

Dear Sisters and Brothers in Christ:

Welcome to the North Georgia Annual Conference of The United Methodist Church. This session is very special as this year marks our 150<sup>th</sup> Annual Conference meeting. It is an especially meaningful session to Margaret and me as it marks our eighth and final year with you as your episcopal family. We have experienced terrific fellowship, powerful worship, and been inspired by your witness as we carry out the work of the church.



Our conference theme this year is “Bound for Greater Things” based on John 14:12-14. We will celebrate the good work that has been accomplished through our United Methodist Church and know that with God’s help we will “do even greater things than these.”

This year we will collect a conference-wide special offering to benefit Action Ministries’ “Raise the Roof” campaign. As Action Ministries seeks to end homelessness in Georgia, we can join the effort by giving generously to put a roof over the heads of homeless families with children.

We welcome as our guest preachers Bishop William T. McAlilly, resident bishop of the Nashville Episcopal Area, and Wiley Stephens, a retired elder in the North Georgia Conference. Bishop McAlilly will preach at our opening worship and ordination services and Wiley Stephens will preach our memorial service. Our morning devotions each day will be led by outstanding laity within our annual conference.

Please join me in praying for all the clergy and lay members as we come together for the 150<sup>th</sup> time as an annual conference.

Grace and peace,

*B. Michael Watson*

Dear Members of the 2016 Annual Conference,

WELCOME! On behalf of the Athens-Elberton District and host committee, welcome back. Our theme this year is *Bound for Greater Things*. Certainly, with God as our leader and God's Spirit with us, we have cause to celebrate and anticipate.

ATTENTION! Be alert! Annual Conference this year is a week earlier than our norm. First-time attendees may not struggle with this, but those with the habit of attending may make calendar and reservation mistakes. The Laity Orientation and the Clergy Executive Session at 10 a.m. on **Tuesday, June 7**, begin the conference, which will end on **Thursday, June 9**, at 5:15 p.m.

WEB-SITE: All information is available on the conference website, [www.ngumc.org](http://www.ngumc.org), including:

- Registration to annual conference & some meal reservation options
- Hotel reservation information (mention Methodist Conference as you make reservations. If you need assistance, direct your questions to the Athens Convention and Visitors Bureau at 706-357-4434.)

FOR NEW ATTENDEES: There will be an orientation to Athens and the Classic Center for new members to annual conference in the Grand Hall at 9:00 a.m. on Tuesday, June 7.

MISSIONS: On Tuesday and Wednesday there will be a Red Cross blood drive from noon until 5:00 p.m.

AMENITIES: Athens downtown is filled with a variety of restaurants within walking distance of the Classic Center. Vendors will also be at the Classic Center.

HOLY CONFERENCING: May God's will prevail as we attend to ministries and decisions that seek to make disciples of Jesus and the world a better place. Welcome!

Gary L. Whetstone, District Superintendent, Athens-Elberton  
Leon Jourolmon, Lay Co-chair, Host Committee  
Dianne Morrison, Lay Co-chair, Host Committee  
Chuck Hodges, Clergy Chairman, Host Committee  
Ray Cann, District Lay Leader, Athens-Elberton

## **Annual Conference Theme and Logo** *Bound for Greater Things*

*“I assure you that whoever believes in me will do the works that I do. They will do even greater works than these because I am going to the Father. I will do whatever you ask for in my name, so that the Father can be glorified in the Son. When you ask me for anything in my name, I will do it.”—John 14:12-14 (CEB)*

As the North Georgia Annual Conference marks its sesquicentennial session, we will celebrate 150 years of ministry and expectantly look ahead to what will be.

This year’s conference theme is “Bound for Greater Things” based on John 14-12-14.

Our inspirational logo at right features a dove with wings spread wide, symbolizing hope and peace, with the heavens opening above. The wings reach outside the bounds of the logo just as we are called to reach outside the bounds of this Annual Conference to be a Christian witness to our neighbors near and far and to do “even greater works than these.”

During the time in Athens, guest preachers will offer insights and reflect on God’s promises in meaningful times of worship, and we will join voices together and sing “Bound for the Promised Land.”

We will have the opportunity to make a tangible difference to others through giving. Each congregation is invited to contribute to Action Ministries’ bold plans to “raise the roof” and help families with children in need have a better future through safe housing. United Methodist Women will collect UMCOR Health Kits and we will have the opportunity to donate life-giving blood that will make a difference at a critical time for someone else.

As members of the 2016 North Georgia Annual Conference let us take this opportunity to worship and serve in the present, joyfully look ahead to what will be, and celebrate historic milestones in our Methodist ministry, knowing that all along we have been “Bound for Greater Things!”



## **Worship Opportunities at 2016 Annual Conference**

### **Tuesday-Thursday, 7:30 am: Morning Communion – Empire Room**

A rotation of elders assisted by deacons and musicians from our annual conference will lead at the table as we begin each day.

### **Tuesday, 2:00 pm: Opening Service of Word and Table – Grand Hall**

We welcome Nashville Episcopal Area Bishop Bill McAlilly as preacher. Song leader, Ralph Freeman; Atticus Hicks, Dottie Hunt leading “God of This City.”

### **Tuesday, 7:30 pm: Service of Licensing, Commissioning and Ordination**

A high holy moment, we gather to witness Bishop Watson license, commission and ordain clergy. Bishop McAlilly is preacher; special music by Gus Godbee and choral ensemble from congregations throughout the conference. **Theater.**

### **Wednesday, 10:00 am: Passing of the Mantle – Grand Hall**

Embodying a continuation of ministry from generation to generation, we recognize those newly ordained and those who will retire this annual conference. We thank God for their legacy and look forward to a hopeful future.

### **Wednesday, 2:00 pm: Service of Remembrance – Grand Hall**

We celebrate lives of deceased clergy, clergy spouses and laypersons who have given leadership to the life of the annual conference. Wiley Stephens will preach; Ralph Freeman, song leader; Timothy Miller, guest soloist, and the 9.35 Band will lead in a special musical celebration of the Communion of Saints.

### **Wednesday, 7:00 pm: Service of Thanksgiving - Ministry of the Watsons**

The annual conference gathers to give thanks to God in word, prayer and song celebrating Bishop Mike and Margaret Watson’s ministry and leadership among us during the last eight years. Ralph Freeman is song leader. **Grand Hall.**

### **Thursday Morning: Commissioning of Deaconess and Home Missioner**

This commissioning is an act of sending for individuals to serve and represent the church’s love and concern in the world. **Grand Hall.**

### **Thursday Afternoon: Closing Worship & Fixing of Appointments**

As appointments are fixed and we go forth to serve, we conclude our Thursday session with worship. Ralph Freeman is song leader and Bishop Watson preaches the closing service of this sesquicentennial session. **Grand Hall.**

## Worship Leaders

**Bishop William T. McAlilly** was elected to the episcopacy in 2012 and assigned to Nashville Area (Memphis and Tennessee conferences). He served churches in the Mississippi Conference and as DS of Seashore District prior to his election. He and his spouse, Lynn Barkley McAlilly, have two children. Bishop McAlilly received a BA in Religion from Millsaps College and M.Div. from Emory University, Candler School of Theology. Bishop McAlilly will preach at the Opening Worship service and the Service of Licensing, Commissioning, and Ordination on Tuesday of Annual Conference.

**Ralph Freeman** is a native of Atlanta and earned B.S. Degree in Mathematics from Morehouse College. After spending nine years in marketing with the IBM Corporation, God led him into full-time Song Evangelism. His Christian witness through song has been a vital part of his lifestyle since 1980. For five years he sang with the Atlanta Symphony Orchestra Chorus under the direction of the late Robert Shaw. Then God opened opportunities for him to sing across the U.S. and in other countries. His three sons, two daughters and a grandson bring a lot of joy to his life. Ralph is a member of Dunwoody UMC, AROS. Ralph will serve as song leader throughout the conference session.

**Gus Godbee** is Director of Worship Arts at New Church UMC, AMRY, right in the heart of Atlanta's Candler Park community. Gus holds voice and music education degrees from the University of Georgia and Auburn University. Gus has sung in the renowned Atlanta Opera Chorus for close to a decade. During the workday, Gus is the director of chorus and vocal music at Blessed Trinity Catholic High School in Roswell.

**Timothy Miller**, an active performer, is recognized for his stirring renditions of "God Bless America" during seventh inning stretches of Atlanta Braves home games. He is a featured artist in television network promotions and in the December 2012 edition of The Atlantan Magazine "Patrons and Players"; Timothy's list of career highlights continues to grow. In April 2016, he debuted with the Georgia Symphony as tenor soloist in Beethoven's ninth symphony.

**Dottie Hunt** is a graduate of Wesleyan College with a Bachelor of Music in Organ Performance. She has served at Crossroads UMC-Conyers and Stockbridge UMC in North Georgia and Ingleside UMC-Macon and Vineville UMC-Macon in South Georgia. Dottie serves as keyboardist and vocalist in the

9.35 Band at Oak Grove UMC. Previously, she played keyboards with Timothy's Burden out of Salem UMC-Covington.

**Atticus Hicks** began leading worship in his youth group at Mt. Carmel UMC, AMRY, as a freshman in high school. In college he led worship at various college ministries on the UGA campus. Atticus has led contemporary worship at Oak Grove UMC since 2011 after graduating with a bachelor's degree in International Affairs and minor in Portuguese. Atticus comes from three generations of United Methodist pastors. He enjoys listening to and playing all kinds of music, watching and playing football, baseball, and basketball.

**The Oak Grove UMC 9.35 Band** is the contemporary praise band at Oak Grove UMC, AMRY. The band includes Joel Burkhart and Matt Henson on guitar, Dottie Hunt on keys, Coley Mynatt on drums, Kari White on bass, Ansley Rushing on vocals and Atticus Hicks on vocals and guitar. Playing together for almost four years, the band has grown together as musicians and worship leaders. Together they seek to facilitate a worshipful environment through both traditional and non-traditional hymns and praise music.

**Wiley Stephens** is a retired member of the North Georgia Conference. He served churches throughout the conference for 50 years. Wiley also provided leadership as chair of many conference-wide committees.

**The Annual Conference Worship Planning Team:** Josh Amerson, AROS; Betsy Butler, ATHN; Emily Case, ATHN; Robert Gilleo, AMRY; Terri Lemons, ACPK; Ellynda Lipsey, ADOX; Deanne Lynch, ADOX; Cyndi McDonald, AROS; Taylor Driscoll Pafford, ACPK; Don Saliers, Candler School of Theology; Mary Abbott Waite, AMRY.

**Worship Coordinators, Dave & Susan Allen Grady**, are elders serving in the North Georgia Conference. Susan serves as senior associate pastor at Oak Grove UMC, AMRY and Dave is pastor of New Church UMC, AMRY. Both passionate about worship that enlivens the soul, they join together as a team to bring their respective gifts to bear in providing leadership at the 150<sup>th</sup> session of the North Georgia Annual Conference.

## **Special Offering: *Raise the Roof* with Action Ministries**

On any given night there are hundreds of families with children living in extended stay hotels that dot the north Georgia landscape. There are thousands more who are one paycheck, health crisis or car repair bill away from homelessness. In Georgia, we have the second highest rate of homeless veterans in the U.S., and we are in the top 10 for overall poverty rates in the nation. About one million of our kids are considered food-insecure.

On a recent visit to an extended stay hotel where his nonprofit serves, Action Ministries' CEO and President was stunned to learn that his companion on the visit, a highly successful CEO for a large Georgia corporation, had lived with her mother in a similar place while in high school. She commented, "If it hadn't been for people like you, in the church, coming in and helping, I'm not sure where I would be today."

Today, the church has a bold and unique opportunity to step into the stories of their neighbors in need—those struggling with poverty, homelessness, hunger and a lack of education—and help them write a new chapter in their lives. With the help of the NGUMC special offering, Action Ministries can **Raise the Roof** over the heads of families in need, providing them with the foundational pillars of hunger relief, housing and educational opportunities. We can be truly active in living out our faith in the way described in James 2:14-17 (NIV): "What good is it, my brothers and sisters, if someone claims to have faith but has no deeds? Can such faith save them? Suppose a brother or a sister is without clothes and daily food. If one of you says to them, 'Go in peace; keep warm and well fed,' but does nothing about their physical needs, what good is it? In the same way, faith by itself, if it is not accompanied by action, is dead."

At Annual Conference this year, it is our hope that we can raise \$250,000, which can be leveraged to lead more than 450 people out of poverty by providing safe, stable housing and wraparound services to ensure they have the skills they need to maintain their independence. For every family stably housed, the community saves nearly \$40,000 in services such as ER visits, hospital stays, drug offenses and incarceration. For 100 families transitioned from homelessness, we could save Georgia communities \$4 million, and even more importantly, provide hope to our brothers and sisters in Christ.

You are encouraged to give generously to the Annual Conference offering. Place a check in your church offering plate made out to your church with "AC Offering #1145" in the memo line. A representative from your church will then present a check from your congregation during the Service of Remembrance worship on Wednesday, June 8, at 2 p.m.

**Handbook Agenda**  
**150<sup>th</sup> Session of the North Georgia Conference**  
**The United Methodist Church**  
**June 7 - 9, 2016**  
**The Classic Center - Athens, Georgia**  
  
**Theme: “Bound for Greater Things”**

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

**Sunday, June 5, 2016**

- 8 am AV load in
- TBA Cokesbury set up begins – Oconee 2
- 2:00 pm Volunteer meeting – Grand Hall 4-5
- 4:00 pm Set stage – Grand Hall
- 4:00 pm Assemble supplemental materials in tote bags – High Shoals

**Monday, June 6, 2016**

- 8:00 am Prayer Room and labyrinth set up – Empire
- 8:00 am Display set up – Foundry
- 9:00 am AV load-in
- 9:00 am Connectional Table – Classic Center, Athena C\_D
- 9:00 am GROW Day Camp – Young Harris Memorial UMC
- 11am Registration set up begins – Foundry Building
- 11:30 am Extended Cabinet lunch – Parthenon 1
- TBA Clergy pictorial directory set up – High Shoals 2
- 12:00 pm Stage set – Theatre
- 12:00 pm Organ/piano set up/tuning – Grand Hall
- 12:30 pm Pulpit/altar delivery – Grand Hall
- 12:30 pm Pulpit/altar/kneelers delivery – Theatre
- 12:00-5:00 pm Extended Cabinet Meeting – Athena A-B
- 1:30 pm Production staff communion walk-through/signage – Grand Hall
- 2:30 pm Associate conference secretary meeting – Olympia 2
- 2:30 pm Signage – Grand Hall
- 3-6 pm On-site registration/payment stations  
Laity – Cypress 1; Clergy – High Shoals 1
- 3-6 pm UMCOR Health Kit collection – Lower Foundry Parking Lot



## **Monday, June 6, 2016, continued**

- 4:00 pm Walk through business layout – Grand Hall
- 4:30 pm Sound check – music/organist – Grand Hall
- 5:00 pm Sound check – music/organist – Theatre
- 6:00 pm Cabinet Dinner

## **Tuesday, June 7, 2016**

- 6:30-10 am Quest Diagnostics – Oak Room
- 7:00 am Breakfast for Tuesday's presenters – Parthenon 1
- 7 am-9 pm Prayer Room/Prayer Labyrinth – Empire
- 7:00 am Extension minister breakfast – Athena A-B
- 7:00 am-4:30 pm Concessions open – Atrium
- 7:30 am Service of Holy Communion - Empire
- 7:30 am-6 pm Clergy pictorial directory – High Shoals 2
- 8 am-7 pm Cokesbury Bookstore – Foundry, Oconee 2
- 8:00 am Rehearsal for Commissioning/Ordination Service - Theatre  
Group photograph by classes with bishop
- 8:00 am On-site registration/payment stations continue  
Laity – Cypress; Clergy – High Shoals
- 8:45 am Tellers meeting – Parthenon 2
- 9:00 am Set stage to executive session – Theatre
- 9:00 am Newcomer orientation to Classic Center – Grand Hall 4-5
- 9:00 am Board of Ordained Ministry meeting – Parthenon 2
- 9:00 am Monitoring training
- 9:00 am Child Care – Young Harris Memorial UMC
- 9:30 am Gathering music – Grand Hall
- 10:00 am Lay Orientation – Grand Hall
- 10:00 am Clergy Executive Session – Theatre
- 12:00 pm Rehearsal for communion servers – Grand Hall
- 12:00 pm Stage set to worship – Theatre
- 12:30 pm Signage, designated seating – Theatre
- 12-5 pm Blood drive – Grand Hall 1
- 1:45 pm Pre-service music
- \*2:00 pm Session One – Grand Hall**  
**Opening Worship – Service of Word and Table**  
**Preacher – Bishop McAlilly, Nashville Episcopal Area**  
**Music – Ralph Freeman, song leader; Dottie Hunt, organist**

**Tuesday, June 7, 2016, continued**

- 3:30 pm Stage set change to business
- 3:40 pm Opening of Conference – Grand Hall**  
Call to Order – 150<sup>th</sup> Session – Bishop B. Michael Watson  
Prayer  
Opening Hymn UMH 553 “And Are We Yet Alive?”  
Welcome by Host Committee  
Organization of Conference  
Annual Conference theme, logo  
Conference offering  
Committee on Episcopacy  
General Conference Delegation report  
UMC History “Quiz”  
Music “break” with Ralph Freeman  
UM Publishing House  
GA Commission on Higher Education/Campus Ministry  
Georgia United Methodist Foundation  
UM Connectional Federal Credit Union  
Board of Ordained Ministry  
Announcements  
Prayer
- 5:15 pm Adjournment**
- 5:15 pm Rehearsal for Wednesday events – Grand Hall
- 6:15 pm Final preparations and robing for all candidates
- 7:00 pm Extended Cabinet photograph – Atrium
- 7:15 pm Gathering music
- \*7:30 pm Session Two – Theatre**  
**Service of Ordination/Commissioning**  
Preacher: Bishop McAlilly, Nashville Episcopal Area  
Music – Ralph Freeman, song leader; Dottie Hunt, organist;  
                  choral ensemble  
Offering – Annual Conference expense  
ASL interpreters
- 9:00 pm Reception honoring those ordained and commissioned – Atrium  
*Hosted by UM Connectional Federal Credit Union*

## Wednesday, June 8, 2016

- 6:30 am 5 K Fun Run sponsored by  
Conference Council on Youth Ministries –  
Washington St. at the Classic Center
- 6:30-10 am Quest Diagnostics – Oak Room
- 7:00 am Bishop's Breakfast for Wednesday's presenters – Parthenon 1
- 7 am-9 pm Prayer Room & Prayer Labyrinth– Empire
- 7:30 am Service of Holy Communion – Empire
- 7:30 am-4 pm Concessions open – Atrium
- 7:30 am-6 pm Clergy pictorial directory – High Shoals 2
- 7:30-6 pm Displays – Foundry Building
- 7:45 am Gathering music – Grand Hall
- 8:00 am On-site registration continues – Foundry Building
- 8:15 am Session Three – Grand Hall**  
Call to Order – Bishop Watson  
Morning devotion/music  
Prayer  
Standing Rules Committee  
Conference Committee on Nominations  
Consent Agenda  
Board of Pensions and Health Benefits  
Board of Trustees  
UMC History “Quiz”  
Music “break” with Ralph Freeman  
Equitable Compensation  
Conference Personnel Policy Practices Committee
- \*10:00 am Passing the Mantle Liturgy and Recognition of Retirees**  
Reports as scheduled  
Announcements  
Prayer
- 12:15 pm Adjournment
- 12-5 pm Blood drive – Grand Hall 1
- 12:15 pm Worship rehearsal – Grand Hall
- 12:15 pm Stage set to worship – Grand Hall
- 1:00 pm Band rehearsal
- 1:45 pm Pre-service music – Grand Hall

**Wednesday, June 8, 2016, continued**

**\*2:00 pm Session Four – Grand Hall**

**Service of Remembrance**

Preacher: Wiley Stephens, retired North Georgia clergy

Music: Ralph Freeman, song leader; Dottie Hunt, organist;  
band from Oak Grove

Annual Conference offering – “Raise the Roof”

ASL interpreters

3:00 pm Set stage to business

**3:12 pm Call to Order – Bishop Watson**

Prayer

Global Ministries

UM Children’s Home

Murphy-Harpst

Wesley Woods Senior Living

Churches of Excellence in Outreach

Housing and Homeless Council

Aldersgate/Collinswood

UMC History “Quiz”

Music “break” with Ralph Freeman

Action Ministries

Denman Awards

Congregational Development

Reports as scheduled

Announcements

Prayer

**5:15 pm Adjournment**

5:15 pm Set stage to worship

**\*7:00 pm Session Five – Grand Hall**

**Worship Celebration Honoring Bishop & Mrs. Watson**

Ralph Freeman, song leader; Dottie Hunt, organist

**8:00 pm Reception honoring Bishop & Mrs. Watson – Athena**

**Thursday, June 9, 2016**

6:30-10 am Quest Diagnostics – Oak Room

7:00 am Bishop’s Breakfast for Thursday’s presenters – Parthenon 1

7 am-4 pm Prayer Room/ Labyrinth – Empire

**Thursday, June 9, 2016, continued**

7:30 am Service of Holy Communion – Empire

7:30 am Concessions open – Atrium

7:30 am-2 pm Displays – Foundry Building

7:30 am-2 pm Clergy pictorial directory – High Shoals 2

7:45 am Gathering music – Grand Hall

**8:15 am Session Six – Grand Hall**

Call to Order – Bishop Watson

Morning devotion

Standing Rules Committee – to vote

Conference Committee on Nominations – to vote

Consent Agenda – remove items and/or vote

Conference Treasurer

Council on Finance and Administration

UMC History “Quiz”

Music “break” with Ralph Freeman

Conference Board of Laity

United Methodist Men

United Methodist Women

Communications

Connectional Table

Connectional Ministries

Camp & Retreat Ministries

Order of Deacons 20<sup>th</sup> Anniversary

Georgia Pastors’ School

Deaconess/Home Missioner Commissioning

Reports as scheduled

Announcements

Prayer

**12:15 pm Adjournment**

**2:00 pm Session Seven**

Singing “break” with Ralph Freeman

UMC History “Quiz”

Committee on Resolutions

Property Resolutions

Church Closing/Merging Liturgy

Consent Agenda – items removed if needed

Journal/Handbook Committee

**Thursday, June 9, 2016, continued**

Monitoring Report  
Reports as needed  
Future Sites of Annual Conference  
Moving Day June 16, 2016  
Recognitions  
Announcements  
Prayer  
Standing break for set change

**4:00 pm      Fixing the Appointments and Service of Sending Forth**  
**5:15 pm      Adjournment**

## 2016 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 are offered as the 2016 Consent Agenda. Unless reports are **removed** from the Consent Agenda on **Thursday, June 9, during Session Six**, these reports will be accepted by consent of the annual conference at that time. Read reports carefully prior to that session. Reports **removed** from the Consent Agenda will be presented for conference action on Thursday, June 9, at the end of Session Seven.

<b>No.</b>	<b>Report</b>	<b>Page</b>
*100.	Candler School of Theology .....	37
*101.	Georgia Pastors' School.....	38
*102.	Georgia United Methodist Foundation, Inc. ....	39
*103.	GA Commission on Higher Education/Campus Min. ....	40
*104.	Hinton Rural Life Center .....	41
*105.	Lake Junaluska Assembly, Inc.....	42
*106.	UM Connectional Federal Credit Union .....	43
*106.a.	Financial Report .....	44
*200.	Conference Board of Ordained Ministry .....	47
*203.	Committee on Episcopacy .....	68
*205.	Conference Housing and Homeless Council .....	73
*206.	Conference Statistician Team .....	76
*400.	Action Ministries, Inc. ....	132
*401.	Aldersgate Homes, Inc./Collinswood .....	133
*402.	United Methodist Children's Home, Inc.....	134
*403.	Wesley Woods Senior Living .....	135
*500.	Conference Board of Laity.....	136
*501.	United Methodist Women.....	137
*600.	Boston University School of Theology .....	139
*601.	Drew University Theological School .....	140
*602.	Duke Divinity School .....	141
*603.	Gammon Theological Seminary .....	142
*604.	Iliff School of Theology.....	143
*605.	Perkins School of Theology .....	144
*606.	Southern Methodist University .....	145

<b>No.</b>	<b>Report</b>	<b>Page</b>
*607.	United Theological Seminary .....	146
*608.	Wesley Theological Seminary .....	147
*609.	Order of Elders and Order of Deacons .....	148
*610.	Professional Association of UM Church Secretaries.....	149
*800.	Church Development Fund Revision.....	156
*801.	Revision to Bylaws of North Georgia Camp and Retreat Ministries, Inc. ....	157
*802.	Social Media Guidelines .....	158
*803.	Action Ministries Statement of Relationship.....	172
*804.	Aldersgate/Collinswood Statement of Relationship.....	174
*805.	Camp and Retreat Ministries Statement of Relationship.....	177
*806.	Murphy Harpst Children’s Center Statement of Relationship.....	179
*807.	New Bethlehem Center Statement of Relationship .....	181
*808.	United Methodist Children’s Home Statement of Relationship.....	183
*809.	Wesley Woods Senior Living Statement of Relationship .....	186



## Registration and Assistance Committee

The Registration and Assistance Committee provides name badges to all persons attending annual conference. It also distributes and collects reimbursement forms for persons eligible for financial assistance.

Onsite registration begins **Monday, June 6, 3-6 p.m.** and continues **Tuesday, June 7, 8:00 a.m.-5 p.m.; Wednesday, June 8, 8:00 a.m.-5 p.m., Thursday, June 9, 8:00 a.m.-12 noon.** Registration is located in the Lower Level of the Foundry Building at the Classic Center: Laity – Cypress Room; Clergy – High Shoals Room.

### Registration

There are four styles of name badges. Appropriate styles of North Georgia Conference name badges are necessary for participation within the Bar of the Conference. Badges list name and indicate voting status within the conference. We recycle the plastic name badge holders. Do not place stickers on holders.

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

- Deacons or elders in full connection (active or retired)
- Leave categories eligible to vote: Voluntary Leaves of Absence (personal, family, transitional) (§354), Sabbatical Leave (§352), Maternity or Paternity Leave (§356), Medical Leave (§357)
- Provisional members who have completed all their educational requirements and have been elected to provisional membership – With the new wording of §35, deacons and elders who have been elected to provisional membership, but not yet commissioned, are eligible to vote.
- Associate members, active or retired
- Local Pastors who have completed Course of Study or an M.Div. degree and have served a minimum of two consecutive years under appointment immediately preceding election.

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

Laity: Local Church Lay Members – §251.1

District At-Large Lay Members – §32

Diaconal Ministers – §32

Deaconesses – §32

Members by virtue of current conference or district position §32

#### **3. Cross and flame only – eligible to vote on all matters except general**

**and jurisdictional conference delegate ballots, constitutional amendments, character/conference relations of clergy:**

- Clergy on Involuntary Leave of Absence (§355.7)
- Local Pastors who do not meet the criteria listed above in Number 1

**4. Vertical Bars – non-voting participants**

1. Clergy:

Student local pastor – §318.3

Affiliate members – §334.5; §344.4

Supply pastors – §16.2

Clergy serving on honorable location – §359.2

Clergy on administrative location – §360.3

Clergy from other conferences /denominations  
serving in North Georgia – §346.1

2. Lay members:

Local church reserve and district at-large reserve members

3. Guests

Clergy spouses (including surviving spouses)

Candidates for ordained ministry (not under appointment in North Georgia during the 2015-2016 conference year)

Agency, staff, etc., and other guests

**Financial Assistance**

Persons eligible for financial assistance must complete and submit a reimbursement form to Val Bligh prior to the close of the 2016 annual conference session. A check will be sent within 30 days. Reimbursement forms received after June 9 cannot be processed.

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

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

**B. Assistance Guidelines.**

1. Travel. One round trip (within the bounds of the annual conference) to conference site at rate of \$.28 per mile.
2. Lodging and meals. Maximum of three (3) nights lodging and three (3) meals per day for a maximum TOTAL of \$50 per day.
3. Receipts must be provided for reimbursement.

## 2016 Information for Conference Members and Visitors

### Annual Conference Registration

The online process helps conference members register for annual conference, make reservations for meals, order the 2016 North Georgia Conference Journal, pay the \$30 Annual Conference registration fee and all meals requiring payment. No reservations or payment for meals will be accepted at annual conference.

**Online registration:** click on the orange registration button at this location: <http://www.ngumc.org/ac2016register>.

Onsite registration begins **Monday, June 6, 3-6 p.m.** and continues **Tuesday, June 7, 8:00 a.m.-5 p.m.; Wednesday, June 8, 8:00 a.m.-5 p.m., Thursday, June 9, 8:00 a.m.-12 noon.** Registration is located in the Lower Level of the Foundry Building at the Classic Center. **Lay – Cypress Room; Clergy – High Shoals Room.**

Pick up name badges at either lay or clergy registration sites listed above. **Pick up meal tickets** in the Lower Lobby of the Foundry Building. **Payment stations** for cash, check or credit card are available in both registration areas on **Monday, June 6, 3-6 p.m.** and continues **Tuesday, June 7, 8:00 a.m.-5 p.m.; Wednesday, June 8, 8:00 a.m.-5 p.m.**

### Attending Annual Conference in Athens for the First time?

Newcomers can learn about the Classic Center buildings and the city of Athens at an orientation on Tuesday, June 7, 9:00-9:25 a.m., in the Grand Hall 4 – 5 across from the Atrium.

### The Conference Special Offering for 2016 – Raise the Roof

With the help of the NGUMC special offering, Action Ministries can **Raise the Roof** over the heads of families in need, providing them with the foundational pillars of hunger relief, housing and educational opportunities.

You are encouraged to give generously to the Annual Conference offering. Place a check in your church offering plate made out to your church with “AC Offering #1145” in the memo line. A representative from your church will then present a check from your congregation during the Service of Remembrance worship on Wednesday, June 8, at 2 p.m.

### Annual Conference Web Site

Information on the 2016 annual conference session is available on the North Georgia web site: [www.ngumc.org/ac2016](http://www.ngumc.org/ac2016). Daily audio and video streaming is

available from 2:00 p.m., June 7 through 5:15 p.m. (or the close of conference) on June 9, 2016.

**5K Walk/Run for the Youth Service Fund.** The 10<sup>th</sup> Annual North Georgia Conference 5K Walk/Run in historic downtown Athens will benefit youth mission and service opportunities in the churches of our conference through the Youth Service Fund.

What is the Youth Service Fund? For decades, the Conference Council on Youth Ministries has raised funds to help support unique ideas that place emphasis on ministry with and for young people in local churches and their community. Our goal is to increase the awareness of this program and to encourage innovation as we move into a new decade of ministry with youth.

The race begins at 6:30 a.m. on Wednesday, June 8, on Washington Street near the Classic Center and it follows a route through downtown Athens and along the river, ending behind the Classic Center's Foundry Building.

Classic Race Services, a company with 26 years' experience in managing races of various sizes, is coordinating this year's 5K Run.

Please help support our youth in this effort by joining us for the run or by making a donation so that this ministry may continue for decades to come.

Online registration will be open through June 5. Find race details at [www.ngumc.org/5KYouthServiceFundRun](http://www.ngumc.org/5KYouthServiceFundRun). For information on how to become a sponsor, contact Tonya Lawrence at 678-533-1371.

**Blood Drive – Grand Hall 1 – Please note change in location.**

The Red Cross blood drive is scheduled 12:00 noon-5:00 p.m., on Tuesday, June 7, and Wednesday, June 8. The location is Grand Hall 1 across from the Atrium. Call to make your appointment at 1-800-REDCROSS or online at [www.redcrossblood.org](http://www.redcrossblood.org) and enter Sponsor Code: ngaconf. You can also call Athens Red 29 Cross office, 706-546-0681.

**Clergy Pictorial Directory**

Smile! Lifetouch will take clergy photos at the 2016 North Georgia Conference: Tuesday, June 7, 7:30 a.m.-6 p.m.; Wednesday, June 8, 7:30 a.m.-6 p.m.; Thursday, June 9, 7:30 a.m.-6 p.m., in High Shoals 2 in the lower level of the Foundry Building. Photographed clergy will receive a complimentary 8 x 10 portrait.

### **Cokesbury Book Store**

The Cokesbury Book Store, located in the Foundry Building Oconee 2, offers a selection of books and church supplies for sale.

### **Conference Journals 2016**

The 2016 Conference Journal can be ordered on the conference website [www.ngumc.org/journal](http://www.ngumc.org/journal) or during annual conference in the Classic Center Foundry Building Lower Lobby. Orders with payment can also be mailed to: North Georgia Conference, Attention: Journal, 1700 Century Circle NE, Suite 100, Atlanta GA 30345. Cost: \$40 print version; \$10 digital download.

### **Concessions**

Concessions located in The Atrium open at 7:30 a.m. for breakfast. Lunch can be purchased 11 a.m.-2 p.m. in The Atrium and Food Trucks will be stationed on the Foundry Plaza.

### **Childcare**

Childcare is available by pre-registration only. Childcare is exclusively for the infant, toddler and preschool-age children (6 month-rising kindergartner) of those clergy and lay members of the annual conference. The schedule coincides with morning and afternoon sessions. The program features age-appropriate activities designed with Christian formation in mind. Parents may park in the Young Harris Memorial UMC parking lot. A shuttle will run twice daily to and from the Classic Center, for parents' convenience. For registration and fee information, visit the 2016 Annual Conference website at [ngumc.org/ac2016](http://ngumc.org/ac2016).

### **GROW Day Camp**

Camp Glisson will bring the joys of summer camp to Young Harris Memorial UMC (YHMUMC) through its GROW Day Camp ministry. Campers from rising 1st to rising 6th grades get to try their hands at archery, nature study, belayed tree climbing, etc., as well as engage in worship and Bible study. This five-day camp is open to any student within the Athens community, but space has been reserved for the elementary students of those clergy and lay adults participating in the annual conference sessions. Come for three days, come for all five! Parents may park in the YHMUMC lot and take the shuttle to and from the Classic Center. For registration and fee information, visit the 2016 Annual Conference website at [ngumc.org/ac2016](http://ngumc.org/ac2016).

## **Displays**

Display tables are an extension of reports presented at the annual conference session. The displays interpret and celebrate the program ministries of the annual conference. Various conference boards, committees, commissions, councils, teams and related agency displays are located in the Foundry Building lobby, Oconee and Willow rooms. Maps of display locations are posted at the doors of the Foundry Building.

## **Family Restrooms**

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

## **Gluten-free Communion Elements**

Gluten-free communion elements are available for worship.

## **Housing**

Members make and confirm housing arrangements directly with hotels in the Athens area. Information is on the North Georgia Conference website <http://www.ngumc.org/ac2016>. Additional information is available from the Athens Convention/Visitors Bureau, 706-357-4410 or 800-653-0603, or on the website [visitathensga.com](http://visitathensga.com).

## **Information Centers**

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

## **Language Translation**

Audio interpretation is available in the Grand Hall. Contact the following person by June 1. **Spanish:** Juan Quintanilla, 678-533-1388, [jquintanilla@ngumc.org](mailto:jquintanilla@ngumc.org)  
**Korean:** Hyo Kim, 678-533-1448, [hyokim07@gmail.com](mailto:hyokim07@gmail.com).

**American Sign Language** translation is available for the Ordination Service in the Theatre, lower level, right side of stage. It is also available for the Service of Remembrance in the Grand Hall near the left side of the stage.

### **Meal Tickets**

Members must pick up meal tickets purchased online before annual conference at the desk in the lower lobby of the Foundry Building near the lay and clergy registration areas.

### **Mission Project**

Mission project is UMCOR Health Kit collection. United Methodist Women will assemble kits in their local circles, units and districts before conference.

The kits must be packed in boxes and labeled with number and type of kits included in each box. Clearly label any extra supplies sent. Monetary gifts to UMCOR will also be accepted as funds are always needed for shipping and purchasing extra supplies. Please record the following information on clipboards at the trailer: number and type of kits along with the church name making the contribution. **Bring completed kits to the Classic Center and unload at the trailer located in the parking lot behind the Foundry Building on Monday, June 6, and Tuesday, June 7.**

### **Monitoring at Annual Conference**

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

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

### **Name Badge Lanyards**

The conference thanks Wesley Woods Senior Living for providing the name holder/lanyards and all the volunteers for organizing distribution of the name badges. Please recycle the name badges for use next year.

## **Offering for Annual Conference Expense**

The offering received during worship on Tuesday night, June 7, supports the cost of the 2016 session of the North Georgia Annual Conference.

## **Parking and Transportation**

### **Parking:**

1. Complimentary parking for delegates will be available in parking spaces at the Classic Center, Court House parking deck, and the UGA North Campus parking deck.
2. Only delegates with state handicap parking permits will be allowed on the bridge leading to the Classic Center parking deck. Annual Conference parking permits must be displayed so they can be seen in all parking spaces for free parking. The UGA North Campus parking deck will accept either a parking permit or a conference name badge.
3. The upper deck at the Classic Center will be reserved on Wednesday, June 8, for retirees. The bridge entrance will be closed to through traffic until noon on Wednesday only.
4. Level one of the Classic Center parking deck will be used for nonconference parking all week during the conference.
5. The bridge to the parking deck will be closed each evening after conference is adjourned Tuesday and Wednesday nights during the conference.
6. Parking at the Classic Center is during the hours of the event. No overnight parking is allowed. Your vehicle may be towed if left overnight.
7. Spaces are reserved for persons with handicap permits during registration on the flat lot behind the 130 Foundry Street building.
8. The spaces in front of the theatre will be reserved for church vans and emergency vehicles.
9. On-street parking is strictly enforced Monday through Saturday, 8 a.m. until 10 p.m. On-street parking rates are 75 cents per hour.

### **Transportation:**

1. Church vans and Classic Center vans will be used to transport delegates to and from the UGA North Campus parking deck and the Classic Center as needed from 9 a.m. until 6 p.m. They will load and unload in front of the theatre and the lower level of the UGA North Campus parking deck on North Thomas Street.
2. Anyone in need of transportation during the conference may go by the information center.



3. Foundry Street through traffic will be closed all week and a police officer will be on duty all day from Tuesday until the conference ends Thursday.

### **Prayer Room/Labyrinth**

The Conference Prayer Room, located in The Foundry Building of The Classic Center, Empire Room, is open 7 a.m.-9 p.m. beginning Monday, June 6. A labyrinth will also be available daily in the Conference Prayer Room for personal prayer and meditation following morning Holy Communion. The labyrinth is a path of prayer, a walking meditation, and a 'watering hole for the spirit' that has been used in the Christian church since the 4<sup>th</sup> Century. The labyrinth is provided by Harmony Grove UMC in Lilburn.

### **Quest Diagnostics Blueprint for Wellness® - Oak Room, Foundry Building**

Your conference Board of Pensions & Health Benefits invites all HealthFlex members to take the Quest Diagnostics Blueprint for Wellness® during annual conference. The screening is available in Oak Room, Foundry Building. Times available are: Tuesday, June 7, 6:30 -9:30 a.m.; Wednesday, June 8, 6:30 -9:00 a.m. and Thursday, June 9, 6:00 -9:00 a.m.

You will be evaluated for heart disease, stroke, diabetes, kidney and liver disease, thyroid disorders, anemia or excess iron, and prostate cancer. Results will be mailed directly to you.

It is highly recommended to make on-line appointments by May 23. Limited walk-in appointments are available. Twelve hour fasting is requested. Bring your HealthFlex insurance ID card. Active participants and spouses can earn \$100 each in HealthCash for taking the health screening.

### **Registration Fee**

North Georgia Conference Standing Rule E.7. provides that a \$30.00 registration fee shall be assessed for each lay and active clergy delegate to the North Georgia Annual Conference. Retired clergy and youth members are exempt from the assessment. Members may pay the registration fee online at [www.ngumc.org/ac2016](http://www.ngumc.org/ac2016), or register onsite at lay and clergy registration in the Foundry Building.

### **Request for Video Duplication**

Duplicated DVDs are not available for the 2016 Annual Conference Session. Please log on to [www.ngumc.org/2016ACVIDEO](http://www.ngumc.org/2016ACVIDEO) for viewable and downloadable segments and celebrations of the 2016 annual conference.

**Safety**

Please be aware that Athens is an urban city. Use caution after dark, do not walk alone or leave valuables visible in parked/locked cars.

**Special Needs and Medical Care**

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

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

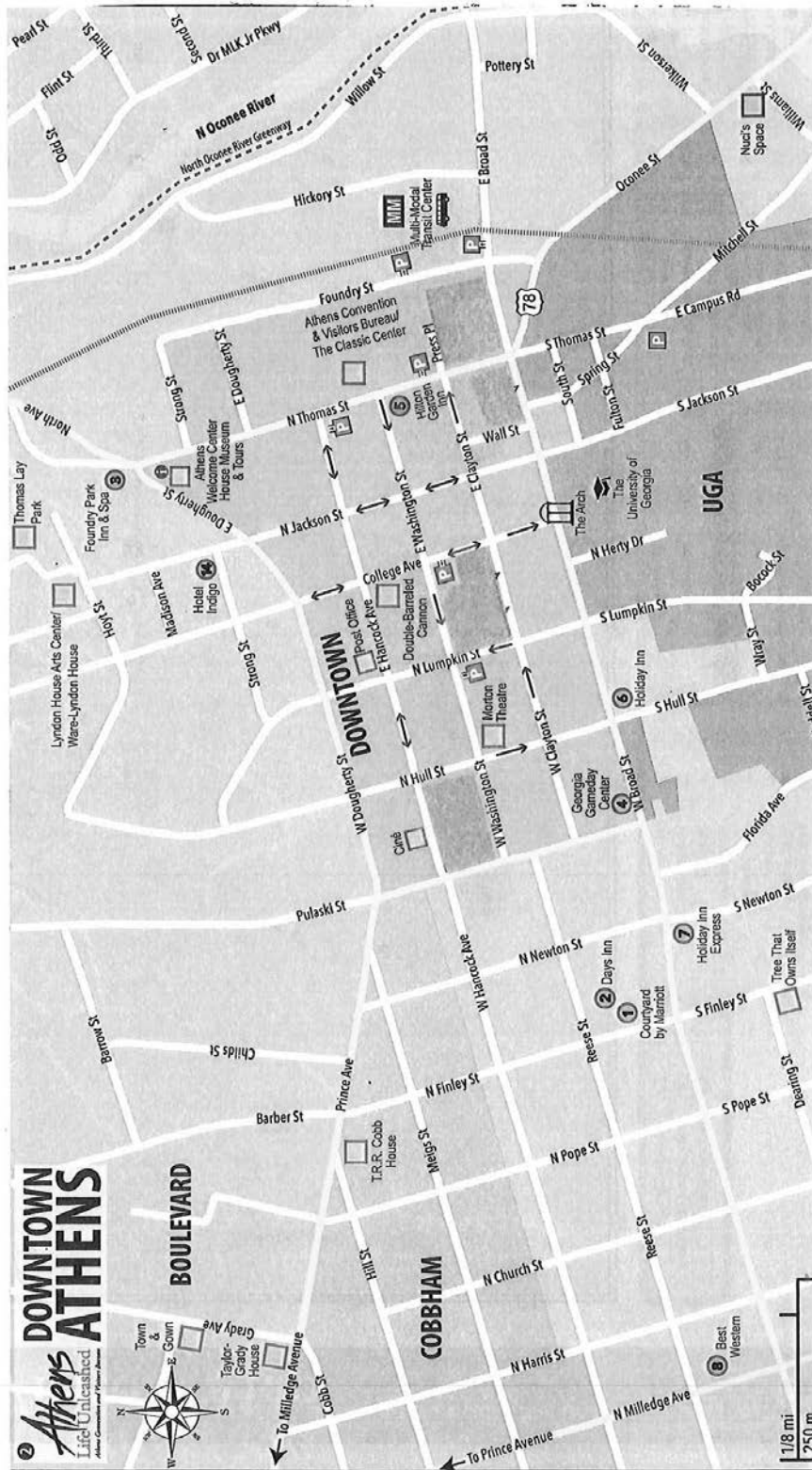
**2016 Annual Conference Session Survey**

The North Georgia Annual Conference Planning Committee would like to hear your feedback concerning your experience of the 2016 Annual Conference Session. Please take a few minutes to fill out a brief survey found at [www.ngumc.org/session-survey](http://www.ngumc.org/session-survey).

**Tote Bags and Handbook Supplemental Reports**

Supplemental reports are provided in a packet of materials at registration. The conference thanks the Conference Board of Laity for providing the tote bags in celebration of the 150<sup>th</sup> annual conference session. The conference also thanks all the volunteers for collating the materials for the tote bags.

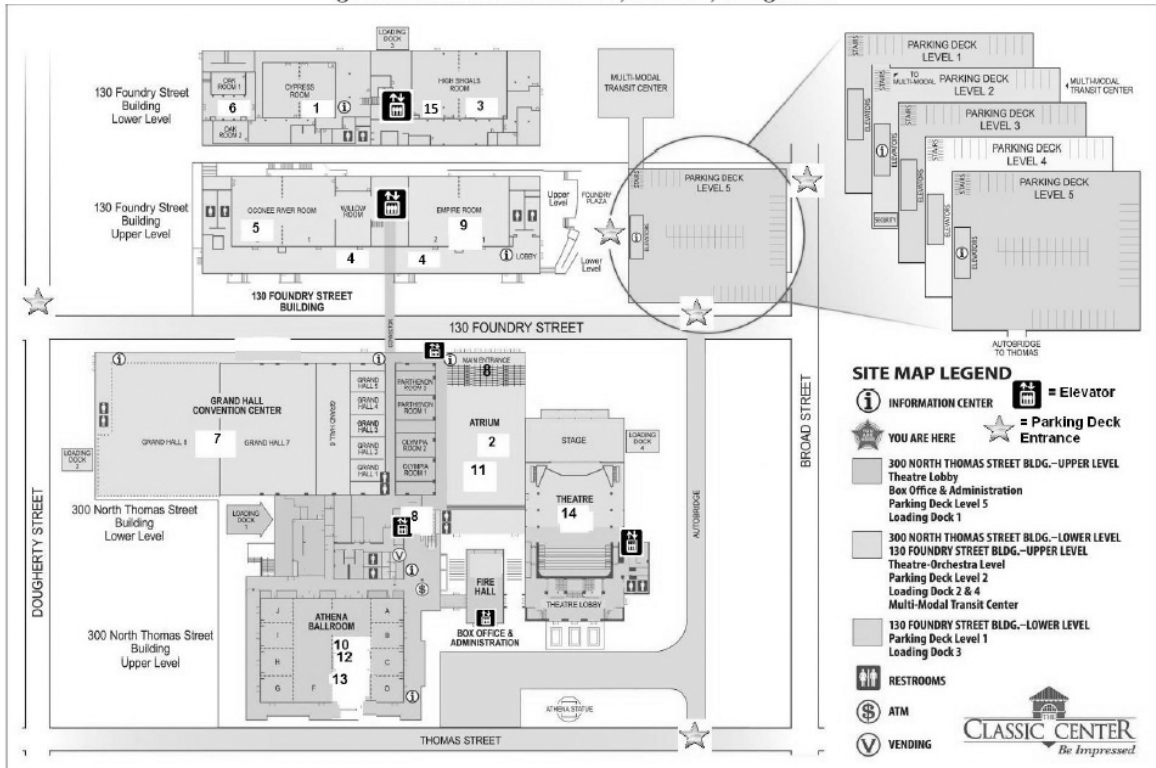
# Map: Downtown Athens



## Map: Classic Center

# The Classic Center Facility Layout

300 North Thomas Street, Athens, GA 30601



1. Lay Registration
2. Concessions
3. Clergy Registration
4. Displays
5. Cokesbury Bookstore

6. Quest Diagnostics
7. Business & Worship Sessions
8. Information Centers
9. Communion, Prayer & Labyrinth
10. Bishop & Mrs. Watson Reception

11. After Ordination Reception
12. Retiree Luncheon
13. Laity Luncheon
14. Ordination/Commissioning
15. Clergy Photo

## 2016 Room Directory for the North Georgia Conference

Blood Drive	Grand Hall 1
Board of Ministry	Parthenon 2
Business Sessions	Grand Hall 6-8 – lower level
Clergy Executive Session	Theatre – Tuesday
Clergy Registration	Foundry Building High Shoals 1
Clergy Pictorial Directory	Foundry Building High Shoals 2
Concessions 7:30 am-4 pm	Atrium
Concessions lunch 11am-2pm	Atrium
Cokesbury Bookstore	Foundry Building, Oconee
Conference Secretary/Support	Olympia 2
Displays	Foundry Building – Lobby, Willow
Emergency Transportation	Information Center-top escalators
First Aid – Daytime	Grand Hall-lower level escalator
First Aid – Tues. Evening	Theatre Lobby
Food Trucks	Foundry Plaza
Handicap parking with permit	Classic Center Bridge-Thomas St. entrance
Health Kit Collection	Lower Foundry Parking Lot
Information Centers	Top of escalators and Atrium
Journal Sales	Foundry Building, Lower Lobby
Labyrinth, Prayer	Foundry Building, Empire
Lay Registration	Foundry Building, Cypress
Lay Orientation Session	Grand Hall-lower level
Lost & Found	Information Centers-top escalators
Monitor Support	Olympia 2
Morning Communion	Foundry Building, Empire
Newcomer Orientation	Grand Hall 4-5
Ordination Service	Theatre
Ordination Reception	Atrium and Grand Hall 2 - 5
Parking Information	Information Center-top escalators
Prayer Room	Foundry Building, Empire
Quest Diagnostics	Foundry Building, Lower Level Oak Room
Race, 5K Display	Foundry Building, Upper Level
Registration/Assistance	Foundry Building, Lower Lobby
Shuttle Service to UGA Deck	Front of Theatre or inquire Information Center
Tote Bag Assembly	Foundry Building, High Shoals (Sunday)
Worship	Theatre (Tuesday) and Grand Hall

## 2016 Meals and Gatherings

### Monday, June 6, 2016

- 11:45 am Cabinet Lunch – Parthenon 1
- 12:00 pm Production/Worship Team Lunch – Grand Hall 2
  
- 6:00 pm Order of Deacons Dinner – Oconee Street UMC
- 8-10 pm Young Adult Coffee House – Starbucks, 100 College Ave

### Tuesday, June 7, 2016

- 7:00 am Breakfast for Tuesday's Presenters – Parthenon 1
- 7:00 am Extension Ministry Breakfast – Athena AB
- 7:00 am Wesley Renewal Movement Breakfast – Athena GH
- 7am-6 pm Concessions – Atrium
- 11am-2 pm Lunch Concessions – Atrium/overflow seating in Grand Hall 3-5
- 11am-2 pm Food Trucks – Foundry Plaza
- 12:00 pm Clergy Luncheon – Athena C-F *Hosted by Order of Deacons; sponsored by The Candler School of Theology*
- 12:15 pm Production/Worship Team Lunch – Grand Hall 2
  
- 5:15 pm Production/Worship Team Dinner – Grand Hall 2
- 5:30 pm Clergywomen's Dinner – Athena C-F
- 5:30 pm North Georgia Cabinet Dinner – Olympia 1
- 6:30 pm Reinhardt University Dinner – Hilton Garden Inn, Magnolia Room

Following Ordination Worship: Ordination Reception – Atrium/Grand Hall 2-5  
*Hosted by Board of Ordained Ministry and UM Connectional Credit Union*

### Wednesday, June 8, 2016

- 7:00 am Bishop's Breakfast for Wednesday's Presenters – Parthenon 1
- 7:00 am UMW Breakfast – Athena A-F
- 7am-2 pm Concessions – Atrium
- 11-2 pm Lunch Concessions – Atrium/overflow seating in Grand Hall 3-5
- 11am-2 pm Food Trucks – Foundry Plaza
- 12:15 pm Retired Ministers Luncheon – Athena A-F
- 12:15 pm Fellowship of Local Pastors Lunch – Parthenon
- 12:15 pm Youth Delegate Lunch – Athena GH
- 12: 15 pm Production/Worship Team Lunch – Grand Hall 2

### **Wednesday, June 8, 2016, continued**

- 5:15 pm Candler School of Theology Dinner – Parthenon
- 5:15 pm United Methodist Ministers' Fellowship – Grand Hall 3-5
- 5:15 pm Production/Worship Team Dinner – Grand Hall 2
- 5:30 pm Asbury Theological Seminary Dinner – Athena GH
- 5:30 pm Young Harris College Dinner – Athena J
- 5:30 pm Cabinet Dinner – Olympia 1
  
- 8:00 pm Reception Honoring Bishop and Mrs. Watson – Athena A-F  
*Hosted by the Committee on Episcopacy*

### **Thursday, June 9, 2016**

- 7:00 am Bishop's Breakfast for Thursday's Presenters – Parthenon 1
- 7am-2 pm Concessions – Atrium
- 11am-2 pm Lunch Concessions – Atrium/overflow seating Grand Hall 3-5
- 11am-2 pm Food Trucks – Foundry Plaza
- 12:15 pm Laity Luncheon – Athena A-J
- 12:15 pm Clergy Spouses Luncheon – Parthenon
- 12:15 pm Hispanic Luncheon – Grand Hall 2
- 12:15 pm Reconciling Ministries Network Lunch – Hilton Garden Inn  
Magnolia Room
- 12:15 pm Production/Worship Team Lunch – Grand Hall 1

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

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

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

## **Responsibility of the Lay Members of the Annual Conference**

It is an honor to be elected as a lay member to the North Georgia Conference. This is an assignment of great responsibility. By virtue of this office, he/she is also a member of her/his church's council (§ 252.5.g), finance committee (§ 259.4), and the pastor-parish relations committee (§ 258.2.a). (*2012 Book of Discipline*.)

