

# 2023 Annual Conference Session

North Georgia Conference  
The United Methodist Church



I WILL POUR OUT  
MY SPIRIT ON ALL

June 1-3, 2023  
The Classic Center, Athens, Georgia  
Bishop Robin Dease, presiding

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**2023 Annual Conference Session Handbook**

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Dear North Georgia United Methodists,

Welcome to the 2023 North Georgia Annual Conference of The United Methodist Church. It is a gift to me to be together with all of you. Annual Conference is not just a time to care for the business of the church, but it's a homecoming as we worship, listen, and learn from one another.

In the spirit of Pentecost, our conference theme this year is "I Will Pour Out My Spirit on All" based on Joel 2:28. We selected this theme and focus because it is as important as ever to recognize the Holy Spirit is at work in and through each of us and acknowledge that each of us plays an essential part in our work to fulfill the mission of the church.

As you prepare for the Annual Conference session, I encourage you to take time to ground yourself in prayer and spiritual disciplines. The Holy Spirit moves through us when we listen.

At our Annual Conference session, we will be inspired and centered through daily devotions. We will collect a special offering to benefit UMCOR and our Conference Disaster Response efforts, as well as an offering for our Ministerial Education Fund. Please give generously.

Our worship services will be deeply meaningful. This year we will open with the Service of Remembrance. This is fitting as we recognize and honor the saints who have gone before us. Of special importance this year, this service will include the posthumous ordination of beloved clergywoman the Rev. Marita Harrell, whose life was tragically taken in May of 2022. I have asked assistant to the bishop Rev. Dr. Terry Walton to preach that service. His father, a licensed local pastor in our Annual Conference, will be remembered this year. Friday night we will hold our Service of Licensing, Commissioning, and Ordination. Bishop Alfred Norris will preach as we give thanks for the call to ministry on these servant leaders. And Saturday morning, I invite you to join me for a closing Service of Word and Table.

Know that I pray for you daily and pray for our time together. May God pour out His spirit on you!



Grace and peace,

A handwritten signature in black ink that reads "Robin Dease". The signature is written in a cursive, flowing style.

Bishop Robin Dease  
Resident Bishop  
North Georgia Annual Conference  
The United Methodist Church

## Host Committee Welcome Letter

Dear Members of the 2023 Annual Conference,

On behalf of the Central East District and host committee, welcome back to Athens! It feels so good to be back in each other's presence! The Conference theme this year is based on Joel 2:28, "I will pour out my spirit on all." We are excited for United Methodist clergy and laity across North Georgia to gather together and be reminded that we are a spirit-filled, resilient, connected, missional, faithful, diverse, deeply rooted, committed, disciple-making, Jesus-seeking, world-changing people that is called by God to make disciples of Jesus for the transformation of the World.

Our time together begins with the **Clergy Executive Session at 10 a.m. June 1 and ends before noon on Saturday, June 3**. Important information about the conference is in this handbook. Please take time to read it thoroughly. Registration and other links are available on the conference website, [www.ngumc.org/ac2023](http://www.ngumc.org/ac2023). Please check posted schedules for updated locations of meals and events.

**Remember, each member of the 2023 Annual Conference is responsible for his or her own lodging arrangements.** A list of area hotels is on the conference website, [www.ngumc.org](http://www.ngumc.org). Lower rates are available by mentioning that you are a part of the North Georgia UM Annual Conference. If you need housing assistance, contact the Athens Convention and Visitors Bureau at 706-357-4434. PLEASE cancel any reservations you do not plan on using.

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

Athens is filled with a variety of restaurants within walking distance of the Classic Center. As in past years, breakfast and lunch vendors will be available at the Classic Center. Certain meal events require online reservations. Those tickets will be distributed adjacent to Registration.

Again, bienvenidos(a), bendiciones, and let's enjoy this time together!

Rev. Dr. Rodrigo Cruz, District Superintendent

**2023 Annual Conference Theme**  
***'I Will Pour Out My Spirit on All'***



*"I will pour out my Spirit on all people. Your sons and daughters will prophesy, your old men will dream dreams, your young men will see visions." Joel 2:28*

The theme for the 2023 North Georgia Annual Conference, "I will pour out my spirit on all....," comes from Joel 2:28.

One emphasis will be on intergenerational participation. Recognizing that God's grace and God's spirit pours out on young and old, sons and daughters, we can lean on one another, learn from one another, and grow together in our faith. No one of us can fulfill God's mission alone.

In the spirit of Pentecost, our colorful graphic this year features a red pitcher, representative of the Holy Spirit, pouring out on all people. The golden lines illustrate our connection to the source. You might notice the outline of a wave those lines suggest, as it is our prayer that the Spirit will wash over us, our churches, our shared ministries, and our communities.

May our 2023 Annual Conference be a time of celebration of the ongoing work of the Holy Spirit among us and through us.



## **2023 Annual Conference Special Offering UMCOR & Conference Disaster Response**

Bishop Robin Dease has chosen UMCOR (the United Methodist Committee on Relief) and our Conference Disaster Response efforts as the 2023 North Georgia Annual Conference Special Offering.

Churches are invited to collect the offering any time before Annual Conference. One person from each local church will have an opportunity to present a check from their church during the Service of Remembrance on Thursday, June 1, or checks may be submitted to the Conference Office.

In 2023 tornadoes have caused significant damage across North Georgia. When multiple tornados struck in January, UMCOR approved a solidarity grant in less than 24 hours, allowing the Conference to respond immediately. This spring our Conference launched its first long-term recovery effort in Griffin and surrounding communities, even as our response continues in West Point and Troup County after a devastating tornado in March.

Half of the offering will be used in our Conference tornado recovery efforts as UMCOR guides us in our own local disaster response.

Half of the offering will go directly to UMCOR. As the humanitarian relief and disaster response arm of The United Methodist Church, UMCOR assists United Methodists and churches to become involved globally and locally in direct ministry to persons in need.

UMCOR and our North Georgia Conference trained ERTs (Early Response Teams) are at work in Georgia, Florida, Mississippi, and Kentucky. Working alongside established partners, UMCOR has distributed more than \$2 million in humanitarian aid to support the Ukrainian people. UMCOR is at work in Turkey and Syria and in Madagascar and Mozambique.

Our giving to UMCOR and Conference Disaster Response makes God's love tangible to survivors of all kinds—be it from war or conflict, hurricane, famine, earthquake, flood, or tornado. And 100 percent of gifts go to the response for which they are designated.

Please indicate gifts as Fund #1140 Annual Conference Special Offering. Checks will be received during Annual Conference session or may be mailed to:

Conference Treasurer's Office

PO Box 102417

Atlanta, GA 30368-2417

In addition to our Special Offering for Disaster Response and UMCOR, an offering for The North Georgia Conference Ministerial Education Fund will be received at the Service of Licensing, Commissioning, and Ordination.

MEF is funded by United Methodists to provide scholarships to seminary and undergraduate students, course-of-study for local pastors, and license to preach school. MEF is a general church-apportioned fund of which 25 percent is retained by our conference. But 100 percent of the giving to the Annual Conference Ordination Offering will go to United Methodist seminary and course of study students in the North Georgia Conference.

Please give generously to the Annual Conference Special Offering and to the offering during the Service of Licensing, Commissioning, and Ordination.

## **Visuals in Worship: Pour Out Your Spirit**

The visuals team endeavors to transform our places of business and worship into Sacred Spaces in which we have a sense of meeting God.

### **Banners**

The five banners on stage depict water flowing and pouring. The blue water of baptism is always accompanied by the presence of the Holy Spirit shown in the red and orange backgrounds.

### **Service of Remembrance**

A cross and candle are placed on the Altar Table in memory of each departed saint. We celebrate the cross-shaped lives of those through whom we have glimpsed and experienced God's transforming grace. Their names were etched into the wood bases, signifying that our names are written in the palm of the one who will always hold us. The live edge of the wood reminds of the promise of the cross: death will not have the final word. At the end of the service, the crosses will be taken to the Atrium. Families are invited to retrieve their loved one's cross as a gift of remembrance.

### **Service of Licensing, Commissioning, and Ordination**

The flowing waves of red, orange, and yellow hues in the quilted antependium remind of the outpouring of the Holy Spirit at Pentecost. We celebrate the presence of that same Holy Spirit today, poured out on those who are licensed, commissioned, or ordained.

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

### **Passing of the Mantle**

At the passing of the mantle, we pause to recognize the passing of authority from the retiring clergy to those who are newly ordained. We pray that God will bless their ministries, and that for both groups this next stage of life is one of flourishing and growth.

### **Closing Worship and Sending Forth**

The longest liturgical season in the Christian year is ordinary time. The green paraments remind of the work of the Holy Spirit in this ordinary season in which we participate in works of mercy and acts of piety.

The flames and heart remind of the breaking of bread on the road to Emmaus, when the disciples' hearts were warmed in the presence of Jesus Christ. Jesus still meets us as we serve one another bread and the fruit of the vine. We leave strengthened to be sent forth to serve God and neighbors.

### **Stairwell Windows**

The beads of water displayed on the large window as you descend the escalators and approach the Grand Hall reminds us of our baptism as we enter a holy time and place of conferencing. Our “Chihuly on a church budget” water drops were created by heating and pressing translucent plastic cups. We used a soldering iron to make holes for stringing. We hope the light shining through these refreshes us and reminds us of our baptism.

### **Our Thanks**

We thank everyone who supports and assists in creating the visuals of Annual Conference: Athens First UMC for providing Holy Communion elements and acolyte support; Niall Mathieson, member of Barnesville First UMC, for making the live edge wood bases; Julie Moor, who created the Deacon and Elder stoles used in worship services; Shelia Preacher, who ensures family members can collect their Cross of Remembrance in the Atrium; and everyone who moves plants, shlepps furnishings, and helps wash and dry communion chalices after closing worship. Thank you, thank you, thank you.

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

Respectfully submitted,

Your 2023 Annual Conference Visuals Team: Deanne Lynch and Cyndi McDonald (co-chairs), Sheila Crowe, Theneshia Dixon, Johnnetta (PJ) Johnson, Ellynda Lipsey, Ann Mann, Pam McCurdy, Kathryn Schroeder, Katrina Stone, DuWanna Thomas, and Tasha Wiggins.

## **Visuals For Communion Room, Prayer Room, And NGBMCR Sankofa Hush Arbor**

The Communion Room and Prayer Stations will be placed in the North Georgia Black Methodists for Church Renewal Sankofa Hush Arbor located in the combined Classic Center Grand Hall 2 And Grand Hall 3.

COMMUNION TABLE will be a round table covered with a burlap tablecloth and white linen table runner. There will be an iron blacksmith cross with a trinity base and wooden communion set, candles, an inclusive communion meditation and scripture cards in English, Spanish and Korean.

CHAIRS form concentric circles around the Communion Table to create an Afrocentric and indigenous way of being together. In a circle no one is above or beneath, no one is ahead or behind. In the circle we are interdependent and interconnected, placing Christ at the center.

PRAYER STATIONS will be located throughout the space and reflect five focal areas as determined by the NGUMC Common Table:

- Prayer Station 1: Racial Justice and Racial Healing
- Prayer Station 2: Community Engagement Reparations Task Force Display
- Prayer Station 3: Scriptural Literacy and Imagination
- Prayer Station 4: New Faith Opportunities and Communities
- Prayer Station 5: Health and Wholeness

Whether standing, kneeling, sitting, walking or laying prostrate, there is room for you. The most important posture is spiritual.

The past few years have increased our individual and collective levels of stress and anxiety. Each prayer station will offer aids to facilitate prayer for those wanting further mental or tactile engagement to free the mind and body to focus on prayer including Surrender Crosses and Finger Labyrinths.

### **NGBMCR SANKOFA HUSH ARBOR**

MASON JARS will represent traditionally and historically black churches, colleges, and universities.

THE BOTTLE TREE originated from a spiritual practice in the Kingdom of Kongo (1390-1914), West Central Africa. They represent a protection blessing wherever they appear in the hush arbor.

BURLAP represents kindness and sacrifice amid hardship. Negro cloth was intentionally uncomfortable and used in garments to reinforce bondage and low status in society.

WHITE LINEN represents status and privilege.

THE TYRE NICHOLS MEMORIAL: Black people continue to experience death disproportionately. Enslaved persons were unable to cease labor to bury the dead. Funerals, burial rites, acts of respect, grief, and celebration for “going home” took place at night and often in hush arbors. In Black Churches, “Homegoing Services” celebrate the deceased’s life and attainment of “going home to my Lord and be free.” These services are significant and essential to family and community. The mistreatment of Black bodies even in death has been triggering. The inability to properly send our loved ones “home” has exacerbated the isolation of social distancing for the Black Community and impacted mental health and well-being.

Last year we honored the completion of the Ahmad Arbery Case by no longer placing him on the ground but elevating him visually triumphant in life beyond death. Shortly thereafter we are grieving on multiple levels for Tyre Nichols. Incorporating Christ Enthroned was necessary to address the redundant magnitude of our grief.

WHITE SHEER DRAPE: White robes, Funerals, the Veil

ART BY THOMAS BLACKSHEAR II:  
“Night in Day”, “The Watcher” and “Preparing To Sound The Alarm”

MARK (formerly Dukes) DOOX ICONS:  
“Christ Enthroned” and “Our Lady, Mother of Ferguson and All Victims of Gun Violence”

Underground Railroad Quilt  
Using African animals fabric 2019  
Block piece created by Jean Freeman (Member, Ben Hill UMC)  
Long arm by Aisha Lumumba  
SOWING THREADS OF MEMORIES  
The symbols included in the quilt indicate the way to freedom.

“Safety Patrol”  
A print of Bisa Butler’s quilt purchased by the University of Chicago

Respectfully submitted,  
DuWanna Thomas  
duwanna.thomas@gmail.com

**Agenda**  
**157th Session of the North Georgia Conference**  
**The United Methodist Church**  
**June 1 – 3, 2023**  
**The Classic Center - Athens, Georgia**

**Theme “I Will Pour Out My Spirit on All”**  
Location of reports within the agenda are subject to change  
\*Denotes Order of the Day

**Wednesday, May 31, 2023**

8:00 am Prayer Room set up – Grand Hall 2-3  
8:00 am Display Set up begins – Grand Hall 6  
1:30 Volunteer Meeting -Parthenon 1  
3:00 pm Youth Delegate Orientation – Holiday Inn Express, Conference Room  
3:00 pm Associate Conference Secretary Meeting – Olympia 2  
4–6 pm On-Site Registration/Payment stations begin – Grand Hall 4-5

**Thursday, June 1, 2023**

7:00am – 10:00 am Quest Diagnostics – Parthenon 2  
7:00 am Bishop’s Breakfast for Thursday’s presenters – Parthenon 1  
7 am – 6 pm Prayer Room – Grand Hall 2-3  
7:30 am Service of Holy Communion – Grand Hall 2-3  
7:30 am – 6:00 pm Displays – Grand Hall 6  
7:00 am – 6:00 pm First Aid/EMT – Grand Hall Pre-Function  
8:00 am Tellers meeting – Grand Hall 1  
8:00 am Extension Ministers’ Breakfast – Oconee River Room (Foundry)  
8:00 am – 2 pm & 3:30 – 5 pm On-Site Registration – Grand Hall 5  
9:00 am Board of Ordained Ministry meeting – Parthenon 1

**\*10:00 am Clergy Executive Session – Grand Hall**

1:45 pm Pre -Service Music – Grand Hall  
**\*2:00 pm Session One – Grand Hall**  
**Opening Worship – Service of Remembrance**  
Preacher: Rev. Dr. Terry Walton  
Music: Candler Voices of Imani  
Offering: UMCOR / Tornado Relief

3:25 pm Gathering Music  
**\*3:30 pm Opening of Conference – Grand Hall**  
**3:30 pm Call to Order – 157<sup>th</sup> Session – Bishop Dease**  
Welcome & AC Theme & Display Area  
Prayer  
Opening Hymn  
“And Are We Yet Alive?”

**Thursday, June 1, 2023** *continued*

Welcome by Host Committee  
Organization of Conference  
Standing Rules Committee – to present  
Consent Agenda – to present  
Conference Committee on Nominations – to present  
Election of Conference Statistician  
Election of Conference Chancellor  
United Methodist Men/Scouting  
United Women in Faith  
Service of Commissioning for Deaconess  
Update from General/ Jurisdictional Conference Delegation  
Committee on Episcopacy  
Break  
Update on Five Areas of Focus  
Reparations Task Force  
Music / Standing Break  
Afternoon Devotion  
Announcements  
Prayer  
**5:45 pm Adjournment**

No Evening Session

**Friday, June 2, 2023**

6 - 9:00 am Quest Diagnostics – Parthenon 2  
7:00 am Bishop’s Breakfast for Friday’s presenters – Parthenon 1  
7 am – 6 pm Prayer Room– Grand Hall 2-3  
7 am – 6 pm First Aid/EMT –Grand Hall Pre-Function  
7:30 am Service of Holy Communion – Grand Hall 2-3  
7:00 am-10 am & 11am-2 pm Concessions open – Atrium  
7:30 – 6 pm Displays – Grand Hall 6  
8 am – 5 pm On-Site Registration continues – Grand Hall 5  
  
8:15 am Gathering Music – Grand Hall  
**\*8:30 am Session Two – Grand Hall**  
**Call to Order**  
Prayer  
Morning Devotion  
Voting Device Demonstration  
Pension and Health Benefits  
Commission on Equitable Compensation  
Trustees of the North Georgia Annual Conference  
Consent Agenda – remove any requested items  
Break

**Friday, June 2, 2023** *continued*

Council on Finance and Admin  
Connectional Ministries  
Music/ Standing

**\*11:05 am**    **Board of Ordained Ministry Report: Presentation of Candidates**  
Historic Examination for Admission into Full Connection  
Passing of the Mantle and Recognition of Retirees  
Announcements  
Prayer

**12 pm**        **Adjournment**  
Rehearsal for Service of Licensing, Commissioning, and Ordination

**\*2:00 pm**    **Session Three – Grand Hall**  
Call to Order – Bishop Dease  
Prayer  
Hymn  
Address of Conference Lay Leader  
Barnes Evaluation and Administration Team  
Committee on Resolutions  
Break  
Property Resolutions  
Connectional Ministries  
Denman Awards  
New Faith Opportunities  
Standing Rules to Vote  
One Matters Award  
Announcements  
Closing Prayer

**5:15 pm**    **Adjournment**

**\*7:30 pm**    **Session Four – Service of Licensure, Commissioning, and Ordination –**  
**Grand Hall**  
Preacher: Bishop Alfred L. Norris  
Music: Dunwoody UMC Choir  
Offering: Ministerial Education Fund  
Reception following the service



**Saturday, June 3, 2023**

7 am – noon Prayer Room & Prayer Labyrinth– Grand Hall 2-3

7 am – 1 pm First Aid/EMT –Grand Hall Pre-Function

7:00 am Bishop’s Breakfast for Saturday presenters

7:30 am Service of Holy Communion – Grand Hall 2-3

7:00 am – 10 am Concessions open – Atrium

8:00 am – 10:00 am On-Site Registration Grand Hall 5

**8:20 am Gathering Music**

**\*8:30 am Session Five – Grand Hall**

8:30 am Call to Order

Prayer

Morning Devotion

Churches of Excellence in Outreach

UM Connectional Federal Credit Union Scholarship Award

UM Commission on Higher Education

**Future Dates & Sites of Annual Conference**

For information and planning purposes only. No action is needed.

Future Dates of the North Georgia Annual Conference Session at

The Classic Center, Athens, Georgia.

2024: June 13 – 15, 2024 (Thursday – Saturday)

2025: June 12-14, 2025 (Thursday – Saturday)

Committee on Nominations to Vote

Announcements

Closing Prayer

9:30 am Adjournment

9:45 am Gathering Music – Grand Hall

**\*10:00 am Session Six– Grand Hall**

**Service of Word and Table & Fixing of Appointments**

Preaching: Bishop Robin Dease

Worship Planners: Verena Anders

**11:15 am Adjournment of 157th Session of the North Georgia Conference**

## 2023 Consent Agenda

North Georgia Standing Rule C.7. provides for a Consent Agenda to expedite business during the annual conference session by **adopting reports to be included in the Conference Journal without verbal action by the annual conference**. The following reports indicated by number, name of agency and page will be offered as the 2023 Consent Agenda on Friday, June 2, during session 2. Please read reports carefully prior to that session. Unless reports are removed from the Consent Agenda at that time, all reports will be accepted and approved by consent of the annual conference. Reports **removed** from the Consent Agenda will be scheduled as time permits.

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## **Registration and Assistance Committee**

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

**Registration is required both online and onsite.** Online registration is open May 7 - 24, 2023 at [www.ngumc.org/AC2023](http://www.ngumc.org/AC2023).

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

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

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

**Onsite registration is in Grand Hall 5 of the Classic Center:**

- Wednesday, May 31, 4-6 pm
- Thursday, June 1, 8 - 2 pm, 3:30-5 pm
- Friday, June 2, 8 am - 5 pm
- Saturday, June 3, 8 am - 10 am

**Name badge categories with voting designations:**

There are seven 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 voice and vote status for Annual Conference (AC) and Clergy Executive Sessions (CES).

**1. Red bar – voice and vote on all matters at AC\*.**

- a. Local church lay members to annual conference ¶251.1; ¶32
- b. District at-large lay members (for equalization) ¶33
- c. Diaconal ministers, active or retired ¶33
- d. Active deaconesses under episcopal appointment within bounds of the annual conference ¶33
- e. Home missionaries under episcopal appointment within bounds of the annual conference ¶33
- f. Members of annual conference by virtue of current conference or district position ¶33

\* Lay Members of BOM also have voice and vote at Clergy Executive Session.

**2. Dark Blue bar – voice and vote on all matters at AC and CES.**

- a. Deacons in full connection, active or retired ¶33, ¶329.2
- b. Elders in full connection, active or retired ¶33, ¶334.1, 602
- c. Leave categories eligible to vote: Voluntary Leaves of Absence (personal, family, transitional) ¶353.7, Sabbatical Leave ¶351; Maternity or Paternity Leave ¶355.2; Medical Leave ¶356.1

**3. Light Purple bar – voice and vote on all matters at AC and CES except General and jurisdictional conference delegate ballots.**

- a. Full connection clergy on Involuntary Leave of Absence ¶354.8

**4. Green bar – voice and vote on all matters at AC and CES (including election of clergy delegates to General and jurisdictional conferences) except constitutional amendments and all matters of ordination, character/conference relations of clergy; not eligible to be elected as delegate to General and jurisdictional conferences.**

- a. Provisional members who have completed all their educational requirements and have been elected to provisional membership; deacons and elders who have been elected to provisional membership, but not yet commissioned, are eligible to vote ¶35, 327.2
- b. Local Pastors and Retired Local Pastors who have completed Course of Study or a Master of Divinity degree and have served a minimum of two consecutive years under appointment before the election may vote to elect clergy delegates to General and jurisdictional conferences ¶35, 316.6.
- c. Associate members, active or retired ¶35, ¶321.1
- d. Associate members, active or retired, member of BOM also vote at CES ¶35, ¶321.1

**5. Orange bar – voice and vote on all matters at AC and CES except General and jurisdictional conference delegate ballots, constitutional amendments, character/conference relations of clergy.**

- a. Provisional members who have not completed all their educational requirements ¶327.2
- b. Local Pastors and Retired Local Pastors who do not meet the criteria listed above in Number 4.b ¶316.6

**6. Yellow bar –voice and no vote.**

- a. Retired Local Pastors not serving an appointment – ¶320.5 voice without vote

**7. Gray bar – no voice or vote.**

- b. Affiliate members – ¶344.4 voice without vote

- c. Clergy from other conferences serving in North Georgia – ¶346.1 clergy in such appointments may be granted voice but not vote
- d. Clergy from other denominations serving in North Georgia – ¶346.2 clergy in such appointments may be granted voice but not vote
- e. Clergy on honorable location – ¶358.2 honorably located clergy shall not continue to hold membership in the annual conference
- f. Clergy on administrative location – ¶359.3 administratively located clergy shall not continue to hold membership in the annual conference.
- g. Candidates for ordained ministry not under appointment in North Georgia during the 2022-2023 conference year
- h. Local Pastors not under appointment.
- i. Lay Supply Pastor
- j. Lay members: local church reserve and district at-large reserve members
- k. Visitors, guests, clergy spouses (including surviving spouses)
- l. Agency, staff, and other guests

### **Name Badge Use and Care**

Name Badges are provided at registration and are required for all sessions and meetings. Use only the name badge and holder that you receive at onsite registration. Do not place stickers or notes on badges or holders. We recycle the plastic name badge holders. Please turn in your badge before you leave, collection containers will be provided.

### **Financial Assistance**

Persons eligible for financial assistance must complete and submit a reimbursement form with receipts by 10 am, Saturday, June 3. Checks are issued approximately 30 days after annual conference. Reimbursement forms received after June 3 cannot be processed. Reimbursement forms are available at Registration.

- A. Eligibility.** Financial assistance is offered for the following:
  - 1. Retired ministers not serving churches, retired clergy serving churches whose compensation does not exceed \$6,000 per year.
  - 2. Widows or widowers of clergy persons who are not married to persons designated in #1 above.
- B. Assistance Procedures.**
  - 1. Eligible persons must complete reimbursement form and attach receipts.
  - 2. **Leave the forms/receipts for Meg Morrison at the Information Center at the top of the escalators. Deadline is 10 am, Saturday, June 3.**
  - 3. Mailed forms cannot be accepted.
  - 4. Checks are issued approximately 30 days after annual conference.
  - 5. Eligible persons may be reimbursed for up to \$75.00 per day for a maximum of three (3) nights lodging and meals. Receipts must be attached for reimbursement.

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

Each clergy member has the responsibility to:

- 1) Attend pre-conference briefing on May 7 at 3 pm or watch the recording.
- 2) Attend all sessions of the annual conference and leave only under emergency conditions and with the knowledge of his/her district superintendent. Attendance is not optional. “Any such person unable to attend shall report by letter to the conference secretary, setting forth the reason for the absence.” (*2016 Book of Discipline*, ¶ 602.8.)
- 3) Become familiar with the organizational structure and existing programs of the annual conference, parliamentary procedure and the conference standing rules as printed in the 2023 Conference Handbook and discuss with his/her lay member(s).
- 4) Read pre-conference reports and become familiar with specific programs and items that might be presented during the sessions. Prior to annual conference, consult with his/her lay member(s) so that he/she might understand the various reports and their implication for the life of the Church. Keep in mind that the lay member(s) as well is/are obligated to express views and vote as each feels is best.
- 5) Participate fully at the annual conference and help in policy-making decisions.
- 6) Form his/her own opinions on issues and vote his/her convictions.
- 7) Serve as interpreter of the annual conference actions along with the lay member. (*2016 Book of Discipline* ¶ 251.2).

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

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

Each member has the responsibility to:

- 1) Attend pre-conference briefing on May 7 at 3p.m. or watch the recording.
- 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 2023 Conference Handbook.
- 4) Read pre-conference reports in the conference handbook provided at the district pre-conference session and become familiar with specific programs and items that might be presented during the sessions. Consult with the pastor and church lay leader. While the lay member is obligated only to use his/her own best thinking in the conference, the dialogue with others ahead of time should prove helpful in clarifying issues.
- 5) Participate fully in the work of the annual conference policy-making decisions.
- 6) Form his/her own opinions on issues and vote his/her convictions.

- 7) Prepare a report for his/her local church. This report may be presented at a Sunday morning worship service and/or a more detailed report at a meeting of the administrative board/council. In either case it should be done as soon after annual conference as feasible, and “not later than three months after the close of the conference” (§ 251.2, *2016 Book of Discipline*). Consult with his/her pastor before conference about scheduling and time limit. The conference handbook, the North Georgia Conference web page, [www.ngumc.org](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. Discuss the positive aspects of the conference and try not to dwell on trivia.

### **Parliamentary Guidelines for Participation at Annual Conference**

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



## 2023 Information for Conference Members and Visitors

### Annual Conference Registration

The online process helps conference members register for annual conference, pay the \$30 Annual Conference registration fee and make reservations for meals and pre-pay for meals requiring payment. Pick up pre-paid meal tickets during onsite registration. Online registration: click on “Registration” at this location on the conference website: [www.ngumc.org/ac2023](http://www.ngumc.org/ac2023).

**Onsite registration** is open: Wednesday, May 31, 4-6 pm; Thursday, June 1, 8 am-2 pm and 3:30-5 pm; Friday, June 2, 8am-5 pm; and Saturday, June 3, 8-10 am. **All registration is located in Grand Hall 5** of the Classic Center. Pick up name badges at the registration site listed above.

**Payment station** for annual conference registration fee only accepts cash, check or credit card. It is located in the registration area.

### Annual Conference Text Updates

Receive Annual Conference 2023 updates delivered straight to your phone! Text AC2023 to **833-848-9264** to sign up for text updates. (Normal text messaging rates apply. Text "STOP" to opt out.)

### Annual Conference Offering for 2023 – UMCOR and Conference Disaster Response

Read more about this important special offering opportunity in this handbook. A representative from each congregation will be given an opportunity to present a check during the Service of Remembrance on Thursday, June 1, at 2 p.m., in the Grand Hall.

### Annual Conference Website

Information on the 2023 annual conference session is available on the North Georgia website: [www.ngumc.org/ac2023](http://www.ngumc.org/ac2023). Live streaming of all sessions will be available.

### Childcare

Childcare for children 6 months through rising kindergarten will be available during annual conference 2023, at no cost to member parents and legal guardians. Childcare will be hosted at Athens First UMC. Online pre-registration is required. Childcare registration is a part of the annual conference registration and opens in May. Questions? Please contact Blair Boyd Zant at [blair.zant@ngumc.net](mailto:blair.zant@ngumc.net).

### Conference Journal – Print on demand

Print copies of the 2023 North Georgia Conference Journal will be available to order online through a print-on-demand service this fall. There will be no pre-orders of the journal. This method streamlines the ordering process and promote better stewardship of Conference

resources. A free pdf digital copy will be available following publication on the conference website. Find more information at [ngumc.org/journal](http://ngumc.org/journal).

### **Displays**

Display tables are an extension of reports presented at the annual conference session. The displays interpret and celebrate the program ministries of the annual conference. Various conference boards, committees, commissions, councils, teams and related agency displays are located in Grand Hall 6.

### **Distribution of materials**

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

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

### **Electronic Voting**

Members of annual conference will use an electronic voting system on Friday, June 2, sessions in the Grand Hall. There is only one type of voting device for lay and clergy members. Pick up the device at tables located inside either entrance to the Grand Hall. If you leave the Grand Hall leave the voting device on your seat; for stadium seating leave the voting device in a bin at the bottom of the stairs. Voting devices should never leave the Grand Hall. There are fees charged to the annual conference for voting devices that are not returned.

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

Orientation to the voting devices is scheduled for Friday morning, June 2. You will need a voting device and your card at this time.

If you leave prior to the end of the day Friday, turn in the voter card at the Voting Assistance Table located to the left of the stage ramp in the Grand Hall. At the close of the second session Friday you will leave the voter card in the voting device on your seat. If you are in the stadium seating, leave the voter card in the voting device in a bin at the bottom of the stairs.

### **Family Restrooms**

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

**Housing**

Members make and confirm housing arrangements directly with hotels in the Athens area. Information is on the North Georgia Conference website [www.ngumc.org/ac2023](http://www.ngumc.org/ac2023). 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 Center**

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

**Meal Tickets**

Members must pick up meal tickets that are purchased online during onsite registration.

**Name Badge Lanyards**

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

**Registration Fee**

North Georgia Conference Standing Rule E.7 states that a \$30 registration fee shall be assessed for each lay and active clergy delegate to the North Georgia Annual Conference. Retired clergy and youth members are exempt from the assessment. Members may pay the registration fee as part of their online registration process or onsite at lay and clergy registration.

**Safety**

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

We are thankful for the security provided by the Classic Center and Athens-Clarke County Police Department. We have additional security this year, but want to remind everyone that security is a responsibility of all of us.

**Special Needs, First Aid and Medical Care**

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

## Annual Conference Meals and Gatherings

### Wednesday, May 31, 2023

12:00 – 1:30 pm AC Production Team  
6:00 pm – 8:00 pm Deacons' Dinner

### Thursday, June 1, 2023

7:00 am Bishop's Breakfast for Thursday Presenters  
7:00 am – 9:00 am Concessions - Atrium  
8:00 am – 9:00 am Extension Ministers Breakfast  
11:00 am – 2:00 pm Concessions – Atrium  
12:00 pm – 1:30 pm Local Pastor Fellowship Luncheon  
12:00 pm – 1:30 pm Youth Delegates' Luncheon  
5:30 pm Candler School of Theology Dinner

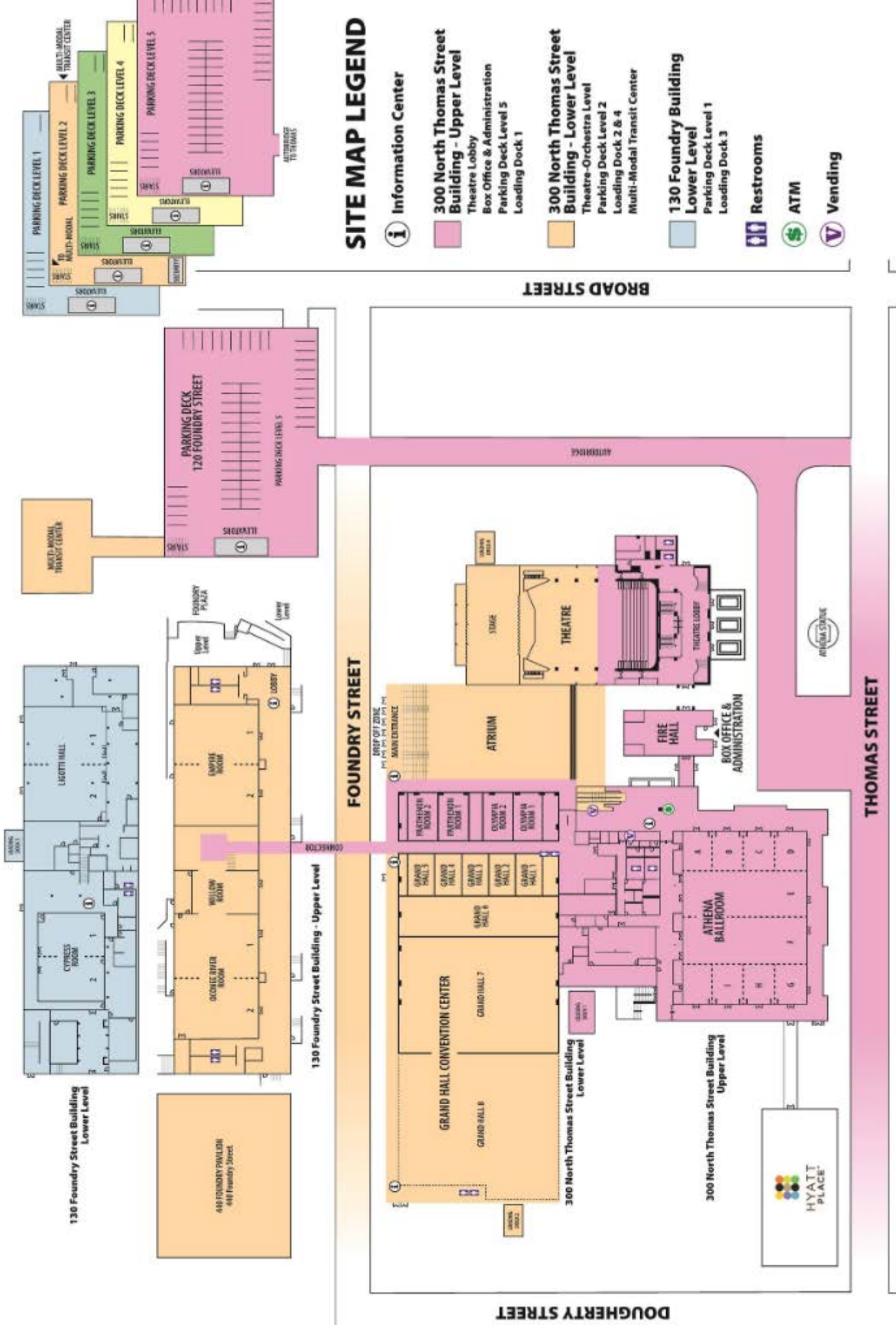
### Friday, June 2, 2023

7:00 am Bishop's Breakfast for Friday's Presenters  
7:00 am – 9:00 am Concessions – Atrium  
7:00 am United Women in Faith  
11:00 am – 2:00 pm Concessions – Atrium  
12:00 pm – 1:30 pm Latino Ministry Luncheon  
12:00 pm – 1:30 pm Laity Luncheon  
12:00 pm – 1:30 pm North Georgia Clergywomen's Luncheon  
12:00 pm – 1:30 pm North Georgia Clergy Spouses' Lunch  
5:30 pm North Georgia Methodist Ministers Fellowship Dinner  
Following Ordination Reception Honoring those Ordained and Commissioned – Atrium

### Saturday, June 3, 2023

7:00 am Bishop's Breakfast for Friday's Presenters  
7:00 am United Methodist Men's Breakfast  
7:00 am – 9:00 am Concessions – Atrium

# Facility Map in Athens





**DOWNTOWN  
ATHENS**  
*Athens*  
**LIFE UNLEASHED**  
Discover Athens with a Different Mindset



## **Parking and Transportation**

### **Parking at the Classic Center or the Clarke County Courthouse**

Conference members may park at the Classic Center or at the Clarke County Courthouse parking deck (located at the corner of E. Hancock Street and N. Thomas Street across from the Classic Center). At the Court House, you must show either your conference name badge or the “Annual Conference Parking Permit.”

### **Parking at UGA North Campus Deck**

You may also park at the University of Georgia North Campus Parking Deck (0.6 of a mile south of the Classic Center on S. Thomas Street). To avoid getting a parking ticket at the UGA deck, you must put the code and your vehicle’s tag number into the kiosk in the parking deck. **Each day has the same code:**

The code for June 1, 2 and 3 is: **UMC4657**

**Your vehicle may remain in the deck until 11:00 PM. UGA does not allow overnight parking.**

**Even though the same code is used for all three days, you must enter the code each day. The code is valid each day from 7:00 a.m. to 11:00 PM**

There are shuttles to and from the North Campus Parking Deck to the Classic Center. The shuttles pick up and drop off at the Thomas Street side of the parking deck. Shuttles will run from 7:30 a.m. to 6:00 PM Thursday and Friday and 7:30 a.m. to 1:00 PM on Saturday.

# **North Georgia UMC Annual Conference PARKING PERMIT JUNE 1 – 3, 2023**





## 100. Africa University

United Methodists worldwide celebrated an ‘Ebenezer’ moment in the ministry of Africa University in 2022, marking 30 years of faithfulness, generosity, growth, and impact within and beyond The United Methodist Church.

God’s presence in the life of Africa University is evident, thanks to the prayers and generous support of the North Georgia Conference. In 2022, the North Georgia Conference invested 78.93 percent of its share of general church giving to support the day-to-day operations of Africa University. Thank you.

Supported by North Georgia United Methodists and others across the denomination, Africa University embraced new opportunities as it emerged from pandemic-related restrictions in 2022.

- **Enrollment:** Africa University achieved a total enrollment at 2,791 students in August 2022. Female students comprised 58 percent of the student population and 23 African nations were represented.
- **Academic Growth:** Africa University launched its first new academic unit in almost twenty years—The School of Law—with a pioneer cohort of 20 students pursuing the Bachelor of Laws (Honors) (LL.B.) degree program. The institution is currently implementing five new undergraduate and graduate programs with the approval of the Zimbabwe Council for Higher Education (ZIMCHE), the national accreditation and quality assurance agency.
- **Infrastructure expansion:** A new residence hall for female students is under construction, funded by the East Ohio Conference’s \$1.5 million *Teach \* Reach \* Bless* campaign. The building will boost the available on campus housing to around 1200 beds.
- **Outcomes:** 712 graduates from 18 African countries became Africa University alumni in June 2022, with the institution’s 28th commencement. Equipped for transformational leadership, Africa University graduates are making vital contributions as clergy, educators, agriculturalists, health professionals, entrepreneurs, and innovators. Faculty and students are addressing endemic challenges such as Malaria and Tuberculosis, climate change, and food insecurity through research and community-based initiatives.

Africa University’s year-long 30<sup>th</sup> anniversary program culminated in October 2022 with a gathering of more than 3,000 people at its main campus in Mutare, Zimbabwe. Amidst the commemoration and joyful thanksgiving livestreamed to the world, the Rev. Dr. Peter Mageto was installed as the fifth vice chancellor (president) of the institution.

Mageto, a Kenyan and academician specializing in theological ethics, echoed the gratitude of the students, faculty, staff, trustees, and alumni of Africa University for the many answered prayers represented in the Africa University story. His inaugural address highlighted the optimism and commitment to purpose that are the foundation of the university’s vision.

“Today, Africa University turns thirty. The number 30 is a blessed figure. Thirty was the age of our Lord Jesus Christ when he commenced his ministry here on earth. It gives us great faith to be walking resolutely towards the fourth decade,” Mageto said.

Thank you, North Georgia Conference, for nurturing change leaders and building an enduring legacy through the ministry of Africa University. Let us continue to journey together—learning, leading, and serving God, all the time, everywhere.

James H. Salley, President and Chief Executive Officer, Africa University Inc.  
& Associate Vice Chancellor for Institutional Advancement, Africa University

## 101. Candler School of Theology

Since 1914, Candler School of Theology at Emory University has educated faithful and creative leaders for the church’s ministries throughout the world. An official seminary of The United Methodist Church, Candler holds true to the Methodist value of ecumenical openness, enthusiastically welcoming students from more than 42 denominations, with nearly half of Master of Divinity students coming from the Wesleyan tradition, including United Methodist, African Methodist Episcopal, African Methodist Episcopal Zion, Christian Methodist Episcopal, Wesleyan, Free Methodist, Church of the Nazarene, and others. Our student body reflects the diversity and breadth of the Christian faithful, with an enrollment of 417 from 16 countries and 33 states, and 43% persons of color. This diversity is a blessing, enriching our life together and providing a “learning laboratory” for ministry in the 21st century—ministry that cultivates community across difference, welcomes all to contribute and belong, and embodies Christ’s love in and among us.

Candler offers six single degrees and ten dual degrees, most of which are available in hybrid or online formats so students can remain rooted in their home communities as they pursue their degrees. Our new hybrid Master of Divinity blending online classes and in-person intensives launches in Fall 2023, and our successful Doctor of Ministry—with its high 87% completion rate—is 90% online. Hybrid and online options are also available in the Master of Religious Leadership and the Master of Religion and Public Life programs. Plus, Candler’s Teaching Parish program allows student pastors to earn contextual education credit as they serve their churches. We are excited that these flexible learning formats make a first-rate Candler education possible for even more people who are called to ministry.

Alleviating student debt through generous financial aid is a top priority for Candler. In 2021-2022, we awarded \$7.3 million in scholarship support, with 100% of MDiv students receiving aid. All MDiv students who are certified candidates for ordained ministry in the UMC receive full-tuition scholarships, and all MDiv, MTS, MRL, and ThM students receive a scholarship covering at least 50% of tuition. MDiv students also complete a financial literacy program to strengthen their financial and budgeting skills and reduce debt.

Candler was recently honored as one of 16 theological schools to receive a “Pathways to Tomorrow” grant from Lilly Endowment Inc. The \$5 million grant will support Candler in establishing a set of initiatives to create an interconnected continuum of offerings for the education of pastoral leaders. This will position Candler as a hub of theological learning with multiple entry points, including The Candler Foundry, our innovative program to make theological education accessible to the public, the United Methodist Course of Study, undergraduate classes, and a new venture, La Mesa Academy for Theological Studies. Set to launch in Fall 2023, La Mesa Academy will offer diplomas in pastoral leadership via a two-year hybrid program with courses in Spanish and English. An optional third year of study will be offered to those aspiring to continue to a graduate professional degree at Candler.

This year, we welcomed the Rev. Dr. Brett Opalinski as Assistant Dean of Methodist Studies, a position made available by the retirement of the Rev. Dr. Anne Burkholder. Brett is an elder in full connection in the Florida Annual Conference and most recently served for nine years as senior pastor of Christ Church United Methodist in Ft. Lauderdale. In addition to other pastoral appointments, he has held a variety of leadership roles in the Florida Conference, including chair of the Board of Ordained Ministry. He is deeply committed to working with

1 students in discerning their call, spiritual formation, and guiding them through the  
2 commissioning and ordination process.

3 Candler’s ability to fulfill our mission to provide the church with the faithful and  
4 creative leaders it needs depends upon your prayers, partnership, and support. Thank you for the  
5 countless ways you advance this essential ministry in the life of our denomination. We invite you  
6 to visit us online at [candler.emory.edu](http://candler.emory.edu).

7  
8 Jan Love

9 Mary Lee Hardin Willard Dean and Professor of Christianity and World Politics  
10 Candler School of Theology, Emory University

### 11 12 13 **102. Gammon Theological Seminary**

14  
15 Gammon Theological Seminary is the Interdenominational Theological Center's United  
16 Methodist constituent member in Atlanta, Georgia. The Interdenominational Theological Center  
17 (ITC) is a Christian Africentric ecumenical consortium of seminaries and fellowships that  
18 educate students to commit to practicing justice and peace through a liberating and transforming  
19 spirituality to become leaders in the church and local/global communities. Gammon was  
20 founded in 1883, bearing the name of the Rev. Elijah H. Gammon, a generous clergyman,  
21 businessman, and philanthropist. Rev. Elijah H. Gammon invested and endowed the founding of  
22 Gammon Seminary in partnership with Bishop Henry Warren and the Freedman's Aid Society.  
23 Gammon has educated Black Clergy for almost 140 years, with graduates serving every level of  
24 the church, including bishops, superintendents, general church leaders, conference staff, and  
25 clergy in every jurisdiction. Today, Gammon Theological Seminary is the only predominantly  
26 Black Seminary of the thirteen approved United Methodist-related Theological Institutions. The  
27 ITC's accreditation is with the Association of Theological Schools and the Southern Association  
28 of Colleges and Schools Commission on Colleges. Gammon/ITC offers the following degree  
29 programs: the Master of Divinity, the Master of Arts in Religion and Education, and the Doctor  
30 of Ministry. The support given to The United Methodist Ministerial Education Fund by United  
31 Methodist Conferences continues to enable Gammon students to be grounded in the Wesleyan  
32 tradition of theological education. Our 17th President/Dean, Rev. Dr. Candace M Lewis, is the  
33 first woman to lead the Seminary in our 139-year history. Dean Lewis and the Gammon staff  
34 team continue to lead innovatively in chartering a "Brand New Day" for Gammon's recruitment,  
35 retention, research and resources, fund development, and scholarship endowments in her first  
36 two years of service.

37  
38 Our new initiatives and celebrations this year, 2022-2023, at Gammon include:

- 39  
40
- 41 • We established The Rev. Walter H. McKelvey Endowed Scholarship Fund with the  
42 South Carolina Methodist Foundation. McKelvey was Gammon's 14th President/Dean,  
43 serving from 1997-2010. Under his leadership, Gammon's enrollment and graduation rate  
44 increased, and buildings were renovated. Our initial goal is to raise \$100,000.00. We  
45 have already received a matching fund pledge of \$50,000.00 from Loretta F. McKelvey  
(McKelvey’s widow).

- 1 • Spring 2023 – International Student travel. Gammon students traveled to Belfast,  
2 Ireland, with the North Georgia Conference as a part of the Rethinking Conflict  
3 experience. Gammon students also traveled to Johannesburg, South Africa, on the Doctor  
4 of Ministry Immersion experience.
- 5 • Commissioned two National Research Projects, the first one related to the impact of  
6 COVID on UMC BIPOC clergy in partnership with Wespath Benefits and Investments,  
7 Clergy Financial Wellbeing Initiative. The second research project is "Perspectives" The  
8 Future of Blacks in the United Methodist Church, a public release of research reports of  
9 the Gammon Research Institute scheduled for Summer 2023.

10  
11 The greatest challenge facing Gammon Seminary is the rising cost of theological education and  
12 the significant debt our students incur as they answer their call to full-time ministry. Therefore,  
13 Gammon is committed to raising a million dollars in the next two years to offer full-tuition  
14 scholarships to students called and committed to full-time ministry in the United Methodist  
15 Church. We are grateful to this Annual Conference for your support of theological education and  
16 your commitment to ensuring pastoral leadership is theologically trained to lead us forward in  
17 the Wesleyan tradition.

18  
19 Respectfully submitted,  
20 Rev. Dr. Candace M. Lewis, President-Dean

### 21 22 23 **103. Georgia Pastors' School Report** 24

25 Last year's Pastors' School at Epworth By The Sea, St. Simon's Island, was our first since the  
26 Covid Pandemic. The previous year we had gone virtual, and by faith decided to return to in-  
27 person. The school was held July 18-21. Rev. Karl Vaters, Pastor of Cornerstone Christian  
28 Fellowship in Fountain Valley, California, was our main speaker. His focus was on small  
29 churches and how vital they are to the Christian community. His message was the small church  
30 is essential in spreading the Gospel of Jesus Christ wherever planted. He also strongly reiterated  
31 that small and large churches must work together and not see each other as strangers. I  
32 recommend reading at least two of his books –*The Grasshopper Myth* and *100 Days to a*  
33 *Healthier Church*.

34 We were also blessed to have conference related speakers from North and South Georgia:  
35 Richard Hunter, Anne Bosarge, Lindsay Geist, Renee Jacobs, and Jessica Blackwood. I thank all  
36 of them for gracing us with their presentations. Also, Bishop Sharma Lewis blessed us with her  
37 dynamic sermons during worship services.

38 Please join us this year, July 17-20, at Epworth for a delightful time of fellowship, fun,  
39 and fresh ideas for ministry. Our two main speakers will be: Juanita Rasmus (co-leader, St. John  
40 UMC, Houston, author of *Learning to Be, Finding Your Center, After the Bottom Falls Out*), and  
41 Johnny Sears, (Director of Spiritual Formation and Emerging Ministries, Upper Room,  
42 Nashville). He is a certified Myers-Briggs Practitioner and Pastoral Counseling Specialist.  
43 Bishop Dease and Bishop Graves will be preaching as a part of our worship experience. The  
44 theme for this year will be centered around spiritual formation for Pastors because these last few  
45 years have been challenging for us physically, emotionally and spiritually. John Wesley asked,  
46 "How is it with your soul?" God calls us to answer that question.

