$12,703	\$87,514	91.2%	-2.9%
World Service Fund	\$3,665,107	\$435,456	\$3,379,919	92.2%	\$3,632,246	\$458,812	\$3,255,728	89.6%	-2.6%
Africa University Fund	\$110,497	\$13,056	\$105,611	95.6%	\$109,532	\$13,544	\$100,631	91.9%	-3.7%
Episcopal Fund	\$1,085,374	\$127,725	\$999,659	92.1%	\$1,075,653	\$141,866	\$964,500	89.7%	-2.4%
General Administration Fund	\$435,199	\$53,076	\$401,189	92.2%	\$431,315	\$54,476	\$394,932	91.6%	-0.6%
Group Sub-Total	\$7,124,667	\$855,133	\$6,625,641	93.0%	\$7,060,858	\$900,229	\$6,371,284	90.2%	-2.8%
<u>Southeastern Jurisdiction</u>									
SEJ's Mission and Ministry Fund	\$56,012	\$6,617	\$53,538	95.6%	\$56,014	\$6,062	\$51,684	92.3%	-3.3%
Group Sub-Total	\$56,012	\$6,617	\$53,538	95.6%	\$56,014	\$6,062	\$51,684	92.3%	-3.3%
Sub-Total	\$22,020,791	\$2,684,021	\$20,964,524	95.2%	\$21,920,682	\$2,687,601	\$20,012,754	91.3%	-3.9%
Special Offerings			\$562,115				\$472,532	(\$89,584)	-15.9%
Conf. Advance Specials			\$582,068				\$422,743	(\$159,325)	-27.4%
General Advance Specials			\$427,410				\$515,917	\$88,507	20.7%
Total			\$22,536,118				\$21,423,946		-4.9%
							INCREASE (DECREASE) IN TOTAL FUNDS COMPARED TO PRIOR YEAR	(\$1,112,172)	

208.d. Exhibit II: Apportionments Payments by District

Office of the Treasurer Exhibit II

Apportionment Payments by District (Through 12/31/2019)

District	2018			2019			
	Apport.	Payment	%	Apport.	Payment	%	
Athens Elberton	\$1,471,165	\$1,420,802	96.6%	\$1,522,432	\$1,406,613	92.4%	-4.2%
Atlanta College Park	\$2,199,344	\$2,182,303	99.2%	\$2,267,186	\$2,257,243	99.6%	0.4%
Atlanta Decatur Oxford	\$1,454,723	\$1,308,186	89.9%	\$1,362,638	\$1,215,454	89.2%	-0.7%
Atlanta Emory	\$2,595,463	\$2,426,791	93.5%	\$2,537,183	\$2,105,669	83.0%	-10.5%
Atlanta Marietta	\$2,890,392	\$2,688,196	93.0%	\$2,807,511	\$2,389,607	85.1%	-7.9%
Atlanta Roswell	\$3,055,711	\$3,061,214	100.2%	\$3,149,374	\$2,967,543	94.2%	-6.0%
Augusta	\$1,580,631	\$1,524,786	96.5%	\$1,580,145	\$1,494,834	94.6%	-1.9%
Gainesville	\$1,847,127	\$1,751,168	94.8%	\$1,811,900	\$1,726,312	95.3%	0.5%
Griffin	\$1,252,609	\$1,199,204	95.7%	\$1,256,861	\$1,206,602	96.0%	0.3%
LaGrange	\$1,299,526	\$1,200,518	92.4%	\$1,293,476	\$1,100,493	85.1%	-7.3%
Northwest	\$1,181,638	\$1,114,205	94.3%	\$1,167,213	\$1,077,627	92.3%	-2.0%
Rome Carrollton	\$1,192,462	\$1,088,652	91.3%	\$1,164,763	\$1,064,757	91.4%	0.1%
Conference Totals	\$22,020,791	\$20,966,023	95.2%	\$21,920,682	\$20,012,754	91.3%	-3.9%
Increase (Decrease) in Apport. Payments (2018 vs. 2019)					(\$953,269)		
Percent Increase (Decrease)					-4.5%		

208.e. Net Assets Fund Balance as of 12/31/18 and 12/31/19

North Georgia Conference
Fund Balances
As of 12/31/2018 and 12/31/2019

	Fund Balances 12/31/2018 Audited	Fund Balances 12/31/2019 Unaudited	Change
Unrestricted Undesignated			
CFA Reserve	\$2,818,747	\$3,329,600	\$510,853
Unrestricted Designated			
Discipleship Ministries (Formerly Connectional Min.)	302,337	384,989	82,652
Academy for Clergy Excellence^2	252,998	272,755	19,757
Board of Ordained Ministries - Transitioning	162,721	108,035	(54,686)
Conference Ministerial Education Fund	312,132	272,598	(39,534)
Congregational Excellence (Previously Church Dev.)			
Liquid	2,550,257	2,215,460	(334,797)
Non-liquid	26,618	26,618	0
Total Congregational Excellence	2,576,875	2,242,078	(334,797)
Disaster Response	50,478	71,179	20,701
Benefits Programs			
Current Benefits Reserve	10,695,281	8,998,230	(1,697,051)
Pre - 1982 Pension	307,684	859,871	552,187
Future Retiree Medical Reserve	4,216,325	10,075,866 (a)	5,859,541
Total Benefits Programs	15,219,290	19,933,967	4,714,677
Board of Trustees - Methodist Ctr, Episcopal Res.	3,370,879	3,669,642	298,763
Board of Trustees - Closed Church Properties	716,500	1,423,000	706,500
Total Board of Trustees	4,087,379	5,092,642	1,005,263
Windfall Committee (Trustees)	4,684,873	5,622,612	937,739
Atlanta - West Church Start (Formerly Tenth St Undr)	0	1,763,272	
Board of Laity	168,830	220,757	51,927
Housing and Homeless Council	1,431,749	1,628,992	197,243
Charles Barnes Fund for Church Development	2,061,452	3,531,442	1,469,990
Simpson Bequest Fund (b)	532,927	645,251	112,324
Camp Wesley Campership Fund	2,406,843	2,809,429	402,586
Total District Work Funds	0	272,214	272,214
All Other Unrestricted Designated (c)	64,298	33,655	(30,643)
Total Unrestricted Designated	34,315,182	44,905,867	8,827,413
Total Temporarily Restricted (d)	2,695,336	2,595,340	(99,996)
Total Permanently Restricted (e)	183,202	222,082	38,880
Total Fund Balances	\$40,012,467	\$51,052,889	\$9,277,150

(a) Based on December 2019 actuarial valuation

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

(c) Episcopal Office, Archives & History

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

(e) Superannuate Fund, Culpepper Fund

1 **208.f. 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 council prayerfully considers budget requests within the reality of finite
7 resources. The construction of the 2021 budget occurred against the backdrop of General
8 Conference 2020 along with the COVID-19 crisis and its economic impact.

9 CFA took a conservative approach to the 2021 budget, seeking to reduce
10 apportionments at the local church level. This occurred through reductions in budget line
11 items and utilization of reserve funds.

12 The recommended 2021 budget is \$16,976,101 or \$4,008,548 less than the 2020
13 budget. General Church line items decreased 19.3%. The North Georgia Conference portion
14 of the budget decreased 19.1%. In addition, individuals and agencies will be asked to utilize
15 80% of their approved budget requests based on an ongoing evaluation of apportionment
16 receipts in the coming year (excluding compensation and benefits paid at 100%).

17 Due to financial constraints, the 2021 budget recommends no increase in
18 compensation for conference staff and cabinet level positions. This recommendation differs
19 from a compensation formula adopted by the annual conference for cabinet level positions
20 that would have resulted in a 2.6% increase—1.6% COLA plus 1%.

21 Through faithful stewardship, the North Georgia Annual Conference is blessed to
22 have a healthy balance sheet and significant reserves. Our liquidity position is sound. Our
23 goal is to support the mission of the United Methodist Church to make disciples of Jesus
24 Christ for the transformation of the world.

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

27
28
29 **William R. Burch, chairperson**
30 **Council on Finance and Administration**

1 **208.g. 2020 Council on Finance and Administration Recommendations**

2
3 1. We recommend that Keith M. Cox be elected to serve as Conference Treasurer
4 and Director of Administrative Services.

5
6 2. We recommend in addition to those observances set by the General Conference (defined in
7 2016 Book of Discipline ¶263), the following special days, with offerings, but without
8 quotas, be observed in 2020:
9 Homeless Offering (last Sunday in February); Mother’s Day Offering for Wesley Woods
10 Senior Living (Mother’s Day, second Sunday in May); Murphy-Harpst (third Sunday in
11 July); Golden Cross (third Sunday in August); Wellroot Family Services Offering
12 (third Sunday in September); Aldersgate Homes (fourth Sunday in October), Action
13 Ministries (first Sunday in December).

14
15 3. We recommend that each of the following be permitted to have one direct mail appeal for
16 funds in 2021: Wellroot Family Services, Wesley Woods Senior Living; Action Ministries;
17 Aldersgate Homes, Inc.

18
19 4. We recommend the adoption of the apportionment formula approved at Annual
20 Conference 2006, and used each year since, as described in the *2021 Recommended Budget*
21 *Interpretation*. (Included in the 2020 Annual Conference *Handbook*)
22

23 5. We recommend that all churches and conference-related agencies ensure that their internal
24 control systems are adequate to safeguard their assets as well as to ensure compliance with
25 completing an annual audit pursuant to 2016 Book of Discipline ¶258(4)(d). For churches
26 whose operating budgets are less than \$500,000, we recommend that those churches use the
27 “Local Church Audit Guide” to fulfill their audit obligation.
28

29 6. We recommend that local churches institute or update risk management practices and
30 procedures to protect church assets, employees, and volunteers. This includes expeditiously
31 moving to comply with practices defined in the “Safe Sanctuaries” program and to monitor
32 compliance with that program.
33

34 7. We recommend that all clergy either living in church-owned parsonages and/or that
35 maintain personal belongings in a church-owned office, seek counsel from their insurance
36 agent about securing insurance coverage for personal property.
37

38 8. We recommend that CFA be authorized to take all steps to effect the financial changes
39 necessary to complete district realignment.
40

41 9. We recommend that all district financial operations be integrated into the Conference
42 Treasurer’s financial system by 12/31/2021. This will facilitate increased transparency and
43 more full disclosure of all conference financial activities and fund balances.
44
45
46

1 10. That Cabinet and extended Cabinet clergy appointed to the UM Center have housing-
2 related allowances for 2021 designated as follows: Housing allowance (in lieu of parsonage)-
3 \$32,749 per year; utility allowance-\$5,000 per year. (These are the same levels as the last 11
4 years) For non-Cabinet clergy appointed to the UM Center, housing-related allowance shall
5 be at a level no lower than the minimum recommended by the Commission on Equitable
6 Compensation, but may be higher, as determined by the respective ministry director. (Based
7 on the unique circumstances of the Cabinet and staff clergy, the Conference Treasurer is
8 authorized to adjust individual compensation components, provided the total financial
9 support does not exceed the amounts budgeted)

10
11 11. We recommend that the Annual Conference approve designations of funds under the
12 oversight of the Conference Board of Pensions and Benefits as follows:

- 13 a. "Pre-1982 Out of Plan Funds"-designated to continue funding the pre-1982
14 pension obligation
- 15 b. "Current Benefits Reserve"-target amount is equal to four months' Healthflex
16 premiums. Amount
17 Designated to fund current benefits premiums
- 18 c. "Retiree HRA Reserve" -target amount is 115% of the most recent Accumulated
19 Plan Benefits Obligation from the most recent actuarial report. This amount
20 would be designated to fund future Obligations for the "ViaBenefits" Post-
21 Retirement Medical Plan.

22
23 12. We recommend that all ministries supported by the Conference budget manage their
24 expenditures in 2021 as follows: pay 100% of salaries and benefits, spend the remainder up
25 to a maximum of 80% of the total budget. Any received but unspent funds will roll over as
26 fund balance into 2022.

208.h. Recommended 2021 Budget

North Georgia Annual Conference
16 Line Summary Budget
2021 Budget - CFA Recommended

	2019 Approved Budget	2019 Expended	2019 Exp vs Appr %	2020 Approved Budget	2021 Recommended Budget	2021 vs 2019 Exp Inc/(Dec) Amount	2021 vs 2019 Exp Inc/(Dec) %	2021 vs 2020 Budget Inc/(Dec) Amount	2021 vs 2020 Budget Inc/(Dec) %
North Georgia Conference									
I.	3,714,000	3,433,772	92.5%	4,382,517	3,423,800	(9,972)	-0.3%	(958,717)	-21.9%
II.	2,795,000	2,696,099	96.5%	2,685,000	1,850,000	(846,099)	-31.4%	(835,000)	-31.1%
III.	1,901,425	2,103,528	110.6%	1,852,865	1,858,000	(245,528)	-11.7%	5,135	0.3%
IV.	2,099,295	1,908,767	90.9%	1,783,050	1,540,300	(368,467)	-19.3%	(242,750)	-13.6%
V.	337,000	309,366	91.8%	124,000	0	(309,366)	-100.0%	(124,000)	-100.0%
VI.	1,520,000	1,394,927	91.8%	1,474,000	1,293,181	(101,746)	-7.3%	(180,819)	-12.3%
XII.	2,187,100	2,475,290	113.2%	1,404,500	1,165,000	(1,310,290)	-52.9%	(239,500)	-17.1%
	250,000	229,000	91.6%	50,000	0	(229,000)	-100.0%	(50,000)	-100.0%
Total North Georgia Conference	14,803,820	14,550,749	98.3%	13,755,932	11,130,281	(3,420,468)	-23.5%	(2,625,651)	-19.1%
General Church									
VII.	489,361	446,944	91.3%	497,116	414,985	(31,959)	-7.2%	(82,131)	-16.5%
VIII.	1,226,805	1,121,035	91.4%	1,246,245	897,684	(223,351)	-19.9%	(348,561)	-28.0%
IX.	95,945	87,514	91.2%	97,465	12,413	(75,101)	-85.8%	(85,052)	-87.3%
X.	3,632,247	3,255,728	89.6%	3,689,804	2,867,108	(388,620)	-11.9%	(822,696)	-22.3%
XI.	109,517	100,631	91.9%	111,252	93,297	(7,334)	-7.3%	(17,955)	-16.1%
XIV.	1,075,656	964,500	89.7%	1,092,701	1,151,251	186,751	19.4%	58,550	5.4%
XV.	431,300	394,932	91.6%	438,134	353,082	(41,850)	-10.6%	(85,052)	-19.4%
Total General Church	7,060,831	6,371,284	90.2%	7,172,717	5,789,820	(581,464)	-9.1%	(1,382,897)	-19.3%
XVI. Southeastern Jurisdiction									
	56,000	51,684	92.3%	56,000	56,000	4,316	8.4%	0	0.0%
Grand Total	21,920,651	20,973,717	95.7%	20,984,649	16,976,101	(3,997,616)	-19.1%	(4,008,548)	-19.1%

1 **208.i. Interpretation of Recommended 2021 Conference Apportionment Budget**

2
3 The recommended Conference budget for 2021 is \$16,976,101, a **decrease** of \$4,008,548
4 versus the approved 2020 budget. Conference direct mission and ministry budgets (Areas I,
5 IV, VI and XII) comprise 66.7% of the Conference portion of the budget versus 63.7% in
6 2020. Note, that the percentage in the 2021 budget is the highest in 10 years.

7
8 **CONFERENCE FUNDS:**

9
10 **AREA I. MINISTERIAL SUPPORT**

11 Episcopal Residence/Office/Discretionary	\$ 400,000
12 Conference Communications	215,000
13 District Superintendents' Compensation	1,475,000
14 District AA Salaries and DS Expenses	525,000
15 District AA Pension/Ins	73,800
16 Equitable Compensation Fund	340,000
17 Board of Ordained Ministry	<u>395,000</u>
18	
19 Total Area I	<u>\$ 3,423,800</u>

20

21 The Episcopal Residence and Office Fund provides the conference share of financial support
22 for the office and residence expense for North Georgia's Resident Bishop. (In 2020, the
23 General Church share of residence support is \$10,000, while the General Church's share of
24 office support is \$88,000. **It is expected that the General Church Episcopal Fund will**
25 **discontinue its support of the Episcopal Office going forward**).

26
27 District Superintendents' Compensation line item represents salaries, health insurance and
28 pension benefits for the eight (8) district superintendents of our conference.

29
30 The Equitable Compensation Fund enables our conference to fulfill the mandate of “security
31 of appointment”, meaning that all appointed clergy will receive Conference minimum
32 compensation.

33
34 The Board of Ordained Ministry is responsible for credentialing of clergy. Additionally, it
35 coordinates the provision of support for conference clergy through myriad services,
36 continuing education activities, seminars, etc. This ministry enables our conference to meet
37 the high standards and expectations of local church congregations. Decrease in 2021 is due
38 to the designation of Trustees funds for the “ACE²” clergy personal enrichment program.

39
40 **AREA II. RETIRED MINISTERS PENSION/INSURANCE**

41 Retired Minister Insurance Premiums	\$1,450,000
42 Disability Premiums	250,000
43 Retirees' Past Service Pension (Pre-1982)	<u>150,000</u>
44	
45 Total Area II	<u>\$1,850,000</u>

46

1 Retired Minister Pension/Insurance reflects “fully funded status” as of 12/31/2019
2 (unaudited) for both the ViaBenefits defined contribution funding for the Health
3 Reimbursement Account for retired/eligible clergy and Conference staff, as well as the pre-
4 1982 plan. The premiums noted for Retired Ministers insurance (HRA) are based on claims
5 expenses passed on to the Conference by ViaBenefits. The benefit per claimant is currently
6 capped at \$3,600/annum. However, the Conference Board of Pension and Health Benefits is
7 considering funding options that might reduce that “cap” in the future.
8 The small apportionment for pre-1982 is recommended to ensure continued funded status
9 despite vagaries in both the investment markets as well as actual mortality data versus
10 estimates based on mortality tables.

11
12 **AREA III. ADMINISTRATIVE FUND**

13 Annual Conference Session/Journal/Handbook \$ 250,000

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

16
17 The following Area III office "sub totals" include director and staff salaries and benefits and
18 office related expenses.

19
20 Office of Treasurer/Benefits/Admin/IT Services \$ 913,000

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

28
29 Office of Ministerial Services and Spiritual Formation \$ 380,000

30 This office provides for the many needs of those who have dedicated their lives to God's
31 service through the church, including maintenance of clergy service records/files. This
32 department also administers the credentialing and support of all conference clergy. The
33 increase in expenses is due to more personnel assigned to fulfill an expanded mission.

34
35 BOT Methodist Center Operating Expenses \$ 125,000

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

38
39 Council on Finance and Administration \$ 115,000

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

41
42
43 Cabinet Expenses \$ 75,000

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

3
4 Total Area III \$1,858,000

5
6 **AREA IV. CONFERENCE BENEVOLENCES**

7 **Connectional Ministries:**

8 Administrative Support & Staff \$ 610,000
9 Program/Ministry Teams 100,000
10 Camp and Retreat Ministries 376,800
11 Conference Leadership Development 20,000

12
13 Sub Total Connect. Ministries \$1,106,800

14
15 The Connectional Ministries functions are responsible for equipping and training local
16 church leaders for effective ministry.

17
18
19 Action Ministries \$ 400,000

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

22
23 Housing and Homeless Council \$ 9,500

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

25
26 Ministry of the Laity \$ 24,000

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

31
32 Total Area IV \$1,540,300

33
34 **AREA V. CAPITAL FUNDING**

35
36 This area is for computers and other equipment. However
37 CFA did not fund it this year because we have a carryover balance

38
39
40 Total Area V \$ 0

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

2
3 Total Area VI \$ 1,293,181

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 DEVELOPMENT**

9
10 Total Area XII \$ 1,165,000

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 also 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
26 **SUB TOTAL**
27 2021 CONFERENCE BUDGET \$11,130,281
28
29

30 **GENERAL CHURCH FUNDS:**

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

33
34 Total Area VII \$ 414,985

35 This line item represents our denomination's support, via supplements, of the operations and
36 capital funding of historically black colleges and medical schools related to the United
37 Methodist Church, including Clark Atlanta University and Paine College.
38

39 **AREA VIII. MINISTERIAL EDUCATION FUND**

40
41 Total Area VIII \$ 897,684

42 This ministry provides our churches financial support for the recruitment and education of
43 our future pastors and bishops. Please note that our conference retains 25% of the fund
44 balance for use in our conference. The retained fund balance as of 12/31/2019 is \$272,598.
45 Scholarship grants can total \$1,000 per semester for undergraduate studies (certified
46

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

3
4 **AREA IX. INTERDENOMINATIONAL COOPERATION FUND**

5
6 Total Area IX \$ 12,413

7 This fund enables United Methodists to have a presence in the activities of ecumenical
8 organizations and provides our United Methodist share of the basic budgets of those
9 organizations which relate to the ecumenical responsibilities of the Council of Bishops and
10 the General Commission on Christian Unity and Inter-religious Concerns. Included in this
11 fund in 2021 is support for:

12
13 National Council of Churches
14 World Council of Churches
15 World Methodist Council
16 Pan-Methodist Commission
17 Ecumenical Office and Travel
18 Interreligious Relations
19 Other
20

21 **AREA X. WORLD SERVICE FUND**

22
23 Total Area X \$ 2,867,108

24 The World Service Fund enables our denomination to strengthen its evangelism efforts,
25 stimulate church growth, expand Bible studies and enrich spiritual commitment. This fund
26 allows us to share in a worldwide ministry, including support for missionaries.
27

28 **AREA XI. AFRICA UNIVERSITY**

29
30 Total Area XI \$ 93,297

31 This fund supports the development of the first private university for young men and women
32 from all over Africa. Courses of study include agriculture, theology, medicine and dentistry,
33 education, technology and management.
34

35 **AREA XIV. EPISCOPAL FUND**

36
37 Total Area XIV \$ 1,151,251

38 This fund pays the annual salaries (approximately \$155,000) and benefits of active bishops
39 worldwide and some support for the retired bishops worldwide, and a small portion of
40 episcopal residence expenses. It also funds episcopal travel and moving expenses.
41 Jurisdictional and Central Conference bishops receive support from this fund. The estimated
42 “fully loaded” cost of an Episcopal leader is \$350,000. Note that our apportionment is
43 roughly three times that amount, meaning NGA is, in essence, funding two other Episcopal
44 leaders in addition to our own.
45
46

1 **AREA XV. GENERAL ADMINISTRATION FUND**

2
3 Total Area XV \$ 353,082

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

7
8 **SUBTOTAL 2021 GEN CHURCH BUDGET** \$5,789,820

9
10 For more information on the current quadrennial General Church Budget go to:
11 [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)
12 [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)

13
14 **AREA XVI. JURISDICTIONAL MISSION & MINISTRY FUND**

15
16 Total Area XVI \$ 56,000

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

18
19 **GRAND TOTAL Recommended 2021 BUDGET** \$16,976,101

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208.j. How Are Apportionments Computed?

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

Step 2: At calendar year-end, the local church completes the Local Church Report to the Annual Conference. (For the 2021 recommended budget, the latest available reports are the 2019 year-end reports.)

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

Step 4: The Treasurer's Office totals the local church operating expenses for ALL 800 North Georgia United Methodist churches. For year end 12/31/2019, this total was \$201,711,634, a 3% increase over 2018.

Step 5: We determine "the decimal." This is the conference budget divided by total church operating expenses (from step four). The decimal for 2021 is **.0842, or 8.42%**. This is a **reduction of 2.29 percentage points** from the 2020 approved budget. **This means that the Conference budget, expressed as a percentage of local church expenditures, in aggregate, is down 21.4% versus the 2020 budget (2.29/10.71)**. Please note that this is the lowest decimal percentage in at least 25 years.

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

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

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

1 **Step 9:** We will add the District Work Fund (DWF) apportionment to each church based on
2 information provided by the District offices
3

4 **Step 10:** 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

8 Please note that churches that are considered "newly constituted" have 5 years to transition
9 into their full computed apportionment. In effect, the difference between their *computed*
10 apportionment and what they are *actually* apportioned is subsidized by the other churches in
11 the Conference for a five year period. (This is accomplished generally by apportioning in
12 increments of 20% of computed apportionments per year for 5 years-20% in year 1, 40% in
13 year 2, etc.)
14

15 **Detailed Explanation of Step 7 as originally approved at 2006 Annual Conference**
16 **Session (and re-ratified each year since):**
17

18 In order to assure that our apportionment computation and allocation system is as equitable
19 as possible, we recommend that a "reasonableness test" be implemented, which will work as
20 follows-

- 21 a. Existing apportionment formula and rules for year-end report completion remain
22 unchanged.
- 23 b. After the apportionments have been computed for all churches, three (3) comparative
24 groups will be established-churches with membership from 1000-1999; 2000-2999;
25 3000+
- 26 c. The aggregate apportionments for each group will be divided by the aggregate
27 membership of each group in order to calculate an average apportionment/member
28 for each group.
- 29 d. Any church whose apportionment/member falls below the average for its group will
30 be referred to the Cabinet for discussion about possibly being moved up to the group
31 average over a three (3) year period. Group average calculations will occur each year
32 based on the latest reported membership statistics.
- 33 e. The Cabinet can review the apportionments for the churches in all 3 groups and will,
34 as a body, discuss and might make adjustments to each church whose apportionment
35 is below the average for its size range.
- 36 f. Apportionments added to the affected churches will not be offset by reductions in
37 other churches and will be applied to Conference-specific apportionment line items
38 ONLY and will NOT be added to General or Jurisdictional line items.
39

40 **Information Only**
41

42 Note: Information reported by our churches on the year end "Table III" report, which is a
43 report of revenues, indicates the following-
44
45
46

1 Total “normal” giving (from 2019 aggregate Table III Report) - \$268,633,331

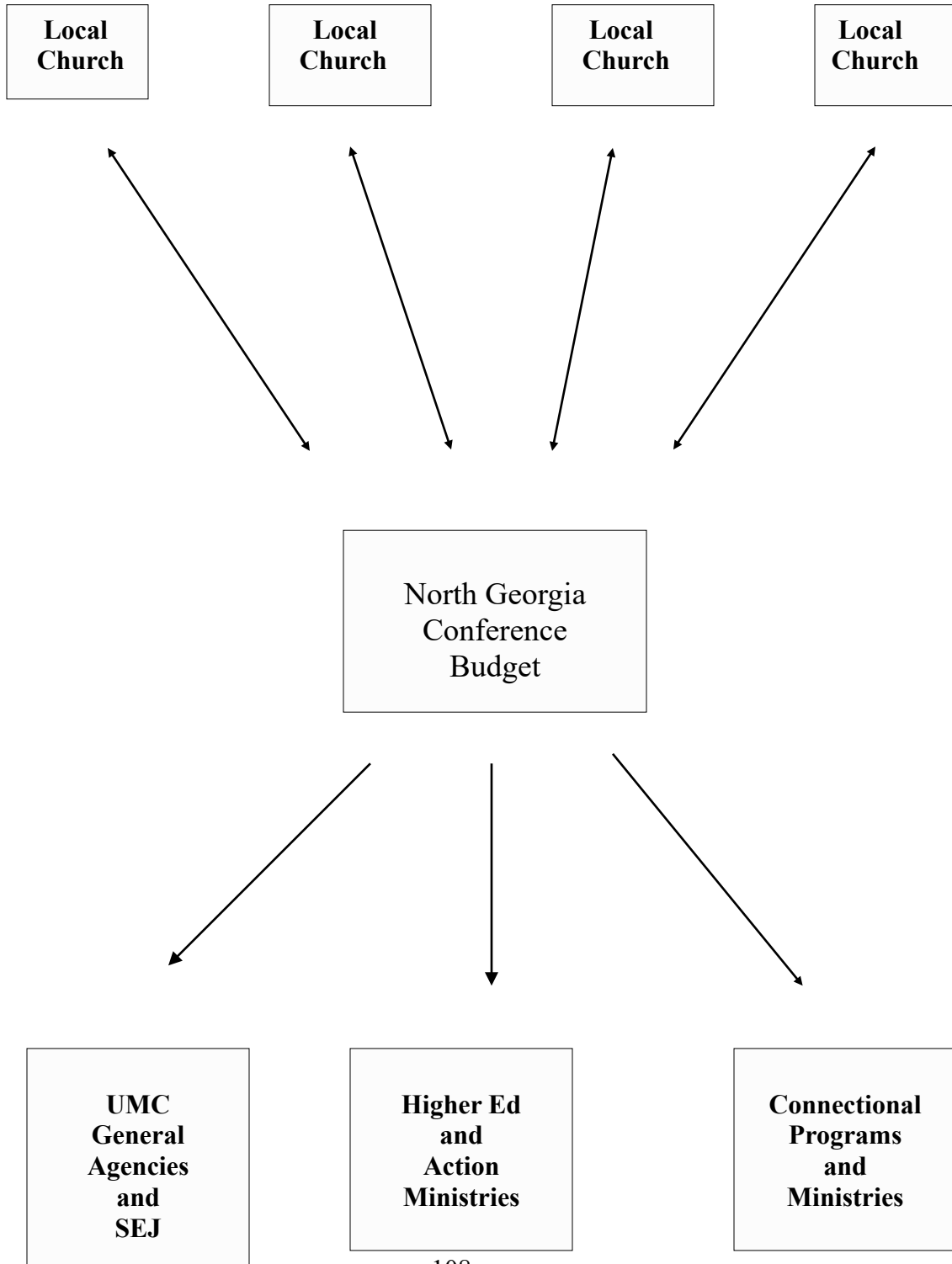
2
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4 **The 2021 recommended Conference budget, expressed as a percentage of aggregate**
5 **“normal” revenues, is 6.3%.**
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NORTH GEORGIA CONFERENCE

COUNCIL ON FINANCE AND ADMINISTRATION

**HOW THE RECOMMENDED 2021 CONFERENCE
APPORTIONMENT BUDGET WAS DEVELOPED**



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**North Georgia Conference
Council on Finance and Administration**

**How the 2021 Recommended Conference
Apportionment Budget Was Developed**

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1. The "General Church" sets priorities and develops programs at the General Conference Session for a four (4) year period (the quadrennium). The new quadrennium began in 2017 and runs through 2020

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The financial support for those worldwide ministries is apportioned to the Annual Conferences, which, in turn, apportions those amounts to the local churches. The 2021 estimated General Church Apportionments are \$5,789,820 or 34.1 % of the 2021 total Conference Budget.