Each member has the responsibility to:

- 1) Attend pre-conference orientation session held in his/her district.
- 2) Attend all sessions of the annual conference. When he/she must be absent from the conference every effort should be made to see that the alternate lay member is able to be present.
- 3) Become familiar with the organizational structure and existing programs of the annual conference, parliamentary procedure, and the conference standing rules as printed in the 2016 Conference Handbook.
- 4) Read pre-conference reports in the conference handbook provided at the district pre-conference session and become familiar with specific programs and items that might be presented during the sessions. Consult with the pastor and church lay leader. While the lay member is obligated only to use his/her own best thinking in the conference, the dialogue with others ahead of time should prove helpful in clarifying issues.
- 5) Participate fully in the work of the annual conference policy-making decisions.
- 6) Form his/her own opinions on issues and vote his/her convictions.
- 7) Prepare a report for his/her local church. This report may be presented at a Sunday morning worship service and/or a more detailed report at a meeting of the administrative board/council. In either case it should be done as soon after annual conference as feasible, and "not later than three months after the close of the conference" (§ 251.2, *2012 Book of Discipline*). Consult with his/her pastor before conference about scheduling and time limit. The conference handbook, the NGC web page [www.ngumc.org](http://www.ngumc.org), handouts received at annual conference, and personal notes on the sessions can be used as a basis for the report. Mention major issues raised and any action and how they might affect the local church. Refer to conference preachers and share highlights from worship services. Do talk about the positive aspects of the conference. Try not to dwell on the trivia.



## **Responsibility of the Clergy Member of the Annual Conference**

Each clergy member has the responsibility to:

- 1) Attend pre-conference orientation session held in his/her district.
- 2) Attend all sessions of the annual conference and leave only under emergency conditions and with the knowledge of his/her district superintendent.  
Attendance is not optional. “Any such person unable to attend shall report by letter to the conference secretary, setting forth the reason for the absence.”  
(*2012 Book of Discipline*, ¶ 602.8.)
- 3) Become familiar with the organizational structure and existing programs of the annual conference, parliamentary procedure, and the conference standing rules as printed in the 2016 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. (*2012 Book of Discipline* ¶ 251.2).

## Parliamentary Guidelines for Participation at Annual Conference

1. **The presiding bishop is the “chair” of the conference.**
2. **To address the conference:** move to a microphone and raise your hand until recognized by the chair; state your name, the name of your local church, and whether you are a lay member or clergy member.
3. **To request a conference committee review the business currently under consideration:** after recognition by the chair, state: “I move that the item currently before the conference be referred to ...” (state the name of the committee to which you think the matter should be referred or request referral to a committee to be recommended by the chair).
4. **To request clarification of business being conducted:** after recognition by the chair, state: “I request a point of information/clarification regarding ... (state the specific clarification you seek).
5. **To change the wording of a resolution, or business item, that is before the conference:**
  - a. Write down the specific wording of the proposed amendment/change, include handbook page and line number.
  - b. Raise your hand for recognition. When recognized by the chair, state the reasons for your proposed amendment/change.
  - c. After recognition by the chair, say, “I move to amend Line\_\_\_\_, on page \_\_\_ by: (deleting or inserting) the following words: ...” Read only the exact wording proposed. **Have a written copy of the amendment ready for the conference secretary immediately after the motion is read.**
  - d. The chair will ask for a second, state the motion and ask for discussion.
  - e. Other persons may be recognized to discuss/debate the motion. The motion’s presenter is allowed a final chance to speak for the motion.
  - f. After “the question is called” and discussion is closed, the motion is voted on by the conference.

**Parking Permit**  
for Members of the  
North Georgia Conference  
The United Methodist Church  
**June 7-9, 2016**  
June 6, 2016 for early registration  
**Athens, Georgia**

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

This permit must be displayed for  
**Annual Conference Free Parking**  
**AND**  
Special Rates at the  
Annual Conference Pay Parking Decks  
(See maps in Handbook)

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## 100. Candler School of Theology

For more than 100 years, Candler School of Theology at Emory University has prepared *real* people to make a *real* difference in the *real* world. Since our founding in 1914, over 10,000 students have graduated from Candler, where they have been shaped as Christian leaders who put faith and love into action, transforming the world in the name of Jesus Christ.

One of 13 official seminaries of The United Methodist Church, Candler is also one of seven graduate professional schools of Emory University, a top-tier research institution offering extensive resources and a rich context for study. Our location in Atlanta provides a learning environment that reflects the highly diverse communities of the 21st century. Simply put, there is no better place for ministry preparation that addresses our major denominational priorities: developing leaders, starting and growing churches, ministry with the poor, and improving global health.

In order to keep pace with the needs of the church and the world, Candler now offers 17 degrees: seven single degrees and ten dual degrees pairing theology with bioethics, business, development practice, law, public health or social work. One of our newest degrees is a retooled Doctor of Ministry that is 90 percent online, so students can remain in their places of ministry as they study—and apply what they learn in real time. We’ve also partnered with the University of Georgia’s School of Social Work to create an MDiv/MSW where students learn to maximize their effectiveness by combining pastoral skills such as spiritual counseling with social work practices such as family therapy and community assessment.

Our student body continues to reflect the diversity and breadth of the Christian faithful. 466 students are enrolled, with 48 percent women, 34 percent people of color (U.S.), and a median age of 29. Students represent 44 denominations, with 51 percent coming from the Methodist family. 82 percent of students are seeking a degree to prepare them as ministry professionals.

Candler has a deep commitment to alleviating student debt and employs a multi-pronged approach to tackle this issue. In 2015-2016, we awarded nearly \$5.5 million in Candler scholarships, with 92 percent of MDiv students and 84 percent of all students receiving support. Our comprehensive financial literacy program teaches money management skills that serve our students now and will continue to serve them—and the churches they serve—well into the future.

At the end of the 2015-2016 academic year, Candler says goodbye and Godspeed to noted faculty as they retire: Barbara Day Miller, Luke Timothy Johnson, Steve Tipton, and Bishop Woodie White. Yet even as these legends

1 take their leave after distinguished careers of scholarship and service, we look  
2 forward to welcoming a new crop of scholar-leaders who will join us in the  
3 coming months. We are especially pleased to welcome Bishop Larry  
4 Goodpaster, who will join the faculty as bishop-in-residence in the fall of 2016.

5 Candler draws considerable strength and inspiration from its relationship  
6 with The United Methodist Church. Our ability to fulfill our mission of  
7 educating faithful and creative leaders for the church's ministries in the world  
8 depends upon your support, gifts and prayers. Thank you for the countless ways  
9 you advance this vital ministry in the life of our denomination. Visit us in  
10 person in Atlanta or online at [candler.emory.edu](http://candler.emory.edu) to see firsthand how Candler  
11 prepares *real* people to make a *real* difference in the *real* world.

12 Jan Love, Dean and Professor of Christianity and World Politics  
13  
14

### 15 **101. Georgia Pastors' School**

16  
17 The theme of the 2015 Georgia Pastors' School was *Relevant Church/Relevant*  
18 *Message*. Mike Slaughter, founding pastor of Ginghamburg UMC, challenged  
19 all to bring the authentic and passionate message of Christ to our congregations.  
20 He reminded us that to be "in" the community is to look beyond the walls of  
21 our churches, understand the needs of the people who surround us, the passion  
22 to serve others held by our members and to take the message of Christ to our  
23 neighborhoods and beyond. Mike Ricker, lead pastor, Isle of Hope UMC, and  
24 Jasmine Smothers, associate director, North Georgia Connectional Ministry,  
25 were our worship preachers each evening. We enjoyed their God-inspired  
26 messages and the passionate music led by Chuck Bell.

27 In 2016, our theme will be "Live, Laugh and Let Go" as we focus on  
28 clergy self-care and finding balance in ministry. As pastors we often tell others  
29 they need to have balance and Sabbath in their lives and far too often we do not  
30 practice it in our own. We welcome our faculty Anthony J. Headley, Asbury  
31 Theological Seminary, and Karen Scheib, Candler School of Theology.  
32 Headley is a psychologist and professor of counseling at Asbury and has written  
33 books on boundaries, balance and family dynamics. Scheib is associate  
34 professor of pastoral care and counseling at Candler School of Theology and  
35 has authored numerous books and articles in the areas of pastoral care, multi-  
36 cultural contexts and practices of care, and the relationship of faith and health.

37 To help us find laughter in ministry, each evening we will celebrate  
38 ministry with Jamey Ragle a self-proclaimed "comegelist." He has been  
39 described as a mix between Larry the Cable Guy, Dr. Phil and Billy Graham.  
40

We will close Thursday morning with an inspiring message and sending forth  
from Carolyn Moore, founding pastor, Mosaic UMC in Augusta.

The Board of Managers desires Georgia Pastors' School to be an  
outstanding event for both clergy and their families, in addition to providing an  
opportunity to obtain required continuing education units. We offer a family  
oriented event and children are a priority for us. "Kids Care Everywhere" will  
provide infant through 5<sup>th</sup> grade childcare. Counselors from Epworth's summer  
camp program will staff the youth program. Registration is available  
exclusively online at [www.georgiapastorsschool.org](http://www.georgiapastorsschool.org) and room reservations can  
be made through [www.epworthbythesea.org](http://www.epworthbythesea.org). Walkup registrations are always  
welcomed, however advanced registration helps in our planning efforts.

Kathy Lamon, Chair, Board of Managers

## 102. Georgia United Methodist Foundation, Inc.

The Georgia United Methodist Foundation's mission is to help United  
Methodist churches, ministries and individuals within Georgia sow seeds of  
faith for future generations. We do this by encouraging faithful stewardship  
through the following offerings:

### Services for Churches and Ministries

- **Endowments and Legacy Ministry Training** to establish a permanent  
source of income to support a church's ministry programs.
- **Wills Clinic** to help churches assist their members in preparing wills and  
other healthcare documents.
- **Investment Services** to manage funds in a socially responsible manner.
- **Certificate Program** to provide higher investment returns than similar  
instruments and provide funding for loans to churches and ministries.
- **Loans** (at favorable rates) to churches and ministries wishing to refinance  
debt, or build, expand or renovate facilities.
- **Grants** to support vital ministries of the Church.

### Services for Individuals

- **Planned Giving Strategies** to provide education that allows individuals to  
develop planned giving strategies to benefit their families, as well as United  
Methodist churches and ministries.

- 1 • **Free Consulting** to meet with United Methodist members who wish to  
2 discuss charitable gift ideas such as charitable funds, donor advised funds,  
3 life income gifts, and planned giving.
  - 4 • **Certificate Program** to provide higher investment returns than similar  
5 instruments and provide funding for loans to churches and ministries.
  - 6 • **Scholarships** to support future leaders of the Church.
- 7 For assistance with your stewardship needs, please contact GUMF at  
8 770-449-6726, 877-220-5664 or info@gumf.org or visit www.gumf.org.

9 Zoe M. Hicks, Chair

10 Charles W. Savage II, President/CEO (Retires Effective June 30, 2016)

11 Keith Evans Lawder, Incoming President/CEO (Effective July 1, 2016)

12 Stephen A. Waldorf, Vice President

13  
14  
15 **103. Georgia UMC Commission Higher Education & Collegiate Ministry**

16  
17 91! 91 is the combined percentage of apportionments collected from both North  
18 and South Georgia conferences in 2015 for Higher Education and Campus  
19 ministry in our state. 91% is an increase of one percent over 2014 that translates  
20 into \$113,862. This funding finds its way to the nine United Methodist related  
21 college and university campuses with a total enrollment of over 16,000 students  
22 and Wesley Foundations that serve an additional 16 public and private college  
23 and university campuses across Georgia.

24 Thank you, thank you, THANK YOU for your faithful support of  
25 Campus Ministry and Higher Education in Georgia. You are making a  
26 difference in the lives of these young adults.

27 The college years are foundational and formative in each young person's  
28 life. Decisions about vocation, calling, faith, and love are mingled together in a  
29 whirlwind compressed into four (or five) years and we are there in the middle  
30 of it all. You are there in the middle of it all. Thanks to you and your faith in  
31 this ministry, young men and women are answering the call of faith; the call to  
32 serve in the church, in missions, and as vocational missionaries. We may never  
33 know this side of heaven, the reach of these ministries and the generations  
34 touched by the generous investment and faithful support of the local church.

35 A note of welcome: We take this opportunity to publicly welcome  
36 Michael McCord as the executive director of the Georgia Commission on  
37 Higher Education and Campus Ministry. Michael hit the ground running in June  
38 2015 and has brought an abundance of energy and fresh vision to the  
39  
40



commission. We are glad to have him back in the Peach State after his venture into the far country with the General Board of Discipleship. 1  
2

Thank you for believing in this ministry and partnering with us. 3

Jay C. Tucker, President 4

Dan Brown, Vice-president 5

#### 104. Hinton Rural Life Center 8

Inspired by Jesus Christ, Hinton Rural Life Center's purpose is to engage individuals, congregations and communities in transformation through retreat ministry and mission outreach. Located on Lake Chatuge in the mountains of western North Carolina, Hinton Center is a sacred place. For over 55 years, Hinton has provided opportunities for intentional faith development while sharing love for Christ with others through fellowship and service. Each year we host individuals and groups for spiritual retreats, group gathering and service opportunities, and we partner with small and rural congregations and other organizations to serve as a catalyst within the community, encouraging creative missional outreach and sparking new life. 9  
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Together in 2015 we were able to: ■ Accommodate over 21,000 overnight stays with a capacity of 200 at any one time, a 25.4% increase from 2014; ■ Host 1368 volunteers who worked on campus, in our garden, and in our community to help those in need; ■ Partner in mission outreach with 68 different churches; ■ Distribute over 100 loads of firewood to families who could not otherwise afford to heat their home; ■ Repair 52 homes, making them warmer, drier and safer; ■ Harvest fresh vegetables from our garden for guests and donate excess vegetables to Clay County Food Pantry, Matt's Ministry and UMAR; ■ Lead 11 small and rural church consultations; ■ Serve as a placement site for one Duke Divinity School ministerial intern; ■ Engage in 81 worship services with mission volunteers to reflect upon their service in this rural, Appalachian community; ■ Provide hospitality to an international group which is fostering Christianity in the Middle East; ■ Increase Hinton's presence throughout the SEJ with increased web presence, moving from 6,000 website hits in 2010 to 60,909 website hits in 2014 and 83,769 hits in 2015; ■ Increase connections through social media from 358 Facebook friends in 2012 to 1,494 in 2015; ■ Host a Veterans' Weekend, honoring veterans and their spouses; ■ Raise \$600,000 to support and further develop our ministries. 20  
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In 2016 we will continue to collaborate with local churches and other organizations in a tri-county consortium addressing issues of poverty in our 38  
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1 area. We will expand our current mission outreach, engaging college students in  
2 service learning opportunities, and will continue to strengthen our financial  
3 position so that we can nurture others through retreat opportunities and  
4 missional outreach. [www.hintoncenter.org](http://www.hintoncenter.org)

5 Jacqueline Gottlieb, President/CEO  
6  
7

### 8 **105. Lake Junaluska Assembly, Inc.** 9

10 We are happy to report that we once again ended the year “in the black,”  
11 wrapping up 2015 with a balance of \$211,023. We continue to accomplish this  
12 without any operational apportionment support from the Southeastern  
13 Jurisdiction. Lake Junaluska has embraced the new financial model that was  
14 approved by the 2008 SEJ Conference and we remain committed to always  
15 “live within our means.” 2015 was also a great year for charitable giving. We  
16 received \$1,079,863.01 from 1,312 individuals. While this total is a slight  
17 decrease from 2014, giving to the Annual Fund was up by just over \$31,000  
18 and we saw a 4.3% increase in number of donors.

19 As we continue to refine and implement our plans for improvements to  
20 our facilities, grounds and programs, we are also solidifying our commitment to  
21 one of our most important assets – our staff. Of the \$211,023 “profit” from  
22 2015, \$100,000 was distributed in the form of profit sharing checks to all  
23 current staff who worked in 2015. The rest was used to fund an across the board  
24 2.5% pay increase for all current staff. We are also proud to report that the  
25 renovation of The Terrace hotel began to pay off immediately upon completion,  
26 earning more revenue in its nine months of operation in 2015 than it did in the  
27 full 12 months of 2014. It has exceeded our expectations for its impact on the  
28 quality of the guest rooms and public spaces and has influenced the level of  
29 service provided to all of our lodging guests. We are also working diligently to  
30 refine and improve our existing programming for youth and adults and  
31 continually seek to implement new innovative programs that align with our  
32 mission. We are truly seeking every day to make the best possible use of all of  
33 our assets.

34 As a member of the United Methodist Church within the Southeastern  
35 Jurisdiction we want you to know that “your” asset, Lake Junaluska, is doing  
36 very well. You can be very proud of this important organization within the  
37 jurisdiction and the larger United Methodist Church. We are striving to be good  
38 stewards of the resources with which you have entrusted us.  
39  
40

To learn more about what is going on at Lake Junaluska, we encourage you to pick up a copy of our 2016 *Discover Lake Junaluska* magazine. Peruse its pages to read about the impact of our programs, to learn about new projects we are working on, and to familiarize yourself with our calendar of events. We do hope you can come and visit us this year for a conference, a retreat or a vacation to be transformed and renewed in soul, mind and body.

Jack Ewing, Executive Director

## **106. United Methodist Connectional Federal Credit Union**

Your board of directors' primary job is to set direction for and control the credit union, making sure it is operated in a sound and prudent manner and that all decisions are guided by the best interests of the members. For this reason, we have adopted strategies for short and long-term goals that insure the Credit Union's future development and growth. During 2015, we continued to implement those endeavors necessary to maintain growth along with a strong financial picture.

Our achievements include:

- We experienced a 4% increase in loan balances during 2015 as we continue to "Help Our Members Afford Life."
- Once again, we awarded four \$1000 college scholarships to members ages 17-35 located in our four conferences - Florida, North Georgia, South Georgia and Alabama-West Florida.
- Last year we implemented "SPRIG by CO-OP." During 2015, this service has grown enormously and provides members with the ability to make deposits electronically from their phones, tablets, etc.
- We will continue to provide technological enhancements for our products and services as they become available so that we can continue to provide members with safe, secure ways to do business with our Credit Union.

In 2016, we will introduce "Faith-Based Travel Discounts through Educational Opportunities Tours." Watch for details about this new program via our web site, emails and statement stuffers. We will also be offering VISA Balance Transfer Promotions in 2016 – a service that many members like. Of course, all of this could not have been achieved without our staff, my fellow board members, and other volunteers who helped make 2015 another great year for your credit union. Most importantly, however, I want to thank you, our members, for continuing to do business with your credit union.

James Mitchell, Chair

## 106.a. Credit Union Financial Report

<b>Assets</b>	Summary as of 12/31/14	Summary as of 12/31/15
Cash	\$236,581.53	\$344,865.70
Loans To Members	\$17,099,138.92	\$17,765,038.96
Loan Participation	\$1,253,679.17	\$1,337,580.02
Allowance for Loan Losses	-\$105,663.42	-\$82,830.63
Other Receivables	\$0.00	\$0.00
Investments	\$7,901,857.67	\$7,606,814.67
Accrued Income	\$56,295.30	\$64,472.15
Prepaid Exp & Defer Charges	\$44,586.91	\$39,676.38
Fixed Assets	\$533,083.03	\$516,615.27
All Other Assets	\$47,075.00	\$47,075.00
<b>Total Assets</b>	<b>\$27,066,634.11</b>	<b>\$27,639,307.52</b>
 <b>Liabilities</b>		
Accounts Payable	\$4,241.22	\$7,369.53
Dividends Payable	\$0.00	\$0.00
Notes Payable	\$0.00	\$0.00
Taxes Payable	\$409.74	\$669.81
Accrued Expenses	\$32,115.94	\$43,273.15
Deferred Credits	\$0.00	\$0.00
Other Liabilities	\$1,530.29	\$4,385.58
<b>Total Liabilities</b>	<b>\$38,297.19</b>	<b>\$55,698.07</b>
 <b>Equity</b>		
Shares of Members	\$24,470,712.79	\$24,968,184.56
Reserves	\$682,937.04	\$682,937.04
Undivided Earnings	\$1,829,570.46	\$1,874,687.09
Net Income	\$45,116.63	\$57,800.76
<b>Total Equity</b>	<b>\$27,028,336.92</b>	<b>\$27,583,609.45</b>
<b>Total Liabilities &amp; Equity</b>	<b>\$27,066,634.11</b>	<b>\$27,639,307.52</b>

## 106.a. Continued

<b>Income Statement</b>	Summary as of 12/31/14	Summary as of 12/31/15
Interest on Loans	\$1,026,832.65	\$1,022,256.59
Income on Investments	\$59,469.64	\$70,234.35
Fees & Charges	\$164,031.86	\$153,306.68
Other Operating Income	\$77,041.03	\$102,702.11
<b>Operating Income</b>	<b>\$1,327,375.18</b>	<b>\$1,348,499.73</b>
<b>Operating Expenses</b>		
Compensation	\$482,665.19	\$496,058.71
Employee Benefits	\$152,315.71	\$153,605.76
Travel & Conference	\$52,124.25	\$59,014.73
Association Dues	\$19,038.00	\$18,309.00
Office Occupancy	\$43,030.00	\$45,846.90
Office Operations	\$100,284.14	\$105,961.19
Education & Promotion	\$41,441.44	\$54,093.91
Loan Servicing	\$25,805.57	\$28,957.77
Prof & Outside	\$196,367.94	\$195,088.98
Provision for Loan Losses	\$39,000.00	\$8,000.00
Member Insurance	\$0.00	\$0.00
Federal Operating Fee	\$4,947.93	\$4,948.86
Interest on Borrowed	\$0.00	\$118.08
Cash Short/Over	-\$10.99	\$0.10
Annual Meeting	\$3,614.67	\$4,583.71
Miscellaneous	\$7,356.23	\$8,176.99
<b>Total Operating Expenses</b>	<b>\$1,167,980.08</b>	<b>\$1,182,764.69</b>
Income From Operations	\$159,395.10	\$165,735.04
Income Before Dividends	\$159,395.10	\$165,735.04
Dividends	\$114,278.47	\$107,934.28
Gain/(Loss) on Assets	\$0.00	\$0.00
Net Income	\$45,116.63	\$57,800.76

[Intentionally Blank]

## 200. Board of Ordained Ministry

Each quadrennium the Board of Ordained Ministry reorganizes to receive new members and to improve effectiveness. The **reorganization** provides an opportunity to modify the structure and to give fresh thought to the content of interviews with candidates for ordained ministry.

One change in the BOM operation will have a significant impact on candidates for ordained ministry. Beginning Fall 2016, the BOM will add a fourth area to the exams for provisional and full connection membership in the annual conference. **The new area of the BOM exams will focus on leadership.** In 2012 the General Conference added a Fruitfulness in Ministry Project to ordination requirements. The North Georgia Conference Board of Ordained Ministry has spent the last few years experimenting with implementation and evaluation of the requirement. The Board determined that a new area of the BOM exam could best accommodate the Fruitfulness in Ministry Project and give emphasis to the importance of leadership skills.

Leadership cannot be easily defined or measured, because leadership appears in many forms. Ultimately, excellence in leadership is the ability to orchestrate change to move an organization in a positive direction using the leader's unique skill set. All aspects of the BOM's work with candidates have some evaluative dimension, but the leadership section will also have a significant developmental component. Provisional members will complete leadership inventories including a spiritual gifts inventory, Biblical Style Reporter (based on the DiSC profile), and Emotional Intelligence inventory. At the provisional level, the BOM will be looking for social and leadership competencies with a requirement that each candidate create a self-improvement plan to complete during the provisional period.

Annually, during the Residency in Ministry program, and finally, at the Full Connection interviews, candidates will report on their progress on the plan. At the Full Connection interviews, the exam will be more evaluative, based on progress made in identifying skills and leadership style, improving leadership skills and executing the Fruitfulness in Ministry project. Scott Pickering will lead the BOM in implementing this new section.

The BOM shares with the Cabinet responsibility for providing the conference **mandated clergy sexual ethics training**. All clergy must update their ethics training each quadrennium. In North Georgia, this training is required for clergy to maintain eligibility for appointment. The new training will be more comprehensive than previous clergy sexual ethics training. The new training will discuss boundaries, sexual ethics, social media, technology,

1 and other areas of ministerial ethics. The BOM hopes to provide clarity around  
2 recurring questions and to help clergy develop self-awareness of issues of ethics  
3 and wisdom. Consistent with prudent practice for child protection policies,  
4 clergy will also undergo updated background checks. Additional information on  
5 ethics training will be provided through the district offices.

6 *The Discipline* charges the BOM with responsibility for providing a  
7 “**means of evaluating the effectiveness of ordained ministers in the annual**  
8 **conference**” (§635.2.r). In 2014 the BOM agreed to participate in a pilot project  
9 for a new evaluative tool produced by the General Board of Higher Education  
10 and Ministry. Although the content of the evaluations was strong, the GBHEM  
11 pilot program lacked sufficient technical support to make the program  
12 accessible and effective. In 2015 the BOM advised churches to use the covenant  
13 from the previous year’s evaluation and to track progress.

14 Consistent with practices across ecclesiastical and corporate settings, the  
15 BOM will present an internet-based, 360-degree evaluation process. As of press  
16 time for this report, the BOM intends to use the Lewis Pastoral Leadership  
17 Inventory (LPLI) in 2017. More information is available at [www.lpli.org](http://www.lpli.org). The  
18 LPLI has been used effectively in other annual conferences, including the  
19 Virginia Annual Conference, which is also a large conference with church  
20 settings ranging from urban to rural. The LPLI covers important areas of  
21 knowledge, skills, abilities and personal characteristics (KSAPs) under the  
22 headings of Character, Competence, and Contribution. Implementation of the  
23 LPLI in North Georgia will be a two-step process. The first step will take place  
24 Fall 2016. Using paper forms, evaluations will be based on the structure and  
25 categories of the LPLI. In 2017 the BOM will introduce the internet-based  
26 program using the same categories. The electronic data entry will allow the  
27 creation of useful reports and analyses to foster conversation among pastors and  
28 SPR committees and among pastors and district superintendents.

29 **National training** for the BOM will take place Fall 2016, and the BOM  
30 has budgeted money for many persons to participate in the training to improve  
31 knowledge and effectiveness. The training offered by the General Board of  
32 Higher Education is excellent, and North Georgia has eager learners. The BOM  
33 wants its processes to be fair and helpful, representing the best collective  
34 wisdom from across the connection. In addition to national training, there will  
35 be two days of training for the new BOM in August 2016.

36 North Georgia Conference will host the **chairpersons of the conference**  
37 **boards of ordained ministry and the directors of the offices of ministerial**  
38 **services from across the Southeastern Jurisdiction in 2017.**

39 Glenn Ethridge, chairperson, Jane Brooks, Director of Ministerial Services  
40



## 201.a. Conference Board of Pension and Health Benefits

The churches of the North Georgia Conference were very responsive to the 2015 monthly bills for pension and health benefits of covered clergy and lay staff. The conference must pay the General Board of Pension & Health Benefits (GBOPHB) for most benefits every month, making it incumbent on local churches to make billing and apportionment payments in a timely and consistent way. Thank you to all who made timely payments!

Active and retired clergy of the North Georgia Conference may be covered by up to three different pension plans depending on when they were in active service with pension credit. All service prior to 1/1/1982 is covered by the Pre-82 Plan. Service from 1982 to the end of 2006 is under the Ministerial Pension Plan (MPP). Service from 2007 through the present is covered by the Clergy Retirement Security Plan (CRSP).

The Pre-82 benefit is calculated as: **(years of service prior to 1982) x (past service rate) = annual amount**. The Past Service Rate (PSR) is approved by the conference annually. PSR has been increasing annually for several years: 2013 - \$691; 2014 - \$698 (1%); 2015 - \$702 (.5%); 2016 - \$709 (1%). The cost of all increases must be **pre-paid prior** to their taking effect. Our projections for increases expect .5% per year on average. So, the Conference Board of Pensions & Health Benefits recommends no increase for 2017 to remain closer to our actual ability to fund the plan as required by the *Discipline*. (See Comprehensive Funding Plan available in additional packet handouts). Annual payments aimed at reducing Pre-82 pension liability are from apportionment Area II Retired Ministers Pension & Insurance. The Pre-82 portion is budgeted at \$1 million for 2017.

The Annual Conference approved the use of \$3.9 million from the proceeds of the sale of the Simpsonwood property to move us forward in meeting the 2021 deadline for fully funding our Pre-82 obligation. Additionally, the Foundation for Retired Ministers has paid an additional \$4 million to the Pre-82 funding account held by the GBOPHB.

The Ministerial Pension Plan provides clergy a lifetime monthly benefit based on 65% of their MPP account balance at the time of conversion. The remaining 35% of the account balance is available as a cash account to be used as needed.

The Clergy Retirement Security Plan covers clergy appointed at ½ time or greater. It provides a defined benefit, or lifetime payment, based on service years in this plan. The defined contribution benefit, based on 3% of clergy plan compensation, paid by the church, requires clergy to contribute at least 1% of

1 their plan compensation to UMPIP to receive the full benefit. Plan  
2 compensation includes cash salary, parsonage allowances and housing  
3 allowance or a factor for use of a parsonage.  
4  
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## 6 **201.b. Recommendations of the Board of Pensions and Health Benefits**

- 7
- 8 1. That the 2017 annuity rate for each year of service rendered by our  
9 clergypersons prior to 1982 (the PSR) be set at \$709.
- 10 2. That the annual conference approves the 2017 Comprehensive Funding Plan  
11 recommended by the Conference Board of Pensions and Health Benefits.
- 12 3. That the Clergy Retirement Security Program (CRSP) Adoption Agreement  
13 with the General Board of Pension & Health Benefits cover clergy  
14 appointed ½ time or greater for 2017.
- 15 4. That the Comprehensive Protection Plan Adoption Agreement with the  
16 General Board of Pension and Health Benefits remain in effect for 2017.
- 17 5. That the \$10,000 benefit payment for the death of full-time active clergy  
18 covered by CPP remain in effect for 2017.
- 19 6. That the annual conference adopt the Resolution Related to Rental/Housing  
20 Allowances for Retired or Disabled Ministers of the Conference, so as to  
21 designate the 2017 pension and disability payments as a rental/housing  
22 allowance for income tax purposes, within the limits of the Internal Revenue  
23 Code (see Resolution).  
24  
25

## 26 **201.c. Health Benefits Committee**

### 27 **Health Insurance**

28 Active clergy health insurance is provided by HealthFlex administered by the  
29 General Board of Pensions and Health Benefits. In 2016, North Georgia  
30 adopted the HealthFlex Exchange program with five options, including: B1000,  
31 CDHP C2000, CDHP C3000, HDHP H1500, and HDHP H2000.  
32

33 The Health Defined Contribution (Employer Cost) for 2016 is:

- 34 • Single: \$ 8,000
- 35 • Single + One: \$14,600
- 36 • Family: \$18,400

37 In 2017, the NGC Board of Pension and Health Benefits recommends  
38 continued participation in the HealthFlex Exchange with the same funding  
39 levels for the Health Defined Contribution.  
40

## 2016 Incentives

The following HealthFlex wellness incentives are offered in 2016.

- Take the Quest Diagnostics Blueprint for Wellness® biometric blood screening April 1-July 31. Primary participant and covered spouse can each earn \$100 HealthCash if enrolled in Virgin HealthMiles.
- Take the HealthQuotient online August 1-September 30 and avoid higher 2017 medical deductibles (\$250 higher for individuals, \$500 higher for families). Both the participant and covered spouse must complete the HQ.
- HealthFlex encourages individuals to “take action” after receiving their screening and HQ results. Participants can earn up to \$150 HealthCash for wellness points on the WebMD website.
- Virgin HealthMiles’ participants have quarterly activity goals and can earn up to \$160 in HealthCash annually.

## Ernst and Young

The General Board is once again providing free financial planning assistance from Ernst and Young in 2016. The site can be accessed from the General Board of Pension and Health Benefits web site at <http://www.gbophb.org>.

## One Exchange for Retiree Coverage

In 2016, the North Georgia Conference continued its relationship with One Exchange for retiree health care elections. Retirees received a maximum, annual amount of \$3,600 per participant and \$3,600 per covered dependent (\$7,200 maximum per household) in a Health Reimbursement Account.

Funding is based on years of service using the following tiers:

- 35+ 100% \*
- 25-34 80%
- 15-24 60%
- 10-14 40%
- 1-9 0%

*\*Retirees and spouses who retired before 2005 are “grandfathered” into the program and funded at 100% of the HRA.*

The North Georgia Board of Pension and Health Benefits recommends the same funding levels and service tiers in 2017.

1 **Retiree Medical Liability**

2 The Accumulated Post-Retirement Benefits Obligation (APBO) represents the  
3 present value of retirement medical care for all current participants (active,  
4 retired, surviving spouses, and dependents) in today’s dollars. Over the past  
5 years, the North Georgia Board of Pension and Health Benefits has worked  
6 diligently to address the unfunded medical liability for retirees. In 2009, the  
7 APBO was approximately \$51 million. At the end of 2015, the unfunded  
8 liability had been reduced to \$10,541,306—a savings of about \$40.46 million  
9 for the North Georgia Annual Conference!

10  
11 **A Note of Thanks**

12 We are grateful for the great work of our benefits’ staff, including Karen  
13 Fullerton, Valerie Henry, and Val Bligh.

14 William R. Burch. Chair  
15

16  
17 **201.d. Quest Diagnostics Blueprint for Wellness®**  
18 **Oak Room, Lower Level of the Foundry Building**  
19 **Tuesday, June 7 – Thursday, June 9**  
20

21 HealthFlex members are invited to take the Quest Diagnostics Blueprint for  
22 Wellness® during Annual Conference. The screening is available in the Oak  
23 Room located on the lower level of the Foundry Building. Times are available  
24 from 6:30-9:30 Tuesday morning and 6:00-9:00 Wednesday and Thursday  
25 mornings.

26 Participants will be evaluated for heart disease, stroke, diabetes, kidney  
27 and liver disease, thyroid disorders, anemia or excess iron, and prostate cancer.  
28 Results will be mailed directly to you.

29 On-line appointments are required. Twelve hour fasting is requested.  
30 Please bring your HealthFlex insurance ID card. Active participants and  
31 spouses can earn \$100 each in HealthCash.  
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## 201.e. Estimate of Benefits

### North Georgia Conference Benefits Programs Estimated Funded Status-12/31/15 (and projected 12/31/16)

	<u>Pre 1982</u>		<u>Retiree Medical</u>
	<u>Funding Plan</u>	<u>Market Value</u>	
Est Fund Balance 12/31/15	\$8,921,738	\$8,921,738	
Funds Available	\$8,921,738	\$8,921,738	\$34,498,081
Less: Net Liability 12/31/15	<u>\$9,818,714</u>	<u>\$16,578,291</u>	<u>\$45,039,387 (a)</u>
Funded Status	(\$896,976)	(\$7,656,553)	(\$10,541,306)
Add: Foundation for Retired Ministers Contribution 4/2016	\$4,000,000	\$4,000,000	
Add: 2016 Apportionments	<u>\$1,500,000</u>	<u>\$1,500,000</u>	
Funded Status	<u>\$4,603,024 (b)</u>	<u>(\$2,156,553) (b)</u>	<u>(\$10,541,306) (c)</u>

**Notes-Pre 1982:**

(b)-projected 12/31/16

The difference in the Funding Plan and Market Value Analyses is due solely to the assumed equivalent interest rate:

For the Funding Plan, the rate is 6.75%

For the Market Value Plan, the rate is 4.16%

The difference in assumed interest has a substantial effect on the calculations. The Funding Plan is the calculation that utilizes assumptions approved by the GBOPHB. The Market Plan utilizes assumptions that more closely align with current market conditions.

Using the term "fully funded" is a potentially misleading term, but for our reporting purposes, the term applies to the "Funding Plan" calculation.

**Notes-Retiree Medical:**

(a)-Reflects actuarial valuation completed 3/2/2016

(c)-12/31/15

1                   **202. Commission on Equitable Compensation Guidelines**

2 Paragraph 625.1. of *The 2012 Book of Discipline* provides that in each annual  
3 conference there shall be a commission on equitable compensation. The  
4 purpose of this commission is found in ¶ 625.2, where it states: "*It is the*  
5 *purpose of the commission on equitable compensation to support full-time*  
6 *clergy serving as pastors in the charges of the annual conference by: (a)*  
7 *recommending conference standards for pastoral support; (b) administering*  
8 *funds to be used in base compensation supplementation; and (c) providing*  
9 *counsel and advisory material on pastoral support to district superintendents*  
10 *and committees on pastor-parish relations; and (d) submitting an arrearage*  
11 *policy to be adopted by the annual conference. For pastors receiving equitable*  
12 *compensation, once the base compensation supplementation has been paid by*  
13 *the annual conference, and the minimum base compensation and base*  
14 *compensation supplementation has been received by the pastor, the annual*  
15 *conference shall have no further financial obligation or responsibility to the*  
16 *pastor, the charge or anyone else regarding the pastor's compensation.*  
17 How this purpose is to be carried out can be found in the balance of ¶ 625.3-13.  
18 These guidelines detail how the North Georgia Conference will strive to  
19 accomplish this disciplinary task.

20  
21                   **202.a. Conference Arrearage Policy**

22 With *The 2012 Book of Discipline*, ¶ 624, entitled *Payment Obligation*, the  
23 language was amended and new language added that explains the steps that  
24 should be taken when a church or charge is unable to pay any portion of the  
25 pastor(s) Full Compensation when due. Paragraph 624.2. allows for each annual  
26 conference to establish an arrearage policy to deal with the situations that arise  
27 or have arisen in the past. Paragraph 625.2.d. entitled *Equitable Compensation*,  
28 also references the conference arrearage policy. Below is ¶624.1. where it  
29 states:  
30 "*Each church or charge has an obligation to pay the full compensation as*  
31 *approved by the charge conference, to its pastor(s). If it becomes apparent that*  
32 *a church or charge will be unable to so provide the compensation approved by*  
33 *the charge conference, the church or charge SPRC chair, finance chair, or*  
34 *treasurer, shall immediately notify, both in writing and verbally, the pastor,*  
35 *district superintendent and congregation. This communication shall indicate all*  
36 *avenues explored to meet the salary, including requesting consideration for a*  
37 *short-term emergency subsidy grant from the Equitable Compensation Fund.*"

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 2012 Book of Discipline*.

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

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

1. If the total balance due as of December 31 of the current year is greater than the total balance due as of December 31 of the previous year by an amount exceeding a two months invoice amount, said church or charge will be reported as a church or charge having received Equitable Compensation Funds.
2. The amount recorded in the report will equate to the total difference between this year's total balance due and last year's total balance due.
3. Churches with benefits arrearage who pay their pastor(s) above minimum cash compensation have 18 months from January 1, 2016 to pay their previous year's benefits in full or reduce base salary to the conference minimum cash compensation.

**202.b. Conference Pastors Payment**

For many years the Commission on Equitable Compensation has recommended that our pastors be paid in advance. Beginning in 2017 this will be a requirement as to not cause undue hardship on pastors and their families from a delay when appointed to a new appointment. Furthermore, any payment(s) due to the conference office or other designated office(s) for the pastor(s) pension and insurance be paid at the first of each month so as to be in compliance with paragraph 624.1. and the conference's arrearage policy. Since pension payments and insurance premiums are part of the financial support package, these should be paid prior to the payment of conference apportionments.

1                                   **202.c. Conference Standards for Pastoral Support**

2 The following items are to be included in the definition of full clergy financial  
3 support for 2017:

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

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

16  
17                                   **202.d. Minimum Compensation**

18 The Commission recommends the following minimum compensation for the  
19 annual conference in the year 2017.

20  
21

<u>Category</u>	<u>2016</u>	<u>2017</u>
(*) (**) (***) Full Connection	\$35,900	\$37,300
(*) (***) Associate Member	\$34,000	\$35,300
(*) (***) Provisional Member	\$34,000	\$35,300
(*) (***) Full Time Local Pastor	\$31,200	\$32,500

26 \* This amount represents the total of Sections I and II of the "Clergy Financial  
27 Support Worksheet" as found on the conference website under the Office of  
28 Ministerial Services, Clergy Forms.

29 \*\* Full Connection refers to both elders and deacons.

30 \*\*\* The Commission on Equitable Compensation is charged with attempting to  
31 balance the needs of the clergy, the churches and the annual conference. As we  
32 looked at the minimum salaries across the Southeastern Jurisdiction, it was  
33 learned the minimum salaries in North Georgia conference are 8% - 11% below  
34 the jurisdictional average for minimum salaries. This 4% increase for 2017 is  
35 our first attempt in a multi-year strategy to rectify this inequity.

36       The Commission on Equitable Compensation acknowledges that over the  
37 past several years many churches have elected to maintain and in some cases  
38 reduce the salary levels of both their clergy and lay staff. The commission  
39 recommends churches consider a salary increase of at least 2.5% in 2017.  
40



**202.e. Accountable Reimbursement Plan**

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

**202.f. Continuing Education and Spiritual Growth**

The local church shall budget sufficient funds to meet the pastoral continuing education expectation of the Pastor (Staff)-Parish Relations Committee as outlined in *The 2012 Book of Discipline* in paragraph 258.2g(8). This amount shall be no less than \$800 annually.

*The 2012 Book of Discipline* paragraph 351 deals with Continuing Education and Spiritual Growth. The Commission would like to emphasize that this paragraph in the *Book of Discipline* states that each clergy's continuing education and spiritual growth program should include at least one week each year and at least one month during one year of every quadrennium. Additionally, such leaves shall not be considered as part of the minister's vacations. For more information on this subject please refer to *The 2012 Book of Discipline* ¶ 351, found on page 285.

**202.g. Vacation Recommendations**

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

**Credited Years of Service Vacation Recommendation**

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

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

1 **202.h. 2017 Equitable Compensation**

2 The Commission recommends the following items be included in the Annual  
3 Conference Equitable Compensation Plan for 2017.

4  
5 **Estimated Costs associated with a Full Elder:**

	<b>2016</b>	<b>2017</b>
6		
7		
8		
9		
10		
11		
12		
	<b>2016</b>	<b>2017</b>
7	(1) \$ 35,900	\$ 37,300
8	(2) \$ 17,600	\$ 17,600
9	(3) \$ 9,200	\$ 9,300
10	(4) \$ 13,500	\$ 13,500
11	(5) \$ 800	\$ 800
12	<b>\$ 77,000</b>	<b>\$ 78,500</b>

- 13 (1) May be broken out between gross base salary, other cash compensation,  
14 utilities allowance and parsonage-related allowances as identified on the  
15 Clergy Financial Support Worksheet in sections I & II.
- 16 (2) Where parsonage is not provided. See 202.k. of this document for further  
17 explanation.
- 18 (3) Actual cost may vary. The amount listed is an estimate from the  
19 Conference Benefits Office.
- 20 (4) This is the amount charged to a church with 100-200 members.
- 21 (5) This amount is the minimum as set by the Annual Conference. The basis  
22 for this recommendation is found in ¶ 258.2g(8) and ¶ 351.4 of *The 2012*  
23 *Book of Discipline*.

24  
25 **202.i. Equitable Compensation**

26 The Commission on Equitable Compensation administers the Equitable  
27 Compensation Fund to assure each pastor receives a minimum compensation  
28 approved by the annual conference (Paragraph 625.3 *The 2012 Book of*  
29 *Discipline*). The Commission will make disbursements from the Equitable  
30 Compensation Fund in accordance with *The 2012 Book of Discipline*, ¶ 342,  
31 ¶ 624 and ¶ 625.

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

35 Churches may not receive salary supplementation funds from both  
36 Congregational Development and the Commission on Equitable Compensation.  
37 A local church that demonstrates the ability to maintain a full-time pastor may  
38 apply to its district superintendent for a grant. It is recommended that the  
39 Cabinet and the Commission on Equitable Compensation use available  
40

resources to limit the number of consecutive years a church can receive  
Equitable Compensation Funds. 1 2

Before a pastor can receive Equitable Compensation Funds, approval 3  
must be obtained from the bishop, cabinet and the Commission on Equitable 4  
Compensation. In order for a pastor to receive Equitable Compensation Funds, 5  
for the coming conference year, the Commission must receive a request from 6  
the pastor's district superintendent by May 31. This request must include the 7  
following information: district, church name, pastor's name, and a breakdown 8  
of the funds that are being requested. If a request must be made for the period of 9  
January 1-June 30, this request must be received by the Commission by 10  
November 30. In extreme situations the cabinet may request funds at any time. 11

The Commission will assemble advisory material including but not 12  
limited to denominational resources, annual conference resources and such 13  
information helpful in understanding and establishing compensation in The 14  
United Methodist Church. The Commission will provide such material and/or 15  
consultants from the Commission upon request by district superintendents, 16  
committees on Staff/Pastor Relations or any event where such information 17  
would be beneficial in developing or maintaining an effective compensation 18  
package or program. The Commission will be responsible for making adequate 19  
requests from the Conference Council on Finance and Administration as needed 20  
for approval of budget and expenditures. 21

If Equitable Compensation Fund requests exceed the approved 22  
conference budgeted amounts for the Equitable Compensation Fund, the 23  
Commission is required to notify the Conference Council on Finance and 24  
Administration. 25

The Commission shall report to the annual conference the charges and 26  
the clergy members receiving Equitable Compensation Funds or who have 27  
received disbursements from the Equitable Compensation Fund during the past 28  
calendar year, including the number of years such funds have been disbursed to 29  
the charge and the clergy member. 30

**202.j. Evangelism / Stewardship Seminar** 31 32

Any church or charge receiving Equitable Compensation Funds from the annual 33  
conference will be required to attend a seminar dealing with, but not limited to, 34  
stewardship and evangelism. The pastor(s) will be required to be in attendance, 35  
with other key leaders of the church or charge. This seminar will be conducted 36  
by Connectional Ministries in conjunction with the Commission on Equitable 37  
Compensation. 38

39  
40

1       **202.k. Guidelines and Standards for Housing Allowance and Parsonage**

2 Every church must provide adequate housing for its pastor. The church or  
3 charge may meet this need by means of a parsonage or by providing a housing  
4 allowance sufficient to buy or rent a home in the area served by the church.  
5 The minimum housing allowance for 2017 is \$17,600. Any exceptions to this  
6 minimum must be approved by the district superintendent. The allowance  
7 should respect the Internal Revenue Service regulations and rulings. The  
8 housing allowance should be clearly established, recorded in the Charge  
9 Conference minutes and excluded from Box 1 but listed in Box 14 in the W-2  
10 form provided to the pastor. It is recommended that if a pastor has any  
11 questions concerning his compliance with the IRS regulations, he/she should  
12 consult a professional tax consultant or a Certified Public Accountant.

13  
14       **202.l. Minimum Standards for Church-provided Parsonages**

15 These guidelines are intended to offer direction and goals for local church  
16 leaders in decisions regarding the construction of new parsonages and/or the  
17 upgrading and maintenance of existing parsonages. While the Commission  
18 understands that many parsonages within the annual conference do not meet  
19 these minimum standards, it is expected that measures will be taken by the local  
20 church to bring their parsonage(s) within these standards by 2016. In addition to  
21 these standards, it is expected that everything in the parsonage will be in  
22 working order.

23 1. **Bedrooms:** The parsonage shall have three or four bedrooms of at least 120  
24 square feet each with ample lighted closets in each. The master bedroom shall  
25 have its own bath. It is recommended that the master bedroom be located on the  
26 main level. At least one bedroom and bath shall be on the main level.

27 2. **Bathrooms:** There shall be at least two full baths in the house.

28 3. **Kitchen:** The kitchen shall be large enough for family eating space or a  
29 breakfast nook as well as built-in cabinets, double sink, cooking range, self-  
30 cleaning oven, and frost-free refrigerator with a large freezer and ice maker.

31 4. **Climate control:** Central heat and air are required, along with insulation to  
32 meet present day building codes. Energy efficient windows and doors are to be  
33 provided in order to conserve energy. Screens must also be provided for all  
34 windows.

35 5. **Office:** An office with adequate office equipment and furniture shall be  
36 provided either at the parsonage or at the church.

37 6. **Living/Dining Area:** There shall be common living space consisting of a  
38 living room, family/recreational room, and dining room for entertaining.

7. **Floor coverings:** The church shall provide proper floor coverings in the parsonage with either carpeting or hardwood flooring in living spaces and tiled or vinyl flooring in the kitchens and bathrooms. 1  
2  
3
8. **Window treatments:** The church shall provide blinds or shades for all windows. Curtains may be provided but are not required. 4  
5
9. **Telecommunications:** The parsonage shall have connections for cable or satellite television, telephone and high-speed internet. If these services are desired and activated by the pastor, the fees for such services shall be paid by the pastor. 6  
7  
8  
9
10. **Utility area:** There shall be an indoor utility area to include an automatic clothes washer and dryer provided by the church. 10  
11
11. **Wiring/Plumbing:** All wiring and plumbing must conform to present day codes and are to provide for present and future needs in order that all appliances and computer equipment may be used safely. All receptacles must be properly grounded. 12  
13  
14  
15
12. **Security and Safety:** The church shall provide smoke alarms and fire extinguishers. Carbon monoxide detector/alarms should be installed near the furnace, kitchen and water heater areas and sleeping areas if said appliances use gas. All exterior doors shall have dead bolt locks. It is recommended that the church also provide a security system for the parsonage with the pastor paying for the monitoring services. 16  
17  
18  
19  
20  
21
13. **Parsonage grounds:** Parsonage grounds should have foundation shrubbery, shade trees and adequate yard space for children. It is recommended that the church provide lawn maintenance service for the parsonage; if not, a powered lawn mower must be provided for the parsonage. The mower should be a riding mower if the yard is larger than ½ acre. Maintenance of the mower is the responsibility of the church. A fenced play area is recommended. 22  
23  
24  
25  
26  
27
14. **Garage/Carport and storage:** A two-car garage or covered carport shall be provided and a minimum of 120 square feet of outdoor storage space shall be provided. 28  
29  
30
15. **Insurance:** An amount of insurance equal to at least 80% of the replacement value of the parsonage and church-owned contents should be carried by the church (fire and extended coverage). The pastor must carry adequate insurance to cover the pastor and the pastor's family's personal belongings and furnishings. The church does not insure the pastor's personal belongings either at the parsonage or the church building. 31  
32  
33  
34  
35  
36
16. **Parsonage Updates:** All parsonages shall be updated or renovated to conform as nearly as possible to the suggested minimum standards in these 37  
38  
39  
40

1 guidelines. Please note, all parsonages are expected to be in compliance with  
2 the minimum standards by 2016.

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

## 6 **202.m. General Guidelines for Parsonages**

### 7 **Guidelines for Privacy:**

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

### 13 **Guidelines for Care of Property:**

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

### 20 **Guidelines for Parsonage Upkeep:**

21 1. It is recommended that the church's annual budget include a parsonage fund  
22 equivalent to at least 3% of the value of the property for the purpose of repairs,  
23 maintenance, pest control and insurance. Unused yearly funds should be placed  
24 in an interest bearing account to be used for capital expenses of the parsonage  
25 to include the future purchase of a new parsonage where the current does not  
26 meet minimum parsonage standards.

27 2. The parsonage family shall be consulted in the selection of color schemes,  
28 window treatments and equipment.