1 If you need some continuing education credits, you can receive 1 CEU for attending and  
2 an additional 1.5 CEU's if one book is read along with a two-page written report. For  
3 information and registration go to: [georgiapastorsschool.org](http://georgiapastorsschool.org). God Bless and hope to see you at  
4 beautiful St. Simon's Island,

5  
6 Rev. Donald Mathis, South Georgia, Vice-Chair ([donald.mathis41@yahoo.com](mailto:donald.mathis41@yahoo.com))  
7 Rev. Matt A. Murphy, North Georgia, Chair ([matt.murphy@ngumc.net](mailto:matt.murphy@ngumc.net))  
8  
9

#### 10 **104. UMCommission on Higher Education + Collegiate Ministry Report**

11  
12 Transformation is at the heart of what we do in campus ministry. We know that the individual  
13 lives of college students involved in our ministries are transformed. We know that the staff who  
14 commit to working with and serving alongside these students are transformed. And we know  
15 that our college campuses across the state and across the country are transformed. God's power  
16 to bring about transformation through the ministries and the work of the United Methodist  
17 Commission is quite apparent in both the individual students whose lives are changed and in the  
18 communities where they live, work, study, grow, serve, and love.

19 Through vital worship and mission experiences, discipleship meetings, and leadership  
20 and spiritual development, our campus ministers and the faith leaders on our campuses do  
21 amazing work day in and day out to provide students with opportunities to grow in their  
22 connections to God and in their connections to one another. Each of these activities is designed  
23 to transform lives so we might see God's kingdom come in our midst.

24 I continue to be filled with gratitude for the work of our ministries and the commitment  
25 that so many people make to see this work come to life. May we seek and find unity in the purpose,  
26 hope in the call, and joy in the work of supporting the transformation of the lives of college students  
27 through Jesus Christ.

28 Following we have shared a few of those transformational stories from our ministers,  
29 students, parents, and alumni – enjoy!

30  
31 Dr. Beau Seagraves,  
32 President, UMCommission  
33  
34

35 I can vividly remember the first time I walked up to the imposing front doors of Centenary UMC  
36 across the street from Mercer University. As a first-year student, I was so intimidated by the idea  
37 of walking into a completely unknown community that I almost didn't open the door. When I  
38 finally built up enough nerve to step inside, I was immediately welcomed by a wonderful  
39 community of people who became extraordinarily influential in my life.

40 I experienced a radical transformation during my college years, and much of my growth  
41 was because of the people of Centenary. At our heart, we are dedicated to creating spaces that  
42 invite students into the kind of formative community that Centenary created for me. Our  
43 collegiate ministries are committed to lowering the entry threshold, engaging students in  
44 meaningful discipleship, encouraging them to disciple others, and then sending them out to share  
45 their lives with the world.

1 It is a Holy and powerful calling to share Christ and ourselves with college students. We  
2 could not do this work without our incredible staff, gifted student leaders, and faithful supporters  
3 like you. I am grateful I opened those doors to Centenary, and I hope you will join me in giving  
4 thanks for all that we experienced in 2022 and help us open even more doors for students in  
5 2023!

6  
7 Rev. Dr. Michael McCord,  
8 Executive Director UMCommission  
9

10 I arrived on the campus of Young Harris in August of '22 having worked with college students  
11 before, and excited to rejoin this vital work in God's Kingdom. However, it became clear to me  
12 that this was a very different type of work than I had been blessed to do before. As a chaplain in  
13 this context, I sort of stand alone, held out by the church as a representative.

14 It's a daunting and humbling task. Yet, in these few months I have counseled, laughed,  
15 taught in college classrooms, led retreats, and even wept with students over the hurt in their lives.  
16 Transformative? That may be too small a word. In being called to what feels like an impossible  
17 task in this culture, I have leaned on Jesus more than ever in my ministry career, and Jesus has  
18 been so very faithful.

19 I am learning the joy of what Henri Nouwen called "Irrelevance in Christian Leadership"  
20 and finding that Jesus is present in every conversation, every email, every question, and every  
21 inch of my campus. It's in those small and seeming irrelevant places that Jesus seems to hang  
22 out, and I think it's where revival might live. I can't wait to find out.  
23

24 Rev. Adam Daniels,  
25 Chaplain, Young Harris College  
26  
27

28 The ministry of the UGA Wesley Foundation has had a profound and lasting impact on our  
29 family. Our two sons and our daughter were all deeply involved in worship, small groups and  
30 missions through UGA Wesley. After graduating, our younger son, Justin, spent an additional  
31 three years as a ministry intern. All total, the Patton kids spent a combined 15 years under the  
32 ministry of Bob Beckwith and the UGA Wesley Staff.

33 Here are just a few of the blessings that our children received from being a part of UGA  
34 Wesley:

- 35 ● Spiritual Maturity | The emphasis on small groups and discipleship is clear and  
36 consistent, and we saw our kid's mature in their faith.
- 37 ● Authentic Christian Community | lasting friendships with other students.
- 38 ● An Ethos of Service | vocation is understood as a way to serve others for Christ.
- 39 ● Worship as a Way of Life | UGA Wesley creates an environment for meaningful worship  
40 that helps students establish the rhythms and commitments for a lifetime.

41 Additionally, I think that some of the credit for the academic successes of our three children is  
42 due to UGA Wesley Foundation. UGA can be a very difficult and intense academic environment.  
43 However, the Wesley Foundation always provided our kids with a positive atmosphere,  
44 encouragement, discipline and focus during their four years of undergraduate work. Again, our  
45 whole family has been blessed by UGA Wesley!  
46

1 Rev. Steve Patton,  
2 Northwest District Superintendent, South Georgia Conference

3  
4  
5 Wesley at Georgia College was a home away from home to me during my years there. I will  
6 always remember the way I felt while at Wesley - loved, safe, and ultimately at home. For me,  
7 the ministry was so much more than a service on Wednesday nights. It gave me a place to call  
8 home and gave me life-long relationships that I still rely on daily. Not only did the ministry help  
9 me to grow spiritually, it prepared me for life post-college. During my time as a student, I was  
10 provided a safe & loving place to meet people, form friendships, ask questions, and learn more  
11 about the Lord, myself & my spiritual walk.

12  
13 Jen Deese,  
14 Class of 2013, Georgia College & State University Wesley Foundation

15  
16  
17 It has been close to 50 years ago - I remember feeling like Wesley was a continuation of my  
18 growth from the Methodist Youth Fellowship. We had a safe environment for discussions with a  
19 sense of freedom and support.

20  
21 Anna Harris,  
22 Class of 1975, University of West Georgia Wesley Foundation

23  
24  
25 Being involved with a United Methodist chaplaincy program made me more passionate and  
26 comfortable about my relationship with God. I am no longer scared to talk about God in my  
27 friendships and relationships. I have learned to be open minded and open hearted.

28  
29 Olivia Stewart,  
30 Class of 2022, Clark Atlanta University

31  
32  
33 I am thankful for their [supporters of United Methodist Campus Ministry] devotion to the lives  
34 of young people. I am thankful for their hearts that want to serve and love college kids who are  
35 searching to find out who they are. I'm thankful for the encouragement and support they shared.  
36 People who take the time to make an impact in the lives of college kids are amazing, and they  
37 truly make a difference.

38  
39 Hillary Radcliffe,  
40 Class of 2003, LaGrange College

41  
42  
43 Lesley G Baskette  
44 Director of Administration  
45 [lesley@umcommission.org](mailto:lesley@umcommission.org)

1 **105. Georgia United Methodist Foundation, Inc.**

2  
3 The Georgia United Methodist Foundation serves as a nonprofit extension agency of The United  
4 Methodist Church. The Foundation’s value proposition is rooted in our purpose and mission,  
5 which is not replicated by any other financial institution available to Methodists in Georgia.

6 The Georgia United Methodist Foundation’s purpose is to partner with churches,  
7 nonprofits, individuals, and families in direct support of the ministries and mission of the church.  
8 In this way, the Foundation is a ministry partner as we seek to live out our mission to provide  
9 faith-based financial solutions for investing, lending, training, and estate planning.

10 Importantly, the Foundation delivers advanced faith-based financial solutions in  
11 partnership with Wespath Institutional Investments. This partnership enables the Foundation to  
12 offer Georgia Methodists access to a respected team of Wespath advisors who manage one of the  
13 largest reporting faith-based pension funds in the world. Wespath and its subsidiaries manage  
14 over \$23 billion in assets for more than 100 institutional clients as of September 30, 2022. The  
15 work of the Foundation, in partnership with Wespath, enables Georgia Methodists to be good  
16 stewards of the financial resources entrusted to them by God while living out a strong Christian  
17 witness through socially responsible investment practices.

18 Thank you for your support of the Foundation. Please reach out if we can assist you as an  
19 individual or family or if we can be helpful to your church, nonprofit, school, college, or  
20 university.

21 To learn more, please contact the Foundation:

22 Phone: 770-449-6726

23 Email: [info@gumf.org](mailto:info@gumf.org)

24 Web: [gumf.org](http://gumf.org)

25  
26 Respectfully submitted,  
27 Mathew A. Pinson, President and CEO  
28 The Rev. Dr. Rick Lanford, Regional Vice President  
29 Kathryn H. Dennis, Chair of the Board of Trustees  
30 Ruth A. Knox, Vice Chair of the Board of Trustees

31  
32  
33  
34 **106. Hinton Rural Life Center**

35  
36 Our Mission: Inspired by Jesus Christ, Hinton Center serves individuals, congregations, and rural  
37 communities through retreat ministries, educational opportunities, and missional outreach. In  
38 2022, Hinton Rural Life Center served conferences in the Southeastern Jurisdiction through  
39 equipping clergy and local churches (particularly small, rural churches) and offering  
40 opportunities for individuals and church groups to serve in Safe and Healthy Home Repair and  
41 firewood ministries and/or to come for retreats and renewal time, experiencing God’s presence  
42 and blessing at our 33-acre campus in the Appalachian Mountains. Here are some highlights:

- 43 • Launched Theotokos Confirmation Retreats, providing a United Methodist confirmation  
44 experience for 314 young people from 20 different churches. [www.HintonTheotokos.org](http://www.HintonTheotokos.org)  
45 Developed and made available *Theotokos Connections*, a digital confirmation resource



1 that is small church relevant, but meaningful for all ministry settings. We received orders  
2 from 55 churches in 2022 and continue to receive orders.

- 3 • Provided 388 children living in poverty with new clothes at Christmas through  
4 Christmas Care of Clay County.
- 5 • Entered our House on Wheels (HOW) mobile teaching unit in parades and community  
6 resource events to promote home safety awareness and practices.
- 7 • Hosted 17 individuals participating in webinars for rural clergy.
- 8 • Facilitated rural poverty simulations for 550 people, helping those serving in missions to  
9 better understand the dynamics/challenges of rural poverty and what it means to “walk  
10 alongside” our neighbors in need.
- 11 • Completed 186 home repair projects on 48 different homes, prioritizing and addressing  
12 the health and safety of homeowners.
- 13 • Hosted over 725 mission participants. Mission team participants and local volunteers  
14 recorded 16,760 hours, a value of \$501,962 to our community!
- 15 • Provided over 700 loads of firewood to families/individuals who heat primarily with  
16 wood, a value of \$179,240.
- 17 • Trained 21 individuals in Mental Health First Aid online offerings, helping remove  
18 stigma and create awareness of the signs and symptoms of mental health crises and best  
19 responses for connecting with help.
- 20 • Awarded \$1.8 million in grant dollars, with the majority of funds focused on our Safe  
21 and Healthy Homes initiatives. This will include the design and construction of an  
22 educational tool barn, where community members and mission volunteers can learn  
23 more about the direct connection between poor health and inadequate housing.
- 24 • Continued to provide missional and leadership training for young people through our  
25 Staffers-in-Training and Summer Mission Outreach Service Ministry Leaders  
26 opportunities, as well as the 12-week Leadership Chatuge Community Builders course,  
27 primarily for adults, but open to high school students. Clay County student Lauren was  
28 grateful for her experience: “This program has largely affected how I view business and  
29 economics. It gave me the opportunity to gain new connections with business owners.  
30 Also, it opened my eyes to all that our area has to offer in resources.”

31  
32 Jacqueline Gottlieb, CEO and President

33 [jackie@hintoncenter.org](mailto:jackie@hintoncenter.org); [www.hintoncenter.org](http://www.hintoncenter.org)  
34  
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1 **107. United Methodist Connectional Federal Credit Union**

2  
3 Your United Methodist Connectional Federal Credit Union began in 1960 serving pastors of the  
4 North Georgia and South Georgia Conferences. Today we are open to all United Methodists in  
5 the North Georgia, South Georgia, Florida and Alabama West Florida Conferences.

6 The Board of Directors, Management and Staff have emerged from the pandemic with  
7 financial stability and strength, and we have served our members with the best service possible.

8 The 2020-21 period saw an unexpected opportunity arise to serve churches with the  
9 Payment Protection Program loans. In all, over \$5,000,000 in loans were granted and forgiven to  
10 our member churches. Even so, 2022 has seen further loan growth of 10% over 2021 while our  
11 assets and expenses have remained stable.

12 We also gave back to the Annual Conferences through our scholarship program and  
13 through numerous sponsorships and donations to many agencies and churches, including  
14 UMCOR and the many United Methodist affiliated children's homes.

15 Every United Methodist is eligible to be a member of the United Methodist Connectional  
16 Federal Credit Union and financially benefit from our low cost services which include:

17 Low interest credit cards

18 Auto loan buying service with incentives

19 Mortgage Loans

20 Church Loans and Accounts

21 Financial counseling to help manage one's budget

22  
23 Your United Methodist Connectional Federal Credit Union exists to serve you with  
24 financial systems that promote Christian stewardship. Your Board of Directors, Management and  
25 Staff are working everyday to ensure the success and stability of your credit union now and in  
26 the future.

27  
28 Max C. Caylor, Chairperson  
29

### 107.a. Financial Report

<b>Assets</b>	Summary as of 12/31/2021	Summary as of 12/31/2022
Cash	\$295,384.37	\$358,107.26
Loans To Members	\$15,707,675.24	\$17,521,690.39
Loan Participation	\$1,477,120.46	\$1,469,169.85
Allowance for Loan Losses	-\$76,060.63	-\$76,621.84
Other Receivables	\$453,133.29	\$41,146.17
Investments	\$15,567,323.47	\$13,062,689.88
Accrued Income	\$47,052.08	\$56,543.12
Prepaid Exp & Defer Charges	\$53,243.66	\$35,741.45
Fixed Assets	\$778,606.04	\$733,618.23
All Other Assets	\$47,075.00	\$0.00
<b>Total Assets</b>	<b>\$34,350,552.98</b>	<b>\$33,202,084.51</b>
<b>Liabilities</b>		
Accounts Payable	\$19,981.79	\$12,330.65
Dividends Payable	\$0.00	\$0.00
Notes Payable	\$0.00	\$0.00
Taxes Payable	\$287.49	\$265.68
Accrued Expenses	\$115,187.53	\$114,093.11
Deferred Credits	\$0.00	\$0.00
Other Liabilities	\$25,392.95	\$37,657.00
<b>Total Liabilities</b>	<b>\$160,849.76</b>	<b>\$164,346.44</b>
<b>Equity</b>		
Shares of Members	\$31,265,450.63	\$30,052,919.39
Reserves	\$682,937.04	\$682,937.04
Undivided Earnings	\$2,194,612.53	\$2,241,315.55
Net Income	\$46,703.02	\$60,566.09
<b>Total Equity</b>	<b>\$34,189,703.22</b>	<b>\$33,037,738.07</b>
<b>Total Liabilities &amp; Equity</b>	<b>\$34,350,552.98</b>	<b>\$33,202,084.51</b>

<b>Income Statement</b>	Summary as of 12/31/2021	Summary as of 12/31/2022
Interest on Loans	\$1,000,020.05	\$944,838.77
Income on Investments	\$30,526.83	\$182,660.80
Fees & Charges	\$188,459.91	\$118,688.47
Other Operating Income	\$204,519.83	\$111,578.52
<b>Operating Income</b>	<b>\$1,423,526.62</b>	<b>\$1,357,766.56</b>
<b>Operating Expenses</b>		
Compensation	\$592,573.35	\$554,710.02
Employee Benefits	\$217,017.61	\$200,736.73
Travel & Conference	\$16,721.79	\$24,488.05
Association Dues	\$12,082.00	\$12,853.13
Office Occupancy	\$51,919.53	\$56,371.77
Office Operations	\$101,512.53	\$99,550.97
Education & Promotion	\$36,619.02	\$41,965.77
Loan Servicing	\$72,967.65	\$73,435.19
Prof & Outside	\$186,734.28	\$194,313.23
Provision for Loan Losses	-\$11,730.71	\$20,500.00
Member Insurance	\$0.00	\$0.00
Federal Operating Fee	\$6,027.90	\$5,016.64
Interest on Borrowed	\$100.00	\$0.00
Cash Short/Over	\$0.00	\$0.00
Annual Meeting	\$2,523.64	\$2,565.06
Miscellaneous	\$5,889.46	\$7,989.93
<b>Total Operating Expenses</b>	<b>\$1,290,958.05</b>	<b>\$1,294,496.49</b>
Income From Operations	\$132,568.57	\$63,270.07
Income Before Dividends	\$132,568.57	\$63,270.07
Dividends	\$85,865.55	\$65,676.15
Gain/(Loss) on Assets	\$0.00	\$62,972.17
<b>Net Income</b>	<b>\$46,703.02</b>	<b>\$60,566.09</b>



1 **201. Center for Clergy Excellence**

2  
3 This year the Center for Clergy Excellence staff included Alice Rogers as the Director of the  
4 Center for Clergy Excellence, Assistant Director Michelle Levan, Director of Wellbeing Lindsay  
5 Geist, and Program Coordinator Leigh Martin. Our focus is on ordering our work around the  
6 essentials of cultivating, credentialing, and sustaining the ministry of certified candidates,  
7 commissioned, ordained, licensed and retired ministers.

8 In order to provide training, support and resourcing for our District Committees on  
9 Ordained Ministry (DCCOM), we contracted with Meg Lassiatt, former Assistant General  
10 Secretary, Division of Ordained Ministry of the General Board of Higher Education, to work  
11 with all eight of our DCOMs. This training led to a sharing of best practices among our District  
12 Administrators as we move towards greater alignment in expectations and practices.

13 As God continues to call persons into ministry, we had 24 individuals go through the  
14 Candidacy Summit for discernment. These persons were placed in mentoring groups for  
15 continued discernment and formation for certified candidacy. The Board of Ordained Ministry,  
16 under the leadership of Julie Boone, approved seven persons for Provisional Membership and six  
17 for Ordination at the 2023 Annual Conference.

18 Every four years, all appointed pastors in the North Georgia Conference are required to  
19 attend Clergy Ethics Training. This seminar is designed to include a variety of ethical issues that  
20 pastors encounter in ministry. Under the guidance and leadership of Lindsay Geist, 830+ pastors  
21 previewed 3 hours of video training and 5 hours of in-person ethical subject matter. We are  
22 grateful for the churches who hosted our training sessions: Newnan First UMC, Dunwoody  
23 UMC, Madison First UMC, Gainesville First UMC, Marietta First UMC, Trinity at the Well  
24 UMC, Cannon UMC, Peachtree Road UMC, and Douglasville First UMC.

25 Leigh Martin has diligently served as the ACE Coordinator since the program began in  
26 2018. ACE has launched 23 two-year clergy peer learning groups with over 150 clergy  
27 participating since 2018. In 2023, six ACE groups (36 clergy) will continue their second year  
28 together as they pursue their self-directed continuing education plan. Rather than launching a  
29 new cohort of two-year ACE groups, in 2023 the ACE program opted to offer shorter-term  
30 clergy peer opportunities. In the Fall of 2022, ACE offered a Sabbath-based program called  
31 Sabbath Life. Eleven clergy participated in this four-month pilot program. The responses to this  
32 experience were overwhelmingly positive, so we offered it again in the Spring of 2023 with 13  
33 clergy participating. Wander & Wonder is another short-term ACE offering we launched in  
34 2023. Twenty-two clergy signed up to participate in these four-month clergy hiking groups in  
35 three different regions across the conference. These Sabbath-focused hikes are led by the North  
36 Georgia Retreat and Camp Ministries staff.

37 We are happy to report that we have returned to in-person seminary visits with the  
38 decline of Covid-19 and campus restrictions being removed. We conducted four visits with  
39 seminaries in the fall and spring, and hope to visit several of our other UM Seminaries in the  
40 coming year in order to build and retain relationships with our candidates for ministry.

41 As we move into a new conference year, we will work with all clergy in their 8th, 16th,  
42 24th, 32nd and 40th years of ministry to provide renewal guidance and support. Clergy members  
43 who have completed these ministry milestones will be invited to participate in a program that  
44 seeks to celebrate and renew these clergy for their next season of ministry. They will be given  
45 tools to discern what they need to be refreshed and renewed. From that, they will be invited to

1 design a custom growth plan for the year ahead. Invitations will be sent out following Annual  
2 Conference.

3 We have also coordinated lay/clergy committees who will work to provide credit  
4 guidance for candidates moving through the ordination/licensing process, and one that will  
5 provide resources and opportunities to promote a Culture of Call for churches across the  
6 conference.

7 In closing, we commit to cultivating, credentialing, and sustaining the clergy of the North  
8 Georgia Conference. If we can be of help to anyone, we encourage contact with our office.

9  
10 Respectfully submitted,  
11 Rev. Dr. P. Alice Rogers, Director, Center for Clergy Excellence  
12 Michelle Levan, Assistant Director  
13 Rev. Leigh Martin, Program Coordinator  
14 Rev. Lindsay Geist, Director of Wellbeing  
15

### 16 17 **201.a. Board of Ordained Ministry** 18

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

24 At the fall 2022 meeting, the BOM welcomed Alice Rogers, who was appointed in June  
25 as Director of the Center for Clergy Excellence. Alice comes with extensive ministry experience  
26 and a unique perspective with a connection to seminary students through her time serving at the  
27 Candler School of Theology.

28 The Board continues to refine the interview process by working with candidates and  
29 utilizing online platforms for education and community building. The Board also continues to  
30 adapt to changing ministerial needs by re-evaluating RIM group experiences, ensuring that with  
31 each year of the three-year process, provisionals receive a positive group experience, feel  
32 supported, and are equipped with the necessary tools prior to coming before the Board for full  
33 connection interviews.

34 The Executive Committee of the Board discussed and approved the process for clergy  
35 who have requested withdrawal according to paragraphs ¶360.1 and ¶360.2, who choose to join  
36 another denomination, or those who choose to go independent. A letter was sent via email to all  
37 clergy in the North Georgia Conference regarding the details of the process.

38 This year, the full Board met in person for provisional and full-connection interviews for  
39 the first time since 2020. It was a joy to be together, and we rediscovered the importance of  
40 community among clergy and laity as we interviewed candidates for ministry. The provisional  
41 interviews were held at the Crowne Plaza in Peachtree City, and full connection interviews were  
42 held at Dunwoody UMC. We are grateful for the hospitality extended to us by Dunwoody UMC  
43 and give thanks for the power of our connection that allows us to share in ministry together.

44 The BOM expresses thanks to Alice Rogers, Director of the Center for Clergy  
45 Excellence, and Michelle Levan, Assistant Director of the Center for Clergy Excellence. They  
46 have provided excellent leadership to our conference. A special thanks to the faithful clergy and

1 laity who serve on the BOM they are some of the finest members of our conference serving with  
2 integrity and grace.

3  
4 Julie A. Boone  
5 Chairperson, Board of Ordained Ministry  
6

7  
8 **201.b. Fellowship of License Local Pastors and Associate Members**  
9

10 Last year I concluded my report with a “Thank You.” And so, I begin this year by saying  
11 a continued Thank You. Thank you for doing the work, holding yourselves, your family, and  
12 churches together as you continue the hard and important work of Kingdom Building. Know that  
13 your labor is not in vain.

14 We continue with our vision of praying, promoting, and praising God. God continues to  
15 bless our congregations through times that are yet trying. We rejoice in having heard testimonies  
16 from people with life-changing experiences through the application of God’s Word. We have  
17 seen the growth of spiritual babes, as they continue progressing towards spiritual maturity. We  
18 have also seen the blessings of God being manifested in the lives of so many. The work of  
19 making Disciples is ongoing, as God continues to pour out His spirit on all.

20 This year has been adventurous. A number of our local pastors took advantage of the  
21 opportunity to visit the Holy Land. Many state that it was an experience of a lifetime. Others  
22 have participated in ACE2 study groups, which are open to local pastors who have completed  
23 Course of Study/seminary and have served under appointment for at least two years. We  
24 celebrate those having completed COS/Seminary: **Rick Herring, James Miller, Timothy**  
25 **Taylor, Gerald Gleason, Patrick Hopper, Tonya Hardeman, Kerry Wright, Michael**  
26 **Richardson, BJ Bowers, and Nicole Taylor.**

27 We are overjoyed to share the making of HerStory as **Brenda Presha** is the first person  
28 from the North Georgia Conference to finish Advance Course of Study and will be  
29 commissioned during this Annual Conference gathering as a provisional elder.

30 Finally, we welcome **Bishop Robin Dease**, our the FIRST African American female  
31 episcopal leader of the North Georgia Conference.

32 In Galatians 6:9 Paul writes, “So let’s not get tired of doing what is good. At just the right  
33 time we will reap a harvest of blessings if we don’t give up.” I find the words of Paul  
34 encouraging, for such a time as this. For when circumstances in life seem overwhelming, and we  
35 oft times find ourselves narrowing in on the negative conditions around us, it behooves us to stay  
36 the course for there is something greater ahead. As we draw near to God in the hardest of times, I  
37 believe His Spirit will strengthen and inspire us to preserve in ways we could never have  
38 imagined. And so, the promise is that, as we stay the course and respond to God’s call to serve  
39 and care for others, we will experience a harvest of blessing for our faithfulness. As local  
40 pastors, we are a team for Christ. We will continue to do all that we can to serve the Lord, while  
41 working together and strengthen our congregations.

42 In my every effort and endeavor may God be glorified,  
43

44 YoLanda Jones-Colton,  
45 Chair, Fellowship of Licensed Local Pastors and Associate Members  
46



1  
2  
3 **201.c. Order of Deacons**

4 Deacons are uniquely called to Word, Service, Compassion, & Justice. We serve as partners with  
5 Elders as we act as bridge builders between the church and the world. You'll see Deacons  
6 engaging in all sorts of unique and creative ways in various specialized areas of ministry –  
7 serving both inside and outside the church walls.

8 This year's Annual Conference theme focuses on intergenerational participation and how  
9 the Holy Spirit has worked in and through the lives of all. Deacons serve as witness that this  
10 acting of the Spirit and call to ministry can manifest in so many unique vocational roles.

11 Deacons have been sharing the gospel in local churches as associate pastors, in hospitals  
12 as chaplains, in non-profit organizations as leaders, as therapists in counseling practices, as  
13 attorneys in bankruptcy courts, as teachers and professors in schools, and as all-around holy  
14 mischief makers in the community.

15 Our Order of Deacons in the North Georgia Conference continues to grow – we have  
16 over 100 in the order now, and we are the conference with the largest representation of Deacons  
17 in the country.

18 Over this past year, we have found continued ways to have fun (and stir up a little good  
19 trouble) together. In August 2022, we gathered as a Deacon Community for conversations  
20 around burnout and emotional exhaustion, time with Bishop Sue, and moments of playfulness  
21 through a cornhole tournament, Taco Tuesday, and Kona Ice Truck. We will gather together  
22 again at our Annual Conference dinner – but this year we'll continue the theme of playfulness as  
23 we go axe throwing together! While we have been called to Word, Service, Compassion, and  
24 Justice out in the world, we have also spent intentional time exhibiting it to one another over. We  
25 have been supporting one another, cheering for each other, and engaging one another in ministry.

26 We are known for our creativity and innovation, having spent years thinking outside of  
27 the box in unique appointment settings. As we continue to navigate through the new post-  
28 pandemic world of church, Deacons are perfectly positioned to partner with Elders to adapt to  
29 this new season of ministry. Reach out to a Deacon today to help you innovate, dream, and  
30 problem-solve in new ways as the church continues to grow and change!

31 Rev. Lindsay Geist, Chair  
32  
33

34 **201.d. Order of Elders**  
35

36 It is with great affirmation and anticipation that I submit this report of the Order of Elders for the  
37 North Georgia Annual Conference. The theme for the 2023 Session of our gathering is: "I Will  
38 Pour Out My Spirit on All." We look forward to our total engagement, participation, and  
39 commitment to advancing God's Kingdom on Earth.

40 The Book of Discipline outlines the purpose, organization, membership, and relationships  
41 within the Order of Elders. The Bishop's Day Apart gave the Orders of Deacon and Elders the  
42 opportunity to gather and reconnect in person with Bishop Sue Haupert-Johnson. The Bishop's  
43 Day Apart was held on October 3, 2022, at Marietta First United Methodist Church. This day  
44 apart was the last official gathering of elders with Bishop Haupert-Johnson. It was a cumulation  
45 of annual clergy relational time together and to recognize Clergy Appreciation Month. It was a  
46 wonderful experience, and we look forward to the future gatherings for the elders with our new

1 episcopal leader, Bishop Robin Dease. Moreover, this annual conference will allow the clergy  
2 the opportunity to reconnect for fellowship and to welcome our new episcopal leader.

3 The future of the United Methodist Church is on the minds and hearts of the clergy. The  
4 General Conference will be held April 23 – May 3, 2024 in Charlotte, North Carolina. Therefore,  
5 our denomination’s future is in the forefront. Yet, we must remember our call to equip and  
6 encourage discipleship and evangelism for the transformation of the world. The Order of Elders  
7 look forward to engaging the clergy intentionally and purposefully in 2023-2024.

8 Finally, I would like to affirm and thank the representatives who are the members of the  
9 Order of Elders: Miguel Velez-Andujar, C. Kay Fuino, George Lanier, Shari Rates, Josh  
10 Roberts, Lavell Sanders, Julie Schendel, Stephen Soulen, Michelle Strall, Candy Thacker, and  
11 Will Zant.

12  
13 Leon Matthews, Chairperson  
14  
15

## 16 **202. Conference Communications Office**

17  
18 The Conference Communications Office is responsible for the internal and external  
19 communications of The North Georgia Conference. Conference communications develops and  
20 oversees online content, shares reliable news and resources with church leadership and clergy,  
21 contributes to the planning and implementation of the Annual Conference session, manages  
22 media relationships, and takes part in special projects.

23 No two years bring the same communications strategy or needs, but reliable, steady, and  
24 trustworthy information and resources are always essential. Using the conference website, e-  
25 newsletters, social media, and video, the communications office strives to inform, celebrate, and  
26 equip North Georgia United Methodists as they carry out the mission of the church.

27 In the fall of 2022, we were pleased to launch a redesign of NGUMC.org, the digital  
28 "home base" for our Conference. The website now has a fresh look, better search capability, and  
29 improved functionality. A joint effort between the Conference IT department and Conference  
30 Communications, the redesign focused on making improvements based on analytics, use  
31 patterns, and your input through a survey.

32 The website sees as many as 30,000 visitors each month. Whether you are completing  
33 forms, reading news, registering for events, perusing classifieds, or exploring resources, the  
34 intent of NGUMC.org is to be a valuable connection point for United Methodists who are at  
35 work carrying out the mission of our church.

36 In addition to communicating through the website, the conference sends one key e-  
37 newsletter each week, the “Weekly Update,” that includes news, featured resources, and  
38 upcoming events relevant to clergy and church leaders. If you subscribe to one Conference e-  
39 newsletter, make it “Weekly Update.” It’s your best steady connection to conference news.

40 Additionally, we send targeted e-newsletters that directly relate to specific ministry areas  
41 and regions. Please subscribe to your district e-newsletter, the “Monday Memo” from Assistant  
42 to the Bishop Rev. Dr. Terry Walton, and the “Youth News” e-newsletter focused on youth  
43 ministry in our Conference. Sign up by clicking “Subscribe Now” at ngumc.org.

44 Social media is another easy avenue for connecting to information and inspiration from  
45 the North Georgia Conference. Thousands of North Georgia United Methodists are part of the

1 community on Facebook ([www.facebook.com/ngaumc](http://www.facebook.com/ngaumc)), Twitter (@connectNGUMC), Instagram  
2 (@NGUMC), and Vimeo ([vimeo.com/ngumc](http://vimeo.com/ngumc)).

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

6 The Conference communications office also relates to United Methodist  
7 Communications, our denomination’s communications agency. We highly recommend the  
8 communications resources provided by UMCOM, including website design and hosting for  
9 United Methodist churches ([umcchurches.org](http://umcchurches.org)).

10 Your conference communications office serves as a connection point for your  
11 congregation and helps you share the good news that God says, “I pour out my Spirit on all...”

12  
13 Sybil Davidson, Conference Communicator  
14  
15

### 16 **203. Episcopacy Committee Report**

17  
18 The Episcopacy Committee was honored to support, encourage, and celebrate two bishops in the  
19 North Georgia Conference this year. Bishop Sue Hauptert Johnson finished her time in our  
20 conference on December 31, 2022. Bishop Robin Dease joined our Conference on January 1,  
21 2023. We have been blessed by both bishops sharing God’s promises of hope “to pour out His  
22 spirit on all people” through their actions.

23 During 2022, Bishop Sue continued moving the conference forward. She led 36 people  
24 (including ordinands and others) to the Holy Land. She continued to equip emerging leaders  
25 through BELONG (Bishop’s Emerging Leaders of North Georgia), a leadership program she  
26 initiated. Bishop Sue held six in-person Town Hall meetings across the conference this fall to  
27 answer questions and converse with various groups. She held a retreat to equip the Cabinet to  
28 lead the North Georgia Conference through facilitated team building and visioning.

29 We are grateful for Bishop Sue’s visionary leadership throughout the pandemic. This  
30 included concern for mental and physical well-being of clergy and laity. She supported  
31 improving technology to ensure more churches were able to have quality online presence and  
32 conduct worship/ministry in creative new ways.

33 We were truly blessed to have Bishop Sue, her husband, Allen Johnson,  
34 and daughter, Samantha Johnson as the Episcopal Family in our Conference for six  
35 years. We hosted a memorable farewell appreciation celebration for Bishop Sue and her family  
36 at Smyrna First United Methodist Church on December 4, 2022. We send our blessings with  
37 heartfelt prayers and love with them to the Virginia Conference to continue making disciples and  
38 sharing God’s promises.  
39

40 We welcomed Bishop Robin Dease to the North Georgia Conference with an Installation Service  
41 on January 8, 2023, at Oak Grove United Methodist Church. There were hundreds of people in  
42 attendance that filled the church. The Installation Service was very inspirational, filled with the  
43 Holy Spirit, and many heartfelt words of welcome. Bishop Robin Dease’s message “I Dream a  
44 Church” provided her vision for the North Georgia Conference. Bishop Dease has hit the ground  
45 moving to build relationships with people across the conference to fulfill our mission -- to make  
46 disciples of Jesus Christ for the transformation of the world.

1  
2 As a committee, we keep Bishop Dease in our prayers. We commit to encourage and support her  
3 as she leads our Annual Conference. Bishop Dease has already started sharing God’s promises  
4 through her words and actions. We look forward to joining with Bishop Dease in prayer and  
5 supplication for the Holy Spirit to pour out on the people, the ministries, and the mission of the  
6 North Georgia Conference.

7  
8 Deloris Carhee, Chair  
9

#### 10 11 **204. North Georgia Conference Housing and Homeless Council** 12

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

18 The Council awards grants twice a year to churches and non-profit agencies across North  
19 Georgia that provide housing and other essential services to persons experiencing homelessness  
20 and poverty. From 1990 through 2022, the HHC has awarded grants totaling \$5,431,151. Council  
21 members conduct site visits to each applicant and make recommendations to the Council for  
22 funding.

23 During 2022, the HHC awarded grants totaling \$97,500 to ministries in each of the eight  
24 districts. We continue to use at least 70% of our offering totals toward capital requests and up to  
25 30% of our totals for operational requests, as outlined in our policies. To allow grant funding to  
26 make the most impact around the conference, the Housing and Homeless Council updated the  
27 policy on eligibility to allow funding once in a 24-month period and to review only capital grants  
28 in the Spring Cycle and operational grants in the Fall Cycle. In the Spring Cycle, eighteen capital  
29 grants totaling \$72,500, and in the Fall Cycle ten operational grants totaling \$25,000 were  
30 awarded.

31 The theme of the 2022 Homeless Offering was “You are the Light of the World” and was  
32 collected on February 27, 2022. 100% of the Homeless Offering goes to ministries serving those  
33 experiencing poverty and homelessness. Total 2022 offering receipts were \$87,299.84. The  
34 Housing Trust Fund, held with the Georgia United Methodist Foundation, ended the year with a  
35 value of \$1,576,597.54

36 We continue to be inspired by the incredible, innovative ministry taking place around our  
37 conference and consider it an honor to offer financial support to organizations and programs that  
38 are walking alongside our neighbors in need each day. In 2023, it is our hope to engage more  
39 congregations in collecting the offering as we know that donations of any amount can make a big  
40 difference. We also want to grow in our support of new and emerging ministries. If your  
41 congregation is discerning a way to serve your community, we would love to talk with you and  
42 offer support. We are always pleased to hear about new projects, so we hope you’ll consider  
43 partnering in ministry with us.

44  
45 Howard Cox, Chair and Rev. Stacey Rushing, Director  
46

## 204.a. Grants

### Capital Grants 2022

The Bigger Vision of Athens	\$5,100.00
Bright Star UMC	\$1,350.00
Cascade Community Services (CCS)	\$5,100.00
Due West UMC	\$2,600.00
Family Promise Hall County	\$5,100.00
Family Promise of Athens	\$5,100.00
Foundation of Wesley Woods	\$5,100.00
Garden of Gethsemane Homeless Shelter	\$5,100.00
Golden Memorial UMC	\$2,050.00
Habitat for Humanity - North Central Georgia	\$2,600.00
Habitat for Humanity Griffin Area	\$2,600.00
Habitat for Humanity Gwinnett and Walton County	\$2,600.00
Habitat for Humanity Southern Crescent	\$2,600.00
I-58 Mission, Inc.	\$5,100.00
Jackson County Habitat for Humanity	\$2,600.00
MUST Ministries	\$5,100.00
Rainbow Village, Inc.	\$5,100.00
Special Needs Cobb, Inc	\$5,100.00

### Operational Grants 2022

Alcovy UMC	\$2,500.00
Bethesda Community Clinic	\$2,500.00
Community Resource Service	\$2,500.00
Covenant House Georgia	\$2,500.00
The Drake House	\$2,500.00
Midtown Assistance Center	\$2,500.00
Midway UMC- Douglasville	\$2,500.00
Nothing But the Truth	\$2,500.00
Our House	\$2,500.00
Summerville First UMC	\$2,500.00
Toco Hills Community Alliance	\$2,500.00

1 **205. Conference Statistician - End of Year Report**

2  
3 I am humbled to have been asked to serve as the Conference Statistician for this year after the  
4 resignation of the prior Conference Statistician. Coming late to the task, I found a great friend in  
5 Dr. Charles Broome, whose guidance and support was invaluable as a past Conference  
6 Statistician. I also found ready and waiting a great team of District Statisticians and Assistant  
7 District Statisticians who served with dedication to the task that few have the gifts for or the  
8 ability to complete. As always, I found the support of the District Administrative Assistants to be  
9 a gift that many take for granted. Because of all these extraordinary individuals, we were able to  
10 complete our 2022 End of Year Report and present this report.

11 The past two and a half years of uncertainty with COVID-19 and now the ongoing  
12 discussion of disaffiliation has had a significant effect on our End of Year reporting. While we  
13 must be honest and admit the struggles and the areas of decline, we record what is real and begin  
14 to consider the best ways to reverse these numbers, but I wish to lift the positive things I have  
15 seen in these numbers.

16 1,431 Professions of Faith through confirmation (up from 2020 and 2021)  
17 1,142 Professions of Faith other than confirmation (up from 2020 and 2021)  
18 303,798 Total Professing Members of The United Methodist Church in North Georgia  
19 58,722 average in-person worshipers (up from 2020)  
20 66,562 average online worshipers  
21 1,159 children baptized (up from 2020 and 2021)  
22 425 adults baptized (up from 2020 and 2021)  
23 77,076 Small Group Christian Formation participation (up from 2021)

24  
25 We are on the rebound from the pandemic, and we will see these figures continue to rise  
26 as we once again focus on offering the love of Christ to all and making disciples of Jesus Christ  
27 for the transformation of the world.

28 I realize that these figures are much more than numbers; they are lives, the lives of real  
29 people. Each number, each person, is a child of the Most High God. These are children whom  
30 God is well pleased with and calls “beloved” who fill our faith communities with hope, purpose,  
31 and new life. These lives are worth celebrating!

32 All statistical data from 2003 – 2022 can be found at [www.ngumc.org/eoy](http://www.ngumc.org/eoy) and is always  
33 available by church, district, and conference. A year-to-year comparison is also available.

34 As I close, I want to say how grateful I am, and I know the North Georgia Annual  
35 Conference is also to Michael Murphy-McCarty. He has been a supporter, an encourager, and a  
36 worker answering the call of Christ to this tedious work of the Church. With his guidance, this  
37 was made possible. Thank you to Bruce Cooper and Allison Berg for their willingness to answer  
38 all my many questions and share advice. Thank you to each pastor or staff member on their  
39 behalf who inputted the work and honored the vow of “ordering the life of the church” for Jesus  
40 Christ.

41  
42 Respectfully submitted,  
43 Rev. Dr. Dana A. Everhart, Conference Statistician  
44  
45  
46



1 divided into two quasi-endowment funds. The investment earnings each year in accordance with  
2 the conference spending distribution policy will add support funds from these two quasi-  
3 endowments for the Center of Clergy Excellence and for strategic initiatives determined by the  
4 Office of the Bishop and the appointive cabinet.

5 The CBOT, in consultation with the episcopacy committee, sold the episcopal residence  
6 and is providing Bishop Robin Dease with a housing allowance for the immediate future.  
7 Recommended repairs were made and the house sold quickly for the asking price in February  
8 2023.

9 CBOT is responsible for oversight of the E.R. Park Medical Mission Fund and the Louise  
10 D. Park Eye Fund. The E.R. Park Medical Mission Fund can be accessed through the Conference  
11 Treasurer's Office. The purpose of the Park Eye Fund, as stated in Mrs. Park's will, is to identify  
12 patients "in definite need of financial assistance in order to secure the indicated treatment of the  
13 disorder of the eye or eyes which would result in blindness if such treatment were not otherwise  
14 available." In 2019, CBOT began a relationship with the Emory Eye Clinic so that these funds  
15 could be used in accordance with Mrs. Park's wishes. The conference's donations are used for a  
16 procedure called Crosslinking surgery for children and young adults and to provide glaucoma  
17 medicine for older patients. As a result of these donations, as of March 1, 2023, 63 children and  
18 young adults have received care that has enabled them to keep the gift of sight. Monthly, 25-30  
19 older adults are able to receive treatment for glaucoma thanks to these donations. Thank you for  
20 allowing us to steward these conference resources to improve so many lives.

21 The Board of Trustees has no matters before you for vote.

22 On behalf of the Board of Trustees, thank you for your support of our Annual  
23 Conference, and I want to thank each of the trustees for their dedicated service.

24  
25 Julie Childs, Chair





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

2  
3                                   **Equitable Compensation Guidelines**

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

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

20  
21                                   **Conference Arrearage Policy**

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

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

40  
41                                   **Arrearage Policy:**

42 Any church that is unable to pay its pastor(s)'s salary and/or benefits when due must notify  
43 the appropriate district superintendent within 24 hours of making that determination.  
44 Notification can include telephone call and/or email. Upon receipt of such notice, the district  
45 superintendent will notify the Conference Commission on Equitable Compensation of the  
46 issue for its expeditious disposition.

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

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

- 5 1. If the total balance due as of December 31 of the current year is greater than the total  
6 balance due as of December 31 of the previous year by an amount exceeding two  
7 months invoice amount, said church or charge will be reported as a church or charge  
8 having received Equitable Compensation Funds.
- 9 2. The amount recorded in the report will equate to the total difference between this  
10 year's total balance due and last year's total balance due.
- 11 3. Churches with benefits arrearage who pay their pastor(s) above minimum cash  
12 compensation have 18 months from January 1, 2023, to pay the previous year benefits in  
13 full or reduce base salary to the conference minimum cash compensation.

### 14 15 **Conference Pastors Payment**

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

### 24 25 **Conference Standards for Pastoral Support**

26 The following items are to be included in the definition of full clergy financial support for  
27 appointment year 2023:

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

35  
36 **Note:** Base compensation may be divided into salary and a utilities/furnishings allowance to  
37 minimize a pastor's tax liability. Local churches should be familiar with Internal Revenue  
38 Service requirements for pastors receiving nontaxable reimbursement when establishing  
39 compensation.

### 40 41 **Minimum Compensation**

42 The CEC acknowledges that the last several years have been particularly challenging for all  
43 churches with the effects of the pandemic, concerns regarding disaffiliations, and other  
44 matters. Amid these unprecedented times, many churches have struggled to maintain  
45 ongoing levels of staffing and salaries, and clergy have been stressed in exceptional ways,  
46 which the rising cost of living has compounded.

1  
2 In taking a deliberate step toward addressing clergy compensation, members at our Annual  
3 Conference session in 2022 approved a recommendation from the CEC to raise the minimum  
4 compensation for all clergy classifications. This action effected a 5.6% increase to minimum  
5 salary levels and a similar increase to the minimum housing allowance.

6  
7 The CEC recognizes that increases in minimum compensation levels have a more significant  
8 impact on our smaller churches. Acknowledging the tension in present circumstances with  
9 cost-of-living concerns and financial challenges among our smaller churches, the CEC  
10 recommends maintaining the current levels of minimum compensation for 2024. In general,  
11 the CEC encourages all churches to bear in mind their specific situations and consider  
12 providing cost-of-living salary increases for their clergy and lay staff for 2024.

13  
14 The Commission recommends the following minimum compensation for the annual  
15 conference in the year 2024.

16 <b>Category</b>	<b>2023</b>	<b>2024</b>
17 (*)(**)Full Connection	\$42,240	\$42,240
18 (*) Associate Member	\$39,917	\$39,917
19 (*) Provisional Member	\$39,917	\$39,917
20 (*) Full Time Local Pastor	\$36,765	\$36,765
21 (*) Part Time Local Pastor	\$13,464 (a)	\$13,464 (a)

22  
23 \* This amount represents the total of Sections I and II of the "Clergy Financial Support  
24 Worksheet" as found on the conference website under Forms, Clergy and Financial Support.

25 \*\* Full Connection refers to both Elders and Deacons.

26 (a) This amount is *per appointment*, based on a minimum of ten hours per week, and is  
27 established to assure equitable pay for Part Time Local Pastors (PTLP). Churches served by  
28 a PTLP are NOT eligible for Equitable Compensation funds.

29  
30 **Accountable Reimbursement Plan**

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

37  
38 **Continuing Education and Spiritual Growth**

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

42 *The 2016 Book of Discipline* ¶350 deals with continuing education and spiritual  
43 growth. The Commission would like to emphasize that this paragraph in the *Book of*  
44 *Discipline* states that each clergy's continuing education and spiritual growth program should

1 include at least one week each year and at least one month during one year of every  
2 quadrennium. Additionally, such leaves shall not be considered as part of the minister's  
3 vacations. For more information on this subject, please refer to *The 2016 Book of Discipline*  
4 ¶350, page 293.

### 6 **Vacation Recommendations**

7 The Commission recommends that all churches/charges of the conference provide their  
8 pastor(s) annual vacation periods of at least the following schedule and make necessary  
9 financial arrangements for pulpit supply during the pastor's absence from the pulpit.

10 Guidelines for vacation periods shall be based on the credited years of service as indicated in  
11 the Directory and Service Record published annually in the conference journal:

### 13 **Credited Years of Service Vacation Recommendation**

14	1 to 5 years	3 weeks (including 3 Sundays)
15	6 to 10 years	4 weeks (including 4 Sundays)
16	11 plus years	5 weeks (including 5 Sundays)

17  
18 Vacation shall be calculated based on the conference year July 1-June 30.

### 20 **2024 Equitable Compensation**

21 The Commission recommends the following items be included in the Annual Conference  
22 Equitable Compensation Plan for 2024.

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

	2023	2024
26 Minimum Total Compensation	(1) \$ 42,240	\$ 42,240
27 Minimum Housing allowance	(2) \$ 18,600	\$ 18,600
28 Pension	(3) \$ 9,280	\$ 9,144
29 Health Insurance	\$ 15,000	\$ 16,200
30 Continuing Education	(4) \$ 800	\$ 800
31 Total Estimated Cost	\$ 85,920	\$ 86,984

- 32  
33 (1) May be broken out between gross base salary, other cash compensation, utilities  
34 allowance and parsonage-related allowances as identified on the Clergy Financial  
35 Support Worksheet in sections I & II.
- 36 (2) Where parsonage is not provided. See Guidelines and Standards for Housing  
37 Allowance and Parsonage for further explanation.
- 38 (3) Actual cost may vary. The amount listed is an estimate from the conference benefits  
39 office.
- 40 (4) This amount is the minimum as set by the annual conference. The basis for this  
41 recommendation is found in ¶258.2g (8) and ¶350.4 of *The 2016 Book of Discipline*.

### 43 **Equitable Compensation Fund**

44 The Commission on Equitable Compensation administers the Equitable Compensation Fund  
45 to assure each pastor receives a minimum compensation approved by the annual conference  
46 (¶625.3 *The 2016 Book of Discipline*). The Commission will make disbursements from the

1 Equitable Compensation Fund in accordance with *The 2016 Book of Discipline*, ¶342, ¶624,  
2 and ¶625.

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

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

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

20 The Commission will assemble advisory material, including but not limited to  
21 denominational resources, annual conference resources and such information helpful in  
22 understanding and establishing compensation in The United Methodist Church. The  
23 Commission will provide such material and/or consultants from the Commission upon  
24 request by district superintendents or committees on staff/pastor relations or in any event,  
25 where such information would be beneficial in developing or maintaining an effective  
26 compensation package or program. The Commission will be responsible for making  
27 adequate requests from the Conference Council on Finance and Administration as needed for  
28 approval of budget and expenditures.

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

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

### 37 **Guidelines and Standards for Housing Allowance and Parsonage**

38 Every church must provide adequate housing for its pastor. The church or charge may meet  
39 this need by means of a parsonage (*owned or rented by the church/charge*) or by providing a  
40 housing allowance sufficient to buy or rent a home in the area served by the church. The  
41 minimum housing allowance for 2024 is \$18,600. The district superintendent must approve  
42 any exception to a housing allowance at less than the minimum standard. The allowance  
43 should respect the Internal Revenue Service regulations and rulings. The housing allowance  
44 should be clearly established, recorded in the charge conference minutes, and excluded from  
45 Box 1 but listed in Box 14 in the W-2 form provided to the pastor. It is recommended that if

1 a pastor has any questions concerning his/her compliance with the IRS regulations, he/she  
2 should consult a professional tax consultant or a certified public accountant.

