



2019 NORTH TEXAS ANNUAL CONFERENCE

# **CONFERENCE WORKBOOK**

## **June 2-4, 2019**

**North Texas Annual Conference  
Of the United Methodist Church**

# Welcome to Annual Conference 2019

*This Conference Workbook contains an agenda, program announcements, schedules, reports, and legislative proposals for the 2019 North Texas ANNUAL CONFERENCE in Plano, TX.*

- † **The agenda** provides the schedule of events planned during Annual Conference.
- † **General Meals** will be served in the Sports and Recreation Center on the south side of the campus. This will include lunches on Monday and Tuesday as well as Monday evening dinner. Meals must be pre-purchased online at <https://ntcumc.org/annual-conference-2019>. Deadline is Thursday, May 23rd. Please note there are some meals that are provided at no cost to participants. The meals are listed on pages 11-13. In order to ensure we have enough for those special meals, preregistration is required. These meals will be held on the campus of Christ UMC Plano.
- † **Area Maps** are included at the back of this workbook.
- † **Information/Registration** is in the Narthex located on the north side of the campus Please check here for general information, messages, nametags, etc. Lost and Found will be at the Welcome Desk.
- † **Hearing devices** are available at the Welcome Desk.
- † **First Aid supplies** are available at the Welcome Desk.
- † **Snack Stations** are located in the general gathering area outside of the sanctuary and on the second floor off the balcony. Bottled water, coffee, and other beverages will be available along with snack foods. These are available for all attendees for a donation of your choosing at the stations.

## SUNDAY, JUNE 2<sup>nd</sup>

- † **3:30 p.m.** Laity Session, FUMC Plano (Childcare available at Christ UMC Plano)
- † **5:00 p.m.** Laity Dinner, FUMC Plano (Childcare available at Christ UMC Plano)
- † **7:00 p.m.** Opening Worship –**Bishop Thomas J. Bickerton preaching**, Christ UMC Plano sanctuary Worship to include a time of remembrance for clergy and spouses who have died this past year, and commissioning of young adults serving with Project Transformation, Lydia Patterson Institute, Bridgeport, C2K, QuadW, Go Camp and in local churches.(Childcare available.)
- † Reception to follow in Trinity Hall hosted by Bishop & Mrs. McKee honoring Bishop Bickerton and the Families of those remembered

## MONDAY, JUNE 3<sup>rd</sup> and TUESDAY, JUNE 4<sup>th</sup>

- † **7:00 a.m.** Quest Diagnostics screenings for HealthFlex participants to be held Monday and Tuesday in Room 204 in the children's wing. Pre-registration is required.
- † **8:30 a.m. – 4:30 p.m.** Clergy Photos for active and retired clergy are in Room N253.
- † **7:45 a.m.** Holy Communion will be served by the Order of St. Luke, Monday and Tuesday mornings in the Chapel located in the north building on the south hall to the sanctuary.
- † **8:00 a.m.** Cokesbury is in the Donut Room.
- † **8:00 a.m. - 5:30 p.m.** General session in the Sanctuary. The main floor of the sanctuary is for all voting members of Annual Conference. A section to stage left will be reserved for persons requiring sign language. The lower level of the balcony is also reserved for voting members, and the upper center section of the balcony will be for visitors. Please wear your name badge at all times.
- † **7:00 p.m.** The Monday Evening Service of Ordination and Commissioning --**Bishop Michael McKee preaching**, Christ UMC Plano sanctuary. Reception will be in the Sports and Recreation Center.
- † **Childcare** for ages 11 and under is available at no cost, but reservations must be made in advance for worship services and onsite sessions. On Sunday, childcare will be available beginning at 2:45 p.m. for those attending the Laity session and will end at 9:00 p.m. Monday's child care will be available at 7:30 a.m. and end at 9:00 p.m. Tuesday's child care will be available at 7:30 a.m. and end at 6:00 p.m. If your child will be in child care during a meal time, please provide food for them. Please register online at <https://ntcumc.org/annual-conference-2019>. A Medical Release Form will be required upon your arrival. Deadline Thursday, May 30th.