29 3. The parsonage shall be kept well painted inside and out.

30 4. Every parsonage shall have a parsonage file. The parsonage file is to be  
31 maintained by the parsonage family and shall include all guarantees, repair  
32 parts lists, instructions for use of equipment, and an inventory of all church-  
33 owned contents. The file shall also include a maintenance log which will list  
34 when and from whom items were purchased, who to call for repairs, when and  
35 by whom improvements were made, and any other information helpful to future  
36 parsonage families. A pictorial record, preferably in video format, should be  
37 taken as soon as possible on or after each moving day. This record will be  
38 invaluable for insurance purposes in case of fire or other catastrophe. It also  
39 would serve as a record of the parsonage's initial condition. An extra copy of  
40

the pictorial record and the parsonage file shall be updated and stored in a secure place away from the parsonage. 1  
2

**Guidelines for Pets and Guide or Service Animals:** 3

Keeping animals outside the parsonage is recommended. It is understood, however, that family pets, guide or service animals kept inside the home bring much comfort and joy. Therefore, if they are kept inside the parsonage, the following guidelines must be met: 4  
5  
6  
7

1. The church trustees must be kept informed of any pet inside or outside the parsonage. 8  
9

2. Only a domestic pet, which will be defined as a small dog, cat, caged bird or aquarium fish can be kept in the parsonage. Guide and service animals are not to be considered pets. Any other animal requires the approval of the church trustees. Also, more than one indoor pet or service animal requires the approval of the trustees. 10  
11  
12  
13  
14

3. All damages incurred by any pet or service animal will be the responsibility of the pastor and will be reported to the church trustees and assessed. Payment for repairs should be immediate, but no later than moving day. Flea and tick treatment is required. 15  
16  
17  
18

4. Upon the change of the parsonage family, if animals have been kept inside, the parsonage family must make an extra effort to thoroughly clean the entire parsonage to eliminate any evidence of the animals having been present, which includes fleas, ticks, pet hair, pet dander, stains, excrements, etc. This cleaning would include having all carpet / rugs professionally cleaned. 19  
20  
21  
22  
23

**Guidelines for Smoking:** 24

There shall be no smoking inside the parsonages. 25

**Guidelines for Handling Unusual Damages:** 26

The Pastor/Staff Relations Committee and the Board of Trustees shall have regular inspections of the parsonage (see **Mandatory parsonage review guidelines** below). This will permit all parties to review the general condition of the parsonage in order to identify deficiencies of the parsonage and define programs and time schedules for improvement. 27  
28  
29  
30  
31

1. Any unusual damages caused by the parsonage family shall be reported to the district superintendent. 32  
33

2. Unusual damages caused by the parsonage family shall be paid for by the pastor involved. Various approaches for repayment of damage repair expenses may be necessary, including but not limited to the following: 34  
35  
36

a. Creating a repayment schedule which may follow the pastor to his/her next appointment. 37  
38

39  
40

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

3 **Guidelines for Utilities:**

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

10 **Mandatory Parsonage Review Guidelines:**

- 11 1. A meeting concerning the parsonage will be conducted each year prior to  
12 charge conference.
- 13 2. This meeting will be held in the parsonage and will include a mandatory  
14 review of the entire parsonage—inside and out.
- 15 3. The attendance of the following individuals is expected: the pastor, the  
16 trustee chairperson, the parsonage committee chairperson, and the  
17 chairperson of the pastor/staff relations committee (see *The 2012 Book of*  
18 *Discipline*, ¶2533.4) If the pastor has a spouse, he/she should also be  
19 included.
- 20 4. The specific date can be set any time during the year, but it must be set at  
21 least two weeks prior to the church's annual charge conference with all  
22 parties agreeing to the date set.
- 23 5. Even though this mandatory meeting takes place to satisfy a disciplinary  
24 requirement, it is recommended that other parsonage committee meetings be  
25 held to consider parsonage improvements and other concerns.
- 26 6. A parsonage report, detailing the findings and recommendations made  
27 during the meeting will be completed and signed by all in attendance at the  
28 parsonage review. This report will be submitted to the district superintendent  
29 during the charge conference. One copy of the report shall be placed in the  
30 parsonage file at the parsonage and a second copy shall be kept is kept at the  
31 church or away from the parsonage grounds.
- 32 7. Any concern by either the pastor or church may be addressed at a later  
33 meeting. The district superintendent may become involved, if deemed  
34 necessary by either party.
- 35 8. Continual patterns of parsonage abuse will be documented and stored in  
36 each pastor's file.

37 **Check lists when a parsonage is being vacated:**

38 A check list shall be completed when a parsonage family is moving away from  
39 parsonage. It is the responsibility of the parsonage family to thoroughly clean  
40



the parsonage and grounds. It is not the responsibility of the church to clean.	1
The checklist when vacating a parsonage shall include checks for:	2
1. Windows cleaned inside.	3
2. Window blinds/shades cleaned.	4
3. Rugs and carpets vacuumed (shampooed if needed, professionally cleaned if pets or service animals were kept in the parsonage).	5
4. All hard surface floors cleaned.	6
5. All appliances cleaned.	7
6. All cabinets cleaned inside and out.	8
7. Basement, closets and shelving cleaned.	9
8. Light bulbs replaced as necessary.	10
9. Bathrooms thoroughly cleaned, including fixture, tile grout, shower doors/curtains, medicine cabinets, walls and floors.	11
10. Garage, carport and outside buildings swept and left orderly. The lawn shall be left in a well-maintained order.	12
11. All trash is properly disposed. (It is recommended that the church provide an extra refuse container during move week.)	13
12. A list of all items needing the attention of the parsonage committee. The checklist when moving into a parsonage shall be used by the incoming pastor to rate items on the move out list as excellent, satisfactory or poor.	14
	15
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**202.n. 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.

**202.o. Pastors Receiving Equitable Compensation in 2015-2016**

<u>Clergy Eq. Comp.</u>	<u>Received</u>	<u>Classification</u>	<u>Years on E. C.</u>	
Mike Broome	\$38,093	FE	2	30
Hubert Brown	\$46,186	FE	19	31
Theresa Coleman	\$35,000	FE	1	32
Robert Crawford	\$32,186	FE	13	33
Marcus Dixon	\$47,686	FE	2	34
Deborah Holloway	\$22,827	PE	1	35
Ronald Johnson	\$25,784	FE	7	36
Karen Lyons	\$36,509	FE	2	37
Moses Woodruff	\$39,588	FE	4	38
				39
				40

**202.p. Churches Receiving Equitable Compensation in 2015-2016**

<b>Church</b>	<b>District</b>	<b>Eq. Comp. Receive</b>	<b>Continuous. Years on E.C</b>	<b>Appt. Paid For 2015</b>
Bentley Hill	GRFN	\$25,784	5	103%
The Bridge	NWST	\$38,093	2	0%
Clarkston	AMRY	\$36,509	2	100%
Flat Shoals	ADOX	\$46,186	12 plus years	100%
Metropolitan	ROCA	\$22,827	1	100%
Redemption Community	ACPK	\$32,186	4	60%
Poplar Springs	ACPK (on charge with Redemption Comm.)			52%
Riverdale	GRFN	\$35,588	4	100%
St. Mark (Fairburn)	ACPK	\$47,686	2	18%
Walnut Grove	ATHN	\$35,000	1	24%

**202.q. Churches receiving equitable compensation due to the less than full payment of their pastor's Pension and Insurance premiums in 2015:**

<b>Church</b>	<b>District</b>	<b>Amount</b>
Atlanta Bethany	AROS	\$14,296
Bowen	ADOX	\$20,518
The Bridge	NWST	\$17,440
Faith	GRFN	\$12,197
Harvest Point	GRFN	\$5,413
Jones Memorial	GRFN	\$13,599
St. Paul (Summit St.)	GNSV	\$6,956
Warren Temple	LAGR	\$5,166

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

<b>Salary and Housing Data for “pastors-in-charge” appointed to a Church at above Minimum Salary (Does not include associate pastors)</b>				
<b>Total Members</b>	<b># in this category</b>	<b>Avg. Salary + Utilities</b>	<b>Avg. Housing Allowance</b>	<b># of churches with Housing Allowance</b>
<b>4500 plus</b>	10	\$163,242	\$35,944	8
<b>2500-4499</b>	19	\$130,195	\$30,429	17
<b>1500-2499</b>	25	\$98,890	25,625	18
<b>1000-1499</b>	31	\$84,358	23,363	25
<b>750-999</b>	25	\$79,988	\$21,484	13
<b>500-749</b>	40	\$66,100	\$21,240	23
<b>300-499</b>	88	\$54,091	\$18,890	44
<b>200-299</b>	48	\$48,153	\$18,903	25
<b>100-199</b>	62	\$43,467	\$18,946	19
<b>99 and less</b>	8	\$36,476	\$18,375	4

<b>Average Salaries and Utilities for <u>All</u> those appointed to a church at minimum salary or above</b>		
<b>Atlanta Districts</b>	231	\$64,916
<b>Non Atlanta Districts</b>	246	\$59,361
<b>All Districts</b>	477	\$62,051

<b>Average Housing Allowance by district <u>all</u> those appointed to a church at minimum salary or above</b>		
<b>District</b>	<b>Avg. Housing Allowance</b>	<b>Number of Churches</b>
Atl. / College Park	\$22,432	23
Atl./ Decatur / Oxford	\$19,689	26
Atl. / Marietta	\$22,625	35
Atl. / Emory	\$21,608	41
Atl. / Roswell	\$24,833	46
Augusta	\$20,590	22
Athens / Elberton	\$22,167	15
Gainesville	\$21,648	20
Griffin	\$21,079	19
LaGrange	\$20,710	17
Northwest	\$18,674	12
Rome / Carrollton	\$21,278	12
<b>Atlanta Districts</b>	\$22,474	172
<b>Non Atlanta Districts</b>	\$20,973	116
<b>All Districts</b>	\$21,870	288

**203. Episcopacy Committee**

In providing counsel, dialog, support, encouragement and honest feedback, the Episcopacy Committee endeavors to live out its responsibilities of assisting our episcopal leader in leading the North Georgia Conference in ways that exhibit growth and innovation. By advising him of concerns that affect relationships within the annual conference, together we develop a unity of spirit toward effective leadership and ministry. The Episcopacy Committee is grateful to Bishop and Mrs. Watson for their gracious support as we work together on behalf of the North Georgia Conference.

The past conference year was filled with rewards and challenges as together we struggled with issues unique to a large and diverse conference. Together we worked with the varied opinions regarding Simpsonwood. We

celebrated together the continued decline of the conference indebtedness. We  
counseled on issues ranging from the newest church starts to churches which  
were in existence before our first annual conference 150 years ago.

With Bishop Watson’s retirement announcement, the committee shifted  
gears from looking forward to the return of our episcopal leader to the  
realization of change. In cooperation with the cabinet, our Jurisdictional  
Episcopacy Committee representatives and the entire conference, we have been  
prayerfully working to discern God’s will for the gifts and graces we would  
anticipate in a new episcopal leader.

With the change in leadership and the relocation of the Conference  
Center, the question of the location of the episcopal residence inevitably arose.  
The existing residence is structurally sound, in need of no major repair and fully  
paid for. There will be routine maintenance, clean-up and painting before the  
arrival of our new bishop. However, any decision on relocation has been  
deferred until after consultation with the new bishop.

The year has been one of great challenges and great rewards. As the  
quadrennium draws to a close we bid the Watsons farewell with our love and  
best wishes and look forward to the journey that awaits us in the new  
quadrennium and our next 150 years as the North Georgia Conference.

Skip Matson, Chair

## **204. Conference Personnel, Policy and Practices Committee (CPPPC)**

### **204.a. Background and Context**

In 2015, the Annual Conference approved the following two recommendations  
from CPPPC for 2016:

- Increase base salary of the Cabinet by 1.7% (from \$122,172 to \$124,249)  
effective January 1, 2016. This resulted in a \$24,923 increase to the  
budget. There was no recommended change to housing allowance.
- Increase Conference staff salary by 2.5% effective January 1, 2017. This  
resulted in a \$44,558 increase to the conference budget.

Over the past three years, CPPPC has done extensive research to determine an  
appropriate approach for setting Cabinet compensation. Research has focused  
on two areas:

1. Establishing an appropriate salary range given the scope and  
requirements for the job of district superintendent; and

- 1           2. Understanding how other annual conferences approach Cabinet salaries  
2           (formulas or year-to-year modifications).  
3

4           CPPPC is confident that the current salary range for Cabinet positions is  
5 appropriate given research findings. That said, annual adjustments would be  
6 required to maintain this range.

7           Further, CPPPC has completed two years of research in partnership with  
8 GCF&A to better understand the methodology used across the denomination for  
9 setting this salary year to year. As presented last year, most conferences  
10 responding use some type of formula to determine annual Cabinet  
11 compensation. Examples of benchmark formulas include alignment with  
12 conference average compensation (ranging from 120% to 180%), alignment  
13 with top pastor averages (from top 5 to top 25) and combinations of COLA and  
14 CPI.<sup>1</sup>

15           Based on our experience within the North Georgia Conference and  
16 survey findings, we feel strongly that a formulaic approach should be adopted  
17 on a quadrennium basis.  
18

19           **204.b. District Superintendent Compensation Planning Recommendation**

- 20           1. CPPPC recommends the following formula for setting Cabinet (district  
21 superintendent) salary for the following quadrennium: Each year, Cabinet  
22 salary will increase by COLA + 1% with a total increase cap at 3.5%. As  
23 COLA is 0% this year, Cabinet salaries would increase by 1% in 2017 (from  
24 124,249 to 125,491) resulting in a \$14,904 increase to the conference  
25 budget.  
26           2. CPPPC recommends no change in housing allowance.  
27

28           **204.c. Methodist Center Compensation Planning Recommendation**

- 29           1. CPPPC recommends an increase in Methodist Center staff compensation  
30 by 2.5% effective January 1, 2017; however, the resulting salary for any  
31 clergy position must not exceed the Cabinet salary. This will result in  
32 \$49,513 increase to the conference budget.  
33

34           **CPPPC Planning for Next Quadrennium: Standing Rules**

35           Currently, Standing Rule K.14 provides for a personnel committee which is  
36 responsible for the functions of the BoD ¶ 613.13. Membership is comprised of  
37

38           <sup>1</sup> COLA is the Cost of Living Adjustment published annually by the U.S. Government Social Security  
39 Administration. CPI is the Consumer Price Index and is typically considered within an area (e.g., Seattle  
40 metropolitan area)

paid staff as well as committee chairs. The current system provides for conflicts of interest and is also difficult to manage as the personnel and financial administration functions are so closely related. This has created challenges and inefficiencies in the current process.

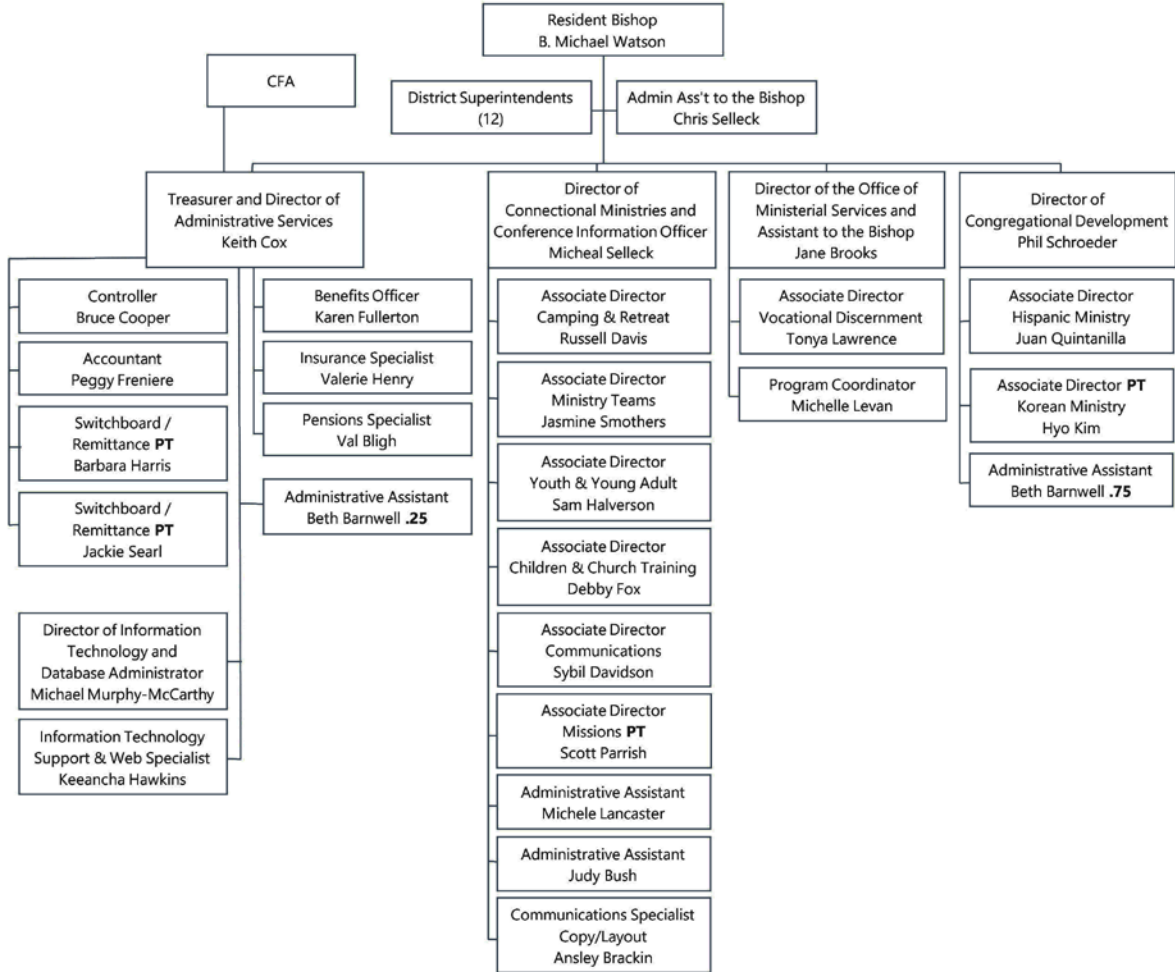
CPPPC supports the proposed Standing Rule changes that would abolish the CPPPC as a stand-alone committee and move the function of human resources administration into a subcommittee of the Conference Council on Finance and Administration.

Jill Irvin, co-chair  
Sondra Jones, co-chair

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## 204.d. Staff Position Chart

### North Georgia Annual Conference - Staff Organization Chart





**205. North Georgia Conference Housing and Homeless Council**

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

The council awards grants twice a year to churches and non-profit agencies across North Georgia that provide housing and other essential services to persons experiencing homelessness and poverty. From 1990 through 2015, the HHC has awarded grants totaling \$4,481,810. Council members conduct site visits to the applicants and make recommendations to the council for funding.

The theme of the 2015 Homeless Offering was “Offer a Helping Hand to Someone in Need” and was collected on February 22, 2015. 100% of the Homeless Offering goes to ministries serving those experiencing poverty and homelessness. Total 2015 offering receipts were \$168,897. The Housing Trust Fund, held with the Georgia United Methodist Foundation, ended the year with a value of \$1,323,669.00. Most of the administrative expenses of the Housing and Homeless Council are paid from this fund, which allows us to allocate 100% of the offering to our grants.

During 2015, the HHC awarded grants in total of \$173,545. (\$121,482 in capital and \$52,063 in operational). Homeless Offering funds which come in after grants are distributed in November are added to the next year’s grants.

2015 was a year of transition for the HHC. At annual conference 2015, Virginia Tinsley retired after 12 years of dedicated service as the director of the council. Laura Rappold began in this position in July of 2015. The council is extremely grateful to Tinsley and her tireless work on behalf of those who are in need. Additionally, the director’s office was moved from Briarcliff UMC to Decatur First UMC in January 2016. The council deeply appreciates the hospitality of both of these churches. As we move forward into 2016, we are grateful for the strong foundation that has been laid for the council and eagerly anticipate our future.

Jo (Elna) Sheetz, Chair  
Laura Rappold, Director

**Capital Grants 2015**

1		
2		
3	Abba House	\$5,200.00
4	Action Ministries Gainesville	\$6,000.00
5	Action Ministries Rome	\$6,000.00
6	Breakthru House	\$5,200.00
7	Bright Star UMC	\$3,000.00
8	Drake House	\$3,200.00
9	Essence of Hope	\$3,700.00
10	Family Promise Augusta	\$1,800.00
11	Garden of Gethsemane Homeless Shelter	\$6,000.00
12	Glenn Memorial UMC	\$1,500.00
13	Habitat for Humanity – N Ctrl GA (Cherokee)	\$3,000.00
14	Habitat for Humanity Griffin Area	\$3,000.00
15	Habitat for Humanity Gwinnett County	\$3,000.00
16	Habitat for Humanity of Hall County	\$3,000.00
17	Habitat for Humanity Towns/Union County	\$3,000.00
18	Habitat – Greene County	\$2,700.00
19	Habitat – North Central GA (Forsyth)	\$2,700.00
20	Habitat – Rome/Floyd	\$2,700.00
21	HOPE Through Divine Intervention	\$2,700.00
22	MUST Ministries	\$8,814.00
23	MUST Ministries	\$5,200.00
24	New Beginnings for Gilmer County	\$2,700.00
25	Salvation Army Athens	\$6,000.00
26	Salvation Army Atlanta Metro Area Command	\$6,000.00
27	Salvation Army Augusta	\$5,200.00
28	Salvation Army Gainesville	\$5,168.00
29	Salvation Army Toccoa	\$6,000.00
30	Smyrna First UMC	\$3,000.00
31	Square Foot Ministry	\$3,000.00
32	Warren Memorial UMC	\$3,000.00

**Operational Grants 2015**

33		
34		
35		
36	Action Ministries Covington	\$1,250.00
37	Action Ministries Athens	\$1,500.00
38	Action Ministries Atlanta	\$1,500.00
39	Action Ministries Feed the Hungry	\$1,500.00

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Action Ministries Housing	\$1,500.00	1
Brookhaven UMC	\$1,500.00	2
Central UMC	\$1,500.00	3
Chatsworth First UMC	\$1,250.00	4
Clarkston UMC	\$1,500.00	5
Colbert UMC – In the Middle Meals	\$500.00	6
Collins Memorial UMC	\$1,250.00	7
Druid Hills Night Shelter/Journey Men's Shelter	\$1,500.00	8
Family Promise Cobb	\$1,250.00	9
Family Promise of Bartow County	\$1,500.00	10
Flat Shoals UMC	\$1,420.00	11
Hart Interdenominational	\$1,250.00	12
Haven House	\$1,250.00	13
Interfaith Outreach Home	\$1,250.00	14
Intown Collaborative Ministries	\$1,500.00	15
Jasper County Family Connection	\$1,250.00	16
Jerusalem House, Inc.	\$1,500.00	17
Living Room	\$693.00	18
Maple Ave UMC	\$500.00	19
Meals by Grace	\$1,250.00	20
Metropolitan UMC	\$1,500.00	21
Midtown Assistance Center	\$1,500.00	22
Mt. Zion UMC Atlanta	\$1,500.00	23
MUST – Elizabeth Inn	\$1,250.00	24
MUST Ministries – Cherokee	\$1,500.00	25
Norcross Cooperative	\$1,250.00	26
North Fulton Community Charities, Inc. (NFCC)	\$1,500.00	27
Rivertown UMC	\$700.00	28
Rock Spring UMC	\$1,500.00	29
Shepherd's Staff Ministries, Inc	\$1,500.00	30
Sugar Hill UMC	\$1,250.00	31
Sweetwater Mission, Inc. (formerly C.A.M.P.)	\$1,500.00	32
The Extension	\$750.00	33
Trinity Community Ministries	\$1,250.00	34
Trinity UMC	\$1,250.00	35
Union Chapel UMC (New Hope Ministry)	\$1,500.00	36
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## 206. Conference Statistician

Each year results of the End-of-Year report are compiled, providing evidence of how the North Georgia Annual Conference has done numerically and statistically during the previous year. The report is based on data which each pastor is responsible to record, to the best of their knowledge.

The End-of-Year report summary for 2015 indicates that for a third consecutive year, we have again experienced a relatively flat line growth pattern. For the third straight year, the report revealed an increase in the number of persons engaged in mission. Also, for the third straight year, an increase in the number of persons served by community ministries of outreach, justice and mercy was reported. The report showed an increase in the number of small group interests, especially among young adults. We continue to note an over-all decline in the average attendance of weekly Sunday School and weekly worship.

Some of the End-of-Year report highlights for 2015 are:

- A slight increase in total membership.
- A slight decrease in the percentage of racial / ethnic membership.
- An increase in the number of small group interests, especially among young adults.
- For the third straight year, a significant increase in the number of persons served by community ministries of outreach, justice, and mercy.
- An over-all decline in the average attendance of weekly Sunday School and weekly worship.

The detailed 2015 statistical report is available for each church, each district, and the North Georgia Conference as a whole, at [www.ngumc.org/eoy](http://www.ngumc.org/eoy).

I am grateful for the support team of cabinet and conference members, including the conference treasurer, director of accounting, director of information technology, support specialist of information technology, district superintendents, district statisticians, and each appointed pastor who completed their report in a spirit of integrity.

Darris Baker, Conference Statistician

**207. Trustees of the North Georgia Conference  
of the Methodist Church, Inc.**

The past twelve months have been a busy period for the trustees. As directed by the called session of annual conference on October 25, 2014, the trustees appointed a conference relocation committee and charged it with bringing a recommendation to the trustees to secure a new location for the conference offices. The trustees established the criteria for the new location to be availability, visibility, accessibility, affordability, functionality and sustainability. A space planner and real estate consultant were hired to work with the relocation subcommittee to consider possible locations and determine how best to meet the established criteria.

The trustees unanimously agreed with the recommendation to move the United Methodist Center to 1700 Century Circle NE near Clairmont Road and I-85. Conference staff moved into the new space on September 23, 2015. See lease funding analysis in Simpsonwood/NGC Capital for Relocation – Revised 12/31/2015 report.

At the 2015 annual conference, the conference approved the recommendation of the trustees related to the disposition of Camp Wesley, Inc. *That the NGC Board of Trustees recommends to the annual conference that Camp Wesley, Inc. be dissolved by September 15, 2015 and that the Trustees receive the assets, including liquid assets, and that the Board of Trustees, with consultation and assistance by the Conference Camp and Retreat Ministries, develop criteria to ensure that the received assets are used to enable underprivileged children to attend and participate in camping opportunities.*

The trustees engaged Haddow and Company to conduct a market analysis and provide an estimated valuation for the property. Subsequent to the receipt of the report from Haddow, the trustees received proposals from three different real estate firms that are located in the general market area of the property.

During the review of the proposals, the trustees received an unsolicited offer for purchasing the property “as is,” with an attendant real estate commission less than the going rate. The offer price, expressed as a dollar amount per acre, was well within the amounts provided by the Haddow firm. The trustees voted to accept the offer and, on November 20, 2015, the purchase was finalized and closing documents executed.

Net proceeds from the sale were approximately \$900,000. Those proceeds, coupled with the transfer of liquid assets, totaled almost \$2.2 million,

1 which will provide a fund for camping opportunities for underprivileged youth.  
2 The fund named “The Wesley Fund,” will be administered by North Georgia  
3 Camp and Retreat Ministries with reporting of its use to, and oversight by, the  
4 conference trustees.

5 In February 2016, the conference trustees agreed to terms with Action  
6 Ministries to sublease the “bottom floor” of the new UM Center. The sublease  
7 encompasses the entire 10,844 square feet, and will result in savings to the  
8 Conference of \$247,000 over the life of the lease. See details on “Action  
9 Ministries Sublease Analysis 2.25.2015” report.

10 The trustees have undertaken a review of all the Statements of Covenant  
11 Relationship between the North Georgia conference and its various related  
12 agencies/ministries. All revised statements have been agreed to by both the  
13 trustees and the respective agencies, and were reviewed by the conference  
14 chancellor. Our intent is for the statements to accurately reflect all the terms of  
15 the relationships, as many were out of date. Further, our intent is to engage in  
16 such a review on an annual basis going forward.

17 Your board of trustees is honored to have served the conference in these  
18 various tasks and initiatives in 2015 and 2016. With gratitude, we acknowledge  
19 those who have faithfully served on the conference trustees and now rotate off  
20 the board. Thank you for the trust you have placed with us.

21 John Simmons, Chair  
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## 207.a. Projection of Lease Expenses/Fund Balance (Relocation)

### Simpsonwood/NGC Capital for Relocation-Revised 12/31/2015

Main Floor sq ft		15,708	
Bottom Floor sq ft		10,845	
Gross Proceeds to Fund Relocation		<u>\$2,822,669</u>	
Less:			
Moving Exp		\$40,156	
Chapel-Expenses to move-project abandoned		\$42,944	
Existing Building Prep		\$16,376	
Out of Pocket Tenant Improvements and FF&E		<u>\$481,558</u>	
		<u>\$581,034</u>	
Less: First 4 months lease expense:		<u>\$64,370</u>	
Net to fund lease/acquisition		<u>\$2,177,265</u>	
Investment Returns		\$103,420	
Less:			
Lease cost	Year 1	\$126,425	1/1/16-9/30/16
Fund Balance 6/30/16		<b>\$2,154,260</b>	
Investment Returns		\$102,327	
Less:			
Lease Cost	Year 2	\$331,239	10/1/16-9/30/17
Fund Balance 6/30/17		<b>\$1,925,348</b>	
Investment Returns		\$91,454	
Less :			
Lease Cost	Year 3	\$339,722	10/1/17-9/30/18
Fund Balance 6/30/18		<b>\$1,677,080</b>	
Investment Returns		\$96,432	
Less:			

## 207.a. Projection of Lease Expenses/Fund Balance (Relocation), continued

Lease Cost	Year 4	\$348,518	10/1/18-9/30/19
Fund Balance 6/30/19		<b>\$1,424,994</b>	
Investment Returns		\$81,937	
Less:			
Lease Cost	Year 5	\$357,629	10/1/19-9/30/20
Fund Balance 6/30/20		<b>\$1,149,303</b>	
Investment Returns		\$66,085	
Less:			
Lease Cost	Year 6	\$366,896	10/1/20-9/30/21
Fund Balance 6/30/21		<b>\$848,491</b>	
Investment Returns		\$48,788	
Less:			
Lease Cost	Year 7	\$376,321	10/1/21-9/30/22
Fund Balance 6/30/22		<b>\$520,958</b>	
Investment Returns	Year 7.5	\$29,955	
Less:			
Lease Cost	Final 6 months	\$193,109	10/1/22-3/31/23
<b>Fund Balance 3/31/23</b>		<b><u>\$357,805</u></b>	

### NOTES:

1. The Annual Conference will need to start financially planning for the future space requirements-i.e.-continue to lease or relocate and/or build
2. Lease expenses reflected are net of an assumed \$12,000 per year currently budgeted in the Episcopal O
3. These projections include the effect of subleasing the bottom floor to Action Ministries, Inc., effective 7
4. Investment returns assumed to be 4.75% through year 3, then increasing to 5.75%



## 207.b. Sublease Analysis

### Action Ministries Sublease Analysis 2 25 2016

	sq.ft.	Month 1-12	Month 13-24	Month 25-36	Month 37-48	Month 49-60	Month 61-72	Month 73-78
	10,844	\$16.25	\$16.70	\$17.16	\$17.63	\$18.11	\$18.61	\$19.12
Total "Built Out" Sub Lease Expense		<b>\$176,215</b>	<b>\$181,061</b>	<b>\$186,040</b>	<b>\$191,156</b>	<b>\$196,413</b>	<b>\$201,814</b>	<b>\$207,364</b>
Less: Current Lease Expense-Conference		\$65,064	\$66,853	\$68,692	\$70,581	\$72,522	\$74,516	\$76,565
Incremental Lease Expense -Bottom Floor		\$111,151	\$114,208	\$117,348	\$120,575	\$123,891	\$127,298	\$130,799
Total Sublease Exp (above)		<u>\$176,215</u>	<u>\$181,061</u>	<u>\$186,040</u>	<u>\$191,156</u>	<u>\$196,413</u>	<u>\$201,814</u>	<u>\$207,364</u>
<b>Sublease Rate Per SF</b>		<b>\$13.25</b>	<b>\$13.61</b>	<b>\$13.99</b>	<b>\$14.37</b>	<b>\$14.77</b>	<b>\$15.17</b>	<b>\$15.59</b>
Total Sublease Revenue		\$143,683	\$147,587	\$151,708	\$155,828	\$160,166	\$164,503	\$169,058
<b>Conference Net Sublease Expense</b>		<b>\$32,532</b>	<b>\$33,474</b>	<b>\$34,333</b>	<b>\$35,328</b>	<b>\$36,247</b>	<b>\$37,311</b>	<b>\$38,306</b>
Current Bottom Floor Net Expense		\$65,064	\$66,853	\$68,692	\$70,581	\$72,522	\$74,516	\$76,565
<b>Lease Expense Savings Resulting from Sublease</b>		<b>\$32,532</b>	<b>\$33,379</b>	<b>\$34,359</b>	<b>\$35,253</b>	<b>\$36,275</b>	<b>\$37,205</b>	<b>\$38,259</b>
								<b>\$247,262</b> (a)

(a) Aggregate savings vs current lease over the remaining life of the lease

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 increased 0.4  
6 percentage points compared to 2014 (the two best years in ten years), reflecting  
7 the combined effects of reducing the apportionment budgets, improving  
8 economic conditions and continued strong support from our churches. Total  
9 apportionment payments were \$21,645,161, a decrease of \$749,767 from 2014.  
10 However, the 2015 budget was \$893,000 less than 2014. In other words, the  
11 conference asked for less, and received less, though not proportionally less.  
12 Payments to Conference and General Advances, and to special offerings,  
13 totaled \$1,913,678 compared to \$1,637,212 in 2014.

14 The North Georgia Conference paid a total of \$6,196,968 in General  
15 Church apportionments in 2015, which reflects a payment rate of 92.1%. We  
16 remain the largest contributor to General Church apportionments.

17 The Athens-Elberton District achieved the highest percentage of  
18 apportionments paid: 98.2%. Atlanta-Roswell was a close second at 98.0%. The  
19 Augusta District achieved the highest percentage increase year over year: 4.2  
20 percentage points.

21 80.0% of our churches paid 100% of their apportionments in 2015, same  
22 as 2014.

23 The Treasury and Benefits Offices continue to emphasize the provision  
24 of up-to-date financial administration information for local churches, including  
25 information from various government agencies. We focus on providing  
26 information on administrative best practices and benefits information via our  
27 website, while also interpreting applicable statutes and regulations and  
28 answering questions specific to individual churches, laity and clergy.

29 The annual conference audit and the district office reviews will be  
30 substantially concluded prior to Annual Conference session. The conference  
31 audit for 2014 is posted on the North Georgia Conference website, and the 2015  
32 audit will be posted upon completion.

33  
34 **208.b. Investment Summary**

35  
36 Conference funds are invested strictly in accordance with the Investment  
37 Guidelines approved by the annual conference in 2014 and published in the  
38 Annual Conference Journal. The Conference Investment Committee meets to  
39 review the investment performance and to insure compliance with the policy.  
40

Investment maturities and rates of return vary based on projections of cash needs, as well as both short and intermediate term investment performance. Loss on invested balances in 2015 was approximately 2.5% (primarily unrealized). The loss occurred mainly as a result of poor 3<sup>rd</sup> quarter investment market conditions.

Total investments at December 31, 2015 were \$60,143,210, of which \$48,741,960 represents investments designated for health and pension benefits programs.

**Thanks to Treasury and Benefits Staff!**

Members of the Treasury, Benefits and Information Technology consistently perform excellent work and provide great service to our churches and members. In addition, this year, our dedicated employees from these departments were instrumental in facilitating a smooth transition to the new UM Center offices:

- Val Bligh
- Bruce Cooper
- Peggy Freniere
- Karen Fullerton
- Barbara Harris
- Keeancha Hawkins
- Valerie Henry
- Michael Murphy-McCarthy
- Jackie Searl

Thanks to our great staff for their diligence and thanks to the members of the annual conference for your ongoing support.

Keith M. Cox, CTP, MBA  
 Conference Treasurer and  
 Director of Administrative Services

## 208.c. Exhibit I: Comparative on Receipts

### Office of the Treasurer Exhibit I: Comparative on Receipts (YTD Through December 31, 2015 )

District	2014				2015					
	Apport.	Payment	%		Apport.	Payment	%			
<b><u>North Georgia Conference</u></b>										
Ministerial Support	\$2,608,100	\$367,813	\$2,445,739	93.8%	\$2,486,252	\$324,513	\$2,338,396	94.1%	0.3%	
Retired Ministers Pension & Insurance Benefits	\$6,436,016	\$885,303	\$6,008,742	93.4%	\$6,241,492	\$850,374	\$5,861,780	93.9%	0.5%	
Conference Administration	\$1,713,934	\$246,229	\$1,597,755	93.2%	\$1,717,690	\$238,484	\$1,616,389	94.1%	0.9%	
Conference Benevolences	\$2,071,164	\$294,287	\$1,944,342	93.9%	\$2,039,648	\$273,176	\$1,916,253	94.0%	0.1%	
Capital Funding	\$530,987	\$73,267	\$495,519	93.3%	\$238,494	\$9,623	\$244,933	102.7%	9.4%	
Higher Education	\$1,099,586	\$163,387	\$1,030,693	93.7%	\$1,199,997	\$166,697	\$1,129,165	94.1%	0.4%	
Church Development	\$2,100,014	\$319,756	\$1,961,481	93.4%	\$2,264,502	\$322,427	\$2,126,107	93.9%	0.5%	
Simpsonwood Conference and Retreat Center	\$550,002	\$84,998	\$512,689	93.2%	\$91,664	(\$28,297)	\$120,852	131.8%	38.6%	
<b>Group Sub-Total</b>	<b>\$17,109,803</b>	<b>\$2,435,039</b>	<b>\$15,996,958</b>	<b>93.5%</b>	<b>\$16,279,739</b>	<b>\$2,156,997</b>	<b>\$15,353,875</b>	<b>94.3%</b>	<b>0.8%</b>	
<b><u>General Church</u></b>										
Black College Fund	\$473,361	\$68,859	\$445,233	94.1%	\$470,284	\$59,700	\$436,546	92.8%	-1.3%	
Ministerial Education Fund	\$1,186,738	\$174,788	\$1,097,281	92.5%	\$1,178,922	\$158,573	\$1,087,893	92.3%	-0.2%	
Interdenominational Cooperation Fund	\$92,770	\$12,081	\$83,546	90.1%	\$92,261	\$12,160	\$84,228	91.3%	1.2%	
World Service Fund	\$3,456,701	\$498,384	\$3,217,794	93.1%	\$3,433,973	\$478,361	\$3,165,114	92.2%	-0.9%	
Africa University Fund	\$105,920	\$13,995	\$99,645	94.1%	\$105,225	\$13,544	\$99,019	94.1%	0.0%	
Episcopal Fund	\$1,009,342	\$145,620	\$933,354	92.5%	\$1,029,920	\$139,029	\$944,565	91.7%	-0.8%	
General Administration Fund	\$417,174	\$59,366	\$387,856	93.0%	\$414,505	\$54,044	\$379,604	91.6%	-1.4%	
<b>Group Sub-Total</b>	<b>\$6,742,006</b>	<b>\$973,094</b>	<b>\$6,264,709</b>	<b>92.9%</b>	<b>\$6,725,090</b>	<b>\$915,412</b>	<b>\$6,196,968</b>	<b>92.1%</b>	<b>-0.8%</b>	
<b><u>Southeastern Jurisdiction</u></b>										
SEJ's Mission and Ministry Fund	\$142,953	\$19,138	\$133,261	93.2%	\$96,315	\$16,199	\$94,318	97.9%	4.7%	
<b>Group Sub-Total</b>	<b>\$142,953</b>	<b>\$19,138</b>	<b>\$133,261</b>	<b>93.2%</b>	<b>\$96,315</b>	<b>\$16,199</b>	<b>\$94,318</b>	<b>97.9%</b>	<b>4.7%</b>	
<b>Sub-Total</b>	<b>\$23,994,762</b>	<b>\$3,427,271</b>	<b>\$22,394,927</b>	<b>93.3%</b>	<b>\$23,101,144</b>	<b>\$3,088,609</b>	<b>\$21,645,161</b>	<b>93.7%</b>	<b>0.4%</b>	
Special Offerings			\$777,977				\$1,092,554	\$314,577	40.4%	
Conf. Advance Specials			\$669,973				\$582,415	(\$87,558)	-13.1%	
General Advance Specials			\$189,262				\$238,709	\$49,447	26.1%	
<b>Total</b>			<b>\$24,032,140</b>				<b>\$23,558,839</b>		<b>-2.0%</b>	
INCREASE (DECREASE) IN TOTAL FUNDS COMPARED TO PRIOR YEAR								<b>(\$473,301)</b>		

## 208.d. Exhibit II: Apportionment Payments by District

### Office of the Treasurer Exhibit II

#### Apportionment Payments by District (Through December 31, 2015 )

District	2014			2015			
	Apport.	Payment	%	Apport.	Payment	%	
Athens Elberton	\$1,547,413	\$1,499,965	96.9%	\$1,522,414	\$1,495,188	98.2%	1.3%
Atlanta College Park	\$2,213,423	\$2,131,114	96.3%	\$2,190,212	\$2,123,212	96.9%	0.6%
Atlanta Decatur Oxford	\$1,619,474	\$1,518,272	93.8%	\$1,558,091	\$1,429,136	91.7%	-2.1%
Atlanta Emory	\$3,004,344	\$2,609,829	86.9%	\$2,841,711	\$2,491,750	87.7%	0.8%
Atlanta Marietta	\$3,190,996	\$2,878,631	90.2%	\$2,907,747	\$2,532,394	87.1%	-3.1%
Atlanta Roswell	\$3,213,454	\$3,130,627	97.4%	\$3,219,999	\$3,156,083	98.0%	0.6%
Augusta	\$1,749,257	\$1,609,494	92.0%	\$1,666,630	\$1,603,825	96.2%	4.2%
Gainesville	\$1,974,965	\$1,892,328	95.8%	\$1,892,226	\$1,845,102	97.5%	1.7%
Griffin	\$1,353,745	\$1,266,641	93.6%	\$1,330,733	\$1,271,759	95.6%	2.0%
LaGrange	\$1,515,774	\$1,397,728	92.2%	\$1,437,045	\$1,335,012	92.9%	0.7%
Northwest	\$1,307,402	\$1,226,107	93.8%	\$1,258,004	\$1,197,918	95.2%	1.4%
Rome Carrollton	\$1,304,515	\$1,234,193	94.6%	\$1,276,332	\$1,163,782	91.2%	-3.4%
<b>Conference Totals</b>	<b>\$23,994,762</b>	<b>\$22,394,927</b>	<b>93.3%</b>	<b>\$23,101,144</b>	<b>\$21,645,161</b>	<b>93.7%</b>	<b>0.4%</b>
<b>Increase (Decrease) in Apport. Payments ( 2014 vs. 2015 )</b>					<b>(\$749,767)</b>		
<b>Percent Increase (Decrease)</b>					<b>-3.3%</b>		

## 208.e. Net Assets as of 12/31/14 and 12/31/15

North Georgia Conference  
Fund Balances  
As of 12/31/2014 and 12/31/2015

	Fund Balances 12/31/2014 Audited	Fund Balances 12/31/2015 Unaudited	Change
<b>Unrestricted Undesignated</b>			
CFA Reserve	\$2,130,472	\$2,790,359	\$659,887
<b>Unrestricted Designated</b>			
Connectional Ministries	187,945	172,143	(15,802)
Board of Ordained Ministries - Transitioning	191,479	195,747	4,268
Conference Ministerial Education Fund	604,094	486,706	(117,388)
Church Development			
Liquid	866,977	890,416	23,439
Non-liquid	123,263	116,579	(6,684)
Total Church Development	990,240	1,006,995	16,755
Disaster Response	48,815	39,668	(9,147)
Benefits Programs			
Current Benefits Reserve	10,105,785	7,425,024	(2,680,761)
Pre - 1982 Pension	9,886,903	8,921,738	(965,165)
Future Retiree Medical Reserve	(15,324,392)	(10,541,306) (d)	4,783,086
Total Benefits Programs	4,668,296	5,805,456	1,137,160
Board of Trustees - Methodist Ctr, Episcopal Res.	2,480,709	2,737,813	257,104
Board of Laity	121,586	143,881	22,295
Housing and Homeless Council	1,453,261	1,369,818	(83,443)
Charles Barnes Fund for Church Development	873,396	895,396	22,000
Simpsonwood Chapel Maintenance Fund	409,502	0	(409,502)
Simpson Bequest Fund	0	443,898	443,898
Camp Wesley Campership Fund	0	2,145,264	2,145,264
All Other Unrestricted Designated (a)	99,217	94,751	(4,466)
<b>Total Unrestricted Designated</b>	<b>12,128,540</b>	<b>15,537,536</b>	<b>3,408,996</b>
<b>Total Temporarily Restricted (b)</b>	<b>2,780,561</b>	<b>2,749,891</b>	<b>(30,670)</b>
<b>Total Permanently Restricted (c)</b>	<b>346,217</b>	<b>338,795</b>	<b>(7,422)</b>
<b>Total Fund Balances</b>	<b>\$17,385,790</b>	<b>\$21,416,581</b>	<b>\$4,030,791</b>

(a) Episcopal Office, Archives & History

(b) 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

(c) Superannuate Fund, Culpepper Fund

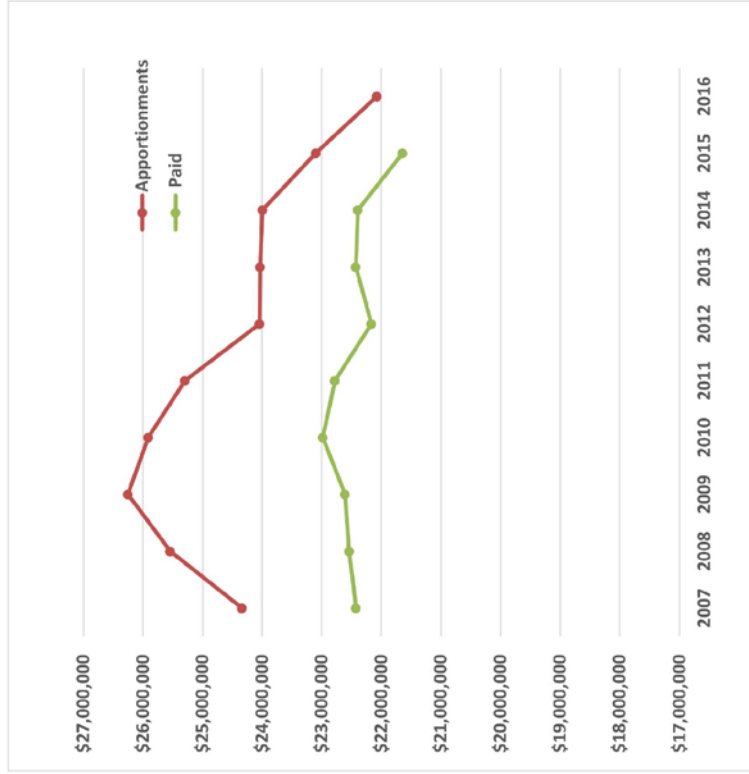
## 208.f. Ministry Percentage of Total Conference Budget

	2010	2011	2012	2013	2014	2015	2016	Recommended 2017
Area I	\$2,574,423	\$2,694,543	\$2,524,607	\$2,568,108	\$2,608,100	\$2,486,252	\$2,681,234	\$2,654,781
Area IV	\$1,869,526	\$1,630,015	\$1,325,143	\$1,829,112	\$2,071,164	\$2,039,648	\$2,466,795	\$2,451,795
Area VI	\$1,227,231	\$1,091,761	\$952,232	\$1,019,087	\$1,099,586	\$1,199,997	\$1,284,000	\$1,384,000
Area XII	\$2,290,196	\$2,033,999	\$1,930,992	\$1,920,755	\$2,100,014	\$2,264,502	\$2,543,694	\$2,535,000
Total	\$7,961,376	\$7,450,318	\$6,732,974	\$7,337,062	\$7,878,864	\$7,990,399	\$8,975,723	\$9,025,576
Total Conf Line Items	\$18,312,388	\$17,793,671	\$16,835,501	\$17,190,093	\$17,109,803	\$16,279,739	\$15,310,728	\$15,231,235
<b>Ministry %</b>	<b>43.48%</b>	<b>41.87%</b>	<b>39.99%</b>	<b>42.68%</b>	<b>46.05%</b>	<b>49.08%</b>	<b>58.62%</b>	<b>59.26%</b>

## 208.g. Apportionment History 2007-2014

### North Georgia Conference Apportionment History 2007 - 2016

Year	Apportionments	Paid	%
2007	24,340,000	22,424,822	92.1%
2008	25,541,139	22,540,120	88.3%
2009	26,252,000	22,610,043	86.1%
2010	25,910,000	22,983,171	88.7%
2011	25,295,042	22,778,152	90.0%
2012	24,042,979	22,165,590	92.2%
2013	24,036,372	22,426,752	93.3%
2014	23,994,762	22,394,927	93.3%
2015	23,101,144	21,645,161	93.7%
2016	22,075,556		





## 208.h. Investment Schedule

	As of Dec. 31, 2015
Investments	
Investment - General Board of Pension/Wespath	\$36,076,177
Investment - GA UM Foundation	20,545,506
Investment - GA UM Foundation CD Program	2,835,600
Investment - United Methodist Development Fund	510,135
Investment - UM Connectional FCU	102,189
Investment - Vanguard/Wellington Trust	59,415
Investment - Wells Fargo Stock (Designated)	14,188
Total Investments	\$60,143,210

## 208.i. Investment Policy Statement

### Definition and Purpose

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

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

The purpose of this policy is as follows:

- to establish the responsibilities of the **Investment Committee (Committee)**, as well as those of the service providers hired to help implement the Investment Policy;

- 1 • to clearly define investment goals, and other operational guidelines;
- 2 • to establish asset allocation parameters, risk tolerance and an investment
- 3 strategy that is consistent with the investment goals and guidelines;
- 4 • to establish effective communication procedures between the Committee
- 5 and the investment managers; and
- 6 • to create a formal review process for reviewing this Investment Policy
- 7 Statement.

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

14  
15 The standard of care when making decisions is the Prudent Expert Standard,  
16 defined as:

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

### 21 **Delineation of Responsibilities**

22 (1)The Conference Council on Finance and Administration (CFA) is  
23 responsible for establishing principles, policies, standards and guidelines for the  
24 investment of all monies, assets and properties of the conference.  
25

26  
27 (2)The Investment Committee shall perform all operational functions and make  
28 recommendations for changes to this investment policy to the CFA for  
29 approval.  
30

31 (3)The CFA is ultimately responsible for the financial integrity and oversight of  
32 the annual conference financial resources. Under this IPS all operational and  
33 implementation of policy decisions are delegated to the Investment Committee.  
34 The Investment Committee will report to the CFA, and the CBOPHB, at least  
35 semi-annually. Any significant deviations from the goals determined by the  
36 Investment Committee shall be reported to the Investment Committee and CFA.  
37  
38  
39  
40

**Organization of the Investment Committee**

The committee members shall number **seven** and be headed by a chairperson voted on by the Committee and approved by the CFA and CBOPHB. The members’ individual terms shall not exceed **eight years** and shall be staggered to provide for continuity and experienced leadership. Committee membership shall consist of a representatives each from the CFA and CBOPHB.

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

- to define **and develop investment goals, and other operational guidelines;**
- to designate the investment managers and to discharge investment managers;
- to require all portfolios be managed with appropriate consideration to the social principles of The United Methodist Church;
- to monitor and evaluate the performance results and risk posture of the investment manager(s);
- to establish effective communication procedures between the Committee, the Council, the staff and the outside service providers;
- to monitor and control investment expenses;
- to delegate the execution and administration of certain Committee responsibilities as appropriate to the Conference Treasurer who serves as its staff;
- to carry out any other duties required for the legal operation of the investments, including but not limited to hiring outside vendors to perform various services.