### 4 **Minimum Standards for Church-provided Parsonages**

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

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

1 appliances use gas. All exterior doors shall have dead bolt locks. It is recommended  
2 that the church provide a security system for the parsonage with the pastor paying for  
3 the monitoring services.

- 4 **13. Parsonage grounds:** Parsonage grounds should have foundation shrubbery, shade  
5 trees, and adequate yard space for children. *A fence is recommended for the yard.* It  
6 is recommended that the church provide lawn maintenance service for the parsonage;  
7 if not, a self-propelled lawn mower must be provided for the parsonage. The mower  
8 should be a riding mower if the yard is larger than ½ acre. Maintenance of the mower  
9 is the responsibility of the church. A fenced play area is recommended.
- 10 **14. Garage/Carport and storage:** A two-car garage or covered carport shall be provided  
11 and a minimum of 120 square feet of outdoor storage space shall be provided.
- 12 **15. Insurance:** An amount of insurance equal to at least 80% of the replacement value of  
13 the parsonage and church-owned contents should be carried by the church (fire and  
14 extended coverage). **The pastor must carry adequate renters' insurance to cover  
15 the pastor and the pastor's family's personal belongings and furnishings. The  
16 church does not insure the pastor's personal belongings either at the parsonage  
17 or at the church building.**
- 18 **16. Parsonage Updates and New Acquisitions:** All parsonages shall be updated or  
19 renovated to conform as nearly as possible to the suggested minimum standards in  
20 these guidelines, which were approved by the Annual Conference in 2016 *and  
21 adapted and confirmed each succeeding year. For any parsonages that are acquired,  
22 either newly built or purchased, the recommendation is that they have four bedrooms.*
- 23 **17. Any parsonages not meeting the standards must be approved for usage by the  
24 district superintendent on an annual basis.**

## 25

### 26 **Guidelines for Renting a Parsonage**

27 In some areas of the Annual Conference the prospect of purchasing property is beyond the  
28 financial capacity of the church. This is largely true in urban areas or areas that are  
29 experiencing gentrification. It is the hope that each pastor will live within the community  
30 where the church is planted. Therefore, it might be more financially viable, a better use of  
31 resources, and a better witness of stewardship to rent a residence (home, condominium,  
32 apartment, or other dwelling) for the pastor and their family. One advantage in renting a  
33 parsonage is the church does not have to shoulder maintenance and repair responsibilities.  
34 This option will follow discussion with the District Superintendent and their approval.

35 In this case the Guidelines and Standards for Parsonage should be followed in  
36 choosing a dwelling for the pastoral family in every instance. In addition to the guidelines  
37 and standards factors of homeowners' association fees, access to schools for children,  
38 security, and controlled rent should be given consideration.

39 The rental and homeowners' association fees are the responsibility of the church with  
40 the pastoral family handling other costs the same as with a church-owned parsonage.

### 41

### 42 **General Guidelines for Parsonages**

#### 43 **Guidelines for Privacy:**

44 Although the parsonage is the property of the church, it must be understood that it is also the  
45 private home of the parsonage family. Courtesy dictates that the parsonage be visited only  
46 upon invitation by the parsonage family. Even the annual mandatory parsonage review and



1 parsonage committee meetings must be scheduled with the parsonage family with at least  
2 two weeks' notice.

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

5 The parsonage family shall take care of the house, furnishings, and property, making it a  
6 policy to leave them in good condition. The best results will be obtained as the parsonage  
7 family and parsonage committee work together, feeling free to discuss the needs with each  
8 other. It is understood that there will be a natural depreciation of property and contents,  
9 which calls for annual maintenance, repairs, and replacements.

#### 11 **Guidelines for Parsonage Upkeep:**

- 12 1. It is recommended that the church's annual budget include a parsonage fund  
13 equivalent to at least 3% of the value of the property for the purpose of repairs,  
14 maintenance, pest control, and insurance. Unused yearly funds should be placed in an  
15 interest-bearing account to be used for capital expenses of the parsonage to include  
16 the future purchase of a new parsonage where the current does not meet minimum  
17 parsonage standards.
- 18 2. The parsonage family shall be consulted in the selection of color schemes, window  
19 treatments, and equipment.
- 20 3. The parsonage shall be kept well painted inside and out. *In the event of a pastoral*  
21 *change, the inside of the parsonage should be repainted in preparation for receiving*  
22 *the new parsonage family.*
- 23 4. Every parsonage shall have a parsonage file. The parsonage file is to be maintained  
24 by the parsonage family and shall include all guarantees, repair parts lists, instructions  
25 for use of equipment, and an inventory of all church-owned contents. The file shall  
26 also include a maintenance log which will list when and from whom items were  
27 purchased, who to call for repairs, when and by whom improvements were made, and  
28 any other information helpful to future parsonage families. A pictorial record,  
29 preferably in video format, should be taken as soon as possible on or after each  
30 moving day. This record will be invaluable for insurance purposes in case of fire or  
31 other catastrophe. It also would serve as a record of the parsonage's initial condition.  
32 An extra copy of the pictorial record and the parsonage file shall be updated and  
33 stored in a secure place away from the parsonage.
- 34 5. HVAC systems shall be cleaned periodically *to include ductwork and inspection for*  
35 *mold in the system and dwelling*, at least upon the change of the parsonage family.

#### 37 **Guidelines for Pets and Guide or Service Animals:**

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

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

- 41 1. The church trustees must be kept informed of any pet inside or outside the parsonage.
- 42 2. Only a domestic pet, which will be defined as a small dog, cat, caged bird or  
43 aquarium fish can be kept in the parsonage. Guide and service animals are not to be  
44 considered pets. Any other animal requires the approval of the church trustees. Also,  
45 more than one indoor pet or service animal requires the approval of the trustees.

- 1 3. All damages incurred by any pet or service animal will be the responsibility of the  
2 pastor and will be reported to the church trustees and assessed. Payment for repairs  
3 should be immediate, but no later than moving day. Flea and tick treatment is  
4 required.
- 5 4. Upon the change of the parsonage family, if animals have been kept inside, the  
6 parsonage family must make an extra effort to thoroughly clean the entire parsonage  
7 to eliminate any evidence of the animals having been present, which includes fleas,  
8 ticks, pet hair, pet dander, stains, excrements, etc. This cleaning would include  
9 having all carpet / rugs professionally cleaned.

#### 10 11 **Guidelines for Smoking:**

12 There shall be no smoking *or vaping* inside the parsonages.

#### 13 14 **Guidelines for Handling Unusual Damages:**

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

- 19 1. Any unusual damage caused by the parsonage family shall be reported to the district  
20 superintendent.
- 21 2. Unusual damages caused by the parsonage family shall be paid for by the pastor  
22 involved. Various approaches for repayment of damage repair expenses may be  
23 necessary, including but not limited to the following:
  - 24 a. Payment in full to the church for any unusual damage when identified.
  - 25 b. Payment in full to the church prior to moving to next appointment (or  
26 retirement);
  - 27 c. Creating a repayment schedule which may follow the pastor to his/her next  
28 appointment (or retirement);
  - 29 d. In every case, the handling of such matters must be done in consultation with  
30 the supervising district superintendent.

#### 31 32 **Guidelines for Utilities:**

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

#### 38 39 **Mandatory Parsonage Review Guidelines:**

- 40 1. A meeting concerning the parsonage will be conducted each year prior to charge  
41 conference.
- 42 2. This meeting will be held in the parsonage and will include a mandatory review of the  
43 entire parsonage—inside and out.
- 44 3. The attendance of the following individuals is expected: the pastor, the trustee  
45 chairperson, the parsonage committee chairperson, and the chairperson of the

1 pastor/staff relations committee (see *The 2016 Book of Discipline*, ¶2533.4). If the  
2 pastor has a spouse, he/she should also be included.

- 3 4. The specific date can be set any time during the year, but it must be set at least two  
4 weeks prior to the church's annual charge conference with all parties agreeing to the  
5 date set.
- 6 5. Even though this mandatory meeting takes place to satisfy a disciplinary requirement,  
7 it is recommended that other parsonage committee meetings be held to consider  
8 parsonage improvements and other concerns.
- 9 6. A parsonage report detailing the findings and recommendations made during the  
10 meeting will be completed and signed by all in attendance at the parsonage review.  
11 This report will be submitted to the district superintendent during the charge  
12 conference. One copy of the report shall be placed in the parsonage file at the  
13 parsonage and a second copy shall be kept at the church or away from the parsonage  
14 grounds.
- 15 7. Any concern by either the pastor or church may be addressed at a later meeting. The  
16 district superintendent may become involved, if deemed necessary by either party.
- 17 8. Continual patterns of parsonage abuse will be documented and stored in each pastor's  
18 file.

#### 20 **Check List When a Parsonage is Being Vacated:**

21 The following checklist shall be completed when a parsonage family is moving. It is the  
22 responsibility of the parsonage family to clean thoroughly both the parsonage and grounds.  
23 It is not the responsibility of the church to clean the parsonage. A walk through by the  
24 parsonage committee should be conducted prior to the new pastor's arrival to confirm the  
25 following items have been completed and it is ready for the new family.

- 26
- 27 1. Windows cleaned inside.
- 28 2. Window blinds/shades cleaned.
- 29 3. Rugs and carpets vacuumed (shampooed if needed, professionally cleaned if pets  
30 or service animals were kept in the parsonage).
- 31 4. All hard-surface floors cleaned.
- 32 5. All appliances cleaned inside and out.
- 33 6. All cabinets cleaned inside and out.
- 34 7. Basement, closets, and shelving cleaned.
- 35 8. Light bulbs replaced, as necessary.
- 36 9. Bathrooms thoroughly cleaned, including fixture, tile grout, shower  
37 doors/curtains, medicine cabinets, walls, and floors.
- 38 10. Garage, carport, and outside buildings swept and left orderly.
- 39 11. The lawn shall be left in a well-maintained order.
- 40 12. All trash is properly disposed of. (It is recommended that the church provide an  
41 extra refuse container during move week.)
- 42 13. A list of all items needing attention provided to the parsonage committee.  
43 (The incoming pastor may use this checklist to rate items upon move-in as  
44 excellent, satisfactory, or poor.)  
45  
46

1 **Summary statement for parsonages**

2 The parsonage is a witness of the church, and it is a symbol of the stewardship of the  
3 congregation; therefore, the parsonage should receive the same kind of care as the church  
4 building.

5  
6  
7

**Current year statistics to assist Staff Parish Relations Committees  
in establishing a fair and equitable package for their pastor(s)**

Salary and Housing Data for "pastors-in-charge" appointed to a church at minimum salary or above				
(Does not include associate pastors)				
Total Members	Number of Churches	Avg Salary + Utilities	Avg Housing Allowance	# of Churches with Housing Allowance
4500 plus	9	\$166,324.67	\$42,443.14	7
2500-4499	16	\$126,774.50	\$30,196.87	15
1500-2499	21	\$103,572.48	\$28,719.44	18
1000-1499	27	\$94,137.89	\$26,323.59	22
750-999	24	\$85,489.92	\$22,702.50	12
500-749	30	\$74,376.97	\$24,110.88	17
300-499	58	\$57,027.62	\$20,802.18	38
200-299	39	\$55,084.54	\$21,267.79	19
100-199	50	\$48,359.88	\$19,400.90	20
99 and less	17	\$48,123.06	\$18,868.63	8

Average Salaries and Utilities for ALL those appointed to a church a minimum salary or above		
District	Avg Salaries and Utilites	Number of Churches
Atlanta Districts	\$71,203.72	120
Non Atlanta Districts	\$66,379.08	267
All Districts	\$67,875.09	387
Average Housing Allowance by district for ALL those appointed to a church at minimum salary or above		
District	Avg. Housing Allowance	Number of Churches
District Central West	\$21,505.61	38
District Central North	\$23,866.34	56
District Central East	\$24,292.70	50
District Central South	\$24,945.80	41
District North West	\$21,089.33	15
District North East	\$22,375.00	24
District South East	\$22,069.47	17
District South West	\$22,106.38	21
Atlanta Districts	\$24,322.61	97
Non Atlanta Districts	\$22,573.35	165
All Districts	\$23,220.98	262

**Pastors Receiving Equitable Compensation Jan-Jun 2023 (figures are annualized)**

<b>Clergy Eq. Comp.</b>	<b>Received</b>	<b>Classification</b>	<b># Years</b>
Phillip Armstrong	\$45,120	FE	12
Matt Murphy	\$53,120	FE	3
Sungwon Nam	\$48,420	FE	7
Laura Patterson	\$37,220	FE	3

**Churches/Charges Receiving Equitable Compensation Jan-Jun 2023 (figures are annualized)**

<b>Church</b>	<b>District</b>	<b>Eq. Comp</b>	<b># Years</b>
Riverdale UMC	D2CN	\$45,120	12
Shepherd of the Hills UMC	D1CW	\$53,120	3
Korean Church of Newnan	D8SW	\$45,079	7
Oconee Street UMC	D3CE	\$37,220	3

**Churches receiving equitable compensation due to LESS THAN FULL PAYMENT  
of the pastor's pension and insurance premiums in 2022 (>3 months behind):**

District	Church	Arrearage Balance	Months in Arrearage
D3CE	Suwanee Worship Center UMC	\$8,871.93	3.21
D6NE	Hiawasse UMC	\$8,968.50	3.89
D4CS	Allen Memorial UMC Oxford	\$12,809.87	4.74
D1CW	Crawford Chapel UMC	\$2,220.00	6.00
D8SW	Zebulon UMC Pike County	\$1,060.44	6.00
D2CN	Laster Chapel UMC	\$719.04	6.00
D8SW	Mt Zion UMC Campground	\$552.00	6.00
D8SW	Louise UMC	\$468.00	6.00
D6NE	Center UMC Athens	\$450.00	6.00
D6NE	Travis Chapel UMC	\$430.32	6.00
D2CN	Shiloh UMC Lovejoy	\$415.98	6.00
D2CN	Fountain Of Love UMC	\$360.00	6.00
D4CS	Lovejoy UMC Newton County	\$343.98	6.00
D5NW	Vann's Valley UMC	\$288.00	6.00
D4CS	Glen Haven UMC	\$288.00	6.00
D5NW	Cassville UMC	\$255.00	6.00
D7SE	Dunn's Chapel UMC	\$243.00	6.00
D8SW	Hartford UMC	\$201.60	6.00
D5NW	Shady Grove UMC Aragon	\$191.28	6.00
D8SW	Wadley Chapel UMC	\$191.28	6.00
D6NE	Bethel UMC Hall County	\$140.00	6.00
D8SW	Free Liberty UMC	\$124.98	6.00
D1CW	New Hope UMC Bowdon	\$101.17	6.00
D8SW	Union Chapel UMC LaGrange	\$85.00	6.00
D6NE	Hopewell UMC Cumming	\$36.00	6.00
D6NE	Salem UMC Dawsonville	\$36.00	6.00
D2CN	Forest Park UMC	\$3,970.02	12.00
D2CN	New Spirit UMC	\$4,220.04	12.00
	Unintended Equitable Compensation	\$48,041.43	

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

2  
3 The Conference Board of Pension & Health Benefits works closely with Wespeth Benefits &  
4 Investments to provide pensions, welfare plans, and health insurance. Since 1982 clergy  
5 pension and welfare plans have been denominational plans as directed by General  
6 Conference. Health insurance is provided at the discretion of the annual conferences.  
7 The North Georgia Conference (NGC) elects to cover clergy appointed half time or greater in  
8 the Clergy Retirement Security Plan (CRSP), the current denominational pension plan.  
9 Active and retired clergy may be covered by CRSP, the Ministerial Pension Plan (MPP),  
10 and/or the Pre-82 plan, depending on when their service in the pastorate occurred. As a result  
11 of action at the 2016 General Conference, ordained clergy appointed at ¾ time or greater are  
12 covered by the Comprehensive Protection Plan (CPP), the denominational welfare plan,  
13 which provides both disability coverage and death benefits. Churches or employers with  
14 clergy covered by these plans are direct billed monthly by the NGC for the cost of these  
15 plans.

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

25           For active full-time clergy, the NGC mandates participation in the HealthFlex  
26 Exchange offered by Wespeth. This exchange consists of 6 medical/pharmacy plans, most of  
27 which include a health savings account (HSA) or health reimbursement account (HRA) to  
28 help offset out-of-pocket expenses; 3 dental plans; and 3 vision plans; Medical  
29 Reimbursement Accounts; and Dependent Care Accounts. Wespeth provides robust wellness  
30 initiatives, including a comprehensive Employee Assistance Program (EAP) that provides  
31 counseling services and work/life services to help balance work and personal responsibilities.  
32 Active health coverage is direct billed to churches monthly. We are recommending increases  
33 to the pre-tax employee cost of each plan as shown in 2023 Recommendations by the North  
34 Georgia Conference Board of Pensions and Health Benefits. The recommendations also  
35 reflect an increase in the amount billed to the churches for the clergy health benefits, bringing  
36 the total per clergy participant at each church to \$1,350/month.

37           The following categories of individuals are eligible to participate in the Via Benefits  
38 Plan:

39 **A.**     Retired Clergyperson. For this purpose, “Retired” means clergy in good standing who  
40 have been granted retired status with at least ten years of service in the North Georgia  
41 Conference.

42 **B.**     Retired Lay Employee of the North Georgia Conference Office. For this purpose,  
43 “Retired” means lay employees in good standing who have retired from the Conference  
44 Office with at least ten years of service in the North Georgia Conference.

1 C. Spouse or Dependent of Clergy who retired prior to 12/31/2021. The Spouse or  
2 Dependent must be eligible for Medicare due to age and/or disability.  
3

4 However, to become and remain a Participant, an eligible individual must be enrolled  
5 in Medicare Part A and B as well as a Medicare Supplement or Advantage Plan with Via  
6 Benefits. Accordingly, this benefit is not a vested benefit. The total amount that the clergy  
7 person would receive is a vested amount based on years of service, but the right to the benefit  
8 is not vested. Individuals who opt out of Social Security and are not eligible for Medicare are  
9 not eligible for Via Benefits and as such will not receive the retiree HRA.

10 Beginning 1/1/2019 N GA clergy appointed to another Conference under 2016 BOD  
11 paragraph 346.1 are eligible, upon retirement, to participate in NGAC Via Benefits HRA  
12 using only service years accrued in appointments to N GA churches, district/conference  
13 offices, and/or N GA related agencies as noted by Statements of Relationship in N GA  
14 Journal. This exception eliminates, for clergy in this specific situation, the “5-year coverage  
15 immediately prior to retirement” rule but limits service year consideration for HRA amount  
16 to those years spent in N GA. Beginning 7/1/2020 for clergy ordained in another Annual  
17 Conference who subsequently transfer into the North Georgia Conference, the funding  
18 amounts for participating in the ViaBenefits program for these clergy will be solely  
19 predicated on their number of years’ service while appointed to: UM churches, District  
20 Offices, or UM Center ministries in the North Georgia Episcopal area, and/or agencies  
21 related to the North Georgia Conference as specified by formal Statements of Relationship  
22 published in the Annual Conference Journal.

23 If a clergyperson *who has already retired and started receiving HRA* contributions  
24 under the Plan surrenders his/her United Methodist Church credentials, the clergyperson will  
25 lose eligibility for future HRA contributions. If the withdrawing clergy person has a balance  
26 in their HRA, the balance will remain until expended. If a clergyperson *who has not yet*  
27 *retired and, as such, has not started receiving HRA contributions under the Plan* surrenders  
28 his/her United Methodist Church credentials, the clergyperson will lose eligibility for future  
29 HRA contributions.

30 Retirees and their dependents who retired prior to 2005 will receive 100% funding of  
31 the HRA. Retirees and their dependents who retired after 01/01/2005 will receive a graduated  
32 funding of the HRA based upon years of service:  
33

<u>Years of Service</u>	<u>Tier</u>	<u>Rate</u>
35 35+ years	100%	\$3,600
36 25-34	80%	\$2,880
37 15-24	60%	\$2,160
38 10-14	40%	\$1,440

39  
40 HRA contributions and benefits are *not* vested, which means that they are not  
41 guaranteed to continue and there is no contractual right to receive HRA contributions or  
42 benefits. The North Georgia Conference reserves the right to stop or decrease contributions  
43 to or benefits from an HRA at any time.

44 A Participant may carryover all of their unused HRA balance from one calendar year  
45 to the next.



1 If a Participant divorces, any HRA contributions to the Participant’s former Spouse  
2 will terminate effective on the date of the divorce.

3 If a Participant is rehired by the North Georgia UMC to active employment status  
4 after retirement, HRA contributions will not be frozen such that no new contributions and no  
5 reimbursements for Eligible Medical Care Expenses incurred during the return to service can  
6 be made.

7 If a Claim is denied by Via Benefits, the Claimant may submit a written appeal to  
8 North Georgia Conference requesting a review of the decision. The written appeal must be  
9 submitted to [benefits@ngumc.org](mailto:benefits@ngumc.org) within 60 days of the Claimant receiving the initial Claim  
10 denial. The written appeal should clearly state the reason or reasons why the Claimant  
11 disagrees with Via Benefits’ decision. The Claimant may submit written comments,  
12 documents, records, and other information relating to the Claim even if such information was  
13 not submitted in connection with the initial Claim for eligibility. Additionally, upon request  
14 and free of charge, the Claimant may have reasonable access and copies of all Plan  
15 documents, records, and other information relevant to the Claim.

16 The North Georgia Conference will generally decide an appeal within 60 days. If  
17 special circumstances require an extension of time for reviewing the Claim, the Claimant will  
18 be notified in writing. The notice will be provided prior to the commencement of the  
19 extension, describe the special circumstances requiring the extension and set forth the date  
20 the Plan Sponsor will decide the appeal, which date will be no later than 60 days from the  
21 end of the first 60 day period. If the Claim on appeal is denied in whole or in part, the  
22 Claimant will receive a written notification of the denial. The notice will include the specific  
23 reason(s) for the denial.

24 The North Georgia Conference reserves the right to amend, modify, or terminate the  
25 policies described in this document in any manner, for any reason permitted by law, at any  
26 time and without prior notification by means of a Conference Board of Pension and Health  
27 Benefits vote.

28 The cost of clergy on medical leave with disability benefits remains steady, as  
29 reflected in the budgets for disability premiums. We have 9 clergy receiving CPP benefits as  
30 of December 31, 2022. The CPP plan pays 70% of plan compensation plus CRSP DC  
31 pension contributions. The conference pays for the medical plan and CRSP DB pension  
32 benefit. While the conference board is tasked with caring for these folks, we would ask that  
33 you reach out to those in your community and pray for those who are not.

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

36  
37 Morris Henderson, Chair

38  
39 **208.a. 2023 Recommendations of the North Georgia Conference**  
40 **Board of Pensions and Health Benefits**

41  
42 **Recurring**

1. That the 2023 annuity rate for each year of service rendered by our clergypersons  
prior to 1982 (aka the Past Service Rate) be set at \$724.

2. That the Annual Conference approves the 2024 Comprehensive Funding Plan recommended by the Board of Pensions and Health Benefits.
3. That the Clergy Retirement Security Program (CRSP) Adoption Agreement with the Wespath Benefits & Investments cover clergy appointed ½ time or greater for 2024.
4. That the Comprehensive Protection Plan (CPP) Adoption Agreement with Wespath Benefits & Investments cover provisional and ordained clergy at ¾ time or greater for 2024.
5. That the \$10,000 benefit payment for the death of full-time active clergy covered by CPP remain in effect for 2024.
6. That the Conference continue the UMPIP “Auto enrollment with auto escalation” features of the WesPath UMPIP program for clergy.
7. That the Annual Conference approves the Resolutions Relating to Rental/Housing Allowances for Retired, Disabled, or Former Clergypersons of the North Georgia Annual Conference

**New for 2023**

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

<b>2024 Pre-tax Employee HealthFlex Rates</b>						
	B1000/Year	B1000/Month	C2000/Year	C2000/Month	C3000/Year	C3000/Month
Single	\$ 2,676.00	\$ 223.00	\$ 2,124.00	\$ 177.00	\$ 396.00	\$ 33.00
2-party	\$ 6,012.00	\$ 501.00	\$ 4,956.00	\$ 413.00	\$ 1,680.00	\$ 140.00
Family	\$ 7,980.00	\$ 665.00	\$ 6,528.00	\$ 544.00	\$ 2,040.00	\$ 170.00
	H2000/Year	H2000/Month	H2500/Year	H2500/Month	H5000/Year	H5000/Month
Single	\$ 1,788.00	\$ 149.00	\$ (60.00)	\$ (5.00)	\$ (744.00)	\$ (62.00)
2-party	\$ 4,320.00	\$ 360.00	\$ 828.00	\$ 69.00	\$ (492.00)	\$ (41.00)
Family	\$ 5,664.00	\$ 472.00	\$ 876.00	\$ 73.00	\$ (912.00)	\$ (76.00)
<b>Optional Dental &amp; Vision Plans - Monthly Rates</b>						
	Dental			Vision		
	PPO 2000	PPO	HMO	VSP	VSP Premier	
Single	\$ 53.00	\$ 44.00	\$ 16.00	\$ 8.00	\$ 14.00	
2-party	\$ 106.00	\$ 87.00	\$ 30.00	\$ 13.00	\$ 23.00	
Family	\$ 159.00	\$ 131.00	\$ 53.00	\$ 20.00	\$ 36.00	

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

2. That the amounts billed to churches for clergy health insurance be reduced to a flat rate of \$1,350 per month. Churches who provide health insurance for their lay staff through the Conference plan (those who were enrolled in the program prior to the CBOPHB ending the practice of allowing churches to do so) will be billed \$937/month for single plans, \$1,703/month for two-party plans, and \$2,351/month for family plans.

3. That the ViaBenefits policies be updated as follows:

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**208.b. SUPPLEMENTAL POLICY FOR  
THE MEDICARE MARKETPLACE & HRA PROGRAM**

The North Georgia Conference has adopted the Medicare Marketplace & HRA Program (the “Plan”) administered by Via Benefits. This document reflects North Georgia’s policies that supplement the terms of the Plan. Certain terms used in this policy are defined in the Plan. The Conference Board of Pension and Health Benefits is responsible for amending and implementing this policy.

**Eligibility**

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**A. Eligible Categories.** The following categories of individuals are eligible to participate in the Plan:

- **Retired Clergyperson.** For this purpose, “Retired” means clergy in good standing who have been granted retired status with at least ten years of service in the North Georgia Conference.
- **Retired Lay Employee of the North Georgia Conference Office.** For this purpose, “Retired” means lay employees in good standing who have retired from the Conference Office with at least ten years of service in the North Georgia Conference.
- **Spouse or Dependent of Clergy who retired prior to 12/31/2021.** The Spouse or Dependent must be eligible for Medicare due to age and/or disability.

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However, to become and remain a Participant, an eligible individual must be enrolled in Medicare Part A and B as well as a Medicare Supplement or Advantage Plan with Via Benefits. Accordingly, this benefit is not a vested benefit. The total amount that the clergy person would receive is a vested amount based on years of service, but the right to the benefit is not vested. Individuals who opt out of Social Security and are not eligible for Medicare are not eligible for Via Benefits and as such will not receive the retiree HRA.

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45

**B. Impact of Annual Conference Transfers.** Beginning 1/1/2019 N GA clergy appointed to another Annual Conference under 2016 BOD paragraph 346.1 are eligible, upon

retirement, to participate in NGAC Via Benefits HRA using only service years accrued in appointments to N GA churches, district/conference offices, and/or N GA related agencies as noted by Statements of Relationship in N GA Journal. This exception eliminates, for clergy in this specific situation, the “5-year coverage immediately prior to retirement” rule but limits service year consideration for HRA amount to those years spent in N GA. Beginning 7/1/2020 for clergy ordained in another Annual Conference who subsequently transfer into the North Georgia Conference, the funding amounts for participating in the ViaBenefits program for these clergy will be solely predicated on their number of years’ service while appointed to: UM churches, District Offices, or UM Center ministries in the North Georgia Episcopal area, and/or agencies related to the North Georgia Conference as specified by formal Statements of Relationship published in the Annual Conference Journal.

**C. Impact of Surrendering Credentials.** If a clergyperson *who has already retired and started receiving HRA* contributions under the Plan surrenders his/her United Methodist Church credentials, the clergyperson will lose eligibility for future HRA contributions. If the withdrawing clergy person has a balance in their HRA, the balance will remain until expended. If a clergyperson *who has not yet retired and, as such, has not started receiving HRA contributions under the Plan* surrenders his/her United Methodist Church credentials, the clergyperson will lose eligibility for future HRA contributions.

**HRA Contributions**

**A. Amount of Contributions.**

Retirees and their dependents who retired prior to 2005 will receive 100% funding of the HRA. Retirees and their dependents who retired after 01/01/2005 will receive a graduated funding of the HRA based upon years of service:

<u>Years of Service</u>	<u>% of HRA</u>	<u>Current Rate of HRA</u>
35+	100%	\$3,600
25-34	80%	\$2,880
15-24	60%	\$2,160
10-14	40%	\$1,440
1-9	0	0

HRA contributions and benefits are *not* vested, which means that they are not guaranteed to continue and there is no contractual right to receive HRA contributions or benefits. The North Georgia Conference reserves the right to stop or decrease contributions to or benefits from an HRA at any time.

**B. HRA Carryover Provision.** A Participant may carryover all of their unused HRA balance from one calendar year to the next.

**C. Impact of Divorce on HRA.** If a Participant divorces, any HRA contributions to the Participant’s former Spouse will terminate effective on the date of the divorce.

1 **D. Impact of Return to Active Employment from on HRA.** If a Participant is rehired  
2 by the North Georgia UMC to active employment status after retirement, HRA contributions  
3 will not be frozen such that no new contributions and no reimbursements for Eligible  
4 Medical Care Expenses incurred during the return to service can be made.

6 **Appeals of Denied HRA Claims**

7 If a Claim is denied by Via Benefits, the Claimant may submit a written appeal to North  
8 Georgia Conference requesting a review of the decision. The written appeal must be  
9 submitted to [benefits@ngumc.org](mailto:benefits@ngumc.org) within 60 days of the Claimant receiving the initial Claim  
10 denial. The written appeal should clearly state the reason or reasons why the Claimant  
11 disagrees with Via Benefits' decision. The Claimant may submit written comments,  
12 documents, records, and other information relating to the Claim even if such information was  
13 not submitted in connection with the initial Claim for eligibility. Additionally, upon request  
14 and free of charge, the Claimant may have reasonable access and copies of all Plan  
15 documents, records, and other information relevant to the Claim.

16  
17 The North Georgia Conference will generally decide an appeal within 60 days. If special  
18 circumstances require an extension of time for reviewing the Claim, the Claimant will be  
19 notified in writing. The notice will be provided prior to the commencement of the extension,  
20 describe the special circumstances requiring the extension and set forth the date the Plan  
21 Sponsor will decide the appeal, which date will be no later than 60 days from the end of the  
22 first 60 day period. If the Claim on appeal is denied in whole or in part, the Claimant will  
23 receive a written notification of the denial. The notice will include the specific reason(s) for  
24 the denial.

25  
26 **Other Rules**

27  
28 The North Georgia Conference reserves the right to amend, modify, or terminate the polices  
29 described in this document in any manner, for any reason permitted by law, at any time and  
30 without prior notification by means of a Conference Board of Pension and Health Benefits  
31 vote.

1           **208.c. Resolutions Relating to Rental/Housing Allowance for Retired, Disabled,**  
2           **or Former Clergypersons of the North Georgia Annual Conference**  
3

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

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

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

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

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

27           NOW, THEREFORE, BE IT RESOLVED:

28           \*\*\*See NOTE below for IRS limitations  
29

30           THAT an amount equal to 100% of the pension, severance, or disability payments received  
31 from plans authorized under *The Book of Discipline of The United Methodist Church* (the  
32 “*Discipline*”), which includes all such payments from Wespath Benefits & Investments  
33 (“Wespath”), during the period January 1, 2024 through December 31, 2024 by each active,  
34 retired, terminated, or disabled clergyperson who is or was a member of the Conference, or  
35 its predecessors, be and hereby is designated as a rental/housing allowance for each such  
36 clergyperson; and  
37

38           THAT the pension, severance, or disability payments to which this rental/housing allowance  
39 designation applies will be any pension, severance, or disability payments from plans,  
40 annuities, or funds authorized under the *Discipline*, including such payments from Wespath  
41 and from a commercial annuity company that provides an annuity arising from benefits  
42 accrued under a Wespath plan, annuity, or fund authorized under the *Discipline*, that result  
43 from any service a clergyperson rendered to this Conference or that an active, a retired, a  
44 terminated, or a disabled clergyperson of this Conference rendered to any local church,  
45 annual conference of the Church, general agency of the Church, other institution of the

1 Church, former denomination that is now a part of the Church, or any other employer that  
2 employed the clergyperson to perform services related to the ministry of the Church, or its  
3 predecessors, and that elected to make contributions to, or accrue a benefit under, such a  
4 plan, annuity, or fund for such an active, a retired, a terminated, or a disabled clergyperson's  
5 pension, severance, or disability plan benefit as part of his or her gross compensation.  
6

7 **\*\*\*NOTE:** The rental/housing allowance that may be excluded from a clergyperson's gross  
8 income in any year for federal (and, in most cases, state) income tax purposes is limited  
9 under Internal Revenue Code section 107(2), and regulations thereunder, to the least of: (a)  
10 the amount of the rental/housing allowance designated by the clergyperson's employer or  
11 other appropriate body of the Church (such as this Conference in the foregoing resolutions)  
12 for such year; (b) the amount actually expended by the clergyperson to rent or provide a  
13 home in such year; or (c) the fair rental value of the home, including furnishings and  
14 appurtenances (such as a garage), plus the cost of utilities in such year. Each clergyperson or  
15 former clergyperson is urged to consult with his or her own tax advisor to determine what  
16 deferred compensation is eligible to be claimed as a housing allowance exclusion.

1 **209. Conference Treasurer/Chief Financial Officer**

2  
3 North Georgia Conference apportionment payment percentage for 2022 was  
4 97.2%. Approximately 2% of the collections were attributable to disaffiliation payouts.  
5 The payment of apportionments represents significant sacrificial giving from our  
6 churches, especially considering the challenges of 2022. Total apportionment payments  
7 were \$16,616,874.

8 The North Georgia Conference paid a total of \$5,628,798 in General Church  
9 apportionments in 2022, which reflects a payment rate of 97.2%. We remit what we  
10 collect from the churches, and we do not have an “underpayment factor” in our  
11 apportionment allocations.

12 The North West District achieved the highest percentage of apportionments paid,  
13 102.2%.

14 A total of 86.1% of our churches paid 100% of their apportionments in 2022.  
15 This represents 665 churches.

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

24 The Information Technology department continues initiatives to automate manual  
25 processes and increase the use of cloud-based systems. This focus on automation and data  
26 support services has proven invaluable in achieving efficiency for districts and  
27 conference processes.

28 The annual conference audit will be substantially concluded prior to Annual  
29 Conference session. The conference audit for 2021 is posted on the North Georgia  
30 Conference website, and the 2022 audit will be posted upon completion. No material  
31 adjustments nor recommendations are anticipated.

32  
33 **209.a. Investment Summary**

34  
35 Conference funds are invested strictly in accordance with the Investment  
36 Guidelines approved by the Annual Conference in 2016 and published on pages 61-66,  
37 Volume I, 2022 Annual Conference *Journal*. Investment maturities and rates of return  
38 vary based on projections of cash needs, as well as on market fluctuations.

39 Loss on invested balances in 2022 was approximately (17.4%), primarily  
40 unrealized. The conference maintains a long-term view and investment strategy with the  
41 expectation that investment values will recover.

42 Total investments as of December 31, 2022 were \$115,007,426 of which  
43 \$61,179,029 represents investments designated for health and pension benefits programs.  
44  
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46



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

2  
3 Staff from the treasury, benefits, and information technology departments  
4 consistently perform excellent work on behalf of our conference and always strive to be  
5 responsive and provide great service to all our churches and their members.  
6

7 Treasury, IT, and Benefits Staff:

- 8 Ann Beesley
- 9 Bruce Cooper, CPA, CFE
- 10 Valerie Henry
- 11 Amy King, CPA
- 12 Michael Murphy-McCarthy
- 13 Angela Odegard
- 14 Troy White

15  
16 Thanks to our great staff for their diligence, integrity, and professionalism, and  
17 thank you to the members of the Annual Conference for your warm welcome and  
18 ongoing support.  
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20 Allison Berg  
21 Conference Treasurer and Chief Financial Officer  
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209.b. Exhibit I: Apportionments by Funds

Exhibit I, Apportionments by Funds

Period #



fundname	2021				2022					
	Prior Apport	Month	Prior Paid	P %	Apport	Monthly	Paid	%	+ -	
<b>North Georgia Conference</b>										
1 Ministerial Support	\$3,423,695	\$371,571	\$3,143,010	91.8 %	\$2,811,505	\$292,185	\$2,732,713	97.2 %	5.4	
2 Retired Ministers Pension & Insurance Benefits	\$1,849,941	\$204,753	\$1,703,762	92.1 %	\$1,799,996	\$186,264	\$1,751,753	97.3 %	5.2	
3 Conference Administration	\$1,857,944	\$201,768	\$1,705,056	91.8 %	\$3,472,249	\$360,848	\$3,368,483	97.0 %	5.2	
4 Conference Benevolences	\$1,540,254	\$168,006	\$1,414,672	91.8 %	\$792,450	\$81,783	\$770,168	97.2 %	5.3	
5 Capital Funding	\$0	\$0	\$0		\$25,009	\$2,574	\$24,359	97.4 %		
6 Higher Education	\$1,293,137	\$140,557	\$1,187,039	91.8 %	\$1,278,819	\$133,756	\$1,242,556	97.2 %	5.4	
12 Church Development	\$1,164,951	\$126,700	\$1,069,418	91.8 %	\$1,074,003	\$112,162	\$1,043,573	97.2 %	5.4	
Group Total	\$11,129,922	\$1,213,355	\$10,222,957	91.9 %	\$11,254,031	\$1,169,572	\$10,933,604	97.2 %	5.3	
<b>General Church</b>										
7 Black College Fund	\$414,973	\$44,898	\$381,107	91.8 %	\$414,987	\$42,458	\$403,350	97.2 %	5.4	
8 Ministerial Education Fund	\$897,646	\$109,817	\$830,123	92.5 %	\$897,696	\$102,482	\$873,421	97.3 %	4.8	
9 Interdenominational Cooperation Fund	\$12,398	\$1,423	\$11,413	92.1 %	\$12,412	\$1,400	\$12,037	97.0 %	4.9	
10 World Service Fund	\$2,867,025	\$349,859	\$2,632,514	91.8 %	\$2,867,106	\$331,592	\$2,785,862	97.2 %	5.3	
11 Africa University Fund	\$93,306	\$10,130	\$85,832	92.0 %	\$93,288	\$9,336	\$91,411	98.0 %	6.0	
14 Episcopal Fund	\$1,151,706	\$136,933	\$1,054,155	91.5 %	\$1,151,246	\$132,982	\$1,118,236	97.1 %	5.6	
15 General Administration Fund	\$353,068	\$41,586	\$323,644	91.7 %	\$353,082	\$40,279	\$344,483	97.6 %	5.9	
Group Total	\$5,790,122	\$694,646	\$5,318,788	91.9 %	\$5,789,817	\$660,529	\$5,628,798	97.2 %	5.4	
<b>Southeastern Jurisdiction</b>										
16 SEJ's Mission and Ministry Fund	\$55,990	\$5,853	\$53,018	94.7 %	\$56,011	\$5,747	\$54,472	97.3 %	2.6	
Group Total	\$55,990	\$5,853	\$53,018	94.7 %	\$56,011	\$5,747	\$54,472	97.3 %	2.6	
Report Total	\$16,976,034	\$1,913,854	\$15,594,763	91.9 %	\$17,099,859	\$1,835,847	\$16,616,874	97.2 %	5.3	

## 209.c. Exhibit II: Apportionments by District

### Exhibit II, Apportionments by District Period # 12



District	2021			2022			
	Prior Apport	Prior Paid	Prior %	Apportioned	Paid	%	+/-
District Central East	\$2,555,816.00	\$2,337,306.90	91.5 %	\$2,709,530.00	\$2,522,086.79	93.1 %	1.63
District Central North	\$3,681,841.00	\$3,589,749.95	97.5 %	\$3,737,364.00	\$3,682,576.81	98.5 %	1.04
District Central South	\$2,058,292.00	\$1,959,172.12	95.2 %	\$2,121,121.00	\$1,905,779.91	89.8 %	-5.34
District Central West	\$2,473,470.00	\$1,819,300.65	73.6 %	\$1,948,844.00	\$1,864,395.75	95.7 %	22.11
District North East	\$1,717,755.00	\$1,673,800.25	97.4 %	\$1,853,149.00	\$1,835,015.69	99.0 %	1.58
District North West	\$1,702,420.00	\$1,616,254.49	94.9 %	\$1,799,968.00	\$1,839,541.33	102.2 %	7.26
District South East	\$1,401,486.00	\$1,241,446.76	88.6 %	\$1,479,014.00	\$1,506,536.48	101.9 %	13.28
District South West	\$1,384,954.00	\$1,357,731.69	98.0 %	\$1,450,869.00	\$1,460,941.67	100.7 %	2.66
<b>Total</b>	<b>\$16,976,034.00</b>	<b>\$15,594,762.81</b>	<b>91.9 %</b>	<b>\$17,099,859.00</b>	<b>\$16,616,874.43</b>	<b>97.2 %</b>	<b>5.31</b>

## 209.d. Fund Balances

North Georgia Conference  
Fund Balances  
As of 12/31/2021 Audited, 12/31/22 Unaudited

	Fund Balances 12/31/2021 Audited	Fund Balances 12/31/2022 Unaudited	Change
<b>Unrestricted Undesignated</b>			
CFA Reserve	\$4,685,531	\$4,886,156	\$200,625
<b>Unrestricted Designated</b>			
Connectional Ministries	690,491	634,797 (a)	(55,694)
Academy for Clergy Excellence^2	150,237	239,348	89,111
Board of Ordained Ministries - Transitioning	115,106	115,106	0
Congregational Excellence (Previously Church Dev.)	1,540,137	807,903 (a)	(732,234)
Benefits Programs			
Current Benefits Reserve	7,079,190	5,558,936	(1,520,254)
Out-of-Plan Pre - 1982	301,632	371,596	69,964
Retiree HRA Plan Reserve	9,558,848	9,640,598	81,750
Out-of-Plan CRSP and MPP	24,278,206	21,105,441	(3,172,765)
Total Benefits Programs	41,217,876	36,676,571	(4,541,305)
Board of Trustees - Methodist Ctr, Episcopal Res.	4,732,567	3,690,210	(1,042,357)
Board of Trustees - Closed Church Properties	1,914,000	832,000	(1,082,000)
Total Board of Trustees	6,646,567	4,522,210	(2,124,357)
Conf Fund for Clergy Excellence (Mt. Bethel Settlmnt)	0	4,972,924 (b)	4,972,924
Conf Fund for Strategic Init (Mt. Bethel Settlmnt)	0	4,972,924 (b)	4,972,924
Center for Congregational Dev (Mt. Bethel Settlmnt)	0	2,418,661 (b)	2,418,661
Conference Parsonage Fund	3,065,315	2,525,912	(539,403)
Atlanta - West Church Start (Formerly Tenth St Undr)	62,177	51,520	(10,657)
Board of Laity	296,518	311,705	15,187
Housing and Homeless Council	1,998,458	1,647,568	(350,890)
Charles Barnes Fund for Church Development	32,841,706	28,003,436	(4,838,270)
Total District Work Funds	1,072,672	0	(1,072,672)
District Unrestricted Fund	803,579	512,326	(291,253)
All Other Unrestricted Designated (c)	422,631	497,110	74,479
<b>Total Unrestricted Designated</b>	<b>90,923,470</b>	<b>88,910,021</b>	<b>(2,013,449)</b>
<b>Total Temporarily Restricted (d)</b>	<b>2,296,769</b>	<b>1,370,967</b>	<b>(925,802)</b>
<b>Total Permanently Restricted (e)</b>	<b>285,668</b>	<b>237,579</b>	<b>(48,089)</b>
<b>Total Fund Balance</b>	<b>\$98,191,438</b>	<b>\$95,404,723</b>	<b>(\$2,786,715)</b>

(a) Balances to be transferred to the Barnes Fund per CFA Recommendation.

(b) Mt Bethel settlement as designated by Conf Board of Trustees.

(c) Episcopal Office, Archives & History, MEF, Disaster Response, BEAT Grants

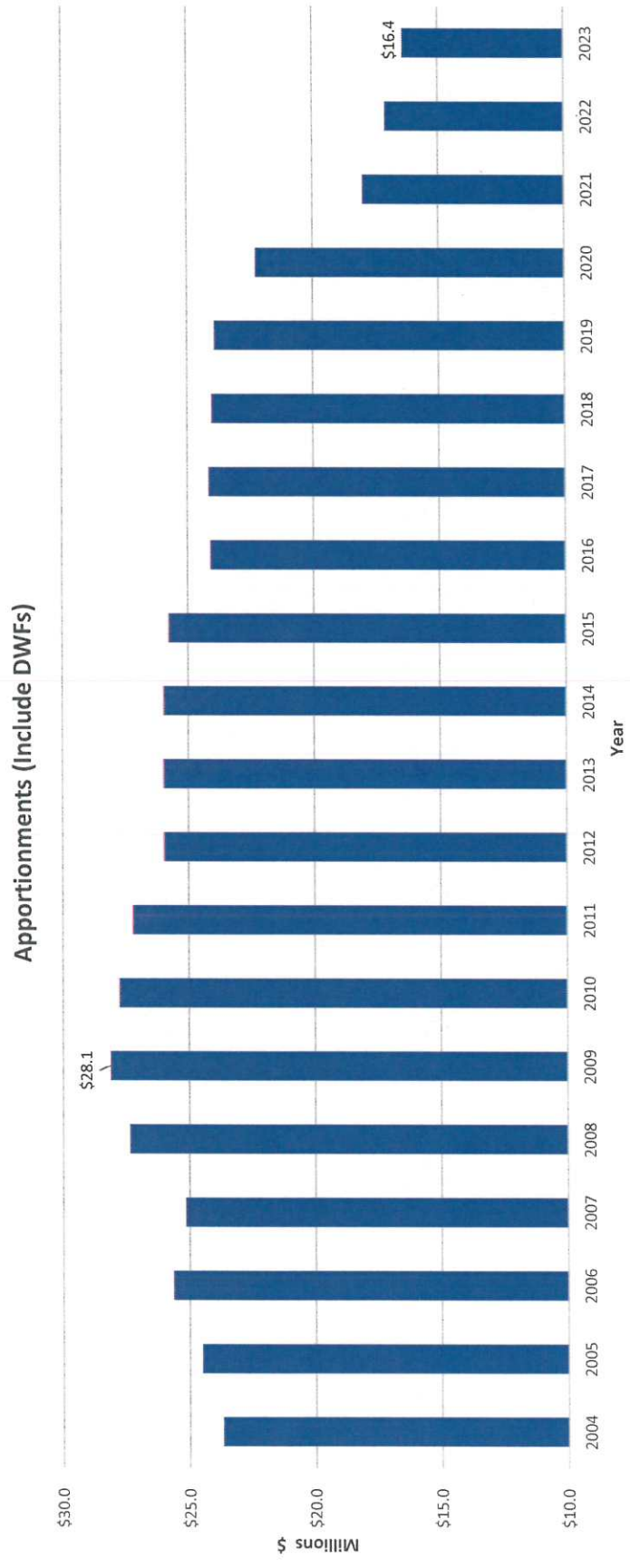
(d) Millsaps Sustainment, Park Eye Fund, Park Medical Missions Fund, Retiree Needs, Pastor Sustainment,

Butler Fund, Myrtle Black Home Mission Fund, Golden Cross, Peace with Justice, Youth Service Fund,

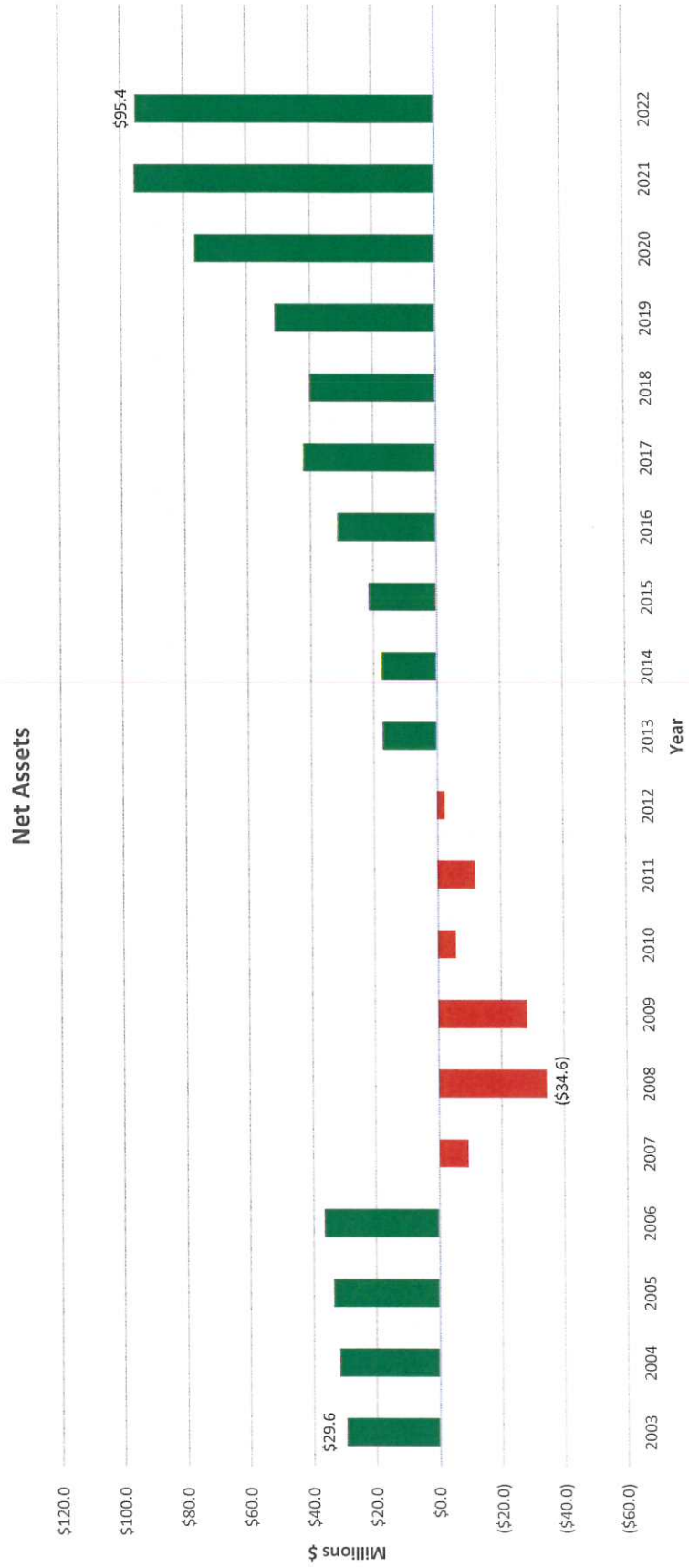
Board of Mission Fund, Gibson Fund, Christian Education Sunday, Native American Awareness

(e) Superannuate Fund, Culpepper Fund

# North Georgia Conference



# North Georgia Conference



1 **209.g. Council on Finance and Administration Report**

2  
3 The Council on Finance and Administration (CFA) serves as a steward of the  
4 North Georgia Annual Conference’s financial resources. CFA seeks to underwrite the  
5 ministry needs of our annual conference and the global denomination while prioritizing  
6 the work of the local church. The work of CFA to develop a fiscally sound and  
7 responsive budget that enables the ministries of the North Georgia Conference is both a  
8 blessing and a challenge.