**PLEASE NOTE:** *If you want a bound, printed, 8 ½ x 11, black and white copy of the 2019 North Texas Conference Journal, you must complete the order form located in the back of this workbook*

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# AGENDA FOR ANNUAL CONFERENCE 2019

(May, 2019)

*Room assignments are subject to change.*

## Sunday, June 2

2:45–9:00 pm	Childcare (by Reservation)..... <i>Christ UMC, Plano</i>
3:30 pm	Laity Session ..... <i>First UMC, Plano</i>
4:30-6:30 pm	Clergy Check-in for name badges and voting cards..... <i>Christ UMC North Narthex</i>
5:00 pm	Clergywomen Dinner ..... <i>St. Andrew UMC, Plano</i>
	Young Clergy Dinner ..... <i>St. Andrew UMC, Plano</i>
	Intern Dinner ..... <i>Sports and Recreation Center, Christ UMC Plano</i>
	Laity Dinner ..... <i>First UMC, Plano</i>
7:00 pm	Opening Worship and Time of Remembrance ..... <i>Christ UMC Plano Sanctuary</i>
	Bishop Thomas J. Bickerton, preaching. Memorial Remembrance and Commissioning of young adults serving with Project Transformation, C2K, Bridgeport, QuadW, Go Camp, Lydia Patterson Institute and in local churches Offering: Project Transformation
8:30 pm	Reception Hosted by Bishop Michael & Joan McKee, honoring Bishop Thomas J. Bickerton and the Families of Those Remembered ..... <i>Trinity Hall</i>

## Monday, June 3

7:00 am	Extension Ministry Breakfast ..... <i>Christ UMC Plano, Room N156 A/B</i>
7:00–9:00 am	Quest Diagnostics for HealthFlex participants..... <i>Room 204, Children's Wing</i>
8:30 am-4:30 pm	Clergy Photos ..... <i>Room N253</i>
7:00 am	Registration/Welcome Desk open ..... <i>North Narthex</i>
7:30 am	Teller Meeting ..... <i>Christ UMC Sanctuary Cry Room</i>
7:30 am	Communion & Prayer Service ..... <i>Chapel</i>
8:00 am-6:45 pm	Exhibits open..... <i>Atrium Hallway</i>
8:00 am-6:45 pm	Cokesbury Bookstore open ..... <i>Donut Room</i>
8:00 am-9:00 pm	Childcare (reservation only)
8:00 am	Gathering Music..... <i>Christ UMC Sanctuary</i>
	Word of Welcome and Prayer
	Organization of Conference/Setting of the Bar
	Lay/Clergy Equalization
	Standing Rules
	Introduction of Consent Calendar
8:20 am	Service of Baptismal Renewal and Episcopal Address
	Committee on Episcopacy
	Retiree Videos
9:35 am	Break
10:00 am	Board of Ordained Ministry Report
	Retiree Videos
	Center Reports – New Faces New Spaces
	Keynote Speaker: Rev. Junius B. Dotson – “Culture Reset”
	Retiree Videos
12:00 pm	Announcements/Courtesy and Resolutions
12:15 pm	General Lunch ..... <i>Sports and Recreation Building</i>
	Special Lunches
	Board of Church & Society/UMW ..... <i>Room 211</i>
	Children's and Youth Ministry Workers ..... <i>Room N154</i>

	Evangelical Fellowship.....	<i>Room N255 A/D</i>
	Lay Servants .....	<i>Room N156 A/B</i>
	Retirees.....	<i>Trinity Hall</i>
1:30 pm	Gathering Music .....	<i>Christ Plano Sanctuary</i>
	New Faces New Spaces Video	
	Keynote Speaker: Rev. Junius B. Dotson – “Soul Reset”	
2:45 pm	Laity Address, Mr. Jeff Bouis	
	Center Reports – Center for Church Development	
	New Faces New Spaces Video	
	Center Reports – Center for Connectional Resources	
3:25 pm	Break	
3:30 pm	Gathering Music	
	Agency Video – Project Transformation	
	Center Reports – Center for Leadership Development	
	Center Reports – Center for Missional Outreach	
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	Clergy Spouses Address	
	Young Persons’ Address	
	Award Presentations	
	Harry Denman-Clergy and Laity	
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	Bishop William B. Oden Ecumenical Award	
4:55 pm	Announcements and Break	
5:00 pm	Book Signing-Rev. Susan Robb .....	<i>The Donut Room</i>
5:00 pm	General Dinner .....	<i>Sports and Recreation Building</i>
	Ordination Participant Dinner .....	<i>Trinity Hall</i>
	Cabinet Dinner .....	<i>Room 107</i>
7:00 pm	Service of Ordination and Commissioning .....	<i>Christ Plano Sanctuary</i>
	Bishop Michael McKee, preaching	
	Offering: Camp Scholarships	
8:45 pm	Reception for Ordinands/Commissionees .....	<i>Sports and Recreation Building</i>