**Statement of Purpose and Financial Requirements**

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

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

- **Program Funds shall be used to advance the ministries of the North Georgia Annual Conference.**

**Investment Managers and Benchmarks**

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

**Target Asset Allocations and Rebalancing Guidelines**

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

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

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

**General Fund**

Target Allocation

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

**Deposit Account**

Target Allocation

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

## **Healthcare Deposit Account**

### Target Allocation

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

### **Equities**

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

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

### **Fixed Income**

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

### **Mutual funds, commingled funds, and funds in general**

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

1 **Socially Responsible Investment Guidelines**

2 As an annual conference of The United Methodist Church we are committed to  
3 implementation of the socially responsible investment policies in *The Book of*  
4 *Discipline*.

5  
6 “*Socially Responsible Investments*—It shall be the policy of The United  
7 Methodist Church that all general Boards and agencies, including the  
8 General Board of Pension and Health Benefits, and all administrative  
9 agencies and institutions, including hospitals, homes, educational  
10 institutions, annual conferences, foundations and local churches, shall, in the  
11 investment of money, make a conscious effort to invest in institutions,  
12 companies, corporations or funds whose practices are consistent with the  
13 goals outlined in the Social Principles; and shall endeavor to avoid  
14 investments that appear likely, directly or indirectly, to support racial  
15 discrimination, violation of human rights, sweatshop or forced labor,  
16 gambling, or the production of nuclear armaments, alcoholic beverages or  
17 tobacco, or companies dealing in pornography, or the management or  
18 operation of prison facilities. The Boards and agencies are to give careful  
19 consideration to shareholder advocacy, including advocacy of corporate  
20 disinvestment.”

21  
22 **Communication and Responsibility**

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

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

29 The investment manager shall provide the Investment Committee:

- 30 • Quarterly or as necessary:
- 31 ➤ a report of the portfolio’s holdings; and
  - 32 ➤ a review of the investment performance
  - 33 ➤ a commentary of investment results in light of the current
  - 34 investment environment and the goals and guidelines;
  - 35 ➤ a review of the key investment decisions and the rationale for these
  - 36 decisions
  - 37 ➤ a discussion of the manager’s outlook and what specific decisions
  - 38 this outlook may indicate;
- 39  
40

- any recommendations as to changes in goals and guidelines in light of material and sustained changes in the capital market; and 1
- any significant change in the manager’s investment outlook, ownership or key employees. 2
- A report of current investment mix and variance from target (if any) 3
- A report on changes in target allocation 4

**Records**

The CFA, CBOPHB and the Investment Committee shall keep a proper and prudent paper trail of all important documents, meeting minutes and other information relating to the management of the Fund. They shall be available at: 10

**Address: 1700 Century Circle NE, Suite 100, Atlanta GA 30345** 11

**Custodian of the Records: Conference Treasurer** 12

The recommendations and approved changes to the investment policy may be incorporated directly into the policy as a revision and restatement or noted in the addendum until such time as the investment policy is revised and restated. 13

**Revised 3/24/15** 14

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

The work of the Council on Finance and Administration (CF&A) to develop a fiscally sound and responsive budget for the North Georgia Conference is both a blessing and a challenge. The prayerful consideration of our local churches who continue to demonstrate the strengths of our connectional system through their faithful response in giving is a definite priority. Likewise, the ministry needs of our annual conference and global work, which are a similar priority, demand we carefully examine the many deserving requests for funding which inevitably stretch the conference’s revenue expectations. The work of the CF&A this year began on February 15, 2016 as we prayerfully began to receive 2017 budget requests. 25

The context of our work was: These factual circumstances require that financial prudence and spiritual balance combine to produce a responsible recommended budget that proportionally increases ministry and proportionally decreases institutional costs. The members of the Council feel that we were able to achieve that goal. The recommended 2017 budget is \$22,182,891 or 35

1 \$107,335 (0.468%) higher than the 2016 budget. The increase is due in large  
2 part to an increase in the estimated 2017 General Church apportionments. This  
3 is the first time in eight years that the budget (or recommended budget) has  
4 increased. The summary is as follows: Conference mission/ministry program  
5 budgets are up, institutional/legacy costs are down, and General Church line  
6 items increased by 3.2%.

7 CF&A is adhering to its own recommendations regarding competitive  
8 proposals for services. Audit fees and bank fees both were substantially reduced  
9 as a result of a formal “Request for Proposal” effort. Combined savings  
10 approach \$60,000 per year as a result of this initiative. We encourage other  
11 ministries and agencies to be alert to the opportunity to reduce non-ministry  
12 expenses via a process of requesting comparative proposals.

13 CF&A believes that we need to continue to plan for a future that includes  
14 the ability to fully fund our obligations without unduly burdening the future  
15 operating budgets of our local churches. As a part of this, we recommend the  
16 continuance of establishing reserves for matters such as retirement obligations,  
17 medical obligations, future campus / rental needs and general budgetary  
18 reserves, and our recommended budget includes these planning matters.

19 There is very positive news as we look to the future. The North Georgia  
20 Foundation for Retired Ministers contributed \$4 million toward the pre-1982  
21 unfunded liability in April 2016. This payment allows the conference to achieve  
22 “full funded status” (utilizing GBOPHB Funding Plan assumptions) for the pre-  
23 1982 plan in 2016.

24 North Georgia United Methodists have faced financial challenges to be  
25 sure. But the economy has improved, membership increased, the conference’s  
26 balance sheet is the strongest that it has been in over a decade, our faith remains  
27 strong, our outlook positive, our attitude joyous and our giving worthy of  
28 celebration! Together, we will continue to work in all ways and in all places to  
29 be obedient to the mission of the United Methodist Church: To Make Disciples  
30 of Jesus Christ for the Transformation of the World. Thank you for all you do  
31 for Christ through our partnership in the UMC.

32 Sean Taylor, CPA, Chair  
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<b>208.k. 2016 Council on Finance and Administration Recommendations</b>	1
	2
1. We recommend that the conference elect Keith M. Cox as the Conference Treasurer and Director of Administrative Services.	3
	4
	5
2. We recommend that each district continue to be responsible for funding of conference expenses for its at-large delegates. Funding levels will be at the discretion of the respective district superintendent.	6
	7
	8
	9
3. We recommend that lay volunteers serving on annual conference committees and task forces be reimbursed their mileage costs at the prevailing IRS employee rate.	10
	11
	12
	13
4. We recommend in addition to those observances set by the General Conference (defined in 2012 <i>Book of Discipline</i> Paragraph 262), the following special days, with offerings, but without quotas, be observed in 2017: Homeless Offering (last Sunday in February), Mother’s Day Offering for Wesley Woods Senior Living (Mother’s Day, second Sunday in May), Murphy-Harpst (third Sunday in July), Golden Cross (third Sunday in August), United Methodist Children’s Home Amazing Grace Offering (third Sunday in September), Aldersgate Homes (fourth Sunday in October), Action Ministries (first Sunday in December).	14
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5. We recommend that each of the following be permitted to have one direct mail appeal for funds in 2017: the United Methodist Children’s Home; Action Ministries; Aldersgate Homes, Inc; and the World Methodist Evangelism Institute.	24
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6. We recommend that all special day offerings be scheduled through the Director of Connectional Ministries so as to avoid calendar conflicts.	29
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	31
7. We recommend the adoption of the apportionment formula approved at Annual Conference 2006, and used each year since, as described in the 2017 <i>Recommended Budget Interpretation</i> , which is attached.	32
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	35
8. We recommend that all churches and conference-related agencies ensure that their internal control systems are adequate to safeguard their assets as well as to insure compliance with completing an annual audit pursuant to section 58(4)(d) of the 2012 <i>Book of Discipline</i> . For churches whose operating budgets are less	36
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1 than \$500,000, we recommend that those churches consider utilizing the “Local  
2 Church Audit Guide” to fulfill their audit obligation.

3  
4 9. We recommend that local churches institute or update risk management  
5 practices and procedures to protect church assets, employees and volunteers.  
6 This includes expeditiously moving to comply with practices defined in the  
7 “Safe Sanctuaries” program and to monitor compliance with that program.

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

13  
14 11. We recommend that all key third party providers of professional services be  
15 reviewed by the appropriate department/ministry for efficacy every three years.  
16 The review(s) will be forwarded to CFA for its input. (For those who have  
17 recently been reviewed, one will not be necessary until no later than 6/30/20).

18  
19 12. We recommend that a “request for proposal process” be utilized for the  
20 provision of all external professional services for conference-funded ministries.

21  
22 13. We recommend that a joint committee of CFA, CBOT and the Cabinet  
23 continue to jointly study district office administration with the goal of ensuring  
24 that best practices are utilized. We further recommend that a report be made to  
25 Annual Conference about the results of the study during annual conference  
26 session 2017.

## 208.I. Recommended 2017 Budget

North Georgia Annual Conference  
Budget Summary  
2017 Budget - Recommended by CFA

		2015 Approved Budget	2015 Expended	2015 Exp vs Appr %	2016 Approved Budget	2017 Recommended Budget	2017 vs 2015 Exp Inc/(Dec) Amount	2017 vs 2015 Exp Inc/(Dec) %	2017 vs 2016 Budget Inc/(Dec) Amount	2017 vs 2016 Budget Inc/(Dec) %
<b>Area I</b>	<b>Min Support/Equitable Comp</b>									
	Resident Bishop	80,000	75,123	93.9%	81,400	124,000	48,877	65.1%	42,600	52.3%
	Dist Supts Compensation	1,798,662	1,773,309	98.6%	1,829,239	1,847,531	74,222	4.2%	18,292	1.0%
	District AA's Pension/Insurance	0	0	-	100,000	80,000	80,000	-	(20,000)	-20.0%
	Equitable Comp Fund	200,000	271,371	135.7%	325,000	325,000	53,629	19.8%	0	0.0%
	Board of Ordained Min	407,600	245,232	60.2%	345,595	278,250	33,018	13.5%	(67,345)	-19.5%
	<b>Total Min Support/Eq Comp</b>	<b>2,486,262</b>	<b>2,365,035</b>	<b>95.1%</b>	<b>2,681,234</b>	<b>2,654,781</b>	<b>289,746</b>	<b>12.3%</b>	<b>(26,453)</b>	<b>-1.0%</b>
<b>Area II</b>	<b>Ret Min Pension and Ins</b>									
	Retiree Health Ins Premiums	2,350,000	2,170,959	92.4%	2,325,000	2,225,000	54,041	2.5%	(100,000)	-4.3%
	Office Admin	265,500	263,462	99.2%	275,000	285,000	21,538	8.2%	10,000	3.6%
	Disability Premiums	226,000	168,635	74.6%	195,000	187,000	18,365	10.9%	(8,000)	-4.1%
	Future Ret Medical Ins Reserve	0	0	-	0	500,000	500,000	-	500,000	-
	Pre 1982 Pension Funding	3,400,000	4,000,000	117.6%	1,500,000	1,000,000	(3,000,000)	-75.0%	(500,000)	-33.3%
	<b>Total Ret Min Pen and Ins</b>	<b>6,241,500</b>	<b>6,603,056</b>	<b>105.8%</b>	<b>4,295,000</b>	<b>4,197,000</b>	<b>(2,406,056)</b>	<b>-38.4%</b>	<b>(98,000)</b>	<b>-2.3%</b>
<b>Area III</b>	<b>Administration</b>									
	Annual Conf Session and Rel	216,000	276,977	128.2%	215,000	185,000	(91,977)	-33.2%	(30,000)	-14.0%
	Treasurer and Admin Services	578,000	576,815	99.8%	600,000	615,000	38,185	6.6%	15,000	2.5%
	Office of Ministerial Services	371,705	380,971	102.5%	440,005	401,159	20,188	5.3%	(38,846)	-8.8%
	CFA	127,000	123,802	97.5%	115,000	115,000	(8,802)	-7.1%	0	0.0%
	Cabinet Expenses	50,000	52,212	104.4%	50,000	50,000	(2,212)	-4.2%	0	0.0%
	Board of Trustees	125,000	118,831	95.1%	85,000	92,500	(26,331)	-22.2%	7,500	8.8%
	<b>Total Administration</b>	<b>1,467,705</b>	<b>1,529,608</b>	<b>104.2%</b>	<b>1,505,005</b>	<b>1,458,659</b>	<b>(70,949)</b>	<b>-4.6%</b>	<b>(46,346)</b>	<b>-3.1%</b>

## 208.I. Recommended 2017 Budget, continued

North Georgia Annual Conference  
Budget Summary  
2017 Budget - Recommended by CFA

		2015 Approved Budget	2015 Expended	2015 Exp vs Appr %	2016 Approved Budget	2017 Recommended Budget	2017 vs 2015 Exp Inc/(Dec) Amount	2017 vs 2015 Exp Inc/(Dec) %	2017 vs 2016 Budget Inc/(Dec) Amount	2017 vs 2016 Budget Inc/(Dec) %
<b>Area IV</b>	<b>Conference Benevolences</b>									
	Connectional Ministries:									
	Ministry Teams	216,500	202,655	93.6%	310,000	300,000	97,345	48.0%	(10,000)	-3.2%
	N Ga Camp and Retr Min	290,000	272,600	94.0%	361,800	361,800	89,200	32.7%	0	0.0%
	Leadership ID and Dev	30,000	25,000	83.3%	30,000	30,000	5,000	20.0%	0	0.0%
	CM Office Support	879,841	812,858	92.4%	907,995	877,995	65,137	8.0%	(30,000)	-3.3%
	Communications Office	208,308	232,202	111.5%	247,000	247,000	14,798	6.4%	0	0.0%
	<b>Total Connectional Min</b>	<b>1,624,649</b>	<b>1,545,315</b>	<b>95.1%</b>	<b>1,856,795</b>	<b>1,816,795</b>	<b>271,480</b>	<b>17.6%</b>	<b>(40,000)</b>	<b>-2.2%</b>
	Action Ministries	500,000	468,500	93.7%	550,000	575,000	106,500	22.7%	25,000	4.5%
	Housing & Homeless Council	15,000	14,087	93.9%	15,000	15,000	913	6.5%	0	0.0%
	Ministry of the Laity	45,000	42,262	93.9%	45,000	45,000	2,738	6.5%	0	0.0%
	<b>Total Conf Benevolences</b>	<b>2,184,649</b>	<b>2,070,164</b>	<b>94.8%</b>	<b>2,466,795</b>	<b>2,451,795</b>	<b>381,631</b>	<b>18.4%</b>	<b>(15,000)</b>	<b>-0.6%</b>
<b>Area V</b>	<b>Capital Funding</b>									
	Capital Acquisition	35,000	27,438	78.4%	35,000	50,000	22,562	82.2%	15,000	42.9%
	Meth Center - L/T Repl Reserve	0	0	-	0	250,000	250,000	-	250,000	-
	Debt Service	58,500	8,251	14.1%	0	0	(8,251)	-100.0%	0	-
	<b>Total Capital Funding</b>	<b>93,500</b>	<b>35,689</b>	<b>38.2%</b>	<b>35,000</b>	<b>300,000</b>	<b>264,311</b>	<b>740.6%</b>	<b>265,000</b>	<b>757.1%</b>
<b>Area VI</b>	<b>Higher Ed &amp; Campus Ministry</b>	<b>1,200,000</b>	<b>1,129,165</b>	<b>94.1%</b>	<b>1,284,000</b>	<b>1,384,000</b>	<b>254,835</b>	<b>22.6%</b>	<b>100,000</b>	<b>7.8%</b>
<b>Area XII</b>	<b>Congregational Development</b>									
	Program Expenditures	1,770,698	1,642,021	92.7%	2,025,000	1,910,000	267,979	16.3%	(115,000)	-5.7%
	Office Support	493,802	615,646	124.7%	518,694	625,000	9,354	1.5%	106,306	20.5%

## 208.I. Recommended 2017 Budget, continued

North Georgia Annual Conference  
Budget Summary  
2017 Budget - Recommended by CFA

		2015 Approved Budget	2015 Expended	2015 Exp vs Appr %	2016 Approved Budget	2017 Recommended Budget	2017 vs 2015 Exp Inc/(Dec) Amount	2017 vs 2015 Exp Inc/(Dec) %	2017 vs 2016 Budget Inc/(Dec) Amount	2017 vs 2016 Budget Inc/(Dec) %
	<b>Total Congregational Dev</b>	2,264,500	2,257,667	99.7%	2,543,694	2,535,000	277,333	12.3%	(8,694)	-0.3%
<b>Area XIII</b>	<b>S'wood Conf and Retreat Ctr</b>	91,667	85,892	93.7%	0	0	(85,892)	-100.0%	0	-
	<b>Undes Res and Comp Full Pmt</b>	250,000	234,250	93.7%	500,000	250,000	15,750	6.7%	(250,000)	-50.0%
	<b>Total North Georgia Conference</b>	16,279,783	16,310,526	100.2%	15,310,728	15,231,235	(1,079,291)	-6.6%	(79,493)	-0.5%
<b>VII</b>	<b>Black College Fund</b>	470,284	436,546	92.8%	464,063	484,004	47,458	10.9%	19,941	4.3%
<b>VIII</b>	<b>Ministerial Education</b>	1,178,924	1,087,893	92.3%	1,163,327	1,213,374	125,481	11.5%	50,047	4.3%
<b>IX</b>	<b>Interdenominational Coop</b>	92,245	84,228	91.3%	91,025	94,895	10,667	12.7%	3,870	4.3%
<b>X</b>	<b>World Service Fund</b>	3,433,981	3,165,114	92.2%	3,388,466	3,534,282	369,168	11.7%	145,816	4.3%
<b>XI</b>	<b>Africa University</b>	105,232	99,019	94.1%	103,884	108,318	9,299	9.4%	4,434	4.3%
<b>XIV</b>	<b>Episcopal Fund</b>	1,029,926	944,565	91.7%	1,092,309	1,063,880	119,315	12.6%	(28,429)	-2.6%
<b>XV</b>	<b>General Church Admin</b>	414,500	379,604	91.6%	409,105	426,578	46,974	12.4%	17,473	4.3%
	<b>Total General Church</b>	6,725,092	6,196,969	92.1%	6,712,179	6,925,331	728,362	11.8%	213,152	3.2%
<b>Area XVI</b>	<b>Southeastern Jurisdiction</b>	96,333	94,318	97.9%	52,649	26,325	(67,993)	-72.1%	(26,324)	-50.0%
	<b>Total Budget</b>	23,101,208	22,601,813	97.8%	22,075,556	22,182,891	(418,922)	-1.9%	107,335	0.5%

1 **208.m. Interpretation of**  
 2 **Recommended 2017 Conference Apportionment Budget**  
 3

4 The recommended conference budget for 2017 is \$22,182,891, an increase of  
 5 \$107,335 versus the approved 2016 budget. Conference direct mission and  
 6 ministry budgets comprise 59.26% of the conference portion of the budget  
 7 versus 58.62% in 2016.

8 This budget includes the recommendations from CPPPC for a 1.0%  
 9 salary increase for the cabinet and 2.5% salary increase for UM Center staff  
 10 (including members of the "extended cabinet").

11 General Church apportionments are projected to increase by 3.2%.  
 12 Depending on actions taken by General Conference, this is subject to revision  
 13 subsequent to the release of this document.  
 14

15 **CONFERENCE FUNDS:**

16  
 17 **AREA I. MINISTERIAL SUPPORT**

18	Episcopal Residence/Office/Discretionary	\$ 124,000
19	District Superintendents' Compensation	1,847,531
20	District AA Pension/Ins	80,000
21	Equitable Compensation Fund	325,000
22	Board of Ordained Ministry	<u>278,250</u>
23	Total Area I	<u>\$ 2,654,781</u>

24  
 25 The Episcopal Residence and Office Fund provides the conference share of  
 26 financial support for the office and residence expense for North Georgia's  
 27 Resident Bishop. In 2017, the General Church's share of residence support is  
 28 \$10,000, while the General Church's share of office support is \$82,900. This  
 29 increase is due to an increase in the office rental at the new UM Center and  
 30 possible maintenance and repairs on the residence as we transition to a new  
 31 bishop.  
 32

33 The District Superintendents' Compensation line item represents salaries, health  
 34 insurance and pension benefits for the twelve (12) district superintendents of  
 35 our conference.  
 36  
 37  
 38  
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 40

The Equitable Compensation Fund enables our conference to ensure all appointed clergy will receive conference minimum compensation. 1  
2  
3

The Board of Ordained Ministry coordinates, with the cabinet, deployment and credentialing of clergy. Additionally, it coordinates the provision of support for conference clergy through myriad services, continuing education activities, seminars and counseling support, which is essentially a clergy-specific expanded EAP Program subsidized by the annual conference. This ministry enables our conference to meet the high standards and expectations of local church congregations. Note that there is a decrease for 2017, due to the use of \$100,000 of the Transitioning Fund balance for operational budget purposes. 4  
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<b>AREA II. RETIRED MINISTERS PENSION/INSURANCE</b>		13
Retired Minister Insurance Premiums	\$2,225,000	14
Benefits Office Staff and Admin Exp.	285,000	15
Retirees' Disability Premiums	187,000	16
Retirees' Past Service Pension (Pre-1982)	1,000,000	17
Retiree Medical Supplement Liability	<u>500,000</u>	18
Total Area II	<u>\$4,197,000</u>	19

Retired Minister Pension/Insurance reflects funding for the “market valuation” pre-1982 pension liability, as recommended by the Conference Board of Pensions. Please refer to the Conference Board of Pensions report for a more detailed discussion and analysis. 20  
21  
22  
23  
24

Also included is the OneExchange defined contribution funding for the Medicare Supplemental Insurance program for retired clergy. The amount is based on claims expenses passed on to the conference by the General Board of Pension and Health Benefits. The benefit per claimant is currently capped at \$3600/annum on the total number of claimants at 600. This program allows us to manage and address the retiree medical insurance **net** unfunded liability, estimated to be \$10,300,000 as of 12/31/2015. 25  
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**AREA III. ADMINISTRATIVE FUND** 33

Annual Conference Session/Journal/Handbook \$ 185,000 34

This line item is decreasing for 2017 due to the fact that 2016 is a general and jurisdictional conference year, which requires some additional expenses for certain extended cabinet members to attend. 35  
36  
37  
38

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

3  
4 Office of Treasurer/Admin/IT Services \$ 615,000

5 This office develops, maintains and administers a comprehensive plan of fiscal  
6 and administrative policies, processes and services for all the conference's  
7 administrative ministries. Additionally, the office provides workshops for  
8 clergy and laity who serve as church treasurers, financial secretaries, business  
9 administrators and finance committee chairpersons. This office also administers  
10 all conference databases and computer equipment. The computer systems  
11 manager also provides support for the district offices.

12  
13 Office of Ministerial Services and Spiritual Formation \$ 401,159

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

18  
19 BOT/"New" Methodist Center Operating Expenses \$ 92,500

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

22  
23 Council on Finance and Administration \$ 115,000

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

26  
27 Cabinet Expenses \$ 50,000

28 This represents expenses for cabinet members related to cabinet meetings,  
29 including annual conference session and Pastor's School.

30  
31 Total Area III \$1,458,659

32  
33 **AREA IV. CONFERENCE BENEVOLENCES**

34 **Connectional Ministries:**  
35 Administrative Support & Staff \$ 877,995  
36 Communications \$ 247,000  
37 Program/Ministry Teams \$ 300,000  
38 Camp and Retreat Ministries \$ 361,800

39  
40



Conference Leadership Development	<u>\$ 30,000</u>	1
		2
Sub Total Connect. Ministries	<u>\$1,816,795</u>	3
		4
<u>The Connectional Ministries</u> functions are responsible for equipping and training local church leaders for effective ministry.		5
		6
		7
<u>Action Ministries</u>	<u>\$ 575,000</u>	8
This ministry continues the transformation of communities by counteracting social issues such as poverty, hunger and homelessness. This represents an increase of \$25,000 over the 2016 budget.		9
		10
		11
		12
<u>Housing and Homeless Council</u>	<u>\$ 15,000</u>	13
This line item will help fund staffing and office expenses.		14
		15
<u>Ministry of the Laity</u>	<u>\$ 45,000</u>	16
The Conference Board of Laity fosters awareness of the role of laity both within the local congregation and through their ministries, develops and promotes stewardship, provides for training of lay members, provides support and direction for ministry of the laity and provides organization, direction and support for the development of local church leaders.		17
		18
		19
		20
		21
		22
Total Area IV	<u>\$2,451,795</u>	23
		24
<b>AREA V. CAPITAL FUNDING</b>		25
		26
<u>CAPEX</u>	<u>\$ 50,000</u>	27
This represents funding for office equipment, computers and replacement for three old PowerPoint projectors.		28
		29
		30
<u>UM Center Replacement Reserve</u>	<u>\$ 250,000</u>	31
This is included in order to build a reserve fund to either continue leasing the UM Center after lease expiration, or to have funding to consider building.		32
		33
		34
Total Area V	<u>\$ 300,000</u>	35
		36
		37
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1 **AREA VI. HIGHER EDUCATION AND CAMPUS MINISTRY**

2  
3 Total Area VI \$ 1,384,000

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

7  
8 **AREA XII. CONGREGATIONAL DEVELOPMENT**

9  
10 Total Area XII \$ 2,535,000

11 This proposed budget includes funding for the following activities:

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

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

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

23  
24 New Pastor Coaching- These funds are used to conduct the New Church  
25 Leadership Academy as well as to train assessment teams.

26  
27 **CONTINGENCY RESERVE** \$ 250,000

28  
29 **SUB TOTAL**  
30 2017 RECOMMENDED CONFERENCE BUDGET \$15,231,235

31  
32  
33 **GENERAL CHURCH FUNDS (ESTIMATED):**

34  
35 **AREA VII. BLACK COLLEGE FUND**  
36 Total Area VII \$ 484,004

37 This line item represents our denomination's support, via supplements, of the  
38 operations and capital funding of historically black colleges and medical  
39  
40

schools related to the United Methodist Church, including Clark Atlanta University and Paine College. 1  
2

**AREA VIII. MINISTERIAL EDUCATION FUND** 3  
4

Total Area VIII \$ 1,213,374 5

This ministry provides our churches financial support for the recruitment and education of our future pastors and bishops. Please note that our conference retains 25% of the fund balance for use in our conference. The retained fund balance as of 12/31/2015 is \$486,706. Scholarship grants can total \$1,000 per semester for undergraduate studies and \$2,500 per semester for seminary students with a lifetime maximum per student of \$20,000. 6  
7  
8  
9  
10  
11  
12

**AREA IX. INTERDENOMINATIONAL COOPERATION FUND** 13

Total Area IX \$ 94,895 14

This fund enables United Methodists to have a presence in the activities of ecumenical organizations, and provides our United Methodist share of the basic budgets of those organizations which relate to the ecumenical responsibilities of the Council of Bishops and the General Commission on Christian Unity and Inter-religious Concerns. Included in this fund in 2017 is support for: 15  
16  
17  
18  
19  
20

National Council of Churches	\$32,000	21
World Council of Churches	\$27,000	22
World Methodist Council	\$21,000	23
Pan-Methodist Commissions	\$ 3,000	24
Ecumenical/Multilateral Conv	\$10,000	25
Other	\$ 1,895	26

**AREA X. WORLD SERVICE FUND** 27  
28

Total Area X \$ 3,534,282 29

The World Service Fund enables our denomination to strengthen its evangelism efforts, stimulate church growth, expand Bible studies and enrich spiritual commitment. This fund allows us to share in a worldwide ministry, including support for missionaries. 30  
31  
32  
33  
34

**AREA XI. AFRICA UNIVERSITY** 35

Total Area XI \$ 108,318 36

This fund supports the development of the first private university for young men and women from all over Africa. Courses of study include agriculture, theology, medicine and dentistry, education, technology and management. 37  
38  
39  
40

1	<b>AREA XIV.</b>	<b>EPISCOPAL FUND</b>	
2		Total Area XIV	<u>\$ 1,063,880</u>
3	This fund pays the annual salaries (2016-\$147,081) and benefits of active		
4	bishops worldwide and some support for the retired bishops worldwide, funds		
5	the majority of the expenses related to episcopal offices and a portion of		
6	episcopal residence expenses. It also funds episcopal travel and moving		
7	expenses. 51 Jurisdictional and 18 Central Conference bishops receive support		
8	from this fund.		
9			
10	<b>AREA XV.</b>	<b>GENERAL ADMINISTRATION FUND</b>	
11		Total Area XV	<u>\$ 426,578</u>
12	This area funds those General Church activities that are specifically		
13	administrative in nature, such as the General Council on Finance and		
14	Administration, General Conference session, Archives and History and Judicial		
15	Council.		
16			
17	<b>SUBTOTAL</b>	<b>2017 EST GEN CHURCH BUDGET</b>	<u>\$ 6,925,331</u>
18			
19	For more information on the General Church Budget go to:		
20	<a href="http://www.gcfa.org/sites/default/files/u3/Financial_Commitment_Book_2013-2016_FINAL_1-23-13_w_Rpt_8_edit.pdf">http://www.gcfa.org/sites/default/files/u3/Financial_Commitment_Book_2013-</a>		
21	<a href="http://www.gcfa.org/sites/default/files/u3/Financial_Commitment_Book_2013-2016_FINAL_1-23-13_w_Rpt_8_edit.pdf">2016_FINAL_1-23-13_w_Rpt_8_edit.pdf</a>		
22			
23	<b>AREA XVI.</b>	<b>JURISDICTIONAL MISSION &amp; MINISTRY FUND</b>	
24		Total Area XVI	<u>\$ 26,325</u>
25	This area supports the administrative functions of the Southeastern Jurisdiction.		
26			
27	<b>GRAND TOTAL RECOMMENDED 2017 BUDGET</b>		<u><b>\$ 22,182,891</b></u>
28			
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**208.n. How Are Apportionments Computed?**

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

<b>Step 2:</b> At calendar year-end, the local church completes the Local Church Report to the Annual Conference. (For the 2017 recommended budget, the latest available reports are the 2015 year-end reports.)	1 2 3 4
<b>Step 3:</b> The Treasurer's Office accumulates all local church reports and determines each local church's <b>operating expenses</b> . <b>Operating expenses</b> 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.	5 6 7 8 9 10 11 12 13 14
<b>Step 4:</b> The Treasurer's Office totals the local church operating expenses for ALL 900+ North Georgia United Methodist churches. For year end 12/31/2015, this total was \$192,557,660 (an <b>increase of 2.6%</b> over 2014).	15 16 17 18
<b>Step 5:</b> We determine "the decimal." This is the conference budget divided by total church operating expenses (from step 4). The decimal for 2017 (recommended budget) is .115, or 11.5%. This is a <b>reduction of 0.3 percentage points</b> from the 2016 budget. <b>This means that the Conference budget, expressed as a percentage of local church expenditures, in aggregate, is down 2.5% versus the 2016 budget (0.3/11.8).</b>	19 20 21 22 23 24 25
<b>Step 6:</b> 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.	26 27 28 29
<b>Step7:</b> Churches above 1000 members will have a "reasonableness test" applied to their apportionments (see formula below), and the cabinet <b>might</b> adjust the computed apportionments for certain churches within that size range. This methodology was approved at AC 2006.	30 31 32 33 34
<b>Step 8:</b> We sum the apportionment for each individual district and send this information to the district offices. District superintendents review the apportionments as calculated, <b>and may make adjustments to the calculated amounts</b> . Such adjustments should be made only after discussion with the	35 36 37 38 39 40

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

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

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

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

17  
18 In order to assure that our apportionment computation and allocation system is  
19 as equitable as possible, we recommend that a "reasonableness test" be  
20 implemented, which will work as follows:

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

apportionment line items ONLY and will NOT be added to General or Jurisdictional line items.

**Information Only**

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

•	Aggregate amount received through pledges	\$135,784,572
•	Aggregate amount received through non-pledging, identified givers	\$118,806,002
•	Aggregate amount received from unidentified givers	<u>\$ 6,147,072</u>
	Total “normal” giving	<u>\$260,737,646</u>

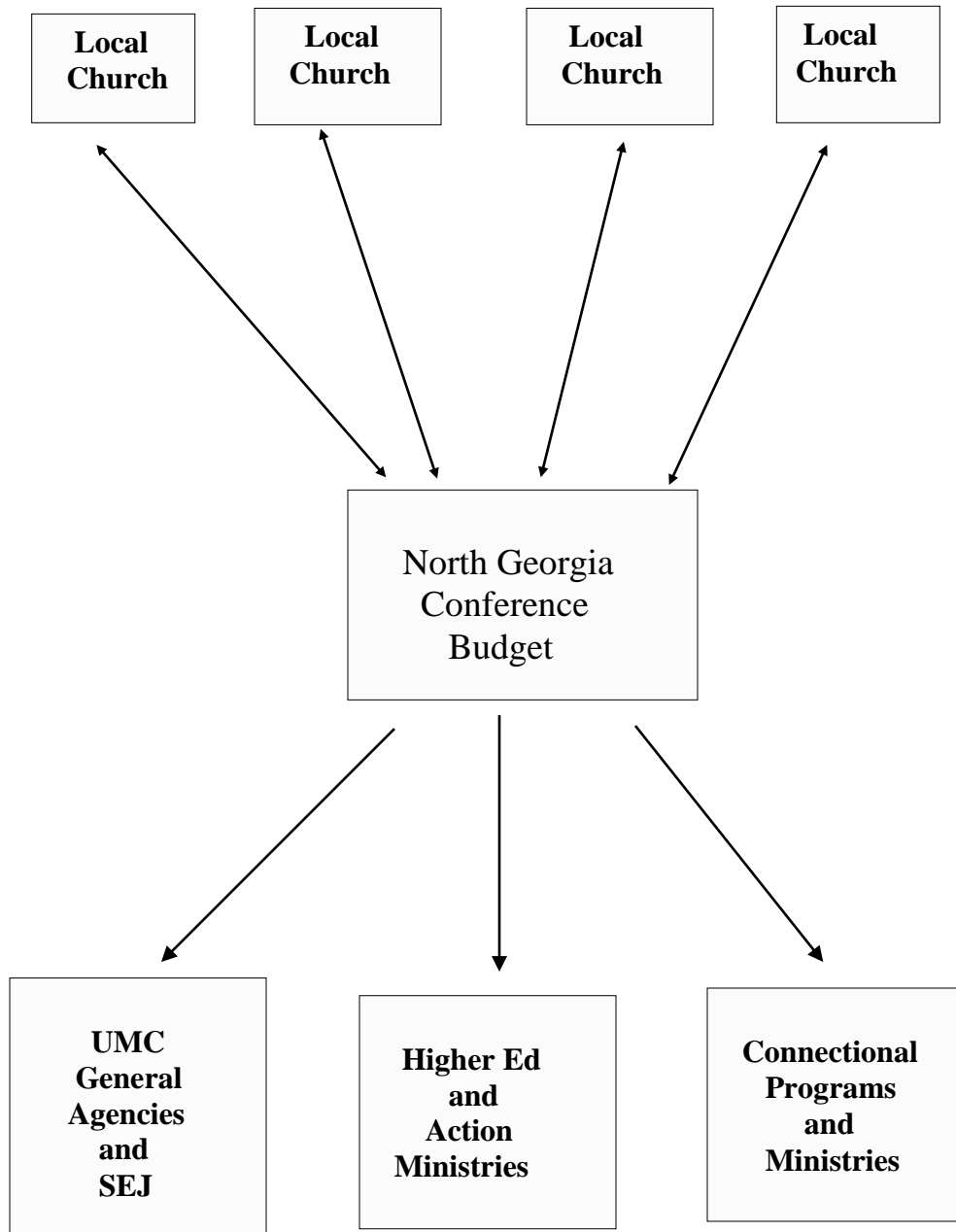
**The recommended 2017 budget, expressed as a percentage of aggregate “normal” revenues, is 8.5%.**

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**208.o. North Georgia Conference  
Council on Finance and Administration**

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**How the 2017 Recommended Conference  
Apportionment Budget Was Developed**





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

**How the 2017 Recommended Conference  
Apportionment Budget Was Developed**

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

The financial support for those worldwide ministries is apportioned to the Annual Conferences, which, in turn, apportion those amounts to the local churches. The 2017 ESTIMATED General Church Apportionments are \$6,925,331 or 31.2 % of the 2017 Recommended Conference Budget. The estimate is based on the budget proposed by GCFA and CT for the new quadrennium (\$611M). General Conference action in Portland, Oregon could result in a revised budget. Final apportionments for the General Church will be received after publication of this document, but before Annual Conference session 2016.

For those members who have not traditionally attended a United Methodist or other "connectional" church, supporting a world-wide structure may be a new concept. The United Methodist Church is a worldwide, connectional system and every United Methodist church has the opportunity to support, via apportioned giving, our worldwide ministries.

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 Board of Church Development, the Board of Laity, the Board of Pensions and Health Benefits, the Board of Ministry, Action Ministries, et. al.

Representatives from several programs/ministries and their board chairpersons, if applicable, presented their requests to CFA via email and/or in person. CFA reviewed these requests on February 15, 2016.

Those requests were then put in the draft budget.

- 1 3. On March 14, 2016 CF&A met to prayerfully review the draft budget.  
2 During this meeting, CF&A made adjustments to the draft budget based on  
3 several factors, including: budget changes compared to change in local  
4 church expenditures; reserve balances; apportionment collection rates from  
5 prior years; feedback from the local churches, the Cabinet and other  
6 members of the Annual Conference; CF&A made a decision to reduce the  
7 Conference portion of the budget while continuing to increase the  
8 percentage of the budget allocable to mission and ministry initiatives. The  
9 total recommended budget for 2017 is \$22,182,691, an increase of \$107,335  
10 (+0.5%) from the approved 2016 budget.

11  
12 **Note that the overall increase in the budget is due to the projected**  
13 **increase in the General Church apportionments.**

- 14  
15 4. Through a series of district "pre-Conference briefings," conference staff and  
16 representatives of CF&A make themselves available to the delegates to not  
17 only present highlights of the budget, but to also answer questions about it.  
18  
19 5. During Annual Conference Session, the budget will be presented to  
20 members of annual conference, who represent all local churches.

21  
22 After the budget is approved, conference staff will calculate the local church  
23 apportionments, which represent each church's "share" of the conference and  
24 world-wide ministry and mission, using the apportionment calculation  
25 methodology described in the "Budget Interpretation."

26  
27 *The apportionments will be provided to each district superintendent, who*  
28 *may alter individual apportionments within his/her district, but not the*  
29 *total amount for the district. It is expected that the DS will have*  
30 *conversations with the affected churches about any changes in the*  
31 *calculated apportionments.*

32  
33 Final apportionments are distributed, by church, by the DS at his/her  
34 appointed district setup meeting in late summer/early fall.

35  
36 **The Conference Treasurer's Office will NOT communicate**  
37 **apportionments to any church until after the district set up meetings**  
38 **have concluded! Once the set up meetings have concluded, 2017**  
39 **apportionments will be posted on the conference website.**

### 300. Office of Connectional Ministries

Connectional Ministries exists to resource local congregations and congregational leaders to move from imagination to realization of their mission and goals in innovative and sustainable ways. In 2017, we will do this through three foci: assisting our congregations in becoming more vital in missions and ministry; identifying and developing leadership sooner with more follow through; and supporting leader training at district levels.

Connectional Ministries also exists to advance the conference in a vision that provides for the future in terms of relevance, impact and effectiveness of our conference ministries and our denominational mission to make disciples of Jesus Christ for the transformation of the world. Connectional Ministries stands as the linking unit between the general church, jurisdictional church, conference, districts and local churches.

Leaders in The United Methodist Church are observing trends that indicate people are not likely to consider making long-term commitments to committee meetings and to deep process. Rather, people are choosing to concentrate their personal efforts on achieving results that are more immediate and tangible. Christian people are as energized as ever to be involved with hands-on ministries and short-term assignments as a way of faithfully answering their personal call to be in ministry. The Office of Connectional Ministries of the North Georgia Conference seeks to respond by developing a leadership model that acknowledges these important trends, while advancing the ministries of the Church.

Paragraph 610.1 in the *2012 Book of Discipline*, permits conferences “the flexibility to design conference and district structures in ways that best support the mission of making disciples of Jesus Christ in an increasingly diverse global community...”, and in ¶610.1b, “Further, conferences are permitted to create contextually appropriate structures that encourage collaboration and partnerships among all program, administrative, and financial entities...”

After more than one year of study and reflection, the office of Connectional Ministries, in partnership with lay and clergy leaders of the North Georgia Conference, has developed an adaptive organizational model that will enhance work of ministry as we seek to be faithful disciples of Jesus Christ.

This reordering of the office of Connectional Ministries has been undertaken with a keen eye toward the minimal conference requirements outlined in *The 2012 Book of Discipline*. Additional guidance and support for this undertaking was drawn from the Board of Connectional Ministries, the Conference Connectional Table, and an independent focus group and design

1 team. The resulting model has been unanimously approved by the Board of  
2 Connectional Ministries and the Conference Committee on Nominations.

3 The proposed new structure moves the office of Connectional Ministries  
4 closer to the desired goal of doing excellent ministry in a more effective and  
5 open manner—recognizing that the local churches provide the most significant  
6 arenas through which Christian disciple-making occurs.

7 The proposed new structure of the office of Connectional Ministries will  
8 allow for less cumbersome decision making, enhanced alignment and  
9 coordination of ministry efforts, reduced meeting costs, and, most importantly,  
10 the proposed new structure has the potential to allow for the annual conference  
11 to identify people’s passions, equip them with skills and deploy them for vital  
12 ministry local churches and communities.

13 The most significant of the proposed changes to the structure of the office  
14 of Connectional Ministries comes by way of “how” various areas of ministry  
15 responsibility are represented, not ‘if’ they are represented. The two components  
16 that capture the majority of the changes are: (1) a reduction in numbers of  
17 persons elected to the Connectional Ministries Board, and (2) proposing a name  
18 change to eliminate confusion between two similarly named bodies – the  
19 Connectional Ministries Board and the Connectional Table. See the standing  
20 rules amendments section of the Handbook for more information about this  
21 exciting change that will enable your Connectional Ministries to team to  
22 resource you more efficiently and effectively.

23 As we continue to align with the key desires and needs of the  
24 congregations in our conference, themes and trends emerge that give us insights  
25 of how to be helpful to larger groups of churches who share common concerns.  
26 We continue to expand our focus on the continuum of call – that is, ministry  
27 with children, youth, young adults and adults. All persons are called to some  
28 type of ministry and we continue to provide resources to partner with  
29 congregations and districts to equip, train and connect with new and growing  
30 disciples throughout their life span. We recognize and partner with the move of  
31 the Holy Spirit through this ministry as our conference is “*Bound for Greater*  
32 *Things.*”

33 Your congregation can connect with this continuum of call in the  
34 following ways:

- 35  Children’s Ministry: [www.ngumc.org/children](http://www.ngumc.org/children) or by contacting Debby  
36 Fox, Associate Director for Children and Discipleship  
37 ([debby.fox@ngumc.net](mailto:debby.fox@ngumc.net))
- 38  Youth and Young Adult Ministries: [www.ngumc.org.youth](http://www.ngumc.org.youth) or  
39 [www.ngumc.org/youngadults](http://www.ngumc.org/youngadults) or by contacting Sam Halverson,  
40

- Associate Director for Youth and Young Adults Ministries 1  
(sam.halverson@ngumc.org) 2
- Camp and Retreat Ministries: [www.ngumc.org/camp](http://www.ngumc.org/camp) or by contacting 3  
Russell Davis, Associate Director for Camp and Retreat Ministries 4  
(russell@ngcrm.org) 5
- Sustaining the Continuum and Call to Ministry: [www.myumcall.org](http://www.myumcall.org) or 6  
by contacting Tonya Lawrence, Associate Director for Vocational 7  
Discernment (tonya.lawrence@ngumc.net) 8
- Bridges, Missions and Outreach: [www.ngumc.org/outreach](http://www.ngumc.org/outreach) or by 9  
contacting Scott Parrish, Mission Specialist (scott.parrish@ngumc.org) 10
- Adult Discipleship: [www.ngumc.org/discipleship](http://www.ngumc.org/discipleship) or by contacting Debby 11  
Fox, Associate Director for Children and Discipleship 12  
(debby.fox@ngumc.net) 13
- Racial-Ethnic, Multi-Ethnic and Advocacy Ministries: 14  
[www.ngumc.org/leadership](http://www.ngumc.org/leadership) or by contacting Jasmine Smothers, 15  
Associate Director for Congregational Vitality 16  
(jasmine.smothers@ngumc.net) 17
- Congregational Leadership and Vitality: [www.ngumc.org/nextsteps](http://www.ngumc.org/nextsteps) or by 18  
contacting Jasmine Smothers, Associate Director for Congregational 19  
Vitality (jasmine.smothers@ngumc.net) 20

We will continue to meet the districts at the point of their training needs. 22  
We have established the Connectional Café as a menu of options where 23  
churches, groups of churches, sub district groups and larger groupings can 24  
organize their training events and capture some of the most talented leaders we 25  
have in the conference, and we continue to invite new and fresh trainers and 26  
talents. This has worked well but will now benefit from a much more focused 27  
approach that includes further faculty development and deeper connection to 28  
church groups seeking customized support. We will continue to modify and 29  
update the offerings on the Connectional Café ([www.ngumc.org/café](http://www.ngumc.org/café)) to meet 30  
the emerging needs of each new season in each new year. 31

The NEXT FAITHFUL STEP initiative, a multi-year process, where 32  
individual churches learn as teams to access current realities, resources, and 33  
direction in one phase, and in concert with a coach and specific 34  
recommendations begin to systematically address course changes in the second 35  
phase. This ministry initiative is training up new leaders with new language for 36  
new possibilities in the modern world. Rather than simply help congregations 37  
move from point A to point B, this program seeks to equip leaders with how to 38  
function in a healthy way amid constant change. Four districts (LaGrange, 39  
40

1 Griffin, Athens-Elberton and Atlanta-Roswell) are currently participating and  
2 are in different phases in the process. We continue to look forward to the  
3 growth and impact of this ministry.

4 We recognize that Next Steps will not meet the need of every  
5 congregation in our conference. In fact, many will more fully benefit from the  
6 First Faithful Step Initiative. First Faithful Steps is an opportunity for local  
7 congregations to lay a foundation for church growth, team leadership, vision  
8 and ministry. It is a one year commitment by a pastor and team of laity. There  
9 are four Saturday meetings during the year focused on United Methodist polity,  
10 local church administration, worship and hospitality. This new initiative is  
11 developed with small membership churches in mind. First Steps launched in  
12 January 2016. Two districts are currently engaged in the process (LaGrange  
13 and Atlanta-Roswell). Spots for the Fall 2016 cohort are filling up quickly!  
14 Contact Debby Fox or visit [www.ngumc.org/firststeps](http://www.ngumc.org/firststeps) for more information.

15 As we continue to respond to the needs of local congregations, we  
16 recognize that there is a need for funding for expansion and launching of  
17 innovative ministry ideas. Connectional Ministries offers three grants to help  
18 local congregations in making these ideas a reality. General funding requests,  
19 gap grants (up to \$500) and intercultural competency grants focused on  
20 increasing the leadership capacity of local congregations in the areas of race  
21 relations, community development, intercultural competency, and  
22 diversity/inclusivity awareness and training are available here:  
23 [www.ngumc.org/grants](http://www.ngumc.org/grants).

24 Our staff, on a personal note, wishes to celebrate the transition of our  
25 beloved administrative assistant, Judy Imig-Bush, to the office of the resident  
26 bishop. Effective May 1, 2016, Judy Bush became the administrative assistant  
27 to the bishop. We are deeply grateful for Judy's ministry of hospitality,  
28 accommodation and superior administrative support to our team. We will miss  
29 her dearly; however, we are thrilled to celebrate this new season of her life in  
30 this conference with us!

31 I would personally like to acknowledge my deepest and most sincere  
32 appreciation to the team members I have been privileged to lead. Some have  
33 come and moved on, some remain; in all cases, each has been significant for  
34 their time on the team and for the gifts they brought both to the group and the  
35 annual conference.

36 I want to extend my acknowledgement of appreciation to the conference  
37 center office staff who have not only been instrumental in helping our division  
38 function within the whole of the structure, but who have been supportive of me  
39 personally. I have served in the conference office two times under three  
40

different bishops. Each bishop encouraged me in growth and depth as a director and as a pastor of Jesus Christ in the United Methodist way. I will be ever in their debt for this opportunity and the guidance each has provided to me.

I want to say a word to the leaders in our local churches who have opened their church and office doors to the Connectional Ministries team. We have been honored to be asked to consult, teach, preach, guide, support, worship, pray and explain in more congregations in our conference than can be listed. Connectional Ministries exists in large part to support your ministries. I am proud to say I have presented to this conference a staff that has consistently been in high demand to support leadership in your churches. We are a small team, one of the smaller teams of any conference in the country, yet we are arguably the largest conference in the country. I celebrate the team's tireless commitment to the task, but quickly acknowledge too, the willingness of our local churches to rely on them as an excellent and ready resource as our leaders labor to be healthy and well in ministry and service to their communities, all in the name of Jesus Christ.

The first mention of an appointment to what is called a Conference Council on Ministries, appears in the 1972 conference journal. As I enter retirement status and conclude my final report as director of Connectional Ministries, I would like to acknowledge those whose vision we have been able to build upon over the last twelve years. Each one of these, in various ways, has helped advance this office into this modern era. It is my prayer that my name will be welcomed as an addition to this noble listing.

Directors of the Conference Council on Ministries

Frank Morehead	1972-1974	
Marion Sherrill	1974-1980	
Dan Rice	1980-1983	
Herchel Sheets	1983-1989	
Bob Bridges	1989-1993	
Rudy Baker	1993-1998	

Directors of the Conference Connectional Ministries

MacArthur Brantley	1998-2004	
Micheal Selleck	2004-2016	

Micheal Selleck, Director

## 300.a. Conference Communications Office

The conference communications office is your connection to news, resources and inspiration from around the North Georgia Conference.

### Communicating Online

In 2016, **social media** surpassed our other conference communication outlets to be the tool most used to share news and information with North Georgia United Methodists. Our social media posts are seen up to 80,000 times by as many as 35,000 individuals each month. Be the first to know breaking news, join in the conversation, and share resources by following the North Georgia Conference on Facebook ([www.facebook.com/ngaumc](http://www.facebook.com/ngaumc)), Twitter (@connectNGUMC), Instagram ([instagram.com/NGUMC](http://instagram.com/NGUMC)), Pinterest ([www.pinterest.com/NGUMC](http://www.pinterest.com/NGUMC)) and YouTube (NGUMC).

With approximately 30,000 visits each month, the conference **website** ([www.ngumc.org](http://www.ngumc.org)) remains the home to conference news, event registrations and resources. There you can subscribe to conference **e-newsletters**. Just click “subscribe now” at the bottom of the page. We encourage you to start each week with an inspirational reflection from a lay or clergy person by signing up for Monday Morning in North Georgia. Weekly Conference Update is distributed on Thursdays with a digest of the week’s news and a look at upcoming events. Prayers & Celebrations is a daily notice of clergy prayer requests.

**Snapshot** is our popular printable PDF newsletter for your church, your small group, your Sunday school class or your congregation. This monthly round up of North Georgia Conference news can be used “as is” or it may also be attached to your own PDF newsletter and distributed through your church communications pieces. Access the latest edition at [www.ngumc.org/Snapshot](http://www.ngumc.org/Snapshot).

### Online Training

The conference communications office has begun partnering with other ministry areas to offer convenient webinars for easy, mid-day training opportunities. In a single session we can see attendees from Gainesville to Griffin, and from Athens to LaGrange who otherwise wouldn’t have the opportunity to meet for a 30-minute training. The webinars are being archived and are available to view any time. Find them at [www.ngumc.org/webinars](http://www.ngumc.org/webinars).



<b>Part of Your Team</b>	1
The communications office regularly gathers with local church communicators, paid and volunteer, for communications networking meetings. Topics this year have included expanding our creativity and utilizing United Methodist resources. We held an additional networking meeting for our North Georgia Conference related-agency communicators. We are also available as part of the team when a church experiences a media crisis or potential crisis—in other words, something that threatens the reputation of the church, the denomination or the members. The communications office can help in crafting a response plan and offering support.	2 3 4 5 6 7 8 9 10
<b>Awards</b>	11
At the annual United Methodist Association of Communicators meeting in Portland, Oregon, the North Georgia Conference received several awards, including best in class for material written and designed in-house for our first Conference Children’s Retreat. Additionally, Monday Morning in North Georgia was awarded second place in the e-newsletter division, and the handy “Connectional Café” brochure won third place for print marketing pieces.	12 13 14 15 16 17 18
Sybil Davidson	19
Associate Director of Connectional Ministries for Communications	20
<b>300.b. Churches 150 Years and Beyond</b>	21 22
The Archives and History ministry, under the leadership of Hugh Hendrickson, focuses on supporting the “ministry of memory,” providing guidance to churches on how they should properly preserve artifacts of the past. Most of the inquiries received centered on recordkeeping and searches for historical documents. We continue to provide resource options on the conference website to support interest in archives and history ministries. As well, we continue to play a vital role in jurisdictional leadership with the Southeast Jurisdictional Historical Society and History Center at Lake Junaluska. Our commission representative is helping the History Center with its communication and fundraising efforts. We also are helping to build a supportive partnership with the Pitts Archives at Candler School of Theology.	23 24 25 26 27 28 29 30 31 32 33 34
The Centennial Initiative was established to recognize local churches in our conference that are celebrating milestone anniversaries and have a vital ministry of memory. To receive the Centennial recognition, the church must contact the Conference Archives and History ministry for an application. The application process requires documentation of the church’s age and history	35 36 37 38 39 40

1 records, examples of the church’s ministry of memory, and final approval by  
2 the commission.