9 CFA has prayerfully examined the 2024 budget requests and considered the  
10 ministry needs of our conference and global work along with the needs of our local  
11 churches who continue to faithfully demonstrate the strength of our connectional system  
12 through their apportionment giving. For the 2024 conference proposed budget CFA has  
13 taken a realistic and conservative approach, seeking to retain resources at the local church  
14 level during this period of uncertainty. We have achieved this goal through reductions in  
15 annual conference budget line items, decreases in general church apportionments,  
16 reductions in budget line items, and prudent utilization of existing reserve funds.

17 The 2024 proposed budget total is \$14,733,936, a reduction of \$1,674,163 or 10.2%  
18 compared to the 2023 approved budget. Reductions over the past several years were the  
19 following:

- 20  
21 ● 2020 7.4%  
22 ● 2021 19%  
23 ● 2022 5%  
24 ● 2023 4%  
25 ● 2024 Proposed 10.2%

26  
27 The 2024 proposed budget represents a 10.1% decrease in annual conference  
28 expenses, and a 10.3% reduction in general church expenses for the overall reduction of  
29 10.2%. CFA recommends no pay rate increases for District Superintendents or for  
30 conference clergy and lay staff in the proposed 2024 budget; however, two additional  
31 vacation days are recommended for the conference staff vacation policy.

32 The Barnes Fund for Church Development continues to provide an innovative and  
33 sustainable way to fund church growth and congregational ministry initiatives in North  
34 Georgia. Approximately \$1.4 million in grants from the Barnes Fund were awarded in  
35 2022 to fund local church and district initiatives.

36 Through faithful and diligent stewardship, the North Georgia Annual Conference is  
37 blessed to have a healthy balance sheet and prudent reserves. Our goal is to support the  
38 United Methodist Church’s mission to make disciples of Jesus Christ for the  
39 transformation of the world.

40 I am grateful for the work that our Treasurer and CFO, Allison Berg, and her gifted  
41 team perform on behalf of the North Georgia Conference. We are truly blessed by their  
42 leadership and expertise. And I am thankful to the members of CFA for their thoughtful  
43 engagement and dedicated service.

44  
45 Jeff Adams  
46 Council on Finance and Administration Chairperson

1                   **209.h. 2023 Council on Finance and Administration Recommendations**

2  
3 1. We recommend in addition to those observances set by the General Conference  
4 (defined in 2016 Book of Discipline ¶263), the following special days, with offerings, but  
5 without quotas, be observed in 2023/24: Homeless Offering (last Sunday in February),  
6 Mother's Day Offering for Wesley Woods Senior Living (Mother's Day, second Sunday  
7 in May), Murphy-Harpst (third Sunday in July), Golden Cross (third Sunday in August),  
8 Wellroot Family Services Offering (third Sunday in September), Aldersgate Homes  
9 (fourth Sunday in October).

10  
11 2. We recommend that each of the following be permitted to have one direct mail appeal  
12 for funds in 2024: Wellroot Family Services, Wesley Woods Senior Living; Aldersgate  
13 Homes, Inc.

14  
15 3. We recommend the adoption of the apportionment formula approved at Annual  
16 Conference 2006, and used each year since, as described in the 2024 Recommended  
17 Budget Interpretation. (Included in the 2023 Annual Conference Handbook)

18  
19 4. We recommend that all churches and conference-related agencies ensure that their  
20 internal control systems are adequate to safeguard their assets as well as to ensure  
21 compliance with completing an annual audit pursuant to 2016 Book of Discipline  
22 ¶258(4)(d). For churches whose operating budgets are less than \$500,000, we recommend  
23 that those churches use the “Local Church Audit Guide” to fulfill their audit obligation.  
24

25 5. We recommend apportioning General Church funds for 2024 as explained below:

26  
27 The 2024 amounts are predicated on GCFA-proposed budget reductions which have not  
28 yet been voted on by General Conference due to the ongoing delay of General  
29 Conference session. CFA used anticipated 2024 General Agency apportionments because  
30 the prior quadrennial budget “expired” on 12/31/2020.

31  
32 The General Agency budgets passed by GC 2016, per Judicial Council ruling 1409,  
33 would require restating the 2024 recommended budget; would preclude recognizing  
34 planned General Agency spending reductions and radical changes in denominational  
35 economic conditions. Most importantly, it would result in an increase in our  
36 recommended 2024 apportionments budget by over \$1.2 million.  
37

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

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



1 8. That Cabinet and extended Cabinet clergy appointed to the UM Center have housing-  
2 related allowances for 2024 designated as follows: Housing allowance (in lieu of  
3 parsonage)-\$32,749 per year; utility allowance-\$5,000 per year. (These are the same  
4 levels as the last 13 years) For non-Cabinet clergy appointed to the UM Center, housing-  
5 related allowance shall be at a level no lower than the minimum recommended by the  
6 Commission on Equitable Compensation, but may be higher, as determined by the  
7 respective ministry director. (Based on the unique circumstances of the Cabinet and staff  
8 clergy, the Conference Treasurer is authorized to adjust individual compensation  
9 components, provided the total financial support does not exceed the amounts budgeted.)

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**209.i. Recommended 2024 Apportionment Budget**

**North Georgia Annual Conference  
Summary Budget  
2024 Budget - Recommended by CFA**

	2022 Approved Budget	2022 Expended	2022 Exp vs Appr %	2023 Approved Budget	2024 Recommended Budget	2024 vs 2022 Exp Inc/(Dec) Amount	2024 vs 2022 Exp Inc/(Dec) %	2024 vs 2023 Budget Inc/(Dec) Amount	2024 vs 2023 Budget Inc/(Dec) %
<b>North Georgia Conference</b>									
I. Min Support & Eq Comp	2,811,500	2,552,931	90.8%	2,995,315	2,475,000	(77,931)	-3.1%	(520,315)	-17.4%
II. Ret Min Pension & Ins	1,800,000	1,723,752	95.8%	1,550,000	1,395,000	(328,752)	-19.1%	(155,000)	-10.0%
III. Administrative Budget	3,472,250	3,128,458	90.1%	3,304,800	3,152,700	24,242	0.8%	(152,100)	-4.6%
IV. Conference Benevolences	425,500	405,032	95.2%	234,500	234,500	(170,532)	-42.1%	0	0.0%
V. Capital Funding	25,000	24,350	97.4%	25,000	22,500	(1,850)	-7.6%	(2,500)	-10.0%
VI. Higher Ed & Campus Ministry	1,278,812	1,242,556	97.2%	1,150,931	1,035,838	(206,718)	-16.6%	(115,093)	-10.0%
XII. Congregational Excellence	1,440,952	1,396,763	96.9%	1,309,373	1,184,000	(212,763)	-15.2%	(125,373)	-9.6%
Contingency Res. and Sal. Incr.	0	0	-	0	0	0	-	0	-
<b>Total North Georgia Conference</b>	<b>11,254,014</b>	<b>10,473,842</b>	<b>93.1%</b>	<b>10,569,919</b>	<b>9,499,538</b>	<b>(974,304)</b>	<b>-9.3%</b>	<b>(1,070,381)</b>	<b>-10.1%</b>
<b>General Church</b>									
VII. Black College Fund	414,985	403,350	97.2%	414,985	363,845	(39,505)	-9.8%	(51,140)	-12.3%
VIII. Ministerial Education	897,684	873,421	97.3%	897,684	912,141	38,720	4.4%	14,457	1.6%
IX. Interdenominational Coop	12,413	12,037	97.0%	12,413	12,413	376	3.1%	0	0.0%
X. World Service Fund	2,867,108	2,785,862	97.2%	2,867,108	2,700,611	(85,251)	-3.1%	(166,497)	-5.8%
XI. Africa University	93,297	91,411	98.0%	93,297	81,427	(9,984)	-10.9%	(11,870)	-12.7%
XIV. Episcopal Fund	1,151,251	1,118,236	97.1%	1,151,251	799,761	(318,475)	-28.5%	(351,490)	-30.5%
XV. General Church Administration	353,082	344,483	97.6%	353,082	320,676	(23,807)	-6.9%	(32,406)	-9.2%
<b>Total General Church</b>	<b>5,789,820</b>	<b>5,628,800</b>	<b>97.2%</b>	<b>5,789,820</b>	<b>5,190,874</b>	<b>(437,926)</b>	<b>-7.8%</b>	<b>(598,946)</b>	<b>-10.3%</b>
<b>XVI. Southeastern Jurisdiction</b>	<b>56,000</b>	<b>54,472</b>	<b>97.3%</b>	<b>48,360</b>	<b>43,524</b>	<b>(10,948)</b>	<b>-20.1%</b>	<b>(4,836)</b>	<b>-10.0%</b>
<b>Grand Total</b>	<b>17,099,834</b>	<b>16,157,114</b>	<b>94.5%</b>	<b>16,408,099</b>	<b>14,733,936</b>	<b>(1,423,178)</b>	<b>-8.8%</b>	<b>(1,674,163)</b>	<b>-10.2%</b>

**209.j. Interpretation of  
2024 Recommended Conference Apportionment Budget**

The Conference budget for 2024 is \$14,733,936, a **decrease** of \$1,674,163 versus the 2023 budget. This is the lowest Conference apportionment budget in over 22 years.

**CONFERENCE FUNDS:**

**AREA I. MINISTERIAL SUPPORT**

Episcopal Office/Discretionary	\$ 375,000
Conference Communications	218,000
District Superintendents' Compensation	1,377,500
Equitable Compensation Fund	274,500
Board of Ordained Ministry	<u>230,000</u>
 Total Area I	 <u>\$ 2,475,000</u>

The Episcopal Residence and Office Fund provides the conference share of financial support for the office and residence expense for North Georgia's Resident Bishop. **This budget line decreased due to the sale of the episcopal residence with sale proceeds used to fund the Bishop's housing allowance.**

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

The Equitable Compensation Fund enables our conference to fulfill the mandate of "security of appointment", meaning that all appointed clergy will receive Conference minimum compensation.

The Board of Ordained Ministry is responsible for credentialing of clergy. Additionally, it coordinates the provision of support for conference clergy through myriad services, continuing education activities, seminars, etc. This ministry enables our conference to meet the high standards and expectations of local church congregations.

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

Retired Minister Insurance Premiums	\$1,215,000
Disability Premiums	180,000
Retirees' Past Service Pension (Pre-1982)	<u>0</u>
Total Area II	<u>\$1,395,000</u>

Retired Minister Pension/Insurance reflects "fully funded status" as of 12/31/2022 (unaudited) for both the ViaBenefits defined contribution funding for the Health Reimbursement Account for retired/eligible clergy and Conference staff, as well as the pre-1982 plan. The premiums noted for Retired Ministers insurance (HRA) are based on claims expenses passed on to the Conference by ViaBenefits. The benefit per retired clergy is currently capped at \$3,600/annum. **Due to the 2021 Conference Board of**

1 **Pension and Health Benefits recommendation approved by the Annual Conference**  
2 **there was a substantial decrease in this program’s liability.**

3  
4 **Apportionments for pre-1982 were discontinued starting in 2023 based on the**  
5 **actuarial valuation of the liability.**

6  
7 **AREA III. ADMINISTRATIVE FUND**

8 Annual Conference Session/Journal/Handbook \$ 350,000

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

11  
12 The following Area III office "sub totals" include director and staff salaries and benefits  
13 and office related expenses.

14  
15 Office of Treasurer/Benefits/Admin/IT Services \$ 997,500

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

23  
24  
25  
26 Office of Center for Clergy Excellence \$ 355,000

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

30  
31 BOT Methodist Center Operating Expenses \$ 160,000

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

34  
35 Council on Finance and Administration \$ 100,000

36  
37 This includes conference audit fees, legal fees, and meeting expenses for CFA.

38  
39 District Administration \$1,140,200

40  
41 This represents prior “district work funds” and includes the District  
42 AA’s salaries and compensation. Note that DS compensation is still included  
43 in Area I.

44  
45 Cabinet Expenses \$ 50,000

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

3  
4 Total Area III \$3,152,700

5  
6 **AREA IV. CONFERENCE BENEVOLENCES**

7 **Connectional Ministries:**

8 Administrative Support & Staff \$ 0

9 Camp and Retreat Ministries 186,000

10 Conference Leadership Development 15,000

11 Sub Total Connect. Ministries \$201,000

12  
13 The Connectional Ministries functions are responsible for equipping and training local  
14 church leaders for effective ministry. **The Connectional Ministries Administrative**  
15 **Support and Staff moved to Area XII, Center for Congregational Excellence in Area**  
16 **XII.**

17  
18  
19 Housing and Homeless Council \$ 9,500

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

21  
22 Ministry of the Laity \$ 24,000

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

27  
28 Total Area IV \$234,500

29  
30 **AREA V. CAPITAL FUNDING**

31  
32 This area is for computers and other equipment.

33 Total Area V \$22,500

34  
35  
36 **AREA VI. HIGHER EDUCATION AND CAMPUS MINISTRY**

37  
38 Total Area VI \$ 1,035,838

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

42  
43  
44 **AREA XII. CONGREGATIONAL EXCELLENCE**

45  
46 Total Area XII \$1,184,000

1 This budget includes funding for the following activities:

2

3 Center for Congregational Excellence - The salaries, benefits, and expenses for  
4 personnel in the Center for Congregational Excellence. **As noted above, Connectional**  
5 **Ministries Administrative Support and Staff moved from Area IV to Center for**  
6 **Congregational Excellence.**

7

8 **CONTINGENCY RESERVE** \$ 0

9

10 **SUB TOTAL**

11 2024 CONFERENCE BUDGET \$9,499,538

12

13

14 **GENERAL CHURCH FUNDS:**

15

16 **AREA VII. BLACK COLLEGE FUND**

17

Total Area VII \$ 363,845

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

21

22 **AREA VIII. MINISTERIAL EDUCATION FUND**

23

Total Area VIII \$ 912,141

24 This ministry provides our churches financial support for the recruitment and education  
25 of our future pastors and bishops. Please note that our conference retains 25% of the  
26 fund balance for use in our conference. The retained fund balance as of 12/31/2022 is  
27 \$97,026. Scholarship grants can total \$1,000 per semester for undergraduate studies  
28 (certified candidates only) and \$3,000 per semester for seminary students with a lifetime  
29 maximum per student of \$28,000.

30

31 **AREA IX. INTERDENOMINATIONAL COOPERATION FUND**

32

Total Area IX \$ 12,413

33 This fund enables United Methodists to have a presence in the activities of ecumenical  
34 organizations and provides our United Methodist share of the basic budgets of those  
35 organizations which relate to the ecumenical responsibilities of the Council of Bishops  
36 and the General Commission on Christian Unity and Inter-religious Concerns. Included  
37 in this fund in 2024 is estimated support for:

38

39 National Council of Churches

40 World Council of Churches

41 World Methodist Council

42 Pan-Methodist Commission

43 Ecumenical Office and Travel

44 Interreligious Relations

45 Other

46

1 **AREA X. WORLD SERVICE FUND**  
2 Total Area X \$ 2,700,611  
3 The World Service Fund enables our denomination to strengthen its evangelism efforts,  
4 stimulate church growth, expand Bible studies, and enrich spiritual commitment. This  
5 fund allows us to share in a worldwide ministry, including support for missionaries.  
6

7 **AREA XI. AFRICA UNIVERSITY**  
8 Total Area XI \$ 81,427  
9 This fund supports the development of the first private university for young men and  
10 women from all over Africa. Courses of study include agriculture, theology, medicine  
11 and dentistry, education, technology, and management.  
12

13 **AREA XIV. EPISCOPAL FUND**  
14 Total Area XIV \$ 799,761  
15 This fund pays the annual salaries (approximately \$155,000) and benefits of active  
16 bishops worldwide and some support for the retired bishops worldwide, and a small  
17 portion of episcopal residence expenses. It also funds episcopal travel and moving  
18 expenses. Jurisdictional and Central Conference bishops receive support from this fund.  
19 The estimated “fully loaded” cost of an Episcopal leader is \$350,000. Note that our  
20 apportionment is roughly two times that amount, meaning NGA is, in essence, funding  
21 one other Episcopal leader in addition to our own.  
22

23 **AREA XV. GENERAL ADMINISTRATION FUND**  
24 Total Area XV \$ 320,676  
25 This area funds those General Church activities that are specifically administrative in  
26 nature, such as the General Council on Finance and Administration, General Conference  
27 session, Archives and History and Judicial Council.  
28

29 **SUBTOTAL 2024 GEN CHURCH BUDGET** \$ 5,190,874  
30

31

32 **AREA XVI. JURISDICTIONAL MISSION & MINISTRY FUND**  
33 Total Area XVI \$ 43,524  
34 This area supports the administrative functions of the Southeastern Jurisdiction.  
35

36 **GRAND TOTAL 2024 BUDGET** \$ 14,733,936  
37  
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1 **209.k. How Are Apportionments Computed?**

2  
3 **Step 1:** Conference determines annual budget, consisting of several ministries and  
4 programs, including retired ministerial support, new church development, General  
5 Church and Jurisdictional apportionments to the North Georgia Conference.

6  
7 **Step 2:** At calendar year-end, the local church completes the Local Church Report to the  
8 Annual Conference. (For the 2024 recommended budget, the latest available reports are  
9 the 2022 year-end reports.)

10  
11 **Step 3:** The Treasurer's Office accumulates all local church reports and determines each  
12 local church's **operating expenses**. **Operating expenses** consist of salaries, pension  
13 benefits, clergy housing-related expenses, expense reimbursements, current program  
14 expenses, expenses related to commercial insurance and other current operating expenses.  
15 Operating expenses (also referred to as "decimal" expenses) do NOT include: HealthFlex  
16 insurance expenses, payments on indebtedness, or capital-related expenditures. Also,  
17 expenses related to "self-sustaining" activities and local benevolences are NOT  
18 considered operating expenses.

19  
20 **Step 4:** The Treasurer's Office totals the local church operating expenses for ALL 700  
21 North Georgia United Methodist churches. For year-end 12/31/2022, this total was  
22 \$187,334,028.

23  
24 **Step 5:** We determine "the decimal." This is the conference budget divided by total  
25 church operating expenses (from step four). The decimal for 2024 is **.0787, or 7.87%**.

26  
27 **Step 6:** We multiply an individual church's operating expenses by the decimal, arriving  
28 at the total gross apportionment. We then prorate the gross apportionment to fifteen  
29 individual apportionment line items.

30  
31 **Step7:** Churches above 1000 members might have a "reasonableness test" applied to  
32 their apportionments (see formula below), and the Cabinet **might** adjust the computed  
33 apportionments for certain churches within that size range. This methodology was  
34 approved at AC 2006.

35  
36 **Step 8:** We sum the apportionment for each individual district and send this information  
37 to the district offices. District Superintendents review the apportionments as calculated  
38 **and may adjust the calculated amounts**. Such adjustments should be made only after  
39 discussion with the church's senior pastor. Note that the District's aggregate  
40 apportionments cannot be changed.

41  
42 **Step 9:** District superintendents notify local churches of their apportionment amounts.  
43 This information is provided to the pastors via "Local Church Apportionment Reports" at  
44 the summer/fall district set-up meetings.



1 Please note that churches that are considered "newly constituted" have 5 years to  
2 transition into their full computed apportionment. In effect, the difference between their  
3 *computed* apportionment and what they are *actually* apportioned is subsidized by the  
4 other churches in the Conference for a five-year period. (This is accomplished generally  
5 by apportioning in increments of 20% of computed apportionments per year for 5 years-  
6 20% in year 1, 40% in year 2, etc.)  
7

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

10  
11 To assure that our apportionment computation and allocation system is as equitable as  
12 possible, we recommend that a "reasonableness test" be implemented, which will work as  
13 follows-

- 14 a. Existing apportionment formula and rules for year-end report completion remain  
15 unchanged.
- 16 b. After the apportionments have been computed for all churches, three (3)  
17 comparative groups will be established churches with membership from 1000-  
18 1999; 2000-2999; 3000+
- 19 c. The aggregate apportionments for each group will be divided by the aggregate  
20 membership of each group to calculate an average apportionment/member for  
21 each group.
- 22 d. Any church whose apportionment/member falls below the average for its group  
23 may be reviewed to the Cabinet for discussion about possibly being moved up to  
24 the group average over a three (3) year period. Group average calculations will  
25 occur each year based on the latest reported membership statistics.
- 26 e. The Cabinet can review the apportionments for the churches in all 3 groups and  
27 may, as a body, discuss and might adjust each church whose apportionment is  
28 below the average for its size range.
- 29 f. Apportionments added to the affected churches will not be offset by reductions in  
30 other churches and will be applied to Conference-specific apportionment line  
31 items ONLY and will NOT be added to General or Jurisdictional line items.

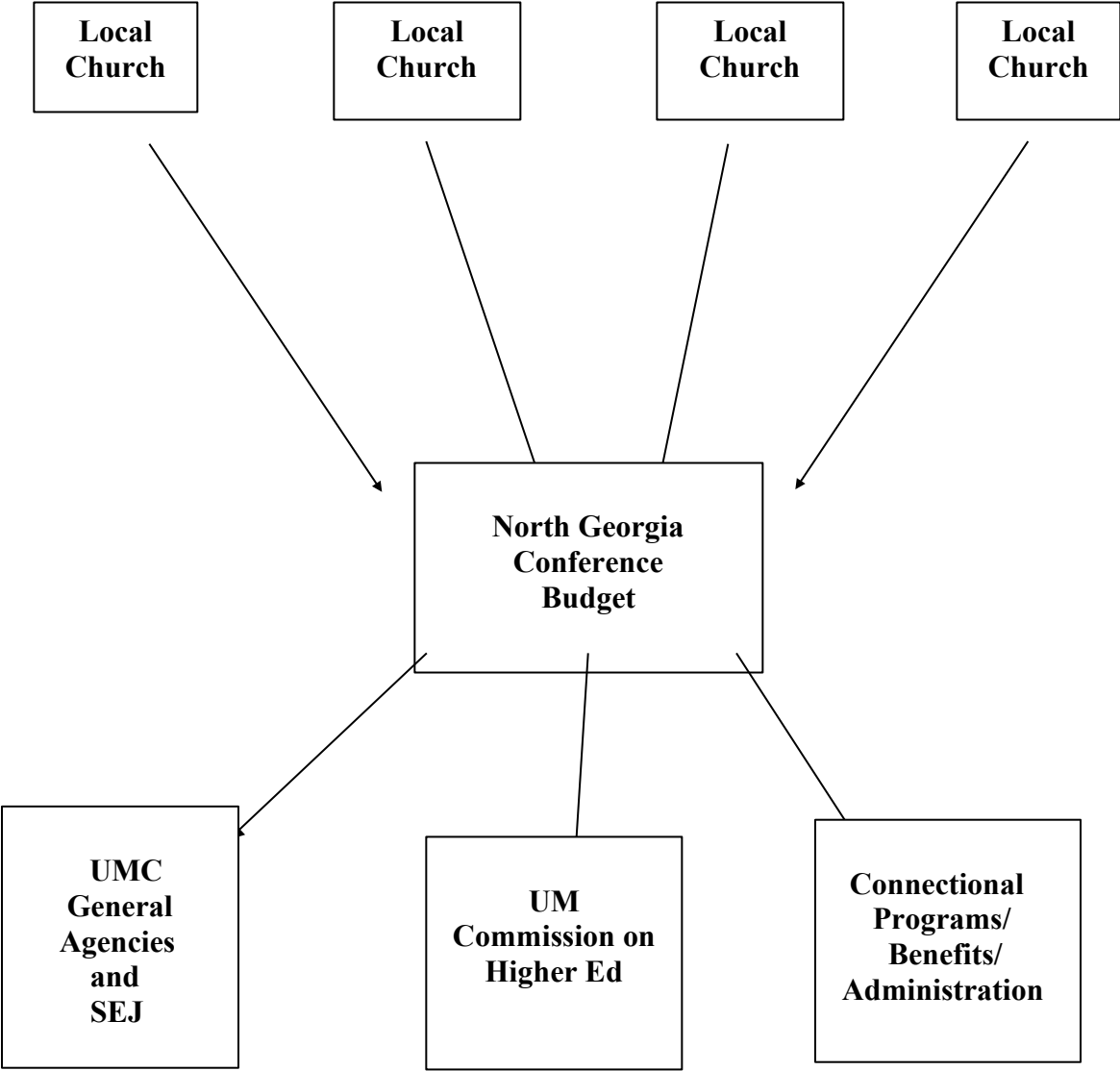
32  
33 **Information Only**

34  
35 Total "normal" giving - \$239,681,518

36  
37 **The 2024 Conference budget, expressed as a percentage of aggregate "normal"**  
38 **revenues, is 6.1%.**  
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2  
3 **209.I. NORTH GEORGIA CONFERENCE**  
4 **COUNCIL ON FINANCE AND ADMINISTRATION**

5 **HOW THE 2024 *RECOMMENDED* CONFERENCE**  
6 **APPORTIONMENT BUDGET WAS DEVELOPED**  
7  
8  
9





1 4. An interpretive video was prepared by Conference staff and posted on Conference  
2 website to brief delegates (members) to annual conference on highlights of the  
3 recommended budget, as well as other financial and administrative reports.  
4

5 5. During the Annual Conference Session, the budget was presented to members of the  
6 annual conference, who represent all local churches.  
7

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

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

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

20 **The Conference Treasurer's Office will NOT communicate apportionments to any**  
21 **church, nor post the 2024 apportionments on the Conference website until after the**  
22 **2023 District set up meetings are concluded! (Once the set-up meetings have**  
23 **concluded, 2024 apportionments will be posted on the Conference website.)**  
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### 300. Center for Congregational Excellence

The Center for Congregational Excellence exists to support, resource, and equip United Methodist congregations and congregational leaders in making disciples of Jesus Christ for the transformation of the world, beginning with their local communities. The Center now encompasses the work of Congregational Development, New Faith Community Formation, Connectional Ministries, and Inclusion and Advocacy. In Joel 2: 28-29, God declares that, “I will pour out my spirit on all flesh; your sons and your daughters shall prophesy, your old men shall dream dreams, and your young men shall see visions.” In that same spirit, CCE continues to seek equity in our investment of Conference resources through our connectional ministries and across congregations of all sizes, health levels, location, age, pastoral appointment, community demographics, worship style, and first language.

The last few years, and especially the past twelve months have cost our Church dearly in the way of trust amongst ourselves and witness to the world. It may take a generation before we start healing the wounds we’ve suffered and may yet still inflict on one another. We are learning the cost of seeking transformation in Christ, and the cost of having lived so long seeking our own comfort, preference, and glory. And yet. We continue to see numerous witnesses to the movement of the Holy Spirit among us: in our churches, our camps, our campuses, in mission fields, in homes, and in trusted partnerships within the communities we serve. We at the CCE envision a United Methodist Church in North Georgia thriving as one, courageous church in limitless missional expressions. This outpouring of the Spirit is what we work for everyday.

Our 2022-2023 missional objectives were four-fold: 1. Actionize the Five Areas of Focus, as set forth by the NGA Common Table at NGAC22, 2. Build healthy networks of ministry practitioners, 3. Develop spiritually-maturing, adaptive leaders, and 4. Seek personal transformation in Christ.

Our Conference’s Five Areas of Focus are as follows: Scriptural Literacy and Imagination, Community Engagement, New Faith Opportunities and Communities, Racial Justice and Healing, and Health and Wellbeing. Following NGAC22, our Conference’s Connectional Ministries Team (composed of leaders representing various boards and committees related to Advocacy, Discipleship and Congregational Development) and Congregational Excellence Staff set to task designing and aligning ministry around these areas. Of note, this year, we are excited to announce five new categories for our Churches of Excellence Awards, one for each of these five areas. Visit [www.ngumc.org/5-areas-of-focus](http://www.ngumc.org/5-areas-of-focus) to learn more about the award criteria, and resources available to your congregation.

An essential part of our United Methodist identity, polity, and sacramental theology is that our faith grows best when practiced in community. This year, CCE continued to build healthy networks of ministry practitioners so that people passionate about their work could encourage and resource one another, and so that we could push back against the ill effects of isolation, including mistrust, lack of accountability, and burnout. Our Children’s Ministry Network Gatherings, District Youth Workers Networks, Emergency Response Teams, FX Greenhouse and ALA, Hispanic Ministry Events, District Strategic Growth Team Check Ins, and Digital Ministry Content Creator Labs all served this purpose. CCE also brought together 58 congregations through youth retreats, 37 congregations through children’s retreats, and 44 congregations through the Better Together Conference in October 2022. You can read more about each of these ministries below.

1 CCE sought to equip those leading ministries with the tools and resources necessary to  
2 ensure their spiritual growth and adaptability. Both the Academy for Leadership and Innovation,  
3 and the Academy for Racial Justice and Healing completed their first and second rounds of  
4 graduates. Eleven churches engaged CCE staff support for leading Mission, Vision, Values and  
5 Long Range Strategic Planning. Each District now has a Simplified Accountability Structure  
6 Coach assigned to support congregations as they discern, equip for or implement this model.

7 In total, CCE staff, specialists and consultants have offered trainings and ministry  
8 consultations with the leaders of almost 400 congregations, including: 53 for Children’s  
9 Ministry, 50 for Digital Ministry, 47 for Safe Sanctuaries, 34 for FX training, 23 through  
10 contracted pastoral coaching, 19 for MissionInsite, 18 for Hispanic Ministry, and 6 for  
11 Evangelism and Community Engagement. Some training and consultations were completed in a  
12 one or two hour session. Others involved up to six 2-hour consultations over the course of 6  
13 months.

14 Finally, in conjunction with the District Strategic Growth Teams, Appointive Cabinet,  
15 and Committees for Black, Hispanic and Pan Asian Congregational Development, CCE has  
16 developed an extensive Strategic Growth and Vitality Plan for growing new faith communities  
17 and reaching new people in North Georgia for 2023-26. We envision and are strategizing for the  
18 development and resourcing of new churches, healthy mergers, restarts, satellite campuses,  
19 Anchor Churches, Lighthouse Congregations, Sending Missional Churches and Fresh  
20 Expressions across our annual conference.

21 We, the staff of CCE, are hopeful for the future. We are also deeply grateful to the  
22 congregations and connectional ministries of the North Georgia Conference. Your faithful and  
23 generous giving makes this connectional work possible. Thank you for your courage, integrity,  
24 and desire for transformation. May God’s Spirit continue to pour out upon you, and upon us all.

25  
26 Submitted by Rev. Blair Boyd Zant, blair.zant@ngumc.net  
27 Director, Center for Congregational Excellence, Co-Director of Connectional Ministries  
28  
29

### 30 **300.a. New Church Development and Fresh Expression**

31 The 2022-23 Academy for Leadership & Innovation has 25 clergy and laity representing all our  
32 districts. The academy gathers monthly to visit and learn from practitioners at innovative places  
33 of ministry across our conference. 22 of the group were professionally assessed for gifts, callings  
34 and aptitude to lead innovative ministry start-ups like new churches, mergers, satellite campuses,  
35 restarts and Fresh Expressions. The results of these assessments were shared with the appointive  
36 cabinet in January.

- 37 • 13 from the central districts (1-4) and 12 from the outer districts (5-8)
- 38 • 9 female and 16 male participants
- 39 • 21 clergy and 4 laity
- 40 • 13 under the age of 40
- 41 • 7 from ethnic minority groups

42  
43 The CCE coordinated 40+ laity and clergy that attended Exponential 2023 in March. This is an  
44 international gathering of church planters and innovators who come together to share ideas,  
45 encourage one another and worship together.  
46

1 The Better Together Conference was held in October and led by Jim Tomberlin. 77 people  
2 attended. We learned about healthy and productive processes for joining together one or more  
3 churches for community impact. Our conference will celebrate strategic mergers at annual  
4 conference. The registrants at the conference were:

- 5 • 32 from the outer districts and 45 from the central districts
- 6 • 19 were from ethnic minority groups
- 7 • 31 laity and 46 clergy

8  
9 Fresh Expressions are new forms of church created primarily for people that are not yet a part  
10 of any church and often meet in places where people are already gathering or within affinity  
11 groups. In the 2022-23 conference year, we started 21 new Fresh Expressions initiatives. From  
12 fitness-related to young adult focused; intergenerational, meal-centered, Brew Theology, House  
13 Church, Messy Churches, some that meet in a coffee shop, and one that meets in a comic book  
14 store, we are reaching new people in new places in new ways! We have 13 leaders - 7 clergy and  
15 6 laity - enrolled in the virtual pioneer cohort with Fresh Expressions NA: 7 clergy and 6 laity.  
16 We have 6 NGA leaders - 1 clergy and 5 laity - participating in the Adventurers Leadership  
17 Academy, an adaptive leadership training cohort in partnership with the Florida Annual  
18 Conference, Western North Carolina Annual Conference, Fresh Expressions US, Fresh  
19 Expressions UM, and United Theological Seminary. And CCE has awarded \$22,500 in start-up  
20 grants to facilitate cultivating these new forms of church created for people that are not yet a part  
21 of any church.

22  
23 Submitted by Rev. Dr. Richard Hunter, [Richard.hunter@ngumc.net](mailto:Richard.hunter@ngumc.net)  
24 Associate Director, Center for Congregational Excellence

25  
26 Rev. Dr. Heather Jallad, [heather.jallad@ngumc.net](mailto:heather.jallad@ngumc.net)  
27 NGA FXUM Lead Pioneer

### 28 29 30 **300.b. Digital Ministry**

31 Over the last year, we have served The North Georgia Conference through the expansion of  
32 digital ministry resources. We hosted workshops that allowed collaboration for digital content  
33 creators to meet, learn new skills, and share resources. In one district, we held an Advent  
34 planning event to help pastors and worship directors plan for the upcoming season. We designed  
35 a class to teach parents and guardians about the power of technology, as well as pitfalls to avoid.  
36 Digital consults for church growth and BEAT grants took place all throughout our conference.

37 This Easter we launched The Harbor UMC, an online church plant. This is a connectional  
38 church that will be in community with our local churches and a safe place for those who have  
39 been disenfranchised by the church. There are many ways our local churches can be invoked  
40 through guest preaching, volunteering as worship guides, joint service projects, Bible studies,  
41 meet-ups, and digital training opportunities for local churches.

42  
43 Submitted by Rev. Jessica Blackwood, [jessica.blackwood@ngumc.net](mailto:jessica.blackwood@ngumc.net)  
44 Digital Ministry Specialist

1 **300.c. Experiential Discipleship and Retreats**

2 Experiential Discipleship in the North Georgia Conference this year has been busy, fun, and life  
3 changing for participants from over 75 congregations who participated in the 12 conference  
4 retreat weekends that have occurred since our last Annual Conference gathering. Many of those  
5 churches sent groups to multiple retreat offerings through the year. Last September there were  
6 over 400 people at Glisson for the annual Children’s retreat, followed by a fall confirmation  
7 retreat where individuals were encouraged to identify their own faith stories. Then in late  
8 October and early November, youth gathered from all over the Annual Conference for the  
9 Rooted retreats that encouraged youth to stay rooted in our faith as we reach out to the  
10 communities around us.

11 2023 started with a new retreat over MLK weekend at Camp Sumatanga as a partnership  
12 with agencies in the North Alabama Conference at the Rest and Vision Retreat – leadership  
13 training for high school and college students. The very next weekend, 5<sup>th</sup> - 7<sup>th</sup> graders were invited  
14 to participate in the Wonderfully Made curriculum in a retreat setting at Glisson. The spring  
15 confirmation retreat helped confirmands examine their vows and coincided with a summit of  
16 youth delegates to the North Georgia Annual Conference. These participants were surprised by a  
17 visit from Bishop Dease who encouraged our confirmands and spent time supporting and  
18 challenging those youth delegates. The largest retreats of the year are always the Spiritual Life  
19 Retreats (SLR) for youth groups. These high tech and high energy weekends at Glisson are a  
20 tradition for many churches across the conference. They are youth designed and led with a focus  
21 on small groups and reinforcing the connection between our United Methodist Congregations.  
22 Finally, we enjoyed an April family retreat as families spent time away with each other with time  
23 to worship, play and relax.

24 Coming up soon will be the North Georgia Conference inaugural Youth Beach Retreat at  
25 Laguna Beach in Panama City, Florida – there’s still time to register! We’ll be staying right on  
26 the beach with lots of fun in our worship sessions and lots of free time to enjoy the beach. Some  
27 groups are even including a mission component with the Alabama West Florida Conference.

28 And finally for a week in August, the first Church and Society tour for the North Georgia  
29 Conference will take young adults to UMC offices at the United Nations in NYC to hear from  
30 international representatives about current issues and travel halfway through the week to D.C. to  
31 participate in seminars in the UMC’s Church and Society Building on Capitol Hill. This intense  
32 week of meeting with lawmakers will have group time built in as well as free time to explore  
33 these iconic US cities with other United Methodists.

34  
35 Submitted by Allison Sligh, retreats@ngumc.org  
36 Experiential Discipleship and Retreats Consultant  
37

38  
39 **300.d. Children’s Ministry**

40 The Children’s Ministry Network reached a new milestone this year by surpassing 600 members  
41 connected via Facebook group sharing resources, best practices, and innovative ideation. During  
42 the Summer of 2022, practitioners gathered for a Children’s Ministry at Camp Collinswood,  
43 Alpharetta First UMC hosted a Children’s Worship Think Tank gathering, and an Online  
44 Summer Book Club studied the 5 Practices of Fruitful Congregations. Over the course of the Fall  
45 and Spring, DeDe Reilly and members of the Network led In-person connection events with  
46 leaders & co-leaders in all eight districts, provided ongoing connections for new church hires,



1 and sponsored monthly networking teaching opportunities hosted across North Georgia hosted  
2 by children’s ministry leads at Dallas First UMC (“Getting Started”), Impact Church in Atlanta  
3 (“Creating Spaces”), Marietta First UMC (“Faith Milestones”), Lagrange First UMC (“Special  
4 Events” & CPC debrief), Gainesville First UMC (“Hospitality”), McEachern Memorial UMC  
5 (“What’s Next?”). In January 2023, a group traveled together to attend the Children’s Pastor  
6 Conference in Orlando Florida. In February 2023, Children’s Ministry partnered with Digital  
7 Ministry to create “Faith Milestone: Media & Technology” collaborative event. March 4th &  
8 5th, 2023, 3rd thru 5th graders from 11 different churches attended the 2nd year prototype of the  
9 Ambassador Road Trip Retreat at Indian Springs State Park. In March 2023, the Children’s  
10 Ministry Network hosted Ministry Chick in Atlanta for women in ministry across North  
11 Georgia.

12 We are grateful for all those who dedicate their lives and energies to discipling children  
13 and their families. We especially thank congregational leaders who support and advocate for  
14 children’s ministry and its vital role within the church and to the community! Want to connect?  
15 Join us online at “NGUMC Children’s Ministry Network” on Facebook.

16  
17 Submitted by DeDe Reilly, dedereilly@comcast.net  
18 Children’s Ministry Network Consultant  
19

20

### 21 **300.e. Safe Sanctuaries**

22 *Safe Sanctuaries* describes the policies and procedures North Georgia UMC congregations are  
23 required to have and practice in order to safeguard from abuse all youth (any person under the  
24 age of 18) and vulnerable adults seeking to engage with our congregations on site and through  
25 our programs in the community. These policies are also in place to safeguard those who minister  
26 to them, be they staff or volunteer. In total, 47 congregations sought CCE consultation or Safe  
27 Sanctuaries training in 2022-2023, while countless others utilized the online training resources  
28 available online at [www.ngumc.org/safesanctuaries](http://www.ngumc.org/safesanctuaries).

29 In such training, we recommend that churches review and revise their policies and  
30 procedures annually, especially in the event of changes in state or federal law, to church  
31 buildings, and/or within church leadership structures. This ensures that our policies and  
32 procedures inform and align with the way we lead ministry in our actual spaces. To that end, the  
33 Connectional Ministries Team worked with Mimi Sanders, NGUMC Safe Sanctuaries  
34 Consultant, to review and revise the NGUMC Safe Sanctuaries policy. The policy, inclusive of  
35 those revisions, is included in this handbook, Report 301. This revised policy will now be the  
36 standard of practice for Conference-sponsored events, retreats, and ministry offerings.

37  
38 Submitted by Mimi Sanders,  
39 Safe Sanctuaries Consultant  
40

41

### 42 **300.f. Youth Ministries**

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

1 One of our focuses this year has been living into our connectional history of the United  
2 Methodist Church. We strived to achieve this by connecting with our District Youth  
3 Coordinators and empowering them to lead gatherings with local youth ministers in their district.  
4 District meetings have been encouraging to our local youth workers in this post-pandemic  
5 season. It has been an inspiration joining our Youth Coordinators in some of these monthly  
6 meetings. The collective experiences shared among these brilliant leaders is what gives strength  
7 to our Youth Ministries in the North Georgia Conference.

8  
9 We have added several training opportunities along with the work Sam Halverson continues to  
10 do in partnership with the Youth Ministry Institute. We have attended online seminars including  
11 “Post-Pandemic Youth Ministry” with Fuller Youth Institute and in-person training at Wellroot’s  
12 “Reaching Teens Symposium”. We encourage youth ministers across the North Georgia  
13 Conference to continue in learning by adding monthly online training with Youth Ministry  
14 Consultants led by North East District’s Rich Griffith. All of which give us greater perspective in  
15 our new realities in a post-pandemic world.

16  
17 A top priority for teenagers in North Georgia is helping them recognize a call and ability to lead.  
18 Youth and adults from all over the North Georgia Conference meet to plan and discuss how to be  
19 a support to youth ministries and congregations. In February, the Youth Delegates of the Annual  
20 Conference gathered at Glisson for a Summit, our first meeting to get to know one another and to  
21 learn the ins and outs of holy conference work. We will have other opportunities to gather in  
22 fellowship in the coming months leading up to the Annual Conference. All with the goal to be  
23 prepared to serve and lead at this year’s conference.

24  
25 God does amazing things through these people called to walk alongside youth in their faith  
26 journeys, and we are blessed to be able to enable and prepare them for such a ministry. We are  
27 grateful for the leadership from so many youth and adults in our conference who willingly allow  
28 themselves to be used by God in showing the love of Christ to other youth.

29  
30 Submitted by Chris Moss, youth@ngumc.org  
31 Youth Ministries Consultant

### 32 33 **300.g. Black Congregational Development**

34 Black Congregational Development (BCD) is leading the charge in supporting and empowering  
35 the 121 predominantly black churches and 262 Black Clergy within the North Georgia  
36 Conference. BCD has launched and expanded three transformational initiatives and missional  
37 investments that align with the new areas of BCD foci, which include Culturally Relevant Fresh  
38 Expressions and New Black Church Intergenerational Leadership Development, Funding and  
39 Fundraising for Black Church Sustainability, and Black Church Development through  
40 Innovation and Technology. By investing in these areas, BCD is committed to ensuring the  
41 growth and sustainability of black churches throughout the North Georgia Conference.

42  
43 The impact of BCD's Culturally Relevant Fresh Expressions and New Black Church  
44 Intergenerational Leadership Development initiatives are already being felt in the South West  
45 District, where two BCD Ambassadors and Gammon Theological Seminary Scholars, Chontonia  
46 Simmons, and Latoya Damon, are leading new initiatives to strengthen and support

1 congregations. With the launch of the Faith in Action (FIA) ministry in January 2023, the first  
2 cohort of 12 young leaders from the South West district will engage in over 40 memorial sites of  
3 faith and social justice. This transformative experience is designed to equip youth with the tools  
4 to engage in civic activities and serve the church and the world. BCD's commitment to  
5 developing new leadership is a testament to its dedication to building sustainable black churches.  
6

7 Additionally, Black Congregational Development is collaborating with various black church  
8 caucuses, historically black institutions of higher education, and affinity groups throughout  
9 North Georgia to execute the Funding and Fundraising for Black Church Sustainability and  
10 Black Church Development through Innovation and Technology initiatives. These initiatives will  
11 launch in the Fall of 2023. They will provide training and development opportunities for clergy  
12 and lay leaders to equip them with the skills needed to ensure the growth and sustainability of  
13 black churches in the region. With BCD's commitment and dedication to supporting black  
14 churches in North Georgia, the future is bright for the black community's spiritual and church  
15 growth.  
16

17 Submitted by: Rev. Nathalie Nelson Parker, [nathalie.nelsonparker@ngumc.net](mailto:nathalie.nelsonparker@ngumc.net)  
18 Committee Chair, Black Church Development  
19

### 20 **300.h. Hispanic Congregational Development**

21 With an average age of 26, the Hispanic/Latino community is the youngest ethnic or racial group  
22 in Georgia and makes up approximately 10% of the total state population. Hispanic/Latinos are  
23 the largest ethnic group in the United States; and while many think of Hispanic/Latinos as a  
24 singular group, they are not all the same: they don't all eat tacos, they don't all speak Spanish,  
25 and they don't all come from Mexico. Among this group are hombres, mujeres, niñas, y niños  
26 (men, women, girls, and boys) from across Latin America (South America, Central America, the  
27 Caribbean, and Mexico) who celebrate their roots through their distinct foods, languages,  
28 traditions, dances, music, and so much more. Our Hispanic/Latino brothers and sisters speak  
29 Spanish, Portuguese, Mam, Nahuatl, Quechua, English, and many other languages to celebrate  
30 and to lament, to pray and to praise, to sing and to shout to Dios Todopoderoso (God Almighty).  
31 The Hispanic/Latino Ministries Committee of the North Georgia Annual Conference exists to  
32 strengthen and expand the ministry of the United Methodist Church in our many Hispanic/Latino  
33 communities across our region. The committee seeks to plant new communities of faith and  
34 assist in the training of pastors and laity to empower them to make disciples of Jesucristo for the  
35 transformación of the mundo (world). The committee also advocates for Latino communities  
36 both in the church and wider society, seeks immigration assistance and justice, and works to  
37 bridge understanding between the Hispanic/Latino communities and their diverse neighbors.  
38

39 Since the 2022 Annual Conference, the committee has

- 40 ● supported twelve Hispanic/Latino missions and churches to develop programs in six of  
41 the eight districts,
- 42 ● offered four workshops in Spanish to church leaders (Fresh Expressions, Reliant Church,  
43 Worship in the Early Church, and music training to equip youth, laypersons, and  
44 pastors),
- 45 ● provided financial assistance when needed to increase the participation of lay leaders,

- 1 • offered three workshops called *Immigrants our Neighbors* in three districts (with plans to
- 2 offer the same workshop in the remaining districts) to help non-immigrants understand
- 3 the reality of immigration,
- 4 • spoken with churches and church staff about immigration issues whenever invited, and
- 5 • financially assisted six students in the Christian Hispanic Academy through United
- 6 Theological Seminary.

7

8 The Hispanic/Latino Ministries Committee is pleased with what God has done through us in our

9 conference this past year, but there is much more ahead. As we as a denomination look at the

10 realities of churches disaffiliating, we want to be sure there is a United Methodist presence in

11 every Hispanic/Latino community in our conference. At the moment, we have neither the leaders

12 to do this nor the funds necessary to do this all at once. However, we will work strategically to

13 place new ministries and churches in the correct neighborhoods to work outward from there. We

14 will strengthen existing ministries and leaders through trainings such as Cosecha (Harvest) from

15 Path1 and Discipleship Ministries, promote and train house church leaders, establish an

16 Immigration Legal and Justice Network (formerly JFON through UMCOR) in our conference,

17 and pay for a full-time conference director of Hispanic/Latino ministries dedicated to strategic

18 planning and implementation together with the committee. ¡Manos a la obra! Let's get to work!

19

20 Submitted by: Rev. Ash McEuen, ash.mceuen@ngumc.net

21 Committee Chair

22

23 Rev. Dr. Juan Quintanilla, juan.quintanilla@ngumc.net

24 Hispanic Ministries Consultant

25

26 **300.i. Pan Asian Congregational Development**

27 For 2023 the Pan Asian Church Development Team has solidified our vision, mission and core

28 values in order to guide our team in the work that we are called to do. The Pan Asian Church

29 Development Team vision is to make disciples of Jesus Christ for the transformation of the

30 world. We will do this by working to raise generative spiritual leaders and congregations who

31 will influence their communities for Christ.

32

33 Our core values are:

- 34 • Develop Sustainable and Replicable Models of Ministry in Pan-Asian Context
- 35 • Leading the church to follow Jesus by developing generative leadership, engaging the
- 36 community,
- 37 • Strategic Planning to address the needs of the Asian population in the Conference
- 38 • We will be leaders who risk and push beyond our comfort zones for the sake of love.
- 39 • We will be leaders who grow daily in our relationship with Jesus.

40

41 5 Suggested Areas of Focus for our team

42 Mission Discipleship

- 43 • Next Gen Leadership Development & Recruitment
- 44 • Church Development and New Ministry Opportunities

45 Health & Wellbeing

- 46 • Clergy & Congregational Well Being

- 1 Racial Healing and Justice
- 2     • Cultural Awareness
- 3     • Clergy & Lay connection in the community & conference
- 4 Church Economics
- 5     • Discover and train for sustainability for the future of Pan Asian Churches in the
- 6         NGUMC
- 7     • Ways of economic viability
- 8 Community Engagement
- 9     • Engaging the community to be present in our communities to represent our
- 10         communities and represent the church.

11

12 We look forward to the rest of this year focusing on mental health resources for clergy and

13 churches. Cross Racial, Cross Cultural resources for Asian pastors in our conference. We are

14 also excited about Camp Glisson and the conference’s announcement of “Ethnic First Camper

15 Grants” with 11 full-tuition grants available to Pan Asian Church Development Committee to

16 introduce our Asian families to the summer programs at Glisson. The grants are made possible

17 by the Office of Inclusion and Advocacy of the NGA Conference Center for Congregational

18 Excellence and are being administered through North Georgia Camp and Retreat Ministries. We

19 are very thankful for the work they are doing in cooperation with our committee and churches.