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

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2. Conference-based and Conference-subsidized programs and ministries 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, Action Ministries, the Georgia UM Commission on Higher Education et.al.

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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, 2020.

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Those requests were then put in the draft budget.

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3. On March 16, 2020 CF&A met to review the draft budget. During this meeting, CF&A made adjustments to 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; CF&A made a decision 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 2021 is **\$16,976,101** a **decrease of \$4,008,548 (-19.1%)** from the approved 2020 budget.

- 1 4. Instructional videos will be prepared by Conference staff and posted on Conference
2 website to brief delegates (members) to annual conference on highlights of the
3 recommended budget, as 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-
10 wide ministry and mission, using the apportionment calculation methodology
11 described the "Budget Interpretation."
12

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

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

21 **The Conference Treasurer's Office will NOT communicate apportionments to**
22 **any church, nor post the 2021 apportionments on the Conference website until**
23 **after the 2020 District set up meetings are concluded! (Once the set-up meetings**
24 **have concluded, 2021 apportionments will be posted on the Conference website.)**
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1 **300. Center for Congregational Excellence**

2
3 **300.a. Center for Congregational Excellence Team Report**

4
5 The Center for Congregational Excellence (CCE) seeks to inspire healthy and fruitful
6 congregations who make disciples of Jesus Christ for the transformation of the world.
7 Utilizing innovative ideas and resources, our office comes alongside churches to assess needs
8 and assist with training and development so that churches can more effectively live into our
9 mission. We also celebrate churches who exhibit qualities of excellence and employ their
10 best practices to strengthen other churches. In addition to providing leadership for specific
11 ministry areas, CCE staff liaison with specific districts and work directly with district
12 superintendents and district strategic growth teams. Current staffing includes a mix of full-
13 time and part-time contract positions covering the work of New Church Development, Fresh
14 Expressions, Asian, Latino, and Black Congregational Development, Camping and Retreat
15 Ministries, Age-Level Ministries of Children, Youth and Young Adults, Safe Sanctuaries,
16 Missions, and Disaster Response. Other work with local churches includes the areas of
17 hospitality, worship, discipleship, evangelism, and stewardship.

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

26 CCE continues to offer programs for church revitalization. One of the primary
27 programs is the Healthy Church Initiative. This program includes a church self-study, a series
28 of Mystery Worshipers, and a Consultation Weekend with an outside team who conducts
29 interviews and leads workshops at the church. The weekend ends with a series of
30 prescriptions offered to the church for their consideration. If the church decides to implement
31 all the prescriptions, a coach is secured to work with the church to provide encouragement
32 and accountability. Although there are churches actively engaged in HCI, the program is
33 being assessed and revamped to more effectively assist churches and to invite more laity
34 participation.

35 CCE staff also worked with leaders from around the connection to design and
36 produce OneWorship. This one hour service, which included representatives from 42
37 different NGUMC congregations and organizations, intended to unite the North Georgia
38 Conference in a worship experience that celebrated the work of the Holy Spirit at work in
39 this time, honored the milestones of the passing of an appointment year, and provided a
40 practical resource for pastors and congregational worship leaders to reuse - in part or in
41 whole - to supplement their own weekly worship. Members of the design team also
42 organized a 24-hour Prayer Vigil, including downloadable prayer guides and 4 hours of
43 original video content to assist the Conference participants in praying for us from June 30 -
44 July 1, from the end of one appointment year to the next.
45
46

1 CCE continues to build the Movement Learning Action Board, known as M-LAB.
2 This initiative, a collaborative vision of Bishops Sue Haupt-Johnson, Ken Carter (Florida)
3 and William Mcalilly (Nashville Episcopal Area), was designed to bring together outwardly-
4 focused United Methodists Clergy and Laity to incubate and prototype new ideas that will
5 shape the future of our church. In 2019, the movement expanded with a District Innovation
6 Lab event in the LaGrange District, and MLAB CO.LAB, a six-month cohort experience for
7 15 leaders from the North Georgia Annual Conference, and 15 from the Florida Annual
8 Conference. And now, as we have entered into a startling new reality of church, community,
9 and culture, the work of creativity and innovation has proven essential. We celebrate the
10 ways that pastors and churches faced pandemic and faithfully innovated for the sake of the
11 Gospel.

12 Our staff has worked with local churches to provide Church Staff Retreats, Strategic
13 Planning and 2020 Vision and Values Coaching, Leadership Development Workshops,
14 including DISC and Enneagram resourcing, Worship Consultations and Stewardship
15 programs. We have offered Small Church Check-Up workshops for district training.
16 Kindling the Fire (KTF) Sermon and Worship Planning Retreats help pastors and worship
17 teams plan further in advance. Kindling in the City was a successful iteration of KTF and
18 plans are being developed to offer it again in the next conference year. Sandy Springs UMC
19 (AROS) hosted a Simplified Accountable Leadership Single Board Training with Kay Kotan
20 to help churches stream-line their leadership structure. In January 2020, CCE staffers assisted
21 Tonya Lawrence-Miles in producing a six-week study based on the presentations of Gary
22 Mason from Annual Conference 2019. And in February of 2020, Marietta First and Maple
23 Ave UMCs partnered to host A Day with Matt Miofsky, discussing effective leadership
24 during times of change.

25 In order to help local churches to respond to the new digital realm in which they find
26 themselves operating, the Congregational Development Committee voted to release
27 significant funds for tech grants to help local churches purchase equipment and service they
28 needed to improve both their online worship and presence. Several small groups were formed
29 and coordinated by the Office of Congregational Excellence during this process to assist
30 local church leaders to learn best practices from each other while sharing ideas and content.

31 In the area of New Church we have worked with John Kenney and the staff of Quest
32 UMC in Grovetown to provide leadership to our New Church Leadership Academy where
33 clergy and laity can learn the best practices for how to launch new ministries and discern a
34 call to church planting.

35 During my time in working with Congregational Development, we have concentrated
36 on Vital Mergers, 2nd Campuses and helping to find permanent homes for new church starts
37 that were still renting space. We currently still have three churches that have not found a
38 permanent home, but this might be to their advantage in these times of increased online
39 worship. The Fountain has seen significant growth and is still meeting in a school in Forsyth
40 County. Liberty Hill in Canton rents space from an old mill that is being redeveloped. Arbor
41 Pointe is looking for long term space in the West Jackson community. Since COVID 19 has
42 begun, several of our churches have started digital campuses and will be part of a digital
43 planting cohort with Path 1. Peachtree Road is working to plant a second campus on the
44 Westside of Atlanta, but much of their work is now in the digital realm.

1 The 2019-2020 conference year has seen the uniting of City on a Hill and Woodstock
2 UMC into The Way in Woodstock under the leadership of Andy Rogers and Ann Garvin in
3 partnership with the Atlanta Roswell and Atlanta Marietta District.

4 Some of the accomplishments of Congregational Development during Phil
5 Schroeder's tenure include planting the The Nett with Rodrigo Cruz that now has three
6 campuses, a second campus for Wesley, Evans and The Vine, the purchase of land for
7 Wesley's second campus as well as land in near 316 across from Georgia Club for a potential
8 plant in that area.

9 We have overseen the creation of several Vital Mergers including West Georgia
10 UMC with the Wesley Foundation and St. Andrew, Carrollton, Neighborhood Church from
11 Epworth and Druid Hills, Covenant from Cumberland and Faith in Smyrna, Connections at
12 Metropolitan from Bowen and Henry M. White. Tillman House was secured in a merger with
13 Smyrna First as a missional campus. Our office has funded associates and assistant pastors to
14 foster diversity, growth and leadership development at Grayson, Conyers First, Smyrna First
15 and Sugar Hill in addition to associates and assistants in incubators at St. James, Alpharetta,
16 Wesley Chapel in McDonough, and Ben Hill. Funding was also given to Quest to partner
17 with a non-United Methodist Church to share their facility and to Mt. Bethel in order to
18 foster the pastoral transition at Immanuel Korean.

19
20 Phil Schroeder, Director, Center for Congregational Excellence
21 Blair Zant, Associate Director
22 Yvette Massey, Associate Director
23

24 25 **300.b. Multi-Ethnic Cohort**

26
27 The MultiEthnic Cohorts of NGA are strong and growing stronger. Both Year 1 & Year 2
28 cohorts traveled to Dallas for the 4th National Multiethnic Church Conference where more
29 than 1,300 persons from over the country were represented. The Year 2 cohort also traveled
30 to Cincinnati, OH in January for the Church Economic Accelerator to determine how we can
31 best use our space with an entrepreneurial mindset. Both groups continue with monthly video
32 conferencing as we strive to look more like the Kingdom of Heaven here on earth!
33

34 Michael Stinson, Consultant
35 Multi-Ethnic Development
36

37 38 **300.c. Fresh Expressions**

39 The Church in its current (inherited) form reaches approximately 17% of the population in
40 our communities. Fresh Expressions (FX) are new forms of church for our changing culture
41 and are bridging the gap between the inherited church and the "nones" and "dones" in our
42 communities. Fresh Expressions are cultivated through listening, loving, and serving the
43 neighborhoods, networks, and needs outside our walls while building a discipling
44 community. Fresh Expressions, and inherited forms of church, work hand-in-hand to bring
45 new life in Christ to one another. Every North Georgia congregation is encouraged to explore
46

1 the possibilities for Fresh Expressions in your community. In the 2019-20 Conference year
2 we awarded \$22,000 in grant money to further this movement.

3 FX Local Church Workshops and Roundtables were held to assist churches in
4 listening to their communities and connecting in ways that cultivate the possibility of FX
5 connecting each unique church to the unique neighborhoods, networks, and needs in their
6 context. Vision Days and Dinner Church Encounter trainings were hosted throughout the
7 conference and provided the possibility for larger groups from churches to learn the basics of
8 the what, why, and how of FX and begin the visioning process.

9 CCE helped launch Accelerator, an FX coaching cohort that walks with pioneers
10 through the process of forming a FX and creates a lab-like space for additional peer learning
11 through contextualized problem solving and experimentation.

12 We celebrate the numbers of churches who are already discovering and launching
13 Fresh Expressions. Training and assistance is available as you discover the Fresh Expressions
14 of Church in your community. Please visit www.ngumc.org/freshexpressions for more
15 information.

16
17 Heather Jallad
18 Lead Cultivator, Fresh Expressions
19
20

21 **300.d. Asian Congregational Development**

22
23 As one way of strengthening Korean/Asian churches and missions, the partnership with Mt.
24 Bethel UMC and the Office of Congregational Excellence to aid in Immanuel KUMC has
25 reached the final phase, and the current senior pastor will retire as of this year's annual
26 conference. A new pastor will continue the church's mission.

27 Korean Church of Sugar Hill has relocated to Trinity UMC on Old Peachtree Road to
28 continue its mission and renamed its name to Trinity Korean UMC to be in partnership with
29 Trinity UMC to serve the surrounding community.

30 CCE has continued the support for the Korean Church of Newnan to serve the
31 children and youth ministries, which are growing both numerically and spiritually.

32 We, the committee, have started a new campus ministry at Georgia Gwinnett College
33 to reach out to Korean/Asian-American students from Rock Springs UMC, where a new
34 Korean mission will be starting this year.

35 The relocation of the Korean Church of Sugar Hill made this new mission start
36 necessary to reach out to Korean-American in the area.

37 These were possible because of your support, prayers, and willingness to take risks as
38 we try to make disciples of Jesus Christ for the transformation of the world. Thank you very
39 much for your support and prayers.
40

41
42 Hyo Kim, Consultant
43 Korean/Asian Church Development
44
45
46

1 **300.e. Black Congregational Development**

2
3 BCD has continued to fulfill our mandate through the identified vision and mission. The
4 Leadership Development Series concluded for Cohort #2 with 16 individuals participating
5 and we celebrated the completion 2/26/2020.

6 There were eight module topics included: Leadership, Preaching, Worship Planning,
7 Technology and Innovation, Community Engagement/21st Century Evangelism, Serving
8 Cross-Cultural Appointments with Excellence, Budgeting and Finance, Conflict Management
9 and Self care. We have now had 30 individuals to complete the Leadership Series. As
10 suggested by our graduates we are compiling an online repository of the materials presented
11 during the course for their future reference as they continue to lead and serve their
12 congregations and communities.

13 In an effort to provide structure and sustainability of the committee’s focus, we
14 utilized our objective definitions, framework and metrics for the approval and monitoring of
15 BCD grants through our Office of Congregational Excellence budgeted funds.

16
17 Michael T. McQueen, Chair
18 Black Church Development
19

20
21 **300.f. Latino Congregational Development**

22
23 Our covenant with the United Theological Seminary continues as we registered 15 new
24 students for this spring at the Hispanic Christian Academy. We provided funds for the
25 outreach program of all Hispanic ministries.

26 We began a Leadership of Excellence in March of 2019 that consisted of eight
27 workshops. The program concluded in November with 10 laypeople who completed the
28 program.

29 Our committee worked together with the Undocumented Partnership Task Force to
30 develop two workshops called “Immigration in Your Backyard”, to raise awareness about the
31 immigrant community in our Conference.

32 We helped support Latino churches with grants for programming. The committee
33 also awarded a grant to open a new ESL program at Hiram First UMC in order to reach the
34 community. Support continues for the ESL program at East Point First Mallalieu United
35 Methodist Church and Winter’s Chapel.

36 We provided a scholarship for college studies and explored establishing ministries in
37 various communities around the conference.

38 We are so thankful for the opportunity to have an educational trip to Israel for Latino
39 pastors and lay leadership with the support of Congregational Development.
40

41
42 Dorcas Rodriguez, Chair
43 Juan Quintanilla, Consultant
44
45
46

301. Connectional Ministries

301.a. Children's Ministries/Safe Sanctuaries

It's been a good year to be part of one of the hundreds of children's ministries across North Georgia! Those whose ministries are with children and their families strive to create community, grow disciples and leaders for Jesus Christ, and to improve their skills as faith leaders themselves. We are growing a caring, Christian community through practicing appropriate safety procedures for those in our ministries through Safe Sanctuaries. Rather than a set of rules and regulations, at its heart, Safe Sanctuaries is a way of being in a community that worships, educates, and extends itself beyond the walls of the building to enable discipleship and healthy relationships to flourish.

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

None of this happens without the continual efforts of those called to work with children. Just as they strive to provide for those in their ministries, they also seek to care for themselves - their faith lives and their professional skills. For those new to children's ministry or those wishing to expand their skill set, the Children's Ministry Institute (CMI) has been developed to provide a place for connection and learning among Children's Ministry professionals. Led by clergy and lay children's ministry champions, CMI is one of the Center for Congregational Excellence's fastest growing training initiatives.

As each of us seeks to adapt to the realities of a global pandemic, I am grateful to the many children's ministry directors who are video chatting, Zoom calling, appearing on YouTube and Facebook Live reading bible stories or offering a devotional and finding creative and safe ways to stay connected to their congregation's children and families.

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

The Graduates of the Children's Ministry Institute are:

COHORT II – Fall of 2019: Melanie Adams – Carrollton First UMC; Britta Alton – Ringgold UMC; Marla Arnold – Smyrna First UMC; Kimberly Barry – Trinity at the Well; Leslie Bowers – Northbrook UMC; Joyia Buckelew – Due West UMC; Lin Cason – Kennesaw UMC; Kellyann Cruz – The Nett UMC; Kelly Duncan – Mariette First UMC; Michele Dutton – Canton First UMC; Danielle Ervin – Birmingham UMC; Tambryn Freund – Dunwoody UMC; Hannah Harwood – Sam Jones Memorial UMC; Mary Jane Higman – Bethany UMC; Candace Hirsch Johnson – Sandy Springs UMC; Tabitha Hunsucker – Wesley Way UMC; Alicia Iles – Due West UMC; Kristyl Kepley – Chamblee UMC; Tonia Martin – Powder Springs; Kate Morris – Acworth UMC; Alaneh Morrison – Covenant UMC; Jennifer Mullen – Zoar UMC; Jess Musil – Dallas First UMC; Tara Nix – Bremen First UMC; DeDe Reilly – McEachern Memorial UMC; Teal Sanders – Jasper UMC; Haley

1 Sipe – Douglasville First UMC; JoAnn Stone – Hartwell First UMC; Lorin Tate – Roswell
2 UMC; Meghan Walter – Roswell UMC; Laurie Hintz – Carrollton First UMC
3 **COHORT III – Winter 2020:** Sung Bae – Korean Church of Atlanta; Brooke
4 Barksdale – Newnan First UMC; Valerie Blackburn – Bethel (Stockbridge); Catherine Breed
5 – Decatur First UMC; Caroline Clayton-Enright – Haygood UMC; Kim Cody – Oak Grove
6 UMC; Marti Coleman – Tucker First UMC; Lisa Engberg – McKendree UMC; Johnna Field
7 – Oak Grove UMC; Valerie Gill – Griffin First UMC; Nicole Hall – Hickory Flat UMC; Vic
8 Harmon – Alpharetta First UMC; Renee Hilley – Jefferson First UMC; Angela Johnson –
9 Sugar Hill UMC; Trish Johnson – Bethlehem First UMC; Jeanne Jones – LaGrange First
10 UMC; Kristi Jones Scales – Ben Hill UMC; Sasha LaBonte; Catherine Lombard –
11 Lawrenceville First UMC; Ellen Mason – Alpharetta First UMC; Sara Maughan – Inman
12 Park UMC; Amy May – McDonough First UMC; Stephanie Mitchell – Oak Grove UMC;
13 Whitney Pope – Dacula First UMC; Susan Rowe – McKendree UMC; Ellen Sanders –
14 Alpharetta First UMC; Mimi Sanders – Tucker First UMC; Shannon Shadix – Villa Rica
15 UMC; Amy Stephens – Mountain Park UMC; Sheila Stephens – St. Mark UMC; Leslie
16 Stowe – Midway UMC; Megan Watson – Thomaston First UMC; Rachel Welch – Norcross
17 First; Leslie Yokeley – Duluth First UMC.
18

19 Debby Fox, Consultant
20 Office of Congregational Excellence
21

22 **301.b. Committee on Ethnic Local Church Concerns**

23
24
25 Greetings Beautiful People of North Georgia! I greet you in the love and grace of
26 Jesus our Christ in each of the tongues spoken in our conference's churches:
27 Annyeonghaseyo! (Korean); Buenas Dias! (Spanish), Hello! (English) Hey y'all! (Southern),
28 O' Si' Yo! (Native American, Cherokee)

29 Your Ethnic Local Church Concerns Committee is called to support pastors, laity and
30 congregations from each of our ethnic local church constituencies here in North Georgia:
31 African American, Native American, Hispanic and Korean communities. Our mission is
32 equipping these pastors and churches with the tools and training to be effective in making
33 disciples of Jesus Christ for the transformation of our world. We are also tasked to build
34 Christ-like relationships between all of our churches and communities so that together, we
35 become one with Christ, one with each other and one in ministry to all the world.
36

37 **Here are our accomplishments during the past year:**

- 38 • Coordinating ministry and communication between conference committees of our
39 North Georgia ethnic minority church constituencies
- 40 • Assembling an early database for our conference's ethnic local churches
- 41 • Equipping and empowering pastors of all ethnic backgrounds from North Georgia to
42 grow churches that reflect the diversity of God's kingdom which is in heaven through
43 the
 - 44 ○ 2019 Mosaix Multi-Ethnic Church Conference and
 - 45 ○ Two cohorts of pastors being equipped for multi-ethnic ministry through the
46 Multi-Ethnic Cohort with Mark Deymaz and Chip Freed

1
2 **Here's what's coming soon!**

- 3 • During the first quarter of 2021, we will host our first *conference wide ELCC*
4 *Summit: "Let's All Feast Together."* Our 2021 summit will equip you, whether you
5 are a pastor or lay person to make disciples of Jesus Christ *of all nations* in the
6 following ways:
7 ○ Receiving training in transformational Christ-like leadership principles
8 ○ Developing cultural awareness and cross-cultural competency from our
9 diverse ethnic group constituencies throughout North Georgia
10 ○ Learning unique insights for ministry from pastors and laity across the
11 conference
12 ○ Being empowered with best practices for multi-ethnic ministry

13 If you would like to pre-register, please send your information to the following email
14 address: rev.robertsking@gmail.com.

15 Lastly, make sure you check out our **promotional video** at [ngumc.org/](http://ngumc.org/ethniclocalchurchconcerns)
16 ethniclocalchurchconcerns. Let us know how we can serve you or your congregation.
17 Remember, in Christ, we are #bettertogether!
18

19 Robert King, Chair
20 Committee on Ethnic Local Church Concerns
21

22
23 **301.c. Youth Ministries**

24 The conference youth ministry focuses on enabling local church and district youth ministries
25 to be Jesus and the love of God to the youth in those communities, helping youth and
26 congregations experience what it means to be a disciple of Jesus Christ.
27

28 One priority for teenagers in North Georgia is helping them recognize a call and
29 ability to lead. Youth and adults from all over the Annual Conference meet to plan and
30 discuss how to be a support to youth ministries and congregations. Through the CCYM
31 (Conference Council on Youth Ministries), led by the youth chairperson (Elijah Shoaf, a
32 senior at Cannon Memorial UMC), the Spiritual Life Retreat team (coordinated by Hannah
33 Stubblefield, Youth Minister at Acworth UMC), and our own youth delegation at Annual
34 Conference (led by Nikki Donahoo, a member of Kennesaw UMC) youth from many
35 congregations learn leadership skills they can implement in their home congregations.

36 The youth planning teams and the Youth Ministry Advisory Board (a board of area
37 youth ministers of varying experience and from different congregations) are the ears and eyes
38 in the Conference around youth ministry and the needs of teenagers and congregations. A
39 number of exciting ministries develop from such insight: the 5K Fun Run during Annual
40 Conference (organized by Chris Moss from Tucker FUMC), mission trips using the Bahamas
41 Bridge and the leadership of Stephen Soulen from Sharp Memorial UMC, Fall and Spring
42 Confirmation Retreats (with the leadership team directed by Kelsey Gay from McDonough
43 FUMC), the Spiritual Life Retreats (through the leadership of Hannah Stubblefield from
44 Acworth UMC and a powerful youth and college age team working year around), the Rooted
45 Retreats (with leadership from Aaron Talbot of Wesley UMC, Evans), and the Campus
46

1 Crawl Retreat (in partnership with UM Commission) have all been ways your youth
2 leadership builds relationships and nurtures faith in your teenagers.

3 Adult training through the Youth Ministry Institute has continued to provide intensive
4 youth ministry development through coaching, training, support, networking, and powerful
5 insight. This year we have 15 full and part time youth ministry professionals committed to
6 monthly coaching and bi-monthly cohorts. Three youth ministers have also stepped into
7 coaching roles for the Conference, getting trained and certified through The Youth Cartel's
8 Coaching Certification.

9 God does amazing things through these people called to walk alongside youth in their
10 faith journeys, and we are blessed to be able to enable and prepare them for such a ministry.

11 We are grateful for the leadership from so many youth and adults in our Conference
12 who willingly allow themselves to be used by God in showing the love of Christ to other
13 youth. We are especially thankful for the congregations supporting youth ministry in their
14 communities, acting on the baptismal vows to "so order their lives after the example of
15 Christ" and surround these young people with steadfast love so they may be "established in
16 the faith and confirmed and strengthened in the way that leads to life eternal." It is through
17 the congregations that such a calling is nurtured and offered.

18
19 Sam Halverson, Associate Director
20 Youth & Young Adults
21

22 23 **301.d. Mission & Disaster Response Ministries** 24

25 2019 has been a dynamic year for local, regional and national, and international connectional
26 mission as we've joined together to be One in Ministry to All the World!

27 We've got over 700 currently badged members for Early Response Teams,
28 representing 92 churches, trained for NGA & UMCOR disaster response. This has greatly
29 expanded our capacity to serve our communities & state in time of need, plus have us
30 prepared & networked with UMCOR & our sister conferences to join them in response when
31 called invited. 2019 continued our active response in neighboring conferences with both
32 early response & long term recovery and rebuilding. In particular, NGA teams have been
33 active in NC, SC, SGA, AWF, & FL.