## **Tuesday, June 4**

7:00 am	Perkins Alumni Breakfast .....	<i>Room N156 A/B</i>
7:00-9:00 am	Quest Diagnostics for HealthFlex participants.....	<i>Room 204, Children’s Wing</i>
8:30 am-4:30 pm	Clergy Photos .....	<i>Room N253</i>
7:30 am	Communion & Prayer Service .....	<i>Chapel</i>
8:00 am	Exhibits and Cokesbury Bookstore Open.....	<i>Atrium Hallway and Donut Room</i>
8:00 am	Gathering Music .....	<i>Christ Plano Sanctuary</i>
8:10 am	Welcome by Bishop	
	Ordinand Videos	
	Consent Calendar	
	Committee on Nominations	
	Ordinand Videos	
	General and Jurisdictional Conference Delegate Voting Process Explanation	
9:00 am	Break and prepare for Clergy Voting	
9:25 am	Clergy – Voting for General and Jurisdictional Conference Delegates	
	Lay – New Faces New Spaces Workshop led by Rev. Dr. Audrey Warren ....	<i>Trinity Hall</i>
11:25 am	Gathering Music .....	<i>Christ Plano Sanctuary</i>
11:35 am	Report on Clergy Vote for General and Jurisdictional Conference Delegates	
	Ordinand Videos	

	Announcements
12:00 pm	General Lunch ..... <i>Sports and Recreation Building</i>
	Special Lunches
	Administrative Assistants..... <i>Room N154</i>
	Black Methodists for Church Renewal..... <i>Room 211</i>
	Clergy Spouses ..... <i>Room N255 B/C</i>
	Deacons ..... <i>Room 107</i>
	Duke Alumni ..... <i>Room N157</i>
	Hispanic..... <i>Room N255 A/D</i>
	Local Pastors ..... <i>Room N156 A/B</i>
1:15 pm	Gathering Music..... <i>Christ Plano Sanctuary</i>
1:25 pm	Agency Video – Texas Methodist Foundation
	Center for Connectional Resources – Council on Finance and Administration Report
1:40 pm	Break and prepare for Lay Voting
2:00 pm	Lay – Voting for General and Jurisdictional Conference Delegates
	Clergy – New Faces New Spaces Workshop led by Rev. Dr. Audrey Warren <i>Trinity Hall</i>
4:00 pm	Gathering..... <i>Christ Plano Sanctuary</i>
	New Faces New Spaces Video
	Final report on Voting for General and Jurisdictional Conference Delegates
	Legislative Matters
	Closing Announcements
5:15 pm	Closing Worship & Communion..... <i>Christ Plano Sanctuary</i>
	Setting of the Appointments
6:15 pm	Dismissal

# PRELIMINARY CONSENT CALENDAR

The Consent Calendar will be presented as a resolution in which the reports listed can be approved in one motion rather than separate motions for each item. A consent calendar, as the name implies, refers to the general agreement that certain item(s) are voted on, without questions or discussion, as a package. It differentiates between routine matters not needing explanation and more complex issues needing examination. It is not that the routine matters are not important, nor that they don't need to be approved by the body, it is just that they are not controversial and so there is no need for discussion before taking a vote. Many of the items are placed on the consent agenda because there is no change what-so-ever or a minor word(s) change for clarification year after year. The main purpose of a consent calendar is to liberate our business sessions from administrative details, repetitious discussions, and help keep our focus on celebrating, worshipping, teaching, learning and strategic issues.

To be placed on our consent calendar, the report item must:

- 1) Not have financial implications that have not already been included in the new budget, and
- 2) Not deal with conference rules.

To be removed from the consent calendar, the report item must have the following actions:

- 1) A note proposing the item to be removed, signed by five (5) voting members of the annual conference, submitted to the Conference Secretary, and
- 2) Must be done within twenty-four (24) hours of presenting the consent calendar.