20

21 Submitted by Rev. MinHo Chung, [minho.chung@ngumc.net](mailto:minho.chung@ngumc.net)

22 Committee Chair, Pan Asian Congregational Development

23

24

25 **300.j. Disaster Response**

26 The past year has been extremely active for conference disaster response ministries. These are

27 the “boots on the ground” volunteers active in community ministries partnering with The United

28 Methodist Committee on Relief (UMCOR), and in coordination with our neighboring UMC

29 conference areas, as well as the first call for North Georgia Conference disaster response.

30

31 At the 2022 Annual Conference we encouraged every congregation to be disaster ready at home

32 and nearby because “we are UMCOR.” The reality is that at the local level, in each of our

33 churches, we are not only the hands and feet of UMCOR, but also the hands and feet of Christ in

34 a time of great community need. Our preparation, availability, and coordination is a powerful

35 witness for Christ in our communities. See the conference website to become better equipped.

36

37 In 2022 North Georgia was once again a significant giver to UMCOR as our congregations gave

38 over \$1.5 million to relief and recovery efforts in the United States and around the globe. We are

39 grateful for your understanding, your prayers, and your generosity sharing funds as it is

40 multiplied in direct survivor assistance.

41

42 In 2022 our active Early Response Teams (ERT) assisted at the invitation of KY, TN, and FL

43 conferences as it was once again a very active time of disasters with incredible scale and scope

44 which stretched communities beyond their capacity to handle their problems independently.

45

1 In September 2022 we assisted in response to the Summerville GA flooding and are grateful for  
2 the UMCOR solidarity grant which allowed us to assist 25 households.

3  
4 In October 2022 North Georgia conference also received a \$500,000 grant from UMCOR for  
5 long term recovery efforts in Newnan related to the March 2021 EF-4 tornado. While the  
6 community partnership of churches and nonprofits had assisted many families there were still  
7 significant unmet needs in rebuilding some of the most severely damaged homes of families.  
8 UMCOR and the UMC responded with help when it seemed there were no remaining  
9 possibilities!

10  
11 Through October, November, and December North GA had a very active response for Hurricane  
12 Ian relief efforts in coordination with Florida UMC Conference & UMCOR. Due to the training  
13 and availability of our incredible leaders and experienced teams Florida and UMCOR invited our  
14 ERT early in their relief efforts as the devastating impact required many prepared volunteers.

15  
16 January 12, 2023 a dozen tornadoes cut through LaGrange, Greenville, Locust Grove, Griffin,  
17 and Jackson, and surrounding counties. A tremendous effort by 30 of our churches in sending  
18 ERT in support of requests, & generous financial gift of an emergency grant by UMCOR,  
19 assisted the local ministries of Griffin First UMC, Jackson First UMC, & Locust Grove UMC.  
20 As of March 2023 we also began a shift from early relief to the long term recovery ministries  
21 which will likely take 2-3 years or more. Stay tuned to NGUMC news updates as we launch a  
22 major initiative to assist those churches and communities in long term recovery.

23  
24 Thank you for being prepared to serve your community, and our state and region, as Christ uses  
25 us effectively in disaster response ministries.

26  
27 Submitted by: Rev. Scott Parrish, [scott.parrish@ngumc.net](mailto:scott.parrish@ngumc.net)  
28 Mission and Disaster Response Ministry Specialist

29  
30 Rev. Dr. Thom Shores, C-DRC, [teachnpreach@hotmail.com](mailto:teachnpreach@hotmail.com)  
31 Conference Disaster Response Coordinator

### 32 33 34 **300.k. Churches of Excellence in Outreach**

35 The NGUMC Churches of Excellence in Outreach is a long-standing award recognizing  
36 congregations active in connectional United Methodist mission. These congregations meet &  
37 exceed expectations for involvement in robust mission including local, state, national, and global  
38 expressions of partnership and faith in action.

39  
40 The criteria include:

- 41 1. Consulting with Rev. Scott Parrish with focus on a strategic congregational mission
- 42 portfolio.
- 43 2. Identifying a Mission Leader who is approved by the church/charge conference.
- 44 3. Establishing missions as priority by forming a biblically based mission strategy and
- 45 providing communication of mission and outreach on a consistent basis.

- 1 4. Planning and implementing an annual mission celebration event.
- 2 5. Participating in the UMC Global Ministry Missionary Covenant program or establishing
- 3 a continuing relationship with a United Methodist missionary.
- 4 6. Participating in at least one sustained local mission outreach program.
- 5 7. Participating in a mission trip or mission project outside the local community.
- 6 8. Paying apportionments in full.
- 7 9. Participating in Advance Special Sundays and receiving special offerings or establishing
- 8 budget line items to support key UMC partners.
- 9 10. Supporting Advance Projects through North Georgia, UMCOR, National Advance, &
- 10 International Advance.

11  
12 We celebrate the churches which have met the criteria in 2022:

- 13 ● Ben Hill UMC
- 14 ● Bethlehem First UMC
- 15 ● Carrollton First UMC
- 16 ● Cornerstone UMC
- 17 ● East Cobb UMC
- 18 ● Jackson UMC
- 19 ● Mt Zion UMC/ Marietta
- 20 ● Newnan First UMC
- 21 ● Northside UMC
- 22 ● Oak Grove UMC

23  
24 Submitted by: Rev. Scott Parrish, [scott.parrish@ngumc.net](mailto:scott.parrish@ngumc.net)  
25 Mission and Disaster Response Ministry Specialist

26  
27 Rev. Dr. AnnaKate Rawles, [annakate.rawles@ngumc.net](mailto:annakate.rawles@ngumc.net)  
28 Conference Secretary of Global Ministries

### 31 **300.I. Global Ministries**

32 Our connectional UMC mission multiplies our prayers and our giving in transformational ways  
33 all over the United States and world. Our support provides for missionary recruitment and  
34 ministry, UMCOR disaster response in the US and globally, young adults in mission, and a  
35 variety of mission projects through the Advance in over 60 countries. In 2022 your giving made  
36 possible the work of 174 missionaries, including 15 that our conference directly supported! In  
37 this past year we celebrate that our North Georgia Conference had over 300 churches give over  
38 \$1,500,000 to Global Ministries and UMCOR!

39  
40 Trisha Manns is an example of one of our Global Ministries missionaries. She serves as a Church  
41 and Community Worker in Little Rock working with youth and young adults. Read more about  
42 Trisha at <https://umcmmission.org/missionary-bio/3022241/>.

43  
44 In addition to the possibilities of missionary or mission project support, many churches enjoy  
45 establishing a covenant relationship with a missionary. Learn more at  
46 <https://umcmmission.org/covenantrelationships/>.

1  
2 Our connectional mission network continues to have a significant impact in sharing the Good  
3 News of Jesus Christ in word and deed throughout the United States and the world. Thank you  
4 for your participation and support of this dynamic expression of the Gospel through the practical  
5 expressions of faith as witness to God pouring out Spirit on all!

6  
7 Submitted by: Rev. Scott Parrish, [scott.parrish@ngumc.net](mailto:scott.parrish@ngumc.net)  
8 Mission and Disaster Response Ministry Specialist

9  
10 Rev. Dr. AnnaKate Rawles, [annakate.rawles@ngumc.net](mailto:annakate.rawles@ngumc.net)  
11 Conference Secretary of Global Ministries

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- 1 • Be at least 21 years of age.
- 2 • Be at least five (5) years older than the group they are supervising.
- 3 • Complete an Application/Commitment form.
- 4 • Be interviewed by the Director of the ministry/program.
- 5 • Consent to a criminal records check and driver’s license records check.
- 6 • Provide three character references.

7  
8 All volunteers serving in a helping capacity for children/youth shall:

- 9 • Be at least five (5) years older than the group they are helping.
- 10 • Complete an Application/Commitment form.
- 11 • Be interviewed by the Director of the ministry/program.
- 12 • Consent to a criminal records check and driver’s license records check.
- 13 • Provide three character references.

14  
15 In the event that a substitute worker needs to be brought in under last minute circumstances, that  
16 person must:

- 17 • Be at least five (5) years older than the group they are helping.
- 18 • Complete an Application/Commitment form.
- 19 • Provide a character reference who can be contacted by the Director immediately.
- 20 • Complete a basic orientation/training provided by the Director or other supervisor before  
21 actually beginning work.

22  
23 **TRAINING**

24 Training must be a mandatory component of each Event’s design. The Design Team shall be  
25 responsible for assuring that adequate insurance for the specific event and/or activities either  
26 from the Conference or the District is in place. The Design Team must also have a person  
27 available at the event who is designated to receive any report of allegations of abuse and follow  
28 through according to the Conference guidelines and the requirements of State Law. All workers  
29 shall be trained in safety, first aid, and abuse prevention.

30  
31 Training shall include information, explanation, and discussion of:

- 32 • The Annual Conference Policy.
- 33 • Behaviors or other indicators which may signal problems.
- 34 • Requirements of Georgia law for reporting incidents of abuse.
- 35 • Procedures for response to incidents of abuse and for reporting incidents of abuse.

36 All workers and leaders will sign a covenant to abide by the Conference policy at the  
37 conclusion of each training prior to an event.

38  
39 **REGULAR OPERATIONS FOR PROGRAMS AND EVENTS**

40 All District and Conference ministries with children/youth shall be governed by these guidelines:

- 41 • Two adults shall be present at all times.
- 42 • If both boys and girls are participants, then the adult leaders should also include both men and  
43 women.
- 44 • The number of workers required for each event (above the minimum of two) will be  
45 determined by the number and age of the participants and the nature of the activities.
- 46 • Unauthorized visitors will not be allowed to remain with the group.

- 1 • Participants will not be allowed to leave the designated meeting area without
- 2 permission/supervision.
- 3 • During ministry events, one-on-one activities shall not be conducted “behind closed doors” or
- 4 in isolated area away from trained supervisory persons.
- 5 • All ministry events will be carried out in appropriate locations with adequate equipment and
- 6 trained adult supervisors present.

## 7

### 8 **REPORTING INCIDENTS**

9 All reporting of alleged incidents or actual incidents of abuse must strictly follow Georgia law.

10 A worker who has reasonable cause to suspect that abuse has occurred should secure the  
11 safety of the child, if possible, and then immediately report the incident to the  
12 Director/Supervisor of the ministry event. It is never the responsibility of a worker with children  
13 or youth to investigate allegations of child abuse. The Director/Supervisor will then follow all  
14 appropriate procedures for reporting to the child’s parents or guardian, authorities of the Annual  
15 Conference and/or District, and local law enforcement or child protective service agencies. In the  
16 event that the Director/Supervisor is the alleged perpetrator, reports should be given to the  
17 District Superintendent for the District holding the event, or in the case of a North Georgia  
18 Conference sponsored event, the Director of the Center for Congregational Excellence will  
19 receive the report.

### 20

### 21 **CONCLUSION**

22 We take our policies to reduce risk of abuse seriously and we are committed to their  
23 enforcement for the safety and security of all our children, youth, vulnerable adults, and those  
24 who work with them.

25 All Conference and District ministry events are required to comply with these policies.  
26 Each Conference ministry event shall be subject to review by the Executive Committee of the  
27 Center for Congregational Excellence and the Conference staff person related to that event.  
28 Each District ministry event shall be subject to review by the Executive Committee of the  
29 District Leadership Team or its equivalent.

30 Conference and District ministry events not sponsored by the Center for Congregational  
31 Excellence or the District Leadership Team or its equivalent will be subject to review by the  
32 Team, Committee, or Board that initiates the event.

33 Non-compliance with these policies shall result in potential loss of sponsorship by the  
34 Center for Congregational Excellence, District Leadership Team, or the sponsoring Team,  
35 Board, or Committee.

36 The Center for Congregational Excellence shall review these policies and procedures at  
37 least every quadrennial.

38

39 These policies and procedures were unanimously adopted by the 1998 session of the  
40 North Georgia Annual Conference. Implementation of the training procedures began by the 1999  
41 session of the Annual Conference and continue in Conference and District events. This policy  
42 was reviewed and updated for the 2023 session of Annual Conference.

## 302. Inclusion and Advocacy Report

I am proud to share the meaningful ministry engaged in the last conference year. As we move to be more inclusive as a conference, I have expanded my understanding of inclusion after some really helpful feedback. Some of the areas where we want to improve are in including people of different abilities and languages. You will notice that the registration form for Annual Conference has been updated to include questions about ability so that we can better know what accommodations are needed to make people feel welcome and included in the ministry we do at conference. You will also notice more multilingual aspects of worship and the sessions including American Sign Language.

Our Racial Justice and Healing Academy launched in the fall of 2022 and continues on an annual basis with a new cohort each fall. The academy includes robust, passionate, and impactful experiences, workshops, and tours that is open to lay and clergy from all districts. One of the highlights of the RJHA from last fall was the Racial Trauma Tour that took participants around north Georgia to places where racial trauma has occurred to learn about the context, the aftermath, and what has been left undone to bring about healing. Stops included New Echota—the former Capital of the Cherokee Nation and where the documents were signed that led to the Trail of Tears. Another stop was to the Forsyth County Courthouse near the location where Rob Edwards was lynched in 1912. After the lynching all Black residents of the county were forced to leave their homes, property, businesses, and churches with no compensation and no black residents were allowed to live in the county for almost 80 years. The tour continued to a former plantation in Johns Creek where the descendants of the formerly enslaved partnered with the descendants of the enslaver to deed over the cemetery where the enslaved and their descendants have been burying since the early 1800's. The tour was very meaningful to the 30 folks gathered and we look forward to doing it again this year in the fall as part of the RJHA. All modules of the academy are open to anyone who wishes to join based on availability.

Another area of focus was in looking at how our conference is doing with including people of color in areas of ministry where they have been underrepresented. One of those areas is in the students who attend summer camp at Glisson. Working closely with Russell Davis we were able to secure 75 scholarships for students of color to attend camp this summer so that young people of all races can experience the joys of camp.

In 2019, the Conference had international peace builder, Rev. Dr. Gary Mason—from Northern Ireland—as a preacher at Annual Conference. He spoke to us about courageously navigating conflict and division within our Conference about the legacy of slavery, white supremacy, and racism along with other divisions. This year we took a group of 30 folks to Belfast to experience the ways Dr. Mason has engaged his own context to help end the 29 years of sectarian violence and the creative ministry his church has begun afterwards. The group included lay and clergy from all 8 districts as well as partners at Candler and Gammon. That cohort continues to meet to plan their engagement in their contexts for ministry and beyond.

In December of 2021, Archbishop Desmond Tutu died in South Africa. After his leadership on the Truth and Reconciliation Commission in South Africa, he spent several years in Atlanta while teaching at Candler School of Theology-Emory University. Our Conference was a sponsor of the Atlanta Tribute for Archbishop Tutu that resulted in the creation of a joint center for social justice between Clark Atlanta University and Emory University to continue his legacy of racial justice and healing.

1 I look forward to another year of learning, growing, being challenged, and supporting the  
2 work of inclusion and advocacy in our conference.

3  
4 Rev. Dr. Brian A. Tillman  
5 Director of Inclusion and Advocacy  
6  
7

### 8 **303. Reparations Task Force Report**

9 During the 2022 Annual Conference while voting on church closures, Rev. Dr. Vance  
10 Ross, pastor of Central UMC and chair of the Conference Commission on Religion and Race  
11 (CCORR) stood to address the Conference from the floor and highlighted the fact that people of  
12 color have remained in the denomination and the Conference despite the systemic racism they  
13 have endured. One of the churches closing was Red Oak UMC-Griffin, a historic Black church.  
14 In response to his remarks and those of others, the Conference voted to pursue a different  
15 outcome for the Red Oak church, an outcome that would see the proceeds gained from the sale of  
16 the property used in a way that honors the church’s history and the struggles that its members  
17 endured to form the church and remain United Methodist, an outcome that would not erase that  
18 legacy by dispersing the funds throughout the Annual Conference in a way that strips them of  
19 their history.

20 This vote warmed the hearts of many including Bishop Sue who addressed the  
21 Conference following the vote:

22 *“In the teaching office of the bishop, I am just going to offer two other thoughts. Is the*  
23 *best way to make reparations to do it like this in a single-mannered way, which looks to the*  
24 *past? Or is it better to use reparations money to serve people into the future or to open new*  
25 *Black churches and new Hispanic churches or to open new multicultural churches like we saw*  
26 *modeled yesterday?*

27 *You see the complexities of these issues. I will say, if we are going to repent, part of the*  
28 *repentance needs to be for our focus on planting churches in affluent white areas. And that we*  
29 *have failed to recognize and put our resources into the predominantly Hispanic, Black, and other*  
30 *areas of North Georgia. And we have not done a good job of acknowledging that. I think we need*  
31 *a wholesale response. And to do it one church at a time or one item at a time will limit, I think,*  
32 *our vision and our effectiveness.*

33 *This is a great discussion. You don’t know how much good this does my heart. It is a*  
34 *historic moment in the North Georgia Annual Conference that we are having these discussions.*  
35 *And I don’t think anything is closer to the heart of God than human beings saying, ‘You know*  
36 *what? We messed up and we can do better.’ I am so delighted at you for having this discussion*  
37 *and for bearing your heart and for saying this is hard work, but it’s got to be done. And this is*  
38 *Godly work. So, thank you.”*

39 *~ Bishop Sue Hauptert-Johnson*  
40

41 Last year, the Common Table of the Conference determined that racial justice and  
42 healing would be one of our Five Areas of Focus. Reparations is critical to pursuing racial justice  
43 and healing and is rooted in the scriptural witness.

44 The Reparations Task Force was formed out of the will of the Annual Conference with a  
45 team of talented and inclusive people and facilitated by Rev. Dr. Curtiss Paul DeYoung—co-  
46 writer with Rev. Dr. Allan Aubrey Boesak of Radical Reconciliation: Beyond Political Pietism  
47 and Christian Quietism. Dr. DeYoung serves as the CEO of the Minnesota Council of Churches

1 and lives 10 blocks from where Georgia Floyd was brutally murdered. The task force has  
2 invested countless hours of praying, researching, planning, and meeting so that we can present  
3 the roots of our work and some recommendations this year and are committed to continuing this  
4 work in the years to follow.

5 We define reparations as repairing the damage and wounds of racism. They are acts of  
6 restorative justice rooted in the biblical call to repent with a contrite heart and the command to  
7 love our neighbor as ourselves, seeking to fully acknowledge the humanity of and make  
8 restitution to Black, Indigenous, and other people of color (BIPOC) in the U.S. who continue to  
9 suffer from systemic white supremacy and injustices—past and present. A more detailed  
10 definition and charge can be found on our website including its biblical and theological  
11 foundations: [www.ngumc.org/reparations](http://www.ngumc.org/reparations)

12 We began our work by exploring some of the history of systemic racism in the North  
13 Georgia Conference of the United Methodist Church and its prior iterations. Some of that history  
14 includes:

- 15 • the fact that the North Georgia Conference was created after Native Americans were  
16 unjustly removed from these lands allowing the Methodist Episcopal Church to benefit  
17 from their disenfranchisement;
- 18 • the church benefitted from the labor of enslaved Africans and their descendants in  
19 building churches, doing too little to end the injustice of African enslavement, and  
20 benefiting from it on multiple levels;
- 21 • instituting racial segregation practices within the denomination that resulted in Christian  
22 disciples being disallowed from worshiping in White churches and other white dominated  
23 spaces;
- 24 • creating more complex pathways to ordination for people whose first language is not  
25 English;
- 26 • underinvesting in the development of churches in communities where non-white  
27 populations are growing;
- 28 • underrepresentation of people of color on conference boards or holding leadership roles;
- 29 • and a host of other well-documented and indisputable practices and systems that have and  
30 continue to produce racist outcomes;

31 The Reparations Task Force looked into some of this history and selected a few stories to  
32 highlight in a video series that has been made available on the Conference website. The videos  
33 do not reflect the totality of the racial wounds carried within the Conference but give a glimpse  
34 into the realities and, in some instances, shows the courage of people who worked to begin to  
35 heal those wounds.

36 As a result of our work, we have made recommendations for this year's Annual  
37 Conference and will continue to work in subsequent years to repair the systems in our  
38 Conference where racist outcomes are present.

39  
40 This year's recommendations include:

- 41 1. The proceeds of the eventual sale of the property of the former Red Oak UMC-Griffin  
42 will be granted to another Black United Methodist Church of the choosing of the former  
43 members of the closed church. This honors the vote of the 2022 Annual Conference.
- 44 2. Encouraging Legacy Mergers for historic churches of color who are facing potential  
45 closure with another church of color who will carry on their legacy of ministry and

1 discipleship. You can find details about legacy mergers in the report of the Conference  
2 Board Trustees.

- 3 3. Intercultural Training for those who serve on Conference boards, teams, councils,  
4 commissions, and committees. The Book of Discipline reminds us that we are to “commit  
5 ourselves to full equity and accountability in our relationships, structures, and  
6 responsibilities” (¶ 125), as well as our commitment to inclusion (¶ 140), that we are  
7 servants of Christ sent into the world to engage in the struggle for justice and  
8 reconciliation (¶ 124), that we are called to and have the responsibility for learning from  
9 each other, showing mutual respect for our differences and similarities as we experience  
10 the diversity of perspectives and viewpoints (¶ 161.A), and to move beyond symbolic  
11 expressions and representative models that do not challenge unjust systems or power and  
12 access (¶ 162.A). Ensuring that the people who make decisions for our ministries and  
13 churches and who serve on boards and committees are properly trained to be anti-racist  
14 (that is, recognizing and eschewing not racist attitudes, beliefs, and practices and actively  
15 working to end racism) and racially inclusive. The training will be determined by the  
16 Conference Commission on Religion and Race and funded through the budget for  
17 Inclusion and Advocacy. You will have an opportunity to support this recommendation  
18 by voting “Yes” on the amendments to the standing rules.
- 19 4. Intercultural Training for Conference Staff and the Board of Ordained Ministry.  
20

21 To find out more about and to follow the work of the task force, please visit our website:  
22 [www.ngumc.org/reparations](http://www.ngumc.org/reparations).

23  
24 Beth LaRocca Pitts and Nate Abrams  
25 Co-Spokespersons for the Reparations Task Force  
26

### 27 28 **304. Commission on Religion and Race** 29

30 CCORR serves North Georgia in its discipleship efforts by gathering an including,  
31 diverse team from the entire annual conference. Cross racial, cross vocational, intercultural and  
32 interethnic, these committed commissioners seek to guide the annual conference into an Acts of  
33 the Apostles manifestation. This service involves:

- 34 ● Racial Justice and Healing Academy Pilot (RJHA) –Focuses on building spiritual leaders  
35 that will antiracist, further iterations happened with a goal of at least two per annual  
36 conference year. We continue to recruit participants and this is, we believe, a critical  
37 ministry for bringing understanding and active engagement in antiracism.
- 38 ● SCLC Women Civil Rights Heritage CCORR continues partnering with the SCLC  
39 WOMEN on their annual Civil Rights Heritage Tour. As well, a North Georgia tour  
40 happened that gives a sense of the human and civil rights history for the peach state and  
41 where the ministry of the church was and was not.
- 42 ● Nominations: – CCORR maintains active participation in the nominating process,  
43 enlisting people across categories to enlarge the vision and talent needed for annual  
44 conference ministry. With great admiration for the work of the Conference Committee on  
45 Nominations, CCORR wants to continue assisting annual conference discernment for  
46 spiritual leadership.

- 1 ● Participated in the Annual Conference Reparations work group
- 2 For 2023-24, CCORR
- 3 ○ Envisions a time with the bishop (and cabinet) to discuss the work now and in the future
- 4 ○ Continues to seek a relationship with the General Church Inter-Ethnic Strategy and
- 5 Development Group to strengthen under resourced/underrepresented conference groups
- 6 ○ Intends more RHAJ cohorts for 2023-24.
- 7 ○ Offers to help conference teams, in unity/equity, anticipating denominational changes
- 8 ○ Prepares to lead diversity training for all conference spiritual leadership, clergy and laity.
- 9 ○ Expects a 2023-24 trip to the National Memorial for Peace and Justice (Lynching
- 10 Memorial) in 2023 and to have founder Bryan Stevenson come to share in North Georgia.
- 11 ○ Sees creating more intercultural competency seminars for broad offerings in the
- 12 conference (§ 643.3b).
- 13 ○ Will continue BOOM and dCOMs partnership to assist in providing intercultural
- 14 competency experience (§ 643.3c).
- 15 ○ Will partner with appropriate conference teams to assist the conference with its mandate
- 16 to prepare congregations for cross-racial/cross-cultural appointments (§ 643.3e).
- 17 ○ Commits to meet annually, as mandated, in a joint session with the Executive Committee
- 18 of the BOOM, Cabinet, and CCORR (§ 643.3f)

19 CCORR thanks Bishop Robin Dease and the cabinet for support in this work we mutually  
20 cherish.

21  
22 Rev. Dr. Vance P. Ross,  
23 Chair

### 24 **305. Connectional Ministries Team Report**

25  
26  
27 The Connectional Ministries Team was formed after combining the Discipleship &  
28 Advocacy Board and the Congregational Development Board into one board that was initially  
29 called the Consolidated Board until last June when the Connectional Ministries Team (CMT)  
30 became the new name after standing rule changes. CMT is organized into multiple “teams”  
31 centered around the Five Areas of Focus passed down by the Common Table last year. The  
32 teams include the Scriptural Literacy and Imagination Team, the Health and Wellbeing Team,  
33 the Community Engagement Team, the Racial Justice and Healing Team, the New Faith  
34 Opportunities and Communities Team, and the Missional Funding Team that evaluates grants  
35 from boards, committees, and organizations before they go to BEAT. CMT meets quarterly as a  
36 full collective while the individual teams meet more frequently. Each team is led by a member of  
37 CMT and supported by staff from the Center for Clergy Excellence or the Center for  
38 Congregational Excellence.

39 This past conference year, CMT has been busy evaluating a Church of Excellence  
40 Awards aligned with the Five Areas of Focus that will be rolled out this year at Annual  
41 Conference with the first recipients of new awards being named in 2024. CMT will serve as part  
42 of the evaluating team to determine award recipients annually. More details about each award is  
43 available on the Congregational Excellence website:

44 <https://www.ngumc.org/congregationalexcellence>

45 Another key focus this conference year was to update our Safe Sanctuary Policy. A sub-  
46 team was created to update the policy and it will be shared with the Annual Conference for



1 adoption across the conference so we continue to prioritize the safety of children and vulnerable  
2 populations.

3 Over the next year, CMT plans to coordinate with the Conference Commission on  
4 Religion and Race to write the formal policy for intercultural training if the pending standing  
5 rule amendment is adopted. The policy will be inserted in the Guidelines, Policies, Relationships,  
6 and Standards of the conference handbook and journal.

7  
8 Rev. Joya Abrams  
9 Chair, Connectional Ministries Team

### 10 11 12 **306. Conference Committee on Native American Ministries**

13  
14 The Conference Committee on Native American Ministries had a booth at the New Beginnings  
15 UMC Fall Festival on October 22, 2022 where we provided Native American games and craft  
16 items for the children and gave out publicity flyers for our ministry. The annual Fall Gathering at  
17 Vinings UMC was held in the sanctuary followed by lunch in the fellowship hall on September  
18 17 with 36 attending. The Spring Gathering was held on April 29, 2023 at Pine Log UMC  
19 Campground. The service was held outside in the Tabernacle and lunch was provided in the  
20 fellowship hall. Attendance was as follows: Abenaki 2, Blackfoot 3, Cherokee 15, Muscogee  
21 Creek 1, Choctaw 1, Iroquois 1, Powhatan 1, Seminole 1, first-time attendees 30, and non-  
22 natives 23 for a total of 78. This is the best-attended gathering yet. Our keynote speaker, The  
23 Rev. Larry Jent, is the Virginia Conference CONAM Chair. His message was well-received.

24 CONAM has partnered with the Georgia Red Clay Mission, Inc., a domestic nonprofit  
25 organization that advocates for First Natives to empower them for Christian witness and mission  
26 to their community and the world. Together we are working to build bridges of understanding  
27 with committees, conferences, districts, and clusters, to provide a means of Christian witness  
28 through caring and sharing. We hope this partnership will enable us to secure funding to  
29 purchase land for a Cherokee tribal reservation in Georgia which will allow them to apply for  
30 Federal Recognition. Once that happens there are plans for hosting educational seminars  
31 including teaching Georgia Native history, dances, and crafts like beading, finger-weaving,  
32 Riverwood flute making, etc. Our partnership is working to provide advocacy/programming for  
33 issues of justice, equal opportunities, development, and self-determination for the Georgia Native  
34 peoples. In this light, we encourage approval of reparation grants to assist in these enormous  
35 tasks. Our CONAM Committee discussed the idea of returning land in Georgia to Native  
36 Americans that was taken. The United Methodist Church can engage in restorative justice by  
37 giving this land back to rightful owners. The North Georgia Conference Board of Trustees can be  
38 leaders in righting this wrong by approving this land grant.

39 We are considering sending a CONAM committee person to SEJANAM at Lake  
40 Junaluska and sending a group to the Smithsonian's Native American Museum in Washington,  
41 D.C., but that will depend on funding and proper planning.

42 Finally, we have provided scholarships this year and celebrate two events: 1) the  
43 graduation of Samantha Kent and 2) a summer internship in Jacksonville for Donovan Lewis.  
44 We also sent additional funds to the scholars to offset the economic downturn. We are now  
45 accepting applications for the 2023-2024 academic year.

1 The Special Sunday Offerings have been limited for the past few years and that makes us  
2 especially grateful the Conference BEAT grant that has made our work possible.

3  
4 The Rev. Dr. Rebecca D. Jones  
5 Chair, NGA Committee on Native American Ministries  
6 [becki.jones@ngumc.net](mailto:becki.jones@ngumc.net)  
7  
8

### 9 **307. Community Discipleship & Development**

10  
11 The Office of Community Discipleship & Development continues its endeavor to enhance and  
12 restore church vitality through development of church properties towards vitality of  
13 congregations and their imminent communities. Essential needs for church vitality and  
14 community enrichment intersect through Community Discipleship & Development. A series of  
15 actions result in unprecedented practices including developer partnerships, stakeholder relations,  
16 funding sources, and practical development training. Participating congregations recognize that  
17 they are “not a church in the community but a community with the church within it.” Phases of  
18 development include orientation, assessments, planning and implementation towards sustainable  
19 and transformative outcomes.

20 Congregations who have made significant progress over the past two years include  
21 College Park First UMC (CN), Clarkston UMC (CS), Atlanta First UMC (CN), St. Mark UMC  
22 (CN), and Trinity UMC (CN). Several other congregations are in an assessment phase. College  
23 Park First’s foci include affordable housing, live-work space, aviation dispatcher training, the  
24 arts, live-work space, culinary training, and a restoration non-profit of restoring marginalized  
25 individuals and families. Clarkston provides four indigenously led multi-cultural worship  
26 services, refugee housing, refugee pre-natal training for expecting mothers, early childhood  
27 education and services in partnership with the City of Clarkston, Inspiritus, small business  
28 entrepreneurs, and refugee services. Atlanta First, as an urban hub, has broken ground on  
29 affordable housing and a new multi-purpose campus. St. Mark-Atlanta will provide attainable  
30 lofts and multiple lots for downtown parking, combating the challenge of urban density. They are  
31 in the process of installing an indoor playground to deal with this deep need in mid-town Atlanta.  
32 Trinity-Atlanta, located across the street from the Georgia State Capitol, is known for its  
33 unprecedented ministry of social justice and advocacy for the underprivileged. This congregation  
34 operates a 24hr women’s shelter and the historic Trinity Table hot meal ministry. They have  
35 launched an affordable housing effort and are now discerning best options for renovation and  
36 services at the church site. These are a few of the ways that God is using North Georgia  
37 congregations to enrich discipleship while enhancing the lives of their neighbors.

38 Development requires contextual consultation and training which includes assessment  
39 and planning towards manifold implementations beyond seminary training. Agility and resilience  
40 are necessary traits for pastoral leadership and development. Assessment (discernment) includes  
41 a study of the congregation’s Mission Insite results, feasibility study of property, objective  
42 determination of best land use, current fiscal health, fiscal needs, and approval from the Charge  
43 Conference to engage an initial development phase. Congregations are accountable to  
44 compliance with the *Book of Discipline* in relationship to the District Superintendent, and  
45 appointive cabinet, plus district strategic growth teams for all projects exceeding 25% of the  
46 congregations’ current operating budget.

1           Community Discipleship & Development is designed to enhance church vitality and  
2 while engaging missions within the neighboring community. In the words of Corrie Ten Boone,  
3 “Never be afraid to trust an unknown future to a known God.”

4  
5 Dr. Bernice W. Kirkland,  
6 Director

1 **400. Aldersgate Homes/Camp Collinswood**

2  
3 **Our Mission**

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

6  
7 **Welcome Home Ministry**

8 We support people with developmental disabilities to live independent lives by assisting with rental  
9 deposits and providing furniture. We have assisted individuals to live in the Atlanta area. With the help  
10 of, Snellville, UMC, Hapeville UMC, Oak Grove UMC, Covenant UMC, and Mt. Zion UMC, we  
11 furnished the apartments. Each church adopted a room and helped the individual feel welcomed to the  
12 community.

13  
14 **Camp Collinswood**

15 Our beautiful Camp Collinswood on Lake Oconee offers a wonderful place to enjoy God’s world. The  
16 camp, which is open to all, offers comfortable cottages, a fully equipped dining/meeting hall, a spacious  
17 pavilion, a lakefront boathouse, a gazebo and dock. **All of these facilities are fully accessible.**

18 A BEAT Grant was awarded to start a Summer Day Camp for children of all abilities. We will  
19 pilot this camp on June 19-23 and June 26-30. Our hope is to grow this in the future.

20 In 2022, the facility was used by multiple churches for confirmation, youth, and adult retreats.  
21 The North Metro Miracle League came in the summer to support individuals/families with disabilities.  
22 The Lake Oconee Walk to Emmaus resumed their walks at the facility. Wesley UMC continues to  
23 provide needed repairs. We hope you will consider this beautiful and serene facility for your next church  
24 retreat or Emmaus Walk.

25  
26 **Marian Wilder Award**

27 We are excited about our new award from the Aldersgate/Collinswood ministry. We would like to help  
28 support churches that are interested in developing the ministry as **85% of families with a child with**  
29 **developmental disabilities are unchurched**; we can help your church lower that number. We are  
30 piloting the program now, similar to the Church of Excellence In Outreach award. Let us know if you  
31 are interested.

32  
33 **Our Request**

34 As United Methodists, we are asked to support the church by our prayers, our presence, our gifts, our  
35 service, and our witness. Aldersgate is asking for this support of the ministry to individuals with  
36 disabilities.

37 Rev. Anne Hansen, Executive Director, has years of experience working with older adults  
38 and individuals with disabilities. She previously worked in the state system and has a vast knowledge of  
39 resources for families. She serves as clergy in the South East District. Contact us at **404-327-9491**,  
40 [www.aldersgatehomes.com](http://www.aldersgatehomes.com), or [aldersgate.collinswood@gmail.com](mailto:aldersgate.collinswood@gmail.com) (note that this is a new email  
41 address) if you have any questions or need more materials.

1  
2  
3 **401. Methodist Foundation for Retired Ministers**

4 A visionary group of North Georgians formed the Foundation for Retired Methodist Ministers 84  
5 years ago. The concerns addressed by the Foundation have changed across the years but the purpose of  
6 maintaining “a permanent endowment to provide a living for retired ministers, widows, and dependent  
7 children of deceased ministers” have continued.

8 Thanks to the good work of the Conference Board of Pension, the Foundation does not need to  
9 make contributions to an unfunded liability for retiree benefits (i.e., pensions or insurance) which was  
10 done until a few years ago.

11 Now, the attention is turned to caring for retirees through the Wesley Woods Chaplaincy and  
12 helping some individuals who have disability and health issues. While we don’t know what critical  
13 situations we may face in the future, we stand ready to respond with the resources we manage.

14 Respectfully Submitted,  
15 Bill McKoy            Ed Tomlinson  
16 President            Executive Director  
17  
18

19 **402. Murphy-Harpst Children’s Centers**  
20

21 Murphy-Harpst Children's Centers was founded out of the callings of two women who poured out their  
22 hearts and their lives to children when those children needed it most. Almost 100 years later, that  
23 mission endures. Through the efforts and prayers of local churches, along with the leadership of United  
24 Women in Faith, Murphy-Harpst continues to respond in love to provide a safe, nurturing and healing  
25 environment for hurting youth.

26 Today and every day we give thanks for you. Because of your presence on our campus and  
27 generous support we have been able to provide a quality of care so many traumatized and neglected  
28 youth need, in order to recover from their painful circumstances and thrive. Our youth experience loving  
29 community and life changing moments through monthly birthday parties, weekly chapel services, sunset  
30 rides with horses, Easter baskets, Prom, graduation celebrations, Summer Fun Fridays, off-campus trips  
31 to baseball games, museums and ballets, an incredible Thanksgiving feast and an unforgettable  
32 Christmas morning! These family, life-giving events, and so many more throughout the year, happen  
33 because of your ongoing partnership and volunteer service with us.

34 Last year, Murphy-Harpst served 212 kids providing 2,504 hours of individual and group therapy  
35 and also placed 19 sibling groups in foster family homes. And together we all rejoiced with 16 children  
36 who found their forever-homes through adoption or enjoyed permanency through reunification!

37 Moreover, the outpouring of your lives has allowed us to not only strengthen the work on our  
38 150-acre campus in Cedartown, but also helped us to meet the vital needs of other youth by expanding  
39 our services into local communities across Georgia. The fact is, out of the 78 beds we had open in 2022,  
40 we received 3500 referrals for our services! The need is urgent.

41 Your help this year enabled us to respond to this immediate state crisis and successfully open  
42 new group homes in Augusta and Conyers that are now offering immediate safety and therapeutic care  
43 for underserved children who were being housed in hotels and in DFCS offices with no available  
44 placements. And we plan to continue to extend an array of services in Metro Atlanta, Augusta and in  
45 other areas, in order to meet the critical needs of these hurting youth. Pray for us today and especially  
46 for the thousands and thousands of youth languishing in the foster care system in GA.

1 We are extremely grateful to all our church partners, the United Women in Faith, and the  
2 individuals in the North Georgia Conference who have recognized the needs and have responded to the  
3 call to care for our young neighbors in their time of distress. Together we are giving children the loving  
4 homes and help they need to turn their lives around, find hope and flourish.

5 Visit [murphyharpst.org/church-partners](http://murphyharpst.org/church-partners) for more resources and information. And please reach  
6 out to us to discuss opportunities for service in your local community, or to schedule a day of service  
7 and tour on our campus. Murphy-Harpst would love to deepen our longstanding relationship with you in  
8 mission! Thank you, again, for your enduring friendship with Murphy-Harpst and the children in our  
9 care.

10  
11 Scott Merritt, President and CEO  
12 [smerritt@murphyharpst.org](mailto:smerritt@murphyharpst.org)  
13

### 14 15 **403. North Georgia Camp and Retreat Ministries, Inc.** 16

17 In our conference camping ministries we've followed the belief that quantity follows quality. As  
18 we've become more practiced in creating experiences of deep Christian community, of spiritual  
19 discovery and practice, and of coaching adaptive leaders, we've seen more families and churches who  
20 want those experiences for their children and youth seek us out. We've observed that it is in those  
21 experiences in which we are more available that God's Spirit is poured out on those participating. It is  
22 our hope that as we continue to strive to create deeply challenging experiences, that lives may continue  
23 to be transformed in ways that last and multiply.

24 Just as 2021 was a time of restarting ministries after being closed in 2020, 2022 marked the  
25 beginning of a return to an operational normal, albeit with marked differences from before the  
26 pandemic. Fears continued to depress retreat bookings in the winter and spring, but that pent up desire  
27 for groups to get away together played out with the busiest fall retreat season Glisson has ever  
28 experienced. 113 groups stayed longer and booked more activities for their 7,432 participants.  
29 Conference retreats saw attendance recover and were well-received.

30 Summer 2022 was almost fully staffed, a large improvement over the previous year, allowing us  
31 to better serve the demand for summer camp at Glisson. We served 3,289 campers across all NGCRM  
32 programs, with enrollment in all programs lower than pre-pandemic levels due to reduced staffing - over  
33 200 waitlisted Glisson campers were unable to be served due to staffing shortages. The quality of our  
34 young summer team bodes well for future summers. We continue our ongoing partnership with BMCR  
35 and to work toward a time when our camping ministries look like all of Christ's church.

36 Our Board of Directors continues its multi-year work to transition to a full-fledged policy  
37 governance model and anticipates completing that work in its 2023-24 board year. Its Strategic  
38 Direction, developed in 2019 and reaffirmed in 2021, is to create experiences of intentional Christian  
39 community and adaptive leadership practice for adults with off-site opportunities designed for church  
40 staff, clergy, and parents. Our initial offering is the Spring 2023 pilot program called "Wander and  
41 Wonder", day hikes for clergy offered in conjunction with the Center for Clergy Excellence. Team  
42 Building and productivity workshops for church staff teams are ongoing offerings of our NGCRM staff.

43 We are grateful for the continuing support of the North Georgia Conference as we continue to  
44 support the conference, its churches and families, in pursuit of our shared mission to "make disciples of  
45 Jesus Christ for the transformation of the world."  
46

1 Respectfully submitted,  
2 Amanda Seals, Chairperson  
3 C. Russell Davis, Executive Director  
4 North Georgia Camp and Retreat Ministries, Inc.  
5  
6

#### 7 **404. Wellroot Family Services**

8  
9 Wellroot Family Services, formerly The United Methodist Children’s Home, continues to  
10 successfully support children, youth, and families in North Georgia. In our fiscal year 2022 (July 2021-  
11 June 2022), Wellroot added three evidence-based programs that help children and families build  
12 resiliency and connect families in crisis with the resources they need to create a safe and stable home.  
13 As a result of these new programs, Wellroot nearly doubled the number of people served, helping 393  
14 children and parents build a strong family foundation. Our overall impact through our programs,  
15 community trainings, and higher-education scholarships reached over 700 children, youth, and parents.

16 In partnership with Resilient Northeast Georgia and Gainesville City Schools, Wellroot hosted  
17 its first wide-scale training of parents, youth-serving professionals, educators, and community partners.  
18 More than 1,000 people gathered at Gainesville First United Methodist Church to learn about positive  
19 youth development and trauma sensitive care for children and youth from renowned pediatrician, Dr.  
20 Ken Ginsburg. An additional 257 community leaders have been trained on resiliency, building their  
21 capacity to serve.

22 Wellroot’s Transitional and Independent Living Programs serve young people transitioning from  
23 foster care to adulthood by providing a safe place to live, along with ongoing life skills development.  
24 Wellroot supported 42 youth through these programs in fiscal year 2022. These young people need and  
25 deserve healthy connections, a sense of control over their environment, and a strong self-confidence so  
26 that they can become who God created them to be. In June 2022, thanks to several legacy gifts, Wellroot  
27 purchased a new home in Decatur for our youth transitioning out of foster care. The apartment complex  
28 allows Wellroot to serve double the number of youth than in previous years. This stability, perhaps for  
29 the first time in their lives, serves as a launching point for the next phase of their healing, life skills  
30 education, and future successful independence.

31 Churches continue to be outstanding and crucial partners in our ministry to children and families.  
32 United Methodist Churches and other engaged church partners gave more than \$250,000 in support of  
33 Wellroot’s programs. More than 200 churches participated in donation drives for items such as  
34 Christmas gifts, diapers and wipes, new clothing, school supplies and more to meet the tangible needs of  
35 the families we serve. We deeply appreciated the invitations to preach in worship, speak in small groups  
36 and Sunday school classes, and engage with United Women in Faith groups across the connection.

37 But our need for church partners continues to grow. In a time of uncertainty, one thing is quite  
38 certain: God is calling each of us – individually and as a United Methodist Church – to serve the most  
39 vulnerable among us. For Wellroot, the most vulnerable are the nearly 12,000 children and youth in  
40 foster care in our state and that number is growing. At least 60 times a week, Wellroot has to say “No”  
41 to children in need because we don’t have enough loving, compassionate, and nurturing foster families  
42 for them.

43 Could your home be that safe place for children who are hurting? Is your church called to  
44 encourage its members to foster or support those who are fostering? Lean into the call from the Holy  
45 Spirit to create a foster care ministry at your church. Wellroot stands ready to help you answer the call.  
46 Say YES! Answer the call. Get more information at [www.fosternow.org](http://www.fosternow.org) and [www.wellroot.org](http://www.wellroot.org).

1 Submitted by  
2 Allison Ashe, President & CEO, Wellroot Family Services  
3 For questions: April McGlothin-Eller, [amcglathineller@wellroot.org](mailto:amcglathineller@wellroot.org), 404-965-6291  
4  
5

#### 6 **405. Wesley Woods**

7  
8 The Lord has indeed poured out his spirit on Wesley Woods and used us as his vessel! Wesley Woods  
9 experienced its highest Mother's Day Offering in history this past year due to your remarkable support.  
10 The Mother's Day Offering is critical to enable Wesley Woods to meet its mission to create  
11 communities of connection, well-being and promise, which is achieved by providing:

12 **FINANCIAL ASSISTANCE FOR HOUSING AND MEALS:** This past year, more than  
13 \$800,000 in rent or meal assistance benefited residents who have outlived their resources or needed  
14 support paying for higher levels of care. Your gifts enabled them to remain living in their Wesley  
15 Woods home.

16 **PASTORAL CARE:** Under the leadership of the O. Wayne Rollins Director of Pastoral Care,  
17 seven chaplains offer a ministry of presence, seeking to listen, pray, and hold compassionate and open  
18 space for all people to experience God's love and grace. They serve residents, staff and families through  
19 daily visits, weekly worship and Bible study, and pastoral support in times of stress and grief. Last year,  
20 our team provided 9,545 resident connections, 787 family connections, 1820 staff support connections,  
21 and 2686 worship services, Bible studies, prayer and meditation groups, and other spiritual life  
22 gatherings.

23 **WELLNESS NURSES and PROGRAMMING** are also funded with your gifts. Wesley Woods  
24 residents thrive living in their community. To ensure they continue to do so, we provide wellness nurses  
25 and programming, each designed to keep residents leading active, healthy lives. Over the past year, we  
26 delivered 2,163 virtual fitness classes, 2,925 in-person fitness classes, 7,231 wellness nurse visits and  
27 1,084 mental health visits to help residents keep their minds and bodies strong.

28 **STRATEGIC GROWTH** is critical to achieving our mission. According to the 2021 Census  
29 Bureau, the fastest growing age group in Georgia are those 65 years and older. Our strategic plan will  
30 serve this growing population by focusing on four main objectives: GROWING our mission by  
31 managing or developing new communities, INNOVATING our service model through upgrades to our  
32 Information and Technology systems and the resident experience, INVESTING in our workforce  
33 through a systematic leadership development program, and CONNECTING with our local community  
34 by reinvigorating our regional Advisory Boards.

35 **WESLEY WOODS** was established in 1954 to be in ministry to serve older adults. Our work is  
36 made possible by the generosity of supporters of the Mother's Day Offering and support from church  
37 budgets and endowments throughout North Georgia. Thank you for being the hands and feet of Christ  
38 by your wonderful support of older adults. For more information about Wesley Woods, please visit our  
39 website, [www.wesleywoods.org](http://www.wesleywoods.org).  
40

41 Terry Barcroft, President & CEO  
42 [Terry.Barcroft@wesleywoods.org](mailto:Terry.Barcroft@wesleywoods.org)  
43 and  
44 Diane Vaughan, Foundation of Wesley Woods  
45 [Diane.Vaughan@wesleywoods.org](mailto:Diane.Vaughan@wesleywoods.org)  
46



1 **500. North Georgia Conference Board of Laity**

2  
3 I rejoice to join with all of you as we again gather for holy conferencing and for worship  
4 as an Annual Conference.

5 Our Annual Conference theme “I Will Pour Out My Spirit On All” frames our work and  
6 worship over the past year. Taken from the second chapter of the book of Joel, this passage sits  
7 in the middle of what may seem like familiar circumstances to United Methodists. The Israelites  
8 have suffered from plagues and invading armies. God promises to give signs and bring about the  
9 “day of the Lord,” which is described as a terrifying event. But in the middle of all of this, God  
10 promises restoration, to “pour out God’s spirit on all.”

11 Though the pandemic has largely lifted, we still bear the scars of being so long apart. Our  
12 world seems filled with war and violence. We see news of natural and human-caused disasters  
13 almost daily. We are still unsettled as a church, knowing that General Conference and the  
14 decisions to be made there loom over us in the next year.

15 And yet, in the middle of all of this, God is pouring out God’s spirit on ALL of us,  
16 empowering us to go out and challenge the narratives of division and to do the work of healing  
17 and justice that our faith demands. Even in the uncertainty, God’s grace is with us, God’s spirit is  
18 poured out on us, lifting us, restoring us, and turning us toward God.

19 In the next few pages you will see highlights of where God’s spirit has been poured out in  
20 North Georgia through the ministries of the laity. We have overcome much, even as there is  
21 much still to overcome. With God’s spirit guiding and empowering us, I am confident that we  
22 can continue making a difference for the kingdom of God in North Georgia.

23  
24 Nathaniel (Nate) Abrams  
25 North Georgia Conference Lay Leader  
26 nathaniel.h.abrams@gmail.com  
27  
28

29 **501. Lay Servant Ministries**

30  
31 The Lay Servant Ministry (LSM) program goes back to the beginning of the Methodist  
32 movement. Current day Lay Servants were historically the members of the societies, classes and  
33 bands and leaders of the same in the early movement. Even though our titles have changed over  
34 the years from the original title of exhorter to today’s Lay Servant, we have served in our  
35 congregations, districts, and annual conference throughout the entire history of the church. Lay  
36 servants were and are leaders within the United Methodist Church and have a role and  
37 responsibility in furthering the mission of the United Methodist Church.

38 Paragraphs 266 through 269 in Section XI of the 2016 Book of Discipline provide the  
39 framework for our ministry of Leading, Communicating, and Caring. All laity are invited to  
40 participate in our courses whether their desire is to be a better leader in their home church and  
41 community or to serve beyond their church in filling pulpits for those times when a clergy person  
42 is not available. During 2022, ten new Lay Speakers were certified by the Conference LSM  
43 Committee and four were recertified for another three years of service. Before being presented  
44 to the Conference LSM Committee, each completed 7 required courses, received approvals from  
45 their pastor, church, and district, and presented a sermon before their District LSM Committee  
46 and at least one clergy person.

1 All Lay Servants and Lay Speakers start with our Basic course and then take at least one  
2 Advanced course every three years to remain active in the ministry. During 2022, 66 individuals  
3 began their journey in Lay Servant Ministries by registering to take Basic courses that were  
4 offered throughout the Conference. Total number of registrations for Basic and Advanced classes  
5 for 2022 was 342. In addition to 11 Basic classes, 32 Advanced classes were offered. Nine of  
6 those classes were delivered using Google Classroom for those wishing to fulfill their class  
7 requirements in a self-paced format over the five-week format of those classes. The other 23  
8 classes were either delivered on Zoom or in person. In addition to the 7 required courses for Lay  
9 Speaker certification, we offered courses such as Ministry of the Forgotten (dementia), Soul  
10 Reset, Transforming Evangelism, Storytelling, Afire With God (stewardship), Devotional Life in  
11 the Wesleyan Tradition, Lay Servants as Christian Transformational Leaders, and Aging and  
12 Ministry.