3 Archives and History is honored to grant Wesley Chapel United  
4 Methodist Church (McDonough), the first Centennial Anniversary Recognition.  
5 Founded in 1867, Wesley Chapel UMC is preparing to celebrate its 150th  
6 anniversary in 2017. Wesley Chapel has a vital “ministry of memory.” The  
7 congregation has recorded the memories of the older members of the  
8 congregation, maintained a biographical record of former pastors, and has a  
9 special room dedicated to the church’s rich history. Each year the congregation  
10 dedicates a worship service to remembering its past, giving thanks to God for  
11 its legacy, and casting a vision for a future bound for greater things. The  
12 congregation now worships in a large modern facility that was completed in  
13 2003. William Bert Neal serves as senior pastor.

14 Carol Snype Crawford, Worship Team Chairperson  
15

16 Among the North Georgia United Methodist churches celebrating 150 years and  
17 beyond are: Allens UMC, Carnesville; Alley's Chapel UMC, Clarkesville;  
18 Asbury UMC, Augusta; Barton Chapel UMC, Augusta; Berlin UMC,  
19 Hephzibah; Bethel UMC, Wilkes County; Bethesda UMC, Lawrenceville;  
20 Boneville UMC, McDuffie; Central UMC, Atlanta; Cherokee Corner UMC,  
21 Arnoldsville; Concord UMC, Baldwin County; Cumming First UMC; Dacula  
22 UMC; Eliam UMC, Elberton; Gaissert UMC, Sparta; Griffin First UMC;  
23 Hephzibah UMC; Independence UMC, Tignall; Inman Park UMC, Atlanta;  
24 Jasper UMC; Jones Chapel UMC, Danielsville; Johnson UMC, Warren County;  
25 Lawrenceville First UMC; Level Creek UMC, Suwanee; Liberty UMC, Green  
26 County; Liberty UMC, Richmond County; Midway UMC, Griffin; Morrow  
27 First UMC; Mount Pleasant UMC, Banks County; Montpelier UMC,  
28 Milledgeville; Mount Ararat UMC, Eatonton; Mount Hope UMC, Sparta;  
29 Mount Zion UMC, Chatsworth; Mount Zion UMC, Lincolnton; New Hope  
30 UMC, Lawrenceville; New Liberty UMC, Clarkesville; Norcross First UMC;  
31 Norwood UMC; Oak Grove UMC, Decatur; Philadelphia UMC, Eatonton;  
32 Pierce Chapel UMC, Augusta; Pierce Memorial UMC, Sparta; Pine Grove,  
33 Lincolnton; Prospect UMC, Mansfield; Prospect UMC, Norwood; Red Oak  
34 UMC, Covington; Rock Springs UMC, Lawrenceville; Sharon UMC,  
35 Crawfordville; Shiloh UMC, Appling; Smyrna UMC, Lincolnton; St. Paul,  
36 Lincolnton; St James UMC, Augusta; St. John UMC, Augusta; Turners UMC,  
37 McDonough; Union Chapel UMC, Greensboro; Walker UMC, Greensboro;  
38 Washington UMC; Wesley Chapel UMC, Calhoun; Wesley Chapel UMC,  
39 McDonough; and Zebulon UMC.  
40

<b>301. Office of Congregational Development</b>	1
	2
Creating “New Places for New People” while finding new methods to connect with new United Methodists is the charge of the Congregational Development team. We work with district superintendents and their district strategic growth teams to foster the creation of at least two new worshipping communities during their tenure.	3 4 5 6 7
	8
<b>New Church Starts</b>	9
<b>Vital Mergers</b>	10
<b>Covenant – New in 2016 – Atlanta-Marietta District</b>	11
Covenant UMC was formed when Cumberland and Faith in Smyrna both chose to sell their facilities in order to create a new church. A pastor trained to start new churches will be appointed in June of 2016. The churches are currently worshipping together with an average attendance of 140 in the Faith facility while they await zoning approval for the sale of the Cumberland property. Jenny Anderson and Larisa Parker, under the guidance of Jim Lowry, are to be commended for leading these churches into this new configuration.	12 13 14 15 16 17 18
	19
<b>New Church Candler Park – New in 2016 – Atlanta-Emory District</b>	20
Druid Hills and Epworth chose to combine forces to become a new church in 2016. Beginning with the sale of the Druid Hills facility and evaluating what missionally is best for the Epworth facility, the New Church will soon have the resources to reach its community in more creative ways. A new team of pastors will be appointed to lead this community of faith that should begin with a critical mass of over 125 in attendance. Dave Allen Grady and Alvin Lingenfelter, under the guidance of Dana Everhart, are to be commended for leading these churches through this process of innovation.	21 22 23 24 25 26 27 28
	29
<b>Second Campuses</b>	30
<b>Impact on Main – Atlanta-College Park District</b>	31
Impact, with over 2200 in average attendance, continues to lead North Georgia in growth. For the past year, they have worked with Bernice Kirkland, district trustees, and the district strategic growth team to expand their ministry in the former East Point Avenue building. With overall attendance up by over 500, Impact, under the direction of Olu Brown, continues to see great possibilities for additional Impact campuses in the future. Impact is committed to making Disciples of Jesus Christ for the Transformation of the World.	32 33 34 35 36 37 38
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	40

1 **West Wesley –Augusta District**

2 Wesley in Evans hosts five worship services averaging over 1100 in worship  
3 each Sunday morning. Greg Porterfield and the leadership of Wesley have  
4 targeted an area northwest of their current facility for a second campus. Adam  
5 Hilderbrandt, associate pastor, will be planting this multi-site ministry.

6

7 **Prospect UMC Covington**

8 Prospect launched its second campus in July 2015 after an extensive remodel of  
9 the old Snapping Shoals UMC in McDonough. The first phase of the launch  
10 began with a kick-off on July 5, 2015 with Sunday evening services lasting  
11 through the end of the year. During this time, they focused on team building,  
12 leadership development and community outreach. The attendance averaged 32  
13 during this time. In January 2016 the second phase of the launch began. They  
14 moved to a Sunday morning service with an average attendance of 47. They  
15 continue to find inroads into the community. Ten individuals have received  
16 Christ as their Savior. At this point, the campus is self-sustaining with several  
17 ministries in operation. The campus will begin Celebrate Recovery, as well as  
18 small group ministries, in the spring.

19

20 **Harmony Grove Church of the Way – Atlanta-Emory District and Athens-**  
21 **Elberton District – Formed in 2015**

22 This is our third recent merger of a new church without a building with an  
23 established church. Harmony Grove Church of the Way is averaging 221 across  
24 three worship services in its first year. In addition to Sunday morning worship,  
25 they currently worship on Sunday evenings at the Southeast Gwinnett Co-op in  
26 Grayson. They hope to start a new Sunday morning worship service as part of  
27 their Gwinnett Campus in the Archer school district in January 2017.

28

29 **The Vine at Flowery Branch – Second Campus - Gainesville District**

30 In August 2015, The Vine Church soft-launched worship services in Flowery  
31 Branch with a launch team of approximately 80 adults from the Chateau Elan  
32 campus. The weekend before the hard launch, The Vine Church hosted a free  
33 community tailgate party at the Flowery Branch campus, which served  
34 approximately 500 people from the surrounding community. Since launch, the  
35 Flowery Branch campus has grown to over 200 in weekly worship and has seen  
36 over 20 people make professions of faith. The Flowery Branch campus plans to  
37 multiply to two services in fall of 2016.

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<b>Connexion @ North Covington’s Common Ground Coffee House</b>	1
<b>- New in 2016 - Atlanta Decatur Oxford District</b>	2
In February of 2015 Connexion @ North Covington purchased the house next door with plans for expanded ministry, green space, playground, parking, and a "community house." In January of 2016, Connexion @ North Covington launched Common Ground Coffee House in that space, targeting their local community as well as the students at Oxford. They feature local artists and musicians every weekend on Friday and Saturday nights. Common Ground has hosted several events connecting the local community and churches like the Atlanta-Decatur-Oxford District United Methodist women's group, breakfast for district clergy, student study groups, the Newton County District Attorney and staff, and several meetings for professors and staff of Oxford College.	3 4 5 6 7 8 9 10 11 12
Community Bible studies meet there, including a Tuesday morning women's study, a Monday morning prayer group for youth ministers in Newton County, and a Wednesday night high school and young adult Bible study. In April 2016 they will be launching a Thursday morning church planters breakfast that will meet every other week.	13 14 15 16 17 18
<b>New Church Plants</b>	19
<b>The Nett – Launching April 17, 2016 – Atlanta-Emory District</b>	20
Rodrigo Cruz and his multi-ethnic leadership team began preview services at Parkview High School in the fall of 2015. The Nett hosted a Stop Hunger Now event on December 23 with over 300 in attendance. Their soft launch of weekly worship in January of 2016 has grown in attendance to just under 100. In an effort to engage the church in mission on a monthly basis, they are following an Acts 1:8 approach, by reaching out and feeding the 255 high school staff (Jerusalem), by visiting and praying over sports programs and fire stations in the community (Judea), by engaging in racial reconciliation and conversation with the diverse community around them (Samaria) and by finding creative ways to fund international missions (ends of the earth.)	21 22 23 24 25 26 27 28 29 30 31
<b>The Fountain – Ready to Constitute in 2016 – Atlanta-Roswell District</b>	32
Andy Lett was appointed in June 2011 to plant The Fountain UMC, a new church meeting at Johns Creek Elementary in Suwanee. Since the official launch of worship in March 2012, they have been connecting new people who were previously disconnected from church. They currently average 170 in worship across two worship services and had attendances of over 300 during special services. The Fountain is known for its modern worship, strong Fountain Kids ministry, and the way they serve in the community.	33 34 35 36 37 38 39 40

1 **New Ministry Possibilities**

2 **Land across 316 from The Georgia Club – Athens-Elberton District**

3 Working with Gary Whetstone, we partnered with the Athens-Elberton District  
4 to buy acreage for the future site of a new church start. Plans are being made to  
5 start recreational activities on the site.

6

7 **Beltline Chaplain – Atlanta-Emory District with ADOX and ACPK**

8 As Congregational Development seeks to be the research and development arm  
9 of the church, we are always looking for innovative proposals to reach our  
10 communities. In consultation with Path1 and the inside the perimeter districts,  
11 we are considering sponsoring a chaplain to engage the Atlanta Beltline over  
12 the next year in order to recommend how we can best serve this area.

13

14 **New Staffing to Foster Growth**

15 Congregational Development has worked with three churches in growing areas  
16 to provide matching grants for staffing. St. James, Alpharetta in the Atlanta-  
17 Roswell District was our first Incubator Church to receive a staff member with  
18 the purpose of training that pastor in the systems of the larger church so they  
19 could then launch a multi-site or a daughter church in three to four years.

20 Wesley Chapel, McDonough in the Griffin District received a matching  
21 grant for a student assistant pastor who is planning to launch an additional  
22 worship experience targeting college students.

23 One of our new churches, Eastside in the Atlanta-Decatur-Oxford  
24 District, received funding to help them secure additional staff.

25 Through our Latino ministries team, a grant was given to expand  
26 children’s ministry in our largest Hispanic ministry at Sugar Hill UMC.

27

28 **New Missions**

29 Two of our districts have been approached by Global Ministries and their Asian  
30 American Language ministry about starting new missions. A large  
31 concentration of Hmong has been identified in the Winder area of the Athens-  
32 Elberton District. The Athens-Elberton District strategic growth team is in  
33 conversation about how to reach this growing population. The Atlanta-Emory  
34 District has also been asked to consider re-establishing a Vietnamese language  
35 ministry in Gwinnett County.

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<b>Closures and Redeployment</b>	1
Threshold Church in Newnan was a new church start in 2014 in the LaGrange District. In consultation with the district superintendent and the new church pastor, we decided to close Threshold. The pastor was redeployed by the cabinet as the associate at Peachtree City UMC in June of 2015.	2 3 4 5
New Holland Hispanic Mission was closed and the building will be sold by the Gainesville District trustees.	6 7 8
<b>Merged churches</b>	9
• April 2014 - Eastside UMC (#2446), an unconstituted church, merged with Martha Brown UMC (#1152). The new church name is Eastside UMC (#2446) and constituted 04-20-2014.	10 11 12
• November 2014 - Connexion UMC (#2464), an unconstituted church, merged with North Covington UMC (#1305). The new church name is Connexion Church @ North Covington UMC (#1305) and constituted 11-09-2014.	13 14 15 16
• December 2014 - The UMC of the Way (#2371) closed and merged with Harmony Grove UMC Auburn (#1074). The new church name is Harmony Grove of the Way Auburn (#1074) and constituted 01/01/2015.	17 18 19
• June 2015 - Prospect UMC Covington (#1309) and Snapping Shoals UMC (#1310) merged. Snapping Shoals UMC closed 06-30-2015 and became the second campus for Prospect UMC Covington (#1309).	20 21 22
• November 2015 - Cumberland UMC (#1394) and Faith UMC Smyrna (#1398) both closed and merged to create a new church, Covenant (#1398).	23 24
• March 2016 - Druid Hills UMC (#1278) and Epworth UMC Atlanta (#1141) both closed and merged to create a new church, New Church at Candler Park UMC (#1141).	25 26 27 28
<b>Training Opportunities</b>	29
New Church Leadership Academy (NCLA)	30
The New Church Leadership Academy welcomed 26 participants who completed a year of training in 2015 in order to prepare for assessment of their abilities to start new places for new people. Another new class of participants began in January of 2016 with 24 people.	31 32 33 34
The New Church Leadership Development class at the Candler School of Theology will begin its third year of enrollment for the 2016-2017 academic year.	35 36 37 38 39 40

1 **START**

2 The Strategic Appointment Roundtable (START) finished its third class in 2015  
3 with 26 pastors who are young in ministry. START is a year of training and  
4 engagement with churches and pastors across the conference, helping pastors  
5 find the resources and connections they need to strengthen their ministries. The  
6 year consists of teaching pastor and district superintendent visits alternating  
7 with retreats. A new class will be invited to participate in START for 2017. An  
8 introductory event featuring Leonard Sweet will be hosted by Cumming First  
9 UMC in September 2016.

10  
11 We invite you to consider what new thing God is calling your church to  
12 do to reach new people in your community and beyond. We look forward to  
13 hearing your ideas through the district strategic growth teams.

14 Phil Schroeder, Director  
15 Juan Quintanilla, Associate Director  
16 Hyo Shik Kim, Associate Director  
17 Stephen Usry, Chair  
18 Royeese Stowe, Vice Chair  
19 Derek Porter, Secretary  
20 Sharma Lewis, Cabinet Representative

21  
22  
23 **301.a. Black Congregational Development Report 2016**

24  
25 Black Congregational Development Mission & Vision Statement:  
26 The Mission of the Black Congregational Development Committee is to  
27 strengthen all existing predominantly Black congregations and to grow and  
28 develop new predominantly Black congregations within the North Georgia  
29 Conference.

30 Our vision is to identify, train and develop new and existing pastors and  
31 laity who seek to lead predominantly Black congregations to become healthy  
32 and growing vital congregations within the North Georgia Conference.

33 The Black Congregational Development team is pleased to report that we  
34 have accomplished the following:

- 35 • Initiated the seven-point strategic plan to identify, train and develop current  
36 and future leaders that was developed in 2015.
- 37 • Developed key strategic partnerships with the local United Methodist  
38 seminaries and universities, SBC-21, the Young Clergy Initiative and the  
39 Office of Ministerial Services to enlarge our resource pool.



- Selected 14 individuals to participate in the first class of BCD interns after prayerful deliberation and vetting from a pool of over 100 nominations. 1  
2
- Invited this inaugural BCD intern class of current and future leaders to attend Gammon Theological Seminary Founder's Day activities and the Impact 4D Conference in 2015. 3  
4  
5
- Hosted a District Superintendents' Leadership Forum for February 2016 as an opportunity for fellowship with the BCD interns as well as introduction to the planned schedule for the Leadership Module Series. The Leadership Series will consist of the following modules presented quarterly over a two year period to begin in the second quarter of 2016 as follows - Leadership, 4/2016; Preaching, 8/2016; Worship Planning, Technology and Innovation, 11/2016; Community Engagement/21st Century Evangelism, 2/2017; Serving Cross Cultural Appointments with Excellence, 4/2017; Budgeting and Finance/Conflict Management 8/2017. 6  
7  
8  
9  
10  
11  
12  
13  
14
- We are planning a Pastor's Summit which may coincide with one of the leadership modules. Its purpose is to provide exposure to African American pastors and pastors of primarily African American congregations to the resources of the BCD committee, our BCD intern leadership development series and NGUMC conference office and program offerings. We would also like to poll the potential participants regarding their needs and how the BCD committee may be better able to serve them. 15  
16  
17  
18  
19  
20  
21
- We are considering a second BCD intern class in 2/2017. 22  
In closing, we, the Black Congregational Development Team, are very 23  
excited and hopeful of truly strengthening the North Georgia Conference in the 24  
upcoming months and years by strengthening predominantly Black 25  
congregations here in North Georgia. 26

Michael T. McQueen, Chair 27

### 301.b. Hispanic/Latino Report 2016 30

When a foreigner resides among you in your land, do not mistreat them. The 31  
foreigner residing among you must be treated as your native-born. 32  
Lev 19:33-34 33  
34

In Georgia there are approximately 850,000 Latinos. Nationwide there 35  
are about 55 million Latinos, forming the second largest ethnic group after non- 36  
Hispanic Caucasians. We are one out of every six residents of the United States. 37  
38

1 It is estimated that in 25 years one of three residents of the United States will be  
2 Hispanic.

3 Therefore, our Hispanic/Latino committee has focused on four areas of  
4 work for the next quadrennium. These areas are youth leadership, pastor  
5 education, self-sustaining ministry and media communication. In addition, we  
6 have continued the partnership with the United Theological Seminary for an  
7 online Hispanic Leadership Academy. This group of approximately 10 lay  
8 people will continue training for the second year in order to develop their skills  
9 and abilities so that in the near future, they can work as lay missionaries to start  
10 new faith communities or strengthen the local mission in the area of outreach  
11 where Hispanic populations are growing.

12 Brazilian Worship launched at Powers Ferry UMC. Mi Familia Center  
13 has continued to serve communities in Canton and the Holston Conference with  
14 programs such as INFORM to equip the youth with new skills so they can  
15 become leaders in their communities.

16 We trained all the Latino pastors from the North Georgia Conference,  
17 and some from the South Georgia Conference, on how to create vital small  
18 groups. As a committee, we partnered with the North Georgia Conference  
19 Undocumented Partnership Task Force to develop curriculum for awareness  
20 and action to help churches engage with undocumented persons.

21 We applied and received grants from the Hispanic National Plan for  
22 youth development and from the General Board of Discipleship and Global  
23 Ministries for new church starts.

24 Several Hispanic/Latino pastors participated on the Wesleyan Heritage  
25 Tour with Bishop Watson.

26 Please continue to pray for our 18 Latino ministries and one community  
27 center that we can make more disciples that can change the world.

28 “God grant that I may never live to be useless.” - John Wesley.

29 Juan Quintanilla, Associate Director  
30 Rodrigo Cruz, Chair, Hispanic Latino Committee

### 31 32 33 **301.c. Korean/Asian Report 2016**

34  
35 As has always been the case for making disciples of Jesus Christ for the  
36 transformation of the world, God has bestowed upon the Korean  
37 Congregational Development committee the task of carrying out the following  
38 vision foci:

- 39 • Developing new Korean-American missions/churches

- Training and developing both pastoral and lay leaders 1
- Providing resources for strengthening new and existing congregations. 2

This past year we focused on leadership development for both clergy and laity. In doing so, we had provided training for the following: “How to Evangelize,” “Small group leaders/facilitators,” “Effective Ways to Be Administrative Council/Board Members,” “Radical Hospitality,” “Nuts and Bolts of SPRC” and “Principles of Effective Ministry.” 3-8

As was reported last year, we entrusted Holy Stump Korean UMC at Hamilton Mill to the Korean Church of Atlanta, one of the largest Korean United Methodist churches in the United States, in order to revitalize and strengthen it as a satellite campus with healthy DNA. We have started building small groups and plan to launch weekly Bible study and worship in the summer of 2016. 9-14

Johns Creek Korean mission launched weekly worship services in January 2015. Under the leadership of Jung Suh, this mission continues to strive to reach out to the growing Korean-American population in the area. 15-17

Several Korean churches continue to work together with the Wesley Foundation at Georgia Tech for GA Tech and Georgia State University students. We will expand this campus ministry to Emory-Oxford and Kennesaw State in the fall of 2016. 18-21

As a way of implanting the pastoral leadership development and training, several Korean pastors committed to meet once a month to visit each Korean church in the North Georgia Conference to learn its vision and ministries. 22-24

Several Korean pastors participated on the Wesleyan Heritage Tour with Bishop Watson in February. 25-26

As a way of providing ministry resources, we have created multi-media sermons as an alternative method of offering children and youth sermons to Korean missions that do not have children or youth ministers or a director. We plan to create multi-media Bible study resources as well. 27-30

Thank you very much for the support. We ask for continuous prayer as we make the disciples of Jesus Christ for the transformation of the world from North Georgia. 31-33

Hyo Shik Kim, Associate Director 34  
Sang Yeoul You, Chair 35

1 **400. Action Ministries, Inc.**

2  
3 Georgia has the ninth highest poverty rate of any state in our nation. We rank  
4 second in numbers of homeless veterans and about one million of our kids are  
5 food insecure. Those are the raw facts, but behind the numbers are hundreds of  
6 thousands of stories. Stories of tragedy and triumph, compassion and healing.  
7 Stories of real people. **At Action Ministries, we help people turn the page in**  
8 **the story of their lives.**

9 In 2015 we connected nearly 100,000 people in Georgia with meals, job  
10 prep resources, housing assistance and placement, GED preparation, financial  
11 literacy counseling, debt reduction planning and ongoing support. Since 1963  
12 Action Ministries has been **leading people out of poverty.** Action Ministries  
13 Life-Changers are mobilizing all over Georgia to compassionately care for the  
14 people in their own communities. Our volunteers, donors and congregational  
15 partners make all the difference, experiencing the transformational effects of  
16 connection, generosity and compassion in their own stories.

17 Regionally, throughout Georgia, we mobilize communities to address the  
18 challenges of poverty by focusing on hunger relief, housing and education.

19 **Hunger relief:** We served 2.3 million meals to needy people through our  
20 kids' feeding programs, pantries, food boxes and community kitchens. Since  
21 launching the Smart Lunch, Smart Kid summer lunch program in 2012, Action  
22 Ministries has served 791,819 lunches to children who receive free or reduced-  
23 price lunch at school. We expect to cross the 1,000,000 meals served mark in  
24 2016.

25 **Housing:** Our Housing program operated sites in 35 Georgia counties,  
26 moving 1,392 individuals from homelessness to stable housing. We served  
27 homeless or at-risk veterans, as well as providing housing and supportive  
28 services for chronically homeless people with disabilities at Augusta's Maxwell  
29 House and Atlanta's Welcome House. At Breakthru House, Georgia's first  
30 long-term residential recovery program for women, Action Ministries is  
31 meeting the unique needs of women struggling with drug and alcohol addiction.

32 **Education:** More than 4,000 people received educational support  
33 through educational opportunities in GED preparation, financial literacy, job  
34 skills training, nutrition, ESL and computer classes and children's after-school  
35 and summer programming.

36 **Become a Life-Changer by supporting our mission to lead people out**  
37 **of poverty in Georgia.**

38 John R. Moeller Jr., President & CEO  
39  
40

## 401. Aldersgate / Collinswood

This is a special year for the North Georgia Annual Conference as we celebrate 150 years of United Methodist ministry together. It is a special year for Aldersgate and Collinswood as well. We are celebrating 25 years in ministry with and to persons with developmental disabilities.

Over these 25 years, Aldersgate and Collinswood have provided opportunities to connect to God's people through involvement in the lives of persons with special needs. As we continue to serve them and their families, friends and congregational families, we find that, like our Conference, we are "Bound for Greater Things"!

While our work in the arena of residential care has, of necessity, decreased in recent years, Aldersgate continues to provide for those persons with developmental disabilities already participating in the independent living program. The need is great and program expansion is on the horizon. Your support is vital, enabling our assistance to those with special needs.

At Camp Collinswood on Lake Oconee, God enables us to serve people with special needs through camping and recreational ministries. The cottages, dining/meeting hall, pavilion, lake front bathhouse, gazebo and dock are universally accessible, enhancing opportunities for all persons, including those with developmental disabilities, to enjoy God's great outdoors. This allows us to serve others in unique, fun, spiritually enhancing ways. We invite you to explore the possibilities for extending recreational ministries to your congregational families at Collinswood.

Use of Collinswood is open to all. We invite and encourage you to come to Collinswood and experience God's wonderful world in a beautiful and unique setting!

God is good. He opens our eyes, our hearts, our minds, our doors as we look to an exciting future, sharing His love in ministry with His people with special needs. Join us in this journey of faith.

*'Camp Collinswood on Lake Oconee offers a place for rest, retreat and recreation for all people, especially those with mobility issues.'*

Becky Bocian, Executive Director

## 402. The United Methodist Children's Home

We envision a world where every child is raised in a loving, compassionate and nurturing home. Sadly, that is not the case today as there is a child welfare crisis in Georgia with over 12,000 kids in State custody (foster care). 150 children a month are sleeping in hotel rooms supervised by state contracted employees, who are strangers to these kids. The UMCH turns away an average of 30 foster kids a week. All because there are not enough foster homes.

The Church, our United Methodist Church, can solve this crisis. Like no other time in our state's history, we're being asked to do what only the Church can do: To restore children and families from trauma through Jesus Christ. One of our foster families from Mountain Park UMC says it best: "We can't say no. We have great big hearts. We have space, time and love." We believe there are many United Methodists with available space, time and love.

To help solve this Kingdom crisis, your United Methodist Children's Home will exponentially expand its foster care services to grow from serving 90 kids a day today, to 500 kids a day by 2020. And we will do this by partnering with local United Methodist churches just like yours.

Join us, please, in thanking God for these remarkable accomplishments in 2015:

- Placed 180 children into loving foster homes.
- Approved 33 new families to foster.
- Helped eight children find their "forever family" through adoptions.
- Provided a safe place for 23 at-risk families to live while they took advantage of our counseling and spiritual development programs.
- Kept 50 young adults off the streets when they aged out of foster care and welcomed them to our Decatur campus, where they live safely, earn GEDs and college scholarships, work and develop healthy financial habits.
- Provided 34,282 days of care to children, youth and families in need.
- Welcomed generous support from 2,000 volunteers, 2,000 donors and over 400 United Methodist churches.

With your continued support, children and families will be "bound for greater things" in the years to come. Learn more about us at [www.umchildrenshome.org](http://www.umchildrenshome.org).

John P. Cerniglia  
Acting President and CEO

### 403. Wesley Woods Senior Living, Inc.

In 1954, concerned members of the North Georgia Conference created the ministry of Wesley Woods to provide for the support and nurture of older adults. For over 60 of the 150 sessions of the conference, Wesley Woods Senior Living has been serving our communities' elders.

Wesley Woods has grown to serve over 1,500 older adults annually, meeting their spiritual and health needs. Over 50% of residents living in the low-income Wesley Woods communities have incomes below the poverty level and over 75% of all residents receive financial assistance. Our residents are blessed by North Georgia churches through the Mothers' Day Offering, which provides financial assistance to enable residents to remain in our communities.

Wesley Woods, through the recently completed *Community of Caring Appeal*, received \$1,000,000 from the Methodist Foundation for Retired Ministers and over \$500,000 from local churches throughout the conference to serve seniors needing financial assistance and to refurbish retirement communities serving low-income seniors. Thanks to the people of the North Georgia Conference, we are undergirding our ministry to be bound for greater things to come.

As a result of this appeal, funds have also been raised to establish the Wesley Woods Wellness Program for seniors to focus on remaining well and active. This unique outcomes-based Wellness Program supports measurable improvements in residents' health and in their ability to continue to live independently with a higher quality of life. The program is aimed specifically at preventing falls, accidents, and managing weight and chronic diseases. Wesley Woods' residents are setting personal wellness goals through activities they help create. Activity goals have included tango dancing for improved balance, weight lifting, floor mat yoga and rappelling down a 15 story building to raise funds for cancer.

Wesley Woods continues to help seniors age with grace in healthy lifestyles. Volunteers support this and other programs that enrich the lives of our residents. Residents, family members, staff and United Methodist church members have given 12,190 volunteer hours amounting to \$281,223. Residents and staff reach out to do even greater works, such as sending youth to Action Ministries summer camp, crocheting lap robes for disabled poor, and providing care packages for the homeless.

The story and ministry of Wesley Woods is firmly grounded in the United Methodist Church and is definitely "Bound for Greater Things."

Kenneth R. Weber, President & CEO

## 500. Conference Board of Laity

TO: The lay and clergy members of the North Georgia Annual Conference:

Grace to you and peace in the name of Christ, our Lord. Please receive this report from the conference board of laity. This will be my final report as conference lay leader, as I will honor our tradition in the North Georgia Conference—only serving one four-year term.

I would like to express deep appreciation to the following officers of the conference board of laity for their distinguished service over the past four years (2012-2016): associate conference lay leaders Ron Davis, John Lawrence, Bill Martin and Dianne Traynham; and secretary Linda Brown. Additionally, I would like to recognize, with appreciation, the outstanding service of the volunteer leaders of the ministries of the board of laity: Jane Finley (director of Leadership UMC), Jeff Jernigan (Leadership UMC II), Bill Traynham (Lay Revitalization Ministry), and Janet Sligar (conference director of Lay Servant Ministries).

Finally, I would like to express gratitude for the vital efforts of the United Methodist Women led by Sue Raymond, the United Methodist Men led by Cary Loesing, the conference youth led by Caroline Hale, and conference Scouting led by Barry Herrin. The conference board of laity seeks to equip laity in the North Georgia Conference for ministry. All of the aforementioned ministries will provide a full report during the 2016 Annual Conference session; however, I would like to affirm that these ministries are thriving and show signs of a hopeful future of distinguished service in our Annual Conference and beyond. Learn more about the work of the board of laity online at [ngumc.org/boardoflaity](http://ngumc.org/boardoflaity).

Evidence of our vital ministry is demonstrated through the Leadership UMC program. In May 2016, more than 50 people graduated from the Leadership UMC program, having completed four weekend sessions, a group project, and other program requirements. To date, nearly 600 people have graduated from Leadership UMC—a program that remains among the finest programs of lay training in the denomination. It has been a joy for me to teach in the clergy-lay partnership session of the Leadership UMC program for the past two years. I am deeply grateful for the ways this program continues to enrich and enliven leaders in the North Georgia Conference.

Further evidence of the faithful work of the laity is demonstrated through the outstanding work of the 12 district lay leaders, and through the efforts of Lay Servant Ministries, Lay Revitalization Ministry, and through the significant



efforts of the United Methodist Women, United Methodist Men, and  
Conference Scouting program. 1  
2

Finally, I am proud of the board of laity for agreeing to support the work 3  
the Experiential Leadership Institute (ELI), which is a program of North 4  
Georgia Camping and Retreat Ministries (Lee Highsmith, chair and Ron Davis, 5  
vice chair). ELI is a safe space for rising 11-12th graders to discover, practice 6  
and reflect on their emerging leadership skills in live ministry settings. 7  
Participants apply and interview to be in the program, then experience an 8  
intensive leadership development week at Camp Glisson. Immediately 9  
following this training, they spend one to eight weeks practicing their 10  
leadership skills as a day camp counselor while continuing to be mentored by a 11  
team of adults and peers. The conference board of laity, in partnership with 12  
others, provided funding and other support to the ELI program, making possible 13  
\$500 leadership awards to 100 young people and reducing ELI's actual cost of 14  
\$695 to \$195 for these 100 individuals. Learn more about the ELI program 15  
online at [ngumc.org/eli](http://ngumc.org/eli). 16

I am grateful to the more than 360,000 United Methodist laity in the 17  
North Georgia Conference for the outstanding ways you serve Christ through 18  
The United Methodist Church. 19

Thank you for giving me the honor of serving as your conference lay 20  
leader for the past four years. I give thanks to God for the many wonderful 21  
ways the clergy and laity, in partnership together, are about the work of making 22  
disciples of Jesus Christ for the transformation of the world. 23

Mathew A. Pinson, Conference Lay Leader 24  
25

## **501. United Methodist Women** 26 27 28

North Georgia Conference United Methodist Women share in the excitement of 29  
our theme “Bound for Greater Things!” We also share in the celebration of 150 30  
years of ministry, as we look forward to the 150<sup>th</sup> anniversary of United 31  
Methodist Women in 2019. 32

We are currently in a five year campaign to establish a Legacy Fund to 33  
cover the operating budget for United Methodist Women in the future so that all 34  
gifts given for mission can be used in their entirety for the designated mission. 35  
This fund was begun by retired missionaries and deaconesses who reside at 36  
Brooks Howell Home in Asheville, NC. After lifetimes of service, they 37  
continue to be involved in the mission work of United Methodist Women and 38  
want to ensure that we are “Bound for Greater Things” for the next 150 years! 39  
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1 *A Fresh Wind Blowing* inspired us through the remainder of 2015 as we:  
2 -Participated in Mission u at Fayetteville First UMC in July studying “Created  
3 for Happiness,” “Latin America” and “Disability Awareness.”  
4 -Celebrated the accomplishments of 2015 at Annual Meeting at LaGrange First  
5 UMC. District presidents highlighted an outstanding mission project in which  
6 they had participated and the district superintendent prayed for that mission.  
7 -Leadership Development Day was held at Chamblee First UMC. District and  
8 local officers and members found new ways to develop as leaders and advocate  
9 for women children and youth.

10 That same wind is blowing us on to a greater future in 2016:  
11 -Seven members of the conference team, district presidents and local officers  
12 attended Leadership Development at Lake Junaluska, fellowshiping and  
13 sharing with members of the Southeast Jurisdiction.  
14 -“Faith, Fun and Everyone” was held at Snellville First UMC in March.  
15 Workshops encouraged to know God (Discerning God’s Voice, War Room,  
16 Prayer Beads), to enjoy the fun of fellowship (Line Dancing, Zumba, Cell  
17 Phone Technology, Limitless) and to reach out in mission (Nutrition, A Dialog  
18 on Race, Environmental Justice, Investment)  
19 -Tonya Murphy, former president and a national director, represented United  
20 Methodist Women at Dancing with the Stars, Clergy Edition and took home the  
21 Judges Award! Tonya danced to support the Matthew Initiative which  
22 encourages churches to reach out to neighborhood children by providing a safe  
23 and welcoming space.

24 It has been a blessing to serve as president of this great organization for  
25 the past four years and I look forward to “Greater Things” coming to fruition!  
26 Sue Raymond, President

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## 600. Boston University School of Theology

Greetings in the Spirit of Jesus Christ! This year, Boston University welcomed new faculty in ethics, psychology, theologies of spirituality, comparative theology, church renewal, Black church leadership, and mission studies. STH continued to expand and deepen its spiritual life program. STH added a chaplaincy track to the MDiv degree, preparing students for hospitals, prisons, and military settings. STH spent much energy this year in hard conversations on violence, racism, and injustice, seeking to be honest and vigorously open to change, while honoring the dignity of all persons. ***Power, Privilege and Prophetic Witness*** is the STH theme for 2015-2017. We engaged the theme in classes, lectures, retreats and workshops, seeking to stretch our capacities to do justice, love mercy and walk humbly with our God.

**Examining the intersection of theology and race.** The opportunities this year included: a new documentary on North Korea; a dialogical viewing of *Selma*; dialogues on racism; a retreat on building race relations; circle worship; a student-led event *Missing Voices, Daunting Choices: The Erasure of Black Women in Black American Movements*; and events on interfaith understanding.

**Caring for the Church** through leadership and service: Students served local churches and church bodies as interns, staff and volunteers. Faculty served with such bodies as United Methodist Women, World Methodist Council, Ministry Study Commission, Women of Color Scholars and Mentors program, Pan Methodist Commission on Children in Poverty, and boards and agencies of the general church and annual conferences.

**Empowering young Latino/a leaders:** Hispanic Youth Leadership Initiative (HYLA) and Raíces Latinas Leadership Institute. **Facilitating dialogues on church renewal:** a new initiative on Evangelism and Church Renewal. **Reflecting on worship:** We contributed to a special issue of *Worship Arts Magazine*, edited and written by STH faculty, alumni/ae, and students, and published by the Fellowship of United Methodists in Music and Worship Arts.

**Caring for the World** included: the Doctor of Ministry program in Transformational Leadership; an urban ministry course; travel seminars; work with leaders in Ferguson, MO; and a travel seminar for UMC clergywomen to Cuba co-sponsored by GBHEM and STH. **Collaborating with the global church** included: sponsorship of the *Dictionary of African Christian Biography*; events and art exhibits on local and global ecology; and dialogues with global church leaders.

Mary Elizabeth Moore, Dean

## 601. Drew University Theological School

### **A Cohering Vision: Curriculum, Community, Co-Curricular Initiatives**

Nearly 150 years after our founding, we envision a future as bright as the best eras in our past. First, our efforts have been attentive to the history of Drew, in particular its Methodist roots. Also, we have honored our progress to achieve denominational, ethnic, gender, and racial diversity in our faculty and student body. We are focused on the three “C’s” of our cohering vision: redesigning our *curriculum*, strengthening our *community* of learning, and deepening training through revived *co-curricular* initiatives.

**Designing distinct pathways from curriculum to vocation** - six degree paths: Master of Arts in Ministry, D.Min, Master of Arts, Master of Sacred Theology, PhD, and Master of Divinity programs. We have achieved our roadmap for curricular change through a period of intentional discernment and with the generous financial support of the Jesse Ball duPont Fund. Redesigned curricular paths will be announced fall 2017, concurrent with 150<sup>th</sup> anniversary of the founding of Drew and 500<sup>th</sup> anniversary of the Protestant Reformation.

**Student experiences rooted in community.** Despite the increase in students pursuing their education through evening classes and online enrollment, we remain committed to the on-campus experience of community. Scholarship support and housing relief will also unburden our students from unsustainable debt.

**Fostering innovation in ministry and the work of spirit-filled justice.** To round out changes in our curriculum and on-campus learning experiences, we are also reviving co-curricular initiatives. The existing Center for Lifelong Learning will be recast as the new Center for Innovation and Leadership in Ministry. Here, programming will train pastoral leaders for service in rapidly changing church environments, as well as position them to lead fearlessly and prophetically. Our second co-curricular center will be an expansion of the current Communities of Shalom.

**Success so far through our *One and All Campaign*.** As the 14<sup>th</sup> dean of Drew Theological School, I am deeply committed to continuing our long and distinguished legacy. To this end, our vision is innovative, forward-looking, and grounded in the practical needs of our students. I fully subscribe to the words of Antonio Machado, that “we make the road by walking.” Our *One and All* campaign has raised more than \$12 million to date. Yes, the needs ahead are many, yet our hope is high for a bright future for Drew Theological School. The road is made by walking. Let’s walk it together.

Javier A. Viera, Dean and Professor of Pastoral Theology

## 602. Duke Divinity School

The academic year 2015-2016 has been one of transition as Dean Richard Hays was diagnosed with cancer and forced to step down from his role as dean. Ellen Davis, Amos Ragan Kearns Distinguished Professor of Bible and Practical Theology, accepted the invitation to serve as interim dean. A search committee to select candidates for the dean position had already been assembled, and they have spent this year conducting a process to present final nominations to the president and provost of Duke University, who will make the final decision.

In the midst of this year of transition, we continue to engage with the church, academy, and society on important ecclesial and cultural issues. The heart of our work remains the preparation of men and women for Christian ministry and leadership within the church. In 2015, total enrollment was 626 students: 449 are enrolled in the M.Div. degree program; 36 in the M.T.S.; 19 in the Th.M.; 44 in the Th.D.; 71 in the D.Min.; 33 in the M.A.C.P.; 16 in the M.A.C.S.; and 12 who are special students. Thirty-eight percent of our students are United Methodist, with an additional 4 percent from other Wesleyan traditions, and 43 percent of our M.Div. students are United Methodist.

This year we made a number of strategic staffing decisions to ensure that we are meeting the priorities of the Divinity School. Lacey Warner, associate professor of evangelism and Methodist studies, has been named our senior strategist for United Methodist collaborations. Jeff Conklin-Miller, the E. Stanley Jones Assistant Professor of the Practice of Evangelism and Christian Formation and Royce and Jane Reynolds Teaching Fellow, has been named the new associate dean for academic programs. He is also the director of the master of arts in Christian practice (M.A.C.P.) program.

We are well aware of the changing landscape in theological education: fewer people express interest in pursuing theological degrees, and the costs of education continue to rise. As part of strengthening our commitment to the priorities of recruitment and financial aid, we have appointed Todd Maberry to the new position of senior director of admissions, recruitment, and student finance. Another notable new hire is the appointment of Meghan Feldmeyer Benson as Divinity School Chaplain, following the retirement of Sally Bates.

Our faculty continues to be recognized for their scholarship and interdisciplinary expertise. Xi Lian and J. Kameron Carter were both named Henry Luce III Fellows for 2015-16. Ross Wagner, Kate Bowler, and Jennie Grillo each received prestigious research grants and fellowships. To learn more about Duke Divinity School, please visit our website at [www.divinity.duke.edu](http://www.divinity.duke.edu).

Ellen F. Davis, Interim Dean

### 603. Gammon Theological Seminary

Gammon Theological Seminary expresses its sincerest gratitude to the congregations and pastors of the North Georgia Conference. Your support has enabled us to have an exciting and busy year living out our mission (i.e., recruiting, supporting and educating pastors and leaders for the United Methodist Church). Included below are some of the ways that we have lived out our vision and furthered our mission in the 2015-2016 conference-year:

#### 1) **Strengthened and Diversified the Board**

Added eight new members from various industries and professions, including a former vice president for Coca Cola, a former executive vice president for United Way of Metropolitan Atlanta, a former vice president for Grants and Sponsored Research at Grambling State University, et al.

#### 2) **Strategic Realignment of Resources**

The Gammon board approved the strategic realignment of the institution's resources by selling property to the Friendship Baptist Church of Atlanta. The proceeds enabled Gammon to significantly increase its endowment.

#### 3) **Reaffirmation by SACSCOC**

At the December 2015 annual meeting of the Southern Association of Schools and Colleges Commission on Colleges (SACSCOC), the Gammon/ITC's reaccreditation was fully reaffirmed without any further recommendations or sanctions.

#### 4) **Implementation of the Pathways Program**

Over the course of the summer, Gammon began the implementation phase of the Gammon Pathways Program by welcoming five Pathways Scholars to campus. The students spent six weeks of the summer serving in internships in the following churches and agencies in Atlanta: Central UMC, Warren Memorial UMC, Impact UMC, and BMCR.

#### 5) **Ebony Exploration**

In October 2015, Gammon welcomed 65 undergraduate seniors and pre-seminary students for its first ever Ebony Exploration. This was an innovative event for young African Americans (ages 18-35) to hear, discern and respond to God's call to ordained ministry and to explore their gifts and graces for service in the United Methodist Church. Gammon, as the epicenter of black leadership for this denomination, is reasserting its historic role in producing principled and called leaders for the church and society.

Albert Mosley, President/Dean

## 604. Iliff School of Theology

The Iliff School of Theology’s commitment to the Wesleyan ethos of providing hopeful, intellectually alive and spiritually grounded theological education for each and every student over the course of their lifetime continues. Iliff’s identity is focused on educating leaders for three primary publics: the world, the church and the academy. At Iliff, we refuse to choose between being a training home only for ministerial candidates, a center only for activists and scholar-activists, or a school only for academics. We believe all three are inseparable and enhance one another as we deliberately situate ourselves in the world and critically operate out of the world’s complexities.

As such, we recognize that the world’s religious landscape is changing and there is much at stake. Iliff recently completed its strategic plan, revised its curriculum, transformed its library and initiated new relationships with other institutions. In collaboration with the people of Africa, we’ve started a discussion with Africa University (AU) to foster an educational alliance that will benefit Iliff and AU students. We’ve also begun work with Wiley College to strengthen the presence of minority students in seminaries.

Iliff’s enrollment continues to be strong with 365 students joining us this academic year, 60% female and 40% male, 35% Methodist – all actively engaged in a host of ministry contexts. Their interest continues to be strong in Iliff’s online and hybrid classes. A concerted move by Iliff to reduce student debt and grow the ability of students to lead financially sound, engaged communities continues with many MDiv students participating in the Spiritually-Integrated Financial Resiliency Program, funded by a \$250,000 grant from the Lilly Endowment.

Iliff’s numerous events for area clergy and supporters remain part of our foundation. Via forums on social justice, food justice, the role of faith in politics, world events and more, campus speakers included Gerald Durley (nationally-known civil rights leader and this year’s Jameson Jones Preacher), Heather Jarvis (student debt reduction advocate), and others. Our efforts were duly noted by McCormick Theological Seminary’s Center for Faith and Service when we were named as one of the nation’s “Seminaries That Change the World” and our Master’s of Theology Program was ranked seventh in the nation by OnlineColleges.net.

We continue to look forward with a courageous theological imagination. We are sincerely grateful for your support.

Thomas V. Wolfe, President and Chief Executive Officer

## 605. Perkins School of Theology

Perkins celebrates our vital connections with the North Georgia Annual Conference: Qualifying students at Perkins receive \$6,000 each in need-based aid. Enrollment at Perkins for the 2015-16 academic year totals 365 students, of which more than two-thirds are United Methodist and more than 40 percent are ethnic minority students. Master's degree programs comprise approximately 53 percent male and 47 percent female students. The D.Min. program includes students from southern Asia taking classes in Singapore and Dallas. Our Ph.D. program has 32 students.

Please note the following faculty additions: O. Wesley Allen Jr. (Ph.D., Emory) joined the Perkins faculty as the Lois Craddock Perkins Chair in Homiletics; Evelyn L. Parker (Ph.D., Northwestern), appointed to the Susanna Wesley Centennial Chair in Practical Theology at Perkins; Priscilla Pope-Levison (Ph.D., University of St. Andrew's) Associate Dean for External Programs; Tom Spann was named director of the Perkins Intern Program; Bill Bryan, Associate Dean of Student Affairs; Paul Barton (Ph.D., Southern Methodist University) director of the Mexican American and Hispanic-Latino/a Church Ministries Program.

Highland Park United Methodist Church provided a \$1.5 million gift to Southern Methodist University that endowed the Umphrey Lee Professorship in Methodist History at Perkins as well as support for the HPUMC Future Church Leaders Program.

The Center for the Study of Latino/a Christianity and Religions at Perkins was awarded a \$500,000 grant by The Henry Luce Foundation's Theology program. The three-year grant will significantly expand the Center's work in promoting an understanding of the different religious expressions within the Latino/a communities in the United States and in Latin America.

Perkins unveiled the Master of Theology (Th.M.). The Th.M. degree is a second master's. Perkins will begin offering a Spanish-language Master of Theology (Th.M.) degree beginning in fall 2017. Perkins also announced the Doctor of Pastoral Music.

I will retire as Dean of Perkins School of Theology on May 31, 2016. It has been my privilege to serve in this capacity since 2002.

William B. Lawrence, Dean and Professor of American Church History



## 606. Southern Methodist University

Over the past five years, Southern Methodist University has celebrated the centennial of its founding in 1911 by the Methodist Episcopal Church, South, and its opening in 1915. Highlights of recent developments follow:

- In fall 2015 SMU’s total enrollment of 11,643 included 6,411 undergraduates and 5,232 graduate students. Ethnic minority students made up 26 percent of total enrollment. An international enrollment of 1,652 (14 percent of total enrollment) represented 92 foreign countries, with the largest numbers from China, India and Saudi Arabia.
  - SMU ranks among the nation’s top universities. In the 2016 *U.S. News & World Report* listings, SMU ranks 61st among 270 of the “best national universities.” Several individual schools and academic programs also earned national rankings.
  - SMU received \$26 million in external funding during 2014-15 for research in the U.S. and worldwide. Current research subjects include water quality, natural hazards, cyber security and treatments for cancer and other diseases.
  - SMU Unbridled: The Second Century Campaign reached its \$1 billion goal ahead of schedule in Sept. 2015. It provided funds for 607 student scholarships; 62 endowed faculty positions, making a total of 114; 66 academic programs, including major endowment support for two schools; and 18 capital projects, including new and renovated facilities.
  - The Meadows Museum at SMU celebrated its 50<sup>th</sup> anniversary in 2015 with exhibitions never before seen in the U.S. The museum houses one of the largest and most comprehensive collections of Spanish art outside of Spain.
- SMU treasures its Methodist heritage, and we ask for your continued prayers and support.

R. Gerald Turner, President

## 607. United Theological Seminary

United Theological Seminary in Dayton, Ohio continues to educate a significant number of pastors and local church leaders for the North Georgia Conference of the United Methodist Church.

United has always focused on developing faithful, fruitful, inspired and inspiring pastors and local church leaders. 83% of the 2015 graduates of United are now serving in local congregations. 53% of the 2015 graduates from all other seminaries affiliated with the Association of Theological Seminaries are serving in local congregations.

Furthermore, 44% of the current 449 students at United are African American which makes United one of the most racially diverse seminaries in the United States. An average of 12% of the student body at most seminaries in the United States are African American. 43% of the students at United are female compared to an average of 33% at other United States seminaries.

United is one of the most racially and gender diverse seminaries in the United States and produces a higher percentage of local church pastors than most other seminaries in the United States.

United is also in the process of leadership transition. In November 2015, Wendy Deichmann resigned as President and, after a well-deserved sabbatical, will return to serving as a professor of history and theology. Under President Deichmann, United was listed as one of the 12 fastest growing seminaries in the United States largely because of the growing Doctor of Ministry program and our online degree programs. 44% of United's students are in the Master of Divinity program, 41% are in the Doctor of Ministry program and 15% are in other degree or certificate programs.

In January 2016, The United Board of Trustees selected Kent Millard, former pastor at St. Luke's United Methodist Church in Indianapolis, as interim president while they search for a new president.

St. Paul wrote to his young friend Timothy these words of advice: "I remind you to rekindle the gift of God that is within you through the laying on of my hands." Second Timothy 1:6

United Theological Seminary along with the other 12 United Methodist seminaries in the United States is committed to helping persons "rekindle the gift of God that is within" to provide educated, inspired and inspiring spiritual leaders for the United Methodist Church throughout the world.

Kent Millard, Interim President

## 608. Wesley Theological Seminary

**Called. Answered. Sent.** Wesley Theological Seminary has been equipping and sending forth prophetic preachers, teachers and leaders into diverse ministries throughout the church and around the world. With more than 410 master's-level students preparing for leadership, Wesley remains one of the largest and most diverse theological schools in North America. The Lewis Center for Church Leadership e-newsletter informs more than pastors and lay leaders on trends and ideas. The new Institute for Community Engagement is forwarding Wesley's mission of raising prophetic leaders in the public square.

**Wesley Students Are Answering God's Call.** Wesley provides more than \$2 million annually in scholarships to our students. The Ministerial Education Fund and conference partners help us equip a broad range of students to serve the church as pastors and leaders. Two Master of Divinity students who are exploring ordination in the UMC, Zach Spoerl and Matt Wilke, working with three UM churches and Wesley, have started Pub Theology in downtown D.C., drawing spiritual-but-not-religious young adults into Christian community. Master of Theological Studies student Jane Adams is working with denominations and congregations on issues of poverty and hunger in the U.S. As an intern at the Center for Faith-Based and Neighborhood Partnerships at the U.S. Department of Health & Human Services, she provides tools for building on charitable activities. As a member of a local United Methodist congregation, she's putting her knowledge to work in her local church and neighborhood, too.