# PRELIMINARY CONSENT CALENDAR

## CENTER FOR CONNECTIONAL RESOURCES

### BOARD OF PENSION AND HEALTH BENEFITS

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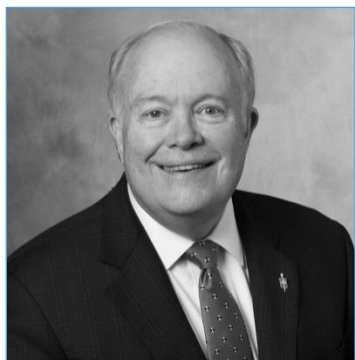
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## 2019 NORTH TEXAS ANNUAL CONFERENCE FEATURED SPEAKERS



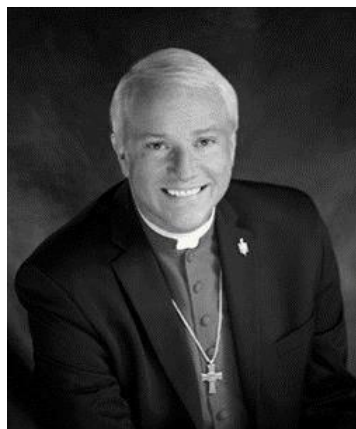
### BISHOP MICHAEL MCKEE

Michael McKee is a native of Fort Worth, Texas. He received a Bachelor of Arts degree from the University of Texas at Austin (1973), a Master of Theology from Perkins School of Theology of Southern Methodist University (1978), and was awarded an honorary Doctor of Divinity degree from Texas Wesleyan University (2005). Additionally, Bishop McKee was honored in 2017 with the Distinguished Alumnus Award from Perkins.

He was ordained deacon in 1975 and ordained elder in 1979 in the Central Texas Annual Conference, where he served several churches, including most recently 15 years as the senior pastor of First UMC, Hurst. He has held numerous offices including chair of the Board of Ordained Ministry and the Mid-Cities District Committee of Ordained Ministry. He was a delegate to three Jurisdictional Conferences and two General Conferences.

In 2012, McKee was elected to the episcopacy by the South Central Jurisdictional Conference and assigned to serve as the resident bishop of the Dallas Area effective September 1, 2012. McKee is the former president of the South Central Jurisdiction College of Bishops. Currently, he serves as president of the Board of the General Council on Finance and Administration (GCFA) of the UMC. He serves on the Boards of Trustees of Southern Methodist University, Texas Methodist Foundation, Southwestern University, and Methodist Health System, Dallas and is chair of the Executive Board of Perkins School of Theology, Southern Methodist University.

Mike and Joan (Craig) McKee have been married since 1975 and have two adult children: Erin, who lives with her husband, Darin, and sons, Knox and Ford, in California; and Meredith, who lives in Dallas.



### BISHOP THOMAS J. BICKERTON

Bishop Thomas J. Bickerton was appointed as the spiritual leader of the 434 United Methodist congregations in the New York Annual Conference in the fall of 2016.

As a part of his episcopal responsibilities, Bishop Bickerton also serves on the General Board of Global Ministries, the Standing Committee on Central Conference Affairs, the University Senate, and the Commission on the General Conference.

Bishop Bickerton was elected to the episcopacy in 2004 and served the Western Pennsylvania Annual Conference from 2004-2016. Most recently he served as the chairperson of The United Methodist Church's *Global Health Initiative* which deals with the church's response to the killer diseases of HIV/Aids, tuberculosis and malaria. This effort, through the church's *Imagine NO Malaria* campaign, raised over \$72 million dollars within the denomination to eliminate malaria-related death across the world. Currently Bishop Bickerton serves as the President of UMCOR, The United Methodist Committee on Relief which is primarily responsible for our church's health initiative work and disaster response initiatives both domestically and globally.

A native of West Virginia, Bishop Bickerton began his pastoral career as a student pastor serving a six-point charge. He later was pastor of medium and large membership churches as well as serving as a District Superintendent. As he worked in partnership with laity, the churches he served experienced significant growth in the number of baptisms, professions of faith, and members. His church in Shady Spring, West Virginia grew from 85 to 225 members in his six years there, and during his nine years at the Forrest Burdette church in Hurricane, West Virginia, the membership more than doubled from 585 to 1368. The Bishop remains committed to the idea that the vitality of the local church is the key to carrying out the church's mission to "make disciples of Jesus Christ for the transformation of the world" and, as a result, spends significant time preaching and teaching in local settings as well as working with his cabinet and staff in centering the life of an Annual Conference around facilitating the ministry of the local church.