34 As disasters in the southeast have increased in frequency & scale, North GA has
35 elevated our warehouse & logistics ministry. In 2019, this volunteer operation worked 213
36 volunteers from 23 churches representing 10 districts working over 1000 hours.

37 Our UMCOR giving in the last year included: South Georgia Hurricane - \$15,137.75,
38 General Hurricane Relief - \$18,072.92, UMCOR Undesignated - \$118,262.58, UMCOR Int'l
39 Disaster Response - \$250,925.86 (mostly for Dorian), & UMCOR US Disaster Response -
40 \$36,586.03 for a total of \$438,985.14.

41 A similar support is seen with UMC Global Ministries as many hundreds of
42 individuals and churches supported 85 projects with over \$1 million financial support in
43 2019!

44 We've also been active as our conference Bridges partnerships have continued and
45 we come to a final chapter with the most vital of these decade-long alliances. Due to the
46

1 generosity of our churches we were able to send \$20,000 to Bahamas Methodist Habitat for
2 hurricane recovery, \$10,000 to El Salvador for continued development of the church school,
3 plus \$8500 each year, for the next 3 years, to ZOE Empowers in Kenya with focus on
4 empowerment ministry for 90 orphans. The North GA living group will form in early 2020
5 and will help mentor and transform homeless & at risk orphan families into stable families
6 and business owners.

7 2019 is also a noteworthy year as we've had four Global Mission Fellows serving in
8 the 2-year young adult ministry. Julia Falgout in Warsaw, Poland, Kristi Painter in
9 Philadelphia, PA, Asti White in Kalamazoo, MI, & Lauren Norton in Nome AL (transferred
10 in January 2020 to Detroit, MI).

11 The variety of skills and partnering required in mission enlists the support of all ages
12 and stages, all gifts and graces, and all of our congregations and communities. We can all
13 pray, study, give, and go in God's mission! As a conference we are grateful for all you have
14 done in this year to share witness to God's love and mercy in your own neighborhood to the
15 far reaches of the world.

16 Scott Parrish, Associate Director

17 18 **301.e. 2019 Churches of Excellence in Outreach**

19
20 We celebrate that a few congregations in our conference have met the challenging
21 requirements to be a Church of Excellence in Outreach. This requires that they create a
22 holistic plan of mission that has local to global implications, has strong connectional
23 elements, and involves the entire church in mission throughout the year. Requirements
24 include:

25 Contact Scott Parrish to initiate a shared review process with focus on a strategic
26 congregational mission portfolio.

- 27 1. Identify a Mission Leader who is approved by the church/charge conference.
- 28 2. Establish missions as a priority for your church by:
 - 29 a. Forming a Biblically based Mission Strategy.
 - 30 b. Providing a means of communicating mission and outreach information on a
31 regular basis within your church.
- 32 3. Plan and implement an annual mission celebration event.
- 33 4. Participate in the Global Ministry Missionary Covenant Relationship program or
34 establish a continuing relationship with a United Methodist Missionary.
- 35 5. Participate in at least one sustained local mission outreach program.
- 36 6. Participate in a mission trip or mission project outside the local community.
- 37 7. Pay apportionments in full.
- 38 8. Collect special offerings or provide financial assistance to:
 - 39 a. Housing and Homeless (2nd Sunday in February)
 - 40 b. One great hour of sharing (4th Sunday in Lent)
 - 41 c. Wesley Woods (2nd Sunday in May)
 - 42 d. Bishop's Annual Conference Mission Appeal (Late May or Early June)
 - 43 e. Methodist Children's Home (3rd Sunday in September)
- 44 9. Contribute to or participate in an Advance Project in 4 of the areas listed:
 - 45 a. International Advance -search by country or project
 - 46

- b. National Advance-search by country or project
- c. UMCOR material resource support (cleaning, hygiene, or school kits)
- d. North Georgia Conference Advance
- e. District Advance (Contact your District Office for information)

While we recognize that hundreds of our North Georgia Conference churches are very missionally minded and active we celebrate these twelve as meeting all the requirements to be a 2019 Church of Excellence in Outreach: Carrollton First UMC, Cornerstone UMC, Douglasville First UMC, East Cobb UMC, Jackson First UMC, Lovejoy First UMC, Northside UMC, Oak Grove UMC, Roswell UMC, Smyrna First UMC, Trinity on the Hill UMC, Vinings UMC

Scott Parrish, Associate Director

301.f. UMCommission on Higher Education

New Students+New Places+New Future

On college campuses all around the state of Georgia, young adults are growing in faith and discipleship. With an average worship attendance of **3,352** across our campuses this fall, our college ministries are alive together in Christ. Young adults are attracted to our Wesleyan message of the love and grace of Jesus Christ, and our understanding that God cares for us personally, and also cares for the needs of the world. With 9 United Methodist Colleges and Universities and 16 Wesley ministries (and counting), the UMCommission supports and encourages the faith of thousands of young adults across both North and South Georgia.

New Students: We have seen phenomenal growth across our campuses. Our worship attendance has increased 19.7% over the last three years. Our fall leadership retreat helped to equip 89 emerging leaders. We see growth in the lives of students as our ministries focus on the core values of worship + discipleship + mission + outreach + leadership + innovation. In our United Methodist schools, we encourage students to seek out the education of mind, body, and soul that United Methodist institutions of higher education provide. The yearly Campus Crawl created by the UMCommission connects high school students with our United Methodist Colleges and Wesleys.

New Places: We have seen growth in the number of campuses we are able to serve. Because of the structure that encourages connection, strategic partnerships, and local church involvement, we have been able to expand our Wesleys to new campuses across Georgia. Emerging ministries include Albany State (launching Fall 2020), Columbus State, Dalton State, and University of North Georgia (Gainesville).

New Future: We are called to seek new avenues for reaching young adults. This year, 7 young adults are discerning a call to ministry in the Young Clergy Academy. Emory Wesley Community is specifically engaging graduate students. We have been called to address the mental health crisis young adults are facing; the *they are not immune* initiative is providing useful mental health resources for youth directors, teens, and families.

1 **Alive Together in Christ:** Rather than viewing our Wesleys as 16 unrelated
2 ministries, the Wesleys see themselves as dynamic expressions of a multi-site church.
3 Campus ministers encourage one another, plan together, and work to increase the reach of
4 Wesley ministries. Our average attendance of 3,352 makes us the 5th largest worshipping
5 community in the UMC (*source: GCFA*), and at 19.7% growth, we are the 2nd fastest
6 growing worshipping community in the UMC (*source: lenwilson.us*).

7 Likewise, the UMCommission has hosted opportunities for representatives of our
8 United Methodist Colleges to network with one another. Our chaplains joined together for a
9 retreat and are finding new ways to support one another, strengthening the offerings for
10 spiritual life on our United Methodist campuses.

11 We recognize that this phenomenal growth is a movement of the Holy Spirit. These
12 ministries are alive because students see that the grace of God changes their lives and their
13 communities. The Holy Spirit is enabling this growth through the connection the
14 UMCommission brings. We are alive TOGETHER. The UMCommission helps each
15 individual ministry to grow to its potential, to share creativity and resources, to pray for one
16 another. We resource campus ministers who put their whole heart into reaching students.
17 Under the leadership of Michael McCord, the UMCommission and its connectional structure
18 is making every ministry under its umbrella stronger.

19 Friends, as your representative and board president, I am delighted to say that the
20 UMCommission is our United Methodist connectional structure working at its best to spread
21 the message of grace and hope. We like to remember that John Wesley was a campus
22 minister. A passion for higher education and campus ministry is in our Methodist DNA. We
23 are grateful for the support of churches in South Georgia, grateful for your partnership with
24 us, grateful that God has placed us in this time and this place to be in ministry with a
25 generation of young adults.
26

27
28 Rebecca Duke-Barton, Chair
29 UMCommission Board
30

31
32 **301.g. Conference Commission on Religion and Race (CCORR)**
33

34 CCORR is a commission mandated by the book of discipline to lead the annual conference in
35 efforts to be more racially inclusive and to lead in racial reconciliation and healing. We have
36 defined reconciliation as a six concurrent step process which includes: Resistance,
37 Recognition, Repentance, Repair, Reconstruction, and Repeating. CCORR has focused its
38 attention on the 2nd step, Recognition. Our efforts have been to help the annual conference to
39 recognize the present and historical impediments to racial healing. Where possible, we have
40 made recommendations for repair and reconstruction.
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42
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44
45
46

1 In the past year, we have joined with Bishop Sue, and the extended cabinet, on a day
2 trip to Montgomery to visit the Legacy Museum and the National Memorial for Peace and
3 Justice. This experience exposed us to some of the history of injustice in the nation toward
4 people of color and Black Americans in particular. These present and historical injustices
5 have real negative impacts on the nation and in our churches as well. Recognition puts us on
6 a path that leads to healing, but only if these efforts continue to move through our hearts to
7 make real substantive changes in our policies, processes, and practices.

8 In addition to this experience, we have continued to recommend persons to the
9 cabinet and conference positions. We have continued to meet regularly to plan and find ways
10 to help meet our mandates. We have compiled a resource list on the conference website for
11 the conference to begin to learn about the racial wounds that are still present in our society
12 and in our churches. We continue to evaluate how the conference is treating candidates of
13 color in the ordination process on the district and conference level. We continue to partner
14 with SCLC WOMEN and Candler School of Theology with the Civil Rights Heritage Tour
15 each March.

16 We have continued to participate with the General Commission on Religion and Race
17 in DC to explore strategies to make cross-racial and cross-cultural appointments more
18 successful. This work has included a conference for CRCC pastors as well as a theological
19 reflection book for cabinets, pastors, and SPRC's, which will be published later this year.

20 I am honored to continue to serve in this capacity and look forward to continuing to
21 offer opportunities for recognition within the annual conference.

22
23 Brian A. Tillman, Chair
24 CCORR
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26 27 **Committee on Native American Ministries (CONAM)** 28

29 Since 2015, CONAM has annually received funding through the Native American Special
30 Sunday Offering for some of our programs. Half of that offering is sent to General
31 Conference and half remains in North Georgia for use by CONAM. An annual Spring
32 Gathering has drawn many Native Americans together to celebrate who we are as "Many
33 Tribes Yet One Family under God." Participants have represented as many as 11 different
34 tribes as well as non-Natives who are either curious or supportive of this ministry. Plans were
35 made for a 2019 Fall Gathering but due to the small offering received, a financial decision
36 had to be made. We chose to honor scholarship commitments rather than supporting the Fall
37 Gathering. The goal of these Gatherings is to enable North Georgia indigenous peoples to
38 begin overcoming the cultural genocide that has been inflicted on the various tribes still
39 residing here.

40 We challenge our Methodist people to focus on issues that will help resolve problems
41 and to focus on how we, as the church, can overcome the past mistreatment of Native
42 Americans. It is difficult to evangelize Native Americans in North Georgia because there
43 remains an underlying culture of misunderstanding, resentment, and prejudice against Native
44 Americans. CONAM has submitted two resolutions for Conference approval.

45 During the 2019 Conference Bishop Sue recommended CONAM submit their own
46

1 resolution concerning indigenous suicides and it is entitled “Reducing Suicide Among At-
2 Risk Native Americans.” The second one is based on the 2016 Book of Resolutions #3321
3 and is entitled “Resolution on Disposal of Closed Churches and Facilities.” Last year, Spring
4 Place UMC was closed and ownership transferred to Murray County. Although Spring Place
5 UMC was relocated from its original site, it lies on original Cherokee lands and is in eyesight
6 of the Vann House. All this area had originally been Cherokee lands. It holds a sacred place
7 in the hearts of the Cherokee peoples. This resolution requests that CONAM be consulted on
8 the disposal of other properties with the intent of providing a new/renewed mission for
9 Native Americans. CONAM urges support of both these resolutions.

10 A grant from the General Conference was approved for CONAM to host a Cultural
11 Enhancement Weekend on the Qualla Boundary of the Cherokee in North Carolina. The
12 weekend was successful and enjoyed by all those who attended. Twenty-one people had
13 originally applied to attend but due to family circumstances two of those had to cancel. The
14 bus picked up and dropped off at Pine Log UMC. The itinerary included the bus trip on
15 Saturday, with a stop at the Nancy Ward Burial Site south of Benten, Tennessee, then a tour
16 of the Cherokee Museum, the Oconaluftee Village, the Unto these Hills Drama, and Sunday
17 worship at the Cherokee Methodist Church with an ice cream stop and shopping in Bryson
18 City. Delegates are encouraged to stop by the CONAM display and enjoy the scrapbook that
19 can be found on the table.

20 CONAM requests continued Conference support of the Southeastern Jurisdictional
21 ministry known as SEJANAM with a \$2,000 donation from the Conference budget which is
22 separate from CONAM funds.
23

24 Rebecca D. Jones, Chairperson
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26

27 **301.i. North Georgia Young Adult Ministry**

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

32 In 2020, the young adults of North Georgia want to emphasize the importance of
33 spiritual disciplines in all aspects of life. Already in this year, churches and individuals have
34 had to learn to navigate being the church and tending to our flocks digitally during a
35 pandemic. In the midst of that, it seems so important that we take time for mental, physical,
36 and spiritual health. Spiritual disciplines are a great way to take proper care of yourself. In
37 taking care of ourselves, we are then able to care for and move on to perfection in love with
38 others. Through prayer, worship, serving, and fasting, we are able to take a step back or take
39 a deep breath and consider all options. In addition to spiritual disciplines, the council wants
40 to encourage all people, and especially young people, to be in connection with one another.
41 Through small groups, social media, and even committees, the Holy Spirit can move in ways
42 if every once in a while, we just sit and listen. Being one with each other is being in
43 community with each other and allows us to be one in ministry to all the world. What new
44 way were you able to be one in ministry to all the world this spring? Consider that and let's
45 be the Church that God calls us to be.
46

1 If you are looking for young adults in your district, contact Rachel Fullerton at
2 fullerton.rachel@gmail.com. Look out for events coming to your district and the conference
3 through social media. We would love to connect with you! Make sure you follow us on
4 social media:

- 5 · Facebook - NGUMC Young Adults
- 6 · Twitter - @umcya
- 7 · Hashtag: #ngumcyoungadults

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

9
10 Rachel Fullerton, Chairperson

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13 **301.j. 2019 Grants**
14 **Connectional Ministries Grants, GAP Grants &**
15 **Golden Cross Fund Grants**
16

17 Connectional Ministries Grant

18 These grants are intended to help support innovative ministry ideas that are aimed at
19 effectiveness and improved vitality. These grants are for a minimum of \$1,000 and can be
20 awarded to local congregations, organizations and/or related agencies. Local congregations
21 are eligible to receive these grants once every 12 months. In 2019, fourteen grants were
22 awarded totaling \$ 63,215.
23

24 GAP Grants

25 GAP Grants are intended to help local congregations in closing a funding gap in a pinch.
26 These grants are awarded in the amount of \$1,000 or less to local congregations. Local
27 congregations are eligible to receive these grants once every four years. Four grants were
28 awarded totaling \$2,600.
29

30 Golden Cross Fund

31 The Golden Cross Fund provides payment of (non-elective) medical expenses, (non-
32 elective) dental expenses, prescription medicines, and health aides. Golden Cross monies are
33 not paid directly to the applicant to cover out of pocket expenses; checks are mailed directly
34 to medical facilities or providers of care. Any individual in need qualifies for assistance
35 under the Golden Cross Fund, regardless of age, gender, race, national origin, or religious
36 affiliation. The only qualification is need, as determined by the pastor of a local United
37 Methodist church or other full connection clergy serving in the North Georgia Conference. In
38 2019, two grants were awarded totaling \$3,000.
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400. Action Ministries, Inc.

Action Ministries mobilizes faith communities to address the challenges of poverty by focusing on hunger relief, housing and education. Since 1963, we have provided the churches and congregations of the North Georgia Conference with meaningful avenues for local mission engagement with the poor. AMI draws faithful servants together to make a real difference in the lives of our less fortunate neighbors. Our historic partnership with the NGUMC has become a powerful collaboration that touches the lives of tens of thousands of vulnerable people with grace and hope as it fulfills our mission to feed and house them.

Thanks to the Conference, churches and caring congregants across North Georgia we are excited about the real solutions we are bringing to those in need. In 2019, we were able to:

- Serve hot meals to 225 individuals every Sunday at our Trinity Table and to about 100 people daily Monday through Friday at the Women’s Community Kitchen
- Each day house approximately 24 homeless individuals, including family groups, at our Trinity shelter
- Support 1,250 housing clients, 87% of whom returned to stable housing
- Tuck 6,000 books into our child feeding SmartPacks to help build home libraries and to promote literacy and family reading time during the summer
- Provide over 1.5 million meals through our kitchens and pantries, our SuperPacks, and our food boxes
- Connect more than 7,200 volunteers to opportunities to make a difference

In 2020, we find ourselves and our communities struggling with the COVID 19 pandemic. Action Ministries moved quickly to design new models to serve the most vulnerable, while ensuring the health and safety of our staff, our clients and our volunteers. We know that the poor will be hit first and hardest by the pandemic, and they will be the slowest to recover. So, we must remain steadfast in providing hunger relief and housing, but we need financial and volunteer support more than ever. We are on target to feed over 120,000 people this year. Our shelter remains open. Our case managers are working remotely to assist families at risk of homelessness. The need is great.

Action Ministries is a phenomenal resource for churches and communities across the entire NGUMC. Our goal is to partner in local mission work, as we give congregations avenues for service that enable people of faith to discern, serve, and respond to God’s call.

Jenna Kennedy
Director, Faith Relations

401. Aldersgate Homes / Camp Collinswood

OUR MISSION

We help people with developmental disabilities lead meaningful and productive lives by providing them with residential support and recreational opportunities.

1 **WELCOME HOME MINISTRY**

2 We support people with developmental disabilities to live independent lives by assisting
3 with rental deposits and providing furniture.

- 4 • We have assisted individuals to live in the Clarkston and Jonesboro area.
5 • With the help of Young Harris UMC, Athens First UMC, Snellville, UMC and
6 Chapelwook UMC, we furnished the apartments. Each church adopted a room and
7 helped the individual feel welcomed to the community.
8

9 **CAMP COLLINSWOOD**

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

- 16 • We had many churches of the North Georgia Conference hold retreats and
17 camps, including Madison First UMC, Griffin First UMC, Kingswood UML
18 Loganville UMC, Glade UMC, Augusta District and others.
19 • The Lake Oconee Emmaus community, Madison FUMC, and North Metro
20 Miracle League have been wonderful partners with the facility.
21

22 **OUR GOAL**

23 We are excited about our “new day” for the Aldersgate/Collinswood ministry as we
24 explore new ways to partner with our churches and Conference to fully include people with
25 developmental disabilities in the life of the church. We would like to help support churches
26 that are interested in developing the ministry **85% of families with a child with**
27 **developmental disabilities are unchurched**; we can help your church lower that number.
28 We surveyed the church’s and will be planning workshops in the future.
29

30 Anne Hansen, Executive Director, has years of experience working with older adults
31 and individuals with disabilities. She previously worked in the state system and has a vast
32 knowledge of resources for families. She serves as clergy in the Athens/Elberton District.
33 Contact us at **404-327-9491** or **www.aldersgatehomes.com** if you have any questions or
34 need more materials.
35

36 Anne Hansen, Executive Director
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1 **401.a. Statement of Covenant Relationship**
2 **Aldersgate Homes, Inc.**

3
4 **Preamble**

5 The United Methodist Church is rooted in service to persons in need and has provided
6 helping and healing ministries to persons for over a century. These ministries in many
7 instances were initially formed to serve the disadvantaged in society including the sick, the
8 young and the aged. Today, these ministries include services to children, older adults and
9 persons with physical and mental disabilities. The United Methodist Church is committed to
10 the rights and improvements of the quality of life of men, women, children, youth, young
11 adults, the aging, and persons with physical and mental disabilities. Through the health and
12 welfare ministries of the church, this commitment to many has been fulfilled.

13 In the early days of health and welfare organizations, legal and societal guidelines
14 were few and many of the organizations were directly owned and operated by the church. But
15 as our society has become more complex, various legal, financial, and governmental
16 requirements have caused these organizations to reexamine their formal legal relationships
17 with the church while maintaining their close missional ties developed through the years.
18 Because of these changes, Aldersgate Homes, Inc. and the North Georgia Conference of The
19 United Methodist Church chose to clarify and strengthen their mutually beneficial
20 relationships.

21 Aldersgate Homes, Inc. is a non-profit, charitable organization, chartered by the state
22 of Georgia and operated by a Board of Directors. Those Directors have the legal
23 responsibility for assuring that the Corporation and its affairs are in accordance with the laws
24 of the State of Georgia relating to not-for-profit corporations. The Aldersgate Homes, Inc.
25 charter provides that Directors be elected by Aldersgate Homes, Inc. and confirmed by the
26 North Georgia Conference.

27 Aldersgate Homes, Inc. has confirmed its philosophical and missional compatibility
28 with the social principles of The United Methodist Church.

29 In recognition of this compatibility and in a desire for continued mutual support of
30 relationship with the North Georgia Conference, Aldersgate Homes, Inc. commits itself to
31 the following:

- 32 1) The on-going development of programs and services, **including recreational**
33 **opportunities** in response to the needs of persons with developmental disabilities in the
34 tradition of ministry in The United Methodist Church.
35 2) The education of local church persons as to the needs and opportunities for ministry with
36 persons with developmental disabilities.
37 3) Cooperating in the development of ministries offered by the local church for persons with
38 developmental disabilities.
39 4) The regular reporting of activities of Aldersgate Homes, Inc. to the North Georgia
40 Conference.

41 Aldersgate Homes, Inc. further affirms the following:

- 42 1) Aldersgate Homes, Inc. cannot and will not attempt to obligate the North Georgia
43 Conference on any matters and will not hold out to any individual or group that the North
44 Georgia Conference has responsibility for the actions of Aldersgate Homes, Inc.
45
46

1 2) Aldersgate Homes, Inc. acting through its directors, officers, staff, and employees has sole
2 responsibility for the contracts, operations, and financial or other obligations of the
3 Aldersgate Homes, Inc. activities, facilities and services. Aldersgate Homes, Inc. is not an
4 agent of the North Georgia Conference.
5

6 **North Georgia Conference**

7 The North Georgia Conference, as a fundamental body of The United Methodist Church, has
8 a commitment to serve persons in need of health and welfare ministries. In recognition of the
9 compatibility with the philosophy and mission of Aldersgate Homes, Inc. and in a desire for
10 a continued mutually supportive relationship with Aldersgate Homes, Inc., the North Georgia
11 Conference commits itself to the following:

- 12 1) The cooperative efforts in developing programs for persons with developmental
13 disabilities by, with and for the local church.
- 14 2) Assist with independent living for persons with developmental disabilities
- 15 3) The establishment and review for continuation of Aldersgate Homes, Inc. as an advance
16 special of the North Georgia Conference.
- 17 4) The prayerful consideration and support of the ministry of Aldersgate Homes, Inc.
18

19 The North Georgia Conference further affirms the following:

- 20 1) The North Georgia Conference does not assume legal responsibility for contracts,
21 operations, or for financial or other obligations of Aldersgate Homes, Inc.
- 22 2) Any financial contributions by the Conference for Aldersgate Homes, Inc. and the
23 forms of such support are subject to the determination of the Annual Conference from
24 time to time.
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1 **402. Murphy-Harpst Children’s Centers**

2
3 **402.a. Statement of Covenant Relationship**
4 **between the North Georgia Conference of The United Methodist Church**
5 **and Murphy-Harpst Children’s Centers, Inc.**

6
7 PREAMBLE

8
9 ~~The United Methodist Church has historically sought to minister to the special needs of~~
10 ~~people. Missions for various purposes have been established by local congregations, districts,~~
11 ~~conferences, and at the national level.~~

12
13 ~~Murphy-Harpst Children’s Centers, Inc. has its roots grounded as a special project of the~~
14 ~~Women’s Division and the National Division of the United Methodist Church. The former~~
15 ~~Ethel Harpst Home, the Sarah D. Murphy Home, and the Vashti Center were all agencies~~
16 ~~related to the National Division and Women’s Division prior to the merger of the Murphy~~
17 ~~and Harpst Homes in 1984 and the addition of the Vashti Center to the agency in 1987.~~

18
19 The **mission purpose** of Murphy-Harpst Children’s Centers, Inc. is to provide ~~and maintain a~~
20 ~~benevolent, charitable, non-profit organization for the care, custody, heritage, treatment,~~
21 ~~education and welfare of children and youth~~ **a safe and nurturing environment where**
22 **severely abused and neglected children and teenagers can thrive and heal toward a goal**
23 **of re-engaging with society and leading productive lives. This mission is implemented**
24 without regard to sex, race, color, creed, national origin or ~~handicapping condition~~ **disability**
25 that can be addressed within the scope of the program, services and financial resources of the
26 agency.

27
28 The goal of Murphy-Harpst Children’s Centers, Inc. is to provide clinical, educational,
29 spiritual, and rehabilitative services **through residential treatment, specialized foster care,**
30 **and community services** enabling children, youth, families and adults whom we serve to
31 live productive and wholesome lives as God intends.

32
33 Murphy-Harpst Children’s Centers, Inc. is a non-profit organization, chartered by the State of
34 Georgia, ~~owned by the Women’s Division of The United Methodist Church~~ **in a covenant**
35 **relationship with the United Methodist Women national office**, and operated by an
36 elected Board of Directors.