**Mourning the Loss of a Christian Leader.** Clementa Pinckney, a D.Min. student at Wesley in the Leadership Excellence track was working on a research project on the combined role of pastor and statesman, when his life was taken along with eight others at Mother Emanuel AME Church, Charleston, S.C. Pinckney exemplified the spiritually powerful and prophetic leadership that is at the core of our mission. Wesley established scholarships in his name for D.Min. candidates seeking to empower their congregations, engage their communities, and influence public discourse. Wesley has developed a D.Min. track exploring the intersection between public life and church leadership. This degree focus amplifies Wesley's mission and location and raises up leaders to continue Pinckney's legacy. <https://www.wesleyseminary.edu/doctorofministry>

**Seeking Connection.** We are on this journey of faith together. As you follow Jesus Christ, we pray and trust the Spirit will equip you to mentor future leaders and to help others identify God's call to ministry on their lives. Learn more at [wesleyseminary.edu](http://wesleyseminary.edu).

William D. Aldrige, Jr., Associate Dean of Admissions

1                                   **609. Order of Elders and the Order of Deacons**

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3   The Order of Elders and the Order of Deacons exist to support and hold  
4   accountable its members for the sake of the life and mission of the church. One  
5   of the strengths of our connectional system is the recognition that we are called  
6   to different purposes and equipped with different gifts. While deacons and  
7   elders each serve a unique purpose in the church, we also understand that we  
8   are stronger when we work together.

9           Therefore, the Order of Elders and the Order of Deacons have joined  
10   together this year in conversation to address a particular issue. After last year’s  
11   elections to General Conference and Jurisdictional Conference, the Order of  
12   Deacons and the Order of Elders held a joint meeting to discuss the possibility  
13   of implementing change within the election process. The discussions focused on  
14   changes that would be consistent with the *Book of Discipline*, make for better  
15   communication, and at the same time not influence the outcome of the  
16   elections.

17           After the initial conversations, the Order of Elders and the Order of  
18   Deacons met with the staff of the Office of Ministerial Services to discuss the  
19   possibility of moving forward with a proposal to the Clergy Executive Session  
20   of the Annual Conference. With the support of the Office of Ministerial  
21   Services, the Order of Deacons and the Order of Elders decided to form a  
22   committee that would be given the task to research the election process of other  
23   similar annual conferences and to bring a proposal to the Clergy Executive  
24   Session of the Annual Conference in 2017.

25           Our intention at the 2016 Annual Conference is to introduce the  
26   committee to the Clergy Executive Session as a way of inviting all clergy  
27   members into the conversation so we can streamline a more effective way of  
28   electing clergy representation to General and Jurisdictional Conferences.

29                                   Shannon Karafanda, Chair, Order of Deacons  
30                                   Andy Postell, Chair, Order of Elders

**610. Georgia Chapter of the Professional Association of  
United Methodist Church Secretaries**

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Both the national chapter and the Georgia chapter of the Professional Association of United Methodist Church Secretaries were established in 1982 under the direction of the General Council of Finance and Administration. The purpose of the organization is to provide a supportive base, individual growth, professional development, continuing education and spiritual enrichment. The Georgia chapter serves both the North and South Georgia conference persons in ministry of administration, who are paid or volunteer, part time or full time.

The Georgia chapter holds a four-day conference each year. This coming conference will be held at Epworth By the Sea, St. Simons, August 18-21. Each event provides a variety of workshops and worship experiences. The goal each year is to provide training that will assist United Methodist office personnel and an opportunity to earn one continuing education credit (CEU). Our goals include staying healthy in our positions and churches as we serve others.

We encourage members to become certified as a United Methodist secretary. The GCFA sponsors this event and it is now offered online. The Institute provides outstanding advanced professional training for United Methodist secretaries from across the denomination. A participant who completes the program and meets the requirements set forth by the General Council on Finance and Administration is eligible to apply for certification as a Professional United Methodist Church Secretary.

Georgia PAUMCS publishes a newsletter, and has a networking “enews” set up for questions and answers. This networking tool allows administrative assistants to stay connected while we are called to ministry in our local churches, district offices, episcopal offices and agencies. We are a connectional part of United Methodism. GA PAUMCS sets goals each year to become better and train better for the Kingdom of God. For more information, visit [ga-paumcs.org](http://ga-paumcs.org).

Jackie Powers, Chapter President

1                                   **700. Resolution Against Human Trafficking**  
2                                   **Help End Suicide and Homelessness Among Lesbian, Gay,**  
3                                   **Bisexual, Transgender, Questioning Youth**  
4

5 WHEREAS, lesbian, gay, bisexual, transgender, questioning (LGBTQ) youth  
6 are four times more likely to attempt suicide than their straight peers (The  
7 Trevor Project); and LGBTQ youth comprise forty percent of the homeless  
8 youth population (The Williams Institute); and almost sixty percent of  
9 homeless LGBTQ youth have experienced sexual assault (National Coalition  
10 for the Homeless); and  
11

12 WHEREAS, The Social Principles of The United Methodist Church state that  
13 “The church has an obligation to see that all persons have access to needed  
14 pastoral and medical care and therapy in those circumstances that lead to loss  
15 of self-worth, suicidal despair, and/or the desire to seek physician-assisted  
16 suicide” (§ 161N of the *Book of Discipline*, 2012); and  
17

18 WHEREAS, The Social Principles of The United Methodist Church state that  
19 “Certain basic human rights and civil liberties are due all persons. We are  
20 committed to supporting those rights and liberties for all persons, regardless  
21 of sexual orientation or gender identity. We see a clear issue of simple justice  
22 in protecting the rightful claims where people have shared material resources,  
23 pensions, guardian relationships, mutual powers of attorney, and other such  
24 lawful claims typically attendant to contractual relationships that involve  
25 shared contributions, responsibilities, and liabilities, and equal protection  
26 before the law. Moreover, we support efforts to stop violence and other forms  
27 of coercion against all persons, regardless of sexual orientation” (§162J of the  
28 *Book of Discipline*, 2012); and  
29

30 WHEREAS, homeless LGBTQ youth often run away or are turned out of  
31 their homes due to discrimination, name calling and abuse. Due to the abuse  
32 and rejection experienced by many LGBTQ youth during childhood they are  
33 more likely to experience low self-esteem issues and are diagnosed at higher  
34 rates with mental health problems, putting them at a much higher risk for  
35 trafficking or turning to sex work in exchange for shelter, food or rent money  
36 (National Institutes of Health, 2010). During the first 48 hours after running  
37 away or being turned out of their home, one in three homeless youth are  
38 recruited by a trafficker into commercial sexual exploitation. Engaging in  
39 survival sex often leads to violence and rape. LGBTQ youth are 7.4 times  
40

more likely to experience acts of sexual violence than heterosexual homeless youth; and

WHEREAS, The Social Principles of The United Methodist Church state that “We deplore all forms of the commercialization and exploitation of sex, with their consequent cheapening and degradation of human personality” (§ 161H of the *Book of Discipline*, 2012); and

WHEREAS, our Lord has expressly given to the least, the lost and the hurting a place among the people of God, which holy privilege must not be denied them. Remembering the words of the Lord Jesus Christ, “Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me.” (Matthew 25:40 NRSV);

THEREFORE, as the North Georgia Conference of the United Methodist Church seeks to follow a Biblical mandate of hospitality to the stranger and edification of the least, the lost and the hurting; and in order to prevent suicide, sexual assault, trafficking, and to end homelessness of LGBTQ youth;

BE IT RESOLVED, that the following resolution is adopted by the North Georgia Annual Conference:

We vow that, as churches and people of faith, we will not be silent about the value of each and every life. To that end, we categorically oppose the practices of human trafficking and slavery in all its forms. We urge our churches, committees, campus ministries and camping retreat ministries to create safe space for each and every child of God.

Further, in the spirit of advocating for safe sanctuary, we call upon every United Methodist to respond to acts of hate, harassment and acts of violence filled with long-held prejudices against all persons, with acts of compassion and liberation.

Moreover, we call upon the Church and society to intentionally support, advocate on the behalf, and minister to all at risk youth regardless of sexual orientation or gender identity.

1 SIGNED:  
2  
3 Tiffany R. Thompson, laity, Chair, North Georgia Reconciling United  
4 Methodists, Canon UMC, ATHN  
5 Kim Smith Reindl, Christian educator, Cokes Chapel UMC, LAGR  
6 Brian Tillman, clergy, Johns Creek UMC, AROS  
7 Curtis Rivers, pastor emeritus, Inglesia Meth. Unida Douglas St UMC, NWST  
8 Angela Gilreath-Rivers, clergy, Inglesia Meth. Unida Douglas St UMC, NWST  
9 Elizabeth M. Caine, clergy, Oconee Street UMC, ATHN  
10 Julie A. Arms Meeks, laity, St. Mark UMC, AMRY  
11 Marlene Gray, laity, Monroe First UMC, ATHN  
12 Russell Gray, laity, Monroe First UMC, ATHN  
13 Dena Aaron, laity, Temple UMC, ATHN  
14 Jason Adam Hardman, laity, St. Mark UMC, AMRY  
15 Judy Campbell, Lay Leader, Embry Hills UMC, AMRY  
16 Cole Altizer, clergy, Bethany UMC, LAGR  
17 Brett Isernhagen, clergy, Campbellton UMC, ACPK  
18 Beth LaRocca-Pitts, clergy, St. Mark UMC, AMRY  
19 Donna P. Fisher, laity, retired educator  
20 Giselle Lawn, laity, St. Mark UMC, AMRY  
21 Deanna Dennis, laity, St. Mark UMC, AMRY  
22 Gatra R. Mallard, laity, retired, Glenn Memorial UMC, AMRY  
23 Lori Cora, laity, financial secretary/member, Embry Hills UMC, AMRY  
24 John Marsh, laity, Embry Hills UMC, AMRY  
25 Debra Fambro, laity, Newnan First UMC, LAGR  
26 Nancy Allgood, laity, SPRC chair, Inman UMC, LAGR  
27 Patricia White, laity, Cokes Chapel UMC, LAGR  
28 Audrey Gargiullo, laity, Embry Hills UMC, AMRY  
29 David Harrill Roberts, retired professor/clergy, Athens First UMC, ATHN  
30 John Adcox, laity, Inman Park UMC, AMRY  
31 Mary Abbott Waite, laity, St. Mark UMC, AMRY  
32 Joy Rikard Brown, retired clergy, ADOX  
33 C. Ryan Smith, laity, Lithia Springs UMC, ROCA  
34 Nanci Hicks, clergy, East Cobb UMC, AMAR  
35 Bill Phillips, laity, Glenn Memorial UMC, AMRY  
36 Dottie Phillips, laity, Glenn Memorial UMC, AMRY  
37 Dan Browning, laity, Druid Hills UMC, AMRY  
38  
39  
40



Michael Vaughan, laity, Outreach Chair, Druid Hills UMC, AMRY	1
Susan Martin Taylor, clergy, Starrsville UMC, ADOX	2
Vanessa C. Meeks, laity, St. Mark UMC, AMRY	3
Jimmy Moor, retired clergy, AMRY	4
Sara McKlin, laity, Glenn Memorial UMC, AMRY	5
Mary Lynn Merkle, laity, president, Druid Hills UMC UMW & Secretary of Atlanta-Emory District UMW, AMRY	6 7
Laura Arnold Jordan, staff chaplain, Northeast Georgia Medical Center, Druid Hills UMC, AMRY	8 9
Janie J. Kaney, laity, Druid Hills UMC, AMRY	10
Tim Taylor, clergy, Canon Circuit, ATHN	11
Patricia Chennault, laity, North Fayette UMC, LAGR	12
Jean Wynn, laity, chair, Witness Team, Druid Hills UMC, AMRY	13
Denise Neill, laity, Stone Mountain UMC, ADOX	14
Gina Bernard, laity, Stone Mountain UMC, ADOX	15
George Kuhlman, laity, Athens First UMC, ATHN	16
Cindy Kuhlman, laity, Athens First UMC, ATHN	17
Congregation of Inglesia Methodist Unida Douglas Street UMC, NWST	18
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1           **701. Resolutions Relating to Rental/Housing Allowances for Retired,**  
2           **Disabled, or Former Clergypersons of the North Georgia Annual**  
3           **Conference**

4  
5           The North Georgia Annual Conference (the “conference”) adopts the following  
6           resolutions relating to rental/housing allowances for active, retired, terminated,  
7           or disabled clergypersons of the conference:

8  
9           WHEREAS, the religious denomination known as The United Methodist  
10          Church (the “church”), of which this conference is a part, has in the past  
11          functioned and continues to function through ministers of the gospel (within the  
12          meaning of Internal Revenue Code section 107) who were or are duly ordained,  
13          commissioned or licensed ministers of the church (“clergypersons”);

14  
15          WHEREAS, the practice of the church and of this conference was and is to  
16          provide active clergypersons with a parsonage or a rental/housing allowance as  
17          part of their gross compensation;

18  
19          WHEREAS, pensions or other amounts paid to active, retired, terminated, and  
20          disabled clergypersons are considered to be deferred compensation and are paid  
21          to active, retired, terminated, and disabled clergypersons in consideration of  
22          previous active service; and

23  
24          WHEREAS, the Internal Revenue Service has recognized the conference (or its  
25          predecessors) as an appropriate organization to designate a rental/housing  
26          allowance for clergypersons who are or were members of this conference and  
27          are eligible to receive such deferred compensation;

28  
29          NOW, THEREFORE, BE IT RESOLVED:

30                 \*\*\*See NOTE below for IRS limitations

31  
32          THAT an amount equal to 100% of the pension, severance, or disability  
33          payments received from plans authorized under *The Book of Discipline of The*  
34          *United Methodist Church* (the “Discipline”), which includes all such payments  
35          from the General Board of Pension and Health Benefits (“GBOPHB”), during  
36          the period January 1, 2017 through December 31, 2017 by each active, retired,  
37          terminated, or disabled clergyperson who is or was a member of the conference,  
38          or its predecessors, be and hereby is designated as a rental/housing allowance  
39          for each such clergyperson; and  
40

1 THAT the pension, severance, or disability payments to which this  
2 rental/housing allowance designation applies will be any pension, severance, or  
3 disability payments from plans, annuities, or funds authorized under the  
4 *Discipline*, including such payments from the GBOPHB and from a commercial  
5 annuity company that provides an annuity arising from benefits accrued under a  
6 GBOPHB plan, annuity, or fund authorized under the *Discipline*, that result  
7 from any service a clergyman rendered to this conference or that an active, a  
8 retired, a terminated, or a disabled clergyman of this conference rendered to  
9 any local church, annual conference of the church, general agency of the  
10 church, other institution of the church, former denomination that is now a part  
11 of the church, or any other employer that employed the clergyman to perform  
12 services related to the ministry of the church, or its predecessors, and that  
13 elected to make contributions to, or accrue a benefit under, such a plan, annuity,  
14 or fund for such an active, a retired, a terminated, or a disabled clergyman's  
15 pension, severance, or disability plan benefit as part of his or her gross  
16 compensation.

17  
18 **\*\*\*NOTE:** The rental/housing allowance that may be excluded from a  
19 clergyman's gross income in any year for federal (and, in most cases, state)  
20 income tax purposes is limited under Internal Revenue Code section 107(2),  
21 and regulations thereunder, to the least of: (a) the amount of the rental/housing  
22 allowance designated by the clergyman's employer or other appropriate body  
23 of the church (such as this conference in the foregoing resolutions) for such  
24 year; (b) the amount actually expended by the clergyman to rent or provide a  
25 home in such year; or (c) the fair rental value of the home, including furnishings  
26 and appurtenances (such as a garage), plus the cost of utilities in such year.  
27 Each clergyman or former clergyman is urged to consult with his or her  
28 own tax advisor to determine what deferred compensation is eligible to be  
29 claimed as a housing allowance exclusion.

1 **800. Church Development Fund Revisions**

2  
3 In 2005 the North Georgia Conference established a church development  
4 endowment fund named the Charles Barnes Fund for Church Development. The  
5 purpose of the fund was to provide resources for future new church starts and  
6 financial help to revitalize churches. **The following amendment is presented**  
7 **because the current funding methodology gives no guidelines for**  
8 **distribution of funds or for maintaining the corpus when the fund reaches**  
9 **\$3,000,000. Currently earnings can be utilized when the balance reaches**  
10 **\$500,000. This could be in conflict with the secondary goal of achieving a**  
11 **balance of \$3,000,000. Altering the funding methodology would provide**  
12 **flexibility to the Office of Congregational Development to set a reasonable**  
13 **corpus fund balance and a systematic procedure for disbursing funds.**  
14

15 ~~WHEREAS the making of disciples is the number one priority given to the~~  
16 ~~followers of Jesus Christ;~~

17  
18 ~~AND WHEREAS adequate funding for church development is a crucial issue;~~  
19

20 ~~THEREFORE be it resolved that~~  
21

22 The Office of ~~Church~~ **Congregational** Development ~~was granted~~ **was granted**  
23 permission to establish a Church Development Endowment Fund ~~to be named~~  
24 the Charles Barnes Fund for Church Development.

25 ~~Be it further resolved that~~ **One fourth**  $\frac{1}{4}$  (25%) of funds from future sales of  
26 property and **one fourth**  $\frac{1}{4}$  (25%) of funds from any other assets belonging to  
27 the churches that are closed are to be deposited in the Church Development  
28 Endowment Fund and ~~that the Church Development Endowment Fund~~ **be is**  
29 open to receiving donations from other sources and solicitations by the Office  
30 of ~~Church~~ **Congregational** Development from time to time and in an orderly  
31 fashion.

32 ~~And be it further resolved that w~~**When the Church Development Endowment**  
33 ~~Fund balance reaches \$500,000, \$1,000,000, the interest may be used for the~~  
34 ~~purposes of the Office of Church Development. And when the Church~~  
35 ~~Development Endowment Fund reaches \$3,000,000, monies above the~~  
36 ~~\$3,000,000 amount, both interest and principal, may be used for the purposes of~~  
37 ~~the Office of Church Development.~~ **the Board of Congregational**  
38 **Development will make a determination as to the amount available for**  
39 **distribution of funds annually. The amount available for distribution each**  
40

year will be 5% of the most recent 12-quarter rolling average of the fund’s balance or the amount available above the fund’s corpus of \$1,000,000, whichever is less. If the fund’s balance is less than the targeted corpus amount, the distribution will be \$0.

In the future, the Office of Congregational Development may, with the agreement of the Conference Trustees, increase the target corpus above \$1,000,000 if the fund grows substantially through the sale of property, with the target corpus never exceeding \$3,000,000.

**801. North Georgia Camp and Retreat Ministries, Inc.  
Proposed By-laws Revision**

The North Georgia Conference of The United Methodist Church approves the following changes to the corporate by-laws of North Georgia Camp and Retreat Ministries, Inc. This request for approval is made as required by the Board of North Georgia Camp and Retreat Ministries, Inc. The proposed change moves the designated quarterly meeting at which officers of the board are elected to avoid new directors voting on nominees with whom they are not familiar.

2.6 Meetings. The directors shall meet annually in or as near to the ~~third~~ **second** calendar quarter as is reasonably practical on such date as may from time to time be selected by the Board of Directors (which meeting shall be designated as the “annual meeting”) and on three other dates during each calendar year (said dates to be selected from time to time by the Board of Directors). Such annual meeting...

Respectfully submitted,  
Lee Highsmith, Chairperson  
C. Russell Davis, Director  
North Georgia Camp and Retreat Ministries, Inc.

## 802. Social Media Guidelines for Clergy and Congregational Leaders

### Introduction

#### Recommendations for Use of Guidelines

These guidelines are intended for use of clergy, church staff members, church volunteers and ministries with children, youth, and vulnerable adults. These guidelines are offered to be included as is – or adapted for context – in staff and volunteer handbooks in the churches and related ministries of the North Georgia Conference of The United Methodist Church. All other entities should contact the Connectional Ministries Office of the North Georgia Conference for permission to use the guidelines.

#### Social Media Defined

Social media refers to the use of web-based and mobile technologies to advance interactive communication—both public and private uses—and to include instant messaging, texting, emailing and video chatting. Because social media is always evolving and changing, this living document will be revisited as necessary.

#### Responsible Use of Social Media

Creating community—the body of Christ—is the core function of congregations. In all we do, we reflect the love of Christ to and for the world. In the world of social media, this applies to the content of our posting to various social media sites. Clergy and lay staff are held to a high standard of behavior while online. Churches should adopt a social media policy as part of an employee manual. A suggested template has been included in this document. Major points to cover with church staffs include:

- Church staff shall not create a church social media account without the knowledge of the church. This is both for protecting the church and creating a sustainable model for content production.
- Once a church social media account is created, there should always be three people, including at least one staff person and at least one lay person, with full administrative rights.
- Staff should understand that personal social media site usage and posting should reflect their status as an employee of a United Methodist congregation. Employees should not only utilize the same judicious wisdom when posting from their work (for example, a preschool teacher not posting pictures of her students on a personal social media account)

but should also remember that all social media interaction reflects upon the church which employs them.

### **Reminders and Who Can Help**

No clergy or layperson is authorized to speak on behalf of The United Methodist Church – or even your own local congregation. The General Conference of The United Methodist Church, via the *Book of Discipline*, speaks on behalf of the UMC. If the need should arise to speak to the media, please contact your district superintendent. If you would like help educating a church staff, volunteers or your congregation about social media, or would like help crafting your own congregational Social Media Guidelines, please contact the NGUMC Connectional Ministries Office via [connect@ngumc.org](mailto:connect@ngumc.org).

### **Social Media and the Church**

Social media is a useful and necessary means of developing relationships and making disciples of Jesus Christ for the transformation of the world. The purpose of the following guidelines and practices are to encourage the frequent, intentional and appropriate use of the various forms of social media.

#### **Top Ten Best Practices of Social Media (For All of Us)**

1. When using social media, **observe Wesley’s General Rules:**
  - Do no harm
  - Do good
  - Attend to the ordinances of God
2. **Claim, maintain and monitor your congregation’s social media profiles and websites.** Take care to keep the online profiles, websites and administrative responsibilities current. Ask yourself: who is/will be responsible for monitoring your congregation’s social media profiles and websites?
3. If you are not sure about appropriate use of social media, **ask for help.** If you are not sure about a post, do not post it. Every post, personal or corporate, reflects back on the congregation. Ask yourself: Is this post or information timely? Newsworthy? Ready for the world to see?
4. **Be respectful, collegial, and intentional of other’s privacy** including the announcing of prayer concerns and where location services (i.e. checking in via FourSquare) are concerned. Ask yourself: Is this my news to tell? Do I have permission to share this information?

- 1        5. **Be professional and maintain the integrity of the office of clergy,**
- 2        **church staff and church volunteers** through social media. Remember
- 3        that you are not authorized to speak on behalf of the United Methodist
- 4        Church – or even your own local congregation.
- 5        6. **Protect the safety of congregants, minors, vulnerable adults and**
- 6        **yourself.** Do not share the addresses and locations of congregants and
- 7        minors via social media. Ask yourself: Could the information I am
- 8        posting potentially risk the safety of any individual?
- 9        7. **Be friendly and fair** - allow others to friend you instead of vice versa.
- 10       8. When posting photos, **allow others to identify themselves.** Ensure that
- 11       no photos of minors are posted without prior written parental consent.
- 12       Never identify minors in photographs.
- 13       9. Take care to **adhere to Safe Sanctuary guidelines**, adapting them to
- 14       social media practices. Refer to the Safe Sanctuaries section of this
- 15       document for more information.
- 16       10. **Remember your Christian witness** and allow your use of social media
- 17       to proclaim the Gospel of Jesus Christ.

### Best Practices for Clergy

#### 21 **Online presence of clergy**

22 It is recommended that clergy maintain an internet presence by having an active  
 23 social media profile, a blog, or at minimum a bio and contact information on  
 24 your church’s website. We encourage clergy to take advantage of all the  
 25 positive benefits of social media while remaining aware of potential areas of  
 26 concern. We implore clergy to use collegiality and discretion; to be respectful  
 27 of privacy; and to be safe when using social media. Clergy are encouraged to be  
 28 open to “friend-ing” members of your congregation – preferably accepting an  
 29 invitation rather than initiating a friend request. Use these guidelines for online  
 30 engagement.

31 *Ask yourself: What can church and community members learn about me*  
 32 *online?*

#### 34 **Stewardship and Boundaries**

35 While social media is a gift, our Wesleyan theology reminds us that even good  
 36 things must be consumed and used in moderation. When using social media,  
 37 please remain attentive to the stewardship of your time and the time of others.  
 38 Always maintain appropriate boundaries with others and take care to watch for  
 39 the proverbial “slippery slope.”



It is important to use care in your language, as meaning and tone are often lost in translation. Knowing this, it is important that we take the time to carefully craft words, especially when dealing with potentially sensitive topics. If you would hesitate to say something in person, it is best not to say it via social media. Remember the Wesleyan commitment to care for others. When using social media, ask yourself the General Rules: Does this do harm? Does this do good? Does this help others to attend to the ordinances of God? Does this reflect love of God, neighbor and self?

*Ask yourself: What is the purpose of this post?*

### **Collegiality**

With social media, the line between public and private communication is thin, blurry and often non-existent. Just like communicating within the church, it is never a good idea to make disparaging comments about fellow clergy, their ministry or congregants in social media. When it comes to the use of social media, support your colleagues and be respectful of other clergy and other opinions. Once you say something on the Internet it remains accessible forever—even if you delete it. When commenting on current events from social issues to church politics, clergy should strive to maintain their prophetic voice; while, at the same time maintaining the ordained covenant to uphold The United Methodist Church and its social practices, leadership, polity and ministry.

Please be aware that the Internal Revenue Service (IRS) has very specific guidelines related to political commentary offered by churches and/or clergy. Clergy and church representatives are encouraged to maintain a healthy balance between a prophetic voice and keeping the church's tax exempt status intact as violations of IRS regulations can result in a revocation of a church's tax exempt status. Refer to [www.irs.gov](http://www.irs.gov) or [www.ngumc.org](http://www.ngumc.org) for information.

*Ask yourself: What if this were printed in Sunday's bulletin?*

### **Discretion and Confidentiality**

Be judicious in your online conduct and speech. Use discretion by refraining from sharing confidential information from meetings or personal interactions with others that could cast The United Methodist Church or any other relationships in a bad light.

Content that is shared over social media networks must be done solely by the individual who will be held accountable for what is shared if confidentiality is broken.

1           Because of this and other concerns, social media is never an appropriate  
2 medium through which to counsel parishioners even in private messages, text  
3 messages and emails. Move counseling conversations to an appropriate venue.  
4 *Ask yourself: Is this the appropriate venue for this conversation?*

### 6 **Location Sharing**

7 Social media such as Foursquare, Yelp, Facebook, etc. that allow one to “check  
8 in” at one’s current location should be used with discretion. Checking in refers  
9 to making one’s location known via a social media outlet. Never check-in (i.e.  
10 disclose the location of) anyone who has not expressed their permission to be  
11 checked in. Additionally, when posting on Facebook, Twitter, etc., be discreet  
12 in tagging persons who are in the same location as you are; rather, use hashtags  
13 as a means of facilitating conversation. Remember that when you check-in  
14 others, especially ailing parishioners, you may be breaking HIPPA laws and  
15 creating other confidentially issues.

16           Using social location platforms is a tool to raise awareness about your  
17 church’s location, including worship and other events. It also serves as an  
18 accountability tool for when clergy are not in their office (i.e. holding drop by  
19 office hours at local coffee shop).

20 *Ask yourself: What message does this “check-in” convey?*

### 22 **Remember that you are a public figure**

23 We sometimes like to wear our “clergy” or “church” hats and then our  
24 “average-person-on-the-street” hats. When posting on Facebook, tweeting or  
25 updating a blog, it is important to realize that most people do not see that  
26 differentiation. You are their pastor or the pastor in the community and they  
27 hold you to a higher standard. Make sure that everything you post or share,  
28 whether it is words or photos, is worthy of this calling and higher standard.  
29 Everything you post is public.

30 *Ask yourself: Would you like to see this post as a quote attributed to you in the*  
31 *local newspaper or on the television? Would you like your current Facebook*  
32 *profile picture to be used to identify you in a news story or blog post?*

### 34 **Remember that you are not authorized to speak for The United Methodist** 35 **Church**

36 To give your opinions, especially on hotly debated topics, can be construed as  
37 making a statement on behalf of the church. It is smarter to say nothing at all,  
38 especially if you are inclined to make a statement contrary to the UMC’s  
39 policies or theologies which you have taken a vow to uphold. Even with a  
40

disclaimer, by virtue of your position in the community, what you say and do	1
does reflect on your church as well as the denomination. If you are contacted	2
by the media regarding a current event topic, please refer to conference media	3
protocols.	4
<i>Ask yourself: Am I authorized to speak to the media on this topic?</i>	5
	6
<b>Respect Privacy</b>	7
Please be respectful of your own privacy and the people you serve. Also, help	8
the people you serve be sensitive to the privacy of others. Social media is an	9
excellent way to share the good moments and the sad moments in our lives, but	10
as leaders, we are called to be especially mindful of how people respond to	11
hearing news in such a non-personal manner. It is not appropriate to share	12
someone else’s concerns or joys without their consent. To post a prayer concern	13
without her or his prior permission is a violation of clergy ethics and HIPPA	14
guidelines. Consider adding a box to your prayer concerns card: “Do we have	15
your permission to share this concern on social media or via email?”	16
For more information on HIPPA guidelines, please visit: <a href="http://www.hhs.gov/">http://www.hhs.gov/</a>	17
<i>Ask yourself: Do we have permission to share this prayer request publically?</i>	18
	19
<b>Be Accurate</b>	20
Review content you are posting for factual and grammatical errors. You may	21
consider using Google, local and national news websites, and Snopes.com to	22
check “news” before you share it with others.	23
<i>Ask yourself: Am I absolutely sure this is true?</i>	24
	25
<b>Be Safe</b>	26
Be careful when posting or following links that are shared with you while on	27
Facebook, Twitter or that come through email that lead you to external	28
websites. These are often phishing ploys to get information about you or your	29
friends. Protect yourself and your friends by being careful about what you click	30
on or post on a wall.	31
<i>Ask yourself: Am I absolutely sure this is legitimate?</i>	32
	33
<b>Be “Friend”ly</b>	34
Remember, clergy are encouraged to be open to “friend-ing” members of their	35
congregation, preferably accepting an invitation rather than initiating a friend	36
request. Once you start “friending” church members, you have to be willing to	37
friend them all. In this case, you do not get to pick your friends. It would be	38
advisable to make an open invitation for your congregation to friend you on	39
	40

1 Facebook instead of hand selecting members of your congregation or  
2 organization, in the case of extension ministries, as "friends." This applies  
3 across all social media platforms.

4 *Ask yourself: Am I going to accept friend requests from members of my*  
5 *congregation?*

6

## 7 **Leaving Well**

8 United Methodist clergy serve among a people for a season and, eventually,  
9 will move on to another place of ministry. We agree to go where we are sent as  
10 well as "leave when we leave."

11 Our covenant of ordination holds us to a high standard to be in ministry  
12 with our current congregation while allowing people who follow after us to be  
13 fully present and pastor to their congregations and community. With the advent  
14 of social media, this has become more difficult, but there are a several ways to  
15 achieve this. We will highlight two.

16 One way to live into this is to delete and unfollow all the church and  
17 community friends on your social media accounts. This means they are not part  
18 of your social media life anymore and you change churches without any further  
19 attachments. Be aware that feelings may be hurt, but it is the cleanest break.  
20 This also best reflects the expectations of itinerating clergy. It is expected that  
21 you do this for everyone, not deleting almost everyone and then keeping tabs on  
22 a few.

23 A second option is to look at the fine grain options social media networks  
24 offer for privacy. For example, with Facebook you can assign privacy  
25 restrictions and hide former parishioners from your timeline. They can still  
26 contact you but they aren't a part of your day-to-day life. You will also want to  
27 remove yourself from any Facebook groups that have been created for your  
28 church as well as removing any content creation/administration rights you have  
29 to your church's Facebook page.

30 You will want to practice the same responsible leadership for other social  
31 media sites, following the appropriate tools for that platform. For example, you  
32 will want to unfollow your former parishioners and delete any lists related to  
33 your prior congregation for Twitter. Also, have the church change the password  
34 for the congregation's Twitter account, if one exists. The same applies to  
35 followers and boards for Pinterest and the metaphors used for connecting and  
36 groups in various social media sites, as well as password administration.

37 *Ask yourself: Do my online interactions reflect my current ministry setting?*

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<b>Always “Tweet sweet”</b>	1
How we say things matters as much as what we say. In the world of social media, what is intended as playful might be read as flippant. Direct, brief wording can come across as dismissive, arrogant or mean. If we are to be winsome in our demeanor so as to hope people see the love of Christ in us, that axiom goes for social media as well as face-to-face interaction. We have a responsibility to honoring our First General Rule, “do no harm.” This is especially important in the world of social media.	2 3 4 5 6 7 8
<i>Ask yourself: How might this post be interpreted?</i>	9 10
<b>Best Practices for Congregations</b>	
	11 12
<b>Create and maintain a website and social media accounts for your church</b>	13
It is strongly recommended that every church have an intentional presence on the internet by maintaining a website and social media pages. In many ways your church’s internet presence is the new front door to your congregation and is likely the first place potential visitors and community members will turn for information about service times, location, and what they might expect if they attend.	14 15 16 17 18 19
Once you create a website or social media profile, update it regularly. An old or outdated page is worse than not having a page at all.	20 21
Make sure that you share the church’s physical address, telephone number and worship times prominently (and accurately) on your website and on social media.	22 23 24
Monitor your social media profiles regularly. Social media is considered by many as a means of contact and communication. For example: If you have Facebook page and never check it, someone who has contacted you there may interpret your inattentiveness to your page as if you are choosing not to respond to them. This is much like having voicemail on your phone but never checking the messages.	25 26 27 28 29 30
Never share personal information about members or post photos of members or guests on their website or on social media without their permission.	31 32
Encourage and remind congregants that posting pictures of clergy and church staff is also to be done with permission - especially pictures obtained outside of worship and public events.	33 34 35
<i>Ask yourself: Is this social media presence sustainable?</i>	36 37 38 39 40

## **Promote events, share information and facilitate discussion**

Creating accounts on major social media platforms such as Facebook and Twitter is a great way to share information with people about upcoming events at your church. It is also a great way to invite people— both congregants and the community.

Be careful not to reveal personal information about church members or visitors, especially prayer concerns or photos, without their permission.

Consider adding a box to your prayer concerns card: “Do we have your permission to share this concern on social media or via email?”

Leave it up to church members to add photos of their own children if they want them included on the page or associated with the event.

The use of hashtags is a great way to facilitate conversation and connection. You can do this by adding a hashtag at the end of a tweet or Facebook post like this: #NGAC16 - meaning, North Georgia Annual Conference 2016.

Hashtags allow people to choose whether or not they would like to participate in a conversation or reveal their involvement in an event or subject matter. Hashtags can be searched and allow users to see what others are saying about a topic, person, event, etc.

Note: Hashtags can be publically searched and viewed by anyone who chooses to engage the conversation.

Social location applications create entries for every public place, including churches. Make every effort you can to "claim" and customize your church's entry on each platform to ensure it reflects your congregation.

Examples of websites that do this include Google’s maps.google.com, Facebook.com, foursquare.com, loopt.com, yelp.com, and others.

*Ask yourself: Do we have permission to share this picture or information?*

## **Safe Sanctuaries: Social Media, Technology and the Internet**

Under the auspices of the 1996, 2000, 2004, 2008 and 2012 United Methodist *Book of Discipline*, all United Methodist local churches are charged to create and employ church policies and procedures for the protection of children (birth -11 years), youth (12-18 years) and vulnerable adults (18+ years old with any mental, physical, situational or age-related condition that renders them vulnerable to the decisions and care of others). These Safe Sanctuaries policies and procedures are meant to reduce the risk of abuse to such persons within the community and the Church. Given the increased use of technology and social media in the life of the church and its individual members, churches and

conferences have a responsibility to define social media policies that uphold the covenant to create Safe Sanctuaries for children, youth and vulnerable adults. To this end, the churches and pastors of the North Georgia Conference affirm the following:

**We will utilize technology, the Internet and all social media tools to promote Christian community and the building up of authentic relationships.**

- Facebook is a wonderful tool to use in preschool, children’s and youth ministry. It is highly recommended that ministry groups establish their own “page” in order to communicate with group members, as well as their parents/legal guardians.
- Blogs allow adults and youth alike a place to express ideas, thoughts and opinions, and to allow others the opportunity to engage them through response.
- YouTube and other video websites have proved useful for sharing video clips from any number of church-related events, sharing original video produced to promote an upcoming event or idea, or sharing video produced by another individual or group that might be used by your ministry for conversation, worship or reflection.
- Texting and Tweeting have proven effective means of communication for getting a message out quickly to one individual or to an entire group.

**We will protect the privacy and identity of all persons under 18 years of age and all vulnerable adults in online writings, postings and discussions.**

- Adult employees and staff must not post photos or video that identify children, youth or vulnerable adults on any online site or printed publication without written consent from a parent or legal guardian.
- All Facebook groups and pages associated with preschools, children’s or youth ministry areas will be designated as “closed” groups, requiring all those who wish to gain access to be approved by the page administrators.
- All church-related Facebook groups and pages must have at least two administrators. If an administrator is no longer associated with the ministry, that individual’s administrative status must be revoked.
- Photos of minors may only be published or posted after a photo release has been signed by their parent/guardian. Photos used in other mediums, such as church newsletters, websites, blogs, twitpics, etc., must not include any identifying information of minors.

- Photos may only be posted to the Facebook page by page administrators. Adults (staff, volunteers, parents, etc.) should not identify minors in photographs posted online or in print. Individuals (including minors) are welcome to identify (i.e. “tag”) themselves.
- When checking in on Foursquare, Facebook, or any location tagging social media, only “check in” yourself. Never check in minors. Be sensitive to tagging or revealing other participants’ location without their expressed permission. Rather, create a hashtag to facilitate conversation. (See the Best Practices section of this document for more information on the use of hashtags.)
- In the case of clergy and parishioner online connections, Friend Requests, Follow Requests, Circle Requests, etc. should be initiated by the parishioner, especially if the parishioner is a minor or vulnerable adult.

**We will maintain appropriate relational boundaries with minors.**

- No adult shall initiate Facebook contact with or “friend” a minor or vulnerable adult. An adult accepting the “friend” requests of minors is up to the discretion of the adult in charge of the ministry area, in consultation with the pastor. Regardless of the decision that is reached, this practice should be uniformly practiced by all adult staff and volunteers. Any conversations with minors or vulnerable adults shall occur in open channels.
- When emailing, texting, tweeting, or Facebook messaging a minor, adults should copy another adult (ideally a parent or guardian) on the message, or post it in a public venue (i.e. a Facebook wall as opposed to a private message). This will allow adults to maintain the “two adults present” Safe Sanctuaries standard when using social media.
- Social media, even though it offers convenient and private channels, is not an appropriate medium for counseling - especially with minors. Begin or transition a pastoral conversation into an approved Safe Sanctuary model (i.e. office with windows, two adult rule abiding settings, etc.).

**We shall not engage in the creation, viewing or distribution of pornography.**

- Engaging in the above stated behavior is a violation of civil laws and clergy ethics and can lead to incarceration and the revocation of clergy credentials.



**We shall not engage in, encourage or condone cyberbullying.** 1  
• Every children’s ministry and youth ministry group, and adult volunteer 2  
training sessions should include in its teaching and ministry Code of 3  
Conduct a session on the types and consequences of cyber-bullying, 4  
including how to identify it and how to report it. To learn more about 5  
cyber-bullying, visit: <http://www.stopcyberbullying.org> or various other 6  
websites. 7

**We shall educate young people in the effective ways of using social media 8  
and technology to live out their Christian witness in what they write, post, 9  
share and view.** 10  
• We all must understand, and teach to minors and vulnerable adults, that 12  
once something is posted on web, sent via email or sent via text, it is 13  
impossible to fully recover or erase it. There should be no expectation of 14  
privacy or reasonable expectation that the information stops with the 15  
person for whom it was intended. 16  
• A good rule of thumb: If you do not want it posted on the church sign, 17  
website, or bulletin, do not text it or post it via social media. 18

**SAMPLE 20  
Local Church Social Media Policy 21**

Social media is increasingly becoming a venue for communication, discussion 23  
and community. We believe it is in the best interest of [this church] to be aware 24  
of and participate in the positive benefits of social media while being aware of 25  
potential areas of concern. The following guidelines aim to provide you helpful, 26  
practical advice and to protect both you and [this church]. 27

**Guidelines:** 28  
All employees are personally responsible for the content they publish online. 29  
Be mindful that what you publish on a social media network, such as Facebook, 30  
Twitter, Instagram or Pinterest, may be viewed not only by the intended 31  
recipient but may be shared by that recipient or may be inadvertently viewed by 32  
others. Consider all content you post as if it were public. 33  
• Your online behavior should reflect the same, if not greater, standards of 35  
honesty, respect and consideration than you use face to face. 36  
• Remember your association and responsibility with [this church] in 37  
online social environments. Whether or not you identify yourself as a 38  
[this church] employee, ensure your profile and related content is 39

1 consistent with how you wish to present yourself with colleagues, church  
2 members, and the community.

- 3 • Concerns that you may have with church policies should not be aired  
4 publicly on social networking sites. Refrain from online postings that are  
5 derogatory toward [this church], employees, members, guests or others.
- 6 • When contributing online, never post confidential information pertaining  
7 to a church member, visitor, or anyone being served by a ministry of this  
8 church.
- 9 • When uploading digital photos to your social media sites, be sure that  
10 you do not post photos of others without their express approval.
- 11 • Do not provide any personal counseling over social media. Instead move  
12 discussions to an appropriate venue.
- 13 • Be accurate. Review the content of your posts for factual and  
14 grammatical errors.
- 15 • If you would like to create a social media group or profile for a specific  
16 ministry, you must first get approval by [senior pastor/communications  
17 committee/communications director]. We ask that at minimum of one  
18 church staff member and one lay member be made administrators of any  
19 social media profile created.
- 20 • Any violations of the aforementioned social networking policy may  
21 result in disciplinary action, including, but not limited to, termination of  
22 employment from [this church].

23 *Adapted from guidelines of Decatur First United Methodist Church and Young*  
24 *Harris College*

25  
26 **SAMPLE**  
27 **United Methodist Preschool and Kindergarten**  
28 **Social Media Policy**  
29

30 The following guidelines apply to all social networking media, including but  
31 not limited to Facebook, Twitter, Pinterest, Instagram, YouTube, Wiki, personal  
32 web pages, and blogs for all employees of this Preschool and Kindergarten and  
33 Weekday Children's Ministries.

34  
35 **Guidelines:**

- 36  
37 • All employees are personally responsible for the content that they publish  
38 online. Be mindful that what you publish on a social media network, such  
39  
40

as Facebook or Twitter, may be viewed not only by the intended recipient	1
but any and all individuals who have access to that individual's account.	2
• Your online behavior should reflect the same, if not greater, standards of	3
honesty, respect and consideration than you use face to face.	4
• Remember your association and responsibility with [your organization]	5
in online social environments. Whether or not you identify yourself as a	6
[your organization] employee, ensure your profile and related content is	7
consistent with how you wish to present yourself with colleagues, parents	8
and students.	9
• Concerns that you may have with church policies should not be aired	10
publicly on social networking sites.	11
• No last names, school names, addresses or phone numbers should appear	12
in online postings.	13
• When contributing online, never post confidential student information.	14
• When uploading digital photos to your social media sites, be sure that	15
you do not post photos of your students and do not post photos of other	16
staff members without their express approval.	17
• Remember that [your organization] is a church-based preschool. Any	18
online postings that are derogatory toward [your organization and your	19
church] employees, families and / or students reflect negatively on [your	20
organization]. In short, use common sense and common decency when	21
contributing comments on social networking sites.	22
• There will be no texting, emailing or use of social media during	23
preschool hours or during any school related workshop or staff meetings.	24
In extenuating circumstances, texting and/or emailing is permissible, as	25
long as the employee informs the director, preferably at the start of the	26
day if possible, that such an emergency exists.	27
• Any violations of the aforementioned social networking policy may	28
result in disciplinary action, including, but not limited to, termination of	29
employment from [your organization].	30
<i>Adapted from guidelines of Decatur First United Methodist Church Preschool</i>	31
	32
Guidelines approved by the North Georgia Conference Cabinet, February 2016.	33
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1                                   **803. Statement of Covenant Relationship**  
2                                   **between Action Ministries, Inc.**  
3                                   **and the North Georgia Conference of The United Methodist Church**  
4

5                                   **PREAMBLE**  
6

7 John Wesley in his ministry sought to reach out to the poor, the outcast, and the  
8 prisoner. His compassion for others and his leadership in assisting the religious  
9 community in becoming aware of the societal ills of his days, helped to cast the  
10 future for his native land and the world.

11         Action Ministries, formerly Urban Action, has historically been an outreach  
12 ministry of the North Georgia Conference of the United Methodist Church.  
13 Established in 1963 by the Conference Board of Missions, its purpose was to  
14 work through local churches to respond to the needs of individuals living in low  
15 income communities, to assist local churches in outreach to their neighborhood  
16 and to provide an organization for United Methodists to be in outreach  
17 ministries. In 1972 Urban Action, Inc. was established by the North Georgia  
18 Conference as a nonprofit corporation. Building on the founding purposes,  
19 Urban Action was created to provide a formal organizational structure for  
20 ministry to attract foundation and governmental funding and to provide a  
21 ministry for laity and clergy participation.

22         The needs of poor and disadvantaged people continue to increase  
23 throughout the North Georgia Conference. These needs are not limited to the  
24 urban areas but reach throughout North Georgia. At the same time, people of  
25 faith are feeling the call to be in “hands-on ministries” of love, care and support  
26 and are looking for places to express their faith.

27         Because of the growth of Action Ministries, the expanding needs and the  
28 changing organization of the North Georgia Conference, Action Ministries, Inc.  
29 and the North Georgia Conference of The United Methodist Church have  
30 chosen to clarify and strengthen their relationship.  
31

32                                   **Statement of Relationship**  
33                                   **Action Ministries, Inc.**  
34

35  
36 Action Ministries, Inc. is a nonprofit charitable organization, chartered by the  
37 State of Georgia and operated by a Board of Directors. Those directors have the  
38 legal responsibility of assuring that the corporation and its affairs are in  
39 accordance with the laws of the State of Georgia relating to nonprofit  
40

corporations. The Action Ministries charter provides that the directors be elected by Action Ministries and confirmed by the North Georgia Conference. Action Ministries has affirmed its philosophical and missional compatibility with the social principles of the United Methodist Church.

Action Ministries agrees that changes in its mission and Articles of Incorporation will be approved by ~~the Conference Chancellor and~~ the Annual Conference. In recognition of this compatibility and in a desire for a continued mutually supportive relationship between the North Georgia Conference and ~~the~~ Action Ministries, Inc., Action Ministries commits itself to the following:

- 1) ~~To~~ Ongoing development of programs and services in response to the needs of poor and disadvantaged persons consistent with the tradition of ministry in the United Methodist Church.
- 2) To continue to provide outreach ministries in which individuals from local churches, clusters of churches, districts and the faith community can participate in local missions.
- 3) To continue active participation in the Conference Outreach and Missions team.
- 4) To report regularly the activities of Action Ministries.
- 5) To provide insurance coverage for known areas of exposure.
- 6) To continue education of and consultation to local churches on urban ministry needs based on available staff time.

Action Ministries, Inc. further affirms the following:

- 1) Action Ministries cannot and will not attempt to obligate the North Georgia Conference on any matters and will not hold out to any individual or group that the conference has responsibility for the actions of Action Ministries.
- 2) Action Ministries, acting through its directors, officers, staff and employees, has sole responsibility for contracts, operations, and financial or other obligations of Action Ministries' facilities and services. Action Ministries is not an agent of the North Georgia Conference.

### **North Georgia Conference**

The North Georgia Conference, as a fundamental body of the United Methodist Church, has a commitment to serve poor and disadvantaged persons who are in need. In recognition of the compatibility with the philosophy and mission of Action Ministries and for a continued mutually supportive relationship with

1 Action Ministries, the North Georgia Conference commits itself to the  
2 following:

- 3 1) To cooperate in developing programs conference-wide to meet the needs  
4 of poor and disadvantaged persons.
- 5 2) To provide financial support as deemed appropriate by the Conference  
6 through the Conference Budget and Advance Mission Special offerings.
- 7 3) To allow active participation of Action Ministries representatives on the  
8 Conference Outreach and Missions Team and Leadership Team.
- 9 4) To confirm or deny confirmation of directors on the Board of Directors  
10 of Action Ministries.
- 11 5) To allow access to the Conference ~~communication system~~ website.
- 12 ~~6) To provide certain management services as agreed to by the Conference~~  
13 ~~Council on Finance and Administration on a contractual basis.~~

14 The North Georgia Conference does not assume legal responsibility for  
15 contracts, operations, financial or other obligations of Action Ministries.

16  
17  
18 **804. Statement of Covenant Relationship**  
19 **between Aldersgate Homes, Inc.**  
20 **and the North Georgia Conference of**  
21 **The United Methodist Church**

22  
23 **PREAMBLE**

24 The United Methodist Church is rooted in service to persons in need and has  
25 provided helping and healing ministries to persons for over a century. These  
26 ministries in many instances were initially formed to serve the disadvantaged  
27 in society including the sick, the young and the aged. Today, these ministries  
28 include services to children, older adults and persons with physical and mental  
29 disabilities.

30 The United Methodist Church is committed to the rights and  
31 improvements of the quality of life of men, women, children, youth, young  
32 adults, the aging, and persons with physical and mental disabilities. Through  
33 the health and welfare ministries of the church, this commitment to many has  
34 been fulfilled.

35 In the early days of health and welfare organizations, ~~legal and societal~~  
36 guidelines were few and many of the organizations were directly owned and  
37 operated by the church.

38 ~~But~~ As our society has become more complex, various legal, financial,  
39 and governmental requirements have caused these organizations to reexamine  
40

their formal legal relationships with the church while maintaining their close ~~missional~~ ties developed through the years. Because of these changes, Aldersgate Homes, Inc. and the North Georgia Conference of The United Methodist Church chose to clarify and strengthen their mutually beneficial relationships.

**Statement of Covenant Relationship  
Aldersgate Homes, Inc.**

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

Aldersgate Homes, Inc. has confirmed its philosophical and missional compatibility with the social principles of The United Methodist Church. In recognition of this compatibility and in a desire for continued mutual support of relationship with the North Georgia Conference, Aldersgate Homes, Inc. commits itself to the following:

- 1) The on-going development of programs and services in response to the needs of persons with developmental disabilities in the tradition of ministry in The United Methodist Church.
- 2) Establishment of independent living facilities for persons with developmental disabilities.
- 3) The education of local church persons as to the needs and opportunities for ministry with persons with developmental disabilities.
- 4) Cooperating in the development of ministries offered by the local church for persons with developmental disabilities.
- 5) **The provision of universally accessible facilities for camp, retreat and recreation at Camp Collinswood.**
- 6) The regular reporting of activities of Aldersgate Homes, Inc. to the North Georgia Conference. ~~Outreach and Missions Team.~~

Aldersgate Homes, Inc. further affirms the following:

- 1) Aldersgate Homes, Inc. cannot and will not attempt to obligate the North Georgia Conference on any matters and will not hold out to any

1 individual or group that the North Georgia Conference has  
2 responsibility for the actions of Aldersgate Homes, Inc.

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

### 8 9 **North Georgia Conference**

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

- 17 1) The cooperative efforts in developing programs for persons  
18 with developmental disabilities by, with and for the local  
19 church.  
20 2) The establishment and review for continuation of Aldersgate Homes,  
21 Inc. as an advance special of the North Georgia Conference.  
22 3) The prayerful consideration and support of the ministry of Aldersgate  
23 Homes, Inc.

24 The North Georgia Conference further affirms the following

- 25 1) The North Georgia Conference does not assume legal  
26 responsibility for contracts, operations, or for financial or other  
27 obligations of Aldersgate Homes, Inc.  
28 2) Any financial contributions by the Conference for Aldersgate Homes,  
29 Inc. and the forms of such support are subject to the determination of  
30 the Annual Conference from time to time.