Bishop Bickerton's life has been significantly shaped by involvement in ministry beyond the walls of the local church. His work with Volunteer-in-Mission teams in his home state, as well as in Africa, Argentina, Israel, Mexico, Russia, Cuba, and the U. S. Gulf Coast, has given the Bishop a "true global perspective on the need to be in ministry to all of God's children."

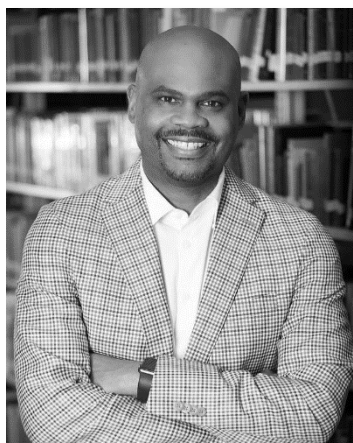
Bishop Bickerton earned a Bachelor of Arts degree in sociology and psychology from West Virginia Wesleyan College (1980), a Master of Divinity degree from Duke University Divinity School (1983), a Doctor of Ministry degree from United Theological Seminary (1994), and an honorary doctorate from West Virginia Wesleyan (2015). He has also served as an adjunct faculty member at United, teaching Wesleyan doctrine and United Methodist polity.

Bishop Bickerton has also served the ministry of the wider church over the years in the General Commission on Archives and History, the General Commission on United Methodist Communications, and the General Commission on United Methodist Men.

Bishop Bickerton is the author of the book and accompanying study resources entitled, What Are We Fighting For: Coming Together Around What Matters Most and a contributing author to the book, The Future of the United Methodist Church.

The Bishop is an avid sports fan and enjoys travel, playing golf, and photography.

He and his wife Sally are the parents of Elizabeth (Chris Carrubba), T.J. (Claire), Ian and Nick and the proud grandparents of Holden James Carrubba who was born in August, 2018.



## REV. JUNIUS B. DOTSON

A nationally recognized leader, speaker, and author on evangelism and church revitalization, the Rev. Junius B. Dotson is the General Secretary of Discipleship Ministries. Dotson launched "See All The People", the highly successful church-wide initiative that helps church leaders concentrate on intentional discipleship, while learning new behaviors around engaging their surrounding community. This initiative currently includes his 90-second daily radio series, "See All The People", which is featured on more than 40 stations across the U.S.

Rev. Dotson is the author of *Developing an Intentional Discipleship System: A Guide for Congregations* and *Engaging Your Community: A Guide to Seeing All the People*. Both resources help congregations look beyond their walls, acknowledging that God calls us to have "meaningful relationships in authentic, organic and consistent ways." His newest book, *Soul Reset: Breakdown, Breakthrough, and the Journey to Wholeness* (Upper Room Books) is set for release in September 2019.

As a leader who responds to challenges and opportunities in new and creative ways, Rev. Dotson believes that effective ministry is about training, developing, and empowering leaders to establish ministries that address the needs of the whole person – body, mind, and spirit.

Prior to his present position, Rev. Dotson was Senior Pastor of Saint Mark United Methodist Church in Wichita, Kansas, where he was instrumental in transforming the 3,500-member church into a multi-campus congregation.

Rev. Dotson received his undergraduate degree in political science, with a concentration in economics, at the University of Texas at Arlington. While attending UT-Arlington, he was president of the local chapter of Alpha Phi Alpha, the nation's oldest African-American fraternity. Rev. Dotson began his graduate work at Perkins School of Theology at Southern Methodist University in Dallas, Texas, and earned his Master of Divinity degree from the Pacific School of Religion in Berkeley, California. He was ordained in June 1992.

In 1996, Rev. Dotson responded to the challenge of planting Genesis United Methodist Church, a new and innovative church in the Silicon Valley of California, which grew into a diverse faith community of nearly 500 people.



### **REV. DR. AUDREY WARREN**

Rev. Dr. Audrey Warren has been the pastor of First United Methodist Church of Miami, Florida, since July 2015, and is currently leading a redevelopment project in her downtown setting. A native Floridian, Audrey did not venture too far from her hometown of Naples to plant some roots. Audrey has been in Miami-Dade County serving as a United Methodist pastor for the past ten years.

Pastor Audrey spent her first six years in ministry at Branches United Methodist Mission in Florida City, Florida, where she had the experience to help rebuild and revision the church in its local context.