13 This year was one of many pulpits by our Certified Lay Speakers when clergy were not  
14 available due to vacations, illnesses, moves to other churches, and in a few cases, lack of  
15 availability of a Local Pastor. Some districts reported at least 50 pulpit fill requests during 2022.  
16 It is our joy to be able to serve alongside our clergy partners to ensure that churches are able to  
17 provide worship experiences each Sunday when they need a Sunday off for any reason.

18 Each district has a District Director and most have at least one Associate District Director  
19 who coordinate with the laity in their district. This amazing team is the heart of the North  
20 Georgia Conference Lay Servant Ministries, serving laity in their districts by coordinating  
21 training, reports, and the certification of Lay Speakers.

22  
23 It is an honor to participate in this ministry and to lead this team of dedicated laity leaders.

24  
25 Mary Williams,  
26 Conference Director of Lay Servant Ministries,  
27 mrsllswjr@gmail.com  
28  
29

## 30 **502. United Methodist Men**

31  
32 United Methodist Men shall be a creative supportive fellowship of men who seek to know Jesus  
33 Christ, to grow spiritually and to seek his daily will. Our primary purpose is to declare the  
34 centrality of Christ in the lives of men and in all their relationships.

35  
36 The major concerns are:

- 37 • To encourage knowledge of and support for the total mission of the UMC
- 38 • To engage in evangelism by sharing the fullness of the gospel in its personal and  
39 social dimensions.
- 40 • To clarify and speak to the identity and role of the man in contemporary society.
- 41 • To seek commitment to discipleship.
- 42 • To become familiar with The UMC; its organization, doctrines, and beliefs.
- 43 • To cooperate with all units of United Methodist Men in obtaining these objectives  
44 through district, conference, jurisdiction, and church-wide goals.

1 Men seeking membership in a local United Methodist Men's Fellowship Shall subscribe to the  
2 "Purpose" of United Methodist Men and to these personal objectives:

- 3 • Engage daily in Bible study and prayer.
- 4 • Bear witness to Christ's way in daily work and in all personal contacts through words  
5 and actions.
- 6 • Engage in some form of Christian service.

7 I am excited and blessed to make the transition from holding dual roles as a Charter President  
8 at Bethel United Methodist Men and as a Scouting Ministry Religious Commissioner for the  
9 North Central District to now serving as the President of the North Georgia Conference of  
10 United Methodist Men.

11 While there is much work to be done, I know with the dedication and commitment from our  
12 conference executive team and the support of our district and charter members we are up to the  
13 task. Over the last three years of quarantines, social distancing, and virtual worship and meetings  
14 due to the COVID-19 pandemic and more recently the upsurge of dis-affiliations of local  
15 churches from United Methodism we find ourselves in transition. But transition is nothing new  
16 for the church. Transformation is vital for the survival of the church. We must embrace change  
17 without fear. Because the God we serve is greater than any challenge that our Church has faced,  
18 is facing or will face in the future.

19 I want to explore and create refreshing, dynamic, and new approaches to grow our members  
20 while offering ministries that will be impactful and strategic in service to the needs of our local  
21 communities. I want to be accountable and available to our Charter membership and I expect the  
22 members of my executive committee will be held accountable to their duties and responsibilities.  
23 If we want different results, we must try a different approach to reaching the unchurched. What  
24 strategies or approaches have we not tried? What have we tried that simply did not work? Why  
25 didn't they work? We must think outside of the box. There is a place for tradition, but creativity  
26 must be encouraged. We must ask ourselves these and other difficult questions and hope to learn  
27 from our mistakes. If we truly put in the effort, God will bless our efforts.

28 Galatians 6:9-10 Tells us, "Let us not grow weary of doing good, for in due season we will  
29 reap, if we do not give up. As for you, brothers, do not grow weary in doing good. For you have  
30 need of endurance, so that when you have done the will of God you may receive what is  
31 promised."

32 In spite of our challenges our charter numbers have increased, thanks to God and the desire  
33 for men to reconnect after three years of very little in person fellowship .

34 North Georgia Conference Active UMM Charter #'s by Comparison 2023 verses 2022

District	2023	2022	Gain
1. Central East	18	16	2
2. Central North	22	12	10
3. Central South	22	7	15
4. Central West	26	10	16
5. Northeast	17	11	6
6. Northwest	20	9	11
7. Southeast	15	4	11
8. Southwest	19	12	7
Total Charters -	159	81	78

1 **Goals and Strategic Plans**

- 2 • Plan more visitation to Charters around the Districts and encourage my executive
- 3 team to do the same to promote our ministries.
- 4 • Submit our SEJ dues and attend the NACP meeting in March 2023
- 5 • Strengthen our focus on communications to connect with our membership and
- 6 promote more activities that will appeal to our Younger Men.
- 7 • Plan more focused health initiatives for men.
- 8 • Solicit nominations to fill the vacancies on our Board.
- 9 • Try to have (4) in-person meetings per year as we transition from a Zoom-only
- 10 format.
- 11 • Attend UMC Annual Conference and continue to network with DS, pastors, and lay
- 12 members.
- 13 • Explore more Fundraising opportunities from sponsorships and grants.
- 14 • Hold our Annual Board Meeting for May 20, 2023
- 15 • Have a UMM Fellowship breakfast at our annual conference & set up a ministry
- 16 display.
- 17 • Plan and in-person 1-day UMM Retreat in Aug 2023

18  
19 **United Methodist Men Active Ministries**

- 20 • Prayer Advocacy
- 21 • Evangelism
- 22 • Outreach, Activities & Retreats
- 23 • Disaster Response
- 24 • Missions
- 25 • Scouting
- 26 • Younger Men’s Ministry
- 27 • Health Initiatives
- 28 • Prison Ministry
- 29 • Charter & Leadership Development

30  
31 I appreciate the opportunity to lead such a dynamic organization. By the vote of the Board, you  
32 have entrusted me with a position of leadership that I do not take lightly. I will not only hold  
33 myself accountable, but I will have an expectation of accountability with my executive  
34 committee as we strive to carry out the mission, goals, and ministry objectives that we have  
35 planned for the North Georgia Conference. I solicit both your prayers and your support.

36  
37 James 1:22 “Be doers of the word, and not hearers only”

38  
39 Yours In Christ,  
40 Ernest E. Perry, President  
41 North Georgia Conference United Methodist Men  
42 ernest.perry@ngcumm.org  
43  
44  
45  
46

1  
2  
3 **503. Scouting Ministry**

4 The mission of Scouting in The United Methodist Church is to sprinkle seeds of Christ on the  
5 paths of boys, girls, and their families through Scouting programs in our churches. This includes  
6 Boy Scout, Girl Scout, and Big Brother Big Sister programs at churches in the conference. The  
7 UMCOS (United Methodist Committee on Scouting) supports this mission by focusing on two  
8 primary objectives: (1) starting and maintaining new Scouts BSA Packs, Troops and Crews; Girl  
9 Scout Troops, and Big Brother Big Sister programs at our churches, and (2) encouraging  
10 churches and Scout leaders to include faith-based programs in their Scout programs, such as the  
11 P.R.A.Y. Christian education program. We also help clergy and lay leaders understand how  
12 Scouting can be a ministry of their congregations with training and advisory services.

13 The 2022/23 year continued to be a challenging period for Scouting in the conference  
14 following a most challenging 2021/22, though there was strong improvement as those challenges  
15 faded significantly over the most recent 12 months. The two major challenges in 2021/22  
16 (Covid-19 and the BSA bankruptcy proceedings) largely receded in the past year with Covid  
17 receding to the point where packs, troops and crews are meeting in person regularly again. There  
18 was great news with recruiting taking off making up for lost time during the past two years of  
19 Covid. Membership is reported to have grown 15-35% within the various BSA councils in the  
20 North Georgia Conference. In addition, there were dozens of new packs, troops and crews started  
21 in the summer and fall of 2022 replacing many of those that failed during the first year of Covid.

22 More importantly, the BSA secured court approval of its bankruptcy plan which has  
23 allowed the program to move forward with certainty. It is estimated that 95% of existing United  
24 Methodist Scouts BSA units in the conference rechartered for the 2023 year with the other 5%  
25 chartering with other organizations (e.g. schools, hospitals, rotary clubs). Almost all of these  
26 units continue to meet at their churches though chartered elsewhere now.

27 Yours in Christ,  
28 Chris Karabinos, North Georgia Conference Scout Coordinator  
29 The United Methodist Committee on Scouting (UMCOS)  
30 chriskarabinos1@gmail.com  
31  
32

33 **504. United Women in Faith**

34  
35 Building Together Through Love in Action was the 2022 Theme for the North  
36 Georgia Conference United Women in Faith. The accompanying Scripture: “And  
37 let us consider each other carefully for the purpose of sparking love and good  
38 deeds. Don’t stop meeting together with other believers, which some people have  
39 gotten into the habit of doing. Instead encourage each other, especially as you see  
40 the day draw near.” Hebrews 10:24-25 (CEB)

41 2022 began with continuing issues with COVID restricting our ability to meet in person  
42 Faith, Fun & Everyone was held virtually on March 5, 2022. The program was based on the  
43 theme “Building Together Through Love in Action”. We started with scripture and prayer and a  
44 video was shared of Jeanne Robertson giving all a bit of comic relief. The group had a choice of  
45 attending one of three workshops via breakout rooms. There was much fun, and joy shared  
46 throughout the event.

1 March marked a momentous change for United Methodist Women globally. United  
2 Methodist Women have taken on a new name to better reflect how we answer our calling today.  
3 It's an exhilarating time, as we commit to even greater inclusivity, action, and impact in our  
4 mission to support women, youth, and children. United Methodist Women will now be known  
5 as United Women in Faith.

6 We held the Executive and Program Meeting in person at Griffin 1<sup>st</sup> UMC on April 2,  
7 2022. There was much outpouring of joy as we were able to meet together. We planned and  
8 completed a walkthrough for the 50<sup>th</sup> Annual Meeting to be held on October 1, 2022.

9 More than 3,000 gathered in person and online for United Women in Faith's Assembly  
10 2022 held May 20-22 at the Orange County Convention Center in Orlando, FL. Twenty-four  
11 countries and all 50 states were represented at the event with the theme "Turn It Up!". North  
12 Georgia Conference had a good showing with 170 attendees. The day before an Ubuntu Day of  
13 service was held with several opportunities to make an impact on local mission non-profits.  
14 Individuals were asked to bring Amaranth, Collards, Kale and Malabar seeds for a children's  
15 garden.

16 After not meeting in person for 2 years, the North Georgia Annual Conference for 2022  
17 was held June 2-4 at the Classic Center in Athens, GA. Our traditional UMW breakfast was an  
18 in-person event on June 3. Christine Lever was our guest speaker and shared a great deal of  
19 information concerning the ministry of one of our national mission institutions, New Bethlehem  
20 Community Center in Augusta. NBCC has an annual Souper Bowl fundraiser held on the Friday  
21 of Super Bowl weekend. Funds from this event are used for New Bethlehem's food pantry,  
22 community gardens and other programs aimed at engaging with the elderly and at-risk youth.  
23 Due to COVID, they had not held this event for 2 years, so we had our own Souper Bowl  
24 fundraiser at our breakfast and collected donations in the amount of 1,581.92 in support of this  
25 valuable service to the community.

26 We held Mission U in person at the Korean Church of Atlanta with the theme, "**Who**  
27 **Can We Be Together**". A Biblical Exploration of Luke 13, the 2022 adult curriculum by  
28 Candace Simpson brought participants deeper into Jesus' teaching in the chapter of Luke to  
29 explore what it means to be in community. A donation of \$1,163 was given to Murphy-Harpst  
30 as an offering.

31 In September, a team of 11 women traveled to Red Bird Mission in Kentucky to serve  
32 local residents. Our group scraped, mudded, and painted a bathroom, hallway and kitchen as  
33 well as did some exterior painting on the residents' home. The group had a wonderful time  
34 bonding and working together while getting to know our hosts and team lead. Days were spent  
35 in worship, working, and learning more about the mission. All came back experiencing a  
36 sisterhood and renewed excitement.

37 With much fanfare and excitement, the 50<sup>th</sup> Annual Meeting was held at Griffin 1<sup>st</sup> UMC  
38 on October 1, 2022. Rev. Dr. Millie Kim, Lead Pastor, Second Avenue UMC was the featured  
39 speaker. The highlights of the meeting included a celebration of the 50<sup>th</sup> anniversary,  
40 recognition of Doris Paul recipients, installation of the 2022-2023 officers, a memorial service  
41 for deceased members and the passage of the 2022 budget. There was a total of 383 registered  
42 with 217 in attendance.

43 Despite the restrictions of 2022 caused by COVID, districts and local units continued to  
44 build together as United Women in Faith for God's good work. Five districts held virtual Lenten  
45 Day Apart events. New and ongoing mission opportunities have been supported including the  
46 Liberia Street Girls initiative, Wellroot Family Services, Kindness in Action, Battered Women's

1 shelters, Love Beyond Walls, Family Haven, Decatur Area Emergency Assistance Ministry,  
2 Wellspring Living, The Place, Disaster Relief in Texas and Kentucky and many other missions.  
3 The work of United Women in Faith continues with daily prayers, donations, and hands on work  
4 in many places where there is a need.

5 Our final Executive meeting for the year was held in person on November 5 at Peachtree  
6 Road UMC. This day also included Leadership Development Training for District officers. Our  
7 2023 theme was decided upon, Love in Action Changes the World. 1 John 3:18 (CEB)...” let’s  
8 not love with words or speech but with action and truth” was chosen as the scripture to  
9 accompany the theme.

10 We look forward to continuing in mission to women, youth, and children  
11 as we move into a new quadrennium through love in action.

12  
13 Stephanie Dressler  
14 United Women in Faith  
15 Conference President

16  
17 **505. Order of Deaconess/Home Missioner**  
18 **Celebrating 135 Years of Love, Justice & Service**  
19

20 The term deaconess was first used in Paul’s letter to the Romans when he wrote: “I commend to  
21 you our sister Phoebe, a deaconess of the church at Cenchræe, that you may receive her in the  
22 Lord as befits the saints, and help her in whatever she may require from you, for she has been a  
23 helper of many and of myself as well” (Romans 16:1-2). The Methodist deaconess movement in  
24 the United States began when Lucy Rider Meyer and her husband started the first deaconess  
25 training school in Chicago in 1885. In 1888, the Office of Deaconess was officially recognized  
26 by the General Conference of the Methodist Episcopal Church, and the office has remained  
27 active ever since. Methodist deaconesses in the late 19th and early 20th centuries started schools  
28 and hospitals in communities where they did not previously exist. Deaconesses often worked  
29 under harsh conditions and in cutting-edge ministries of social service on behalf of women,  
30 children, and youth. They were courageous and set the path for many institutions in social  
31 service around the country today.

32 Recognizing there was no place for laity who identify as men to live out a recognized  
33 calling to lifetime service, the 2004 General Conference established the home missionary category  
34 of service, the equivalent to deaconesses. The Order of Deaconess and Home Missioner is one  
35 of three orders of ministry in The United Methodist Church serving alongside the orders of Elder  
36 and Deacon and is the only order for the laity. Deaconesses and Home Missioners are  
37 consecrated to lifelong service in continuing relationship with the United Methodist Church.  
38 Deaconesses and Home Missioners feel called by God to a full-time vocation in service with  
39 those who are marginalized and in need in the world today.

40 The North Georgia Conference has twelve active Deaconess/Home Missioners serving  
41 under appointment and one D/HM in a retired relationship. This year we are celebrating the  
42 consecration and commissioning of Becky Gaar, who coordinates a food pantry and meals on  
43 wheels for those living in poverty. We serve in a variety of ministry settings including  
44 health/wellness, technology, education, advocacy, and social service. Our ministries vary but our  
45 call to love, justice, and service binds us as a covenant community.

1           In October of 2022, the order convened its bi-annual convocation with the National  
2 Association of Deaconesses, Home Missioners, and Home Missionaries in San Antonio, TX, and  
3 will gather with its ecumenical diaconate body (Diakonia of the Americas and the Caribbean-  
4 DOTAC) in Minneapolis in August of 2023 for study, spiritual renewal, and fellowship. The  
5 order met weekly for spiritual support, convened a racial justice summit, facilitated intersectional  
6 justice education training events, met for Advent and Lenten studies, and convened a Building  
7 Global Community dialogue with the deaconess movement in the Philippines.

8  
9   Respectfully Submitted,  
10 Jeffrey Fuller, Home Missioner  
11 jefferyfuller61@comcast.net  
12 L. Susan Stroup, Deaconess  
13 lsusanstroup@gmail.com



## 600. North Georgia Delegation Report

In May of 2022 the Judicial Council ruled that bishops could call jurisdictional conferences “for the limited purpose of effectuating the continuance of the episcopacy in The United Methodist Church” per the denomination’s constitution. This would allow bishops to fulfill the United Methodist constitutional mandate that bishops provide continuing supervision. As a consequence of this ruling Jurisdictional conferences were held November 2-5, 2022. Elections for the Southeastern Jurisdiction were held at the Lake Junaluska Conference and Retreat Center in beautiful Lake Junaluska, North Carolina.

It was the recommendation of the Southeastern Jurisdiction Committee on Episcopacy (SEJCOE) that the election of three bishops would best serve the needs of the Jurisdiction. There were a total of nine nominees, including: Iosmar Alvarez (Kentucky and Red Bird); Sharon Austin (Florida); Tom Berlin (Virginia); Sharon Bowers (Holston); Amy Coles (Western North Carolina); Edith Gleaves (North Carolina); Ken Nelson (South Carolina); Connie Shelton (SEJ Clergywomen); and Byron Thomas (North Georgia).

The first election occurred on November 2<sup>nd</sup> on ballot number four with Thomas Berlin receiving 213 votes. The second election also took place on November 2<sup>nd</sup> on ballot number twelve with Connie Shelton also receiving 213 votes. The third and final election took place on November 3<sup>rd</sup> with Robin Dease receiving 206 votes. The consecration of the newly elected bishops occurred on November 5<sup>th</sup> and bishops were assigned to the following Annual Conferences:

- Alabama/West Florida and South Georgia Conferences – Bishop David Graves
- Florida Conference – Bishop Tom Berlin
- Holston and North Alabama Conferences – Bishop Debra Wallace-Padgett
- Kentucky/Central Appalachian Missionary Conferences – Bishop Leonard Fairley
- Mississippi Conference – Bishop Sharma Lewis
- North Carolina Conference – Bishop Connie Shelton
- North Georgia Conference – Bishop Robin Dease
- South Carolina Conference – Bishop Jonathan Holston
- Tennessee-Western Kentucky Conference – Bishop Bill McAlilly
- Virginia Conference – Bishop Sue Hauptert-Johnson
- Western North Carolina Conference – Bishop Ken Carter
- The Southeastern Jurisdictional Conference also expressed gratitude to five bishops who were retiring for their years of service:
  - Bishop James Swanson (elected 2004 and retired 2022)
  - Bishop Hope Morgan Ward (elected 2004 and retired 2021)
  - Bishop Mary Virginia Taylor (elected 2004 and retired 2021)
  - Bishop Paul Leland (elected 2008 and retired 2021)
  - Bishop Lawson Bryan (elected 2016 and retired 2021)

Other highlights during the SEJ Conference included a panel of young adults who discussed the future of the church. Their conversations pointed to the deep insight that the young adults have into the life of the church, as well as their sober and hopeful outlook. From their view that the church was in a period of historical flux to concerns about the church no longer being a

1 place of respite, to concerns about clergy health, these young adults nevertheless express hope  
2 in God and the belief that God was at work in the midst of our denominational milieu.

3 Other issues that arose during the conference centered on the Jurisdiction’s ongoing  
4 struggles with racial equity and inclusion. Robust conversation ensued as those who were there  
5 also raised questions related to the inherent and unjust nature of the jurisdictional system given  
6 the role it played in maintaining segregation. Bishop James Swanson informed the delegations  
7 that this issue was being addressed and that, in his opinion, the greater concern was that the  
8 passage of rules regarding justice around the jurisdictional structure does not address the issue  
9 of the untransformed heart.

10 Finally, I want to say that the issues surrounding disaffiliation continue to challenge our  
11 delegation. We are not all of one mind. This is not a surprise, nor is it cause to be discouraged.  
12 For I can say without equivocation that there are persons who, while believing differently, are  
13 doing their best not to betray the trust that the North Georgia Annual Conference placed in us  
14 when we were elected. In this, I find reason to be hopeful.

15  
16 Byron Thomas  
17 Head of Delegation  
18 Byron.thomas@ngumc.net  
19  
20

### 21 **601. North Georgia Black Methodists for Church Renewal, Inc.**

22  
23 North Georgia Black Methodists For Church Renewal, Inc. continues to hold monthly Executive  
24 Committee Meetings and Quarterly General Membership Meetings virtually. We communicate  
25 with NGBMCR members via email blast and generally via our website [www.ngbmcrumc.org](http://www.ngbmcrumc.org),  
26 newsletter, facebook <https://www.facebook.com/NGBMCRUMC/>. Membership is \$50 per  
27 calendar for individuals and \$250 for churches and organizations.

28 African Americans have been under an unrelenting barrage of violent assaults on our  
29 bodies, minds, and souls. COVID-19, police killings, economic displacement, regressive voting  
30 laws, white supremacy, acts of intimidation, friendly fire from self-proclaimed allies, and  
31 betrayals by skin folks have taken a tremendous toll. But we have this treasure in melanated  
32 bodies so that it may be made clear that this extraordinary power to survive belongs to God and  
33 does not come from us.

34 Throughout the past year, our churches have been loving and making room. Black  
35 churches have been feeding, housing, clothing, counseling, Covid-19 testing & vaccinating,  
36 comforting, caregiving, homegoing, eulogizing, burying, consoling, marrying, marching,  
37 protesting, registering, informing, voting, advocating, worshipping, praising, weeping, praying,  
38 moaning, teaching, studying, meeting, connecting, serving, singing, testifying, transforming,  
39 witnessing, preaching, loving, receiving new members and celebrating. Black Methodists  
40 Matter!

41  
42 2022-2023 Executive Board:

43 Pamela Perkins Carn, Chairperson; M. Lavell Sanders, Vice-Chairperson; Tina Stevenson,  
44 Secretary; Joseph Crawford, Sr., Treasurer Emiratis; LaRita “Rita” Sprott, Communications;  
45 Monica Prothro, Programs; Keya Hillman, Nominations; Sherrie Wilson, Finance; Carol Tucker-

1 Burden, Membership; Deborah S. Holloway, Advocacy; Odell Horne, Constitution & By-laws;  
2 DuWanna Thomas, Past Chairperson;

3  
4 Submitted by DuWanna Thomas  
5 duwanna.thomas@gmail.com  
6  
7

## 8 **602. Professional Administrators of the** 9 **United Methodist Connectional Structure**

10  
11 The Professional Administrators of the United Methodist Connectional Structure (PAUMCS)  
12 organization was established in 1982 under the direction of the General Council on Finance and  
13 Administration (GCFA). The purpose of the organization is to provide members a supportive  
14 base for unity and fellowship and to promote individual growth, professional development,  
15 continuing education and spiritual enrichment. PAUMCS continues to fall under the authority of  
16 GCFA of The United Methodist Church. We are a connectional part of United Methodism. The  
17 Book of Discipline (§807.19.)

18 PAUMCS members are actively involved in the life and ministry of United Methodist  
19 organizations. We provide support in a variety of office environments: local churches, district  
20 offices, extension ministries, agencies and Annual Conferences. We are open to secretaries,  
21 administrative assistants, office managers, financial secretaries and any other administrative  
22 professionals: employees, volunteers, or retired persons who maintain their PAUMCS  
23 certification. GCFA offers an on-line certification class and an advanced certification class.  
24 Certification requires continuing education credits to maintain, which are offered in a variety of  
25 areas and avenues.

26 The Georgia Chapter of PAUMCS, which includes the North and South Georgia Annual  
27 Conferences, publishes an e-newsletter and has a networking “e-news” for questions and answers  
28 to allow administrative professionals to stay connected. We also stay connected through social  
29 media outlets, posting information on training in the North and South GA Conferences, other  
30 trainings as related to our ministries, as well as employment opportunities within the United  
31 Methodist Church. The Georgia Chapter holds a conference each year, rotating between North  
32 and South Georgia, which allows members to recharge, network, and grow. Our 2022 Annual  
33 Conference, SPA Weekend, had to be cancelled due to lack of registrations. We are planning a  
34 reboot of it for our 2023 Annual Conference, to be held at Epworth-by-the-Sea August 24–26.  
35 We look forward to being together studying Scripture, Praying, and finding Answers (SPA) to  
36 help us be better in ministry! Visit our website at [ga-paumcs.org](http://ga-paumcs.org) to learn more.

37  
38 LouAnn P. McLain  
39 GA PAUMCS President  
40  
41

## 42 **603. Drew University Theological School**

43  
44 Drew educates and mentors pastors, preachers, deacons, activists, teachers, thought leaders, and  
45 change agents. In Fall 2022 Drew welcomed 77 new students, and as of February 2023 Drew has  
46 a total enrollment of 408 students. Many Drew students are just beginning their ministry, while

1 others come to graduate theological education with substantial ministry experience. The latter  
2 reflects a growing trend among all theological schools in the United States and Canada.

3 During 2022, Drew classes met on campus in Madison, New Jersey, but also some  
4 classes met exclusively online, while others met in hybrid fashion, i.e., partially online, partially  
5 in-person. This was also the case with chapel worship. This reflects both our ongoing emergence  
6 from the Covid-19 pandemic lockdown, but also Drew leaning into what it means to be a global  
7 school with a global student population. With 35% of students coming from 28 different  
8 countries Drew Theological School is truly global and diverse in theology, vocations, age, as  
9 well as racial, ethnic, national, and international identities.

10 Drew’s interdisciplinary degree programs foster out-of-the-box thinking, provide real-  
11 world apprenticeships, promote adaptive leadership skills, and encourage innovation through  
12 team-taught core courses reflecting the integration of the theological disciplines and practices  
13 characteristic of the life of faith. The faculty articulated shared values are infused across the  
14 teaching and learning at Drew: a commitment to anti-racism; gender and sexual-identity equality;  
15 eco-sustainability and environmental justice; and interfaith understanding and cooperation. The  
16 Theological School has seen an increase in United Methodist students. Moreover, Drew has  
17 many United Methodist Global Fellows who chose to pursue education for ministry at Drew.

18 UMC graduates are serving in conferences across the United States as well as in our  
19 regional conferences in Greater New Jersey, Eastern Pennsylvania, and New York Annual  
20 Conference.

21  
22 Edwin David Aponte, Dean

## 23 24 25 **604. Duke Divinity School** 26

27 Duke Divinity School has continued in its commitment to form ministers of the gospel who will  
28 seek God’s justice and mercy. Our faculty have been leaders in the Duke Climate Initiative  
29 participating with colleagues from the Nicholas School for the Environment in the event  
30 “Pastoral Care for Climate Change: Weaving Together Science and Theology for Justice,” at the  
31 Duke University Marine Lab. Divinity faculty have also co-taught a university course titled  
32 “Let’s Talk about Climate Change,” and welcomed 30 young faith leaders from various religious  
33 traditions to understand better how to engage their faith communities in the fight for our climate.

34 The Office of Black Church Studies, commemorating its 50<sup>th</sup> anniversary year, hosted  
35 “Justice Ministry Reimagined: Reentry Simulation” for pastors, students, and lay leaders to learn  
36 more about how to support people reentering the community after incarceration. We launched  
37 the Prison Engagement Initiative with the Kenan Institute for Ethics. Divinity faculty taught a  
38 “Trauma Engaged Duke” seminar and led the team Developing Best Practices for Trauma-  
39 Informed Teaching and Learning.

40 We welcomed 226 entering students from 35 different states and eight other countries.  
41 The Master of Divinity program gained 88 residential students and 42 in the hybrid program. The  
42 Master of Arts in Christian Practice enrolled 13 new students; the Doctor of Ministry, 28; Master  
43 of Theology, six; Master of Theological Studies, 22; the Doctor of Theology welcomed six  
44 residential, and one special student has enrolled. The Certificate in Theology and Health Care  
45 welcomed four residential students and 16 in the hybrid program. Across all degree programs, 30

1 percent of the incoming class identified as a race or ethnicity other than white. Fifty-seven  
2 percent of students in the incoming class are female.

3 DDS continued to build on its rich tradition of ecumenical engagement, with Dean  
4 Colón-Emeric participating in the Methodist-Roman Catholic International Commission  
5 Dialogue meeting with Pope Francis at the Vatican. Student Eliza Love, M.Div.'23, was awarded  
6 the \$10,000 Bossey Institute scholarship from the United Methodist Church Council of Bishops  
7 to attend the World Council of Church Ecumenical Institute.

8 Three new associate deans have accepted appointments: Daniel Castelo as associate dean  
9 for Academic Formation; Jung Choi as associate dean for Global and Intercultural Formation;  
10 and Sangwoo Kim as associate dean for Vocational Formation. Linda Coley has also joined as  
11 the executive director for the Ormond Center.

12 The Ormond Center launched the Community Craft Collaborative to create resources for  
13 equipping lay and congregational leaders. The Certificate in Conflict Transformation and  
14 Reconciliation provides a learning opportunity for pastors and other church leaders seeking  
15 theological and practical skills to foster reconciliation in their congregations and surrounding  
16 communities. We celebrate the expansion of our connection to UMC colleges through a  
17 partnership with Wesleyan College in Macon, Ga., to enable qualified undergraduates to take  
18 courses through the Duke Accelerated Pastoral Formation Program.

19 Convocation & Pastors' School returned to an in-person format for the first time since  
20 2019 with the theme, *Creativity & Courage: From Trauma to Tough Hope*. Professional dancers,  
21 visual artists, musicians, and scholars guided participants in facing brokenness and sin honestly,  
22 as they offered glimpses of "the beauty of holiness." Associate Professor of Christian History,  
23 Kate Bowler kicked off the event with a live taping of her *Everything Happens* podcast with over  
24 1000 registered participants.

25  
26 Edgardo Colón-Emeric, Dean of Duke Divinity School  
27  
28

### 29 **Duke Divinity School**

30  
31 Duke Divinity School ha continuado en su compromiso de formar pastores del evangelio  
32 que buscan la justicia y la misericordia de Dios. Nuestra facultad ha estado en vanguardia de la  
33 Iniciativa Climática de Duke junto con colegas de la facultad del Nicholas School for the  
34 Environment en el evento "Cuidado Pastoral para el Cambio Climático: Uniendo la Ciencia y la  
35 Teología para la Justicia." Profesores de divinidad también han impartido un curso universitario  
36 titulado "Hablemos sobre el cambio climático" y recibieron a 30 jóvenes líderes internacionales  
37 de diversas tradiciones religiosas con el propósito de comprender mejor cómo involucrar a las  
38 comunidades religiosas en la lucha por nuestro medio ambiente.

39 La Oficina de Estudios Afro-americanos, que está conmemorando su 50º año de  
40 aniversario, presentó "El ministerio de justicia re-imaginado " para ayudar a pastores, estudiantes  
41 y líderes laicos a aprender más sobre cómo apoyar la reintegración de personas a sus  
42 comunidades después del encarcelamiento. Inauguramos la Iniciativa de Compromiso con las  
43 Prisiones juntos con el Instituto de Ética de Kenan. El cuerpo docente de Duke Divinity impartió  
44 un seminario llamado "Trauma Engaged Duke" para desarrollar mejores prácticas para la  
45 enseñanza y el aprendizaje sensibles a perspectivas informadas por experiencias traumáticas.

1 Este otoño, recibimos a 226 nuevos estudiantes de 35 estados diferentes y ocho países. El  
2 programa de Maestría en Divinidad recibió 130 nuevos estudiantes, con 88 estudiantes  
3 presenciales y 42 en el programa híbrido. La Maestría de Artes en Práctica Cristiana inscribió a  
4 13 nuevos estudiantes; el Doctor en Ministerio, 28; Maestría en Teología, seis; Maestría en  
5 Estudios Teológicos, 22; el Doctorado en Teología recibió a seis nuevos estudiantes. El  
6 Certificado en Teología y Cuidado de la Salud recibió a cuatro estudiantes presenciales y a 16 en  
7 el programa híbrido.

8 La escuela continuó construyendo sobre su rica tradición de compromiso ecuménico, con  
9 el Decano Colón-Emeric participando en la reunión de la Comisión Mixta Internacional para  
10 Diálogo entre el Concilio Mundial Metodista y la Iglesia Católica Romana con el Papa Francisco  
11 en el Vaticano. La estudiante Eliza Love, M.Div.'23, recibió una beca de \$10,000 del Consejo de  
12 Obispos de la Iglesia Metodista Unida para asistir al Instituto Ecuménico del Consejo Mundial  
13 de la Iglesia en Bossey.

14 Tres nuevos decanos asociados han aceptado nombramientos: Daniel Castelo como  
15 decano asociado de Formación Académica; Jung Choi como decana asociada de Formación  
16 Global e Intercultural; y Sangwoo Kim como decano asociado de Formación Vocacional. Linda  
17 Coley también se unió como directora ejecutiva del Ormond Center.

18 El Centro Ormond lanzó el Community Craft Collaborative para crear recursos para  
19 equipar a líderes laicos y congregacionales. El Certificado en Transformación y Reconciliación  
20 de Conflictos brinda una oportunidad de aprendizaje oportuna para pastores y otros líderes de la  
21 iglesia que buscan destrezas teológicas y prácticas para fomentar la reconciliación en sus  
22 congregaciones y comunidades circundantes. Celebramos nuestra conexión con las universidades  
23 de la IMU a través de una asociación con Wesleyan College en Macon, Georgia, para permitir  
24 que los estudiantes universitarios calificados tomen un curso a través del Programa de formación  
25 pastoral acelerada de Duke.

26 Convocatoria y Escuela de Pastores volvió a un formato presencial con el tema,  
27 *Creatividad y coraje: del trauma a la esperanza audaz*. Los presentadores (bailarines, artistas,  
28 músicos y académicos) guiaron a los participantes a enfrentar el quebrantamiento y el pecado  
29 con honestidad, mientras ofrecían vislumbres de "la belleza de la santidad."  
30

31 Edgardo Colón-Emeric, Decano de la Escuela de Divinidad de Duke  
32  
33

### 34 **605. United Theological Seminary**

35  
36 United Theological Seminary celebrated rising enrollment in the 2022-2023 academic year. In  
37 the previous year, 464 students were enrolled at United; in 2022-2023, the seminary is serving  
38 541 students, a 17% increase. A diverse community of many denominations, races, and  
39 nationalities, United welcomed students from 36 states, 21 countries, and 43 denominations, with  
40 42% of students identifying as United Methodist.\* The Seminary prepared 103 Course of Study  
41 students\*\* and served 10 students through the Hispanic Christian Academy, a 3-year online  
42 course of ministry program for Hispanic/Latino lay pastors and leaders serving United Methodist  
43 congregations.

44 In large part, this enrollment growth is a result of the seminary's House of Study  
45 initiative, which is supported by a \$1 million grant from Lilly Endowment Inc.'s Pathways for  
46 Tomorrow Initiative. As of 2022-2023, the Seminary has established five Houses of Study that

1 are equipping master’s students for the unique ministry needs of the communities, movements,  
2 and denominations in which they serve:

- 3
- 4 ● Fresh Expressions, directed by Michael Beck;
- 5 ● Full Gospel Baptist Fellowship, directed by Bishop Lisa Weah;
- 6 ● Global Methodist, directed by Gregory Stover;
- 7 ● Global Pentecostal, directed by Cheryl Bridges Johns;
- 8 ● and Hispanic, directed by Jorge Ochoa.
- 9

10 The largest of these communities is the Hispanic House of Study (Casa de Estudios Hispana),  
11 which is meeting a need for Hispanic/Latino pastors and church leaders ready to pursue a Master  
12 of Divinity in their native language. Nearly 50 students from across the United States and Latin  
13 America, including students from Mexico, Cuba, Columbia, and Peru, started in the online  
14 program in the 2022-2023 academic year.

15 As United continues to expand its offerings to support church leaders, it is preparing to  
16 launch three new Houses of Study in the 2023-2024 academic year: a Korean House of Study,  
17 taught 100% in Korean for Korean-speaking students, led by Seok Jae Jeon; an African  
18 Methodist Episcopal Zion House of Study led by Bishop Eric Leake; and a Global Lutheran  
19 House of Study led by Richard Blue, Tom Thorstad and Dan Landin.

20 The Seminary is also seeing growth in its Doctor of Ministry program. In 2022-2023, the  
21 Doctor of Ministry program has grown to 250 students, an increase of 32% over the past five  
22 years. Doctoral students at United are actively engaged in ministry and seeking to become more  
23 effective leaders for the Church through a Doctor of Ministry degree. Students identify a need  
24 within their congregations or communities and, with the support of a peer group, mentor, and  
25 United faculty, they develop a model of ministry to address the challenge.

26 Launched in Fall 2021, the Bishop Bruce Ough Innovation Center, directed by Sue  
27 Nilson Kibbey, is connecting with pastors, ministry leaders, and congregational members hungry  
28 to bring God’s renewal to their faith communities. In the past year alone, the Innovation Center  
29 has engaged more than 1,000 participants through more than 40 live webinars, training events,  
30 and courses. The Innovation Center has also partnered with The Center for Spiritual Formation, a  
31 connectional ministry of the Susquehanna Conference of The United Methodist Church, to offer  
32 a two-year online training course for those called to the ministry of spiritual direction. In  
33 addition, the Center is partnering with two United Methodist conferences to provide its  
34 Breakthrough Prayer Initiative training for all clergy in these conferences.

35  
36 Dr. Kent Millard  
37 President  
38  
39

## 40 **606. Wesley Theological Seminary Annual Conference Report 2023**

41  
42 Wesley Theological Seminary continues to grow and thrive through research, innovation, and  
43 equipping Christian leaders for real-life ministries. We offer a variety of formats:

- 44 ● Pursue your call in a dynamic community within the corridors of power in Washington,  
45 DC, or earn a degree through flexible hybrid and online options from your home! Learn  
46 more: [wesleyseminary.edu/study/](https://wesleyseminary.edu/study/)

1 • Our FlexMA is a 36-hour flexible M.A. degree for those preparing for bi-vocational or  
2 specialized ministries. Learn more: [www.wesleyseminary.edu/flexma/](http://www.wesleyseminary.edu/flexma/)

3 • Wesley offers specializations in African American church leadership, public theology,  
4 military chaplaincy, and certifications in Christian studies, children and youth ministry  
5 and advocacy, and health ministry. Learn more: [wesleyseminary.edu](http://wesleyseminary.edu)

6 Wesley provides \$2 million annually in scholarships, including full-tuition scholarships for  
7 master's applicants recommended by alums, campus ministers, or Christian service ministries;  
8 Next Call in Ministry scholarships for students working 10+ years in a non-ministry setting; and  
9 Generación Latinx Scholarships for emerging Latinx leaders in ministry.

10 Wesley's Doctor of Ministry programs includes relevant tracks such as Church Leadership  
11 Excellence, Soul Care, Global Church Leadership, Howard Thurman, and the ground-breaking  
12 track on Trauma, Moral Injury, and Christian Life. Journey with a cohort of leaders with online  
13 classes and hybrid week-long intensive sessions. More at [wesleyseminary.edu/doctorofministry](http://wesleyseminary.edu/doctorofministry)

14 Research projects support congregational thriving and envision future ministry.

15 Over \$11 million in Grants from Lilly Endowment Inc. undergird Wesley's research into and  
16 support of congregational thriving and innovation:

17 • In collaboration with Southern Methodist University Perkins School of Theology, Wesley  
18 Theological Seminary is developing professional courses and certificates for pastors.

19 • The Wesley Innovation Hub brings together diverse congregational cohorts to learn and  
20 practice ministry innovations that engage young adults for social change. Learn more:  
21 [wesleyseminary.edu/wesley-innovation-hub/](http://wesleyseminary.edu/wesley-innovation-hub/)

22 • The Wesley Ministry Innovation Fellowship is a one-year, cohort-based experience with  
23 community formation, spiritual direction, graduate-level courses, and hands-on  
24 experience leading innovation. Each innovator earns a stipend and four graduate  
25 academic course credits. Learn more: [wesleyseminary.edu/wesley-innovation-](http://wesleyseminary.edu/wesley-innovation-hub/design-fellows/)  
26 [hub/design-fellows/](http://wesleyseminary.edu/wesley-innovation-hub/design-fellows/)

27 • The Lewis Center for Church Leadership's [Religious Workforce Project](http://religiousworkforce.com/) offers multi-  
28 denominational research into current and future needs. [Visit religiousworkforce.com/](http://religiousworkforce.com/)

29 Enrich your congregational outreach and explore new dimensions of ministry.

30 The Lewis Center for Church Leadership conducts leading-edge research for the local  
31 church. Find the Leading Ideas e-newsletter and Leading Ideas podcast, a weekly resource for  
32 over 20,000 leaders, at [churchleadership.com](http://churchleadership.com).

33 The Community Engagement Institute embraces a vibrant vision to be the premier center for  
34 churches and faith-based organization engaging their communities.

35 • The online Health Minister Certificate Program prepares congregations for public health  
36 work in their parishes. Contact: Dr. Tom Pruski, [tpruski@wesleyseminary.edu](mailto:tpruski@wesleyseminary.edu).

37 • The Center for Public Theology creates spaces for civil dialogue at the intersection of  
38 religion and politics. Visit [wesleyseminary.edu/ice/programs/public-theology/](http://wesleyseminary.edu/ice/programs/public-theology/).

39 The Henry Luce III Center for the Arts and Religion explores the intersection of the arts and  
40 theology. Visit [luceartsandreligion.org](http://luceartsandreligion.org).

41 Contact us at (202) 885-8659 or [admissions@wesleyseminary.edu](mailto:admissions@wesleyseminary.edu). Follow us on social  
42 media— Facebook [wesleyseminary](https://www.facebook.com/wesleyseminary), Instagram [@wesleyseminary](https://www.instagram.com/wesleyseminary), LinkedIn Wesley theological  
43 seminary, and Twitter [@WesTheoSem](https://twitter.com/WesTheoSem).

44  
45 Rev. Dr. David McAllister-Wilson  
46 President, Wesley Theological Seminary



## 607. Clark Atlanta University

Established in 1988, CAU continues in the rich legacy of its two parent institutions: Atlanta University, established in 1865 by the American Missionary Association, as the nation's first institution to award graduate degrees and Clark University, later changed to Clark College, established in 1869 by the Freedman's Aid Society of the Methodist Episcopal Church (MEC) as the nation's first four-year liberal arts college. Both institutions were established to serve a primarily African-American student population.

Building on its social justice history and heritage, Clark Atlanta University (CAU) is a culturally diverse, research-intensive, liberal arts institution that transforms the lives of students and prepares them for global impact. CAU is in the heart of Atlanta which was the epicenter of the Civil Rights Movement and is the modern center of emerging technologies and innovation. CAU is:

- the largest of the 37 United Negro College Fund member institutions and offers forty (40) areas of study
- classified by Carnegie as R2: Doctoral Universities – Higher Research Activity, the only private, independent graduate research institution in the HBCU community, and the only HBCU member of the Georgia Research Alliance.
- home to the largest Center for Cancer Research and Therapeutic Development focusing on Prostate Cancer in African American men.
- the only private HBCU in the nation with a department of Cyber Physical Systems with degree programs and academic offerings in cyber security, big data, artificial intelligence, machine learning, computer science and robotics.
- home to the Joseph and Evelyn Lowery Institute for Justice and Human Rights

CAU celebrates:

- being selected as site for new PROPEL Center a Global HBCU Headquarters for innovation
- the relaunching and renaming of the Southern Center for Studies in Public Policy to the W.E.B. Dubois Southern Center for Studies in Public Policy
- receiving the Mellon Foundation Grant to develop a Digital Humanities infrastructure

We value our affiliation with The United Methodist Church and are grateful for the opportunity to update you. As we look ahead, we hope to build a Chapel on our campus that will help to foster leaders who will transform the world. We appreciate your continued prayers and support and look forward to continuing to strengthen our relationship with the people of the North Georgia Annual Conference.

Tonya L. Miles, Dean of Spiritual Life and Engagement  
Clark Atlanta University

## 700. Guidelines for Submitting Resolutions to Annual Conference

The Committee on Resolutions (the committee) processes all resolutions presented to the annual conference that are not submitted through programmatic committees through dialogue with the submitter and all agencies of the annual conference affected by the resolution. The committee's job is to ensure that resolutions presented are in compliance with the *Book of Discipline* and the standing rules of the annual conference and are properly before the annual conference for a vote as part of the committee's report.

- A. The committee may take the following actions on resolutions:
  1. Accept the resolutions as presented with no changes;
  2. Accept the resolutions after amending it to comply with the Standing Rules or *Book of Discipline*;
  3. Refer the resolution to another annual conference committee for inclusion in that committee's report. (If the committee to which a resolution is referred does not choose to include it in their report, then that resolution is included in the Resolution Committee's report).
- B. The following persons may submit a resolution before the North Georgia Annual Conference:
  1. Any clergy member (full connection, provisional, or local pastor including retired pastors) of the conference;
  2. Any lay member of the conference;
  3. Any layperson who is a member of a local church within the conference and whose church council (or similar governing body) has endorsed their resolution.
- C. To submit a resolution for consideration by the 2024 annual conference, please send properly formatted resolutions to chair, resolutions committee using the following guidelines:
  1. Each resolution must address only one issue if the Discipline is not affected; if the Discipline is affected, each resolution must address only one paragraph of the Discipline, except that, if two or more paragraphs in the Discipline are so closely related that a change in one affects the others, the petition may call for the amendment of those paragraphs also to make them consistent with one another (§507.2. *The Book of Discipline*).
  2. The resolution is to be written in the following format: "whereas, whereas, whereas ... therefore be it resolved" structure and submitted in 12 point, Times New Roman font, single spaced, with the following margins: top 1.25"; bottom 1"; left 1"; right 1.25".
  3. The name, title phone number, and email address of the author/originator must be included with the resolution.
  4. Resolutions which require implementation will include:
    - a. the financial impact to the conference;
    - b. name of the implementing organization or persons;
    - c. if communication or referral is required, will designate the person or persons responsible for the communication or referral.
  5. If the committee on resolutions determines a resolution involves the potential legal rights or obligations of the conference or its agencies, the committee on resolutions will request an opinion or comment from the conference chancellor. Before the debate of any such

1 resolutions, the conference chancellor, or his/her designate, will speak before the  
2 conference and share his/her legal opinions concerning the resolution(s).

- 3 6. If the committee on resolutions determines a resolution involves the work of a conference  
4 agency, the committee on resolutions will request an opinion or comment from the  
5 respective agency or agencies. Before the debate of any such resolutions, the respective  
6 agency will be entitled to speak before the conference and share its opinions and  
7 comments concerning the resolution(s).

8  
9 The deadline for submitting resolutions to appear in the annual conference handbook is  
10 February 1. A resolution may be submitted after the February 1 deadline only if the issue of the  
11 resolution arose after the deadline. If the committee on resolutions decides the resolution was  
12 properly submitted after the deadline, then, upon notification by the committee, the resolution  
13 will be copied by the author (3,000 copies paid for by the submitter) and delivered to the  
14 secretary of the annual conference for inclusion in the delegate packets prior to annual  
15 conference. Resolutions submitted after the deadline for assembly of delegate packets can be  
16 received no later than 48 hours prior to the scheduled report of the resolutions committee during  
17 annual conference. Resolutions approved by the resolutions committee to be submitted after the  
18 deadline will be copied by the author and delivered to the annual conference secretary, to be  
19 properly distributed to members of the annual conference at least 24 hours before the resolution  
20 committee report.

21 Resolutions adopted by the annual conference will be valid for the lesser of: one year or  
22 until they are specifically rescinded, amended or superseded by action of subsequent sessions of  
23 annual conference. If the intent of the resolution is to be binding upon the annual conference for  
24 more than one year, then the resolution must be referred to the standing rules committee.

25 The committee on resolutions will determine the order in which resolutions are debated  
26 before the annual conference.

1 **701. Encouraging Leadership With Integrity**

2 A resolution submitted to the 2023 North Georgia Annual Conference

3  
4 Whereas, the vibrant future of The United Methodist Church requires deep commitment and  
5 loyal leadership at every level, and

6  
7 Whereas, grounded in a sense of duty and loyalty to the mission of the church, leaders are  
8 counted on and expected to make decisions about the future of The United Methodist Church  
9 with the absolute best interest of Christ’s church at heart, and

10  
11 Whereas, the selection, election, and appointment of clergy and lay leaders throughout The  
12 United Methodist Church includes the implicit understanding that leaders will ethically serve in  
13 each of their leadership roles with the utmost integrity, and

14  
15 Whereas, leaders who do not intend to remain in The United Methodist Church entangle  
16 themselves in a significant conflict of interest, and

17  
18 Whereas, the service of a leader whose call to discipleship is aligned with The United Methodist  
19 Church is prevented by the continued leadership of an individual who has made a private  
20 decision and/or public declaration to leave The United Methodist Church, and

21  
22 Whereas, in November of 2022, and in historic fashion, a resolution in support of leading  
23 with integrity was adopted at all five Jurisdictional Conferences.

24  
25 Therefore, be it resolved that the North Georgia Annual Conference expresses both respect and  
26 gratitude to those who have voluntarily stepped away from positions of leadership as they  
27 journey away from membership in The United Methodist Church.

28  
29 Be it further resolved that, as we continue this period of transition the North Georgia Annual  
30 Conference calls upon every United Methodist, as a disciple of Jesus the Christ, to move forward  
31 in fairness and with integrity.

32  
33 Be it further resolved that the North Georgia Annual Conference asks all lay and clergy members  
34 who intend to disaffiliate from The United Methodist Church to recuse themselves from  
35 leadership roles in all areas of the church, including the local church, district, conference,  
36 jurisdictional, and general church level committees, boards, agencies, delegations, and episcopal  
37 leaders.

38  
39 Be it further resolved that we encourage the North Georgia Conference Board of Trustees to  
40 develop codes of conduct to manage conflicts of interest that may arise around discussions of  
41 disaffiliation agreements.