37
38 The board has the responsibility and duty to assure that the corporation and its affairs are
39 conducted according to the laws of Georgia relating to not-for-profit corporations. The board
40 has further responsibilities to operate within the policies and objectives of the ~~Women’s~~
41 ~~Division and the National Division of the General Board of Global Ministries~~ **United**
42 **Methodist Women** of The United Methodist Church, and follows the procedures in *The*
43 *Book of Discipline of The United Methodist Church*.
44
45
46

1 **The Covenant**

2 Murphy-Harpst Children’s Centers, Inc. works in cooperation with the North Georgia Annual
3 Conference (hereafter referred to as the Conference) ~~Outreach and Missions Team~~ **Board of**
4 **Discipleship and Advocacy** to fulfill ministry in the geographical area of the Conference.
5 Murphy-Harpst Children’s Centers, Inc. is not an agency or program owned or operated by
6 the Conference.
7

8 The Conference assumes no legal, financial, administrative, or operational responsibilities for
9 Murphy-Harpst Children’s Centers, Inc. Murphy-Harpst Children’s Centers, Inc. cannot and
10 will not attempt to obligate the Conference on any matter and will not hold out to any
11 individual or group that the Conference has responsibility for the actions or operations of
12 Murphy-Harpst Children’s Centers, Inc.
13

14 The Conference has made a recognized commitment to serve children, youth, and their
15 families who are in need of specialized services. Further, there is cooperation with mission
16 projects related to the ~~Women’s Division and the National Division~~ **United Methodist**
17 **Women** that are located in the geographical area of the Conference. Murphy-Harpst
18 Children’s Centers, Inc. has long been a Conference Advance Mission Special.
19

20 Because of the long-standing cooperative and supportive relationship between Murphy-
21 Harpst Children’s Centers, Inc. and the Conference, Murphy-Harpst Children’s Centers, Inc.
22 commits itself to the following:

- 23 1) The continuing development of program and services in response to the needs of
24 troubled youth and their families who are referred for care and treatment.
- 25 2) The continuing provision of services to the financially needy to the extent of
26 available funds.
- 27 3) Participation in planning with and reporting to the Conference ~~Outreach and~~
28 ~~Missions Team~~ **Board of Discipleship and Advocacy** as needed or requested.
- 29 4) The inclusion of at least one representative from the ~~Conference Outreach and~~
30 ~~Missions Team~~ **Board of Discipleship and Advocacy** on the Board of Directors of
31 Murphy-Harpst Children’s Centers, Inc. with full voting privileges.
- 32 5) Serving as a resource for local church volunteers in mission according to the needs
33 and policies of Murphy-Harpst Children’s Centers, Inc.
34

35
36 Because of the long- standing cooperative, and supportive relationship between the
37 Conference and Murphy-Harpst Children’s Centers, Inc., the Conference commits itself to
38 the following:

- 39 1) Including Murphy-Harpst Children’s Centers, Inc. in the overall process of
40 planning in its ~~Outreach and Missions Team for voluntary financial support~~ **Council**
41 **on Finance and Administration request for a special offering, without quota.**
- 42 2) Making available through the ~~Outreach and Missions Team~~ **Board of Discipleship**
43 **and Advocacy** a representative to serve on the Murphy-Harpst Children’s Centers,
44 Inc. Board of Directors.
45
46

1 3) Assuming no legal responsibility for contracts, operations, or for financial or other
2 obligations of Murphy-Harpst Children’s Centers, Inc.
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4

5 **403. North Georgia Camp and Retreat Ministries, Inc.**
6

7 Collaboration. We all desire to be a part of shaping something bigger than ourselves – to
8 make a substantial difference in the lives of others. The give and take of working together,
9 however, requires skills that must be learned and practiced. As our society becomes more
10 fractured and siloed, those skills are both more difficult to learn and more important than
11 ever.

12 By their very nature, camp and retreat ministries create opportunities for developing
13 the skills essential for collaboration and teamwork, of understanding one’s own gifts, and of
14 appreciating and encouraging the giftedness of others. The ability to work together is just one
15 of many aspects of a living and vibrant faith that our conference camping ministries
16 intentionally develops in our children and youth. And the expansion of our family of camp
17 ministries since 2010 has strengthened our partnership with local congregations to offer
18 unique faith-forming experiences that complement efforts to honor our covenant at baptism
19 to raise these children in ways that lead to faith.

20 The North Georgia Camp and Retreat Ministries, Inc. family of ministries continued
21 its record growth with a 9th-straight summer of increased enrollment in 2019. Across the
22 ministries 4,771 campers were served, a 6% increase over the previous year and a 93%
23 increase since 2010. Said one Village camper, “Glisson is a place where I know I can be
24 myself. You get so close to God and the memories and the relationships that are made there
25 are like no other.”

26 The \$2.5 million expansion of Glisson’s 69-year-old chapel, a project funded by the
27 generosity of Glisson’s single largest ever gift, was dedicated by Bishop Sue Hauptert-
28 Johnson and a capacity crowd on Saturday, May 4.

29 GLISSON – With 3,372 campers served, Glisson Camp and Retreat Center once
30 again set a new record for summer camp enrollment in 2019. Glisson's Village and
31 Sparrowwood programs continued to operate at capacity, serving 2,678 campers, while
32 Outpost participation continued to climb, increasing by 7% from 2018 to serve 694 campers.
33 Glisson's year-round retreat ministry also continued to grow in 2019, offering Christian
34 hospitality to our conference children and youth retreats, our conference congregations, and
35 many other churches and nonprofits.
36

37 GROW – Grow Day Camps served just under 1,200 campers in 2019 with 1,194
38 campers from 40 church partners at 37 sites. With little capital investment, this program is
39 annually serving more campers than Glisson served for much of its 95-year history. Grow
40 planned to expand the number of church partner site weeks to 39 in 2020, to enable it to
41 reach even more campers.

42 ELI – The Experiential Leadership Institute (ELI) gives rising high school juniors and
43 seniors the opportunity to learn how they’ve been gifted by God and how they may be called
44 to use those gifts in service as they practice becoming servant leaders. Reinhardt College
45 served as ELI's lead sponsor in 2019, hosting the program's training week for participants to
46 learn about themselves and about Christian servant leadership. ELI participants then

1 practiced their newfound leadership skills under the supervision of trained coaches as
2 counselors for Grow Day Camps. ELI continued to grow in numbers as well as in individual
3 impact, with 100 participants in 2019, a 30% increase over 2018.

4 SHORELINE – In its third summer, Shoreline Camps again held two weeks of camp
5 at Frank G. Lumpkin Boy Scout Camp in LaGrange. This new conference overnight camp
6 program allows children and youth to come to camp as a group from their churches. In
7 addition to providing an incredible summer camp experience for campers, Shoreline
8 leverages understanding of travelling camps and leadership development from Grow and ELI
9 s to provide training for adult volunteers from local congregations to develop their skills in
10 faith formation with children and students. 105 campers participated in the Shoreline’s third
11 summer, representing 30% growth over 2018. The addition of a third week in 2020 to serve
12 more congregations and their campers was being considered through the winter.

13 Pursuit of our 10-year vision to reach 5,000 children and youth through our
14 conference summer camping programs by 2020 came to a jarring halt with the arrival of the
15 coronavirus pandemic early in the year. With our winter/spring retreat season well underway
16 and faced with a persistent increase in the spread of infections in Georgia, we made the
17 decision to cancel our spring retreat season on March 12th, just before the conference
18 Spiritual Life Retreats were scheduled to begin.

19 Our camp and retreat ministries staff continued planning for a full summer, until
20 emerging information about the disease, its spread, and its impact made it clear that the virus
21 would affect almost every aspect of life and that camp could not safely be held as usual. All
22 summer programs planned on non-owned sites and the first three weeks of Glisson’s
23 schedule were cancelled, and our specialty programs were adapted to protect campers and
24 staff. Three decision dates for partial summer schedules at Glisson were developed, and a
25 “Week 10” planned to replace some cancelled capacity. And preparations for summer camp
26 with a full array of mitigation procedures, policies, and protocols were begun by April, even
27 as staff monitored the emerging information from federal and state governments, the CDC,
28 and the American Camp Association.

29 The decline in number of cases and hospitalization rates in Georgia in May bolstered
30 the possibility that summer camp could happen. Summer staff were retained, and acquisition
31 of summer supplies, including PPE for the health care team and masks for 150 summer staff
32 was begun. As Georgia failed to enter Phase 2 of the federal guidelines for reopening,
33 additional weeks were cancelled. But hope of opening camp remained and camp staff worked
34 to meet the governor’s executive orders for reopening camps, and were positioned to meet all
35 requirements.

36 Ultimately, the rise in coronavirus cases in late May that continued into June, coupled
37 with the lack of access to timely and reliable testing for summer staff, and the positive
38 COVID-19 tests of some asymptomatic summer staff before staff training began, led the
39 year-round NGCRM team to cancel the remaining summer schedule on June 15. This is the
40 first time in the 96-year history of our North Georgia Camp and Retreat Ministries that a
41 summer season has been cancelled.

42 The fall retreat season was cancelled shortly thereafter. Rigorous mitigation protocols
43 including prohibition of large group worship, limited access to challenge course elements,
44 cohort-based lodging restrictions, and wearing of masks, coupled with the advance, on-site
45 training to be required of adult volunteers in order to ensure consistent implementation of
46

1 mitigation efforts necessary to keep everyone safe. Glisson will work toward reopening in
2 January 2021.

3 The ministry impact of these decisions is staggering: by the end of 2020, more than
4 7,000 children and youth will miss the camp or retreat experiences that contribute to the
5 formation of their faith and their practice of servant leadership. The financial implications are
6 also significant: North Georgia Camp and Retreat Ministries has lost over \$3M in income
7 opportunity from fees for 2020. Though reserves and funds made available from the
8 conference trustees are sufficient to cover a portion of the estimated \$2.1M shortfall in fixed
9 costs, efforts are underway to limit the impact of the pandemic through the “Stand in the
10 Gap” Relief Fund, which received a challenge match of up to \$350,000 to ensure that
11 buildings are maintained, insurance is paid, and that staff needed to restart ministries are
12 retained. As of July 2020, more than 60% of the match has been claimed and staff continue
13 to pursue other funding opportunities beyond our relief fund goal.

14 This is an unprecedented time for our camp and retreat ministries. As we pivot from
15 historic growth to adapting to an uncertain future, we are grateful to be well-positioned to
16 continue to serve our annual conference, its churches, and its families in making disciples of
17 Jesus Christ for the transformation of the world.

18 Nancy Curtin Morris, Chairperson
19 C. Russell Davis, Executive Director
20

21 **403.a. Rationale and Description of Proposed Changes**
22 **NGCRM, Inc. Bylaws and Statement of Conference Relationship**
23 **North Georgia Camp and Retreat Ministries, Inc.**
24

25 There are two areas of substantive change in the two documents before you, both related to
26 the ability of the Board of the nonprofit organization, North Georgia Camp and Retreat
27 Ministries, Inc., to properly exercise its fiduciary responsibility.

28 The first concerns the Board’s relationship and supervisory responsibility with its
29 Executive Director. The current language in the Statement of Conference Relationship
30 establishes a member of the conference staff, specifically an Associate Director of
31 Congregational Excellence, as the Executive Director of NGCRM, Inc. The proposed
32 removal of that language would make the Executive Director responsible to the Board of
33 NGCRM, Inc., while continuing to relate to the Office of Congregational Excellence. This
34 proposed change would take place on January 1, 2021.

35 The second area of change allows the Board of NGCRM, Inc. to manage its
36 nominations process and bylaws changes directly, without approval of the North Georgia
37 Conference. These proposed changes bring the governance authority of NGCRM, Inc. in line
38 with other agencies related to the North Georgia Conference and strengthen the corporate
39 liability veil between the annual conference and NGCRM, Inc. They would also allow
40 NGCRM, Inc. to be responsive to future denominational changes as it seeks to maintain the
41 breadth of churches it currently serves.

42 Other proposed changes in these two documents are for purposes of correcting
43 nomenclature, clarifying membership inclusion for purposes of defining quorum, and
44 explicitly including rationale for board member dismissal.

45 Nancy Curtin Morris, Chairperson
46

404. Wellroot Family Services

On behalf of Wellroot Family Services (previously The United Methodist Children’s Home), let us say, “Thank you.” Thank you for your support that allows us to minister to the current and changing needs of North Georgia children and families from our offices in Atlanta, Gainesville, Newnan, and Augusta.

Here are some measures of success your giving helped make possible in 2019:

- 71% more families were served by WR
- 100% of the families in the Family Housing Program had positive departures from the program
- 88% of the children in our care were reunited with their families or adopted
- 130% more churches partnered with Wellroot to support children and families in a variety of ways

The world as we know it is in a time of turmoil and change. The corona virus is taking a great toll on both the economic and psychological structures of our society. The stresses on children and families are as great or greater than ever before. Parents and children – both in their homes of origin and in the care of others – are seeking assurance that their life and their world will go on and return to calmer and more stable places.

Wellroot has already been moving to reinforce our traditional ministries that support children and families in these difficult times and also to create new ministries to address the needs of those seeking help and support. Our social workers continue to provide resources for foster families, for young adults in our Transitional Living and Independent Living Programs, and for those in our Family Housing Program. These resources come in many forms: counseling, concrete items that meet household needs, networking for specialized support from the State and from partner agencies, and reassurance that our help will be solid and dependable even in the middle of many challenges.

Wellroot is already moving to anticipate and plan for the changes that are coming in the larger system of support for children and families, changes that will be accelerated by current events. Through our continuing, innovative efforts in Troup County, bringing together churches, government, private individuals, and other nonprofits, we are modeling community-based support for children and families in need. In our work with individual churches and private and governmental groups throughout North Georgia, we are listening to needs and crafting programs that offer specific help to families as they become better support systems in which children can grow strong and be safe.

Wellroot is uniquely positioned to be an innovative leader in working with children and families in North Georgia in the coming years. Our long history as an agency of the North Georgia Conference gives us the institutional and programmatic experience to recognize and more effectively address the needs of families in our tumultuous times. Our experienced and dedicated staff of social workers, counselors, recruiters, and support personnel are well-equipped to model and build stability in the homes of children and families.

Our network of support and partnership with the people of North Georgia provide a strong base for future planning and developing local and regional programs to meet these challenges with confidence. With God’s help, we will live into that future, ministering with

1 love to the least and the lost, bringing hope and healing into their lives. Thank you again for
2 your past, present and continuing support for our common ministry to God's children.

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4 Paul Rozeman, Board Chair, Wellroot Family Services
5 Richard Puckett, Director of Church Relations
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1 **405. Wesley Woods Senior Living, Inc.**

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3 It is truly rare to witness the world coming together to minister to one another such as we
4 have seen in response to the Coronavirus. Wesley Woods is one of many who have acted to
5 protect our most vulnerable population—Georgia’s older adults.

6 But protecting our residents from infectious disease is not new for our team. It’s what
7 we do every day. The “new” is protecting them from the greater community which includes
8 their friends, family and even their church. Our team has entered a new reality of care - how
9 to stay connected in the face of such disconnection, how to stay well when so many in our
10 surrounding community are unwell and how to keep hope when it feels hopeless. Our team
11 and our residents have come together in a flurry of creativity and ingenuity, finding ways to
12 minister to one another—even at a distance. We put hands and feet to our mission to create
13 communities of connection, wellbeing and promise.

14 There have been many shining stars and stellar moments, working as one, to minister
15 through the crises. For example, Melisa, in Augusta, who had the idea to invite friends and
16 family to write messages in sidewalk chalk to their loved ones which could be seen when
17 they looked out their windows. Or Pam, a former Wesley Woods Senior Living Board
18 member, who gathered her friends and sewed PPE gowns for our staff. The residents at
19 Wesley Woods Towers and our other communities have volunteered to call their neighbors to
20 check in on them. And our culinary teams have created and delivered more than 9,000 meals
21 to residents. *(As of this writing we are only two weeks into the pandemic!)*

22 None of this would be possible without the generosity of our supporters who engage
23 in ministry with us. Because of donor support, the Foundation of Wesley Woods has been
24 able to provide Wesley Woods communities with \$1.78 million in support during 2019. The
25 support has been provided in the following ways:

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27
 - 28 ■ 48% Charitable Care 28% Pastoral Care Program/Chaplaincy
 - 29 ■ 21% Wellness Programming 3% Capital Improvements

30 With this support, our chaplains have conducted 984 worship services, 572 Bible
31 studies, 156 prayer groups and 8,400 pastoral visits. We have helped our residents stay
32 healthy with 7,316 wellness nurse visits, 99 Matter of Balance classes, 814 wellness
33 assessments and more than 23,656 fitness classes across our 10 communities.

34 Imagined in 1954 by innovative leaders of the North Georgia Conference of the
35 United Methodist Church, Wesley Woods continues to be in ministry to serve. With ten
36 communities throughout North Georgia, we provide housing with various levels of care
37 designed uniquely for older adults.

38 The Foundation of Wesley Woods serves as the connection point between the
39 generosity of supporters in the community and the practical, life-changing work of Wesley
40 Woods. Through the philanthropic support of our generous community, older adults of all
41 income levels can live well and thrive, ensuring a world in which older adults are valued for
42 the lives they have lived, the wisdom they share and everything they have yet to teach us.

43
44
45 Terry Barcroft
46 CEO, Wesley Woods Senior Living

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3 **500. Conference Board of Laity**

4 The stated purpose of the Conference Board of Laity is to foster an awareness of the role of
5 the laity within the local congregation and the world to achieve the mission of the Church.
6 Never would we have believed how critical the role of the laity would be in 2020 nor would
7 we have believed what that would look like. Living into our Annual Conference theme of
8 “Being One in Ministry” to all the world has certainly taken on a deeper if not more complex
9 role this year.

10 As of this moment, the Covid-19 pandemic continues to spread around the world as
11 the virus has now claimed over 500,000 lives. Here in the USA, several states are seeing a
12 resurgence of the virus just as we are planning ways to safely and effectively reopen our
13 churches. The virus has moved the church outside of its traditional walls and forced us to
14 embrace ministry in new and exciting ways. We have become masters of the Zoom call,
15 drive in church, as well as other creative and innovative ways to stay connected.

16 Over the next few pages, the various ministries that are supported by your Conference
17 Board of Laity will be highlighted. Our Lay Servants have embraced online classes and
18 continue to thrive. Graduates from Leadership UMC and Leadership UMC Advanced
19 continue to lead in our local churches, our Annual Conference and our general church. Our
20 Scouting Ministry, which includes Boy Scouts, Girl Scouts, and Big Brothers Big Sisters, is
21 experiencing record setting growth and has become the model for others to emulate
22 throughout the connection.

23 While times may be radically different than what we have known in the past, the
24 spirit of the laity of North Georgia has never been stronger or more vibrant. We lead not
25 only in our churches but in our communities as we seek to proclaim the Gospel of Jesus to a
26 hurting world. May we be lights in the world and one in ministry to all we encounter.

27
28 Bill Martin, Conference Lay Leader

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30 **500.a. Advanced Leadership UMC (A-LUMC)**

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ADVANCED LUMC was launched in 2018 as a “next steps” program in response to
graduates’ request for addition curriculum to enhance their knowledge following completion
of the foundational building blocks acquired in Leadership UMC. This is the second year of
this four-workshop series based on first-hand information provided each weekend by four to
six presenters who are key leaders in their field of expertise. Our faculty consists of bishops,
clergy and laity who contribute their time to enlighten and encourage participants on their
leadership journey. The agenda introduces second-level laity to their partnership with clergy
through the curriculum of materials and subjects covered for positive results.

We have 40 participants in the 2019-2020 class who have completed three of the four
ADVANCED LUMC sessions; however the restrictions of social distancing surrounding
COVID19 dictates the rescheduling of the fourth session at a later time. The final session is
a requirement for completion of the curriculum after which graduates will be awarded the
ADVANCED LUMC pin and diploma.

1 This program has come to be known as laity’s pathway for “Moving toward
2 Perfection in Love,” as we build friendships throughout the connection with a background of
3 knowledge for vital Methodist congregations.

4 For additional information, contact Jane Finley, Conference Director,
5 LUMC/ADVANCED at mjfarm100@aol.com.

6 7 8 **500.b. Bishop’s Emerging Leaders of North Georgia (BELONG)** 9

10 The Bishop’s Emerging Leaders of North Georgia (BELONG) is a new laity leadership
11 training program designed to educate and cultivate emerging lay leaders in the North Georgia
12 Conference of the United Methodist Church. Laity were drawn from all over the conference
13 to participate in experiential learning about what it means to be the church today, and to
14 envision what the church of the future may look like.

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

21 The BELONG cohort has met twice this year, with two more meetings planned. We
22 have learned together, worshiped together, prayed together, and planned together. It is our
23 hope that, with the help of the Holy Spirit, the laity who have invested their time in
24 BELONG will lead the North Georgia Conference of the UMC with grace and strength into a
25 hope-filled, Christ-centered future.

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28 Nathaniel H. Abrams, III
29 BELONG Planning Team
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31 **500.c. Lay Servant Ministries** 32

33 Lay Servant Ministries is mandated by the Book of Discipline to equip and empower the laity
34 for their role in ministry. The Basic Course is the foundation and is required for all Advance
35 classes, and is to acquaint laity with their gifts, calling and responsibilities as followers of
36 Jesus Christ. Classes are 10 hours long and can be taken in any district. North Georgia now
37 offers some classes online also. Preaching and Basic cannot be taken online. There are two
38 categories of Lay Servants, Certified Lay Servant which requires Basic and one Advance
39 class every 3 years, and an annual report to be approved by the local church. Certified Lay
40 Speaker which requires Basic, Spiritual Gifts, Preach, Lead Prayer, Leading in Worship,
41 Living Our UM Beliefs and Living in the UM Connection. It requires an interview with the
42 district lay servant committee, recommendations and a presentation of a sermon. Certified
43 Lay Speakers are recommended by the district and approved by the conference committee.
44 They also are required to file an annual report approved by their local church.
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1 The advanced courses include: Spiritual Gifts, Devotional Life in the Wesley
2 Tradition, Living Our UM Beliefs, Class Leaders Accountable Discipleship, Transforming
3 Evangelism, Lead Worship, Plan Worship, Live together in the UM Connection, Leading
4 Public Prayer, Called to Preach, From Your Heart to Theirs, God's Mission Our Journey,
5 Justice in Everyday Life, Christian Transformational Leadership, Leading Bible Study,
6 Dancing With Words, Lay Pastoral Care Giving, Lead in Conflict Resolution, Lead
7 Missional Small Groups, Lay Pastoral Care Giving, Aging in the 21st Century, Afire With
8 God, Teach Adults, Embracing Personal Prayer.

9 North Georgia has over 1700 Certified Lay Servants and over 60 Certified Lay
10 Speakers. They serve pulpit supply, as worship leaders, in churches and nursing homes. They
11 serve and chair committees in their local churches, districts, the annual conference and
12 beyond, even on the General Conference level. Many have participated in Leadership UMC,
13 and serve on that leadership team. They serve in homeless, health, food, justice, children's,
14 youth, older adult, community outreach and support ministries. They teach Sunday School,
15 and Bible Studies, they in the choir and volunteer in national, local and international
16 ministries. They are the backbone of the local church and annual conference.

17 Thank you all for your service in local churches, districts, the conference, our
18 communities and missions and ministries. You are the heart and the hope of the
19 denomination and we are grateful for all you volunteer to do. Our conference is a leader in
20 the Southeastern Jurisdiction and the world wide church. Please visit the ngumc.org website,
21 we are located under ministries and then Board of Laity. Check out Lay Servants pages.
22

23 Janet Sligar, Conference Director
24 Lay Servant Ministries
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26 **500.d. Leadership UMC**

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28 The 2019-2020 Leadership UMC (LUMC) celebrates its 19th successful year being sponsored
29 by the Conference Board of Laity. LUMC is a mentoring program for emerging laity leaders
30 in the local church to equip them with skills for leadership roles in the local church and
31 beyond.
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33 As of February 2020, the class had completed two of the four workshops in the series;
34 however, the scheduled March and April workshops have been postponed with the Centers
35 for Disease Control declaring COVID-19 a pandemic with strict compliance to restrictive
36 guidelines to prevent the spread of the virus. As soon as feasible, we will reschedule the
37 remaining workshops and graduation. The class of forty participants upon completion of the
38 full curriculum will be certified as graduates eligible to receive the LUMC pin and diploma.
39 These graduates will bring our total to over 700 since LUMC began in 2002.

40 LUMC was founded by Joe Whitemore, Conference Lay Leader, 2000-2004, in
41 response to the expressed needs of laity attending listening sessions throughout the
42 conference. This successful endeavor could be measured by the graduates currently serving
43 in leadership roles within the local church, district, conference and around the world. Over
44 sixty-five graduates are now serving as elders, deacons and local pastors. Ten graduates were
45 elected as delegates to the 2020 NGA General/Jurisdiction Conference delegation reflecting
46 the effectiveness of LUMC as a leadership development program.

1 With the probable changes to be made in our future as a denomination, we will adapt
2 and redesign the curriculum based upon decisions made at the next General Conference in
3 2021. Be assured, we will continue to provide the best of training and development for laity
4 in the future. The Board of Directors of Leadership UMC are intentional and dedicated to the
5 program's continuance in a different format and new sponsorship.

6 The program will have the same focus of providing the foundational building blocks
7 of Wesley's faith practices, orthodox teachings and the use of spiritual gifts to enhance
8 leadership coupled with a small group research project providing insight into congregation
9 challenges and the Lay/Clergy partnership for mission and ministry. These are exciting but
10 challenging times in Methodism throughout the world and our prayer is for God's will be
11 done. May the Holy Spirit guide our efforts in alignment with God's plan.

12 Contact Jane Finley, Director, LUMC/ADVANCED at mjfarm100@aol.com for
13 more information.
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1 **501. Conference United Methodist Women**

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3 March 23, 2019 marked the **150th Year in Mission** for United Methodist Women. The year-long
4 celebration included emphasis on learning more about both the National and Conference history.
5 Moving into the 151st year, the North Georgia Conference United Methodist Women’s 2020
6 theme is “Let Your Light Shine”, Matthew 5:16 as we continue to be in Ministry with the world
7 through education, service and action.

8 The following events and celebrations occurred during and following the last Annual
9 Conference:

10 The United Methodist Women’s **Annual Conference Breakfast** was a time of
11 **Celebrating 150 years in Mission** with highlights of local units and district celebrations and
12 with member, Tonya Murphy, sharing her General Conference experiences. The conference
13 collected **1,657 School Kits** and **296 Hygiene Kits** as the annual donation for the United
14 Methodist Committee on Relief (UMCOR).

15 The **Mission u Event** was held July 26 -27 at the Fayetteville First UMC with almost 200
16 persons in attendance including children, youth and adults. The plenary session focused on the
17 150 years in Mission. The 2020 Mission u will be held in July with the following studies for
18 everyone and can be a family event:

19 **Adult Studies:** Finding Peace in an Anxious World; Pushout: The Criminalization of
20 Black Girls; Women United for Change: 150 Years in Mission; **Children’s Study:** Managing
21 Our Emotions; **Youth Study:** Managing Anxiety and Korean and Hispanic Language studies.

22 The **47th Annual Meeting** of the North Georgia Conference United Methodist Women
23 was held at Dunwoody United Methodist Church on October 5th. A video highlighting North
24 Georgia’s 47 years of service and greetings from former presidents were shared during the
25 meeting. A display of memorabilia and an original UMW BINGO game were the highlights of
26 the luncheon. 300 persons were in attendance.

27 **Leadership Development Day** was held on November 2 at Sandy Springs United
28 Methodist Church. District leaders were trained on officer’s roles and responsibilities. The 150
29 leaders in attendance participated in a Justices Action - letter writing campaign urging Chevron
30 to defend methane protection which leads to illnesses and reproductive problems.

31 **Limitless Event 2020** was held on February 28th at Cascade United Methodist Church.
32 This event was planned for younger women and approximately 25 were present. Activities
33 included sharing stories of involvement, making tutus for children’s hospital and ideas for future
34 events.

35 The **Faith Fun Everyone Event**, held March 7, at Winder First United Methodist Church
36 brought together 150 members from across the conference with a focus on spiritual development
37 through prayer; climate justice awareness on caring for the creation; the making of plastic mats
38 for the homeless shelters and outfits for children experiencing illness and or hospitalization.

39 The March event was the last time in 2020, North Georgia United Methodist Women
40 members gathered for a face to face event due to the COVID-19 pandemic. Since that time, we
41 have held virtual meetings to continue mission with women, children, and youth globally.

42 The United Methodist Women Southeastern Jurisdiction (SEJ) Quadrennial Meeting
43 scheduled for April 17 -19, was cancelled. A virtual election for National Directors and for the
44 SEJ Planning Team will be held in July.