She earned her Bachelor of Arts from Florida Southern College where she majored in Religion. This was followed by a Masters of Divinity Degree from Duke Divinity School. In May of 2016, she received her Doctorate of Ministry from Wesley Theological Seminary in Washington, D.C.

Audrey has served in Central Florida, North Carolina, South Africa, and Miami. She has a passion for outreach and mission and is currently convening the Fresh Expressions movement in the Florida Annual Conference. Recently, she published *Fresh Expressions: A New Kind of Methodist Church For People Not In Church* with Bishop Kenneth Carter from the Florida Annual Conference of the United Methodist Church.

Audrey is a dynamic preacher and educator and has a special passion for children's education in which area she wrote her dissertation. She has a passion for both contemporary and traditional worship and has a deep love for scripture.

Audrey is a courageous leader and motivator and has a passion for bringing diverse people together to carry out the work of Christ in community. She is fluent in English and Spanish. She also has a 200 hour Yoga Alliance Teacher Certificate. In her spare time, you can find her at the beach with a good book, running in coconut grove or at a yoga class in town!

# MEALS: GREAT FOOD, GREAT FRIENDS, TOTAL CONVENIENCE!

## GENERAL MEALS

This year, general meals will be offered at Christ UMC, Plano, both Monday and Tuesday by reservation. General meals are open to anyone; please see the schedule below for special group meals and be sure to register for your choice of meals.

## MEALS FOR YOUR SPOUSE OR GUEST

When you register, you may select to register a non-voting guest to join you for general meals, the retiree lunch, or to attend the clergy spouse lunch. You'll enter their name, and their name tag and meal tickets will be with yours when you check in.

## ORDINAND & COMMISSIONEE DINNER

Ordinands, and commissionees please make sure to register for the Monday evening meal, and include those that will be attending with you, including your sponsor. Commissionees may bring up to 2 guests, and ordinands may bring up to 4 guests. **Note:** Members of P&Q who are not sponsors will need to register for the general dinner Monday evening.

## MEAL SCHEDULE

### *Sunday, June 2*

MEAL	LOCATION	TIME	COST
Clergy Women	St. Andrew UMC, Plano	5:00 pm	\$15
Young Clergy	St. Andrew UMC, Plano	5:00 pm	\$15
Laity	FUMC Plano	5:00 pm	\$12
Interns	Sports and Recreation Building	5:00 pm	

***Monday, June 3***

MEAL	LOCATION	TIME	COST
Extension Ministry	Room N156 A/B	7:00 am	\$13
General Lunch	Sports and Recreation Building	12:15 pm	\$13
Board of Church and Society/UMW	Room 211	12:15 pm	\$13
Children's and Youth Ministry Workers	Room N154	12:15 pm	\$13
Evangelical Fellowship	Room N255 A/D	12:15 pm	Love offering
Lay Servants	Room N156 A/B	12:15 pm	\$13
Retirees (Clergy and Spouses)	Trinity Hall	12:15 pm	\$0
General Dinner	Sports and Recreation Building	5:00 pm	\$15
Ordinands, Commissionees, Spouses & Sponsors	Trinity Hall	5:00 pm	No charge
Cabinet and Worship Preachers	Room 107	5:00 pm	No charge

***Tuesday, June 4***

MEAL	LOCATION	TIME	COST
Perkins Alumni & Friends	Room N156 A/B	7:00 am	\$13
General Lunch	Sports and Recreation Building	12:00 pm	\$13
Black Methodists for Church Renewal	Room 211	12:00 pm	\$20
Clergy Spouses	Room N255 B/C	12:00 pm	\$20
Deacons	Room 107	12:00 pm	\$20
Duke Alumni	Room N157	12:00 pm	\$13
Hispanic	Room N255 A/D	12:00 pm	\$5
Local Pastors	Room N156 A/B	12:00 pm	\$13



In the beginning, when there was nothing but chaos, the voice of our Creator God cut through the darkness and brought forth light. When Abram had settled for a life in Haran, our Covenant God called him out of complacency and created a new and hope-filled trajectory for him and his people. When the old covenant was found broken and powerless to transform the human heart, our Redeeming God created a new covenant, full of grace and truth. When the first disciples were holed up in the upper room, hesitant about what to do next and waiting for direction, our Powerful God sent the Holy Spirit and created a new community – the Church.