42 Submitted by,  
43 Chris Rapko, Clergy  
44 Rachel Fullerton, Lay, Embry Hills UMC  
45 Jay Horton, M.Div., Lay, Glenn Memorial UMC  
46 Elizabeth W. Corrie, Ph.D., Lay, Neighborhood Church UMC



- 1 4. Aspires to become a United Methodist Church in which LGBTQIA+ people will be  
2 protected, affirmed, and empowered throughout our life, mission, and ministry together.  
3

4 Submitted by:

5 Jay Horton, M.Div., Lay, Glenn Memorial UMC  
6  
7  
8  
9

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10 1. The queer delegates chose to describe themselves using the umbrella term “queer,” but refer to  
11 the broader community of persons with the LGBTQIA+ acronym.  
12

13 2. “Effective immediately upon adjournment of the 2020 General Conference, no complaint  
14 proceedings (including, without limitation, a bishop’s supervisory response, suspension  
15 proceedings, attempts to achieve a just resolution, or referral of a complaint) shall be initiated,  
16 and all current or pending complaint proceedings shall be suspended, insofar as the alleged Book  
17 of Discipline violation asserted in the complaint is that the respondent is a ‘self-avowed  
18 practicing homosexual’ (however that term may be defined, including, without limitation, living  
19 in a same-gender marriage, domestic partnership or civil union); that the respondent has  
20 conducted, officiated, performed, celebrated, or blessed a same-gender wedding or other same-  
21 gender union; that the respondent has certified, licensed, commissioned, ordained, consecrated,  
22 or appointed a ‘self-avowed practicing homosexual’; that the respondent has provided ‘funds to  
23 any gay caucus or group’ or used funds ‘to promote the acceptance of homosexuality’; or that the  
24 respondent has otherwise engaged in conduct that The Book of Discipline of The United  
25 Methodist Church currently states is ‘incompatible with Christian teaching’ as it pertains to  
26 LGBTQ relationships. This moratorium on all new and pending complaint proceedings  
27 concerning human sexuality provisions applies not only to charges that are explicitly based on ¶  
28 2702.1b, but also to any charge that the same alleged underlying conduct constitutes a chargeable  
29 offense under any other provision of the Discipline, including (without limitation) ‘immorality’  
30 under ¶ 2702.1a; ‘disobedience to the order and discipline of The United Methodist Church’  
31 under ¶ 2702.1d; and ‘dissemination of doctrines contrary to the established standards of doctrine  
32 of The United Methodist Church’ under ¶ 2702.1e. This moratorium is inclusive of charges  
33 related to the following paragraphs: ¶ 161, ¶ 304.3, ¶ 310.2, ¶ 341.6, ¶ 613.19, ¶ 806.9, and ¶  
34 2702.1b. This moratorium does not apply to charges under any of these provisions in which the  
35 underlying alleged actions address a different subject matter, including but not limited to sexual  
36 misconduct, sexual abuse, and sexual harassment. This moratorium shall remain in effect until  
37 the close of the first General Conference of The United Methodist Church after other  
38 denominations separate. Any complaints pertaining to this paragraph filed during this period  
39 shall be held in abeyance, and no time limits shall commence until the above-referenced General  
40 Conference has concluded.” -From the Protocol of Reconciliation and Grace through Separation

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## 800. Standing Rules

### A. Introduction

“The annual conference, for its own government, may adopt rules and regulations not in conflict with the Discipline of The United Methodist Church” (§ 604.1.) The standing rules of the conference expand and clarify these structures and their modes of operation. (All references to the 2016 *The Book of Discipline* hereafter shall be designated by the paragraph number.)

**A. 1. Rules** - *Robert's Rules of Order* shall govern parliamentary procedures of the annual conference, subject to the rules of the preceding general conference and the 2016 *The Book of Discipline*.

**A. 2. Amendments** - These standing rules may be amended by a two-thirds (2/3) vote of the conference no fewer than twenty-four (24) hours following their presentation to the conference; provided, a written copy of the proposed amendment(s) shall be submitted to the conference secretary before being read to the conference. Amendments shall take effect upon passage.

### B. Standing Committees of the Annual Conference

21 The primary function of standing committees is to provide support that enables the session of  
22 the North Georgia Annual Conference to operate efficiently. These on-going committees do  
23 not have programmatic responsibilities throughout the year other than preparing for the  
24 annual conference session.

25 **B. 1.** There shall be a committee on standing rules composed of up to ten (10) with no less  
26 than five (5) persons, nominated by the annual conference committee on nominations, plus  
27 the conference chancellor and conference secretary. The committee on standing rules is  
28 charged with the annual task of addressing the submission of new rules and maintaining the  
29 standing rules of the annual conference in the following ways: to receive requests for  
30 amendments, assure rules maintain internal consistency, make editorial changes as needed,  
31 present changes to the conference and review revised standing rules for publication in the  
32 conference journal. The committee is also charged with the quadrennial task of examining  
33 the rules of the annual conference for consistency with the latest *The Book of Discipline* and  
34 to recommend any editorial changes to bring about that consistency.

35 **B. 2.** There shall be a committee on registration and assistance composed of up to ten (10)  
36 with no less than five (5) persons, nominated by the annual conference committee on  
37 nominations. The primary functions of the committee on registration & assistance are to  
38 conduct registration, along with the host committee; certify delegates; and to issue badges  
39 accordingly. Using guidelines to verify eligibility, the committee helps retired pastors receive  
40 financial assistance, and during the week of annual conference, the committee maintains a  
41 table to assist visitors with badges and other needs. The registration and assistance committee  
42 is responsible for working with the host committee to organize and recruit volunteers.

43 **B. 3.** There shall be a committee on daily proceedings composed of up to ten (10) with no  
44 less than five (5) persons, nominated by the annual conference committee on nominations.

1 The daily proceedings committee is responsible for certifying the written record of the annual  
2 conference and reporting to the annual conference on the committee's review of the material.

3 The committee on daily proceedings works with the editor of the conference journal/  
4 conference secretary as needed to ensure compliance with Disciplinary standards in ¶ 606.3  
5 and for clarification of the written record of the annual conference session.

6 **B. 4.** There shall be a committee on resolutions composed of up to ten (10) with no less than  
7 five (5) persons, nominated by the annual conference committee on nominations. The charge  
8 of the resolution committee is to process all resolutions presented to the annual conference  
9 that are not submitted to the programmatic committees through dialogue with the submitter  
10 and all agencies of the annual conference affected by the resolution. This committee makes  
11 sure that, with occasional exceptions, resolutions submitted by the deadline of February 1 of  
12 the Annual Conference year are included in the handbook.

13 The resolutions committee is responsible for reviewing each resolution to determine  
14 if it can properly come before the annual conference, making revisions as needed in  
15 consultation with the submitter of the resolution, ensuring consistency with *The Book of*  
16 *Discipline* and North Georgia Standing Rules/Guidelines, submitting to the conference  
17 secretary by the deadline for the conference handbook, and presenting resolutions to the  
18 conference.

### 19 20 **C. Annual Conference Session and Related Committees**

21  
22 **C. 1. Annual Conference Committee on Nominations** - There shall be an annual  
23 conference committee on nominations whose duty shall be to nominate all lay and clergy  
24 members of the boards, councils, teams, commissions, committees, and other agencies of the  
25 north Georgia conference. The committee shall be composed of the bishop, who shall be the  
26 chairperson; the district superintendents and extended cabinet; the conference lay leader and  
27 associate conference lay leaders; the district lay leaders; the commission on religion and race  
28 representative; the conference presidents of United Methodist Men and of United Women in  
29 Faith; the chairpersons of the conference young adult organization and the council on youth  
30 ministry; and not more than five (5) members-at-large who shall be named by the bishop for  
31 inclusiveness. The committee shall make its nominations not later than the second morning  
32 of the annual conference.

33 The executive committee of the annual conference committee on nominations,  
34 composed of the bishop, the conference lay leader, the director of connectional ministries or  
35 designated person, three (3) other members of the annual conference committee on  
36 nominations named by the bishop, will coordinate the comprehensive nominations process of  
37 identification, recruitment, training, selection and evaluation for the annual conference.

38 Where vacancies in essential elected positions occur between annual conference sessions, the  
39 executive committee may fill the positions until the next annual conference elects. Task  
40 forces may be used in keeping with the directions stated in standing rule H.1.

41 **C. 2. District Committee on Nominations** - There shall be a district committee on  
42 nominations, composed of five (5) clergy and six (6) lay members. One (1) clergy member  
43 shall be the district superintendent, who shall serve as the chairperson. One (1) of the six (6)  
44 lay members shall be the district lay leader. The district committee on nominations shall



1 assist in identifying, recruiting and recommending potential leaders to the conference  
2 committee on nominations.

3 **C. 3. Quadrennial Boards, Teams, Councils, Commissions, Committees** - The  
4 membership of quadrennial boards, councils, teams, commissions, committees, and other  
5 agencies shall be limited to twenty-seven (27) persons plus ex-officio members. This rule  
6 shall not apply to standing committees or to any board, council, team, commission,  
7 committee, or other agency whose membership is otherwise determined by the conference or  
8 by *The Book of Discipline*.

9 All committees, boards, teams, councils, commissions and agencies of the annual  
10 conference shall be composed of equal numbers of clergy and laity unless *The Book of*  
11 *Discipline* provides otherwise.

12 No person shall be eligible for election to membership on the same board, council,  
13 team, commission or committee or agency for more than eight (8) consecutive years and after  
14 serving eight (8) years may not be later elected to the same board, commission, team,  
15 council, committee or agency for more than eight (8) years except as allowed by *The Book of*  
16 *Discipline*, for a lifetime total of sixteen (16) years maximum on the same board, council,  
17 team, commission, committee or agency. The Board of Ordained Ministry shall be one of  
18 those exempted from this standing rule. ¶ 635.1.a. of *The Book of Discipline* states that the  
19 membership of the Board of Ordained Ministry shall be as follows: “An elected board  
20 member may serve a maximum of three (3) consecutive four (4) year terms.” No person shall  
21 be nominated to serve concurrently on more than one (1) quadrennial board, council, team,  
22 commission or committee, except as an ex-officio member. However, one (1) exemption may  
23 be allowed for those serving on the board of laity, episcopal committee, congregational  
24 development, nominations, the standing committees of the annual conference session  
25 (registration and assistance, daily proceedings, resolutions, and standing rules) and the Board  
26 of Ordained Ministry. No district superintendent may be nominated as an elective member of  
27 any program agency or team of the conference. Persons nominated shall have agreed in  
28 advance to serve if elected.

29 When quadrennial boards, councils, teams, commissions and committees are elected,  
30 they shall receive training, information and support for their responsibilities within sixty (60)  
31 days following the annual conference session, except in a year of episcopal transition when  
32 the window will be one hundred twenty (120) days. Chairpersons shall be nominated by the  
33 annual conference committee on nominations and elected by the annual conference. Under  
34 the direction of their respective chairpersons, each board, council, commission and  
35 committee shall elect a vice-chairperson and secretary. All team officers shall be nominated  
36 by the committee on nominations.

37 All district committees and conference boards, councils, teams, commissions and  
38 committees shall include members which ensure balance, continuity, expertise and  
39 inclusiveness in keeping with the spirit and guidelines of *The Book of Discipline*, ¶ 140.

40 **C. 3. a. For Persons Holding Chairs:**

41 **C. 3. a. 1)** Chairpersons are expected to maintain a yearly calendar of  
42 scheduled and announced meetings for planning, budgeting, and evaluation.

43 **C. 3. a. 2)** Chairpersons are expected to plan meetings at such times and  
44 locations that encourage and allow for maximum attendance of the elected

1 membership, giving particular mind to the academic schedules of youth and young  
2 adults.

3 **C. 3. a. 3)** Chairpersons are to submit proper budgets with supporting  
4 rationale and any other requested reports in a proper and timely manner.

5 **C. 3. a. 4)** Chairpersons are expected to provide consistent communication  
6 with members of their committee or board regarding agendas, time/date/locations,  
7 and related information that impact a member's ability to serve well.

8 **C. 3. a. 5)** Chairpersons are expected to attend all called meetings of the  
9 committee or board for which he or she is responsible. Missing two (2) consecutive  
10 called meetings of his or her committee or board with no excuse, or missing three (3)  
11 consecutive called meetings of his or her committee or board with good excuse, shall  
12 be the minimum guidelines for attendance.

13 **C. 3. a. 6)** Inability to meet the minimum guidelines of attendance will prompt  
14 a letter from the conference nominations executive committee, releasing the  
15 individual from his or her position (this will not negatively impact subsequent  
16 nominations or committee service) so the conference nominations executive  
17 committee can immediately fill the vacated position.

18 **C. 3. b. For Committee and Board Members:**

19 **C. 3. b. 1)** Elected members are expected to attend all called meetings of the  
20 committee or board on which they are serving. Missing three (3) consecutive properly  
21 called meetings of his or her committee or board with no excuse, or missing four (4)  
22 consecutive properly called meetings of his or her committee or board with good  
23 excuse, shall be the minimum guidelines for attendance.

24 **C. 3. b. 2)** Inability to meet the minimum guidelines of attendance will prompt  
25 a letter of notification from the conference nominations executive committee,  
26 releasing the individual from his or her position (this will not negatively impact  
27 subsequent nominations or committee service) so the conference nominations  
28 executive committee can immediately fill the vacated position.

29 **C. 4. Annual Conference Planning Committee** - There shall be an annual conference  
30 planning committee responsible for setting the agenda for sessions of the annual conference,  
31 recommending the site of the conference annually, and overall coordination of annual  
32 conference. Applications to host the conference shall be for a period of four consecutive  
33 years in one site. The application shall be submitted to the bishop not less than two and one-  
34 half years before the proposed invitation date and must include adequate data to satisfy the  
35 planning committee of the suitability of the proposed site, with special attention to housing,  
36 food service, seating, congregating areas, parking and all standard public services necessary  
37 to accommodate large numbers of people. All facilities must meet ADA Accessibility  
38 Guidelines. All applications to host the conference must include an itemized account of  
39 anticipated expenses. The site must provide seating for all members of the conference, both  
40 clergy and lay, and for visitors and guests.

41 The annual conference planning committee shall select one site for four years and  
42 must reconfirm the site selected for each of the four years of the approved application. When  
43 for unforeseen circumstances related to finances, logistics or other compelling reasons the  
44 annual conference is not able to hold annual conference at the agreed upon site, the annual

1 conference planning committee is authorized to work with the conference council on finance  
2 and administration to secure an appropriate alternate site.

3 The annual conference planning committee shall consist of the following persons: the  
4 bishop; the annual conference lay leader; the associate conference lay leader(s); the  
5 conference secretary; the dean of the cabinet; the conference presidents of United Women in  
6 Faith, United Methodist Men, conference youth organization, conference young adult  
7 organization and the conference young adult committee representative; the chairpersons of  
8 the conference committee on registration and assistance and the board of ordained ministry;  
9 the director of connectional ministries or designated person; the director of center for clergy  
10 excellence, executive assistant to the bishop, the chairperson of the conference council on  
11 finance and administration; the conference treasurer; and other persons selected by the bishop  
12 to assure proper representation of persons related to the work of the committee, such as the  
13 host district superintendent and the host pastor. The bishop or his/her designee shall be the  
14 chairperson of the annual conference planning committee.

15 **C. 5. Conference Handbook & Information Packets** - Material for publication in the  
16 conference handbook shall be submitted annually to the conference secretary not less than  
17 ninety (90) days prior to the opening date of the annual conference. Other material may be  
18 distributed to the members of the conference, at the discretion of the conference secretary, in  
19 a packet of supplementary materials. All printed materials requiring action by the annual  
20 conference shall be available in large print. The default format of the handbook shall be PDF  
21 posted on the conference website for members to download or print.

22 **C. 6. Pre-Conference Briefings** - Not more than twenty-five (25) days prior to the opening  
23 session of the annual conference, each district superintendent, in consultation with the district  
24 lay leader, shall convene, at such time and place as the two (2) of them together shall  
25 determine, the conference members residing in the district, both clergy and lay, for the  
26 purpose of examining the published reports and recommendations of the boards, councils,  
27 teams, commissions, committees and other agencies of the conference.

28 **C. 7. Consent Agenda** - In order to expedite the business of the conference, the consent  
29 agenda committee, composed of the conference secretary, the chairperson of the committee  
30 on standing rules, the director of connectional ministries or designated person, and the  
31 conference lay leader or his/her designee, in consultation with agencies or individuals  
32 presenting reports, recommendations or resolutions, may present in the conference handbook  
33 a written list of items which shall be known as the consent agenda. Items on the consent  
34 agenda shall be considered as adopted by consent of the annual conference unless they are  
35 removed from this list at a time set aside for this purpose on the second day of conference.  
36 Individual items may be removed from the consent agenda to be placed on the regular agenda  
37 by a motion to remove supported by a second from two (2) voting members of the annual  
38 conference. When an item has been removed from the consent agenda, it shall be placed on  
39 the regular agenda at an appropriate time as determined by the conference secretary.

40 **C. 8. Reports** - Reports shall be in writing, and an original, signed copy of the same shall be  
41 in the hands of the conference secretary before being read on the floor of the conference.  
42 When twenty-five (25) percent or more of the membership of a board, council, team,  
43 commission, committee or other agency shall request the privilege of presenting a minority  
44 report to the annual conference, the chairperson of said board or other agency shall appoint a

1 committee to draft a minority report and shall submit the said minority report along with the  
2 majority report to the conference.

3 **C. 9. Committee on Resolutions** - There shall be a committee on resolutions, nominated and  
4 elected under the provisions of the standing rules (B.4). Any resolution coming to the floor of  
5 the annual conference which has not been before an official board, commission or agency of  
6 the annual conference, or a resolution not previously printed in the conference handbook,  
7 shall be referred to the committee on resolutions for study before the resolution is considered  
8 by the annual conference.

9 **C.10. Virtual Conference** - In the event that the Annual Conference Planning Committee  
10 determines that circumstances require that any annual or special session of the Conference  
11 should be held by virtual or electronic meeting in lieu of physical meeting, such  
12 determination shall be communicated to all delegates to the annual conference with a notice  
13 of the date and time for such virtual or electronic meeting. The notice shall be delivered in  
14 writing or by electronic communication at least ten days prior to the date specified for the  
15 virtual or electronic meeting. The notice shall provide the methodology necessary for each  
16 delegate to participate in the virtual or electronic meeting.

17 For any action to be taken by the delegates at the virtual or electronic meeting, a  
18 ballot shall be provided to the delegates by electronic transmission that shall set forth each  
19 proposed action and provide an opportunity for each delegate to vote for or against each  
20 proposed action.

21 Approval by electronic ballot shall be valid only when the number of votes cast by  
22 such ballot equals or exceeds the quorum required to be present at a meeting authorizing the  
23 action, and the number of approvals equals or exceeds the number of votes that would be  
24 required to approve the matter at a meeting at which the total number of votes cast was the  
25 same as the number of votes cast by ballot. Prior to or simultaneously with the delivery of  
26 any electronic ballot, the Conference Secretary shall notify by electronic communication (1)  
27 the number of responses needed to meet the quorum requirements, (2) the percentage of  
28 approvals necessary to approve each matter, and the time by which a ballot must be received  
29 by the Conference Secretary or any designated teller(s) in order to be counted. Once  
30 submitted by any delegate, an electronic ballot may not be modified or revoked.

## 31 32 **D. Administrative Procedures of the Annual Conference**

33  
34 **D. 1. Publication of Names and Addresses of Lay Members** - The names and email  
35 addresses of lay members of the annual conference, arranged by districts and by charges,  
36 shall be published in the conference journal, and they shall be compiled and made available  
37 to members of the conference, both lay and clergy, as early as feasible following their  
38 election.

39 **D. 2. Lay Member Equalization Plan** - The lay membership of the annual conference shall  
40 be equal in number to its clergy membership. Lay members shall be elected by each charge  
41 conference as directed by *The Book of Discipline*, ¶ 32. The following are designated by *The*  
42 *Book of Discipline* (loc. cit.) to be members of the annual conference: the diaconal ministers,  
43 the active deaconesses, and home missionaries under Episcopal appointment within the bounds  
44 of the annual conference, the conference president of the United Methodist Women, the  
45 conference president of United Methodist Men, the conference lay leader, district lay leaders,

1 the conference director of lay servant ministries, conference secretary of global ministries (if  
2 lay), the president or equivalent officer of the conference young adult organization, the  
3 president of the conference youth organization, the chair of the annual conference college  
4 student organization, and one young person between the ages of twelve (12) and seventeen  
5 (17) and one young person between the ages of eighteen (18) and thirty (30) from each  
6 district to be selected in such a manner as may be determined by the annual conference.

7 If the lay membership shall number less than the clergy membership, the following  
8 lay persons shall also be members of the annual conference: the associate conference lay  
9 leaders, the district directors of lay servant ministries, the district presidents of United  
10 Women in Faith and United Methodist Men, and the district presidents or equivalent officers  
11 of the district young adult organization and the district youth organization, six (6) young  
12 persons 18 years and under and eight (8) young adult persons eighteen (18) years of age to  
13 thirty five (35) years of age.

14 Additional members shall be elected from each district by the district board of laity to  
15 achieve equalization of the number of lay and clergy members of the annual conference.

16 The conference secretary shall advise the district superintendents annually, not later  
17 than November 1, of the number of additional lay members required to achieve equalization.  
18 The district superintendents shall assist the district board of laity to elect the necessary  
19 persons, to notify them of their election, and to forward their names and addresses to the  
20 conference secretary by January 1 of each year.

### 21 **D. 3. Pastoral Transition and Expenses**

22 The last Sunday for pastors leaving a church will be the last Sunday of June. Move Day will  
23 be on the Tuesday following the last Sunday in June, and pastors shall vacate parsonages no  
24 later than 1:00 p.m. on this date. The first Sunday in July will be transitional leave for  
25 moving pastors. The incoming pastor's first day in the office will be the first business day  
26 after July 4. The incoming pastor's first day in the pulpit will be the second Sunday of July.  
27 If unusual circumstances prevail, the cabinet may change these dates to more suitable ones;  
28 provided, further, the secretary of the cabinet shall have notice of the change published on  
29 the North Georgia Conference website not fewer than ninety (90) days prior to the convening  
30 of annual conference. Churches receiving new pastors shall pay the moving expenses of the  
31 clergy, not to exceed \$6,000. The amount paid shall be reported in accordance with IRS  
32 code.

33 **D. 4. Care of Parsonages** - Clergy shall use care to maintain cleanliness and good  
34 housekeeping of the parsonages in which they reside. In addition to the annual inspection of  
35 the parsonage (§ 2533.4), at a time of change in pastoral appointment, there shall be an  
36 inspection of the parsonage by the pastor and the pastor/parish relations committee to  
37 determine the condition of the parsonage.

38 Responsibilities and additional information regarding parsonages can be found in the  
39 report from the Commission on Equitable Compensation in the Guidelines and Reports  
40 sections.

41 **D. 5. Number of Districts** - There shall be eight (8) districts in the North Georgia  
42 Conference.

43 **D. 6. Service Year** - The conference service year shall be July 1 through June 30.

1 **D. 7. Local Church Reports** - Pastors shall submit their annual reports as directed by the  
2 conference statistician. The conference statistician shall reconcile the financial reports with  
3 the records of the conference treasurer.

4 **D. 8. Archives** - The depository for archival records of the North Georgia Conference shall  
5 be the Candler School of Theology of Emory University through its Pitts Theology Library.

## 6 7 **E. Finance and Property** 8

9 **E. 1. Budget Development** - All requests for appropriations shall be submitted to the  
10 conference council on finance and administration, in writing, not less than ninety (90) days  
11 prior to the opening session of the annual conference. Requests shall include a detailed  
12 financial statement. Any persons or group presenting a proposal to the annual conference for  
13 a program or activity which is not included in the conference budget shall at the same time,  
14 present a financial analysis including estimated cost and plans for funding. Before final  
15 action by the annual conference, the conference council on finance and administration shall  
16 review the financial aspects of the proposal and make its recommendation to the conference  
17 regarding the proposal. Budgets submitted to the conference for approval shall include  
18 itemized comparative figures for the previous year, except in the case of new programs.

19 **E. 2. Fiscal Regulations** - The conference fiscal year shall be January 1 through December  
20 31. All monies for conference and district items shall be remitted by December 31. The  
21 books of the conference treasurer and the district treasurers shall be closed at the end of  
22 business on the fifth (5th) working day following January 1. The conference treasurer shall  
23 make final settlement and disburse all funds to the annual conference boards, councils,  
24 commissions or other agencies within fifteen (15) days following the end of the fiscal year.  
25 The conference treasurer shall report by districts and by charges all payments for equitable  
26 compensation, mission appropriations and the temporary general aid fund. The conference  
27 treasurer shall report monthly to the district superintendents all conference askings paid by  
28 each local church in the district.

### 29 **E. 3. District Superintendents and District Office Financial Support**

30 The *Conference* apportionments will fund the following expenses: (1) district superintendent  
31 salaries, pensions, insurance (subject to the same insurance rules for other clergy); (2) district  
32 superintendent business expenses, including all travel and all business expenses; (3) salaries,  
33 pensions and insurance for the conference-employed administrative assistants assigned to the  
34 district offices (subject to the same rules for other conference lay staff); (4) district  
35 superintendent housing allowance (\$32,749 per annum in 2020-2021) or parsonage and  
36 utilities (\$5,000 in 2020-2021); (5) District Office overhead/support expenses such as  
37 rent/mortgage, utilities, property and liability insurance, supplies, equipment rental, etc.

38 **E. 4. Church Property** - Each district superintendent shall furnish the conference secretary  
39 annually, no later than February 1 of each year, for publication in the Conference Journal, a  
40 list of the real property situated within the district, belonging to but not currently in use by  
41 The United Methodist Church. Each district superintendent shall supplement said list in the  
42 event the district superintendent shall determine that the action of a charge conference in its  
43 district prior to the end of Annual Conference will result in the closing of a local church and  
44 the need to dispose of that local church's property. In the event of an ad interim procedure, as  
45 set out in ¶ 2549.3, the Conference Board of Trustees shall supplement the list with that

1 information. The compilation of those lists shall be transmitted by the Conference Secretary  
2 to the Annual Conference Board of Trustees no later than February 15 of each year and  
3 supplemented as herein set out. The Conference Board of Trustees shall review said list and  
4 add or subtract properties based on its knowledge of the current status of properties not in  
5 use. The Conference Board of Trustees shall report the most current information regarding  
6 unused property, including properties to be discontinued, along with recommendations to the  
7 Annual Conference with recommendations for disposition. To assist it in managing and  
8 disposing of unused properties, the Conference Board of Trustees may employ professional  
9 management personnel or entities. Funding for such assistance shall be retained from the sale  
10 or rental of any properties within the authority of the Conference Board of Trustees.

11 **E. 5. Salary Supplements** - All supplementation of pastoral salaries from whatever source  
12 shall be administered by the commission on equitable compensation in accordance with  
13 guidelines developed by the commission and approved by the annual conference, except that  
14 the conference board of congregational development shall be authorized to administer salary  
15 supplementation for pastors of new and redeveloping congregations, in keeping with  
16 guidelines developed by the committee and approved by the annual conference.

17 **E. 6. Charters** - Charters authorized by the North Georgia Conference shall be reviewed by  
18 the conference chancellor before being filed with the Georgia Secretary of State.

19 **E. 7. Annual Conference Registration Fee** – A registration fee of \$30.00 shall be assessed  
20 for each lay and active clergy delegate to the North Georgia Annual Conference. Retired  
21 clergy and youth members are exempt from the assessment.

## 22 23 **F. Conference Common Table (CCT)** 24

25 **F. 1.** There shall be a Conference Common Table with responsibility to focus and guide the  
26 mission and ministry of The United Methodist Church within the boundaries of the North  
27 Georgia Annual Conference. It shall give leadership and guidance in setting the vision and  
28 priorities of the annual conference and in conducting an on-going process of refining and  
29 revising that vision.

30 **F. 2.** The director of connectional ministries or designated person, in consultation with the  
31 resident bishop, shall chair the Common Table, which shall be composed of the following  
32 persons: resident bishop, director of connectional ministries or designated person, district  
33 superintendents, director of center for clergy excellence, executive assistant to the bishop,  
34 director of congregational excellence, chairperson of the board of congregational  
35 development, conference treasurer, chairperson of the council on finance and administration,  
36 chairperson of the board of ordained ministry, secretary of the annual conference, conference  
37 chancellor, conference lay leader, the four associate conference lay leaders, conference  
38 president of United Women in Faith, conference president of United Methodist Men,  
39 president of the conference youth organization, the co-presidents of the conference young  
40 adult organization, chairperson of the board of discipleship and advocacy, vice-chair of the  
41 board of discipleship and advocacy, conference staff person assigned to missions,  
42 chairperson of the order of deacons, chairperson of the order of elders, chairperson of the  
43 fellowship of local pastors and associate members, the heads of the most recently elected lay  
44 and clergy delegations to general conference, and such at-large members as the bishop shall  
45 nominate to provide for diversity and inclusiveness as regards race/ethnicity/national origin,

1 age, and gender. The Common Table's membership shall be limited to fifty persons. The  
2 eligibility limitations of standing rule C.3. shall not apply to the Common Table.

3 **F. 3.** There shall be an executive committee of the Common Table composed of the bishop,  
4 the director of connectional ministries or designated person, the conference lay leader, the  
5 dean of the cabinet, the chairperson of the board of discipleship and advocacy, and the  
6 chairperson of the council on finance and administration.

7 **F. 4.** The Common Table could be called into session at such time as the chair, in  
8 consultation with the bishop, deems it necessary for the benefit of the conference's work, and  
9 may report each year to the annual conference regarding stewardship of the conference's  
10 vision and its commitment to the mission and ministry of The United Methodist Church.

### 11 12 **G. Connectional Ministries**

13  
14 **G. 1.** There shall be a director of connectional ministries or designated person who, in  
15 partnership with the bishop and cabinet, shall have the following primary responsibilities: to  
16 serve as steward of the vision of the annual conference, including the development,  
17 clarification, interpretation, and embodiment of the conference's vision; to serve as leader of  
18 the continuous process of transformation and renewal necessary for the annual conference to  
19 be faithful to our Christian identity in a changing world; to ensure alignment of the total  
20 resources of the conference to its vision; and to ensure the connections among the local,  
21 district, annual conference, and general church ministries for the purpose of networking,  
22 resourcing, and communicating their shared ministry.

23 **G. 2.** The director of connectional ministries or designated person shall serve as an officer of  
24 the annual conference and shall sit with the cabinet when the cabinet considers matters  
25 relating to coordination, implementation, or administration of the conference program, and  
26 other matters as the cabinet and director may determine.

27 **G. 3.** The director of connectional ministries or designated person shall coordinate the  
28 recruitment and training of conference program leaders, provide oversight and leadership in  
29 the conference's program and ministry, and serve as chair of the Common Table and as  
30 executive officer of the board of discipleship and advocacy.

### 31 32 **H. Connectional Ministry Team**

33  
34 **H.1.** There shall be connectional ministry team. The work and ministry of this board is aimed  
35 at strengthening the local church and the annual conference through discipleship and support  
36 of the North Georgia Conference churches, laity and clergy, and through the prophetic voice  
37 of advocacy that calls us all to be better; to lead and assist congregations, districts and the  
38 conference in efforts to communicate and celebrate the redeeming and reconciling love of  
39 God as revealed in Jesus Christ to persons of every age, ethnic background, and social  
40 condition; to invite persons to commit their lives to Christ and to Christ's church; and to  
41 enable persons to live as Christian disciples in the world. In carrying out this work and  
42 ministry, the board shall be responsible for leading the North Georgia Conference ministries  
43 stipulated in ¶ 630 of *The Book of Discipline*, including as central to its role and ministries:

- 44 • Shall have authority to form committees as the Discipline may require or for carrying  
45 out its responsibilities



- 1 • working in collaboration with the Barnes Evaluation and Administration Team and the  
2 eight (8) District Strategic Growth Teams to ensure ongoing congregational  
3 development through promoting, nurturing, supporting, and guiding existing and new  
4 faith communities as they implement innovative ministries with and in the communities  
5 they serve
- 6 • working in collaboration with the North Georgia Conference staff to ensure focused,  
7 strategic, and effective training, consultation, leadership development, and other,  
8 human resources-driven support are provided to the North Georgia Conference  
9 churches, laity, and clergy for both new and existing ministries
- 10 • working in collaboration with all the North Georgia Conference churches, laity, clergy,  
11 and other groups to ensure our call to Christian advocacy is heard and responded to in  
12 effective and meaningful ways across our North Georgia Conference, and as stipulated  
13 in *The Book of Discipline*
- 14 • working collaboratively, as one board, to ensure the board’s ministries of church  
15 development, human resources-driven support, and conference-wide advocacy are  
16 carried out in a transparent, clear, and coordinated way that advances our mission to  
17 make disciples of Jesus Christ for the transformation of the world

18 **H.2.** Members of the connectional ministries team shall be nominated by the committee on  
19 nominations, elected by the annual conference, and serve per guidelines stipulated in  
20 Standing Rule C.3. Membership shall include:

- 21 • co-chairs, one who shall be a lay-person designated by the conference lay leader and  
22 one who shall be a clergyperson nominated by the director for congregational  
23 excellence
- 24 • secretary
- 25 • four at-large lay-persons
- 26 • four at-large clergy persons
- 27 • chairpersons of the committees on
  - 28 • Latino congregational development
  - 29 • Pan Asian congregational development
  - 30 • Black congregational development
- 31 • North Georgia Conference lead persons for the discipleship and advocacy areas of:
  - 32 • Children’s Ministries / Safe Sanctuaries
  - 33 • Small Membership Church
  - 34 • Older Adult Ministries
  - 35 • Young Adult Ministries
  - 36 • Youth Ministries
  - 37 • Spiritual Formation
  - 38 • Higher Education & Campus Ministries
  - 39 • Adult & Family Ministries
  - 40 • Camp & Retreat Ministries
  - 41 • Evangelism
  - 42 • Christian Unity & Inter-religious Relationships
  - 43 • Church and Society
  - 44 • Status and Role of Women
  - 45 • Religion and Race

- 1 • Creation and Care
- 2 • Criminal Justice and Mercy
- 3 • Disability Concerns
- 4 • Disaster Response
- 5 • Ethnic Local Church Concerns
- 6 • Global Ministries
- 7 • Health, Welfare & Wellness
- 8 • Missions
- 9 • Native American Ministries
- 10 • Peace with Justice
- 11 • Persons in Poverty
- 12 • Refugee Resettlement
- 13 • Multi-Cultural Advocate

14 Ex-Officio members of the board shall include:

- 15 • Cabinet representative appointed by the bishop
- 16 • Conference Lay Leader
- 17 • Associate Conference Lay Leaders
- 18 • Conference United Women in Faith President
- 19 • Conference United Methodist Men President
- 20 • Conference Youth President
- 21 • Conference Youth Secretary
- 22 • General Commission on Religion and Race Representative
- 23 • Council of Finance and Administration Representative selected by the Chair of the
- 24 Council of Finance and Administration
- 25 • Conference Board of Trustee representative

26 **H.3.** Staffing and supporting the board shall be the responsibility of:

- 27 • Director of Inclusion and Advocacy
- 28 • Director, Center for Congregational Excellence
- 29 • Conference Treasurer
- 30 • Associate Directors of Congregational Excellence
- 31 • other Conference staff as needed/assigned

32 **H.4.** The board of discipleship, advocacy and congregational development shall have  
 33 authority to form committees as *The Book of Discipline* may require or as deemed necessary  
 34 by the board in carrying out its responsibilities. The board of discipleship, advocacy, and  
 35 congregational development may enlist additional persons to assist in its work and may also  
 36 form time-limited task forces to address particular issues or emphases.

37  
 38 Standing committees of the board shall include committees on:

- 39 • Latino congregational development
- 40 • Pan Asian congregational development
- 41 • Black congregational development

42 Working in collaboration with the Commission on Religion and Race, the 8 District Strategic  
 43 Growth teams, and other North Georgia Conference boards and committees as needed, these  
 44 standing committees shall make recommendations to the board and other appropriate North  
 45 Georgia Conference groups with regard to supporting the development of new Latino, Pan

1 Asian and Black congregations and strengthening existing Latino, Pan Asian and Black  
2 congregations. They shall also be responsible for the development and deployment of  
3 training they deem important from a cultural perspective in planting new, and supporting  
4 existing, Latino, Pan Asian, and Black churches. Each committee shall request funds  
5 necessary for this training be included in the connectional ministry team budget. These  
6 committees shall meet at least quarterly and may meet more often at the request of the  
7 Director of Inclusion and Advocacy, Director of Congregational Excellence, or the co-chairs  
8 of the connectional ministry team. Each committee shall elect a vice-chair and secretary.  
9 Ex-officio members of each committee shall include a Cabinet Representative assigned by  
10 the Cabinet, and a Conference staff representative, assigned by the Director, Center for  
11 Congregational Excellence.

12 **H.5.** The co-chairs of the board of discipleship, advocacy, and congregational development  
13 shall on an annual basis, no later than January 31st of each year, and in consultation with  
14 board members:

- 15 • determine the boards and the board’s standing committee’s personnel/membership  
16 needs for the coming conference year
- 17 • submit their request for personnel/membership nominations to the Administrative  
18 Assistant, Center of Congregational Excellence. The request shall include:
  - 19 • the number of persons needed
  - 20 • number of lay persons
  - 21 • number of clergypersons
  - 22 • specific board or committee role for each person needed
  - 23 • the board’s perspective on the gifts and graces needed for each opening
  - 24 • an estimate of the time-commitment associated with each opening

25 **H.6.** The budget for the connectional ministries team and all of its associated committees,  
26 shall be included in the budget for the Center for Congregational Excellence.

27 **H.7.** There shall be an executive committee of the board, composed of the co-chairs,  
28 secretary, conference lay leader, cabinet representative, and other members as determined  
29 and elected by the full board.

30 **H.8.** The full board shall meet at least semi-annually; but may meet more often as needed or  
31 determined by the board’s executive committee.

## 32 33 34 **I. Ministry of the Laity**

35  
36 **I. 1. Conference Board of Laity** - There shall be a conference board of laity which shall  
37 provide for the ministry of the laity related to the objectives of the General Board of  
38 Discipleship as set forth in ¶¶ 1101-1126. The purpose of the conference board of laity shall  
39 be as outlined in ¶ 631.2. Funding for the board shall be provided through the conference  
40 budget.

41 **I. 2. Membership of Conference Board of Laity** - The following shall comprise the  
42 membership of the board: the conference lay leader, associate conference lay leaders, the  
43 district lay leaders, the conference director of lay servant ministries, the presidents and two  
44 representatives elected by each of the conference organizations of United Methodist Men and  
45 United Women in Faith, the presidents of the conference young adult organization and the

1 conference youth organization; and in addition, the conference scouting coordinator, the lay  
2 chair or lay vice-chair of the general conference delegation and up to four at-large members  
3 elected by the board, in consultation with the annual conference committee on nominations  
4 as needed from time to time for inclusiveness and/or operations; and as ex-officio, a district  
5 superintendent designated by the cabinet, the director of connectional ministries or  
6 designated person and the presiding bishop. Task forces may be utilized in keeping with the  
7 directives stated in Standing Rule H.1.

8 **I. 3. Election of Conference Lay Leader and Associate Conference Lay Leaders** – The  
9 conference lay leader and no more than four (4) associate conference lay leaders shall be  
10 elected quadrennially by the annual conference on nomination of the conference committee  
11 on nominations after consultation with the board of laity. The conference lay leader shall  
12 serve as chair of the conference board of laity. No person may serve as the conference lay  
13 leader for more than eight (8) consecutive years. No person may serve as the associate  
14 conference lay leader for more than eight (8) consecutive years. The conference lay leader  
15 and the associate conference lay leaders shall be members of the board of laity by virtue of  
16 their election to the offices they hold. Years of service as an associate conference lay leader  
17 shall not be considered in determining the eligibility of a person to serve as conference lay  
18 leader.

19 **I. 4. Conference Committee on Lay Servant Ministries** – There shall be a conference  
20 committee on lay servant ministries, which shall relate to the conference board of laity as  
21 specifically provided for in ¶ 631.6. The committee shall be structured by the conference  
22 board of laity and shall include as a minimum the conference director of lay servant  
23 ministries, the district directors of lay servant ministries, the conference lay leader, and one  
24 or more associate conference lay leaders. Up to four (4) at-large members may be elected by  
25 the conference board of laity as needed for inclusiveness and/or operations from time to time.  
26 The conference director of lay servant ministries shall be elected for a four-year term by the  
27 conference board of laity after consultation with the conference committee on nominations.  
28 No person may serve as the conference director of lay servant ministries for more than eight  
29 (8) consecutive years.

## 30 31 32 33 **J. Administrative Agencies of the Annual Conference**

34  
35 **J. 1.** There shall be a board of ordained ministry composed of up to seventy-five (75)  
36 persons nominated by the bishop as outlined in ¶ 635.1, including those who serve by virtue  
37 of their offices.

38 **J.1.a.** Purpose. There shall be a committee on clergy effectiveness which shall be a  
39 resource to the bishop and cabinet to assist clergy who are having significant difficulty with  
40 effectiveness in ministry. To assist the bishop in carrying out the responsibilities of ¶ 334.3  
41 and ¶ 359.1b, the committee will meet with the referred clergy person to identify concerns  
42 and design collaboratively a corrective plan of action for a return to more effective ministry.

43 **J.1.b.** Membership. There shall be eight (8) members who shall be appointed by the  
44 executive committee of the board of ordained ministry. The members of the committee shall  
45 not be members of the conference board of ordained ministry. The majority of the committee

1 shall be clergy, and at least one member shall be a layperson. In addition, the director of the  
2 center for clergy excellence and a district superintendent appointed by the bishop shall be ex-  
3 officio members without vote. In the event the district superintendent of the referred clergy  
4 person is an ex-officio member of the committee, that district superintendent shall recuse  
5 himself or herself, and the bishop shall appoint another district superintendent to sit on the  
6 committee for that case only. In the event any member of the committee is appointed to or  
7 attends the same local church as the referred clergy person, that member of the committee  
8 shall recuse himself or herself, and the bishop shall appoint another clergy person or  
9 layperson to sit on the committee for that case only.

10 **J.1.c. Terms of Service.** The committee membership shall be divided into two classes  
11 of four years each. To promote continuity, four of the initial members shall be elected for two  
12 year terms and four of the initial members shall be elected to four year terms.  
13 Notwithstanding conference rules of longevity regarding total length of service in an elected  
14 position, members may not be appointed to serve two consecutive terms on the committee.

15 **J.1.d. Officers.** The committee shall elect a chair and a secretary from its members  
16 every two years.

17 **J.1.e. Referrals.** The Bishop and the cabinet shall refer to the committee those clergy  
18 who are experiencing a pattern of diminished effectiveness in their ministry. The committee  
19 shall meet with the referred clergy person and his/her district superintendent and shall  
20 develop a plan to enable and support the restoration of effectiveness. The committee shall  
21 continue to meet with the referred clergy person until such time as he or she has established a  
22 pattern of effectiveness or, in the opinion of the majority of the members of the committee,  
23 until the committee determines that the referred clergy person is not making sufficient  
24 progress. The committee shall report its conclusions to the Bishop and Cabinet.

25 **J.1.f. Method.** The committee, the referred clergy person, and his/her district  
26 superintendent together shall develop a plan for the attainment of agreed upon goals that will  
27 demonstrate renewed effectiveness for ministry. The work of the committee may include  
28 psychological testing, health screening, random or directed drug testing, retreats, counseling,  
29 mentoring, educational opportunities, or other programs as needed to assist the clergy person  
30 in attaining effectiveness in ministry. A letter detailing the agreed upon goals and plan of  
31 work shall be sent to the referred clergy person from the Center for Clergy Excellence  
32 immediately following the meeting in which the plan is developed. Progress shall be  
33 demonstrated and documented at each meeting.

34 **J.1.g. Meetings.** The committee shall meet at least two times per year and the chair  
35 shall give reasonable notice of the meeting dates to all members as well as to the Bishop and  
36 cabinet.

37 **J.1.h. Financial Support.** The committee shall determine its financial needs in order  
38 to be effective and shall submit any request for funding to the center for clergy excellence to  
39 be included in its budget.

40 **J. 2.** There shall be a commission on equitable compensation as provided by ¶ 625.1,  
41 composed of twenty (20) persons with one (1) representative from each district. Members  
42 shall be nominated by the annual conference committee on nominations.

43 **J. 3.** There shall be a board of pensions and health benefits as provided by ¶ 639.1 composed  
44 of twenty-four (24) persons arranged in classes and serving a term of eight (8) years to

1 include representatives of both lay and clergy, nominated by the annual conference  
2 committee on nominations.

3 **J. 4.** There shall be a board of trustees of the annual conference, elected as indicated in ¶¶  
4 640 and 2512.1, composed of twelve (12) persons, nominated by the annual conference  
5 committee on nominations, serving in four (4) year terms, except for the first board. It is  
6 recommended that it be composed of one-third (1/3) clergy, one-third (1/3) lay women, and  
7 one-third (1/3) lay men.

8 **J. 5.** There shall be a council on finance and administration as provided by ¶¶ 611-618,  
9 composed of five to twenty-one (5-21) persons, with one (1) lay person more than clergy  
10 included on the council. The council shall designate an audit committee comprised of one lay  
11 council on finance and administration member, one clergy council on finance and  
12 administration member and a Certified Public Accountant who is not a member of the  
13 council on finance and administration. The council shall designate a personnel committee,  
14 whose responsibilities will include those defined in ¶ 613.13. The personnel committee shall  
15 be comprised of two (2) clergy council on finance and administration members, one lay  
16 council on finance and administration member, two lay human resources professionals who  
17 are not members of the council on finance and administration, and the conference lay leader.  
18 Personnel committee members with voice and no vote are the conference treasurer and the  
19 cabinet representative. The council will, on those extremely rare occasions when the  
20 Conference may be asked to guarantee a local church loan, function as the committee to  
21 evaluate said request. This function will eliminate the need for a seating of the “Loan  
22 Guarantee Committee.”

23 The council on finance and administration members shall be nominated by the annual  
24 conference committee on nominations.

25 **J. 6.** There shall be a committee on episcopacy as provided by ¶ 637.1, composed of fifteen  
26 (15) persons. It is recommended that it be composed of one-third (1/3) clergy, one-third (1/3)  
27 lay women, and one-third (1/3) lay men, provided that one (1) lay person be the conference  
28 lay leader. One-fifth (1/5) of the membership shall be appointed by the bishop. The lay and  
29 clergy members of the jurisdictional committee on episcopacy shall be ex-officio members.

30 **J. 7.** There shall be an episcopal residency committee as provided by ¶ 638.1.

31 **J. 8.** There shall be a committee on investigation consisting of four (4) clergy in full  
32 connection, three (3) professing members, and six (6) alternate members, three of whom shall  
33 be clergy in full connection and three of whom shall be professing members. The committee  
34 shall be nominated by the presiding bishop in consultation with the board of ordained  
35 ministry (for clergy members) and the conference board of laity (for lay persons) and elected  
36 quadrennially by the annual conference. If additional members or alternates are needed, the  
37 annual conference may elect members to serve for the remainder of the quadrennium.  
38 Committee members shall be in good standing and should be deemed of good character. The  
39 committee should reflect racial, ethnic, and gender diversity ¶ 2703.

40 **J. 9.** There shall be a North Georgia Loan Guarantee Committee, comprised of two (2)  
41 members of the cabinet, the chair of the board of congregational development and the  
42 director of congregational excellence, two (2) members of the council on finance and  
43 administration, one (1) lay and one (1) clergy and two (2) members representing areas of  
44 expertise appointed by the bishop in consultation with the chancellor, the conference lay  
45 leader; and the chairperson of the council on finance and administration.

1 **J. 10.** There shall be a diaconal committee on investigation as provided by ¶ 2703.2.

2 **J. 11.** There shall be an administrative review committee as provided by ¶ 636.

3 **J. 12.** There shall be a North Georgia United Methodist housing and homeless council which  
4 shall be composed of no more than 36 persons nominated by the conference committee on  
5 nominations and elected by the annual conference. Each district shall be represented by no  
6 fewer than two members, one of whom shall be a clergy member in that district and one of  
7 whom shall be a lay person who shall be a member of one of the churches in the district that  
8 they represent. In addition, the following other persons shall be members: a district  
9 superintendent designated by the cabinet; a member of the congregational excellence staff  
10 designated by the director of connectional ministries or designated person; the director of the  
11 council, who shall be a non-voting member; and representatives of Persons Living in Poverty  
12 and Refugee Resettlement.

13 **J.13.** There shall be a Barnes Evaluation and Administrative Team that oversees and  
14 administers ministry grants made from the The Barnes Fund for Church Development  
15 (“Barnes Fund”). The Barnes Evaluation and Administrative Team shall establish a spending  
16 plan to protect the corpus of the The Barnes Fund and endeavor to increase the The Barnes  
17 Fund potential for ministry grants in perpetuity. The Barnes Evaluation and Administrative  
18 Team shall partner with District Superintendents and District Strategic Growth Teams to  
19 ensure that all districts are given equitable opportunities to apply for and employ grant  
20 funding for their district-specific, missional needs. The Barnes Evaluation and  
21 Administrative Team shall partner with Annual Conference Standing Boards and Agencies to  
22 ensure that conference priorities for ministry are given equitable opportunity to apply for and  
23 employ grant funding for the greater good of the conference.

24 **J.13.a** Members of the Barnes Evaluation and Administrative Team shall be nominated  
25 by the committee on nominations, elected by the Annual Conference, and serve per  
26 guidelines stipulated in Standing Rule C.3. The Barnes Evaluation and Administrative Team  
27 shall consist of no more than 26 members with equal representation of clergy and laity and  
28 shall include, but not be limited to:

- 29 • co-chairs, one who shall be a lay-person and one who shall be a clergy-person
- 30 • four to eight at-large lay-persons
- 31 • four to eight at-large clergy-persons
- 32 • Executive Assistant to the Bishop
- 33 • two Cabinet representatives selected by the Cabinet
- 34 • Council of Finance and Administration Representative selected by the Chair of the
- 35 Council of Finance and Administration
- 36 • Board of Trustees Representative selected by the Chair of Board of Trustees
- 37 • Conference Lay Leader
- 38 • chair(s) of the Connectional Ministries Team
- 39 • Director of Inclusion and Advocacy
- 40 • Director, Center for Congregational Excellence
- 41 • Conference Treasurer.

42  
43  
44 **K. Districts**

1 **K. 1. District Conference Membership** – The membership of the district conference shall  
2 consist of (a) all active and retired clergy and diaconal ministers serving appointments or  
3 holding charge conference membership within the district and (b) all local church elected, at-  
4 large, and ex-officio lay members of the annual conference from the district.

5 **K. 2. District Board of Laity** – There shall be in each district of the annual conference a  
6 district board of laity composed of the district lay leader who shall serve as chair, the  
7 associate district lay leaders, the district superintendent, the chair of district connectional  
8 ministries or designated person, the district presidents of United Women in Faith and United  
9 Methodist Men, one (1) youth and one (1) young adult named by the youth and young adult  
10 groups respectively, the district director of lay speaking, and such other persons as the district  
11 lay leader and the district superintendent together may select. The district board of laity shall  
12 elect annual conference at-large delegates from the districts.