45 On June 6, 2020, the North Georgia Conference United Methodist Women in partnership
46 with Project Transformation North Georgia sponsored a virtual event- **Interrupting the School**

1 **to Prison Pipeline.** This was the first of what may be a new way of holding events for the North
2 Georgia Conference United Methodist Women. A panel of experts shared information on school
3 to prison pipeline, how Social Emotional Learning can help, and what members and others can
4 do to help. The event was attended by approximately 200 persons.

5 **United Methodist Women Celebrating 151 Years of Mission – “One in Ministry to**
6 **All the World” – learning new ways to share our faith, hope and love in action.**

7
8 Tryphenia S. Speed, President
9 North Georgia Conference United Methodist Women

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12 **502. United Methodist Men of North Georgia**
13 ****Helping Men Grow in Christ, So Others May Know Christ****

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15 United Methodist Men continues to promote and grow Men’s fellowship through vibrant local
16 ministries across the Conference. We offer men the opportunity to know Jesus through Service,
17 Faith, Worship, Leadership, Learning, and Fellowship. In spite of the Covid-19 pandemic and its
18 impact on our ability to gather in-person, we continued our efforts to reach and connect with
19 congregations, both large, and small out to men of all ages. We promoted in-person and virtual
20 connection with men providing discipleship, leadership training support and materials and
21 media.

22 We successfully recruited and engaged younger men in leadership. We re-energized district
23 leadership where they have been disconnected from the conference. By year end, the United
24 Methodist Men of North Georgia indeed has an active, trained, and vital District President in
25 each District.

26 **Young(ER) men take the lead.** Odell Horne, Jr. was elected Conference President in our
27 recent election. Mr. Horne lead our Young(ER) Men’s Ministry and continues to provide
28 inspired and committed leadership in the Southeastern Jurisdiction. He has infused the
29 conference leadership team with new energy and spirit. Odell understands the value of engaging
30 men where they are and travels throughout the Conference and Jurisdiction. He hopes to
31 encourage men at every level of church leadership to consider transformational change to seed
32 and nurture Young(ER) Men’s ministries in North Georgia, the Southeastern Jurisdiction, and
33 around the country.

34 We continue to recruit and encourage younger men to participate as local, district, and
35 conference UMM ministry leaders. The result is the re-tooling and re-branding of the ministry
36 and deployment of fresh approaches to ministry with crossover appeal to our more senior
37 congregants yet our mission to support the development of disciples for Jesus Christ remains
38 unchanged.

39 The YoungER Men’s Ministry utilizes social media tools for making a more effective
40 connection with younger men, both 'churched' and 'unchurched'. The YoungER Men's Ministry
41 now has a [YouTube Channel](#) packed with inspirational and worshipful videos. Looking for an
42 uplift (young men or older) check out this great resource. We also have a website
43 <https://ngcummm.net/youngermen/> and a twitter account...follow us! <https://twitter.com/sejumm>

44 **Improving How we connect.** We are utilizing and improving how we leverage telecom
45 technology and social media to facilitate and coordinate a series of virtual and in-person
46 meetings, trainings, and fellowship events. Our focus on connected ministry has resulted in a

1 substantial uptick in the services we provide both domestically and globally. We are partnered
2 with global ministries in the Caribbean, South America, Liberia, and the Republic of the Congo.

3 Here is a synopsis of what we do to impact lives as disciples of Jesus Christ and how we,
4 encourage men to be *active* in their contemplation of God:

5 **We support Scouting.** Chris Karabinos has assembled one of the most successful Scouting
6 organizations in the nation. He recently held a workshop with attendees from around the nation
7 and the globe. Scouting has an impressive team of leaders across the conference to carry out the
8 mission of scouting organization. **UMCOS** recruited and trained a network of Scouting
9 Coordinators and Commissioners every district in North Georgia.

10 **We are growing the Prison Ministries.** Brother John Heath accepted the appointment as
11 the North Georgia Conference Prison Ministries Director. He will be developing our new vision
12 and mission for this ministry area. John will also develop the template for the UMM Prison
13 Ministries Message board and coordinating with leaders from Fresh Start Ministries to create
14 support strategy for pre-release and post-release help for inmates and their families.

15 **We partner with Christian Agencies.** The United Methodist Men of the North Georgia
16 Conference (UMM) recently engaged with **Friends of Disabled Adults and Children**
17 **(FODAC)** to form a ministry partnership with the nation's largest faith-based provider of
18 durable medical equipment (DME). UMM joined FODAC to provide volunteer resources for
19 warehouse, and materials handling light production support. UMM serves as a resource channel
20 for pickup and delivery of wheelchairs between churches in our Conference and the FODAC
21 facility located in Stone Mountain, Georgia.

22 **We worship and celebrate God through learning and social action.** We are steady in
23 our commitment to prison ministry partnering through organizations such as Kairos.

24 **We grow leaders.** Our men are delivering and receiving training to carry out our
25 mission. Our Leadership Development team strives to deliver updated local and district
26 leadership training hosted at churches around the conference. In 2020 we will provide virtual and
27 classroom training from the GCUMM deployed staff to develop disciples including "**Missions**
28 **and Visions**", "**Understanding Men's Ministries**", and "**Lead like Jesus**".

29 **We show up wherever there is need.** Men across the conference support their local
30 churches, communities, and regions around the world. Our men prepare, serve and deliver meals
31 to the hungry, maintain the church and community facilities, build wheelchair ramps, engage
32 men through car maintenance ministries, spiritual growth retreats, bible studies, Sunday school,
33 prayer meetings, and a myriad of other service areas.

34 **In Memoriam.** the United Methodist Men of North Georgia salutes our dear brother
35 **Howard Turnipseed** who passed after decades of leadership and service to the United
36 Methodist Church and to the United Methodist Men in North Georgia. Brother Turnipseed was
37 former UMM Local and Griffin District President and trusted advisor to the Conference
38 President at the time of his passing. We pray God's blessing on his family and all the families of
39 our brothers that have gone on to glory.

40 One in Christ,
41

42 Louis D. Johnson, Immediate Conference President
43 United Methodist Men of the North Georgia Conference
44 2nd Vice-President of the Southeastern Jurisdiction UMM
45 United Methodist Church
46

503. Scouting Ministry

The mission of Scouting in The United Methodist Church is to sprinkle seeds of Christ onto the paths of boys, girls and their families through Scouting programs in our churches. This includes Boy Scouts, Girl Scouts and Big Brothers Big Sisters in North Georgia. We do this by focusing on two key objectives: (1) starting new Packs, Troops, Crews and Big Brother Programs associated with the youth-serving partners mentioned above, and (2) encouraging churches and Scout leaders to include Faith-oriented activities in their Scout programs.

New Units: Scouting in the North Georgia Conference continues to grow as churches with and without Scouting have started many new packs, troops and crews. There have been 136 new Packs, Troops and Crews started and discovered over the past 12 months including:

- 122 Girl Scout Troops
- 2 Cub Scout Packs
- 4 BSA Boy Troops
- 5 BSA Girl Troops
- 3 Venture Crews
- **136 Total Units**

This increases our total count to **957 total units**, which includes 547 Boy Scout units and 410 Girl Scout troops. Although there have been many new units and youth joining our scout programs over the past year, much of the Girl Scout growth is because of improved recording keeping with the Girl Scout Councils in our area.

We now have 315 churches in the Conference with at least one BSA or GSUSA unit meeting on campus. The 39% of all churches that this represents is the highest percentage we have on record.

Membership Growth: Our 957 Scout units have a total of approximately **21,876** boys and girls enrolled in them. This breaks out to 17,294 boys and girls in our Boys Scouts USA programs and 4,582 in our Girl Scout USA troops. Please join us as we celebrate a first: our total number of boys and girls registered in our programs now exceeds 21,000 youth.

Introducing Christ to Youth: One of the ways we know we are sprinkling seeds of Christ with our Scout youth is by having boys and girls complete the God & Country (P.R.A.Y.) program through our churches. These programs take 3, 6 or 9 months to complete and require serious study by the youth. The UMCOS reports that 50 churches had at least one youth complete a program in 2019 with a total of 243 youth completing programs.

Scouters Religious Academy (SRA): The SRA is one of the ways we show Scout leaders and Clergy how to run their Scout programs as a ministry. In its 4th year, the 2020 Academy was forced to go virtual due to the COVID-19 virus. As a result, the six-hour conference held via Zoom on May 16th attracted 260 attendees from 42 states (including Hawaii and Alaska) and 5 European countries. With great feedback from participants, we are looking forward to more churches in Georgia hosting P.R.A.Y. programs. Additionally, it is wonderful to know that we

1 impacted Scout leaders and clergy around the nation as well and they start new faith-based
2 programs as well.

3
4 **Conference Scout Team:** The North Georgia United Methodist Committee on Scouting
5 (UMCOS) continues to grow and now has 28 team members as it supports 315 churches which
6 sponsor at least one Boy Scout unit or host a Girl Scout troop.

7
8 I would like to thank the dedicated members of the UMCOS (United Methodist Committee on
9 Scouting) for their passionate belief that Scouting is a ministry and for their hard work making it
10 so. We also want to thank the hundreds of ministers and lay leaders, and thousands of Scout
11 leaders around the Conference for their incredible support of Scouting. You all are truly making
12 a difference in the lives of the youth we serve through Scouting. Yours in Christ,

13
14 Chris Karabinos
15 North Georgia Conference Scout Coordinator
16 The United Methodist Committee on Scouting (UMCOS)

600. Boston University School of Theology

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

BREAKING NEWS: Students: We continue to increase and celebrate diversity in our student body, creating opportunities for in-depth exchanges and a rich community life. **Faculty:** We welcomed two faculty this year: Filipe Maia as Assistant Professor of Theology, and Luis Menéndez-Antuña as Assistant Professor of New Testament. Both are extraordinary teachers who delight in working with students. **Scholarships:** We continue to offer free tuition to UMC registered candidates for ordained ministry, and to build student scholarships and housing as key priorities. BUSTH also offers leadership fellowships to support students in ethnic, gender, and sexuality studies: Raíces Latinas, Sacred Worth, Howard Thurman, Indigenous Studies, Korean Studies, Women in Leadership, and African Studies. **Two new Programs: Faith and Ecological Justice (FEJ) and Raíces Latinas Program in Theology, Leadership, and Research (RL).** FEJ leads programs to build ecological awareness, theological research, church collaborations, and community activism in ecological justice. RL sponsors programs to expand Latin American and Latinx theological study and research, and to enhance the leadership of students, young people, and leaders in Latino/Latina communities. **Online Lifelong Learning:** We have launched an exciting new program, offering online mini-courses, workshops, and reading groups for professional and spiritual enrichment. **Theology and the Arts Initiatives:** Exhibits highlight sacred spaces in Boston; wilderness photography; a 1619 visual lament of 400+ years of slavery; voices and faces of Colombia; and paintings of a gay man struggling with the church. **Campaign:** Our BUSTH development campaign concluded with the raising of \$29.4 million to support students, faculty, and vital programs. **Website and Viewbook:** Check out our new BUSTH website (www.bu.edu/sth) and Viewbook.

PARTNERING FOR MINISTRY AND TRANSFORMATION: Creative Callings: In partnership with local churches, we seek to create “a culture of call.” **Engagement with the UMC:** Many of our students are delegates, volunteers, and singers in General Conference 2020. **Continuing Scholar Program:** BUSTH courses are open to alums and local clergy for small lifelong learning fees. **Doctor of Ministry:** The DMin in Transformational Leadership flourishes with lively student cohorts that are broadly ecumenical, culturally diverse, and global. The model includes intensives, online courses, and faculty mentoring. **Religion and Conflict Transformation Clinic:** The Clinic provides internships in local churches and organizations that foster just peacebuilding. **Travel seminars:** Immersion journeys open worlds to students in the borderlands of Arizona and Mexico, Cuba, Peru, Israel-Palestine, Civil Rights landmarks, and centers for ecological-spiritual renewal. **Ecumenical partnerships:** We now have four denominational Communities of Learning: Wesleyan/Methodist, Episcopal/Anglican, United Church of Christ, and Unitarian Universalist. **Partnership with Hebrew College:** Together we are able to enrich interreligious learning through joint courses and public events, and also co-sponsor *The Journal of Interreligious Studies* and the *State of Formation* for emerging leaders.

1 in LIVE courses, connecting with classmates on campus in Dayton, OH, and across the
2 country by attending classes in real-time via simultaneous webcast.

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

8 In Romans 10:14, St. Paul writes: "How shall they call on him in whom they have not
9 believed? And how shall they believe in him of whom they have not heard? AND HOW
10 SHALL THEY HEAR WITHOUT A PREACHER?" For 150 years, United has been
11 preparing faithful and fruitful Christian preachers and leaders who proclaim the Good News
12 of God's unconditional love which has come to us in Jesus Christ. Thanks be to God!

13
14 Kent Millard
15 President
16
17

18 **602. North Georgia Black Methodists for Church Renewal, Inc. (NGBMCR)**

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20 **North Georgia Black Methodists for Church Renewal, Inc. (NGBMCR)** is the local
21 caucus of General Black Methodists for Church Renewal (BMCR). This year's report is
22 written with a heavy heart. The African American community has suffered an unbearable
23 amount of sickness, death, economic devastation, lynchings and chronic pervasive
24 disparities, which have all been exacerbated by COVID-19. However, even these losses can
25 not compare to the millions of lives and inter generational wealth lost during centuries of
26 slavery and its aftermath. In the United States of America, as in the United Methodist
27 Church, white supremacy is a "feature" not a bug. NGBMCR has consistently condemned
28 the individual and collective acts of violence toward our community. We did so again in our
29 June 11, 2020 letter posted on the NGUMC website. In our letter, we discussed our plans to
30 hold a Black Church Summit to address our local concerns. Until then, we are appreciative of
31 our Council of Bishops giving leadership with a sense of urgency.
32

33 **WE ARE ASKING THE PEOPLE OF THE NORTH GEORGIA ANNUAL**
34 **CONFERENCE OF THE UNITED METHODISTS TO ACTIVELY PARTICIPATE**
35 **IN THE COUNCIL OF BISHOP'S "DISMANTLING RACISM MARCHING**
36 **TOWARD FREEDOM."**
37

38 **BLACK CHURCH SUMMIT**

39 It is appropriate to consider the lynching of George Floyd as we prepare for the 2021 General
40 Conference in Minneapolis, Minnesota. We are hopeful the Council of Bishops' recent
41 Dismantling Racism Marching Toward Freedom will expand what is possible for our
42 denomination. Our history in North Georgia has also included actions by some in positions of
43 authority who discouraged the affiliation of black clergy with BMCR. The appointment
44 process was weaponized by some District Superintendents to coerce compliance and restraint
45 from addressing issues of social justice. The threat of retaliation created an atmosphere of
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1 isolation and mistrust. Churches went from connectional to congregational in their existence.
2 Clergy suffered in silence and the needs of laity and the local church suffered as well.

3 We believe addressing the systemic issues, residual oppression, and low expectations
4 within North Georgia requires a family meeting to facilitate a deeper look at how our efforts
5 should be best utilized. Bishop Sue Hauptert-Johnson has graciously agreed to convene the
6 Black Church Summit. We are in the process of planning and will provide additional
7 information to our constituent groups as it becomes available. Please respond to any requests
8 for information. We are prayerfully seeking the guidance of the Holy Spirit as we move
9 forward.

10 UNITED AGAINST RACISM

11 We appreciate Bishop Sue Hauptert-Johnson leading the United Against Racism March on
12 June 12, 2020. NGBMCR led the Libation Ceremony and “called the names.” We honored
13 the names of Henry “Peg” Gilbert, the grandfather of Evon Lucear (Ben Hill UMC) and
14 Isaiah Nixon, the great uncle of Pamela Perkins Carn (Central UMC). Both women gave
15 voice to the lynchings of their relatives. Those marchers gathered had a rare opportunity to
16 hear from families first hand and were moved. The March was organized by Brian Tillman,
17 Chairperson, North Georgia Conference Commission on Religion and Race (CCORR). Many
18 members of NGBMCR assisted in planning, served as speakers and joined with clergy and
19 laity from across North Georgia to prayerfully, peacefully march. The day was very
20 meaningful. It was refreshing to see the Body of Christ get out of the building and into the
21 community,
22

23 ANNUAL NGBMCR REVIVAL

24 The Annual NGBMCR Revival was held on three Sunday evenings in February 2020. Our
25 host churches were Columbia Drive UMC, Wesley Chapel UMC McDonough and Ben Hill
26 UMC. Our revivalist were Khalia J. Williams, Tarik Cummings and Byron E. Thomas
27 respectively. Our theme for 2020 was “Wearing our Blackness as a Blessings: Stand Up and
28 Be Counted” using Numbers 13:25-33 as our scripture. Our theme was taken from the
29 “Findings of Black Methodists for Church Renewal” and highlighted our advocacy
30 participation in the 2020 Census and 2020 Elections. We thank our host churches, program
31 participants, members, guests, and M. Lavell Sanders, Revival Chairperson, for another
32 successful revival.
33

34 NGBMCR INITIATIVES at GLISSON

35 Our children and youth often face the same systemic issues we face as adults. NGBMCR is
36 working to reclaim the African American history at Glisson Camp and Retreat Center and
37 celebrate the location where the first integrated meetings took place in April of 1962. We
38 honor the courage of all who attended, including Harry Van Buren Richardson, the first
39 President of the Interdenominational Theological Center, former President of Gammon
40 Theological Seminary.
41

42 FAMILY DAY 2019

43 We began our push for participation in the Glisson Summer Camps by exposing NGBMCR
44 members and their families to all that Glisson has to offer. We enjoyed wonderful hospitality
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1 during the NGBMCR Family Day held in August 2019. We enjoyed great food, nature
2 walks, swimming and relaxing. We concluded with prayer in the chapel before we departed.
3 It was a great way to close out the summer.
4

5 NGBMCR WEEK AT GLISSON SUMMER CAMP 2020

6 We developed a partnership with Camp Glisson to increase African American participation
7 in Glisson Summer Camps. Our goal is to create more inclusive spaces for our children to
8 participate in the opportunities to learn, have fun in their church and form spiritual
9 friendships. We thank those parents and children who will participate this year and hope to
10 increase participation in the years to come. We are grateful to Russell Davis, Stephanie
11 Gaines, and Minister Kristen Scales for helping bring this idea to life.
12

13 JUBILEE HUSH ARBOR 2020 (Canceled)

14 In 2019, we requested the North Georgia Annual Conference to stand with us against white
15 supremacy. The Sankofa Hush Arbor specifically highlighted the reality and impact of
16 lynching in our community and the impact on our churches. This year's hush arbor was to
17 celebrate freedom and highlight the many ways we were simply not free yet. Juneteenth is
18 itself an example of this duality. Many enslaved persons had been brought to Texas in order
19 to avoid the freeing effects of the Emancipation Proclamation. Others, upon learning they
20 were free, were shot and killed by white men who could not endure the thought of free black
21 people. While this year we can not celebrate Jubilee, we hope the day will soon come when
22 we will at last celebrate freedom without risking our lives to do so.
23

24 We remain committed to our mission while social distancing. NGBMCR is funded
25 through individual memberships and donations and has a "working" Executive Board elected
26 by the membership. The membership is both lay and clergy. We offer affiliate memberships
27 (non-voting) and organizational memberships as well. For renewals, memberships and
28 donations, see information below. NGBMCR supports SEJBMCR and General BMCR,
29 which offer opportunities to learn, serve and strengthen the bonds within our denomination.
30 Thanks to Joseph Crawford, NGBMCR is now a Non-Profit Corporation in the State of
31 Georgia. Thanks to our Communications Committee led by LaRita "Rita" Sprott, the first
32 edition of our NGBMCR newsletter, "The Talking Drum" was released in June and we have
33 a new website, www.ngbmcrumc.org. We will only resume in person meetings at the General
34 Board of Global Ministries when it is safe for our members. We hope these new forms of
35 communication will assist all of us until we meet again.

36 2019-2020 NGBMCR Executive Committee: DuWanna Thomas, Chairperson
37 chairperson@ngbmcrumc.org; M. Lavell Sanders, Vice-Chairperson; Deborah Mathis-
38 Browder, Secretary; Joseph L. Crawford, Sr., Treasurer; Pamela Perkins Carn, Constitution
39 and By-Laws; LaRita "Rita" Sprott, Communications communications@ngbmcrumc.org;
40 Monica Prothro, Programs; Hatti Jackson, Nominations; Carole Tucker-Burden,
41 Membership; Vance P. Ross, Advocacy; Ray Robinson, Finance; Byron E. Thomas, Past
42 Chairperson, Past Coordinator SEJBMCR; Brian Tillman, Conference Commission on
43 Religion and Race (CCORR).
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1 For Credit/Debit Cards transactions use Cash App “\$NGBMCR” or Givelify “North GA
2 Black Methodists for Church Renewal” and mail checks made payable to NGBMCR to:
3 North Georgia Black Methodists for Church Renewal, Inc. 50 SUNSET AVE, NW, #92116,
4 ATLANTA, GA, 30314, USA.

5
6 DuWanna Thomas
7 NGBMCR Chairperson
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9
10 **603. 2020 North Georgia Delegation Report**
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12 Under normal circumstances the content of this report would have contained the scope of
13 work taken up by those elected as delegates from the North Georgia Annual Conference to
14 the 2020 General Conference that was scheduled for May 5-15, 2020 to be held in
15 Minneapolis, Minnesota. Included in this report would have been the actions taken by the
16 2020 General Conference. However, the post-2019 Annual Conference period proved to be
17 anything but normal. In February 2020 due to worldwide disruption caused by the COVID-
18 19 pandemic the 2020 General Conference was re-scheduled until sometime in the year 2021.
19 What follows is some information as well as a report of the scope of the delegations work up
20 until the suspension of General Conference.

21 The delegation had its first meeting at the Classic Center in Parthenon Room 2
22 immediately following the adjournment of Annual Conference. Bishop Sue Hauptert-Johnson
23 presided over the opening of the meeting and the election of the chair of the delegation:
24 Byron E. Thomas. The Executive Committee (Byron Thomas - Chair, Jane Finley – Vice
25 Chair, Phil Schroeder, Alice Rodgers, Randy Brown, and Jeff Jernigan) was introduced and
26 Phil Schroeder was nominated and elected to serve as secretary. Alice Rogers was nominated
27 and elected to serve as chaplain. The makeup of the delegation spanned across eight decades
28 broken out as follows: 1930s – 1; 1940s – 6; 1950s – 8; 1960s – 14; 1970s – 14; 1980s – 8;
29 1990s – 1; 2000s – 1. The breakdown along gender was even – 27 women and 27 men.
30 Along racial/ethnic lines there were 38 – Caucasians; 14 – African Americans; 4 – Asians; 1-
31 Hispanic/Latina. Twenty-two (22) – Elders in Full Connection, and five (5) – Deacons in Full
32 Connection were elected.

33 While these categories highlight some of delegation’s makeup, the principle work
34 before us was, “How do we take up the work that has brought our denomination to a place of
35 schism?” Secondly, “How do the various constituencies separate amicably?” A pathway
36 forward in addressing this issue was centered on one question: “Are there resources and/or a
37 framework within the Christian faith that could guide our thinking and behavior in order that
38 we might find a way to transform our conflict and come to an amicable resolution?” To help
39 explore this question the services of David Hooker, Associate Professor of Conflict
40 Transformation and Peacebuilding at the Keough School of Global Affairs at the University
41 of Notre Dame were secured.

42 David Hooker is an experienced mediator having worked to resolve multi-party
43 conflicts in some of the most hostile regions in the world including Somalia, Rwanda, and
44 Rhodesia (currently Zimbabwe). During the August and September delegation meetings
45 Hooker used the theme – “Conversations about Leadership During Challenging Times” to
46

1 facilitate discussion. He challenged the delegation and helped many gain a clearer insight
2 into our current denominational dilemma, as well as challenged us to expand our bandwidth
3 in order to provide leadership from a broader and deeper frame of reference.

4 The locations of the delegation meetings held August 2019 through February 2020
5 were scheduled with an eye towards trying to make meetings geographically representative
6 and accessible. Many thanks to the following institutions, churches and agencies for allowing
7 the delegation to utilize their facilities: Candler School of Theology, Ben Hill United
8 Methodist Church; The Nett, Marietta First UMC, General Board of Global Ministries, and
9 Northside UMC. During these meetings information was presented by agencies as well as
10 persons who wrote various plans. This included Wespeth, United Methodist Communications
11 (UMCOM), UMC Next, A Way Forward, the Bard-Jones plan, the Indianapolis Plan, the
12 Connectional Table, and the Protocol of Reconciliation and Grace through Separation.
13 Additionally, thanks to Tom Elliott for providing excellent instructions regarding the
14 potential impact of the delegation’s decisions. I would also like to highlight the Listening
15 Session at Marietta First UMC. This session allowed non-delegates from around the annual
16 conference to express their point of view on a range of issues.

17 While there is still important work to be done by this delegation, our work, in the
18 midst of the COVID-19 pandemic, has been suspended in order that we might have time to
19 properly attend to the work of the Church of Jesus Christ in what, at the time of this writing,
20 is a pandemic and a crisis that deserves the churches undivided attention as well as our
21 resources. We are still charged to: “. . . to proclaim good news to the poor. . . to bind up the
22 brokenhearted, to proclaim freedom for the captives and release of from darkness for the
23 prisoners, to proclaim the year of the Lord’s favor and the day of vengeance of our God, to
24 comfort all who mourn, and provide for those who grieve in Zion – to bestow on them a
25 crown of beauty instead of ashes, the oil of joy instead of mourning, and a garment of praise
26 instead of a spirit of despair. They will called oaks of righteousness, a planting of the Lord
27 for the display of his splendor.” (Isaiah 61:1-3)

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Byron Thomas, Chair
North Georgia Delegation to
The 2020 General Conference

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700. Resolutions

**701. Resolutions Relating to Rental/Housing Allowances for Retired, Disabled,
or Former Clergypersons of the North Georgia Annual Conference**

The North Georgia Annual Conference (the “conference”) adopts the following resolutions relating to rental/housing allowances for active, retired, terminated, or disabled clergypersons of the conference:

WHEREAS, the religious denomination known as The United Methodist Church (the “Church”), of which this Conference is a part, has in the past functioned and continues to function through ministers of the gospel (within the meaning of Internal Revenue Code section 107) who were or are duly ordained, commissioned or licensed ministers of the Church (“clergypersons”);

WHEREAS, the practice of the Church and of this Conference was and is to provide active clergypersons with a parsonage or a rental/housing allowance as part of their gross compensation;

WHEREAS, pensions or other amounts paid to active, retired, terminated, and disabled clergypersons are considered to be deferred compensation and are paid to active, retired, terminated, and disabled clergypersons in consideration of previous active service; and

WHEREAS, the Internal Revenue Service has recognized the Conference (or its predecessors) as an appropriate organization to designate a rental/housing allowance for clergypersons who are or were members of this conference and are eligible to receive such deferred compensation;

NOW, THEREFORE, BE IT RESOLVED:

***See NOTE below for IRS limitations

THAT an amount equal to 100% of the pension, severance, or disability payments received from plans authorized under *The Book of Discipline of The United Methodist Church* (the “*Discipline*”), which includes all such payments from Wespeth Benefits & Investments (“Wespeth”), during the period January 1, 2021 through December 31, 2021 by each active, retired, terminated, or disabled clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such clergyperson; and

THAT the pension, severance, or disability payments to which this rental/housing allowance designation applies will be any pension, severance, or disability payments from plans, annuities, or funds authorized under the *Discipline*, including such payments from Wespeth and from a commercial annuity company that provides an annuity arising from benefits accrued under a Wespeth plan, annuity, or fund authorized under the *Discipline*, that result from any service a clergyperson rendered to this Conference or that an active, a retired, a

1 terminated, or a disabled clergyperson of this Conference rendered to any local church,
2 annual conference of the Church, general agency of the Church, other institution of the
3 Church, former denomination that is now a part of the Church, or any other employer that
4 employed the clergyperson to perform services related to the ministry of the Church, or its
5 predecessors, and that elected to make contributions to, or accrue a benefit under, such a
6 plan, annuity, or fund for such an active, a retired, a terminated, or a disabled clergyperson's
7 pension, severance, or disability plan benefit as part of his or her gross compensation.