Gifted and empowered by that same creative Spirit, we now have the privilege of being co-creators with God, of courageously and creatively meeting people where they are with redeeming and transforming grace, of creating New Spaces where New Faces might gather and be formed in the Way of Jesus.

Keynoters Rev. Junius Dotson, General Secretary of Discipleship Ministries, and Rev. Dr. Audrey Warren, Senior Pastor of First UMC Miami, Florida, will share how United Methodists across the connection have embraced the challenge to create and are making disciples in inspiring and sometimes surprising ways that might just be placing the Church of our day on a new and hope-filled trajectory.

At Annual Conference 2019, we will worship, learn, fellowship, pray, vote, dream and prepare to create!

# CLERGY PICTURES

**Monday, June 3 and Tuesday, June 4**

**8:30 a.m. to 4:30 pm.**

**Room N253, Christ UMC Plano**



All ministers under appointment or retired are encouraged to have a free picture taken for the 2019 Conference Journal. The photographer will be located in Room N253 between the hours of 8:30 a.m. and 4:30 p.m. on Monday, June 3, and Tuesday, June 4, at Christ UMC, Plano.

## NAME BADGE COLORS

### AC 2019

Blue	<b>Clergy members</b> who are entitled to vote except for the election of lay delegates to the General and Jurisdictional Conferences.
Peach	<b>Provisional clergy members, associate clergy members, and local pastors under part-time and full-time appointment</b> (who have completed the Five-Year Course of Study or M.Div. degree and have been appointed by the Bishop and served for two consecutive years immediately preceding the election, 2016 BOD ¶316.6) who are entitled to vote unless the subject is constitutional amendments or election of lay delegates to General and Jurisdictional Conferences and matters of ordination, character and conference relations of clergy.
Gold	<b>Local pastors under part-time and full-time appointment</b> (who have not completed Course of Study and been appointed less than two years immediately preceding the election, 2016 BOD ¶316.6), <b>affiliate clergy members, and elders or clergy from other denominations (including ¶346.2 appointments)</b> who are entitled to vote unless the subject is constitutional amendments, election of clergy and lay delegates to General and Jurisdictional Conferences and matters of ordination, character, and conference relations of clergy.
Green	<b>Lay members</b> who are entitled to vote unless the matter pertains to the clergy, such as ordination, reception into full membership, or election of clergy delegates.
Yellow	<b>Diaconal ministers</b> who are entitled to vote unless the matter pertains to the clergy, such as ordination, reception into full membership, or election of clergy delegates.
Pink	<b>Student local pastors, retired local pastors, clergy from other annual conferences (¶346.1), missionaries</b> assigned by the GBGM, <b>and certified lay missionaries</b> from nations other than the United States, both who are serving within the bounds of the Annual Conference who have voice but are not allowed to vote.
White	<b>Visitors</b> who are not permitted to speak on the floor or allowed to vote.





## **COKESBURY ANNUAL CONFERENCE DISPLAY SERVES CUSTOMERS ON- SITE AND ON-LINE**

Cokesbury is pleased to offer its most popular titles, UM official resources, and speakers' books in quantity through on-site sales at Annual Conference 2019 at Cokesbury Resource Centers.

This year's Cokesbury Resource Center will look different as we continue to be responsible stewards of resources, the environment and our staff, while providing the most popular Christian resources to our customers. There will be fewer items on-site, but those will include the Bishop's recommended title, best sellers most often purchased by church professionals and volunteers, and UM logo items. Customers will also have the opportunity to be measured for and order clergy robes at a 15% discount.

Additional bishop recommendations, speaker books, and other titles and merchandise will be featured in a Conference-specific online catalog before, during and after Annual Conference across a two-month timeframe. This allows for greater exposure of these resources to more conference attendees for a longer period of time.

As always, free ground U.S. shipping is offered on orders of regularly stocked merchandise not available on-site at the Cokesbury Resource Center. Use the online code AC2019 at [www.cokesbury.com/ac2019](http://www.cokesbury.com/ac2019), telephone the Customer Care Center at 1-800-672-1789, or speak to the Cokesbury representative on site at the Annual Conference's Cokesbury Resource Center.