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**805. Statement of Relationship between North Georgia Camp and  
Retreat Agencies and Programs  
and the North Georgia Conference**

The programs of the annual conference camp and retreat ministries shall relate through the conference discipleship team through the conference office of connectional ministries. A staff associate of the conference office of connectional ministries shall carry the portfolio for camp and retreat ministries for the annual conference and shall serve as the conference director of camp and retreat ministries. The director of camp and retreat ministries shall be in a consultative relationship with the governing **body** of Camp Wesley, and shall seek input from other appropriate conference committees (for example, the conference committee on disabilities in connection with the Sparrowwood program) in visioning camping and retreat opportunities.

**Conference Camp and Retreat Ministries**

There will be a conference board of the North Georgia Camp and Retreat Ministries, Inc. It shall be responsible for developing and sustaining Christian camp ministry that is accessible geographically, culturally, ethnically and physically; and for the maintenance and development of Glisson Camp and Retreat Center.

The members of the board of directors of the conference camp and retreat ministries shall be presented for election at the next succeeding meeting of the annual conference. The conference director of camp and retreat ministries shall be an ex officio member of the conference discipleship team and shall make an annual report to the conference discipleship team. Requests for funding from the annual conference and other recommendations shall be made through the discipleship team and the conference office of connectional ministries.

In accordance with its charter of incorporation, the board of conference camp and retreat ministries shall consist of at least twelve (12) but not more than twenty-two (22) members.

The director of camp and retreat ministries shall be accountable to the board of conference camp and retreat ministries for the operation of conference camp ministries, including Glisson Camp and Retreat Center, but shall work under the supervision of and at the discretion of the director of the conference office of connectional ministries. In addition to the board's annual provision of counsel (via the chair of the board) to the director of connectional ministries concerning the effectiveness of the director, the executive committee of the board of directors of conference camp and retreat ministries and director of connectional ministries will confer in an advisory capacity if it should become

1 ~~evident to either that a change of director will serve the best interest of the camp~~  
2 ~~and retreat ministries of the annual conference.~~

3 ~~The director of camp and retreat ministries shall not have any direct~~  
4 ~~responsibility for Camp Wesley but shall be in a consultative relationship with~~  
5 ~~the governing body of Camp Wesley.~~

6 ~~Camp Wesley~~

7 ~~Camp Wesley is owned by the North Georgia Conference.~~

8  
9 **Statement of Relationship between North Georgia Camp**  
10 **and Retreat Ministries, Inc.**  
11 **and the North Georgia Conference**  
12

13 **The programs and facilities of the annual conference camp and**  
14 **retreat ministries shall be operated by North Georgia Camp and Retreat**  
15 **Ministries, Inc. (NGCRM). It shall be responsible for developing and**  
16 **sustaining Christian camp ministries that are accessible geographically,**  
17 **culturally, ethnically and physically.**

18 **Vacancies on the NGCRM board of directors shall be filled in**  
19 **accordance with the procedural and membership requirements of its**  
20 **corporate by-laws. Nominees for the NGCRM board of directors are**  
21 **presented for election by the annual conference. Members of the North**  
22 **Georgia Camp and Retreat Ministries, Inc. board of directors are elected**  
23 **by action of the North Georgia Annual Conference.**

24 **Requests of the annual conference for funding NGCRM will be made**  
25 **through the Office of Connectional Ministries.**

26 **The executive director of NGCRM, Inc. is an associate director of**  
27 **Connectional Ministries and, as such, works under the supervision and at**  
28 **the discretion of the director of Connectional Ministries. The role of this**  
29 **associate director is to ensure that our camping ministries support and**  
30 **further the mission of the annual conference.**

31 **Additionally, the executive director is accountable to the board of**  
32 **directors of NGCRM, Inc. as it fulfills its corporate fiduciary responsibility**  
33 **pursuant to Georgia law. To ensure ministry effectiveness, the chairperson**  
34 **of NGCRM, Inc. will confer with the director of Connectional Ministries**  
35 **on at least an annual basis. In the event that either the NGCRM executive**  
36 **committee or the director of Connectional Ministries believes a change of**  
37 **executive director is needed, the two entities will collaborate in that**  
38 **discussion.**

**806. Statement of Covenant Relationship** 1  
**Between** 2  
**the North Georgia Conference of The United Methodist Church** 3  
**and Murphy-Harpst Children’s Centers, Inc.** 4

**PREAMBLE** 6

The purpose of Murphy-Harpst Children’s Centers, Inc. is to provide and maintain a benevolent, charitable, non-profit organization for the care, custody, heritage, treatment, education and welfare of children and youth without regard to sex, race, color, creed, national origin or disability that can be addressed within the scope of the program, services and financial resources of the agency.

The goal of Murphy-Harpst Children’s Centers, Inc. is to provide clinical, educational, spiritual and rehabilitative services enabling children, youth, families and adults whom we serve to live productive and wholesome lives as God intends.

Murphy-Harpst Children’s Centers, Inc. is a non-profit organization, chartered by the State of Georgia, owned by the Women’s Division of The United Methodist Church, and operated by an elected board of directors.

The board has the responsibility and duty to assure that the corporation and its affairs are conducted according to the laws of Georgia relating to not-for-profit corporations.

The board has further responsibilities to operate within the policies and objectives of the Women’s Division and the National Division of the General Board of Global Ministries of The United Methodist Church, and follows the procedures in *The Book of Discipline of The United Methodist Church*.

**The Covenant** 27

Murphy-Harpst Children’s Centers, Inc. works in cooperation with the North Georgia Annual Conference (hereafter referred to as the Conference) Outreach and Missions Team to fulfill ministry in the geographical area of the Conference. Murphy-Harpst Children’s Centers, Inc. is not an agency or program owned or operated by the Conference.

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

1 The Conference has made a recognized commitment to serve children,  
2 youth and their families who are in need of specialized services. Further, there  
3 is cooperation with mission projects related to the Women's Division and the  
4 National Division that are located in the geographical area of the Conference.  
5 Murphy-Harpst Children's Centers, Inc. has long been a Conference Advance  
6 Mission Special.

7 Because of the long standing cooperative and supportive relationship  
8 between Murphy-Harpst Children's Centers, Inc. and the Conference, Murphy-  
9 Harpst Children's Centers, Inc. commits itself to the following:

- 10 1) The continuing development of program and services in response to  
11 the needs of troubled youth and their families who are referred for care  
12 and treatment.
- 13 2) The continuing provision of services to the financially needy to the  
14 extent of available funds.
- 15 3) Participation in planning with and reporting to the Conference  
16 Outreach and Missions Team as needed or requested.
- 17 4) The inclusion of at least one representative from the Conference  
18 Outreach and Missions Team on the board of directors of Murphy-Harpst  
19 Children's Centers, Inc. with full voting privileges.
- 20 5) Serving as a resource for local church volunteers in mission  
21 according to the needs and policies of Murphy-Harpst Children's  
22 Centers, Inc..

23 Because of the long standing cooperative and supportive relationship  
24 between the Conference and Murphy-Harpst Children's Centers, Inc., the  
25 Conference commits itself to the following:

- 26 1) Including Murphy-Harpst Children's Centers, Inc. in the overall  
27 process of planning in its Outreach and Missions Team for voluntary  
28 financial support.
- 29 2) Making available through the Outreach and Missions Team a  
30 representative to serve on the Murphy-Harpst Children's Centers, Inc.  
31 board of directors.
- 32 3) Assuming no legal responsibility for contracts, operations, or for  
33 financial or other obligations of Murphy-Harpst Children's Centers,  
34 Inc.

**807. Statement of Relationship**  
**between the North Georgia Conference and**  
**The New Bethlehem Community Center, Inc., Augusta, Georgia**

John Wesley sought to reach out to the poor, the outcast and imprisoned.  
Today we must do the same, but also include the homeless, those addicted to  
drugs and alcohol, the latch-key children and the elderly, low income families  
and especially women, children and youth.

The New Bethlehem Community Center, 1336 Conklin Avenue, Augusta,  
Georgia (formerly the New Hope Community Center) was established in 1997  
**for the purpose of serving as an** outreach ministry **for** the North Georgia  
Conference. Its purpose **was/is** to work through local churches in the Bethlehem  
Community to respond to the needs of those peoples living in low income  
communities, to assist local churches in outreach to their neighbors and to  
provide **an avenue** for United Methodists to be in an outreach mission.

The needs of the poor and disadvantaged continue to increase. People are  
being called to be in hands-on ministries of love, care and support and are  
looking for places to express their faith. The New Bethlehem Community  
Center hopes to accomplish this as we continue to be in service to others.

The North Georgia Annual Conference of the United Methodist Church  
recognizes New Bethlehem Community Center, Inc., Augusta, Georgia as a  
viable mission and **ministry, related to the conference** through its Outreach  
and Missions Team, in cooperation with the General Board of Global Ministries  
of the United Methodist Church. This agency is not a program arm of the Office  
of Connectional Ministries, but is an agency working in cooperation with the  
Conference Outreach and Missions Team to fulfill ministries in the  
geographical area of the Augusta District of the North Georgia Conference.  
The Conference assumes no legal, financial, administrative or operational  
responsibility for this agency. The board of directors of this agency assumes full  
responsibility for its operation.

I. The North Georgia Conference shall:

1. Identify and promote the ministries of the New Bethlehem Community  
Center, Inc. on the same basis as the Conference's own ministries or  
programs.
2. Provide financial support for this agency as deemed appropriate by the  
Conference.
3. Make available to this agency various materials, resources and technical  
assistance.

1 4. Encourage and facilitate coordinated planning by New Bethlehem  
2 Community Center, Inc. and Action Ministries, Inc. of the North Georgia  
3 Conference.

4 5. Promote Advance Special support of this agency.

5 II. New Bethlehem Community Center, Inc. shall:

6 1. Provide services to targeted neighborhoods.

7 2. Report to the Outreach and Mission Team of the North Georgia  
8 Conference as mutually determined appropriate for accountability.

9 3. Participate in coordinated planning with the Outreach and Missions Team  
10 and Action Ministries, Inc. as needed or requested.

11 4. Serve as a resource for church volunteers' involvement, including  
12 training experiences.

13 5. Provide for representation of the Conference on the board of directors of  
14 this agency. The Outreach and Missions Team shall name at least one  
15 representative who shall be a voting member of the board.

16 6. Provide for inclusion of the Outreach and Missions Team in the process  
17 of review or change of the by-laws and missional statement; in evaluation  
18 and employment of the director of the agency, in budget development  
19 and in other aspects of the operation of this agency.

20 III. The General Board of Global Ministries shall:

21 1. Be responsible for its property occupied by the New Bethlehem  
22 Community Center, Inc., including maintaining the property and liability  
23 insurance.

24 2. Provide financial support for the agency.

25 3. Consult about and approve the employment and evaluation of the director  
26 of this agency; personnel policies; by-laws and missional statement.

27 4. Indicate mission priorities as a framework for program development by  
28 New Bethlehem Community Center, Inc.

29 5. Provide technical assistance to NBCC, Inc.

30 6. Promote Advance Special support for NBCC, Inc.

31  
32 **Mission Statement:**

33  
34 We have a common concern for the citizens of the Central Savannah River Area  
35 and so we come together in a cooperative and collaborative way to dialogue and  
36 share our expertise, resources, programs and personnel. We seek to enhance,  
37 enrich and empower the citizens through a joint effort; a holistic approach to  
38 empowerment; a ministry in collaboration with the General Board of Global  
39 Ministries of the United Methodist Church.

**808. Statement of Covenant Relationship between  
The United Methodist Children’s Home of the North Georgia Conference,  
Inc.  
and the North Georgia Conference of The United Methodist Church**

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**PREAMBLE**

—The United Methodist Church has a history of carrying out a part of its Christian responsibility for services to people through the arm of its Social Welfare Agencies. This is certainly true in the North Georgia Conference where the theology is in actual practice.

—As our society has become more complex, it has become necessary that our helping ministries also change. Many social conditions have been factors for some time and are going to continue to be factors in the future.

—In programming to meet the social conditions, the Children’s Home in North Georgia has developed multiple services which are centered around the group care campus; and these services are being used in new and more flexible ways. Many of the changes in our complex society have caused our Annual Conference to become more cautious and to re-examine their formal legal relationships with their institutional ministries.

—Because of these changes, the United Methodist Children’s Home of the North Georgia Conference, Inc., and the North Georgia Conference of the United Methodist Church have chosen to clarify and strengthen their relationship.

**Statement of Relationship  
The United Methodist Children’s Home  
of the North Georgia Conference, Inc.**

—The United Methodist Children’s Home of the North Georgia Conference, Inc., whose corporate office is located at 500 South Columbia Drive, Decatur, Georgia 30030, is a nonprofit, social welfare agency owned by the North Georgia Conference of The United Methodist Church.

—The United Methodist Children’s Home has affirmed its philosophy of services and mission with the social principles of The United Methodist Church. In recognition of a desire for a continued belonging and mutually supported relationship between the North Georgia Conference and the United

1 Methodist Children's Home; the United Methodist Children's Home commits  
2 itself to the following:

- 3 — 1. To continue the on-going development and expansion of services in  
4 response to the needs of children and their families who reside within the  
5 geographical boundaries of the North Georgia Conference, in accordance  
6 with ability to fund such services.
- 7 — 2. To continue active participation in the Conference Outreach and  
8 Missions Team.
- 9 — 3. To continue reporting on a regular basis the activities of the Children's  
10 Home.
- 11 — 4. To continue an active program of Public Relations, Education and  
12 Development in the churches of the North Georgia Conference.
- 13 — 5. To continue being a resource to the Methodist ministers.
- 14 — 6. To continue to depend upon the North Georgia Conference for financial  
15 support through the Annual Workday Offering of the local churches and  
16 in any other ways in which the Conference may deem appropriate.
- 17 — 7. To maintain adequate insurance coverage in all areas of possible  
18 exposure in order that risk to the Children's Home and to the Conference  
19 be reduced to the lowest practicable level.

20 — The North Georgia Conference of The United Methodist Church is  
21 committed to serve children and families in need through its United Methodist  
22 Children's Home. In this regard it has owned and operated the Children's  
23 Home since its inception in 1871. The North Georgia Conference manages the  
24 Children's Home's programs through its elected Board of Trustees.

25 — In recognition of a desire for the continuation of the present relationship  
26 with the United Methodist Children's Home, the North Georgia Conference  
27 commits itself to the following:

- 28 — 1. To continue furnishing persons to serve as members of the Board of  
29 Trustees of the Children's Home in order that such Board may operate,  
30 manage, develop needed services, and be accountable for the overall  
31 operations.
- 32 — 2. To continue the process of receiving and reviewing the regularly  
33 submitted reports on the activities of the Children's Home.
- 34 — 3. To continue to encourage the Children's Home to maintain its active  
35 program of Public Relations, Education and Development in the churches  
36 of the North Georgia Conference.
- 37 — 4. To continue to provide financial support by designating a Sunday each  
38 year to be observed as "Children's Home Work Day" and to encourage  
39 support of the  
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~~—ministry through this offering and in other ways which may be of interest to the individual churches and approved by the Outreach and Missions Team and Annual Conference.~~ 1  
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~~—5. To direct the Board of Trustees of the Children’s Home to maintain adequate insurance coverage in all areas of possible exposure in order that risk to the Children’s Home and to the Conference be reduced to the lowest practicable level.~~ 4  
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**Statement of Relationship Between the North Georgia Conference and the United Methodist Children’s Home** 10  
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**The United Methodist Children’s Home of the North Georgia Conference has existed since its founding by the North Georgia Conference in 1877 as the Orphans’ House of the North Georgia Conference as a ministry of the North Georgia Conference focusing on the well-being of children. It is an independent agency with deep ties to the United Methodist Church and to the North Georgia Conference in the area of leadership and financial support. It is amenable to the direction given by the North Georgia Conference in both of these areas, and as part of the connection of the United Methodist Church, acknowledges the historic and implied equitable interest held by the North Georgia Conference, which includes the transfer of the United Methodist Children’s Home of the North Georgia Conference’s assets for final disposition to the Board of Trustees of the North Georgia Conference in the event it should cease operations, otherwise its assets shall be governed as set forth below.** 13  
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**The United Methodist Children’s Home affirms its philosophical and missional compatibility with the social principles of the United Methodist Church. In recognition of that compatibility and the relationship with the North Georgia Conference, the United Methodist Children’s Home is committed to the following principles:** 28  
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**1) The ongoing development of programs and services for children, youth and families.** 33  
34

**2) To provide outreach ministries in which individuals from local churches, clusters of churches, district and the faith community can participate in local missions.** 35  
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37

**3) Partnering with local church to develop ministries for children, youth and families.** 38  
39

1           **4) The presentation of trustees of the United Methodist Children’s**  
2 **Home for confirmation by the North Georgia Conference.**

3           **5) The regular reporting of the activities of the United Methodist**  
4 **Children’s Home to the North Georgia Conference.**

5  
6           **The United Methodist Children’s Home further affirms:**

7           **1) The United Methodist Children’s Home cannot and will not**  
8 **attempt to obligate the North Georgia Conference on any matters and will**  
9 **not hold out to any individual or group that the North Georgia Conference**  
10 **has responsibility for the actions of the United Methodist Children’s Home.**

11           **2) The United Methodist Children’s Home, acting through its**  
12 **trustees, officers, staff and employees has sole responsibility for assets,**  
13 **contract, operations and financial or other obligations of the United**  
14 **Methodist Children’s Home activities, facilities and services.**

15           **3) To use the term “United Methodist” in compliance with the**  
16 **guidelines of and with the approval of the General Council of Finance and**  
17 **Administration.**

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20           **809. Statement of Covenant Relationship**  
21 **between Wesley Woods Senior Living, Inc.**  
22 **~~The Wesley Woods Center of Emory University, Inc.~~**  
23 **and The North Georgia Conference of**  
24 **The United Methodist Church**  
25

26           The United Methodist Church has historically provided for specialized  
27 ministries of health and healing. Today these ministries include services to  
28 children, families in crisis, the homeless, older adults and persons with a variety  
29 of physical and mental health needs.

30           With the incorporation of Wesley Woods in 1954, the North Georgia  
31 Annual Conference created Wesley Woods as ~~an affiliate of~~ **to be affiliated**  
32 **with** the North Georgia Conference of The United Methodist Church to ~~ensure~~  
33 **develop** institutional programs for older adults. ~~are developed.~~

34           ~~Wesley Woods has always enjoyed a strong relationship with Emory~~  
35 ~~University. The founders of Wesley Woods were leaders of the North Georgia~~  
36 ~~Conference and Emory. With the opening of the Wesley Woods Geriatric~~  
37 ~~Hospital in 1987, Wesley Woods and Emory University launched a new era of~~  
38 ~~expanded services, research, and training in anticipation of the increasingly~~  
39 ~~complex health challenges of an aging society.~~  
40

~~Based on the growth and success of the Wesley Woods Emory relationship over the past decade and based on the major changes occurring in the healthcare delivery environment in 1998, Wesley Woods, Inc. and Emory agreed to the formation of “The Wesley Woods Center of Emory University, Inc. The Wesley Woods campus on Clifton Road became a new operating corporation of Emory Healthcare. The new relationship enhanced quality of care, reduced costs, and improved benefits to the employees of Wesley Woods, Inc.~~

~~During the ensuing years, the Wesley Woods, Inc. Board of Directors reviewed its strategic plan which led them to approve a reorganization of the corporate structure and to rename itself Wesley Woods Senior Living, Inc., effective January, 2005. The primary purposes of the reorganization were to:~~

- ~~1. Rename the Wesley Woods, Inc. Corporation to Wesley Woods Senior Living, Inc. to be more reflective of the services offered through retirement communities. Wesley Woods Senior Living, Inc. includes its Affiliate Corporation, namely, Foundation of Wesley Woods, Inc. Wesley Homes, Inc. Wesley Mountain Village, Inc., Wesley Woods of Athens, Inc., Wesley Woods of Newnan Peachtree City, Inc. and Wesley Woods Management Corporation, Inc.~~
- ~~2. Strengthen the involvement of local United Methodist churches and of persons in the local communities where retirement communities are located by making the existing advisory boards a part of the Wesley Woods Senior Living, Inc. Board structure.~~

~~Statement of Covenant Relationship  
Wesley Woods Senior Living, Inc.  
and the Wesley Woods Center of Emory University~~

~~Wesley Woods Senior Living, Inc. and Affiliates (Wesley Woods Senior Living) and the Wesley Woods Center of Emory University, Inc. (Wesley Woods Center) are is a not-for-profit, charitable organizations chartered in the State of Georgia and governed by a boards of directors. Those directors have the legal responsibility for assuring that these the respective organizations conducts their its affairs in accordance with applicable laws and regulations.~~

~~Wesley Woods Senior Living and Wesley Woods Center want to affirms their its theological and missional compatibility with the United Methodist Church. In recognition of that compatibility and the relationship with the North Georgia~~

1 Conference, Wesley Woods Senior Living and the Wesley Woods Center  
2 commits to the following:

- 3
- 4 1. The ongoing development of programs and services in response to the  
5 needs of the aging and their families.
- 6 2. The continued provision of services to persons with financial needs to the  
7 extent of available funds.
- 8 3. Cooperating in the development of **church sponsored** aging and family-  
9 related ministries. ~~offered by the local church.~~
- 10 4. The presentation of directors of Wesley Woods **Senior Living and**  
11 ~~Wesley Woods Center~~ for confirmation by the North Georgia Annual  
12 Conference.
- 13 5. The regular reporting of the activities of Wesley Woods **Senior Living**  
14 ~~and Wesley Woods Center~~ to the Annual Conference.

15  
16 Wesley Woods Senior Living and ~~Wesley Woods Center~~ further affirms the  
17 following:

- 18 1. Wesley Woods Senior Living and ~~Wesley Woods Center~~ cannot and  
19 will not attempt to obligate the conference on any matters and will not  
20 state to any individual or group that the conference has responsibility for  
21 the actions of Wesley Woods Senior Living. ~~or Wesley Woods Center.~~
- 22 2. Wesley Woods Senior Living and ~~Wesley Woods Center~~, acting through  
23 ~~their respective~~ **its** directors and officers, ~~have~~ **has** sole responsibility for  
24 the contracts, operations, financial and other obligations of the Wesley  
25 Woods Senior Living ~~or Wesley Woods Center~~ facilities and services.  
26 ~~Neither Wesley Woods Senior Living nor Wesley Woods Center~~ is an  
27 agent of the North Georgia Conference.

28  
29 North Georgia ~~Annual~~ Conference

30 The North Georgia Conference is ~~the~~ **a** basic body of the United Methodist  
31 Church. In recognition of the compatibility with the philosophy and mission of  
32 Wesley Woods Senior Living and ~~Wesley Woods Center~~ and in a desire for a  
33 continued mutually supportive relationship with Wesley Woods Senior Living  
34 ~~and Wesley Woods Center~~ the North Georgia Conference commits itself to the  
35 following:

- 36 1. Cooperative efforts in developing conference programs on aging for local  
37 churches.
- 38 2. Local churches interested in developing residential retirement living,  
39 assisted living and nursing home facilities are encouraged and expected

- to do so in a mutually cooperative effort with and through Wesley Woods Senior Living., ~~the North Georgia Conference Affiliate designated for developing such facilities.~~ 1  
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- 3. The continued support of financially needy persons served by Wesley Woods Senior Living ~~and Wesley Woods Center~~ through the Annual Mother’s Day Offering to be used for charitable and unreimbursed care. 4  
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- 4. ~~The North Georgia Conference designates both Wesley Woods Senior Living and Wesley Woods Center as “Affiliates of the North Georgia Annual Conference of the United Methodist Church,” as that affiliation is defined in the “Statement of Covenant Relationship.”~~ 7  
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The North Georgia Conference further affirms the following: 11  
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- 1. The North Georgia Conference does not assume legal responsibility for contracts, operations, or for financial or other obligations of Wesley Woods Senior Living. ~~or Wesley Woods Center.~~ 13  
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- 2. Any financial contributions by the conference for Wesley Woods Senior Living ~~or the Wesley Woods Center~~ and the forms of such support are determined by the Conference. 16  
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1                                   **900. 2016 Standing Rules as printed in 2015 Journal**  
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3                                   **A. Introduction**

4       “The annual conference, for its own government, may adopt rules and  
5 regulations not in conflict with the Discipline of The United Methodist  
6 Church.” (§ 604) The standing rules of the conference expand and clarify these  
7 structures and their modes of operation. (All references to the *2012 Book of*  
8 *Discipline* hereafter shall be designated by the paragraph number.)

9       **A. 1. Rules** - Robert's Rules of Order shall govern parliamentary procedures of  
10 the annual conference, subject to the rules of the preceding general conference  
11 and the *2012 Book of Discipline*.

12       **A. 2. Amendments** - These standing rules may be amended by a two-thirds  
13 (2/3) vote of the conference no fewer than twenty-four (24) hours following  
14 their presentation to the conference; provided, a written copy of the proposed  
15 amendment(s) shall be submitted to the conference secretary before being read  
16 to the conference. Amendments shall take effect upon passage, except the  
17 number of districts can only be changed at least one (1) year in advance.  
18

19                                   **B. Standing Committees of the Annual Conference**

20       The primary function of standing committees is to provide support that enables  
21 the session of the North Georgia Annual Conference to operate efficiently.

22       These on-going committees do not have programmatic responsibilities  
23 throughout the year other than preparing for the annual conference session.

24       **B. 1.** There shall be a committee on standing rules composed of ten (10)  
25 persons, nominated by the annual conference committee on nominations, plus  
26 the conference chancellor. The committee on standing rules is charged with the  
27 annual task of addressing the submission of new rules and maintaining the  
28 standing rules of the annual conference in the following ways: to receive  
29 requests for amendments, assure rules maintain internal consistency, make  
30 editorial changes as needed, present changes to the conference and review  
31 revised standing rules for publication in the conference journal. The committee  
32 is also charged with the quadrennial task of examining the rules of the annual  
33 conference for consistency with the new *Book of Discipline* and to recommend  
34 any editorial changes to bring about that consistency.

35       **B. 2.** There shall be a committee on registration and assistance composed of ten  
36 (10) persons, nominated by the annual conference committee on nominations.  
37 The primary functions of the committee on registration & assistance are to  
38 conduct registration, along with the host committee, certify delegates and to  
39 issue badges accordingly. Using guidelines to verify eligibility, the committee  
40

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 journal and handbook composed of ten (10) persons, nominated by the annual conference committee on nominations. The journal and handbook committee is responsible for certifying daily proceedings at the annual conference session; assuring the journal meets disciplinary guidelines; organizing journal sales at the annual conference session; assisting the conference secretary and journal editor in the production of the handbook and journal as needed; assisting in proofreading the handbook and journal as needed before publication; organizing to invite advertising for handbook and journal if/when that is used.

The committee on the handbook and journal works with the conference secretary as needed to set the standards for the submission of information for the handbook and journal. The committee works with the conference secretary to ensure that the official records of the annual conference shall be kept in accordance with ¶ 606.3

**B. 4.** There shall be a committee on resolutions composed of ten (10) persons, nominated by the annual conference committee on nominations. The charge of the resolution committee is to process all resolutions presented to the annual conference that are not submitted to the programmatic committees through dialogue with the submitter and all agencies of the annual conference affected by the resolution. This committee makes sure that, with occasional exceptions, resolutions submitted by the deadline of February 1 of the Annual Conference year are included in the handbook.

The resolutions committee is responsible for reviewing each resolution to determine if it can properly come before the annual conference, making revisions as needed in consultation with the submitter of the resolution, ensuring consistency with *The Book of Discipline* and North Georgia Standing Rule/Guidelines, submitting to the conference secretary by the deadline for the conference handbook, and presenting resolutions to the conference.

### **C. Annual Conference Session and Related Committees**

**C. 1. Annual Conference Committee on Nominations** - There shall be an annual conference committee on nominations whose duty shall be to nominate all lay and clergy members of the boards, councils, teams, commissions, committees, and other agencies of the north Georgia conference. The committee shall be composed of the bishop, who shall be the chairperson, the

1 district superintendents and extended cabinet, the conference lay leader and  
2 associate conference lay leaders, the district lay leaders, the chairperson of the  
3 advocacy team, the conference presidents of United Methodist Men and of  
4 United Methodist Women, the chairpersons of the conference young adult  
5 organization and the council on youth ministry, and not more than five (5)  
6 members-at-large who shall be named by the bishop for inclusiveness. The  
7 committee shall make its nominations not later than the second morning of the  
8 annual conference.

9 The executive committee of the annual conference committee on  
10 nominations, composed of the bishop, the conference lay leader, the director of  
11 connectional ministries and three (3) other members of the annual conference  
12 committee on nominations named by the bishop, will coordinate the  
13 comprehensive nominations process of identification, recruitment, training,  
14 selection and evaluation for the annual conference. Where vacancies in essential  
15 elected positions occur between annual conference sessions, the executive  
16 committee may fill the positions until the next annual conference elects. Task  
17 forces may be used in keeping with the directions stated in standing rule H.1.

18 **C. 2. District Committee on Nominations** - There shall be a district committee  
19 on nominations, composed of five (5) clergy and six (6) lay members. One (1)  
20 clergy member shall be the district superintendent, who shall serve as the  
21 chairperson. One (1) of the six (6) lay members shall be the district lay leader.  
22 The district committee on nominations shall assist in identifying, recruiting and  
23 recommending potential leaders to the conference committee on nominations.

24 **C. 3. Quadrennial Boards, Teams, Councils, Commissions, Committees** -  
25 The membership of quadrennial boards, councils, teams, commissions,  
26 committees, and other agencies shall be limited to twenty-seven (27) persons  
27 plus ex-officio members. This rule shall not apply to standing committees nor to  
28 any board, council, team, commission, committee, or other agency whose  
29 membership is otherwise determined by the conference or by *The Book of*  
30 *Discipline*.

31 All committees, boards, teams, councils, commissions and agencies of  
32 the annual conference shall be composed of equal numbers of clergy and lay  
33 unless *The Book of Discipline* provides otherwise.

34 No person shall be eligible for election to membership on the same  
35 board, council, team, commission or committee or agency for more than eight  
36 (8) consecutive years and after serving eight (8) years may not be later elected  
37 to the same board, commission, team, council, committee or agency for more  
38 than eight (8) years except as allowed by *The Book of Discipline*, for a lifetime  
39 total of sixteen (16) years maximum on the same board, council, team,  
40



commission, committee or agency. No person shall be nominated to serve concurrently on more than one (1) quadrennial board, council, team, commission or committee, except as an ex-officio member. However, one (1) exemption may be allowed for those serving on the board of laity, episcopal committee, congregational development, nominations, and the standing committees of the annual conference session (acknowledgments, registration and assistance, journal and handbook, resolutions, and standing rules). No district superintendent may be nominated as an elective member of any program agency or team of the conference. Persons nominated shall have agreed in advance to serve if elected.

When quadrennial boards, councils, teams, commissions and committees are elected, they shall receive training, information and support for their responsibilities within sixty (60) days following the annual conference session, except in a year of episcopal transition when the window will be one hundred twenty (120) days. Chairpersons shall be nominated by the annual conference committee on nominations and elected by the annual conference. Under the direction of their respective chairpersons, each board, council, commission and committee shall elect a vice-chairperson and secretary. All team officers shall be nominated by the committee on nominations.

All district committees and conference boards, councils, teams, commissions and committees shall include members which ensure balance, continuity, expertise, inclusiveness in keeping with the spirit and guidelines of *The Book of Discipline*, Part III Section VI, (¶ 140).

**C. 3. a. For Persons Holding Chairs:**

**C. 3. a. 1)** Chairpersons are expected to maintain a yearly calendar of scheduled and announced meetings for planning, budgeting, and evaluation;

**C. 3. a. 2)** Chairpersons are expected to plan meetings at such times and locations that encourage and allow for maximum attendance of the elected membership, giving particular mind to the academic schedules of youth and young adults.

**C. 3. a. 3)** Chairpersons are to submit proper budgets with supporting rationale and any other requested reports in a proper and timely manner;

**C. 3. a. 4)** Chairpersons are expected to provide consistent communication with members of their committee or board regarding agendas, time/date/locations/ and related information that impact a member's ability to serve well.

**C. 3. a. 5)** Chairpersons are expected to attend all called meetings of the committee or board for which he or she is responsible. Missing (2) two consecutive called meetings of his or her committee or board with no excuse, or

1 missing (3) three consecutive called meetings of his or her committee or board  
2 with good excuse, shall be the minimum guidelines for attendance.

3 **C. 3. a. 6)** Inability to meet the minimum guidelines of attendance will  
4 prompt a letter from the conference nominations executive committee, releasing  
5 the individual from his or her position (this will not negatively impact  
6 subsequent nominations or committee service) so the conference nominations  
7 executive committee can immediately fill the vacated position.

8 **C. 3. b. For Committee and Board Members:**

9 **C. 3. b. 1)** Elected members are expected to attend all called meetings of  
10 the committee or board on which they are serving. Missing (3) three  
11 consecutive properly called meetings of his or her committee or board with no  
12 excuse, or missing (4) four consecutive properly called meetings of his or her  
13 committee or board with good excuse, shall be the minimum guidelines for  
14 attendance.

15 **C. 3. b. 2)** Inability to meet the minimum guidelines of attendance will  
16 prompt a letter of notification from the conference nominations executive  
17 committee, releasing the individual from his or her position (this will not  
18 negatively impact subsequent nominations or committee service) so the  
19 conference nominations executive committee can immediately fill the vacated  
20 position.

21 **C. 4. Annual Conference Planning Committee** - There shall be an annual  
22 conference planning committee responsible for setting the agenda for sessions  
23 of the annual conference, recommending the site of the conference annually,  
24 and overall coordination of annual conference. Applications to host the  
25 conference shall be for a period of four consecutive years in one site. The  
26 application shall be submitted to the bishop not less two and one-half years  
27 before the proposed invitation date and must include adequate data to satisfy the  
28 planning committee of the suitability of the proposed site, with special attention  
29 to housing, food service, seating, congregating areas, parking and all standard  
30 public services necessary to accommodate large numbers of people. All  
31 facilities must meet ADA Accessibility Guidelines. All applications to host the  
32 conference must include an itemized account of anticipated expenses. The site  
33 must provide seating for all members of the conference, both clergy and lay,  
34 and for visitors and guests.

35 The annual conference planning committee shall submit applications  
36 approved by them to the conference council on finance and administration for  
37 approval of projected costs. The planning committee shall advise the conference  
38 concerning the desirability of each acceptable proposed site, including  
39 estimated costs.

The annual conference planning committee shall select one site for four years and must reconfirm the site selected for each of the four years of the approved application. When for unforeseen circumstances related to finances, logistics or other compelling reasons the annual conference is not able to hold annual conference at the agreed upon site, the annual conference planning committee is authorized to work with the conference council on finance and administration to secure an appropriate alternate site.

The annual conference planning committee shall consist of the following persons: the bishop; the annual conference lay leader; the associate conference lay leader(s); the conference secretary; the dean of the cabinet; the conference presidents of United Methodist Women, United Methodist Men, conference youth organization, conference young adult organization, and the conference young adult committee representative; the chairpersons of the conference worship team, the conference committee on registration and assistance, and the board of ordained ministry; the director of connectional ministries; the director of ministerial services/executive assistant to the bishop; the chairperson of the conference council on finance and administration; the conference treasurer; and other persons selected by the bishop to assure proper representation of persons related to the work of the committee, such as the host district superintendent and the host pastor. The bishop or his/her designee shall be the chairperson of the annual conference planning committee.

**C. 5. Conference Handbook & Information Packets** - Material for publication in the conference handbook shall be submitted annually to the conference secretary not less than ninety (90) days prior to the opening date of the annual conference. Other material may be distributed to the members of the conference, at the discretion of the conference secretary, in a packet of supplementary materials. All printed materials requiring action by the annual conference shall be available in large print.

**C. 6. Pre-Conference Briefings** - Not more than twenty-five (25) days prior to the opening session of the annual conference, each district superintendent, in consultation with the district lay leader, shall convene, at such time and place as the two (2) of them together shall determine, the conference members residing in the district, both clergy and lay, for the purpose of examining the published reports and recommendations of the boards, councils, teams, commissions, committees and other agencies of the conference.

**C. 7. Consent Agenda** - In order to expedite the business of the conference, the consent agenda committee, composed of the conference secretary, the chairperson of the committee on standing rules, the director of connectional ministries, and the conference lay leader or his/her designee, in consultation

1 with agencies or individuals presenting reports, recommendations or  
2 resolutions, may present in the conference handbook a written list of items  
3 which shall be known as the consent agenda. Items on the consent agenda shall  
4 be considered as adopted by consent of the annual conference unless they are  
5 removed from this list at a time set aside for this purpose on the second day of  
6 conference. Individual items may be removed from the consent agenda to be  
7 placed on the regular agenda by a motion to remove supported by a second  
8 from two (2) voting members of the annual conference. When an item has been  
9 removed from the consent agenda, it shall be placed on the regular agenda at an  
10 appropriate time as determined by the conference secretary.

11 **C. 8. Reports** - Reports shall be in writing, and an original, signed copy of the  
12 same shall be in the hands of the conference secretary before being read on the  
13 floor of the conference. When twenty-five (25) percent or more of the  
14 membership of a board, council, team, commission, committee or other agency  
15 shall request the privilege of presenting a minority report to the annual  
16 conference, the chairperson of said board or other agency shall appoint a  
17 committee to draft a minority report and shall submit the said minority report  
18 along with the majority report to the conference.

19 **C. 9. Committee on Resolutions** - There shall be a committee on resolutions,  
20 nominated and elected under the provisions of the standing rules. Any  
21 resolution coming to the floor of the annual conference which has not been  
22 before an official board, commission or agency of the annual conference, or a  
23 resolution not previously printed in the conference handbook, shall be referred  
24 to the committee on resolutions for study before the resolution is considered by  
25 the annual conference.

#### 26 27 **D. Administrative Procedures of the Annual Conference**

28 **D. 1. Publication of Names and Addresses of Lay Members** - The names and  
29 email addresses of lay members of the annual conference, arranged by districts  
30 and by charges, shall be published in the conference journal, and they shall be  
31 compiled and made **available to members of the conference, both lay and**  
32 **clergy, as early as feasible** following their election.

33 **D. 2. Lay Member Equalization Plan** - The lay membership of the annual  
34 conference shall be equal in number to its clergy membership. Lay members  
35 shall be elected by each charge conference as directed by the Constitution of  
36 The United Methodist Church, Division Two, Section VI, Article I (§32). The  
37 following are designated by the Constitution, (Loc. Cit.), to be members of the  
38 annual conference: the diaconal ministers, the active deaconesses, and home  
39 missionaries under Episcopal appointment within the bounds of the annual  
40

conference, the conference president of the United Methodist Women, the  
conference president of United Methodist Men, the conference lay leader,  
district lay leaders, the conference director of lay servant ministries, conference  
secretary of global ministries (if lay), the president or equivalent officer of the  
conference young adult organization, the president of the conference youth  
organization, the chair of the annual conference college student organization,  
and one young person between the ages of twelve (12) and seventeen (17) and  
one young person between the ages of eighteen (18) and thirty (30) from each  
district to be selected in such a manner as may be determined by the annual  
conference.

If the lay membership shall number less than the clergy membership, the  
following lay persons shall also be members of the annual conference: the  
associate conference lay leaders, the district directors of lay servant ministries,  
the district presidents of United Methodist Women and United Methodist Men,  
and the district presidents or equivalent officers of the district young adult  
organization and the district youth organization, four (4) young persons 18  
years and under and five (5) young adult persons 18 years of age to 35 years of  
age.

Additional members shall be elected from each district by the district  
board of laity to achieve equalization of the number of lay and clergy members  
of the annual conference.

The conference secretary shall advise the district superintendents  
annually, not later than November 1, of the number of additional lay members  
required to achieve equalization. The district superintendents shall assist the  
district board of laity to elect the necessary persons, to notify them of their  
election, and to forward their names and addresses to the conference secretary  
by January 1 of each year.

**D. 3. Moving Day and Expenses** - Moving Day for pastors shall ordinarily be  
Thursday of the week following the regular session of the annual conference;  
provided, if unusual circumstances prevail, the cabinet may change the date to a  
more suitable one; provided, further, the secretary of the cabinet shall have  
notice of the change published on the North Georgia Conference website not  
less than thirty (30) days prior to the convening of the annual conference.  
Departing clergy shall vacate their parsonages by one o'clock on the afternoon  
of Moving Day. District superintendents shall encourage the pastoral charges to  
pay moving expenses for newly assigned clergy moving within the bounds of  
the North Georgia Conference.

**D. 4. Care of Parsonages** - Clergy shall use care to maintain cleanliness and  
good housekeeping of the parsonages in which they reside. In addition to the

1 annual inspection of the parsonage, Part V, Chapter Six, Section VI (§ 2533.4),  
2 at a time of change in pastoral appointment, there shall be an inspection of the  
3 parsonage by the pastor and the pastor/parish relations committee to determine  
4 the condition of the parsonage. Where there has been obvious abuse,  
5 replacement and/or repair shall be at the pastor's expense. If pets are a part of  
6 the pastor's family, the expense for professional treatment for infestation and  
7 odor shall be the pastor's responsibility prior to moving out. Any disagreement  
8 concerning liability shall be addressed by a mediation committee to determine  
9 the ratio of responsibility. The decision of the mediation committee shall be  
10 binding on all parties. The mediation committee shall be composed of the  
11 district superintendent, a person of the church's (charge's) choice, a person of  
12 the pastor's choice, and a neutral person selected by the district superintendent.

13 **D. 5. Number of Districts** - There shall be twelve (12) districts in the North  
14 Georgia Conference.

15 **D. 6. Service Year** - The conference service year shall be July 1 through June  
16 30.

17 **D. 7. Local Church Reports** - Pastors shall submit their annual reports as  
18 directed by the conference statistician, not later than January 20. The  
19 conference statistician shall reconcile the financial reports with the records of  
20 the conference treasurer.

21 **D. 8. Archives** - The depository for archival records of the North Georgia  
22 Conference shall be the Candler School of Theology of Emory University  
23 through its Pitts Theology Library.

## 24 **E. Finance and Property**

26 **E. 1. Budget Development** - All requests for appropriations shall be submitted  
27 to the conference council on finance and administration, in writing, not less  
28 than ninety (90) days prior to the opening session of the annual conference.  
29 Requests shall include a detailed financial statement. Any persons or group  
30 presenting a proposal to the annual conference for a program or activity which  
31 is not included in the conference budget shall at the same time, present a  
32 financial analysis including estimated cost and plans for and administration  
33 shall review the financial aspects of the proposal and make its recommendation  
34 to the conference regarding the proposal. Budgets submitted to the conference  
35 for approval shall include itemized comparative figures for the previous year,  
36 except in the case of new programs.

37 **E. 2. Fiscal Regulations** - The conference fiscal year shall be January 1  
38 through December 31. All monies for conference and district items shall be  
39 remitted by December 31. The books of the conference treasurer and the district  
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treasurers shall be closed at the end of business on the fifth (5th) working day following January 1. The conference treasurer shall make final settlement and disburse all funds to the annual conference boards, councils, commissions or other agencies within fifteen (15) days following the end of the fiscal year. The conference treasurer shall report by districts and by charges all payments for equitable salaries, mission appropriations and the temporary general aid fund. The conference treasurer shall report monthly to the district superintendents all conference askings paid by each local church in the district.

**E. 3. District Superintendents' Financial Support** - The support of the district superintendents, including their salaries, pensions, and insurance (subject to the same insurance rules for other clergy), shall be provided by the annual conference, through the conference council on finance and administration. Housing, utilities, office expenses, travel and district work funds shall be provided by the respective districts.

**E. 4. Church Property** - Each district superintendent shall furnish the conference secretary annually, for publication in the Conference Journal, a list of the real property situated within the district, belonging to but not currently in use by The United Methodist Church.

**E. 5. Salary Supplements** - All supplementation of pastoral salaries from whatever source shall be administered by the commission on equitable compensation in accordance with guidelines developed by the commission and approved by the annual conference, except that the conference board of congregational development shall be authorized to administer salary supplementation for pastors of new and redeveloping congregations, in keeping with guidelines developed by the committee and approved by the annual conference.

**E. 6. Charters** - Charters authorized by the North Georgia Conference shall be reviewed by the conference chancellor before being filed with the Secretary of State.

**E. 7. Annual Conference Registration Fee** – A registration fee of \$30.00 shall be assessed for each lay and active clergy delegate to the North Georgia Annual Conference. Retired clergy and youth members are exempt from the assessment.

**F. Connectional Table**

**F. 1.** There shall be a Conference Connectional Table with responsibility to focus and guide the mission and ministry of The United Methodist Church within the boundaries of the North Georgia Annual Conference. It shall give

1 leadership and guidance in setting the vision of the annual conference and in  
2 conducting an on-going process of refining and revising that vision.

3 **F. 2.** The director of connectional ministries, in consultation with the resident  
4 bishop, shall chair the connectional table, which shall be composed of the  
5 following persons: resident bishop, director of connectional ministries, district  
6 superintendents, director of ministerial services/executive assistant to the  
7 bishop, director of congregational development, chairperson of the board of  
8 congregational development, conference treasurer, chairperson of the council  
9 on finance and administration, chairperson of the board of ordained ministry,  
10 secretary of the annual conference, conference chancellor, conference lay  
11 leader, associate conference lay leaders, conference president of United  
12 Methodist Women, conference president of United Methodist Men, president of  
13 the conference youth organization, president of the conference young adult  
14 organization, chairperson of conference personnel practices and policy  
15 committee, chairperson of the board of connectional ministries, chairperson of  
16 worship program team, chairperson of outreach and mission program team,  
17 chairperson of leadership program team, chairperson of discipleship program  
18 team, chairperson of the order of deacons, chairperson of the order of elders,  
19 chairperson of the fellowship of local pastors and associate members, the heads  
20 of most recently elected lay and clergy delegations to general conference, and  
21 such at-large members as the conference committee on nominations shall  
22 nominate to provide for diversity and inclusiveness as regards  
23 race/ethnicity/national origin, age, and gender. The Table's membership shall  
24 be limited to fifty persons. The eligibility limitations of standing rule C.3. shall  
25 not apply to the Connectional Table.

26 **F. 3.** There shall be an executive committee of the connectional table  
27 composed of the bishop, the director of connectional ministries, the conference  
28 lay leader, the dean of the cabinet, the chairperson of the board of connectional  
29 ministries, and the chairperson of the council on finance and administration.

30 **F. 4.** The connectional table could be called into session at such time as the  
31 chair deems it necessary for the benefit of the conference's work, and may  
32 report each year to the annual conference regarding the conference's  
33 stewardship of its vision and its commitment to the mission and ministry of The  
34 United Methodist Church.

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### **G. Connectional Ministries**

37 **G. 1.** There shall be a director of connectional ministries who, in partnership  
38 with the bishop and cabinet, shall have the following primary responsibilities:  
39 To serve as steward of the vision of the annual conference, including the

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development, clarification, interpretation, and embodiment of the conference’s vision; to serve as leader of the continuous process of transformation and renewal necessary for the annual conference to be faithful to our Christian identity in a changing world; to ensure alignment of the total resources of the conference to its vision; and to ensure the connections among the local, district, annual conference, and general church ministries for the purpose of networking, resourcing, and communicating their shared ministry.

**G. 2.** The director of connectional ministries shall serve as an officer of the annual conference, and shall sit with the cabinet when the cabinet considers matters relating to coordination, implementation, or administration of the conference program, and other matters as the cabinet and director may determine.

**G. 3.** The director of connectional ministries shall supervise the conference staff related to the office of connectional ministries, coordinate the recruitment and training of conference program leaders, provide oversight and leadership in the conference’s program and ministry, and serve as chair of the connectional table and as executive officer of the board of connectional ministries.

### **H. Program Teams of the Annual Conference**

**H. 1.** The programming of the annual conference shall be done primarily by five (5) program teams – Worship, Outreach and Mission, Resourcing, Leadership, and Discipleship. Each program team shall be responsible for several areas of program and ministry, as indicated below, and shall have authority to form such committees as the Discipline may require for its program areas or as deemed appropriate for carrying out its responsibilities, while at the same time continuing to function as a unified team. Each team may enlist additional persons to assist in its work, and may also form time-limited task forces to address particular issues or emphases. These five program teams shall be accountable to the director of connectional ministries and the board of connectional ministries for oversight and budget.

**H. 2.** Each program team shall be composed of thirty-six (36) duly elected members. These shall include the team’s officers (chairperson, vice chairperson, and secretary), who shall be nominated by the conference committee on nominations and elected by the annual conference. The number limitation specified in standing rule C.3 shall not apply to the program teams. Additional members shall include a cabinet representative, a youth named by the conference youth organization, and any member of a corresponding general board or agency who is a member of or related to the annual conference. To ensure continuity of experience and leadership, members of the program teams

1 shall be grouped in classes so that normally no more than one-fourth of the  
2 members of a team will rotate off in any given year.

3 **H. 3.** There shall be a worship team with responsibilities for the following  
4 program areas: archives and history (§ 641.1), evangelism (§ 630.3),  
5 stewardship (§630.5), worship (§630.4), cross-cultural and cross-racial  
6 ministries, ethnic and multi-ethnic ministries, small membership churches, and  
7 stewardship (§ 630.5). The membership of the team is defined in standing rule  
8 H.1.

9 **H. 4.** There shall be an outreach and mission team with responsibilities for the  
10 following program areas: global ministries (§ 633), disaster response (§  
11 633.4.b.22), refugee resettlement, health and welfare ministries (§ 633.4.b.27),  
12 UMVIM, Bridges, cross-cultural and cross-racial ministries, ethnic and multi-  
13 ethnic ministries, small membership churches, and stewardship (§ 630.5). The  
14 membership of this team is defined in standing rule H.1.

15 **H. 5.** There shall be a leadership team with responsibilities for the following  
16 program areas: Christian unity and interreligious concerns (§ 642.1), church and  
17 society (§ 629), creation care, disability concerns (§ 653), ethnic local church  
18 concerns (§ 632.1), great starts, Native American concerns (§ 654), peace with  
19 justice, religion and race (§ 643.1), status and role of women (§ 644), cross-  
20 cultural and cross-racial ministries, ethnic and multi-ethnic ministries, small  
21 membership churches, and stewardship (§ 630.5). The membership of the team  
22 is defined in standing rule H.1.

23 **H. 6.** There shall be a discipleship team with responsibilities for the following  
24 program areas: education (§ 630.2), adult ministries [older adult (§ 651.1) and  
25 young adult (§ 650.1)], children’s ministries (§ 630.1.g), youth ministries (§  
26 649.1), family ministries (§ 630.1.b), higher education and campus ministries (§  
27 634.1), camp and retreat ministries (§ 630.1.b), safe sanctuaries, faith formation,  
28 cross-cultural and cross-racial ministries, ethnic and multi-ethnic ministries,  
29 small membership churches, and stewardship (§ 630.5). The membership of the  
30 team is defined in standing rule H.1, with the added stipulation that two (2)  
31 representatives from United Methodist youth (§ 649.1) and United Methodist  
32 young adults (§ 650.1) will be included.

33 **H. 7.** There shall be a conference youth organization as provided by § 649.1. It  
34 shall relate to and be answerable to the discipleship team.