8
9 *****NOTE:** The rental/housing allowance that may be excluded from a clergyperson's gross
10 income in any year for federal (and, in most cases, state) income tax purposes is limited
11 under Internal Revenue Code section 107(2), and regulations thereunder, to the least of: (a)
12 the amount of the rental/housing allowance designated by the clergyperson's employer or
13 other appropriate body of the Church (such as this Conference in the foregoing resolutions)
14 for such year; (b) the amount actually expended by the clergyperson to rent or provide a
15 home in such year; or (c) the fair rental value of the home, including furnishings and
16 appurtenances (such as a garage), plus the cost of utilities in such year. Each clergyperson or
17 former clergyperson is urged to consult with his or her own tax advisor to determine what
18 deferred compensation is eligible to be claimed as a housing allowance exclusion.

2019 Standing Rules for the 2020 Annual Conference

A. Introduction

“The annual conference, for its own government, may adopt rules and regulations not in conflict with the Discipline of The United Methodist Church” (§ 604.1). The standing rules of the conference expand and clarify these structures and their modes of operation. (All references to the *2016 Book of Discipline* hereafter shall be designated by the paragraph number.)

A. 1. Rules - Robert's Rules of Order shall govern parliamentary procedures of the annual conference, subject to the rules of the preceding general conference and the *2016 Book of Discipline*.

A. 2. Amendments - These standing rules may be amended by a two-thirds (2/3) vote of the conference no fewer than twenty-four (24) hours following their presentation to the conference; provided, a written copy of the proposed amendment(s) shall be submitted to the conference secretary before being read to the conference. Amendments shall take effect upon passage, except the number of districts can only be changed at least one (1) year in advance.

B. Standing Committees of the Annual Conference

The primary function of standing committees is to provide support that enables the session of the North Georgia Annual Conference to operate efficiently. These on-going committees do not have programmatic responsibilities throughout the year other than preparing for the annual conference session.

B. 1. There shall be a committee on standing rules composed of ten (10) persons, nominated by the annual conference committee on nominations, plus the conference chancellor. The committee on standing rules is charged with the annual task of addressing the submission of new rules and maintaining the standing rules of the annual conference in the following ways: to receive requests for amendments, assure rules maintain internal consistency, make editorial changes as needed, present changes to the conference and review revised standing rules for publication in the conference journal. The committee is also charged with the quadrennial task of examining the rules of the annual conference for consistency with the new *Book of Discipline* and to recommend any editorial changes to bring about that consistency.

B. 2. There shall be a committee on registration and assistance composed of ten (10) persons, nominated by the annual conference committee on nominations. The primary functions of the committee on registration & assistance are to conduct registration, along with the host committee; certify delegates; and to issue badges accordingly. Using guidelines to verify eligibility, the committee helps retired pastors receive financial assistance, and during the week of annual conference, the committee maintains a table to assist visitors with nametags and other needs. The registration and assistance committee is responsible for working with the host committee to organize and recruit volunteers.

B. 3. There shall be a committee on daily proceedings composed of ten (10) persons, nominated by the annual conference committee on nominations. The daily proceedings

1 committee is responsible for certifying the written record of the annual conference and
2 reporting to the annual conference on the committee's review of the material.

3 The committee on daily proceedings works with the editor of the conference journal/
4 conference secretary as needed to ensure compliance with Disciplinary standards in ¶ 606.3
5 and for clarification of the written record of the annual conference session.

6 **B. 4.** There shall be a committee on resolutions composed of ten (10) persons, nominated by
7 the annual conference committee on nominations. The charge of the resolution committee is
8 to process all resolutions presented to the annual conference that are not submitted to the
9 programmatic committees through dialogue with the submitter and all agencies of the annual
10 conference affected by the resolution. This committee makes sure that, with occasional
11 exceptions, resolutions submitted by the deadline of February 1 of the Annual Conference
12 year are included in the handbook.

13 The resolutions committee is responsible for reviewing each resolution to determine
14 if it can properly come before the annual conference, making revisions as needed in
15 consultation with the submitter of the resolution, ensuring consistency with *The Book of*
16 *Discipline* and North Georgia Standing Rules/Guidelines, submitting to the conference
17 secretary by the deadline for the conference handbook, and presenting resolutions to the
18 conference.

19 20 **C. Annual Conference Session and Related Committees**

21
22 **C. 1. Annual Conference Committee on Nominations** - There shall be an annual
23 conference committee on nominations whose duty shall be to nominate all lay and clergy
24 members of the boards, councils, teams, commissions, committees, and other agencies of the
25 north Georgia conference. The committee shall be composed of the bishop, who shall be the
26 chairperson; the district superintendents and extended cabinet; the conference lay leader and
27 associate conference lay leaders; the district lay leaders; the commission on religion and race
28 representative; the conference presidents of United Methodist Men and of United Methodist
29 Women; the chairpersons of the conference young adult organization and the council on
30 youth ministry; and not more than five (5) members-at-large who shall be named by the
31 bishop for inclusiveness. The committee shall make its nominations not later than the second
32 morning of the annual conference.

33 The executive committee of the annual conference committee on nominations,
34 composed of the bishop, the conference lay leader, the director of connectional ministries 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
45
46

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 10 **D. Administrative Procedures of the Annual Conference**

11
12 **D. 1. Publication of Names and Addresses of Lay Members** - The names and email
13 addresses of lay members of the annual conference, arranged by districts and by charges,
14 shall be published in the conference journal, and they shall be compiled and made available
15 to members of the conference, both lay and clergy, as early as feasible following their
16 election.

17 **D. 2. Lay Member Equalization Plan** - The lay membership of the annual conference shall
18 be equal in number to its clergy membership. Lay members shall be elected by each charge
19 conference as directed by the Constitution of The United Methodist Church, Division Two,
20 Section VI, Article I (§32). The following are designated by the Constitution (Loc. Cit.) to be
21 members of the annual conference: the diaconal ministers, the active deaconesses, and home
22 missionaries under Episcopal appointment within the bounds of the annual conference, the
23 conference president of the United Methodist Women, the conference president of United
24 Methodist Men, the conference lay leader, district lay leaders, the conference director of lay
25 servant ministries, conference secretary of global ministries (if lay), the president or
26 equivalent officer of the conference young adult organization, the president of the conference
27 youth organization, the chair of the annual conference college student organization, and one
28 young person between the ages of twelve (12) and seventeen (17) and one young person
29 between the ages of eighteen (18) and thirty (30) from each district to be selected in such a
30 manner as may be determined by the annual conference.

31 If the lay membership shall number less than the clergy membership, the following
32 lay persons shall also be members of the annual conference: the associate conference lay
33 leaders, the district directors of lay servant ministries, the district presidents of United
34 Methodist Women and United Methodist Men, and the district presidents or equivalent
35 officers of the district young adult organization and the district youth organization, four (4)
36 young persons 18 years and under and five (5) young adult persons 18 years of age to 35
37 years of age.

38 Additional members shall be elected from each district by the district board of laity to
39 achieve equalization of the number of lay and clergy members of the annual conference.

40 The conference secretary shall advise the district superintendents annually, not later
41 than November 1, of the number of additional lay members required to achieve equalization.
42 The district superintendents shall assist the district board of laity to elect the necessary
43 persons, to notify them of their election, and to forward their names and addresses to the
44 conference secretary by January 1 of each year.

1 **D. 3. Pastoral Transition and Expenses**

2 The last Sunday for pastors leaving a church will be the last Sunday of June. Move Day will
3 be on the Tuesday following the last Sunday in June, and pastors shall vacate parsonages no
4 later than 1:00 p.m. on this date. The first Sunday in July will be transitional leave for
5 moving pastors. The incoming pastor's first day in the office will be the first business day
6 after July 4. The incoming pastor's first day in the pulpit will be the second Sunday of July.
7 If unusual circumstances prevail, the cabinet may change these dates to more suitable ones;
8 provided, further, the secretary of the cabinet shall have notice of the change published on
9 the North Georgia Conference website not fewer than ninety (90) days prior to the convening
10 of annual conference. Churches receiving new pastors shall pay the moving expenses of the
11 clergy, not to exceed \$6,000. The amount paid shall be reported in accordance with IRS
12 code.

13 **D. 4. Care of Parsonages** - Clergy shall use care to maintain cleanliness and good
14 housekeeping of the parsonages in which they reside. In addition to the annual inspection of
15 the parsonage (Part VI, Chapter Six, Section VI, ¶ 2533.4), at a time of change in pastoral
16 appointment, there shall be an inspection of the parsonage by the pastor and the pastor/parish
17 relations committee to determine the condition of the parsonage.

18 Responsibilities and additional information regarding parsonages can be found in the
19 report from the Commission on Equitable Compensation in the Guidelines and Reports
20 sections.

21 **D. 5. Number of Districts** - There shall be twelve (12) districts in the North Georgia
22 Conference.

23 **D. 6. Service Year** - The conference service year shall be July 1 through June 30.

24 **D. 7. Local Church Reports** - Pastors shall submit their annual reports as directed by the
25 conference statistician. The conference statistician shall reconcile the financial reports with
26 the records of the conference treasurer.

27 **D. 8. Archives** - The depository for archival records of the North Georgia Conference shall
28 be the Candler School of Theology of Emory University through its Pitts Theology Library.

29
30 **E. Finance and Property**

31
32 **E. 1. Budget Development** - All requests for appropriations shall be submitted to the
33 conference council on finance and administration, in writing, not less than ninety (90) days
34 prior to the opening session of the annual conference. Requests shall include a detailed
35 financial statement. Any persons or group presenting a proposal to the annual conference for
36 a program or activity which is not included in the conference budget shall at the same time,
37 present a financial analysis including estimated cost and plans for funding. Before final
38 action by the annual conference, the conference council on finance and administration shall
39 review the financial aspects of the proposal and make its recommendation to the conference
40 regarding the proposal. Budgets submitted to the conference for approval shall include
41 itemized comparative figures for the previous year, except in the case of new programs.

42 **E. 2. Fiscal Regulations** - The conference fiscal year shall be January 1 through December
43 31. All monies for conference and district items shall be remitted by December 31. The
44 books of the conference treasurer and the district treasurers shall be closed at the end of
45 business on the fifth (5th) working day following January 1. The conference treasurer shall
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1 make final settlement and disburse all funds to the annual conference boards, councils,
2 commissions or other agencies within fifteen (15) days following the end of the fiscal year.
3 The conference treasurer shall report by districts and by charges all payments for equitable
4 salaries, mission appropriations and the temporary general aid fund. The conference treasurer
5 shall report monthly to the district superintendents all conference askings paid by each local
6 church in the district.

7 **E. 3. District Superintendents and District Office Financial Support**

8 The *Conference* apportionments will fund the following expenses: (1) district superintendent
9 salaries, pensions, insurance (subject to the same insurance rules for other clergy); (2) district
10 superintendent business expenses, including all travel and all business expenses; (3) salaries,
11 pensions and insurance for the conference-employed administrative assistants assigned to the
12 district offices (subject to the same rules for other conference lay staff).

13 The *Districts* will be responsible for funding the following expenses, via District
14 Work Fund apportionments and/or other sources: (1) district superintendent housing
15 allowance (\$32,749 per annum in 2018-2019) or parsonage and utilities (\$5,000 in 2018-
16 2019); (2) District Office overhead/support expenses such as rent/mortgage, utilities,
17 property and liability insurance, supplies, equipment rental, etc.; (3) District-specific
18 missional initiatives and programs; (4) District-specific meetings.

19 **E. 4. Church Property** - Each district superintendent shall furnish the conference secretary
20 annually, no later than February 1 of each year, for publication in the Conference Journal, a
21 list of the real property situated within the district, belonging to but not currently in use by
22 The United Methodist Church. Each district superintendent shall supplement said list in the
23 event the district superintendent shall determine that the action of a charge conference in its
24 district prior to the end of Annual Conference will result in the closing of a local church and
25 the need to dispose of that local church's property. In the event of an ad interim procedure, as
26 set out in 2016 BOD ¶2549.3, the Conference Board of Trustees shall supplement the list
27 with that information. The compilation of those lists shall be transmitted by the Conference
28 Secretary to the Annual Conference Board of Trustees no later than February 15 of each year
29 and supplemented as herein set out. The Conference Board of Trustees shall review said list
30 and add or subtract properties based on its knowledge of the current status of properties not
31 in use. The Conference Board of Trustees shall report the most current information regarding
32 unused property, including properties to be discontinued, along with recommendations to the
33 Annual Conference with recommendations for disposition. To assist it in managing and
34 disposing of unused properties, the Conference Board of Trustees may employ professional
35 management personnel or entities. Funding for such assistance shall be retained from the sale
36 or rental of any properties within the authority of the Conference Board of Trustees.

37 **E. 5. Salary Supplements** - All supplementation of pastoral salaries from whatever source
38 shall be administered by the commission on equitable compensation in accordance with
39 guidelines developed by the commission and approved by the annual conference, except that
40 the conference board of congregational development shall be authorized to administer salary
41 supplementation for pastors of new and redeveloping congregations, in keeping with
42 guidelines developed by the committee and approved by the annual conference.

43 **E. 6. Charters** - Charters authorized by the North Georgia Conference shall be reviewed by
44 the conference chancellor before being filed with the Georgia Secretary of State.
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1 **E. 7. Annual Conference Registration Fee** – A registration fee of \$30.00 shall be assessed
2 for each lay and active clergy delegate to the North Georgia Annual Conference. Retired
3 clergy and youth members are exempt from the assessment.
4

5 **F. Conference Common Table (CCT)**

6
7 **F. 1.** There shall be a Conference Common Table with responsibility to focus and guide the
8 mission and ministry of The United Methodist Church within the boundaries of the North
9 Georgia Annual Conference. It shall give leadership and guidance in setting the vision and
10 priorities of the annual conference and in conducting an on-going process of refining and
11 revising that vision.

12 **F. 2.** The director of connectional ministries or designated person, in consultation with the
13 resident bishop, shall chair the Common Table, which shall be composed of the following
14 persons: resident bishop, director of connectional ministries or designated person, district
15 superintendents, director of center for clergy excellence, executive assistant to the bishop,
16 director of congregational excellence, chairperson of the board of congregational
17 development, conference treasurer, chairperson of the council on finance and administration,
18 chairperson of the board of ordained ministry, secretary of the annual conference, conference
19 chancellor, conference lay leader, the four associate conference lay leaders, conference
20 president of United Methodist Women, conference president of United Methodist Men,
21 president of the conference youth organization, the co-presidents of the conference young
22 adult organization, chairperson of the board of discipleship and advocacy, vice-chair of the
23 board of discipleship and advocacy, conference staff person assigned to missions,
24 chairperson of the order of deacons, chairperson of the order of elders, chairperson of the
25 fellowship of local pastors and associate members, the heads of the most recently elected lay
26 and clergy delegations to general conference, and such at-large members as the bishop shall
27 nominate to provide for diversity and inclusiveness as regards race/ethnicity/national origin,
28 age, and gender. The Common Table's membership shall be limited to fifty persons. The
29 eligibility limitations of standing rule C.3. shall not apply to the Common Table.

30 **F. 3.** There shall be an executive committee of the Common Table composed of the bishop,
31 the director of connectional ministries or designated person, the conference lay leader, the
32 dean of the cabinet, the chairperson of the board of discipleship and advocacy, and the
33 chairperson of the council on finance and administration.

34 **F. 4.** The Common Table could be called into session at such time as the chair, in
35 consultation with the bishop, deems it necessary for the benefit of the conference's work, and
36 may report each year to the annual conference regarding stewardship of the conference's
37 vision and its commitment to the mission and ministry of The United Methodist Church.
38

39 **G. Connectional Ministries**

40
41 **G. 1.** There shall be a director of connectional ministries or designated person who, in
42 partnership with the bishop and cabinet, shall have the following primary responsibilities: to
43 serve as steward of the vision of the annual conference, including the development,
44 clarification, interpretation, and embodiment of the conference's vision; to serve as leader of
45 the continuous process of transformation and renewal necessary for the annual conference to
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1 be faithful to our Christian identity in a changing world; to ensure alignment of the total
2 resources of the conference to its vision; and to ensure the connections among the local,
3 district, annual conference, and general church ministries for the purpose of networking,
4 resourcing, and communicating their shared ministry.

5 **G. 2.** The director of connectional ministries or designated person shall serve as an officer of
6 the annual conference and shall sit with the cabinet when the cabinet considers matters
7 relating to coordination, implementation, or administration of the conference program, and
8 other matters as the cabinet and director may determine.

9 **G. 3.** The director of connectional ministries or designated person shall coordinate the
10 recruitment and training of conference program leaders, provide oversight and leadership in
11 the conference's program and ministry, and serve as chair of the Common Table and as
12 executive officer of the board of discipleship and advocacy.

13 14 **H. Board of Connectional Ministries**

15
16 **H. 1.** There shall be a board of discipleship and advocacy responsible for the ministry
17 programming of the annual conference. The board of discipleship and advocacy shall have
18 authority to form committees as the *Discipline* may require or for carrying out its
19 responsibilities. The board of discipleship and advocacy may enlist additional persons to
20 assist in its work and may also form time-limited task forces to address particular issues or
21 emphases. The board of discipleship and advocacy shall be accountable to the director of
22 connectional ministries or designated person for oversight. Budget for the board of
23 discipleship and advocacy shall be included in the budget for congregational excellence. The
24 board of discipleship and advocacy shall have the responsibility of strengthening the local
25 church through discipleship and strengthening the annual conference through the prophetic
26 voice of advocacy that calls us all to be better; to lead and assist the congregations and
27 districts of the conference in their efforts to communicate and celebrate the redeeming and
28 reconciling love of God as revealed in Jesus Christ to persons of every age, ethnic
29 background, and social condition; to invite persons to commit their lives to Christ and to
30 Christ's church and to enable persons to live as Christian disciples in the world.

31 **H. 2.** The board of discipleship and advocacy shall include a chairperson, vice chairperson,
32 and secretary, nominated by the conference committee on nominations and elected by the
33 annual conference. Ex-officio members shall include the conference lay leader or designated
34 person, the director of connectional ministries or designated person, congregational
35 excellence staff, a cabinet representative for discipleship, a cabinet representative for
36 advocacy, and a youth named by the conference youth organization.

37 **H. 3.** The work of the board of discipleship and advocacy shall be to promote and facilitate a
38 holistic approach to the development of Christian disciples. The work of the board shall be
39 inclusive of ministries of age level, life-span, and family ministries (630.1b children, 649.1
40 youth, 650.1 young adults, 651.1 older adults, and Safe Sanctuaries), Christian unity and
41 interreligious relationships (642.1), church and society (629), camping and retreat ministries
42 (630.1b), creation care, disability concerns (653), disaster response (§ 633.4.b.22), education
43 (630.2), ethnic local church concerns (632.1), evangelism (630.3), global ministries (633,
44 633.3), health and welfare ministries (§ 633.4.b.27), higher education and campus ministries
45 (634.1), native American concerns (654), peace with justice (629.2), religion and race
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1 (643.1), refugee resettlement (§ 633.4.b.20), spiritual formation (630.1b), status and role of
2 women (644), stewardship (630.5), worship (630.4), and other areas as the board of
3 discipleship and advocacy or the annual conference may determine.

4 **H. 4.** There shall be a conference youth organization as provided by § 649.1. It shall relate to
5 and be answerable to the board of discipleship and advocacy.

6 **H. 5.** The congregational excellence staff will serve as members of the board of discipleship
7 and advocacy. The director of connectional ministries or designated person shall be the
8 executive officer of this board.

9 10 **I. Ministry of the Laity**

11
12 **I. 1. Conference Board of Laity** - There shall be a conference board of laity which shall
13 provide for the ministry of the laity related to the objectives of the General Board of
14 Discipleship as set forth in §§ 1101-1126. The purpose of the conference board of laity shall
15 be as outlined in § 631.2. Funding for the board shall be provided through the conference
16 budget.

17 **I. 2. Membership of Conference Board of Laity** - The following shall comprise the
18 membership of the board: the conference lay leader, associate conference lay leaders, the
19 district lay leaders, the conference director of lay servant ministries, the presidents and two
20 representatives elected by each of the conference organizations of United Methodist Men and
21 United Methodist Women, the presidents of the conference young adult organization and the
22 conference youth organization; and in addition, the conference scouting coordinator, the lay
23 chair or lay vice-chair of the general conference delegation and up to four at-large members
24 elected by the board, in consultation with the annual conference committee on nominations
25 as needed from time to time for inclusiveness and/or operations; and as ex-officio, a district
26 superintendent designated by the cabinet, the director of connectional ministries or
27 designated person and the presiding bishop. Task forces may be utilized in keeping with the
28 directives stated in Standing Rule H.1.

29 **I. 3. Election of Conference Lay Leader and Associate Conference Lay Leaders** – The
30 conference lay leader and no more than four (4) associate conference lay leaders shall be
31 elected quadrennially by the annual conference on nomination of the conference committee
32 on nominations after consultation with the board of laity. The conference lay leader shall
33 serve as chair of the conference board of laity. No person may serve as the conference lay
34 leader for more than eight (8) consecutive years. No person may serve as the associate
35 conference lay leader for more than eight (8) consecutive years. The conference lay leader
36 and the associate conference lay leaders shall be members of the board of laity by virtue of
37 their election to the offices they hold. Years of service as an associate conference lay leader
38 shall not be considered in determining the eligibility of a person to serve as conference lay
39 leader.

40 **I. 4. Conference Committee on Lay Servant Ministries** – There shall be a conference
41 committee on lay servant ministries, which shall relate to the conference board of laity as
42 specifically provided for in § 631.6. The committee shall be structured by the conference
43 board of laity and shall include as a minimum the conference director of lay servant
44 ministries, the district directors of lay servant ministries, the conference lay leader, and one
45 or more associate conference lay leaders. Up to four (4) at-large members may be elected by
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1 the conference board of laity as needed for inclusiveness and/or operations from time to time.
2 The conference director of lay servant ministries shall be elected for a four-year term by the
3 conference board of laity after consultation with the conference committee on nominations.
4 No person may serve as the conference director of lay servant ministries for more than eight
5 (8) consecutive years.

6 7 **J. Board of Congregational Development**

8
9 **J. 1.** There shall be an annual conference board of congregational development. The annual
10 conference board of congregational development shall be charged with the responsibility of
11 developing, implementing and continually updating a comprehensive plan for planting new
12 churches and working with existing churches to create other new places for new people
13 within the bounds of the North Georgia annual conference. The responsibilities shall
14 specifically include establishing, nurturing, supporting and guiding new faith communities
15 from conception through birth and until the district superintendent, the new church and the
16 office of congregational excellence agree that the support is no longer necessary.

17 **J. 2.** The board of congregational development shall work with the bishop, cabinet and
18 district strategic growth teams to determine locations for new places of worship. It shall also
19 have responsibility for the training, assessing and recommending persons to the bishop and
20 cabinet for appointment as necessary.

21 **J. 3.** The board of congregational development shall encourage local churches to partner
22 with the annual conference board of congregational development to birth new places of
23 worship.

24 **J. 4.** The board of congregational development shall serve as liaison with jurisdictional and
25 general conference board and agencies related to the work of congregational development.

26 **J. 5.** The board of congregational development shall work with the North Georgia
27 Conference board of trustees for the purpose of managing, buying, selling, and holding
28 developmental properties owned by the annual conference.

29 **J. 6.** The board shall develop an annual budget for presentation to the annual conference
30 Council on Finance and Administration to support the work and ministry of the board of
31 congregational development.

32 **J. 7.** The director of congregational excellence and the chair of the board of congregational
33 development shall be members of the Conference Common Table. The director of
34 congregational excellence shall serve as an officer of the annual conference and shall be a
35 member of the bishop's extended cabinet.

36 **J. 8.** The annual conference board of congregational development shall be composed of four
37 (4) at large lay persons recommended by the director of congregational excellence and
38 approved by the nominations committee; four (4) clergy recommended by the director of
39 congregational excellence and approved by the nominations committee; chairperson of the
40 committee on black congregational development, chairperson of the committee on Latino
41 congregational development, chairperson of the committee on Korean/Asian congregational
42 development, and an advocate for multi-cultural/multi-ethnic congregational development;
43 cabinet representatives to the three committees of the board of congregational development
44 as appointed by the bishop; one cabinet representative to the board of congregational
45 development; a council on finance and administration representative; director of connectional
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1 ministries or designated person; conference treasurer; director of congregational excellence;
2 and associate directors of congregational excellence or staff liaison for that specific area.

3 This totals 23 persons.

4 **J. 9.** The chair, vice-chair and secretary of the board of congregational development shall be
5 recommended to the bishop and cabinet by the director of congregational excellence and
6 submitted to the annual conference committee on nominations for inclusion in their report to
7 the annual conference for election.

8 **J. 10.** The board of congregational development shall be organized with a chair, a vice-chair
9 and secretary. The term of office shall be one quadrennium, but each may be elected for one
10 additional term, provided no one shall hold the same office for more than 8 years. The board
11 of congregational excellence shall meet at least quarterly and may meet more often at the
12 request of the director of congregational excellence or the chair of the board.

13 **J. 11.** There shall be a committee on black congregational development composed of a
14 chairperson (recommended by the director of congregational excellence in consultation with
15 the cabinet representative and approved by the annual conference or conference nominations
16 team ad interim per Standing Rule C.1), 7 or more lay and clergy members with specific
17 attention to age, gender and district balance as pursuant to ¶ 610.5 and ¶ 605.3 and including
18 at least one small membership black congregation representative (recommended by the
19 director of congregational excellence in consultation with the chairperson of the committee
20 and the cabinet representative and approved by the annual conference or conference
21 nominations team ad interim per Standing Rule C.1). The ex-officio membership of the
22 committee shall include: a cabinet representative, the congregational excellence staff person
23 for black congregational and leadership development, the conference commission on religion
24 and race representative, and the conference ethnic local church concerns representative. This
25 committee shall make recommendations to the executive committee with regard to persons
26 and places for the planting of new black congregations and strengthening existing black
27 congregations. The committee shall collaborate with each of the district strategic growth
28 teams advocating on behalf of black church congregational development needs. It shall also
29 be responsible for any training and resourcing needs that are important from a cultural
30 perspective in planting new and strengthening existing black churches. The committee shall
31 also be responsible for partnering with congregational excellence, the board of ordained
32 ministry and the center for clergy excellence to ensure the implementation of a
33 comprehensive black church leadership development plan. It shall request funds necessary
34 for this training to be included in the board of congregational development budget. This
35 committee shall meet at least quarterly and may meet more often at the request of the director
36 of the board of congregational excellence, the committee staff person, or the chairperson.