13 **K. 3. Election of District Lay Leader and Lay Leadership** – The district lay leader, the  
14 district associate lay leaders and the district director of lay servant ministries shall be elected  
15 annually, on nomination of the district nominating committee, after consultation with the  
16 district board of laity, by the membership of the district conference at the district orientation  
17 meeting before the annual conference session. It is recommended these officers will serve  
18 quadrennially and will be elected for their first term at the district orientation meeting  
19 immediately preceding the start of the new quadrennium. Replacements for these positions  
20 shall be elected at the annual district orientation meeting as needed.

## 21 22 **L. Conference Related Agencies**

23  
24 **L. 1.** There shall be a Georgia United Methodist Foundation, Inc., board of trustees,  
25 nominated by the Foundation to be confirmed or denied confirmation by the annual  
26 conference.

27 **L. 2.** There shall be a Methodist Foundation for Retired Ministers Board of Trustees,  
28 nominated in accordance with its Constitution and By-Laws, to be confirmed or denied  
29 confirmation by the annual conference.

30 **L. 3.** There shall be an Aldersgate Homes board of directors, nominated in accordance with  
31 its Constitution and By-Laws, to be confirmed or denied confirmation by the annual  
32 conference.

33 **L. 4.** There shall be a United Methodist Children's Home now doing business as Wellroot  
34 Family Services board of directors, nominated in accordance with its Constitution and By-  
35 Laws, to be confirmed or denied confirmation by the annual conference.

36 **L. 5.** There shall be a Wesley Woods, Senior Living, Inc., board of trustees, nominated in  
37 accordance with its Constitution and By-Laws, to be confirmed or denied confirmation by the  
38 annual conference.

39 **L. 6.** There shall be a board of North Georgia Camp and Retreat Ministries, nominated in  
40 accordance with its Constitution and By-Laws, to be confirmed or denied confirmation by the  
41 annual conference. North Georgia Camp and Retreat Ministries, Inc. is the entity through  
42 which camping ministry for children and youth shall be carried out.

## 43 44 45 **M. Joint Ministries of North and South Georgia Conferences**



1  
2 **M. 1.** There shall be a Georgia United Methodist Commission on Higher Education and  
3 Collegiate Ministry. The commission shall have twenty-three (23) voting members, ten (10)  
4 elected by the North Georgia Conference and eight (8) elected by the South Georgia  
5 Conference. Proposed members shall be nominated by the Committees on Nominations from  
6 the two annual conferences after receiving input from the commission regarding possible  
7 nominees. At least half of the elected members from each annual conference shall be  
8 laypersons. The presiding bishop of each annual conference shall designate one district  
9 superintendent from that annual conference to be a voting member of the commission. The  
10 director of connectional ministries or designated person of each annual conference shall  
11 designate one staff member from each annual conference to be a voting member of the  
12 commission. The executive director of the commission shall be a voting member of the  
13 commission.

14 Leadership positions of the commission shall be held by members from both annual  
15 conferences.

16 **M. 2.** There shall be a Georgia United Methodist Pastors' School board of managers,  
17 composed of persons by virtue of office and at-large members named by the annual  
18 conference committee on nominations. The purpose of the Georgia United Methodist  
19 Pastors' School shall be to provide an annual school for continuing education for United  
20 Methodist clergy of the North and South Georgia annual conferences, while modeling and  
21 promoting a spirit of cooperation and goodwill between the two annual conferences and  
22 members thereof. The Georgia Pastors' School shall be governed by a board of managers  
23 composed of thirty (30) clergy from both annual conferences. The members shall be named  
24 to the board of managers according to nominating guidelines established by each annual  
25 conference. The officers are nominated and elected from the board of managers. The  
26 chairperson and dean of the pastors' school shall rotate between the two annual conferences  
27 from quadrennium to quadrennium.

## 30 **N. United Methodist Related Institutions of Higher Education**

31  
32 **N. 1.** There shall be boards of trustees of United Methodist related schools, nominated in  
33 accordance with their Constitution and By-Laws, to be confirmed or denied confirmation by  
34 the annual conference.

35 **N. 2.** There shall be boards of directors of Wesley Foundations, nominated in accordance  
36 with their Constitution and By-Laws, to be confirmed or denied confirmation by the annual  
37 conference.

1 **801. Proposed Amendments to Standing Rule C**

2  
3 C. 3. a. 5) Chairpersons are expected to attend all called meetings of the committee or  
4 board for which he or she is responsible. Missing (2) two consecutive called meetings of his  
5 or her committee or board with no excuse, or missing (3) three consecutive called meetings  
6 of his or her committee or board with good excuse, ~~shall be the minimum guidelines for~~  
7 ~~attendance.~~ **will result in automatic release from the chair position and from membership on**  
8 **the committee or board.**

9  
10 C. 3. b. 1) Elected members are expected to attend all called meetings of the  
11 committee or board on which they are serving. Missing (3) three consecutive properly called  
12 meetings of his or her committee or board with no excuse, or missing (4) four consecutive  
13 properly called meetings of his or her committee or board with good excuse, ~~shall be the~~  
14 ~~minimum guidelines for attendance.~~ **will result in automatic release from membership on the**  
15 **committee or board.**

16  
17 Rationale

18 The omission and addition provide clarity for attendance and membership expectations for  
19 chairpersons and members on committees and boards. The additional language ensures persons  
20 know their membership on a board is terminated if they miss the stated consecutive meetings.  
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1           **802. Proposed Addition to Standing Rule C from the Reparations Task Force**

2  
3   New Language:

4   **C. 3. c. Training for all members of conference boards, teams, councils, commissions, and**  
5   **committees**

6           **C. 3. c. 1) All members of conference boards, teams, councils, commissions, and**  
7   **committees including chairs, co-chairs, vice-chairs, and ex-officio members shall complete**  
8   **intercultural training or the equivalent within 90 days of the start of the term in which they**  
9   **were initially elected. The training shall be valid for up to 4 conference years. The training**  
10   **shall be determined by the Conference Commission on Religion and Race and be funded**  
11   **through the budget of the Director of Inclusion and Advocacy.**

12           **C. 3. c. 2) Members who have begun terms prior 2023 shall complete intercultural**  
13   **training within 90 days of the start of the 2023-2024 conference year.**

14           **C. 3. c. 3) Inability to meet the minimum guideline for intercultural training will**  
15   **prompt a letter of notification from the conference nominations executive committee,**  
16   **releasing the individual from their position so the conference nominations executive**  
17   **committee can immediately fill the vacated position.**

18  
19   Rationale:

20           The Reparations Task Force has faithfully searched the scriptures and the Book of  
21   Discipline and is requesting that the above standing rule be added to the standing rules in order  
22   to embody the calls from both the scriptures and the Book of Discipline to be an inclusive church  
23   that seeks to dismantle and end structures, policies, and practices that produce racist outcomes  
24   and that uphold white supremacy in all times and in all places. Requiring disciples of Jesus to be  
25   trained and prepared to serve and live in harmony with others should be one of the minimum  
26   requirements for service in the North Georgia Conference.

27           One of our five areas of focus is racial justice and healing. Healing is necessary because  
28   there are wounds and one of the first steps in healing a wound is to stop the bleeding. Training  
29   people is one way to stop the bleeding that inflicts racial wounds. Those who serve on our boards  
30   and committees will be leading our conference in evaluating and dismantling systems that  
31   produce racist outcomes. We must not assume that they can be effective in that work without  
32   training. It is also supported by the Book of Discipline ¶ 643.3.b, ¶ 643.3.c, and ¶ 643.3.d.

33           The Conference Commission on Religion and Race has coordinated with the General  
34   Commission on Religion and Race to facilitate the training for the 2023-2024 conference year  
35   and will continue to evaluate the best training options as part of their ongoing work. The training  
36   planned for 2023-2024 will be conveniently online and able to be paced to completion.

37           With passage of these standing rules, the Conference Commission on Religion and Race  
38   will be prepared to designate the required training that will be paid for through the budget of the  
39   director of inclusion and advocacy.



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<b>Annual Conference Session and Related Committees</b>
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**Committee on Nominations**

13	<i>Bishop – Robin Dease</i>	<i>bishop@ngumc.org</i>
15	<u>At Large Members</u>	
16	Kathryn Schroeder (22)	kathryn.schroeder23@gmail.com
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18	Lee Highsmith (16)	Highsmith7@gmail.com
19	<b>Nora Colmenares (23)</b>	nora.colmenares@ngumc.net
20	<b>Yolanda Jones-Colton (23)</b>	yolanda.jones-colton@ngumc.net
22	<u>Cabinet</u>	
23	<i>Central West – Jessica Terrell</i>	<i>jessica.terrell@ngumc.net</i>
24	<i>Central North – Michael McQueen</i>	<i>michael.mcqueen@ngumc.net</i>
25	<i>Central East – Rodrigo Cruz</i>	<i>rodrigo.cruz@ngumc.net</i>
26	<i>Central South – Byron Thomas</i>	<i>byron.thomas@ngumc.net</i>
27	<i>North West – Beth Sanders</i>	<i>beth.sanders@ngumc.net</i>
28	<i>North East – Doug Gilreath</i>	<i>doug.gilreath@ngumc.net</i>
29	<i>South East – Greg Porterfield</i>	<i>greg.porterfield@ngumc.net</i>
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31	<i>Assistant to the Bishop – Terry Walton</i>	<i>terry.walton@ngumc.net</i>
33	<u>Extended Cabinet Members</u>	
34	<i>Conference Lay Leader – Nate Abrams</i>	<i>nathaniel.h.abrams@gmail.com</i>
35	<i>Conference Secretary – Max Vincent</i>	<i>max.vincent@ngumc.net</i>
36	<i>Conference Treasurer – Allison Berg</i>	<i>aberg@ngumc.org</i>
37	<i>Clergy Excellence Director – Alice Rogers</i>	<i>alice.rogers@ngumc.net</i>
38	<i>Conference Communications Director – Sybil Davidson</i>	<i>sdavidson@ngumc.org</i>
39	<i>Congregational Excellence Director – Blair Zant</i>	<i>blair.zant@ngumc.net</i>
40	<i>Director of Inclusion and Advocacy – Brian Tillman</i>	<i>brian.tillman@ngumc.net</i>
41	<i>President/CEO Georgia UM Foundation – Mathew Pinson</i>	<i>mpinson@gumf.org</i>
43	<u>Associate Conference Lay Leaders</u>	
44	<i>Jonathan Holmes</i>	<i>jonathan@m8th.com</i>
45	<i>Anna Diaz-Caballero</i>	<i>alqdancer@aol.com</i>

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2		
3	<b><u>District Lay Leaders</u></b>	
4	<i>Central West – Randy Hardy</i>	<i>rhardy@mcelroyspecialty.com</i>
5	<i>Central North – Dyanne Cunningham</i>	<i>ladydy@bellsouth.net</i>
6	<i>Central East – Jeffery Fuller</i>	<i>jefferyfuller61@comcast.net</i>
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9	<i>North East – Kim Powell</i>	<i>kwpowell5@gmail.com</i>
10	<i>South East – Jennifer Byrd</i>	<i>birdie21234@aol.com</i>
11	<i>South West – Graylin Ward</i>	<i>gward@numail.com</i>
12		
13	<b><u>Other Conference Leaders</u></b>	
14	<i>UMW President – Stephanie Dressler</i>	<i>stephdressler@bellsouth.net</i>
15	<i>UMM President – Earnest Perry</i>	<i>perr937@bellsouth.net</i>
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17	<i>Youth President – Bennett Abrams</i>	
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20	<b><u>Committee on Nominations Executive Committee</u></b>	
21	<i>Bishop – Robin Dease</i>	<i>bishop@ngumc.org</i>
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23	<i>Director of Inclusion and Advocacy – Brian Tillman</i>	<i>brian.tillman@ngumc.net</i>
24		
25	<b><u>At Large Members</u></b>	
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30	<b>Yolanda Jones-Colton (23)</b>	<i>yolanda.jones-colton@ngumc.net</i>
31		
32		
33	<b><u>Annual Conference Planning Committee</u></b>	
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38	<i>Assoc. Conference Lay Leader – TBD</i>	
39	<i>Assoc. Conference Lay Leader – Jonathan Holmes</i>	<i>jonathan@m8th.com</i>
40	<i>Assoc. Conference Lay Leader – Anna Diaz-Caballero</i>	<i>alqdancer@aol.com</i>
41	<i>Assoc. Conference Lay Leader – Gloria Parker</i>	<i>gloriaparker3790@comcast.net</i>
42	<i>Conference Secretary – Max Vincent</i>	<i>max.vincent@ngumc.net</i>
43	<i>UMW President – Stephanie Dressler</i>	<i>stephdressler@bellsouth.net</i>
44	<i>UMM President – Earnest Perry</i>	<i>perr937@bellsouth.net</i>
45	<i>Youth President – Bennett Abrams</i>	

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4	<i>Director of Inclusion and Advocacy – Brian Tillman</i>	<i>brian.tillman@ngumc.net</i>
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7	<i>Conference Treasurer – Allison Berg</i>	<i>aberg@ngumc.org</i>
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18 District Superintendents/Appointive Cabinet

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22	<i>Central South – Byron Thomas</i>	<i>byron.thomas@ngumc.net</i>
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25	<i>South East – Greg Porterfield</i>	<i>greg.porterfield@ngumc.net</i>
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34	<i>Congregational Excellence Director – Blair Zant</i>	<i>blair.zant@ngumc.net</i>
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38 Conference Leaders

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1	<i>UMW President – Stephanie Dressler</i>	<i>stephdressler@bellsouth.net</i>
2	<i>UMM President – Ernest Perry</i>	<i>perr937@bellsouth.net</i>
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## Connectional Ministries Team

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 14 Yvette Massey (21) yvette.massey@ngumc.net

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 21 **Carla C. Whitlock (23)** carlawhitlock@hotmail.com

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 27 Young Adult Ministries – Elissa Marks (L-21) elissa.aem@gmail.com  
 28 **Youth Ministries – Molly Lima (L-23)** mollylimarabun@gmail.com  
 29 Spiritual Formation – Meg Morrison (C-17) meg.morrison@ngumc.net  
 30 Higher Education & Campus Ministries – Sam Dawkins (C-22) sam.dawkins@ngumc.net  
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 32 **Camp & Retreat Ministries**  
 33 Evangelism – Tonya Murphy (L-21) tmmam@bellsouth.net

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36 Christian Unity & Interreligious Relationships – Katie Bruner (L-21) katienbruner@gmail.com  
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 44 Disaster Response – Andrew Covington (C-19) andrew.covington@ngumc.net  
 45 Ethnic Local Church Concerns – Trenton Dockery (C-18) trenton.dockery@ngumc.net

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 13 *Latino Congregational Dev Chair – Ash McEuen* ash.mceuen@ngumc.net  
 14 *Pan Asian Congregational Development Chair – Minho Chung* minho.chung@ngumc.net  
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 16 *Cabinet Rep – Byron Thomas* byron.thomas@ngumc.net  
 17 *Cabinet Rep, Latino Committee – Rodrigo Cruz* rodrigo.cruz@ngumc.net  
 18 *Cabinet Rep, PanAsian Committee – Rodrigo Cruz* rodrigo.cruz@ngumc.net  
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 23 *Assoc. Conference Lay Leader – Anna Diaz-Caballero* alqdancer@aol.com  
 24 *Assoc. Conference Lay Leader – Gloria Parker* gloriaparker3790@comcast.net  
 25 *Youth President – Bennett Abrams*  
 26 *Conference Youth Secretary*  
 27 *GCORR Representative – Gigi Warren* gigi.warren@ngumc.net  
 28 *UMCommission Representative – Michael McCord* michael@umcommission.org  
 29 *Conference Treasurer – Allison Berg* aberg@ngumc.org  
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 36 **Connectional Ministries Executive Committee**

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 38 Co-Chair TBD  
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10 **Administrative Agencies of the Annual Conference**

11 **Board of Ordained Ministry**

12 Clergy

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 14 Julie Boone (16) – Chair, Terrilyn Lemons (20) – Vice-Chair, Adam Hildebrandt (20), Betsy  
 15 Butler (17), Blair Setnor (18), Brian Germano (16), Brian Smith (20), Carolyn Stephens (19),  
 16 Cassie Rapko (20), Charles Broome (22), Cyndi McDonald (20), Dalton Rushing (20), Dana Ezell  
 17 (19), David Naglee (21), David Walters (18), Elaine Wilder (21), Emily Whiten (19), Gregory  
 18 Williams (15), Hee Chul Park (18), Jason Mincey (23), Jeff Rogers (22), Jeremy Lawson (19), Joe  
 19 Palmer (20), Josh Roberts (22), Joya Abrams (19), Kevin Muriel (21), Keya Hillman (22), Laura  
 20 Rappold (18), Laurie Moeller (19), Lynne Smith (20), Matt Parker (20), Max Vincent (18),  
 21 Michael Cromwell (21), Millie Kim (16), Nora Colemarez (23), Robert King (21), Ryan Miller  
 22 (23), Steven Usry (19), Thomas Martin (18), Tom Elliott (16), Valerie Loner (20), Yolanda Jones-  
 23 Colton (18), Yvette Massey (13)  
 24

25 Laity

26 Dena Brett (12), Dianne Spencer (12), Johnnie Simmons (14), Randy Brown (16), Deloris  
 27 Carhee (16), Margaret Wimberly (16), Johnnie Follins (19), Elnetta Mitchell (20), Shelly Hart  
 28 (20), Jeff White (20), Lynn Rainey (21), Tracy Wheelis (22)  
 29

30 Ex-Officio

31 *Registrar – Alice Rogers*  
 32 *Order of Elders – Leon Matthews (Josh Roberts)*  
 33 *Order of Deacons Rep – Lindsay Geist*  
 34 *FLPAM Rep – Yolanda Jones-Colton*  
 35 *Cabinet Rep – Jessica Terrell*  
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38 **Commission on Equitable Compensation**

39 District Representatives

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9	<u>Ex-Officio</u>	
10	<i>Conference Treasurer – Allison Berg</i>	aberg@ngumc.org
11	<i>Conference Benefits Officer – Amy King</i>	aking@ngumc.org
12	<i>Wespath Rep – Mathew Pinson</i>	mpinson@gumf.org
13	<i>Wespath Rep – Neal Purcell</i>	jnealpurcell@yahoo.com
14	<i>Cabinet Rep – Michael McQueen</i>	michael.mcqueen@ngumc.net

15  
16

**Board of Trustees of the Annual Conference**

17	<u>Clergy</u>	
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19	Stacey Rushing (C-20)	stacey.rushing@ngumc.net
20	Bert Neal (C-17)	bert.neal@ngumc.net
21	Carolyn Stephens (C-17) Vice Chair	carolyn.stephens@ngumc.net

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24	<u>Laity – Women</u>	
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26	Julie Childs (L-17) Chair	jchilds@mmlaw.com
27	Ginger Smith (L-18) Archives and History	virginia.smith@emory.edu
28	<b>Marilyn McDaniel (L-23)</b>	maclaptop_1@hotmail.com

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30	<u>Laity – Men</u>	
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32	Mathew Pinson (L-16) Secretary	mpinson@gumf.org
33	Harold Tarpley (21)	harold.tarpley@gmail.com
34	<b>Herman Sloan (23)</b>	hlsloan@bellsouth.net

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36	<u>Ex-Officio</u>	
37	<i>Conference Treasurer – Allison Berg</i>	aberg@ngumc.org
38	<i>Conference Chancellor – Harold Buckley Jr.</i>	hbuckley@wbilegal.com

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**Barnes Evaluation and Administration Team**

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44	Steven Usry (C-21) Co-Chair	steven.usry@ngumc.net

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7	<u>Class of 2026</u>	
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12	<u>Class of 2027</u>	
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17	<u>Ex Officio</u>	
18	<i>Board of Trustees Chair – Julie Childs</i>	juliechilds67@gmail.com
19	<i>Council on Finance &amp; Administration Chair – Jeff Adams</i>	jeffreypadams@bellsouth.net
20	<i>Black Church Development Chair – Nathalie Nelson Parker</i>	nathalie.nelsonparker@ngumc.net
21	<i>Cabinet Rep, Non-Metro – Doug Gilreath</i>	doug.gilreath@ngumc.net
22	<i>Cabinet Rep, Metro – Rodrigo Cruz</i>	rodrigo.cruz@ngumc.net
23	<i>Connectional Ministries Co-Chair – Joya Abrams</i>	joya.abrams@ngumc.net
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27	<u>Staff</u>	
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31	<i>Administrative Assistant – Alina Crews</i>	acrews@ngumc.org
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40	Ray Robinson (21)	fullerton.rachel@gmail.com
41	Rachel Fullerton (21)	jhighsmith@smf-law.com
42	Julius (Bucky) Highsmith (21)	bill@wcgladden.com
43	Bill Gladden (18)	jeffreypadams@bellsouth.net
44	Jeffrey Adams (18) – Chair	birdie21234@aol.com
45	<b>Jennifer Byrd (23)</b>	
46	<b>Lydia Jung (23)</b>	

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1	<b>Mattie Bryant (23)</b>	mattielea17@gmail.com
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3	<u>Clergy</u>	
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6	Keya Hillman (22)	keya.hillman@ngumc.net
7	Mike Shearon (22)	mike.shearon@ngumc.net
8	Angie Johnson (21)	angie.johnson@ngumc.net
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10	Jeff Rogers (21)	jeff.rogers@ngumc.net
11	Derek Porter (18)	derek.porter@ngumc.net
12	<b>Quincy Brown (23)</b>	quincy.brown@ngumc.net
13	<b>Debra Stewart (23)</b>	debra.stewart@ngumc.net
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15	<u>Ex-Officio</u>	
16	<i>Bishop – Robin Dease</i>	bishop@ngumc.org
17	<i>Conference Treasurer – Allison Berg</i>	aberg@ngumc.org
18	<i>Conference Controller – Bruce Cooper</i>	bcooper@ngumc.org
19	<i>Director of Congregational Excellence – Blair Zant</i>	blair.zant@ngumc.net
20	<i>Cabinet Rep – Greg Porterfield</i>	greg.porterfield@ngumc.net
21	<i>GCFA Representative – Steve Wood</i>	steve.wood@ngumc.net
22		
23		
24		
25	<b><u>Committee on Episcopacy</u></b>	
26	<u>Laity – Women</u>	
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28	Virginia McCahan (16)	vmccahan@mindspring.com
29	Janette Chevere (16)	janette_chevere@yahoo.com
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36	David Hoyt (21)	davidrhoyt7@gmail.com
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38	<u>Clergy</u>	
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40	Robert King (21)	robert.king@ngumc.net
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42	Anika Jones (18)	anika.jones@ngumc.net
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44		
45	<u>Ex-Officio</u>	

1 *Assistant to the Bishop – Terry Walton* *terry.walton@ngumc.net*  
 2 *Conference Lay Leader – Nate Abrams* *nathaniel.h.abrams@gmail.com*  
 3 *Jurisdictional Episcopal Committee – Mathew Pinson* *mpinson@gumf.com*  
 4 *Jurisdictional Episcopal Committee – Phil Schroeder* *phil.schroeder@ngumc.net*

6  
7 **Episcopal Residence Committee**

8 Ex-Officio  
 9 *Council on Finance & Administration Chair – Jeff Adams* *jeffreypadams@bellsouth.net*  
 10 *Board of Trustees Chair – Julie Childs* *jchilds@mmlaw.com*  
 11 *Episcopal Committee Chair – Deloris Carhee* *deloriscarhee@bellsouth.net*

13  
14 **Committee on Investigation**

15 Clergy  
 16 *Candy Thacker (14)* *candy.thacker@ngumc.net*  
 17 *Dan Brown (15)* *dan.brown@ngumc.net*  
 18 *Maria Lopez Wells (21)* *maria.wells@ngumc.net*  
 19 *Joy Melton (22) Chair* *joy@hmatlanta.net*

21 Laity  
 22 *Sid Linton (15)* *slinton@mindspring.com*  
 23 *Wayne Pierce (19)* *PierceJWayne@p-dlaw.com*  
 24 *Dion Tracy Duckett (19)* *dduckett@duckettlawllc.com*

26 Alternates – Clergy  
 27 *Beth Clark (23)* *beth.clark@ngumc.net*  
 28 *Elizabeth Pollard (21)* *elizabeth.pollard@ngumc.net*  
 29 *Tim Emmett (21)* *tim.emmett@ngumc.net*

31 Alternates – Laity  
 32 *Rebecca Patton Falco (19)* *rpfalco@earthlinks.net*  
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36 **Administrative Review Committee**

37 Clergy in Full Connection  
 38 *Bert Neal (19)* *bert.neal@ngumc.net*  
 39 *Richard Puckett (20) – Chair* *richard.puckett@ngumc.net*  
 40 *Darren Hensley (22)* *darren.hensley@ngumc.net*

41  
 42 Alternates  
 43 *Bill Britt (16)* *bill.britt@ngumc.net*  
 44 *Keith Lawder (21)* *keith.lawder@ngumc.net*

## North Georgia United Methodist Housing and Homeless Council

1		
2	<u>District Representatives</u>	
3	Central North Clergy – Josh Miles (22)	josh.miles@ngumc.net
4	Central North Lay – Stephanie Dressler (17)	sdressle@bellsouth.net
5	Central South Clergy – Briggs Smith (22)	briggs.smith@ngumc.net
6	Central South Lay – Charles Barber (17)	charles.barber@emory.edu
7	Central East Clergy – Elaine Wilder (18) Chair	elaine.wilder@ngumc.net
8	Central East Lay – Juliana Cash (19)	cashjuliana97@gmail.com
9	Central West Clergy –	
10	Central West Lay – Louise Young (16)	lyoung98@aol.com
11	North East Clergy – Larisa Parker (22)	larisa.parker@ngumc.net
12	North East Lay – Lindsey McCamy (22)	lindsey@familypromisehall.org
13	North West Clergy – <b>Sharon White (23)</b>	sharon.white@ngumc.net
14	North West Lay – Bob Stevens (20)	rfs@ellijay.com
15	South East Clergy – Lindsey Solomon (20)	lindsey.solomon@ngumc.net
16	South East Lay – Judy Teasley (18)	jat@jteasley.com
17	South West Clergy – <b>Marlon Simpson (23)</b>	marlon.simpson@ngumc.net
18	South West Lay – Carol Cain (17)	carolcain007@gmail.com
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20	<u>At Large Members – Clergy</u>	
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25	Agnes Harvey (22)	agnes.harvey@ngumc.net
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1 **Georgia UM Commission on Higher Education and Collegiate Ministry**

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3 Chair: Beau Seagraves (NGC)  
4 Vice Chair: J. Michael Culbreth (SGC)

5  
6 North Georgia (10)  
7 Class of 2026: Nora Colmenares, Ruth Knox, Perry Rountree, Beau Seagraves  
8 Class of 2025: Rachel Fullerton; Marlon Gibson, Sam Halverson  
9 Class of 2024: Christy Robinson; David Walters; Mark Westmoreland

10  
11 South Georgia (8)  
12 Class of 2026: Stan Brown; Jonathan Smith; David Wood  
13 Class of 2025: Garth Duke-Barton; Linda Buchanan  
14 Class of 2024: J. Michael Culbreth; Caren Dilts; Isaac Salgado

15  
16 Ex-Officio

17 *Commission Executive Director – Michael McCord* *michael@umcommission.org*  
18 *Cabinet Rep – Susan Landry* *susan.landry@ngumc.net*  
19 *Conference Staff Rep – Richard Hunter* *richard.hunter@ngumc.net*

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22 **Conference Related Agencies**

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24 **Georgia Pastors' School Managers**

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26 Will Zant (22) *will.zant@ngumc.net*  
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29 Robert Lawrence (20) *robert.lawrence@ngumc.net*  
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34 Matt Murphy (16) Chair *matt.murphy@ngumc.net*  
35 Pam McCurdy (17) *pam.mccurdy@ngumc.net*  
36 **Johnnetta Johnson (23)** *johnnetta.johnson@ngumc.net*  
37 **Kathryn Davis (23)** *kathryn.davis@ngumc.net*  
38 **Nora Colmenares (23)** *nora.colmenares@ngumc.net*

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41 *Bishop – Robin Dease* *bishop@ngumc.org*  
42 *Conference Staff Rep – Jessica Blackwood* *jessica.blackwood@ngumc.net*

1 **North Georgia Camp and Retreat Ministries Board of Directors**

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9 Class of 2026

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12 Mike Lane rileyann@mac.com  
13 Bill Martin wgmartin@mindspring.com  
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15 Class of 2027

16 Bill Hardman, Jr. hardmanproperties@gmail.com  
17 Adam Roberts adam.roberts@ngumc.net  
18

19 TBD

20 TBD

21  
22 Special Director by Appointment

23 *District Superintendent – North East – Doug Gilreath douglas.gilreath@ngumc.net*  
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25 Ex-Officio

26 *Director of Camp & Retreat Ministries – C. Russell Davis*

27 *Director of Connectional Ministries –Blair Zant*

28 *Resident Bishop – Robin Dease*  
29  
30

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34 Class of 2025: Kathryn H. Dennis, Ruth A. Knox, Russell Lipford, Katrina Hansen Voegtlin,  
35 Rodrigo Cruz, Karen Webster Parks, Robert Beckum, Bert Neal, Georgia G. Slagle, Elaine  
36 Wilder  
37

38 Class of 2026: Calvin R. Stamps, Bert Bennett, Millie Kim, Lauren G. Isom, Doreen Smalls,  
39 Will Zant  
40

41 Ex-officio

42 *Bishop David Graves, Resident Bishop of the South Georgia Area*

43 *Bishop Robin Dease, Resident Bishop of the North Georgia Area*

44 *Suzanne Jones, Conference Treasurer and Director of Administrative Services, South Georgia*

45 *Allison Berg, Conference Treasurer and CFO, North Georgia*

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3 *Laudis H. "Rick" Lanford, Regional Vice President*  
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5

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7

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9 Vice Chairperson: Bob Fincher  
10 Secretary: Russell Jones (rjones@gumf.org)  
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15 Gigi Warren (gigi.warren@ngumc.net)  
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19 Bob Fincher (bobfincher@bellsouth.net)  
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25 Mathew Pinson (mpinson@gumf.org)  
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28 **Aldersgate Homes and Collinswood Board of Directors**

29 Officers: Nancy Johnson, President; Dana Ezell, Vice-President; Mary Yoder, Treasurer; Clair  
30 Wallace, Secretary; Chris Rapko, Vice President of Communications; Mark Crenshaw, Vice  
31 President of Church Engagement  
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35 Whitney Brown, and Josh Swanson. Dana Everhart represents Greg Porterfield as Cabinet  
36 Representative.  
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44 John Ethridge, Chair; Glenn Warren, Vice Chair; Meredith Barclay, Cathie Berger, Kristen M.  
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2 Ex-Officio: Terry Barcroft, Rev. Bill Burch, Bishop Robin Dease, Diane Vaughan

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4 Officers of the Corporation: Terry Barcroft, Lauri Ann Brooks, Brandon Valasek, Diane  
5 Vaughan

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11 **United Methodist Colleges and Universities**

12 **Boards of Trustees**  
13 **2023-2024**

14  
15  
16 **UNITED METHODIST COLLEGES AND UNIVERSITIES**

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20 Suzanne Nieman; Larry Price; Eric Ragan; Richard Taylor; Rob Williams

21 Class of 2024: Shirley Cargill; Vicki Molnar; Maceo Rogers; Kimberly Weckwert; Ernie Wright

22 Class of 2025: George Flowers; **Patricia Goodman**; Stuart Gulley; **Deker Hixon**; Gilbert  
23 Miller; Ann Moreau; Whit Myers; Steve Whatley

24 Ex-Officio: **David Graves**; **Thad Haygood**; Michael McCord; Steve Patton

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28 Holmes; R. William Ide; Tharon Johnson; Ingrid Saunders Jones; Wendy Lewis; Valerie R.  
29 Love; Michael Melton; **Gregory Morrison**; William F. Pickard; Al. B. Reid; Stephanie Russell;  
30 Bobbie Kennedy Sanford; Isaac Snype, Jr.; Errol B. Taylor; Alvin T. Trotter; Brenda Walker;  
31 Leonard Walker; Charmaine Ward-Millner; Derrick M. Williams; Carolyn M. Young

32 Alumni Trustees: Ermine Hill; **Shaunté Norris**

33 Faculty: **Sean Warner**; Kurt B. Young

34 Student Representatives: **Ki'Andre Thomas**; **Destinee Wells**

35 Ex-Officio: George French, Jr.; Michael McQueen

36  
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38 **Kathelen Amos**; **Facundo L. Bacardi**; **Thomas Barkin**; **William Brosius**; **Sarah Brown**;  
39 **James Walker Burns**; **Shantella Carr Cooper**; **Allison Dukes**; **Crystal Edmonson**; **Andrew**  
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42 **Deborah Marlowe**; **Lee P. Miller**; **Gregory Palmer**; **John G. Rice**; **Rick Rieder**; **Teresa M.**  
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2 Bailey; Thomas D. Bell, Jr.; Arthur M. Blank; Henry L. Bowden, Jr; David Emory Boyd, Sr.;  
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8 A. Peters; J. Neal Purcell; Wendell S. Reilly; Katherine T. Rohrer; Gary W. Rollins; Diane  
9 Wilkins Savage; Lynn Heilbrun Stahl; Alvin M. Sugarman; James E. Swanson, Sr.; Mary  
10 Virginia Taylor; Chilton Davis Varner; Felker W. Ward, Jr.; B. Michael Watson; James B.  
11 Williams; William H. Willimon

12

### 13 **LAGRANGE COLLEGE**

14 Class of 2024: George W Baker, Jr.; Kennerly Boatwright, III; R. Coleman Foss; Mitchell  
15 Key; Kathy McCollum; Edward Montag; Olugbenga Obasanjo; Paul S. Penn, III  
16 Class of 2025: Lauranne Buchanan; Robert L. Carmichael, Jr.; Linda Cole; Sonya Gaither;  
17 Joe F. Ragland, Jr.; Keith Shurbutt; Richard Simmons; George Wheelock; Deedee Williams  
18 Class of 2026: Quincy Brown; **James F. Bruce**; Jane Cooley; Michael Fay; Edward Smith;  
19 **Nancy Stevens**; Lisa Tunstall  
20 Class of 2027: Daniel Brown; Kelly D. Cain; **Stuart Countess**; **Miriam C. Harris**; Scott  
21 Hawkins; William Hodges; **Ternisha Miles Jones**; Sue Waddell; James Wood, III  
22 Ex-Officio: Charis Acree; John Beyers; **Robin Dease**; Susan Landry; Michael McCord;  
23 Joydon Parrish, Melinda Pomeroy-Black; Rhett Yates  
24 Consultants: **Susanna Baxter**; **Jerry Forster**; **John D. Head**; **Rebecca Roth Nicks**;  
25 **Terlynn C. Olds**; **Brian Peterson**

26

### 27 **OXFORD COLLEGE – BOARD OF COUNSELORS**

28 Class of 2021: Warren Brook; Dirk Brown; Antonio DelCampo; David Duley; Susan Gregory;  
29 Kipling Hart; Bruce Howard; Paul Jackson, Jr.; Reid Mallard; Alexander Morehouse; Ivan  
30 Mosley, Jr.; Michele Sims; Michael Vardas, Jr.; Randall Vickery  
31 Class of 2022: Henry Anthony; Amanda Arrendale; Charlie Cloaninger, III; Zaraif Hossain;  
32 Michael McQuaide; Rakhee Parikh; Andrew Tatnall; Kelly Williams  
33 Class of 2023: Chelsea Bartenfeld; Russell Boozer; Lynne Borsuk; Kim Chenevey; Ralph Cook,  
34 Jr.; Cheryl Custer; Jonathan Eady; John Fountain; Scott Garner; Kevin Gooch; Lucy Hay; Robert  
35 Ingram; Carol Norton; Chinonyerem Okezie; Fred Palmer; Hugh Tarbutton, Jr.; Bradley Taylor;  
36 Jason Taylor; Arthur Vinson; Mitch Waters; Mayo Woodward, Sr.  
37 Class of 2024: Dirk Lamar Brown; Keith Burns; Robert Haynes Chidsey; Curtis Cotsonis;  
38 William Michael Dennis; Robert Dickson; Carroll Eddleman; Timothy Michael Harvey; Steven  
39 Candler Kapp; Kevin David Kell; William Rodgers Kitchens; Miles Herbert Mason, III;  
40 Class of 2025: **Michelle Bryant Johnson**, **The Rev. Dr. Avis Williams**  
41 Emeritus Member: Max Austin, Jr.; Ellen Bailey; Anne Bigelow; Albert Clarke; William T.  
42 Daniel, Jr.; Denny Dobbs; Joseph Edwards; Arthur Evans; R. Dean Fowler; Robert Fowler, III;  
43 Milton Gillespie; Martha Greer; Marvin Hardy, III; Zoe Hicks; Diane Kirby; Wallace Lail;  
44 Henry Mann; William Nipper, Jr.; Tommy Owens; J. Eric Pike; J. McDowell Platt; Eugene



1 Rackley, III; Dan Ragsdale; Ralph Reeves; Vann Roberts; John Robitscher; Kyle Smith, Jr.; Ina  
2 Thompson; Lin Thompson; Kim Wilder-Dyer; George Zorn  
3 Faculty Representative: Annette Neuman  
4 Honory Member: Willis Miller, III;  
5 Ex-Officio: Stephen Bowen; Dana Greene; Doug Hicks; Michael McCord; Kevin Smyrl  
6

#### 7 **PAINE COLLEGE**

8 Class of 2021: Jerry Woodfork, Sr.  
9 Class of 2022: Barbara Bouknight  
10 Class of 2023: Barbara Hall; William Lawless; Jacqueline Scott; John Thompson  
11 Class of 2024: Lenalda R. Corley; Sharyn Doanes-Bergin; Derrick Gross; J R Henderson;  
12 Charles Larke; Melvin Lindsey; Victor Taylor  
13 Class of 2025: Tyrone Davis; Michael Thurmond  
14 Class of 2027: Willie Wiley;  
15 Class of 2028: Lester Jackson;  
16 Ex-Officio: Thomas L. Brown, Sr.; James Cason; Carmichael Crutchfield; Michael McCord;  
17 Greg Porterfield  
18 President: Dr. Cheryl Evans Jones  
19 Presiding Bishop: Robin Dease; David Graves  
20 Trustee Emeriti: Marshall Gilmore; Ora McConner Jones; Fred Thompson  
21

#### 22 **REINHARDT UNIVERSITY**

23 Sharon Bartels; Thomas M. Beman; John Bennett, Jr.; Warren Calvert; Tom Carter; Lewis Cline;  
24 Raymon Cox; Richard Dixon; Jeffrey Dobson; L. Austin Flint; James Hasson; Billy Hayes;  
25 Alicia Ivey; Phillip Landrum, III; Ben Looper; Ellen McElyea; James Mooneyhan; Patience  
26 Peterson; Lisa Pinkston; Trey Pipkin; Buddy Turner; **Lamar Wakefield**; James Washburn; Fred  
27 Weir, III; C. Ken White; Kevin Williams  
28 Emeritus: Robert Byrd; Charles Cobb, Jr.; G. Dennis Harris; Joe Frank Harris; William Hasty,  
29 Jr.; Lynn Johnston; **Deborah Marlowe**; Hugh Peterson, Jr.; Marion Pope, Jr.; A R (Rick)  
30 Roberts, III; Nancy Simms  
31 Ex-Officio: Letitia Cline; **Robin Dease**; C. R. Hill, Jr.; Michael McCord; Mark A Roberts; **Beth**  
32 **Sanders**; Stacey Williams  
33

#### 34 **WESLEYAN COLLEGE**

35 Class of 2023: Hannah Allen; Charlotte Bogle; Elizabeth Bunte; Trudy Fickling; Leesa Akins  
36 Flora; Robert Hatcher, Jr.; Andrew Nations; Ninfa Saunders  
37 Class of 2024: Verda M. Colvin; Chi Ezekwueche; Waldo E. Floyd III; Ruth A. Knox; Margaret  
38 MacCary; Deborah Moses; Lori Reese Patton; Carla Ruiz-Ney; Jessica Kendrick Thomas; Kay  
39 West; Cindy Wright  
40 Class of 2025: Alexis Bighley; Priscilla Bornmann; Stan Brown; J. Cannon Carr; Jane  
41 Claxton; James C. Hays, Jr.; Janice Mays; Bryndis Roberts; Felecia Pearson Smith; Mary Beth  
42 Swearingen; Susan Walker  
43 Class of 2026: Amy Fletcher; Beverly Mitchell; Wilds M. Ogie; Amy Rauls  
44 Alumna Trustees: Leesa Flora; **Robin Gobin**; Yehudi Self-Medlin

1 Emeritus Trustees: William H. Anderson, II; Julia Baldwin; Elizabeth T. Corn; Cathy  
2 Cox; Robert Edenfield; Gayle Findlay; Gena Franklin; Judy Gregory; Gene Hoots; Robert Knox,  
3 Jr.; Dennis McCrary; Samuel Nunn, Jr.; William Oliver, Jr.; Lynda Pfeiffer; Elizabeth  
4 Pickett; Thomas Alfred Sams; Marvin Schuster  
5 Ex-Officio Trustees: **Meaghan Blight**; **Chenny Gan**; David Graves; Robin Dease; Michael  
6 McCord; Jennifer Stiles Williams  
7 Proxy Trustees: H. Craig Hutto (for Bishop Graves); Racher Fullerton (for Bishop Robin Dease)  
8 Misc: Denise Holloway; Lisa Sloben; Cater Thompson  
9

## 10 **YOUNG HARRIS COLLEGE**

11 Class of 2023: William Easterlin; James Ellison; Gerald W. Hudgins; Murphy Miller; Kurt T.  
12 Momand; Jason Norton; Jimmy C. Tallent; Chris Wadle; Marian B. Wilbanks  
13 Class of 2024: Jonathan F. Anderson; Matthew P. Anderson; Meaghan Fine; Alvin Gibson;  
14 Derek Goshay; Thad Haygood; James T. Johnston, Jr.; William A. Johnston; William B Jones;  
15 Ray P. Lambert, Jr.; Julie D. Salisbury; **Barbara Williford**; Charles S. Wynne  
16 Class of 2025: M. Brantley Barrow; Mary Broadrick; Dave Brown; Margaret R. Buker; Earl L.  
17 Carter; Carol A. Chastain; Julia Webb Davis; Rene' M. Diaz; **Candler Ginn**; W. Ron Hinson;  
18 Martha Logan; Ted McMullan; Jerry W. Nix; Loulie Tarbutton Reese; Pam R. Rollins; Brandon  
19 Sherman; Michele T. White; Kirk S. Wimberly, III  
20 Class of 2026: **Harold A. Deas**; **Jared W. Downs**; **Andrew Pourchier**  
21 Ex-Officio: Guerin Brown; Doug Gilreath; **David Graves**; Michael McCord; Jane Roberts;  
22 Drew Van Horn  
23  
24

## 25 WESLEY FOUNDATIONS/FELLOWSHIPS

### 27 **AUGUSTA UNIVERSITY**

28 **Jenny Anderson**; **Jenn Bird**; Makayla Rittwage; **Dana Everhart**; **Pam Kitchens**; Kate Morris;  
29 Sargent Nelson; **Scott Parrish**; Alison Wright  
30 Ex-Officio: Michael McCord; Greg Porterfield;  
31 Director: Josh Swanson  
32

### 33 **COASTAL COLLEGE OF GEORGIA**

34 **Ryan Ennis**; **Kylie Greene**; **Chris Moncus**; **Claudia Schneider**; **Scott Stanfill**  
35 Ex-Officio: Michael McCord; David Thompson  
36 Director: **Brooks Hanson**  
37

### 38 **COLUMBUS STATE**

39 Greg Harrison; **Dawn Arnold**, **Stan Brown**, **Hope Buchanan**, **Darieon Hill**, **Haynes Martin**,  
40 Lynn Meadows-White, **West Pryor**  
41 At Large: **Jay Dickinson**; **Lawrence Gibbs**  
42 Director: Andy Ginn  
43

### 44 **GEORGIA COLLEGE & STATE UNIVERSITY**

45 Class of 2023: Gail Oliver; Stacy Pittman; Terri Youngblood

1 Class of 2024: Bill Caldwell; Shirley Wiley  
2 Class of 2025: Mackenzie Shover;  
3 Ex-Officio: Mac Enfinger; Michael McCord; Greg Porterfield;  
4 Director: Tate Welling  
5  
6 **GEORGIA GWINNETT COLLEGE**  
7 Matt Brown; Natalee Dukes; Jeff Fuller; Adam Hilderbrandt; Cynthia Jackson; Liz Nauert;  
8 Natalie Stewart; Jen Strickland; Robert Viera  
9 Faculty Advisor: Kathy Garrison  
10 Student Intern: Matt Crouse; **Alvin Smith**  
11 Ex-Officio: Rodrigo Cruz; Michael McCord; Taylor Lamphier;  
12 Director: Ryan Shostak  
13  
14 **GEORGIA SOUTHERN UNIVERSITY**  
15 Class of 2023: Clay Boerner; Earl Dabbs; Eric Hopfensperger  
16 Class of 2024: Earl Cashion  
17 Class of 2026: **Chris Morgan**  
18 Intern: **Alexandria Simonton**  
19 Faculty Advisor: John Banter  
20 Other: Dorsia Atkinson; Scott Hagan; John Ray; Jonathan Smith; Chip Strickland  
21 Ex-Officio: Stephen Grantham; Marsha Hagan; Michael McCord  
22 Director: **Albert Williams, III**  
23  
24 **GEORGIA SOUTHWESTERN STATE UNIVERSITY**  
25 Class of 2022: Kricket Barineau; Daryl Brown; Terri Jones; Brannon Parks; Chris Wooden  
26 Class of 2023: Victoria Herron; Cal LeVert; Frank Lowrey; Josh Strange; Chris Walker  
27 Class of 2024: Nathan Bateman; R. T. Beverly; Connie Haugabook; Rachel Shealy; Bob  
28 Slenker; Terry Westbury  
29 Ex-Officio: Michael McCord; Steve Patton  
30 Director: Johnny Updike  
31  
32 **GEORGIA TECH INSTITUTE OF TECHNOLOGY**  
33 Class of 2023: Jamie Hamilton  
34 Class of 2024: Bard Brockman; Garrett Hutchins; Kirk Moss; Phil Scott; Andy Thomas  
35 Class of 2025: Margie Schnelle;  
36 Class of 2027: Joye Callaway; Kelley Grubbs; Charles Pursley; Leah Yarbrough  
37 Class of 2028: **Will Hardy; Jen Hasler; Michael Smith**  
38 Student Rep: Allison Fain; **Ben rochford**  
39 Ex-officio: **Katherine Gray**; Michael McCord; Michael McQueen  
40 Director: Geoff Beakley  
41  
42 **KENNESAW STATE UNIVERSITY**  
43 **Nathan Ballew**; Chris Dervan; Avery Flowers;  
44 Ex-Officio: Evan DeYoung; Michael McCord; **Jessica Terrell**  
45 Director: Sam Kellum

1  
2 **MACON WESLEY FOUNDATION**  
3 Class of 2024: Jeff Cook; Elizabeth Hammock; Creede Hinshaw  
4 Class of 2025: Margaret Brogden; **Todd Buccelli; Johnny Merrill; Larry Montgomery;**  
5 **Tonya Parker;** Antoinie Walker  
6 Class of 2026: **Anne Tift**  
7 Ex-Officio: **Racheal Paul Hartman; Sarah Hazelrig;** Craig Hutto; Michael McCord; **Sara**  
8 **Pugh Montgomery**  
9 Director: Brandon Tolle  
10  
11 **PAINE WESLEY FELLOWSHIP**  
12 Ed Boothe; Helene Carter; Johnny Lowe  
13 Ex-Officio: Jackie Connie; Luther Felder; Michael McCord  
14  
15 **UNIVERSITY OF GEORGIA**  
16 Class of 2023: Jimmy Allgood; Tommy Atkins; Holly Benton; **Ray Bonds;** Dave Butts; Sam  
17 Dawkins; Bob Dickson; John Freeland; Chris Laskey; Robert Miles; David Moore; Deborah  
18 Mosley; Grady Mosley; Ray Spence  
19 Class of 2024: Pat Allen; Ron Blount; Doug Butts; Nikki Chester; R J Chester; Cindy Gaultney;  
20 John Gaultney; Haynes Martin; Carolyn Moore; Ryan Nesbit; Carl Newton; Beau Seagraves;  
21 Jeannine Simmons; William Simmons; Jim Timberlake; Beverly Varnado; Jerry Varnado  
22 Class of 2025: **Brian Butcher;** Bill Curington; Chad Daniel; **Bill Emerson;** Brent Gilstrap;  
23 **Jake Hays; Dave Himmelsbach;** Bailey Mitchell; **Alex Smith;** David Wofford  
24 Ex-Officio: Lindsay Atkinson; **Josie Butcher;** Sam Carroll; Hannah Cole; **Kelly Dejarnett;**  
25 Tim Del Risco; **Melissa DeRamus;** Erin Gilleland; **Sierra Jarrell;** Scottlyn James; Michael  
26 McCord; Devon Radford; Sarah Shelnut; Daniel Simmons; **Andrew Smith;** Dustin Sosebee;  
27 Kristen Sosebee; **Jake Stephens;** Aaron Vickroy; Leah Vickroy  
28 Director: Bob Beckwith  
29  
30 **UNIVERSITY OF NORTH GEORGIA**  
31 Class of 2024: Kanya Clemmons; Robert Parr; **Susan Roach**  
32 Class of 2025: **Heather Holdridge; Col. Billy Wells**  
33 Ex-Officio: Doug Gilreath; Michael McCord; Josh Meeks; Steve Schofield  
34 Director: Nathan Dickens  
35  
36 **UNIVERSITY OF WEST GEORGIA**  
37 Class of 2023: Steven Powers; John Upson; Alice Wesley  
38 Class of 2024: Jennifer Allen; Edward Landrum; Tyler Petty  
39 Class of 2025: **Robert Brown; Clint Samples**  
40 Ex-Officio: Michael McCord; Diane Ock; Jessica Terrell  
41 Director: **Adam Roberts**  
42  
43 **VALDOSTA STATE UNIVERSITY**  
44 Class of 2022: Cathy Buescher; Julie Hoff; John Fuller; Sara Unger; Robert Wood  
45 Class of 2023: Jacob Bell; Linda Cordaro; Bart Davis; Mike Davis; Alicia Roberson

- 1 Class of 2024: Lois Bellflowers; Elsie Crane; Cindee Hires; Chuck Roberts
- 2 Class of 2025: **Patrick Carlson; Randy DeCoudres; Marriott Miller; Jack Varnell**
- 3 Ex-Officio: Paula Lewis; Michael McCord
- 4 Director: C J Harp
- 5
- 6 BOLD NAMES DENOTES NEW MEMBERS