35 **H. 8.** The staff of the connectional ministries office will serve as a resourcing  
36 component working in conjunction with the four ministry teams. Time-sensitive  
37 and customized resources requested by clergy, laity, and district  
38 superintendents, in collaboration with the four program teams, will emanate  
39 from here. Areas of involvement include, but are not limited to: Vital  
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Congregations and VitalSigns, trustees, finance, SPRC, church staff development, natural church development, Strengthening the Black Church for the 21<sup>st</sup> Century, cross-cultural and cross-racial ministries, church council, and lay leadership. 1  
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**H. 9.** There shall be a board of connectional ministries composed of the chairpersons of the four program teams, the area representatives within the program teams, the chairperson or other representative of the conference board of laity, a cabinet representative, and the director and associate directors of connectional ministries. The officers of the board (chairperson, vice chairperson, and secretary) shall be nominated by the conference committee on nominations and elected by the annual conference. This board shall have responsibility for presenting a unified program for mission and ministry, including budgeting, to the annual conference and for giving leadership in the execution of that plan. The director of connectional ministries shall be the executive officer of this board. 5  
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### **I. Ministry of the Laity**

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**I. 1. Conference Board of Laity** - There shall be a conference board of laity which shall provide for the ministry of the laity related to the objectives of the General Board of Discipleship as set forth in ¶¶ 1101-1126. The purpose of the conference board of laity shall be as outlined in ¶ 631.2. Funding for the board shall be provided through the conference budget. 17  
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**I. 2. Membership of Conference Board of Laity** - The following shall comprise the membership of the board: The conference lay leader, associate conference lay leaders, the district lay leaders, the conference director of lay servant ministries, the presidents and two representatives elected by each of the conference organizations of United Methodist Men and United Methodist Women, the presidents of the conference young adult organization and the conference youth organization; and in addition, the conference scouting coordinator, the lay chair or lay vice-chair of the general conference delegation and up to four at-large members elected by the board, in consultation with the annual conference committee on nominations as needed from time to time for inclusiveness and/or operations; and as ex-officio, a district superintendent designated by the cabinet, the director of connectional ministries and the presiding bishop. Task forces may be utilized in keeping with the directives stated in Standing Rule H.2. 23  
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**I. 3. Election of Conference Lay Leader and Associate Conference Lay Leaders** – The conference lay leader and no more than four (4) associate conference lay leaders shall be elected quadrennially by the annual conference 37  
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1 on nomination of the conference committee on nominations after consultation  
2 with the board of laity. The conference lay leader shall serve as chair of the  
3 conference board of laity. No person may serve as the conference lay leader for  
4 more than eight (8) consecutive years. No person may serve as the associate  
5 conference lay leader for more than eight (8) consecutive years. The conference  
6 lay leader and the associate conference lay leaders shall be members of the  
7 board of laity by virtue of their election to the offices they hold. Years of  
8 service as an associate conference lay leader shall not be considered in  
9 determining the eligibility of a person to serve as conference lay leader.

10 **I. 4. Conference Committee on Lay Servant Ministries** – There shall be a  
11 conference committee on lay servant ministries, which shall relate to the  
12 conference board of laity as specifically provided for in ¶ 631.6. The committee  
13 shall be structured by the conference board of laity and shall include as a  
14 minimum the conference director of lay servant ministries, the district directors  
15 of lay servant ministries, the conference lay leader and one or more associate  
16 conference lay leaders. Up to four (4) at-large members may be elected by the  
17 conference board of laity as needed for inclusiveness and/or operations from  
18 time to time. The conference director of lay servant ministries shall be elected  
19 for a four-year term by the conference board of laity after consultation with the  
20 conference committee on nominations. No person may serve as the conference  
21 director of lay servant ministries for more than eight (8) consecutive years.

## 22 **J. Board of Congregational Development**

24 **J. 1.** There shall be an annual conference board of congregational development.  
25 The annual conference board of congregational development shall be charged  
26 with the responsibility of developing, implementing and continually updating a  
27 comprehensive plan for the planting of new churches within the bounds of the  
28 North Georgia annual conference. The responsibilities shall specifically include  
29 establishing, nurturing, supporting and guiding new congregations from  
30 conception through birth and until the district superintendent, the new church  
31 and the office of congregational development agree that the support is no longer  
32 necessary.

33 **J. 2.** The board of congregational development shall work with the bishop,  
34 cabinet and district strategic growth teams to determine locations for new  
35 churches and potential church planters. It shall also have responsibility for the  
36 training, assessing and recommending persons to the bishop and cabinet for  
37 appointment as new church pastors.

- J. 3.** The board of congregational development shall encourage local churches to partner with the annual conference board of congregational development to birth new churches. 1  
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- J. 4.** The board of congregational development shall serve as liaison with jurisdictional and general conference board and agencies related to the work of congregational development. 4  
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- J. 5.** The board of congregational development shall work with the North Georgia Conference board of trustees for the purpose of managing, buying, selling, and holding developmental properties owned by the annual conference. 7  
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- J. 6.** The board shall develop an annual budget for presentation to the annual conference Council on Finance and Administration to support the work and ministry of the board of congregational development. 10  
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- J. 7.** The director and chair of the board of congregational development shall sit on the Conference Connectional Table. The director shall serve as an officer of the annual conference and shall be a member of the bishop’s extended cabinet. 13  
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- J. 8.** The annual conference board of congregational development shall be composed of one (1) representative from each district strategic growth team appointed by the district superintendent; six (6) at large lay persons recommended by the director of the board of congregational development and approved by the nominations committee; six (6) clergy recommended by the director of the board of congregational development and approved by the nominations committee; chairperson of the committee on black congregational development, chairperson of the committee on Hispanic congregational development, chairperson of the committee on Korean congregational development, and chairperson of the committee on multi-cultural/multi-ethnic congregational development; cabinet representatives to the five committees of the board of congregational development as appointed by the bishop; a council on finance and administration representative; director of connectional ministries; conference treasurer; director of congregational development; and associate directors of congregational development. This totals 39 persons and is an exception to Standing Rule C.3. 16  
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- J. 9.** The chair, vice-chair and secretary of the board of congregational development shall be recommended to the bishop and cabinet by the director of congregational development and submitted to the annual conference committee on nominations for inclusion in their report to the annual conference for election. 32  
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- J. 10.** The board of congregational development shall be organized with a chair, a vice-chair and secretary. The term of office shall be one quadrennium, but each may be elected for one additional term, provided no one shall hold the 37  
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1 same office for more than 8 years. The board of congregational development  
2 shall meet annually and may meet more often at the request of the director of  
3 congregational development or the chair of the board.

4 **J. 11.** There shall be an executive committee composed of the officers of the  
5 board of congregational development (who shall also be the officers of the  
6 executive committee), the council on finance and administration representative,  
7 chairpersons of the committees on black congregational development, Hispanic  
8 congregational development, Korean congregational development and new  
9 multi-cultural/multi-ethnic congregational development, 4 at large members (2  
10 clergy and 2 lay to be elected by the board of congregational development upon  
11 recommendation of the director), the cabinet representative appointed by the  
12 bishop, and the director and associate directors of congregational development.  
13 The executive committee shall have all the powers of the board of  
14 congregational development except the right to change the budget or elect  
15 officers. This committee shall be responsible for training and assessing persons  
16 who will plant new churches. It will also request funds for the expenses related  
17 to the training and deployment of these persons. This committee shall meet at  
18 least quarterly and may meet more often at the request of the director of the  
19 board of congregational development or the chair of the board of congregational  
20 development.

21 **J. 12.** There shall be a committee on black congregational development  
22 composed of a chairperson (recommended by the director of congregational  
23 development in consultation with the cabinet representative and approved by  
24 the annual conference or conference nominations team ad interim per Standing  
25 Rule C.1), 7 or more lay and clergy members with specific attention to age,  
26 gender and district balance as pursuant to the *2012 Book of Discipline* ¶610.5  
27 and ¶605.3 and including at least one small membership black congregation  
28 representative (recommended by the director of congregational development in  
29 consultation with the chairperson of the committee and the cabinet  
30 representative and approved by the annual conference or conference  
31 nominations team ad interim per Standing Rule C.1). The ex-officio  
32 membership of the committee shall include: a cabinet representative, the  
33 congregational development or connectional ministries staff person for black  
34 congregational and leadership development, the conference commission on  
35 religion and race representative, the conference ethnic local church concerns  
36 representative, and the conference leadership ministry team chairperson. This  
37 committee shall make recommendations to the executive committee with regard  
38 to persons and places for the planting of new black congregations and  
39 strengthening existing black congregations. The committee shall collaborate  
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with each of the district strategic growth teams advocating on behalf of black church congregational development needs. It shall also be responsible for any training and resourcing needs that are important from a cultural perspective in planting new and strengthening existing black churches. The committee shall also be responsible for partnering with the office of connectional ministries, the board of ordained ministry and the office of ministerial services to ensure the implementation of a comprehensive black church leadership development plan. It shall request funds necessary for this training to be included in the board of congregational development budget. This committee shall meet at least quarterly and may meet more often at the request of the director of the board of congregational development, the committee staff person, or the chairperson.

**J. 13.** There shall be a committee on Hispanic congregational development composed of a chairperson (recommended by the director of congregational development in consultation with the cabinet representative and approved by the annual conference or conference nominations team ad interim per Standing Rule C.1), 3 or more lay and clergy members with specific attention to age, gender and district balance as pursuant to the *2012 Book of Discipline* ¶610.5 and ¶605.3 (selected by the director in consultation with the chairperson of the committee and the cabinet representative and approved by the annual conference or conference nominations team ad interim per Standing Rule C.1), a cabinet representative and the staff person for Hispanic congregational development. This committee shall make recommendations to the executive committee with regard to persons and places for the planting of new Hispanic congregations and strengthening existing Hispanic congregations. The committee shall collaborate with each of the district strategic growth teams advocating on behalf of Hispanic church congregational development needs. It shall also be responsible for any training needs that are important from a cultural perspective in planting new Hispanic churches. It shall request funds necessary for this training to be included in the board of congregational development budget. This committee shall meet at least quarterly and may meet more often at the request of the director of the board of congregational development or the chairperson.

**J. 14.** There shall be a committee on Korean congregational development composed of a chairperson (recommended by the director of congregational development in consultation with the cabinet representative and approved by the annual conference or conference nominations team ad interim per Standing Rule C.1), 3 or more lay and clergy members with specific attention to age, gender and district balance as pursuant to the *2012 Book of Discipline* ¶610.5 and ¶605.3 (selected by the director in consultation with the chairperson of the

1 committee and the cabinet representative and approved by the annual  
2 conference or conference nominations team ad interim per Standing Rule C.1),  
3 a cabinet representative and the staff person for Korean congregational  
4 development. This committee shall make recommendations to the executive  
5 committee with regard to persons and places for the planting of new Korean  
6 congregations and strengthening existing Korean congregations. The committee  
7 shall collaborate with each of the district strategic growth teams advocating on  
8 behalf of Korean church congregational development needs. It shall also be  
9 responsible for any training needs that are important from a cultural perspective  
10 in planting new Korean churches. It shall request funds necessary for this  
11 training to be included in the board of congregational development budget. This  
12 committee shall meet at least quarterly and may meet more often at the request  
13 of the director of the board of congregational development or the chairperson.

14 **J. 15.** There shall be a committee on multi-cultural/multi-ethnic congregational  
15 development composed of a chairperson (recommended by the director of  
16 congregational development in consultation with the cabinet representative and  
17 approved by the annual conference or conference nominations team ad interim  
18 per Standing Rule C.1), 3 or more lay and clergy members with specific  
19 attention to age, gender and district balance as pursuant to the *2012 Book of*  
20 *Discipline* ¶610.5 and ¶605.3 (selected by the director in consultation with the  
21 chairperson of the committee and the cabinet representative and approved by  
22 the annual conference or conference nominations team ad interim per Standing  
23 Rule C.1), a cabinet representative and the staff person for multi-cultural/multi-  
24 ethnic congregational development. This committee shall make  
25 recommendations to the executive committee with regard to persons and places  
26 for the planting of new churches among the various other ethnic groups living  
27 in the bounds of our annual conference. The committee shall collaborate with  
28 each of the district strategic growth teams advocating on behalf of multi-  
29 cultural/multi-ethnic church congregational development needs. It shall request  
30 funds necessary for this training to be included in the board of congregational  
31 development budget. This committee shall meet at least quarterly and may meet  
32 more often at the request of the director of the board of congregational  
33 development or the chairperson.

#### 34 **K. Administrative Agencies of the Annual Conference**

35 **K. 1.** There shall be a board of ordained ministry composed of up to sixty-five  
36 (65) persons nominated by the bishop as outlined in ¶ 635.1, including those  
37 who serve by virtue of their office.  
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- K. 2.** There shall be a commission on equitable compensation as provided by ¶ 625.1, composed of twenty (20) persons with one (1) representative from each district. Members shall be nominated by the annual conference committee on nominations. 1  
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- K. 3.** There shall be a board of pensions and health benefits as provided by ¶ 639.1 composed of thirty-six (36) persons arranged in classes and serving a term of eight (8) years to include representatives of both lay and clergy, nominated by the annual conference committee on nominations. 5  
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- K. 4.** There shall be a board of trustees of the annual conference, elected as indicated in ¶¶ 640 and 2512.1, composed of twelve (12) persons, nominated by the annual conference committee on nominations, serving in four (4) year terms, except for the first board. It is recommended that it be composed of one-third (1/3) clergy, one-third (1/3) lay women, and one-third (1/3) lay men. 9  
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- K. 5.** There shall be a council on finance and administration as provided by ¶¶ 611-618, composed of five to twenty-one (5-21) persons, with one (1) lay person more than clergy included on the council. Ex-officio members are the conference treasurer, director of connectional ministries and the cabinet representative. Members shall be nominated by the annual conference committee on nominations. 14  
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- K. 6.** There shall be a committee on episcopacy as provided by ¶ 637.1, composed of fifteen (15) persons. It is recommended that it be composed of one-third (1/3) clergy, one-third (1/3) lay women, one-third (1/3) lay men, provided that one (1) lay person be the conference lay leader. One-fifth (1/5) of the membership shall be appointed by the bishop. The lay and clergy members of the jurisdictional committee on episcopacy shall be ex-officio members. 20  
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25
- K. 7.** There shall be an episcopal residency committee as provided by ¶ 638.1. 26
- K. 8.** There shall be a committee on investigation consisting of four (4) clergy in full connection, three (3) professing members, and six (6) alternate members, three of whom shall be clergy in full connection and three of whom shall be a professing members. The committee shall be nominated by the presiding bishop in consultation with the board of ordained ministry (for clergy members) and the conference board of laity (for lay persons) and elected quadrennially by the annual conference. If additional members or alternates are needed, the annual conference may elect members to serve for the remainder of the quadrennium. Committee members shall be in good standing and should be deemed of good character. The committee should reflect racial, ethnic, and gender diversity. ¶ 27  
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- K. 9.** There shall be a North Georgia Loan Guarantee Committee, comprised of two (2) members of the cabinet, the chair and the director of the board of 38  
39  
40

1 congregational development, two (2) members of the council on finance and  
2 administration, one (1) lay and one (1) clergy and two (2) members representing  
3 areas of expertise appointed by the bishop in consultation with the chancellor,  
4 conference lay leader, executive director of the conference board of church  
5 development and the chairperson of the council on finance and administration.

6 **K. 10.** There shall be a diaconal committee on investigation as provided by ¶  
7 2703.2.

8 **K. 11.** There shall be an administrative review committee as provided by ¶ 636.

9 **K. 12.** There shall be a conference communications office under the office of  
10 the bishop that will plan and administer the information/communication needs  
11 of the annual conference.

12 **K. 13.** There shall be a conference information advisory group whose  
13 membership shall not exceed ten (10) persons. The group shall be nominated by  
14 the conference communications office and the conference committee on  
15 nominations and approved by the annual conference but shall not be subject to  
16 the requirements of standing rule C.3. The persons shall include skilled  
17 communicators in print, public relations, electronic and video media.

18 **K. 14.** There shall be a committee on personnel policy and practices which  
19 shall consist of a chairperson nominated by the committee on nominations, the  
20 director of connectional ministries, the conference treasurer, the director of  
21 congregational development, the director of ministerial services/executive  
22 assistant to the bishop, two lay persons with specific expertise in the field of  
23 human resources, personnel and compensation, and a member designated by  
24 each of the following: the council of finance and administration, the board of  
25 pensions and health benefits, the board of congregational development, the  
26 board of ordained ministry, the advocacy program team, the conference board  
27 of laity, and the cabinet. At least one of the clergy must be serving in a multi-  
28 staff appointment. Its duties shall be to establish uniform and equitable policies  
29 and practices in the employment and compensation of personnel, in consultation  
30 and cooperation with the aforementioned bodies. These policies and practices  
31 shall be in accordance with the Social Principles (¶ 162 A, E, F, and I). The  
32 committee shall receive and review the rationale for any new position and be  
33 satisfied that existing funding to finance the position is available or appropriate  
34 plans to acquire the same are being followed. No member of the committee  
35 shall participate in discussions, deliberations or vote on any issue which directly  
36 affects any aspect of that member's or that member's immediate family's  
37 compensated employment. (¶ 613.13 as interpreted by Judicial Council  
38 Decision 952).

**K. 15.** There shall be a north Georgia United Methodist housing and homeless council which shall be composed of no more than 36 persons nominated by the conference committee on nominations and elected by the annual conference. Each district shall be represented by no fewer than two members, one of which shall be a clergy member in that district and one of whom shall be a lay person who shall be a member of one of the churches in the district that they represent. In addition, the following other persons shall be members: a district superintendent designated by the cabinet; a member of the connectional ministries staff designated by the director of connectional ministries; the director of the council, who shall be a non-voting member; a representative of the advocacy team, and a representative of the outreach team.

### **L. Districts**

**L. 1. District Conference Membership** - The membership of the district conference shall consist of (a) all active and retired clergy and diaconal ministers serving appointments or holding charge conference membership within the district and (b) all local church elected, at-large, and ex-officio, lay members of the annual conference from the district.

**L. 2. District Board of Laity** – There shall be in each district of the annual conference a district board of laity composed of the district lay leader who shall serve as chair, the associate district lay leaders, the district superintendent, the chair of district connectional ministries or equivalent, the district presidents of United Methodist Women and United Methodist Men, one (1) youth and one (1) young adult named by the youth and young adult groups respectively, the district director of lay speaking and such other persons as the district lay leader and the district superintendent together may select. The district board of laity shall elect annual conference at-large delegates from the districts.

**L. 3. Election of District Lay Leader and Lay Leadership** – The district lay leader, the district associate lay leaders and the district director of lay speaking shall be elected annually, on nomination of the district nominating committee, after consultation with the district board of laity, by the membership of the district conference at the district orientation meeting before the annual conference session. It is recommended these officers will serve quadrennially and will be elected for their first term at the district orientation meeting immediately preceding the start of the new quadrennium. Replacements for these positions shall be elected at the annual district orientation meeting as needed.

1 **M. Conference Related Agencies**

2 **M. 1.** There shall be a Georgia United Methodist Foundation, Inc., board of  
3 trustees, nominated by the Foundation to be confirmed or denied confirmation  
4 by the annual conference.

5 **M. 2.** There shall be a Methodist Foundation for Retired Ministers Board of  
6 Trustees, nominated in accordance with its Constitution and By-Laws, to be  
7 confirmed or denied confirmation by the annual conference.

8 **M. 3.** There shall be an Action Ministries, Inc., board of directors, nominated in  
9 accordance with its Constitution and By-Laws, to be confirmed or denied  
10 confirmation by the annual conference.

11 **M. 4.** There shall be an Aldersgate Homes board of directors, nominated in  
12 accordance with its Constitution and By-Laws, to be confirmed or denied  
13 confirmation by the annual conference.

14 **M. 5.** There shall be a United Methodist Children's Home board of trustees,  
15 nominated in accordance with its Constitution and By-Laws, to be confirmed or  
16 denied confirmation by the annual conference.

17 **M. 6.** There shall be a Wesley Woods, Senior Living, Inc., board of trustees,  
18 nominated in accordance with its Constitution and By-Laws, to be confirmed or  
19 denied confirmation by the annual conference.

20 **M. 7.** There shall be a board of North Georgia Camp and Retreat Ministries,  
21 nominated in accordance with its Constitution and By-Laws, to be confirmed or  
22 denied confirmation by the annual conference. North Georgia Camp and Retreat  
23 Ministries, Inc. is the entity through which all camp and retreat ministry for  
24 children and youth shall be carried out. The director of North Georgia Camp  
25 and Retreat Ministries is accountable to the conference director of connectional  
26 ministries.

27  
28 **N. Joint Ministries of North and South Georgia Conferences**

29 **N. 1.** There shall be a Georgia Commission on Higher Education and Campus  
30 Ministry. North Georgia at-large membership shall be eleven (11) persons who  
31 shall be selected from throughout the conference. Members shall be nominated  
32 by the annual conference committee on nominations. In addition, North Georgia  
33 ex-officio members shall be the resident bishop of the North Georgia Episcopal  
34 Area, the executive director of the Commission, the presidents of the United  
35 Methodist colleges and universities and the dean of Oxford College, campus  
36 ministers/directors and chaplains, a connectional ministries staff person, a  
37 district superintendent, the presidents of the Conference United Methodist Men  
38 and United Methodist Women, the president of the Georgia Wesley Student  
39  
40

Movement, and (if applicable) all members of the General Board of Higher Education who are members of churches of the North Georgia Conference.	1
	2
<b>N. 2.</b> There shall be a Georgia Pastors' School committee, composed of persons by virtue of office and at-large members named by the annual conference committee on nominations.	3
	4
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	6
<b>O. United Methodist Related Institutions of Higher Education</b>	7
<b>O. 1.</b> There shall be boards of trustees of United Methodist related schools, nominated in accordance with their Constitution and By-Laws, to be confirmed or denied confirmation by the annual conference.	8
	9
	10
<b>O. 2.</b> There shall be boards of directors of Wesley Foundations, nominated in accordance with their Constitution and By-Laws, to be confirmed or denied confirmation by the annual conference.	11
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1                                   **901. Amendments to Standing Rules E, K, N**

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3   **E. 3. District Superintendents' Financial Support** - The support of the district  
4 superintendents, including their salaries, pensions, and insurance (subject to the  
5 same insurance rules for other clergy), shall be provided by the annual  
6 conference, through the conference council on finance and administration.  
7 Housing, utilities, office expenses, travel and district work funds shall be  
8 provided by the respective districts. **Expenses related to cabinet meetings will**  
9 **be funded by the conference budget.**

10  
11 **Rationale: For many years, the conference includes a line item to defray**  
12 **the district superintendent expenses related to cabinet-mandated meetings.**  
13 **This revision brings the standing rule in line with long-standing practice.**  
14

15   **K. 3.** There shall be a board of pensions and health benefits as provided by ¶  
16 639.1 composed of ~~thirty-six (36)~~ **twenty-four (24)** persons arranged in classes  
17 and serving a term of eight (8) years to include representatives of both lay and  
18 clergy, nominated by the annual conference committee on nominations.  
19

20 **Rationale: Thirty-six (36) is an unwieldy number and was originally**  
21 **instituted when the old insurance committee and Conference Board of**  
22 **Pension were consolidated many years ago.**  
23

24   **K. 5.** There shall be a council on finance and administration as provided by ¶¶  
25 611-618, composed of five to twenty-one (5-21) persons, with one (1) lay  
26 person more than clergy included on the council. **The Council shall designate**  
27 **an Audit Committee comprised of one lay CFA member, one clergy CFA**  
28 **member and a CPA who is not a member of CFA. The Council shall**  
29 **designate a Personnel Committee, whose responsibilities will include those**  
30 **defined in ¶613.13. The Personnel Committee shall be comprised of two (2)**  
31 **clergy CFA members, one lay CFA member, two lay human resources**  
32 **professionals who are not members of CFA and the Conference Lay**  
33 **Leader. Members with voice and no vote are the conference treasurer and**  
34 **the cabinet representative. ~~Ex-officio members are the conference treasurer,~~**  
35 **~~director of connectional ministries and the cabinet representative.~~ Members**  
36 **shall be nominated by the annual conference committee on nominations.**  
37

38 **Rationale: Standing Rule K.14. (see below) provides for a personnel**  
39 **committee which is responsible for the functions of ¶613.13. Membership is**  
40

comprised of paid staff as well as committee chairs. The current system provides for conflicts of interest and is also difficult to manage since the personnel function and financial administration function are so closely related. Having two committees dealing simultaneously with personnel matters, most of which include a financial aspect, is very challenging.

Moving the personnel function into its natural “home” is allowable by the *Book of Discipline* and will provide a more workable arrangement.

~~K. 12. There shall be a conference communications office under the office of the bishop that will plan and administer the information/communication needs of the annual conference.~~

**Rationale: The director of connectional ministries serves as the Conference Information Officer. The conference employs two professional communicators who report to the Director of CM. There is no need for this standing rule.**

~~K. 13. There shall be a conference information advisory group whose membership shall not exceed ten (10) persons. The group shall be nominated by the conference communications office and the conference committee on nominations and approved by the annual conference but shall not be subject to the requirements of standing rule C.3. The persons shall include skilled communicators in print, public relations, electronic and video media.~~

**Rationale: The conference employs professional communicators and has a contract with a professional crisis communications firm to fulfill our work in communications. This advisory group has not existed for many years. Hence, there is no further need for this standing rule.**

~~K. 14. There shall be a committee on personnel policy and practices which shall consist of a chairperson nominated by the committee on nominations, the director of connectional ministries, the conference treasurer, the director of congregational development, the director of ministerial services/executive assistant to the bishop, two lay persons with specific expertise in the field of human resources, personnel and compensation, and a member designated by each of the following: the council of finance and administration, the board of~~

1 pensions and health benefits, the board of congregational development, the  
2 board of ordained ministry, the advocacy program team, the conference board  
3 of laity, and the cabinet. At least one of the clergy must be serving in a multi-  
4 staff appointment. Its duties shall be to establish uniform and equitable policies  
5 and practices in the employment and compensation of personnel, in consultation  
6 and cooperation with the aforementioned bodies. These policies and practices  
7 shall be in accordance with the Social Principles (§ 162 A, E, F, and I). The  
8 committee shall receive and review the rationale for any new position and be  
9 satisfied that existing funding to finance the position is available or appropriate  
10 plans to acquire the same are being followed. No member of the committee  
11 shall participate in discussions, deliberations or vote on any issue which directly  
12 affects any aspect of that member's or that member's immediate family's  
13 compensated employment. (§ 613.13 as interpreted by Judicial Council  
14 Decision 952).

15  
16 **Rationale: See rationale under K.5.**

17  
18  
19 **N. 2.** There shall be a Georgia **United Methodist Pastors' School Board of**  
20 **Managers** committee, composed of persons by virtue of office and at-large  
21 members named by the annual conference committee on nominations. **The**  
22 **purpose of the Georgia United Methodist Pastors' School shall be to**  
23 **provide an annual school for continuing education for United Methodist**  
24 **clergy of the North and South Georgia annual conferences, while modeling**  
25 **and promoting a spirit of cooperation and goodwill between the two annual**  
26 **conferences and members thereof. The Georgia Pastors' School shall be**  
27 **governed by a board of managers composed of 30 clergy from both annual**  
28 **conferences. The members shall be named to the Board of Managers**  
29 **according to nominating guidelines established by each annual conference.**  
30 **The officers are nominated and elected from the Board of Managers. The**  
31 **chairperson and dean of the pastors' school shall rotate between the two**  
32 **annual conferences from quadrennial to quadrennial.**

33  
34 **Rationale: The changes align the standing rule with the by-laws of the**  
35 **Georgia United Methodist Pastors' School.**



**902. Amendments to Standing Rules F, G, H**

**F. ~~Connectional Table~~ Conference Common Table (CCT)**

**F. 1.** There shall be a Conference ~~Connectional Table~~ **Common Table** with responsibility to focus and guide the mission and ministry of The United Methodist Church within the boundaries of the North Georgia Annual Conference. It shall give leadership and guidance in setting the vision **and priorities** of the annual conference and in conducting an on-going process of refining and revising that vision.

**F. 2.** The director of connectional ministries, in consultation with the resident bishop, shall chair the ~~connectional table~~ **Common Table**, which shall be composed of the following persons: resident bishop, director of connectional ministries, district superintendents, director of ministerial services/executive assistant to the bishop, director of congregational development, chairperson of the board of congregational development, conference treasurer, chairperson of the council on finance and administration, chairperson of the board of ordained ministry, secretary of the annual conference, conference chancellor, conference lay leader, **the four** associate conference lay leaders, conference president of United Methodist Women, conference president of United Methodist Men, president of the conference youth organization, **the co-presidents** of the conference young adult organization, chairperson of conference personnel practices and policy committee, chairperson of the board of connectional ministries, ~~chairperson of worship program team, chairperson of outreach and mission program team, chairperson of leadership program team, chairperson of discipleship program team,~~ **vice chair of the board of Connectional ministries, conference staff person assigned to missions**, chairperson of the order of deacons, chairperson of the order of elders, chairperson of the fellowship of local pastors and associate members, the heads of most recently elected lay and clergy delegations to general conference, and such at-large members as the bishop ~~conference committee on nominations~~ shall nominate to provide for diversity and inclusiveness as regards race/ethnicity/national origin, age, and gender. The **Common Table**'s membership shall be limited to fifty persons. The eligibility limitations of standing rule C.3. shall not apply to the ~~Connectional~~ **Common Table**.

**F. 3.** There shall be an executive committee of the ~~connectional~~ **Common Table** composed of the bishop, the director of connectional ministries, the conference lay leader, the dean of the cabinet, the chairperson of the board of

1 connectional ministries, and the chairperson of the council on finance and  
2 administration.

3 **F. 4.** The ~~Connectional~~ **Common** Table could be called into session at such  
4 times as the chair, **in consultation with the bishop**, deems it necessary for the  
5 benefit of the conference's work, and may report each year to the annual  
6 conference regarding **the stewardship** of the conference ~~'s stewardship of its~~  
7 vision and its commitment to the mission and ministry of The United Methodist  
8 Church.

### 9 10 **G. Connectional Ministries**

11  
12 **G. 1.** There shall be a director of connectional ministries who, in partnership  
13 with the bishop and cabinet, shall have the following primary responsibilities:  
14 To serve as steward of the vision of the annual conference, including the  
15 development, clarification, interpretation and embodiment of the conference's  
16 vision; to serve as leader of the continuous process of transformation and  
17 renewal necessary for the annual conference to be faithful to our Christian  
18 identity in a changing world; to ensure alignment of the total resources of the  
19 conference to its vision; and to ensure the connections among the local, district,  
20 annual conference and general church ministries for the purpose of networking,  
21 resourcing, and communicating their shared ministry.

22 **G. 2.** The director of connectional ministries shall serve as an officer of the  
23 annual conference, and shall sit with the cabinet when the cabinet considers  
24 matters relating to coordination, implementation or administration of the  
25 conference program, and other matters as the cabinet and director may  
26 determine.

27 **G. 3.** The director of connectional ministries shall supervise the conference staff  
28 related to the office of connectional ministries, coordinate the recruitment and  
29 training of conference program leaders, provide oversight and leadership in the  
30 conference's program and ministry, and serve as chair of the ~~Connectional~~  
31 **Common** Table and as executive officer of the board of connectional  
32 ministries.

### 33 34 ~~H. Program Teams of the Annual Conference~~

### 35 **H. Board of Connectional Ministries**

36  
37 **H. 1.** There shall be a board of connectional ministries responsible for the  
38 **ministry programming of the annual conference.** ~~The programming of the~~  
39 ~~annual conference shall be done primarily by five (5) program teams—~~  
40

~~Worship, Outreach and Mission, Resourcing, Leadership, and Discipleship.~~ 1  
~~Each program team shall be responsible for several areas of program and~~ 2  
~~ministry, as indicated below, and~~ **The Board of Connectional Ministries** shall 3  
have authority to form such committees as the *Discipline* may require for its 4  
~~program areas or as deemed appropriate for carrying out its responsibilities. ;~~ 5  
~~while at the same time continuing to function as a unified team.~~ Each team **The** 6  
**Board of Connectional Ministries** may enlist additional persons to assist in its 7  
work, and may also form time-limited task forces to address particular issues or 8  
emphases. ~~These five program teams~~ **The Board of Connectional Ministries** 9  
shall be accountable to the director of connectional ministries ~~and the board of~~ 10  
~~connectional ministries~~ for oversight and budget. 11

**H. 2.** ~~Each program team~~ **The Board of Connectional Ministries** shall be 13  
composed of ~~thirty-six (36)~~ **not more than forty (40)** duly elected members. 14  
These shall include the ~~team's~~ **Board** officers, a chairperson, a vice 15  
chairperson, and a secretary, who shall be nominated by the conference 16  
committee on nominations and elected by the annual conference. ~~The number~~ 17  
~~limitation specified in standing rule C.3 shall not apply to the program teams.~~ 18  
~~Additional~~ **Ex-officio** members shall include: a cabinet representative, a youth 19  
named by the conference youth organization, the chairperson or other 20  
representative of the conference board of laity, **the four conference associate** 21  
**lay leaders**, and any member of a corresponding general board or agency who 22  
is a member of or related to ~~the~~ **our** annual conference. **These shall be included** 23  
**but not counted against the forty (40) member limit.** To ensure continuity of 24  
experience and leadership, members of the ~~program teams~~ **the Connectional** 25  
**Ministries Board** shall be grouped in classes so that normally no more than 26  
one-fourth ~~of the members of a team~~ will rotate off in any given year. 27

**H. 3.** There shall be ~~a worship team~~ **representatives on the Board of** 29  
**Connectional Ministries** with responsibilities for the following program areas: 30  
evangelism (§ 630.3), worship (§630.4), stewardship (§630.5), archives and 31  
history (§ 641.1), ~~ethnic and multi-ethnic ministries,~~ small membership 32  
churches, ~~The membership of the team is defined in standing rule H.1-~~ 33

**H. 4.** ~~There shall be an outreach and mission team with responsibilities for the~~ 35  
~~following program areas:~~ global ministries (§ 633), **global ministry** 36  
**secretaries**, disaster response (§ 633.4.b.22), refugee resettlement, 37  
health and welfare ministries (§ 633.4.b.27), ~~UMVIM, Bridges, cross-cultural~~ 38  
~~and cross-racial ministries, ethnic and multi-ethnic ministries, small~~ 39

1 membership churches, and stewardship (§ 630.5). The membership of this team  
2 is defined in standing rule H.1.

3  
4 ~~H. 5.~~ There shall be a leadership team with responsibilities for the following  
5 program areas: Christian unity and inter-religious concerns **relationships** (§  
6 642.1), church and society (§ 629), creation care, disability concerns (§ 653),  
7 ethnic local church concerns (§ 632.1), ~~great starts~~, Native American concerns  
8 (§ 654), peace with justice, religion and race (§ 643.1), status and role of  
9 women (§ 644), ~~cross-cultural and cross-racial ministries, ethnic and multi-~~  
10 ~~ethnic ministries, small membership churches, and stewardship (§ 630.5).~~ The  
11 membership of the team is defined in standing rule H.1.

12  
13 ~~H. 6.~~ There shall be a discipleship team with responsibilities for the following  
14 program areas: education (§ 630.2), adult **and family** ministries [to include  
15 older adults (§ 651.1), **co-leaders, one lay and one clergy**, of the young adults  
16 (§ 650.1), children's ministries (§ 630.1.g)], youth ministries (§ 649.1), ~~family~~  
17 ~~ministries (§ 630.1.b)~~, higher education and campus ministries (§ 634.1), camp  
18 and retreat ministries (§ 630.1.b), **spiritual formation**, safe sanctuaries, and  
19 faith formation. ~~cross-cultural and cross-racial ministries, ethnic and multi-~~  
20 ~~ethnic ministries, small membership churches, and stewardship (§ 630.5).~~ The  
21 membership of the team is defined in standing rule H.1, with the added  
22 stipulation that **among the above**, two (2) representatives, from United  
23 Methodist youth (§ 649.1) and United Methodist young adults (§ 650.1) will be  
24 included.

25  
26 ~~H.4.7.~~ There shall be a conference youth organization as provided by § 649.1.  
27 It shall relate to and be answerable to the ~~discipleship team~~. **Connectional**  
28 **Ministries Board**.

29  
30 ~~H.5. 8.~~ The staff of the connectional ministries office will serve as a ~~resourceing~~  
31 ~~component working in conjunction with the four ministry teams~~ **members of**  
32 **the Connectional Ministries Board, and will not count against the forty (40)**  
33 **person limit.** ~~Time-sensitive and customized resources requested by clergy,~~  
34 ~~laity, and district superintendents, in collaboration with the four program teams,~~  
35 ~~will emanate from here. Areas of involvement include, but are not limited to:~~  
36 ~~Vital Congregations and VitalSigns, trustees, finance, SPRC, church staff~~  
37 ~~development, natural church development, Strengthening the Black Church for~~  
38 ~~the 21st Century, cross-cultural and cross-racial ministries, church council, and~~  
39  
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lay leadership. The director of connectional ministries shall be the executive officer of this board. 1  
2

~~H. 9. There shall be a board of connectional ministries composed of the chairpersons of the four program teams, the area representatives within the program teams, the chairperson or other representative of the conference board of laity, a cabinet representative, and the director and associate directors of connectional ministries. The officers of the board (chairperson, vice chairperson, and secretary) shall be nominated by the conference committee on nominations and elected by the annual conference. This board shall have responsibility for presenting a unified program for mission and ministry, including budgeting, to the annual conference and for giving leadership in the execution of that plan. The director of connectional ministries shall be the executive officer of this board.~~ 3  
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**Rationale: Standing Rules F, G and H:  
Restructuring Connectional Ministries** 15  
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17

The North Georgia Conference endeavors to fulfill the mission of The United Methodist Church—making disciples of Jesus Christ for the Transformation of the World. Furthermore, the clergy and lay leadership of the North Georgia Conference affirms that the local churches provide the most significant arenas through which disciple-making occurs (Part IV, The Ministry of All Christians, *The 2012 Book of Discipline*). 18  
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The Office of Connectional Ministries of the North Georgia Conference seeks to partner in ministry through training and resourcing for making disciples of Jesus Christ for the transformation of the world. The staff of Connectional Ministries and ministry team members are available to visit and support congregations throughout the conference—living into the work as tasked by the North Georgia Conference: 25  
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27  
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- "To serve as steward of the vision of the annual conference... 31
- To serve as leader of the continuous process of transformation and renewal... 32  
33
- To ensure alignment of the total resources of the conference to its vision... 34  
35
- To ensure the connections among the local, district, annual conference, and general church ministries... 36  
37
- To coordinate the recruitment and training of conference program leaders... 38  
39

40

1 •To provide oversight and leadership in the Conference’s program and  
2 ministry...”  
3 (*2015 Annual Conference Journal, Standing Rule G*)  
4

5 Leaders in The United Methodist Church are observing trends that  
6 indicate people are not likely to consider making long-term commitments to  
7 committee meetings and to deep process. Rather, people are choosing to  
8 concentrate their personal efforts on achieving results that are more immediate  
9 and tangible. Christian people are as energized as ever to be involved with  
10 hands-on ministries and short-term assignments as a way of faithfully  
11 answering their personal call to be in ministry. The Office of Connectional  
12 Ministries of the North Georgia Conference seeks to respond by developing a  
13 leadership model that acknowledges these important trends, while advancing  
14 the ministries of the Church.

15 *The 2012 Book of Discipline* allows for the establishment of structural  
16 models that are most helpful for each Annual Conference. After more than one-  
17 year of study and reflection, the Office of Connectional Ministries, in  
18 partnership with lay and clergy leaders of the North Georgia Conference, has  
19 developed an adaptive organizational model that will enhance work of ministry  
20 as we seek to be faithful disciples of Jesus Christ.

21 This reordering of the Office of Connectional Ministries has been  
22 undertaken with a keen eye toward the minimal conference requirements  
23 outlined in *The 2012 Book of Discipline*. Additional guidance and support for  
24 this undertaking was drawn from the Board of Connectional Ministries, the  
25 Conference Connectional Table, and an independent focus group and design  
26 team. The resulting model has been unanimously approved by the Board of  
27 Connectional Ministries, and the Conference Committee on Nominations.

28 The proposed new structure moves the Office of Connectional Ministries  
29 closer to the desired goal of doing excellent ministry in a more effective and  
30 open manner—recognizing that the local churches provide the most significant  
31 arenas through which Christian disciple-making occurs.

32 The proposed new structure of the Office of Connectional Ministries will  
33 allow for less cumbersome decision making, enhanced alignment and  
34 coordination of ministry efforts, reduced meeting costs, and, most importantly,  
35 the proposed new structure has the potential to allow for the Annual Conference  
36 to identify people’s passions, equip them with skills, and deploy them for vital  
37 ministry local churches and communities.

38 The most significant of the proposed changes to the structure of the  
39 Office of Connectional Ministries comes by way of “how” various areas of  
40

ministry responsibility are represented, not 'if' they are represented. The two components that capture the majority of the changes are; (1) a reduction in numbers of persons elected to the Connectional Ministries Board, and (2) proposing a name change to eliminate confusion between two similarly named bodies.

**(1) Reduction in Number of Members of the Board of Connectional Ministries**

The proposed new structure will reduce the number of persons elected to the Board of Connectional Ministries to 65 (this represents a reduction of 100 participants). A board comprised of 65 members is not “small;” however, this change represents a conscious effort to design a board that has the ability to be responsive to the work of aligning the resources of the Annual Conference with the needs of congregations and communities as new and challenging opportunities to witness for Christ present themselves both locally and globally.

The proposed new structure will combine the four distinct ministry team areas, Worship, Outreach, Leadership, and Discipleship, into one. Each area of responsibility under the old model continues to be covered with no change (except to update language and eliminate duplication) with a person named to each area to provide attention and voice. Each representative will now sit in the same room, at the same table, sharing in the whole of the labor, planning, innovation and implementation of conference-wide ministry. Collaboration and mutual accountability of volunteers and staff is an expected outcome of the proposed new structure (See attached diagram for a visual representation of the change).

**(2) A New Name for the Connectional Table**

The two conference entities known as Connectional Table and the Office of Connectional Ministries are frequently misunderstood, and often one is confused for the other. With this in mind, it is proposed that the name of the Connectional Table be changed to the Common Table. This group has a vital function—discerning ministry vision and establishing missional priorities for the conference. This collaborative work will continue as outlined in the Standing Rules of the Annual Conference.

As the North Georgia Annual Conference celebrates its sesquicentennial year, it is appropriate to acknowledge opportunities to adapt models of ministry that will enhance our ability to live faithfully into our work as we seek to serve Christ throughout the North Georgia Conference of The United Methodist Church.

1 Michael Selleck  
2 Director of Connectional Ministries

Mathew A. Pinson  
3 Conference Lay Leader and Chair  
4 of the Delegation

### 5 **903. Amendments to Standing Rule J**

#### 6 **J. Board of Congregational Development**

7  
8 **J. 1.** There shall be an annual conference board of congregational development.  
9 The annual conference board of congregational development shall be charged  
10 with the responsibility of developing, implementing and continually updating a  
11 comprehensive plan for ~~the planting of~~ new churches **and working with**  
12 **existing churches to create other new places for new people** within the  
13 bounds of the North Georgia annual conference. The responsibilities shall  
14 specifically include establishing, nurturing, supporting and guiding new  
15 ~~congregations~~ **faith communities** from conception through birth and until the  
16 district superintendent, the new church, and the office of congregational  
17 development agree that the support is no longer necessary.

18 **J. 2.** The board of congregational development shall work with the bishop,  
19 cabinet and district strategic growth teams to determine locations for new  
20 ~~churches and potential church planters~~ **places of worship**. It shall also have  
21 responsibility for the training, assessing and recommending persons to the  
22 bishop and cabinet for appointment as ~~new church pastors~~ **necessary**.

23 **J. 3.** The board of congregational development shall encourage local churches  
24 to partner with the annual conference board of congregational development to  
25 birth new ~~churches~~ **places of worship**.

26 **J. 4.** The board of congregational development shall serve as liaison with  
27 jurisdictional and general conference board and agencies related to the work of  
28 congregational development.

29 **J. 5.** The board of congregational development shall work with the North  
30 Georgia Conference board of trustees for the purpose of managing, buying,  
31 selling, and holding developmental properties owned by the annual conference.

32 **J. 6.** The board shall develop an annual budget for presentation to the annual  
33 conference Council on Finance and Administration to support the work and  
34 ministry of the board of congregational development.

35 **J. 7.** The director and chair of the board of congregational development shall sit  
36 on the Conference Connectional Table. The director shall serve as an officer of  
37 the annual conference and shall be a member of the bishop's extended cabinet.

38 **J. 8.** The annual conference board of congregational development shall be  
39 composed of ~~one (1) representative from each district strategic growth team~~  
40



appointed by the district superintendent; ~~six (6)~~ **four (4)** at large lay persons 1  
recommended by the director of the board of congregational development and 2  
approved by the nominations committee; ~~six (6)~~ **four (4)** clergy recommended 3  
by the director of the board of congregational development and approved by the 4  
nominations committee; chairperson of the committee on black congregational 5  
development, chairperson of the committee on **Hispanic Latino** congregational 6  
development, chairperson of the committee on **Korean/Asian** congregational 7  
development, and ~~chairperson of the committee on an advocate for~~ multi- 8  
cultural/multi-ethnic congregational development; cabinet representatives to the 9  
~~five~~ **three** committees of the board of congregational development as appointed 10  
by the bishop; **one cabinet representative to the board of congregational** 11  
**development**, a council on finance and administration representative; director 12  
of connectional ministries; conference treasurer; director of congregational 13  
development; and associate directors of congregational development **or staff** 14  
**liaison for that specific area.** This totals ~~39~~ **23** persons and is an exception to 15  
~~Standing Rule C.3.~~ 16

**J. 9.** The chair, vice-chair and secretary of the board of congregational 17  
development shall be recommended to the bishop and cabinet by the director of 18  
congregational development and submitted to the annual conference committee 19  
on nominations for inclusion in their report to the annual conference for 20  
election. 21

**J. 10.** The board of congregational development shall be organized with a chair, 22  
a vice-chair and secretary. The term of office shall be one quadrennium, but 23  
each may be elected for one additional term, provided no one shall hold the 24  
same office for more than 8 years. The board of congregational development 25  
shall meet ~~annually~~ **at least quarterly** and may meet more often at the request 26  
of the director of congregational development or the chair of the board. 27

~~**J. 11.** There shall be an executive committee composed of the officers of the 28  
board of congregational development (who shall also be the officers of the 29  
executive committee), the council on finance and administration representative, 30  
chairpersons of the committees on black congregational development, Hispanic 31  
congregational development, Korean congregational development and new 32  
multi-cultural/multi-ethnic congregational development, 4 at large members (2 33  
clergy and 2 lay to be elected by the board of congregational development upon 34  
recommendation of the director), the cabinet representative appointed by the 35  
bishop, and the director and associate directors of congregational development. 36  
The executive committee shall have all the powers of the board of 37  
congregational development except the right to change the budget or elect 38  
officers. This committee shall be responsible for training and assessing persons 39  
40~~

1 ~~who will plant new churches. It will also request funds for the expenses related~~  
2 ~~to the training and deployment of these persons. This committee shall meet at~~  
3 ~~least quarterly and may meet more often at the request of the director of the~~  
4 ~~board of congregational development or the chair of the board of congregational~~  
5 ~~development.~~

6 **J. 12.** There shall be a committee on black congregational development  
7 composed of a chairperson (recommended by the director of congregational  
8 development in consultation with the cabinet representative and approved by  
9 the annual conference or conference nominations team ad interim per Standing  
10 Rule C.1), 7 or more lay and clergy members with specific attention to age,  
11 gender and district balance as pursuant to the *2012 Book of Discipline* ¶610.5  
12 and ¶605.3 and including at least one small membership black congregation  
13 representative (recommended by the director of congregational development in  
14 consultation with the chairperson of the committee and the cabinet  
15 representative and approved by the annual conference or conference  
16 nominations team ad interim per Standing Rule C.1). The ex-officio  
17 membership of the committee shall include: a cabinet representative, the  
18 congregational development or connectional ministries staff person for black  
19 congregational and leadership development, the conference commission on  
20 religion and race representative, the conference ethnic local church concerns  
21 representative, and the conference leadership ministry team chairperson. This  
22 committee shall make recommendations to the executive committee with regard  
23 to persons and places for the planting of new black congregations and  
24 strengthening existing black congregations. The committee shall collaborate  
25 with each of the district strategic growth teams advocating on behalf of black  
26 church congregational development needs. It shall also be responsible for any  
27 training and resourcing needs that are important from a cultural perspective in  
28 planting new and strengthening existing black churches. The committee shall  
29 also be responsible for partnering with the office of connectional ministries, the  
30 board of ordained ministry and the office of ministerial services to ensure the  
31 implementation of a comprehensive black church leadership development plan.  
32 It shall request funds necessary for this training to be included in the board of  
33 congregational development budget. This committee shall meet at least  
34 quarterly and may meet more often at the request of the director of the board of  
35 congregational development, the committee staff person, or the chairperson.

36 **J. 13.** There shall be a committee on ~~Hispanic~~ **Latino** congregational  
37 development composed of a chairperson (recommended by the director of  
38 congregational development in consultation with the cabinet representative and  
39 approved by the annual conference or conference nominations team ad interim  
40

per Standing Rule C.1), 3 or more lay and clergy members with specific attention to age, gender and district balance as pursuant to the 2012 Book of Discipline ¶610.5 and ¶605.3 (selected by the director in consultation with the chairperson of the committee and the cabinet representative and approved by the annual conference or conference nominations team ad interim per Standing Rule C.1), a cabinet representative and the staff person for **Hispanic Latino** congregational development. This committee shall make recommendations to the executive committee with regard to persons and places for the planting of new **Hispanic Latino** congregations and strengthening existing **Hispanic Latino** congregations. The committee shall collaborate with each of the district strategic growth teams advocating on behalf of **Hispanic Latino** church congregational development needs. It shall also be responsible for any training needs that are important from a cultural perspective in planting new **Hispanic Latino** churches. It shall request funds necessary for this training to be included in the board of congregational development budget. This committee shall meet at least quarterly and may meet more often at the request of the director of the board of congregational development or the chairperson.

**J. 14.** There shall be a committee on **Korean/Asian** congregational development composed of a chairperson (recommended by the director of congregational development in consultation with the cabinet representative and approved by the annual conference or conference nominations team ad interim per Standing Rule C.1), 3 or more lay and clergy members with specific attention to age, gender and district balance as pursuant to the *2012 Book of Discipline* ¶610.5 and ¶605.3 (selected by the director in consultation with the chairperson of the committee and the cabinet representative and approved by the annual conference or conference nominations team ad interim per Standing Rule C.1), a cabinet representative and the staff person for **Korean/Asian** congregational development. This committee shall make recommendations to the executive committee with regard to persons and places for the planting of new **Korean/Asian** congregations and strengthening existing **Korean/Asian** congregations. The committee shall collaborate with each of the district strategic growth teams advocating on behalf of **Korean/Asian** church congregational development needs. It shall also be responsible for any training needs that are important from a cultural perspective in planting new **Korean/Asian** churches. It shall request funds necessary for this training to be included in the board of congregational development budget. This committee shall meet at least quarterly and may meet more often at the request of the director of the board of congregational development or the chairperson.

1 ~~**J. 15.** There shall be a committee on multi-cultural/multi-ethnic congregational~~  
2 ~~development composed of a chairperson (recommended by the director of~~  
3 ~~congregational development in consultation with the cabinet representative and~~  
4 ~~approved by the annual conference or conference nominations team ad interim~~  
5 ~~per Standing Rule C.1), 3 or more lay and clergy members with specific~~  
6 ~~attention to age, gender and district balance as pursuant to the 2012 Book of~~  
7 ~~Discipline ¶¶610.5 and ¶¶605.3 (selected by the director in consultation with the~~  
8 ~~chairperson of the committee and the cabinet representative and approved by~~  
9 ~~the annual conference or conference nominations team ad interim per Standing~~  
10 ~~Rule C.1), a cabinet representative and the staff person for multi-~~  
11 ~~cultural/multiethnic congregational development. This committee shall make~~  
12 ~~recommendations to the executive committee with regard to persons and places~~  
13 ~~for the planting of new churches among the various other ethnic groups living~~  
14 ~~in the bounds of our annual conference. The committee shall collaborate with~~  
15 ~~each of the district strategic growth teams advocating on behalf of multi-~~  
16 ~~cultural/multi-ethnic church congregational development needs. It shall request~~  
17 ~~funds necessary for this training to be included in the board of congregational~~  
18 ~~development budget. This committee shall meet at least quarterly and may meet~~  
19 ~~more often at the request of the director of the board of congregational~~  
20 ~~development or the chairperson.~~

21  
22 **Rationale:**

23 **The work of Congregational Development has grown beyond the scope of**  
24 **primarily planting new churches to include that of developing new places**  
25 **of worship for new people, which more correctly reflects the work of the**  
26 **department. Reducing the number of members and eliminating the**  
27 **executive committee provides for greater time and effort in ministry and**  
28 **more cohesive decision making.**

29 **Correcting the language and sub reference classification of the**  
30 **Hispanic and Korean committees to Latino and Korean/Asian more**  
31 **appropriately reflects the tasks before these committees.**

32 **Multi-Cultural was not “multi-cultural,” but in essence a**  
33 **miscellaneous committee which handled issues pertaining to cultures other**  
34 **than Latino and/or Korean/Asian. In the future, such situations will be**  
35 **addressed by the full board as we will be intentional about creating a**  
36 **multicultural component in all future projects.**