37 **J. 12.** There shall be a committee on Latino congregational development composed of a
38 chairperson (recommended by the director of congregational excellence in consultation with
39 the cabinet representative and approved by the annual conference or conference nominations
40 team ad interim per Standing Rule C.1); 3 or more lay and clergy members with specific
41 attention to age, gender and district balance as pursuant to ¶610.5 and ¶605.3 (selected by the
42 director in consultation with the chairperson of the committee and the cabinet representative
43 and approved by the annual conference or conference nominations team ad interim per
44 Standing Rule C.1); a cabinet representative; and the staff person for Latino congregational
45 development. This committee shall make recommendations to the executive committee with
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1 regard to persons and places for the planting of new Latino congregations and strengthening
2 existing Latino congregations. The committee shall collaborate with each of the district
3 strategic growth teams advocating on behalf of Latino church congregational development
4 needs. It shall also be responsible for any training needs that are important from a cultural
5 perspective in planting new Latino churches. It shall request funds necessary for this training
6 to be included in the board of congregational development budget. This committee shall meet
7 at least quarterly and may meet more often at the request of the director of the board of
8 congregational development or the chairperson.

9 **J. 13.** There shall be a committee on Korean/Asian congregational development composed
10 of a chairperson (recommended by the director of congregational excellence in consultation
11 with the cabinet representative and approved by the annual conference or conference
12 nominations team ad interim per Standing Rule C.1), 3 or more lay and clergy members with
13 specific attention to age, gender and district balance as pursuant to ¶ 610.5 and ¶ 605.3
14 (selected by the director in consultation with the chairperson of the committee and the
15 cabinet representative and approved by the annual conference or conference nominations
16 team ad interim per Standing Rule C.1), a cabinet representative, and the staff person for
17 Korean/Asian congregational development. This committee shall make recommendations to
18 the executive committee with regard to persons and places for the planting of new
19 Korean/Asian congregations and strengthening existing Korean/Asian congregations. The
20 committee shall collaborate with each of the district strategic growth teams advocating on
21 behalf of Korean/Asian church congregational development needs. It shall also be
22 responsible for any training needs that are important from a cultural perspective in planting
23 new Korean/Asian churches. It shall request funds necessary for this training to be included
24 in the board of congregational development budget. This committee shall meet at least
25 quarterly and may meet more often at the request of the director of congregational excellence
26 or the chairperson of the board of congregational development.

27 **K. Administrative Agencies of the Annual Conference**

28
29
30 **K. 1.** There shall be a board of ordained ministry composed of up to seventy-five (75)
31 persons nominated by the bishop as outlined in ¶ 635.1, including those who serve by virtue
32 of their office.

33 **K.1.a.** Purpose. There shall be a committee on clergy effectiveness which shall be a
34 resource to the bishop and cabinet to assist clergy who are having significant difficulty with
35 effectiveness in ministry. To assist the bishop in carrying out the responsibilities of ¶ 334.3
36 and ¶ 359.1b, the committee will meet with the referred clergy person to identify concerns
37 and design collaboratively a corrective plan of action for a return to more effective ministry.

38 **K.1.b.** Membership. There shall be eight (8) members who shall be appointed by the
39 executive committee of the board of ordained ministry. The members of the committee shall
40 not be members of the conference board of ordained ministry. The majority of the committee
41 shall be clergy, and at least one member shall be a layperson. In addition, the director of the
42 center for clergy excellence and a district superintendent appointed by the bishop shall be ex-
43 officio members without vote. In the event the district superintendent of the referred clergy
44 person is an ex-officio member of the committee, that district superintendent shall recuse
45 himself or herself, and the bishop shall appoint another district superintendent to sit on the
46

1 committee for that case only. In the event any member of the committee is appointed to or
2 attends the same local church as the referred clergy person, that member of the committee
3 shall recuse himself or herself, and the bishop shall appoint another clergy person or
4 layperson to sit on the committee for that case only.

5 **K.1.c. Terms of Service.** The committee membership shall be divided into two
6 classes of four years each. To promote continuity, four of the initial members shall be elected
7 for two year terms and four of the initial members shall be elected to four year terms.
8 Notwithstanding conference rules of longevity regarding total length of service in an elected
9 position, members may not be appointed to serve two consecutive terms on the committee.

10 **K.1.d. Officers.** The committee shall elect a chair and a secretary every two years.

11 **K.1.e. Referrals.** The Bishop and the cabinet shall refer to the committee those clergy
12 who are experiencing a pattern of diminished effectiveness in their ministry. The committee
13 shall meet with the referred clergy person and his/her district superintendent and shall
14 develop a plan to enable and support the restoration of effectiveness. The committee shall
15 continue to meet with the referred clergy person until such time as he or she has established a
16 pattern of effectiveness or, in the opinion of the majority of the members of the committee,
17 until the committee determines that the referred clergy person is not making sufficient
18 progress. The committee shall report its conclusions to the Bishop and Cabinet.

19 **K.1.f. Method.** The committee, the referred clergy person, and his/her district
20 superintendent together shall develop a plan for the attainment of agreed upon goals that will
21 demonstrate renewed effectiveness for ministry. The work of the committee may include
22 psychological testing, health screening, random or directed drug testing, retreats, counseling,
23 mentoring, educational opportunities, or other programs as needed to assist the clergy person
24 in attaining effectiveness in ministry. A letter detailing the agreed upon goals and plan of
25 work shall be sent to the referred clergy person from the Center for Clergy Excellence
26 immediately following the meeting in which the plan is developed. Progress shall be
27 demonstrated and documented at each meeting.

28 **K.1.g. Meetings.** The committee shall meet at least two times per year and the chair
29 shall give reasonable notice of the meeting dates to all members as well as to the Bishop and
30 cabinet.

31 **K.1.h. Financial Support.** The committee shall determine its financial needs in order
32 to be effective and shall submit any request for funding to the center for clergy excellence to
33 be included in its budget.

34 **K. 2.** There shall be a commission on equitable compensation as provided by ¶ 625.1,
35 composed of twenty (20) persons with one (1) representative from each district. Members
36 shall be nominated by the annual conference committee on nominations.

37 **K. 3.** There shall be a board of pensions and health benefits as provided by ¶ 639.1
38 composed of twenty-four (24) persons arranged in classes and serving a term of eight (8)
39 years to include representatives of both lay and clergy, nominated by the annual conference
40 committee on nominations.

41 **K. 4.** There shall be a board of trustees of the annual conference, elected as indicated in ¶¶
42 640 and 2512.1, composed of twelve (12) persons, nominated by the annual conference
43 committee on nominations, serving in four (4) year terms, except for the first board. It is
44 recommended that it be composed of one-third (1/3) clergy, one-third (1/3) lay women, and
45 one-third (1/3) lay men.

1 **K. 5.** There shall be a council on finance and administration (CFA) as provided by ¶¶ 611-
2 618, composed of five to twenty-one (5-21) persons, with one (1) lay person more than
3 clergy included on the council. The council shall designate an audit committee comprised of
4 one lay CFA member, one clergy CFA member and a CPA who is not a member of CFA.
5 The council shall designate a personnel committee, whose responsibilities will include those
6 defined in ¶ 613.13. The personnel committee shall be comprised of two (2) clergy CFA
7 members, one lay CFA member, two lay human resources professionals who are not
8 members of CFA, and the conference lay leader. Members with voice and no vote are the
9 conference treasurer and the cabinet representative. Members shall be nominated by the
10 annual conference committee on nominations.

11 **K. 6.** There shall be a committee on episcopacy as provided by ¶ 637.1, composed of fifteen
12 (15) persons. It is recommended that it be composed of one-third (1/3) clergy, one-third (1/3)
13 lay women, and one-third (1/3) lay men, provided that one (1) lay person be the conference
14 lay leader. One-fifth (1/5) of the membership shall be appointed by the bishop. The lay and
15 clergy members of the jurisdictional committee on episcopacy shall be ex-officio members.

16 **K. 7.** There shall be an episcopal residency committee as provided by ¶ 638.1.

17 **K. 8.** There shall be a committee on investigation consisting of four (4) clergy in full
18 connection, three (3) professing members, and six (6) alternate members, three of whom shall
19 be clergy in full connection and three of whom shall be professing members. The committee
20 shall be nominated by the presiding bishop in consultation with the board of ordained
21 ministry (for clergy members) and the conference board of laity (for lay persons) and elected
22 quadrennially by the annual conference. If additional members or alternates are needed, the
23 annual conference may elect members to serve for the remainder of the quadrennium.
24 Committee members shall be in good standing and should be deemed of good character. The
25 committee should reflect racial, ethnic, and gender diversity ¶ 2703.

26 **K. 9.** There shall be a North Georgia Loan Guarantee Committee, comprised of two (2)
27 members of the cabinet, the chair of the board of congregational development and the
28 director of congregational excellence, two (2) members of the council on finance and
29 administration, one (1) lay and one (1) clergy and two (2) members representing areas of
30 expertise appointed by the bishop in consultation with the chancellor, the conference lay
31 leader; and the chairperson of the council on finance and administration.

32 **K. 10.** There shall be a diaconal committee on investigation as provided by ¶ 2703.2.

33 **K. 11.** There shall be an administrative review committee as provided by ¶ 636.

34 **K. 12.** There shall be a North Georgia United Methodist housing and homeless council
35 which shall be composed of no more than 36 persons nominated by the conference
36 committee on nominations and elected by the annual conference. Each district shall be
37 represented by no fewer than two members, one of whom shall be a clergy member in that
38 district and one of whom shall be a lay person who shall be a member of one of the churches
39 in the district that they represent. In addition, the following other persons shall be members: a
40 district superintendent designated by the cabinet; a member of the congregational excellence
41 staff designated by the director of connectional ministries or designated person; the director
42 of the council, who shall be a non-voting member; and representatives of Persons Living in
43 Poverty and Refugee Resettlement.

44 **L. Districts**

1 **L. 1. District Conference Membership** – The membership of the district conference shall
2 consist of (a) all active and retired clergy and diaconal ministers serving appointments or
3 holding charge conference membership within the district and (b) all local church elected, at-
4 large, and ex-officio lay members of the annual conference from the district.

5 **L. 2. District Board of Laity** – There shall be in each district of the annual conference a
6 district board of laity composed of the district lay leader who shall serve as chair, the
7 associate district lay leaders, the district superintendent, the chair of district connectional
8 ministries or designated person, the district presidents of United Methodist Women and
9 United Methodist Men, one (1) youth and one (1) young adult named by the youth and young
10 adult groups respectively, the district director of lay speaking, and such other persons as the
11 district lay leader and the district superintendent together may select. The district board of
12 laity shall elect annual conference at-large delegates from the districts.

13 **L. 3. Election of District Lay Leader and Lay Leadership** – The district lay leader, the
14 district associate lay leaders and the district director of lay speaking shall be elected annually,
15 on nomination of the district nominating committee, after consultation with the district board
16 of laity, by the membership of the district conference at the district orientation meeting
17 before the annual conference session. It is recommended these officers will serve
18 quadrennially and will be elected for their first term at the district orientation meeting
19 immediately preceding the start of the new quadrennium. Replacements for these positions
20 shall be elected at the annual district orientation meeting as needed.

21 **M. Conference Related Agencies**

22
23
24 **M. 1.** There shall be a Georgia United Methodist Foundation, Inc., board of trustees,
25 nominated by the Foundation to be confirmed or denied confirmation by the annual
26 conference.

27 **M. 2.** There shall be a Methodist Foundation for Retired Ministers Board of Trustees,
28 nominated in accordance with its Constitution and By-Laws, to be confirmed or denied
29 confirmation by the annual conference.

30 **M. 3.** There shall be an Action Ministries, Inc., board of directors, nominated in accordance
31 with its Constitution and By-Laws, to be confirmed or denied confirmation by the annual
32 conference.

33 **M. 4.** There shall be an Aldersgate Homes board of directors, nominated in accordance with
34 its Constitution and By-Laws, to be confirmed or denied confirmation by the annual
35 conference.

36 **M. 5.** There shall be a United Methodist Children's Home now doing business as Wellroot
37 Family Services board of directors, nominated in accordance with its Constitution and By-
38 Laws, to be confirmed or denied confirmation by the annual conference.

39 **M. 6.** There shall be a Wesley Woods, Senior Living, Inc., board of trustees, nominated in
40 accordance with its Constitution and By-Laws, to be confirmed or denied confirmation by the
41 annual conference.

42 **M. 7.** There shall be a board of North Georgia Camp and Retreat Ministries, nominated in
43 accordance with its Constitution and By-Laws, to be confirmed or denied confirmation by the
44 annual conference. North Georgia Camp and Retreat Ministries, Inc. is the entity through
45 which camping ministry for children and youth shall be carried out. The director of North
46

1 Georgia Camp and Retreat Ministries is accountable to the conference director of
2 connectional ministries or designated person.

4 **N. Joint Ministries of North and South Georgia Conferences**

5
6 **N. 1.** There shall be a Georgia United Methodist Commission on Higher Education and
7 Collegiate Ministry. The commission shall have twenty-three (23) voting members, ten (10)
8 elected by the North Georgia Conference and eight (8) elected by the South Georgia
9 Conference. Proposed members shall be nominated by the Committees on Nominations from
10 the two annual conferences after receiving input from the commission regarding possible
11 nominees. Half of the elected members from each annual conference shall be laypersons. The
12 presiding bishop of each annual conference shall designate one district superintendent from
13 that annual conference to be a voting member of the commission. The director of
14 connectional ministries or designated person of each annual conference shall designate one
15 staff member from each annual conference to be a voting member of the commission. The
16 executive director of the commission shall be a voting member of the commission.

17 Presidents and chaplains (or position equivalent to chaplain) of United Methodist
18 colleges and universities in Georgia, the Dean of Oxford College, and the directors of Wesley
19 Foundations/Fellowships in Georgia shall all be ex officio members of the commission
20 without vote. Members of the Division of Higher Education from the North and South
21 Georgia conferences, if any, shall be ex officio members of the commission without vote.

22 Leadership positions of the commission shall be held by members from both annual
23 conferences.

24 **N. 2.** There shall be a Georgia United Methodist Pastors' School board of managers,
25 composed of persons by virtue of office and at-large members named by the annual
26 conference committee on nominations. The purpose of the Georgia United Methodist
27 Pastors' School shall be to provide an annual school for continuing education for United
28 Methodist clergy of the North and South Georgia annual conferences, while modeling and
29 promoting a spirit of cooperation and goodwill between the two annual conferences and
30 members thereof. The Georgia Pastors' School shall be governed by a board of managers
31 composed of 30 clergy from both annual conferences. The members shall be named to the
32 board of managers according to nominating guidelines established by each annual
33 conference. The officers are nominated and elected from the board of managers. The
34 chairperson and dean of the pastors' school shall rotate between the two annual conferences
35 from quadrennial to quadrennial.

37 **O. United Methodist Related Institutions of Higher Education**

38
39 **O. 1.** There shall be boards of trustees of United Methodist related schools, nominated in
40 accordance with their Constitution and By-Laws, to be confirmed or denied confirmation by
41 the annual conference.

42 **O. 2.** There shall be boards of directors of Wesley Foundations, nominated in accordance
43 with their Constitution and By-Laws, to be confirmed or denied confirmation by the annual
44 conference.

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2020 NOMINATIONS REPORT

Standing Committees of the Annual Conference

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District 1 West Central – Jessica Terrell..... jessica.terrell@ngumc.net
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Robby Johnson..... 21camden@bellsouth.net
Nate Abrams..... nathaniel.h.abrams@gmail.com

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 7 *District 6 Southeast – Kim Hudgins* hudgins@windstream.net
 8 *District 7 Southeast – Jennifer Byrd* birdie21234@gmail.com
 9 *District 8 Southwest – Debby Stikes* debby.stikes@griffin-fumc.org

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 11 Other Conference Leaders
 12 *UMW President – Tryphenia Speed* spee2422@bellsouth.net
 13 *UMM President – Odell Horne* louis.johnson@ngcumm.org
 14 *Young Adult President – Rachel Fullerton* fullerton.rachel@gmail.com
 15 *Youth President – Elijah Shoaf* eli.shoaf@gmail.com
 16 *CORR Rep – Brian Tillman* brian.tillman@ngumc.net

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 18 At Large Members
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 22 *Grace Pyen (15)* umwgrace@gmail.com
 23 *Susannah Benjamin (15)* psj_ctb@yahoo.com

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 25 Committee on Nominations Executive Committee

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 35
 36 ANNUAL CONFERENCE PLANNING COMMITTEE

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 43 *Assoc. Conference Lay Leader – Robby Johnson* 21camden@bellsouth.net
 44 *Assoc. Conference Lay Leader – Nate Abrams* nathaniel.h.abrams@gmail.com
 45 *Conference Secretary – Donn Ann Weber* donnann.weber@ngumc.net

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27	District 8 Southwest – Susan Landry.....	susan.gary.landry@ngumc.net

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37	Congregational Excellence Associate Director – Yvette Massey	yvette.massey@ngumc.net
38	President/CEO Georgia UM Foundation – Keith Lawder	klawder@gumf.org

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41	Comm. on Finance & Admin. Chair – Bill Burch.....	bill.r.burch@ngumc.net
42	Bd. of Ordained Ministry Chair – Julie Boone	julie.boone@ngumc.net
43	Conference Chancellor – Jim Thornton	jim@tglawfirm.com
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45	Assoc. Conf. Lay Leader – Celeste Bush	cbush4772@gmail.com

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 2 *Assoc. Conf. Lay Leader – **Nate Abrams*** nathaniel.h.abrams@gmail.com
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 7 *Bd. of Discipleship and Advocacy Chair – Nate Abrams* nhabrams06@yahoo.com
 8 *Global Ministries Rep – Amy Valdez-Barker*..... amy.barker@ngumc.net
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 10 *Small Membership Church Rep – Mike Devine*..... mike.devine@ngumc.net
 11 *Order of Deacons Rep – Shannan Karafanda*..... shannon.karafanda@ngumc.net
 12 *Order of Elders Chair – Yvette Massey*..... yvette.massey@ngumc.net
 13 *Fellowship of Local Pastors &*
 14 *Assoc. Members – Yolanda Jones-Colton (18)* yolanda.jones-colton@ngumc.net
 15 *Chair of Lay Delegation to GC 2020 – Jane Finley*..... mjfarms100@aol.com
 16 *Chair of Clergy Delegation to GC 2020 – Byron Thomas* byron.thomas@ngumc.net

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 18 At Large Members

19 Elizabeth Pollard (19) elizabeth.pollard@ngumc.net
 20 Dan Brown (14) dan.brown@ngumc.net
 21 Chuck Bachman (14) cbachman@gregorydoylefirm.com
 22 Tonya Lawrence (16)..... tonya.lawrence@ngumc.net

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 24 Common Table Executive Committee

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 26 *Bishop – Sue Hauptert-Johnson*..... bishop@ngumc.org
 27 *Conference Lay Leader – Bill Martin*..... wgmartin@mindspring.com
 28 *Discipleship and Advocacy Chair – Nate Abrams* nhabrams06@yahoo.com
 29 *Comm. on Finance & Admin. Chair – Bill Burch*..... bill.r.burch@ngumc.net

30
 31
 32 **BOARD OF DISCIPLESHIP AND ADVOCACY**

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 34 Officers

35 Chair – Nate Abrams (19) nhabrams06@yahoo.com
 36 Vice- Chair – Jenny Anderson (19) jenny.anderson@ngumc.net
 37 Secretary – Kathy Brockman (19) kathy.brockman@ngumc.net

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 39 Discipleship Area Representatives

40 Children’s Ministries / Safe Sanctuaries – Mimi Sanders (16)..... mimi_sanders@tfumc.org
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41 *Latino Congregational Dev* **Dorcas Rodriguez**

42 *Korean/Asian Congregational Dev* **William Seihwan Kim**

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2 *Director of Congregational Excellence*..... **Blair Zant**
3 *Assoc. Director of Congregational Excellence – Latino* *Juan Quintanilla*
4 *Assoc. Director of Congregational Excellence – Korean/Asian* *Hyo Kim*
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10 *Cabinet Rep – Latino Committee*..... **Rodrigo Cruz**
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38 Candy Thacker (14)candy.thacker@ngumc.net
39 Dan Brown (15) dan.brown@ngumc.net
40 Leon Matthews (15)..... leon.matthews@ngumc.net
41 **Beth Sanders** (20) beth.sanders@ngumc.net

42
43 3 Laity

44 Sid Linton (15)..... slinton@mindspring.com
45 Wayne Pierce (19)..... PierceJWayne@p-dlaw.com

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3 Alternates – Clergy

4 Walter Jones (15)walter.jones@ngumc.net

5 Lindsay Geist (19).....lindsay.geist@ngumc.net

6 David Naglee (19).....david.naglee@ngumc.net

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8 Alternates – Laity

9 Rebecca Patton Falco (19)rpfalco@earthlinks.net

10 Jan Pearce (19).....pearcejan444@gmail.com

11 Carol Davis (19)cjd418@comcast.net

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13
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15 *Congregational Dev. Board Chair – Steven Usry* steven.usry@ngumc.net

16 *Director of Congregational Excellence – Blair Zant*.....blair.zant@ngumc.net

17 *Laity Rep. from CF&A – Bill Gladden*.....bill@wcgladden.com

18 *Clergy Rep. from CF&A – Zach Fitzpatrick*.....zach.fitzpatrick@ngumc.net

19 *Cabinet Rep – Jessica Terrell*.....jessica.terrell@ngumc.net

20
21 Bishop’s Appointments

22 John Brewer (12)john.g.brewer@gmail.com

23 **Tommy Green** (20).....larry.caywood@ngumc.net

24 **Brett DeHart** (20)brett.dehart@ngumc.net

25
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28 3 Clergy in Full Connection

29 Bert Neal (19)bert.neal@ngumc.net

30 Nancy Lane (12)nancy.lane@ngumc.net

31 Mark Burgess (15) Chairmark.burgess@ngumc.net

32
33 2 Alternates

34 Bill Britt (16).....bill.britt@ngumc.net

35 **Richard Puckett** (20).....richard.puckett@ngumc.net

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42 North Central Clergy – Joseph L Crawford (14)fsumcpastor@bellsouth.net

43 North Central Lay – Stephanie Dressler (17)sdressle@bellsouth.net

44 South Central Clergy – Wes Privett (19) wes.privett@ngumc.net

45 South Central Lay – Charles Barber (17)charles.barber@emory.edu

1 East Central Clergy – Jenna Kennedy (17).....jenna.kennedy@ngumc.net
 2 East Central Lay – Juliana Cash (19).....cashjuliana97@gmail.com
 3 West Central Clergy – Roger Vest (14).....roger.vest@ngumc.net
 4 West Central Lay – Louise Young (16)lyoung98@aol.com
 5 Northeast Clergy – Sandra Skinner (13) – Chairsandra.skinner@ngumc.net
 6 Northeast Lay – Jennifer Boydston (15).....jennifer@clarksvillefirst.org
 7 Northwest Clergy – Thom Shores (15).....thom.shores@ngumc.net
 8 Northwest Lay – **TBD**
 9 Southeast Clergy – Lindsey Solomon (20).....lindsey.solomon@ngumc.net
 10 Southeast Lay – Judy Teasley (18).....jatx2@comcast.net
 11 Southwest Clergy – Fede Apecena (20)..... fede.apecena@ngumc.net
 12 Southwest Lay – Carol Cain (17)..... carolcain007@gmail.com

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 17 Candy Thacker (14)candy.thacker@ngumc.net
 18 Matt Parker (16).....matt.parker@ngumc.net
 19 Sally Oakes (16)..... sally.oakes@ngumc.net
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 21 Elaine Wilder (18)..... elaine.wilder@ngumc.net
 22 Ed Dickens (18) ed.dickens@ngumc.net

23
 24 At Large Members – Laity
 25 Karen Forehand (12) – Secretarykforehand@mindspring.com
 26 Cece Dixon (13).....cecedixon@hotmail.com
 27 Cindy Corona (16) tcoronaco@comcast.net
 28 Howard Cox (16) – Vice Chair..... cox4380@bellsouth.net
 29 Pam Buzbee (17).....pambuzbee@gmail.com
 30 Paul Henry (18)pkhenry@att.net
 31 **Lynn Peek** (20)..... lynnpeek217@gmail.com
 32 **Ryan Jones** (20) rjonesy19@gmail.com

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 35 *Director – Laura Rappold* lrappold@gmail.com
 36 *Conference Staff Rep – Scott Parrish* scott.parrish@ngumc.net
 37 *Persons in Poverty Rep – Roger Vest* roger.vest@ngumc.net
 38 *Resettlement Rep – Andy Peabody*andy.peabody@ngumc.net
 39 *Cabinet Rep – Alice Rogers* alice.rogers@ngumc.net

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*Cabinet Rep – **Susan Landry** susan.landry@ngumc.net*

Conference Staff Rep – Blair Zant blair.zant@ngumc.net

Conference Related Agencies

GEORGIA PASTORS' SCHOOL MANAGERS

Elizabeth Ackerman..... elizabeth.ackerman@ngumc.net

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Joel Miller joel.miller@ngumc.net

Matt Murphy matt.murphy@ngumc.net

Pam McCurdy pam.mccurdy@ngumc.net

Maria Bowers..... maria.bowers@ngumc.net

Ex-Officio

Bishop – Sue Haupert-Johnson..... bishop@ngumc.org

Conference Staff Rep – Yvette Massey..... yvette.massey@ngumc.net

1
2 **NORTH GEORGIA CAMP AND RETREAT MINISTRIES BOARD OF DIRECTORS**
3

4 Class of 2021

5 James Gwin.....james.gwin@ngumc.net
6 Matt Murphymatt.murphy@ngumc.net
7 Sue Raymond.....sueraymond@bellsouth.net
8 Chuck Savage, III.....chwsa3@hotmail.com
9 Kathryn Schroederkschroeder@gsgatl.org
10 Andy Woodworth.....andy.woodworth@ngumc.net
11

12 Class of 2022

13 John Lawrencejhlawrence777@gmail.com
14 Nancy Curtin Morris – Chairpersonnancy@thetrinteam.com
15 Ed Tomlinson.....ed.tomlinson@ngumc.net
16 Joya Abrams – Vice Chairpersonjoya.abrams@ngumc.net
17 Millie Kim.....millie.kim@ngumc.net
18 Mike Lane - Secretary.....rileyann@mac.com
19

20 Class of 2023

21 **Bill Hardman, Jr**hardmanproperties@gmail.com
22 Pellum Peters – Treasurerpellum.peters23@gmail.com
23 **Adam Roberts**.....adam.roberts@ngumc.net
24 **Amanda Seals**sealsamanda@gmail.com
25 Elaine Sharpelainesharp1@gmail.com
26 **Dee Shelnett**.....dee.shelnett@ngumc.net
27

28 Ex-Officio

29 *Director of Camp & Retreat Ministries – C. Russell Davis* russell@ngcrm.org
30 *Director of Connectional Ministries – Hal Jones*hal.jones@ngumc.net
31 *Cabinet Rep – Alice Rogers*alice.rogers@ngumc.net
32 *Bishop – Sue Hauptert-Johnson*.....bishop@ngumc.org
33
34

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37 Ruth A. Knox, Calvin R. Stamps, William A. Vogel
38 Class of 2022: Tracy Crump, Bernice Kirkland, Bert Neal, Richard Shinhoster,
39 Georgia Slagle, Elaine Wilder
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41 Doreen Smalls, Will Zant

42 Ex-Officio:

- 43 • R. Lawson Bryan, Resident Bishop of the South Georgia Episcopal
44 Area of the United Methodist Church
45 • Sue Hauptert-Johnson, Resident Bishop of the North Georgia Episcopal
46 Area of the United Methodist Church

- Keith M. Cox, Treasurer and Director of Administrative Services
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11 Gadd (Secretary/Treasurer)
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15
16 **BOARD OF TRUSTEES**
17 **2020-2021**
18

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22 Class of 2020: Kay Aderhold; Cully Clark; Allison Daniels; Bert Gregory; Gene Kemp;
23 Michelle Lee; Suzanne Nieman; Larry Price; Eric Ragan; Richard Taylor; Rob Williams
24 Class of 2021: Shirley Cargill; Vicki Molnar; Maceo Rogers; Kimberly Weckwert; Ernie
25 Wright
26 Class of 2022: George Flowers; **Stuart Gulley**; Gilbert Miller; **Ann Moreau**; Whit Myers;
27 Steve Whatley
28 Ex-Officio: Robert Beckum; R. Lawson Bryan; Michael McCord; **Steve Patton**
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30 **CLARK ATLANTA UNIVERSITY**

31 2019: Alexander Cummings, Jr.; R. Richard Holmes; William Ide ; Ingrid Jones; Wendy
32 Lewis; Gregory Morrison; Bobbie Sanford; Isaac Snype, Jr.; Alvin Trotter
33 2020: James Colon; Tharon Johnson; Michael Melton; Stephanie Russell; Errol Taylor;
34 Brenda Walker; Leonard Walker; Derrick Williams; Carolyn Young
35 Class of 2021: Delores Aldridge; **Pedro Cherry**; Salvador Diaz-Verson, Jr.; Thomas
36 Dortch; Ernest Green; **Joel Katz**; William Shack, Jr.;
37 Alumni Trustees: Calvin Briggs, Jr.; **Carla Cooper**
38 Ex-Officio: **George French**; Sue Hauptert-Johnson; **Michael McQueen**
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40 **EMORY UNIVERSITY**

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42 **Crystal Edmonson**; **Andrew Evans**; Robert Goddard, III; Javier Goizueta; **David Graves**;
43 **L. Jonathan Holston**; Sue Hauptert-Johnson; Muhtar Kent; John L. Latham; Jonathan
44 Layne; Steven Lipstein; William McAlilly; John G. Rice; Rick Rieder; Teresa Rivero;
45 William Rogers, Jr.; Katherine Rohrer; Timothy C. Rollins; Stuart Rose; Diane Savage; Leah
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8 Budd; Charles Buffington; Joseph Crawford. Sr.; Ronald Henderson; L. Jonathan Holston;
9 **Katurah Johnson**; Eileen B. Kennedy; Bernice W. Kirkland; **Keith Lawder**; Sharma D.
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11 Jody Ray; Donald K. Reed; **Thomas Rumph, Jr.**; B. Kevin Smalls; Richard D. Winn, Sr.
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13 Johnson; Ken J. Walden; David Whitworth

14 National Alumni Association Rep: James C. Anyike

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19 Class of 2020: Linda Cole; L. C. Evans; Beverly Langford; Kathy McCollum; Anil Modi;
20 Edward Montag; Olugbenga Obasanjo; Paul S. Penn, III

21 Class of 2021: James F. Bruce, Jr.; James Pace, Jr.; Joe F. Ragland, Jr.; Richard Simmons;
22 Nancy Stevens; George Wheelock; Deedee Williams; Richard C. Wolfe

23 Class of 2022: Robert Carmichael, Jr.; Sharon Wiggins Glover; Tim Irwin; Curt Johnson; T.
24 Scott Malone; Eunjae Kim Peralta-Ramos; William T. Plybon; Edward Smith; James Wood,
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26 Class of 2023: **Daniel Brown**; H. Speer Burdette, III; **Kelly D. Caine**; **Chris C. Edwards**;
27 **Scott Hawkins**; William Hodges; **William McRae, Jr.**; **Sue Waddell**; **Greg Wright**

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29 Susan Landry; **Dylan McCollough**; Michael McCord

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39 Thomas Stokes, Jr.; Hugh Tarbutton, Jr.; Andrew Tatnall; Michael Vardas, Jr.; Randall
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42 Clark; Robert Dickson; Denny Dobbs; Joseph Edwards; Arthur Evans; R. Dean Fowler;
43
44
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12 Rogers; John Thompson; Michael Thurmond; Jerry Woodfork, Sr.
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34 Jr.; Kina Mallard (on sabbatical); Michael McCord; Kenny Ott; **John Pinson**
35 Leave of Absence: Don Hausfeld

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39 Thomas Alfred Sams, Jr; Geovette Washington; Kay West
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42 Medlin; Mary Beth Swearingen; Susan Walker
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44 Wilds M. Ogie; Lynda Pfeiffer; Elizabeth Pickett; Amy Rauls; Cynthia W. Wright

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9 Hauptert-Johnson; Rick Lanford; Michael McCord; Jennifer Stiles Williams

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13 James T. Johnston, Jr.; William A. Johnston; Ray P. Lambert, Jr.; Eustace P. “Mac”
14 McCannon; Julie D. Salisbury; Charles S. Wynne

15 Class of 2022: M. Brantley Barrow; Mary Broadrick; **Dave Brown**; Margaret R. Buker; Earl
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18 Tarbutton Reese; Pam R. Rollins; **Brandon Sherman**; Michele T. White; James Williams;
19 Kirk S. Wimberly, III

20 Class of 2023: **Susanna Baxter**; Paul Beckham; William Easterlin; James Ellison; Henry M.
21 Huckaby; Gerald W. Hudgins; Murphy Miller; Kurt T. Momand ; Jimmy C. Tallent; **Chris**
22 **Wadle**; Marian B. Wilbanks

23 Ex-Officio: Candler J. Ginn; Sue Hauptert-Johnson; Michael McCord; Alice Rogers; Parker
24 Sewell; Drew Van Horn

25 26 27 **WESLEY FOUNDATIONS/FELLOWSHIPS**

28 29 **AUGUSTA UNIVERSITY**

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31 Class of 2021: Mike Cash

32 Class of 2022: **Scott Harris; Alexander Heath**; Tim Smail; **Alison Wright**

33 Ex-Officio: Michael McCord; Nicole Muns; Greg Porterfield

34 35 **COLUMBUS STATE**

36 **Andy Ginn; Lynn Meadows-White**

37 Student Leaders: **Liam Burke; Josh Huddleston; Sam Lord; Brianna Putnam; Lucas**
38 **Sheppard**

39 40 **COASTAL COLLEGE OF GEORGIA**

41 Class of 2020: Sarah Heider; Britton Johnston

42 Class of 2021: Carter Akins; Brooke Johnston

43 Class of 2022: Kara Witherow

44 Class of 2023: Claudia Schneider

45 Ex-Officio: Jacy Lassiter; Gracie Martin; Michael McCord

1 **FORT VALLEY STATE**

2 Robert Anderson; Brenda DeRamus; Charles Flowers; Shane Green; **Earl James; Angela**
3 **King;** Doug Mays; Stephen Summerow

4 Students: **Breanna Caldwell; Tylexia Few; Keteria Loney; Steviana McCoy**

5 Ex-Officio: Michael McCord; **Steve Patton;** Marcia Williams

6
7 **GEORGIA COLLEGE & STATE UNIVERSITY**

8 Class of 2020: Steve Chapman; Ginny Davis; Rachel Pope

9 Class of 2021: Gail Oliver; Youngblood

10 Class of 2022: **Maranda Blum;** Linda Helton; **Stacy Pittman**

11 Ex-Officio: Mac Enfinger; Michael McCord; **Greg Porterfield;** Tate Welling

12
13 **GEORGIA GWINNETT COLLEGE**

14 Class of 2019: Natalee Dukes; **Jared Evans;** Latanya Hammonds-Odie; **Sandra Hunter;**
15 Ryan Miller; Natalie Stewart;

16 Class of 2020: **Liz Nauert;**

17 Church Representatives: **Adam Hilderbrandt;**

18 Faculty Advisor: Joanne Rowland

19 Student Intern: **Caroline Brigs;** Sakira Jones; **Bri Mack**

20 Ex-Officio: **Rodrigo Cruz,** Michael McCord, **Taylor Lamphier;** Ryan Shostak

21
22 **GEORGIA SOUTHERN UNIVERSITY**

23 Class of 2020: Eric Hopfensperger; Elizabeth Lamb

24 Class of 2021: Earl Dabbs; David Keene

25 Class of 2022: **Folton Barker**

26 Class of 2023: **Clay Boerner**

27 Wesley Director: Jonathan Smith

28 Student: **Ashlee Lindee**

29 Faculty Advisor: John Banter

30 Ex-Officio: Dorsia Atkinson; Bill Bagwell; Allen Cason; Jimmy Cason; Michael McCord;
31 Chris Ramsey; John Ray

32
33 **GEORGIA SOUTHWESTERN STATE UNIVERSITY**

34 Class of 2020: Daryl Brown; **Terri Jones;** Brannon Parks; Chris Wooden; Lee Wright

35 Class of 2021: Victoria Herron; Cal LeVert; Frank Lowrey; Josh Strange; Chris Walker

36 Class of 2022: **Nathan Bateman; R. T. Beverly; Connie Haugabook; Rachel Shealy; Bob**
37 **Slenker; Terry Westbury**

38 Intern: John Updike, Jr.

39 Ex-Officio: Michael McCord; **Steve Patton;** Johnny Updike

40
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42 Class of 2020: Talley Autrey

43 Class of 2021: Bard Brockman; Ben Fletcher; Rachel Fullerton; Camille Henderson;

44 **Garrett Hutchins; Kirk Moss;** Andy Thomas

45 Class of 2022: **Jamie Hamilton; Steven Neel; Phil Scott**

1 Student Rep: **Sam Crawford**

2 Ex-officio: **Joya Abrams;** Geoff Beakley; Jamie Hamilton; Jen Hasler; **Michael McQueen;**
3 Michael McCord; Kirk Moss

4
5 **KENNESAW STATE UNIVERSITY**

6 Class of 2021: Chris Dervan; Megan Rainey

7 Class of 2022: Ashley Duncan; Jonathan Duncan; Mark Hellman; Lee Smith

8 Class of 2023: **Avery Flowers**

9 Ex-Officio: Evan DeYoung; Michael McCord; **Jessica Terrell**

10
11 **MACON WESLEY FOUNDATION**

12 Class of 2020: Pam Brewer; Tommy Martin; Eric Mayle; Scott Mitchell; Debra Williams

13 Class of 2021: Jeff Cook; Ellen Hanson; Bobby Noegel; Ann Smith; Karen Strothers; Cater
14 Thompson;

15 Class of 2022: Margaret Brogden; Jon Brown; Diane Buck; **Alison Evans; Pamela**

16 **Johnston;** Margaret Matthews; Ann Tift; Carl Woodbery

17 Class of 2023: **Susan Dunn; Theresa Edwards; Daisey Floyd; Charity Lucas;** Tommy
18 Martin; Eric Mayle; Scott Mitchell; Debra Williams

19 Ex-Officio: Tim Bagwell; Rick Lanford; Michael McCord; Brandon Tolle;

20
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22 Ed Boothe; Helene Carter; Johnny Lowe

23 Ex-Officio: Jackie Connie; Luther Felder; Michael McCord

24
25 **SCAD WESLEY FOUNDATION (The Foundry)**

26 Class of 2020: Aimee Baxter; **Kelly Evans;** Wade Herring; Renee McMillian; Meg Procopio

27 Class of 2021: Michael Culbreth

28 Ex-Officio: Michael McCord; **Jonathan Smith;** David Thompson

29
30 **UNIVERSITY OF GEORGIA**

31 Class of 2020: Jimmy Allgood; Tommy Atkins; **Holly Benton;** Dave Butts; Tom Crane; Sam
32 Dawkins; Roy Flores; John Freeland; Chris Laskey; David Moore; Charlie Upchurch; Blake
33 Wiggins

34 Class of 2021: Pat Allen; **Ron Blount;** Doug Butts; Ben Cathey; Nikki Chester; R J Chester;
35 Cindy Gaultney; John Gaultney; **Carolyn Moore;** Ryan Nesbit; Carl Newton; Beau
36 Seagraves; William Simmons; Jeannine Simmons; Jim Timberlake; Beverly Varnado; Jerry
37 Varnado

38 Class of 2022: Bill Curington; **Chad Daniels; Brent Gilstrap; Tory Grubbs;** Bailey
39 Mitchell; Travis Sneed; David Walters; David Wofford; Perkins Williams

40 Ex-Officio: Lindsay Atkinson; Bob Beckwith; Brian Clark; **Tim Del Risco; Erin Gileland;**
41 Meg Gray; Kennimer Highsmith; **Scottlyn Hames;** Kimberly Klaer; Jessica Longino;
42 **Melissa Martinez;** Michael McCord; Megan McGarrah; Daniel Simmons; Dustin Sosebee;
43 Kristen Sosebee; Aaron Vickroy; Leah Vickroy; **Blake Wiggins; Rodrigo Cruz**

1 **UNIVERSITY OF NORTH GEORGIA**

2 Class of 2021: Ben Mayfield; Bradley McEntyre

3 Class of 2022: **Doug Gruenendelder; Greg Patterson; Jeff Ross**

4 Open: David Schofield

5 Ex-Officio: Nathan Dickens; Michael McCord; **Josh Meeks**; Alice Rogers

6
7 **UNIVERSITY OF WEST GEORGIA**

8 Class of 2019: Mark Douglas;

9 Class of 2020: Larry Ashmore; Tom Compton; Michelle Garner; David Mecklin; Larry
10 Patton; Steven Powers; Bill Tidwell; **Alice Wesley**

11 Student Representative: Erin Sanders

12 Ex-Officio: Sam Dawkins; Rebecca Frantz; Michael McCord; **Tyler Petty; Jessica Terrell**

13
14 **VALDOSTA STATE UNIVERSITY**

15 Class of 2020: Jacque Abel; Rachel Harvey; Steven Hinson; Laura Lynn Mullis

16 Class of 2021: Jamey Adams; Willie Beasley; Suzanne Butler; Walt Moore

17 Class of 2022: **Cathy Buescher; Julie Hoff; John Fuller; Sara Unger; Robert Wood**

18 Ex-Officio: C J Harp; **Paula Lewis**; Michael McCord



41 **Center for Congregational Excellence**

42 www.ngumc.org

43 For editorial corrections,

44 Please email: mbrown@ngumc.org

1 **Charles Barnes Fund for Church Development**
2

3 The office of congregational development was granted permission to establish a Church
4 Development ~~Endowment~~ Fund named the Charles Barnes Fund for Church Development
5 (**“Barnes Fund”**).

6 **Effective 9/1/2020, all net proceeds from future sales of closed church properties**
7 **shall be deposited** ~~One fourth (25%) of funds from future sales of property and one fourth~~
8 ~~(25%) of funds from any other assets belonging to the churches that are closed are to be~~
9 ~~deposited into the Barnes Church Development Endowment Fund and the for Church~~
10 ~~Development.~~ **Further, net proceeds from sales of said properties, both corpus and**
11 **accumulated earnings from 7/1/2017-8/31/2020, shall be transferred from the districts to**
12 **the Barnes Fund by no later than 9/30/2020.**

13 The Barnes Fund is open to receiving donations from other sources and solicitations by
14 the office of congregational development from time to time and in an orderly fashion. ~~When the~~
15 ~~Barnes Church Development Endowment Fund balance reaches \$1,000,000, the board of~~
16 ~~congregational development will make a determination as to the amount available for~~
17 ~~distribution of funds annually. The amount available for distribution each year will be 5% of the~~
18 ~~most recent 12-quarter rolling average of the fund’s balance or the amount available above the~~
19 ~~fund’s corpus of \$1,000,000, whichever is less. If the fund’s balance is less than the targeted~~
20 ~~corpus amount, the distribution will be \$0. In the future, the office of congregational~~
21 ~~development may, with the agreement of the conference trustees, increase the target corpus~~
22 ~~above \$1,000,000 if the fund grows substantially through the sale of property, with the target~~
23 ~~corpus never exceeding \$3,000,000.~~

24 **The Barnes Fund will be utilized as specified in the recommendations from the**
25 **Windfall Committee to the Conference Board of Trustees, as part of the Trustees report to**
26 **the 2020 Annual Conference.**

**206.b. continued
New for 2020**

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

2021 Pre-tax Employee Cost by Medical Plan						
	B1000 yr.	Month	C2000 yr.	Month	C3000 yr.	Month
Single	\$ 2,403.96	\$ 200.33	\$ 1,959.96	\$ 163.33	\$ 579.96	\$ 48.33
2-party	\$ 5,139.96	\$ 428.33	\$ 4,287.96	\$ 357.33	\$ 1,683.96	\$ 140.33
Family	\$ 6,668.28	\$ 555.69	\$ 5,516.28	\$ 459.69	\$ 1,940.28	\$ 161.69
	H1500 yr.	Month	H2000 yr.	Month	H3000 yr.	Month
Single	\$ 1,683.96	\$ 140.33	\$ 711.96	\$ 59.33	\$ (500.04)	\$ (41.67)
2-party	\$ 3,759.96	\$ 313.33	\$ 1,911.96	\$ 159.33	\$ (380.04)	\$ (31.67)
Family	\$ 4,796.28	\$ 399.69	\$ 2,264.28	\$ 188.69	\$ (879.72)	\$ (73.31)
Optional Dental & Vision Plans - Monthly Rates						
	Dental			Vision		
	PPO 2000	PPO	HMO	VSP	VSP Premier	
Single	\$ 52.00	\$ 43.00	\$ 14.00	\$ 8.08	\$ 14.16	
2-party	\$ 104.00	\$ 85.00	\$ 26.00	\$ 13.06	\$ 22.94	
Family	\$ 156.00	\$ 128.00	\$ 45.00	\$ 20.64	\$ 36.38	

For 2021, the premium credit was set to ensure that the cost of H1500 stay the same for 2021 as for 2020. 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. In the past, H3000 has not had an HSA contribution as a part of its plan.

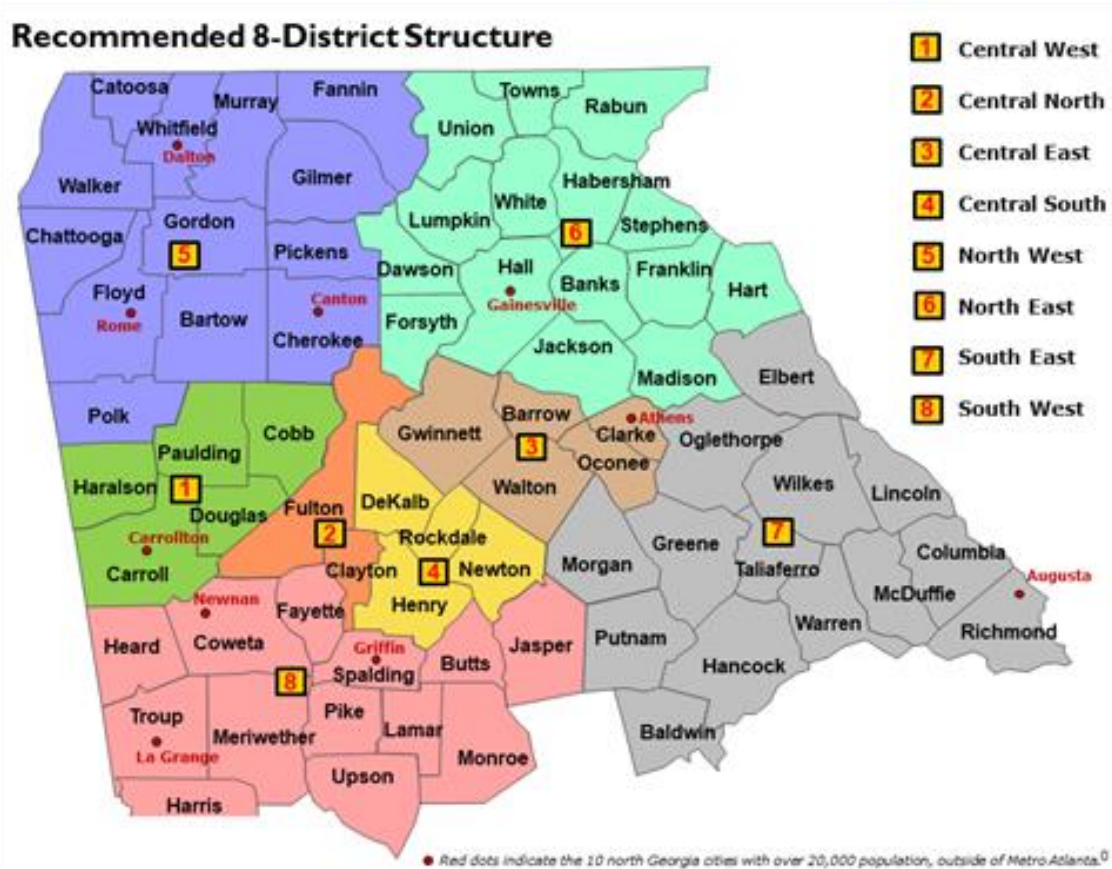
2. That the amounts billed to churches for clergy health insurance be changed to a flat rate of \$1,256 per month
3. That the Annual Conference positively affirm the practice and policy of designated funds collected for and earned by each of the following benefit funds for the stated purposes:
 - a. Pre-1982 “out of plan” funds for the purpose of funding the pre-1982 pension obligations due to vested participants in that pension plan. Fund balance as of December 31, 2019 totaled \$859,871.
 - b. Future Retiree HRA reserve for the purpose of maintaining a target amount of 115% of the most recent Accumulated Postretirement Benefit Obligation actuarial amount to fund the future obligations for the ViaBenefits Post-retirement Medical plan. Fund balance as of December 31, 2019 totaled \$53,691,971.
 - c. The Conference Board of Pensions maintains an operating reserve equal to four months of health insurance and CRSP premiums. Fund balance as of December 31, 2019 totaled \$8,998,230 or approximately nine months of premiums.

Redistricting for Mission & Stewardship Executive Summary and FAQs

With an aim toward optimizing mission, ministry, and stewardship across the North Georgia Annual Conference, our team of Conference leadership has developed a proposal to restructure districts, reducing the number from 12 to 8. Working with strategic growth consultant Amanda Setili, new district lines have been drawn in a mission-focused manner more reflective of today's North Georgia Conference and the communities we serve.

This new structure has been thoroughly reviewed and unanimously approved by the Conference Council on Finance and Administration and by the Cabinet. Orientation to this structure has also been provided to all District Lay Leaders, District Committees on Superintendency, and District Administrative Assistants.

The structure, which is shown in the map below, will be formally presented to the 2020 North Georgia Annual Conference, and a video presentation from our consultant, is available in on the NGUMC website, at <https://www.ngumc.org/district-restructure>



District Restructuring FAQs

Why reduce the number of districts?

The current district structure was created during a far different era in North Georgia. Realigning our districts in a more strategic, mission-focused manner reflective of today's North Georgia Conference is the responsible and most opportune path to pursue.

How were the new lines determined?

The new lines were drawn with a few major guideposts:

- District lines will honor county lines and major interstates.
- Each new district will have opportunities for growth and include some high-growth counties.
- Each district will have a similar number of churches.
- The population (and projected population growth) is balanced between the 8 districts.
- Current apportionments and District Work Funds will be roughly balanced across the new districts.
- Six of the eight districts will have a United Methodist college, university, or seminary in its boundaries.

What has changed since the current district lines were drawn?

There has been great change since our current districts were established. Cell phones, email, and video conferencing have become commonplace communication tools. There has been a rise in ubiquitous public meeting spaces (like Starbucks). There are new highways with resulting new traffic patterns, new neighborhoods, and new communities. There is greater population diversity. There have also been shifts in worship attendance patterns.

Does Annual Conference need to vote on restructuring?

The members of Annual Conference will vote on changes in Standing Rules to adjust the number of districts from 12 to 8. They will also vote on a motion to support the restructuring.

What is the timeline?

It will take 1 year for the new district structure to fully go into effect. The proposed date of full implementation is July 1, 2021.

What are the financial implications?

We estimate that the change will reduce Conference expenses by over one million dollars annually.

What does this mean to my local church?

Your local church will still be part of a district and still have a district superintendent. Being part of a more efficient and balanced district, that better reflects the regions and geography of North Georgia today, will be an asset to local churches and pave the way for an even more connective, collaborative, and relevant approach to our mission of making disciples for Christ for the transformation of the world.

What does this mean for clergy?

With a more balanced number of clergy in each district and more similar contexts for churches in the same district, clergy should expect better synergy and an increase in opportunities for collaboration.

What does this mean for the role of District Superintendent?

The new structure represents more balance for the superintendents, as well. The districts

themselves will be more cohesive, and the proposed structure will allow for greater collaboration on shared initiatives both within and between districts.

Have other United Methodist Annual Conferences restructured districts?

Yes. Many have been through this process. Since 2010, at least 24 U.S. Annual Conferences have reduced the number of districts.

What is my new district?

The new districts are divided along county lines. Find your county below to find your district:

- District 1 | Central West:
Carroll, Cobb, Douglas, Haralson, and Paulding Counties
- District 2 | Central North:
Fulton and Clayton Counties
- District 3 | Central East:
Barrow, Clark, Oconee, Gwinnett, and Walton Counties
- District 4 | Central South:
DeKalb, Henry, Newton, and Rockdale Counties
- District 5 | North West:
Bartow, Catoosa, Chattooga, Cherokee, Fannin, Floyd, Gilmer, Gordon, Polk, Murray, Pickens, Walker, and Whitfield Counties
- District 6 | North East:
Banks, Dawson, Habersham, Hall, Habersham, Hart, Forsyth, Franklin, Jackson, Lumpkin, Madison, Stephens, Towns, Union, and White Counties
- District 7 | South East:
Baldwin, Columbia, Elbert, Greene, Hancock, Lincoln, McDuffie, Morgan, Oglethorpe, Putnam, Richmond, Taliaferro, Warren, and Wilkes Counties
- District 8 | South West:
Butts, Coweta, Fayette, Harris, Heard, Jasper, Lamar, Meriwether, Monroe, Pike, Spalding, Troup, and Upson Counties