"Since 1789, we have been committed to equipping church leaders to make disciples," said Jeff Barnes, executive director of Cokesbury Operations. "We are a self-supporting general agency. Like churches, we must be especially mindful of ever-increasing expenses. Adaptation is key so we can continue to meet the needs of our customers and provide the everyday low prices expected so they can be wise stewards of their resources."

Cokesbury and Abingdon Press are part of The United Methodist Publishing House, the oldest and largest general agency of the United Methodist Church. UMPH, a fully self-supporting agency, continues to adapt to best serve United Methodist churches in a self-sustainable and responsible manner, while keeping its mission at the forefront. That mission is "reaching more people in more places with quality services and resources that help them come to know and deepen their knowledge of God through Jesus Christ, learn to love God, and choose to serve God and neighbor."

# ACRONYMS

<b>AU</b>	Africa University
<b>BC</b>	Black College Fund
<b>BOM</b>	Board of Ordained Ministry
<b>CCYM</b>	Conference Council on Youth Ministries
<b>CEF</b>	Christian Educators Fellowship
<b>CFA</b>	Council on Finance and Administration
<b>CPP</b>	Comprehensive Protection Plan
<b>DCOM</b>	District Committee on Ordained Ministry
<b>DS</b>	District Superintendent
<b>EA</b>	East District
<b>ELCC</b>	Ethnic Local Church Concerns
<b>GBCS</b>	General Board of Church and Society
<b>GBGM</b>	General Board of Global Ministries
<b>GBHEM</b>	General Board of Higher Education and Ministry
<b>GBOD</b>	General Board of Discipleship
<b>GCAH</b>	General Commission on Archives and History
<b>GCCUIC</b>	General Commission on Christian Unity and Interreligious Concerns
<b>GCFA</b>	General Council on Finance and Administration
<b>GCOSROW</b>	General Commission on Status and Role of Women
<b>GCRR</b>	General Commission on Religion and Race
<b>JFON</b>	Justice For Our Neighbors
<b>JYMO</b>	Jurisdictional Youth Ministries Organization
<b>LPI</b>	Lydia Patterson Institute, El Paso
<b>ME</b>	Metro District
<b>MEF</b>	Ministerial Education Fund
<b>MHBT</b>	McQueary/Henry/Bowles/Troy
<b>MPP</b>	Ministerial Pension Plan
<b>NC</b>	North Central District
<b>NTC</b>	North Texas Conference
<b>NW</b>	Northwest District
<b>NYMO</b>	National Youth Ministry Organization
<b>P-PR</b>	Pastor-Parish Relations Committee
<b>P&amp;Q</b>	Division of Preparations and Qualifications of the Board of Ordained Ministry
<b>SCJ</b>	South Central Jurisdiction
<b>S-PR</b>	Staff-Parish Relations Committee
<b>TMF</b>	Texas Methodist Foundation
<b>TUMCA</b>	Texas United Methodist College Association
<b>UMC</b>	The United Methodist Church
<b>UMCom</b>	United Methodist Communications
<b>UMCOR</b>	United Methodist Committee on Relief
<b>UMM</b>	United Methodist Men
<b>UMPH</b>	United Methodist Publishing House
<b>UMW</b>	United Methodist Women
<b>UMYF</b>	United Methodist Youth Fellowship
<b>VBS</b>	Vacation Bible School
<b>VIM</b>	Volunteers in Mission
<b>YSF</b>	Youth Service Fund

**LEGISLATIVE  
ITEM #1**

**LAY/CLERGY EQUALIZATION TABLE  
2019 EQUALIZATION OF LAY AND CLERGY MEMBERSHIP**

DISTRICT	CLERGY	LAY	RULE IIIA(1)	TOTAL RULE IIIA(1)	LAY EQUAL FACTOR
EAST	83	64	4	68	15
METRO	300	124	23	147	153
NORTH CENTRAL	200	118	11	129	71
NORTHWEST	86	63	4	67	19
TOTALS	669	369	42	411	258

**STANDING RULE IIIA(1)**

	EA	ME	NC	NW	TOTAL
Conference Lay Leaders/Assoc. Lay Leaders			2	2	4
Core Leadership Team	1	2	1	1	5
UMM President		0			0
UMW President		1			1
Youth Organization President				1	1
District Lay Leaders	1	1	1	1	4
Young Adults under 25 yrs.	1	1	1	1	4
Council on Youth Ministry	1	1	1	1	4
Diaconal Ministers		12	1		13
Agency Chairs/GBOGM Secretary			3	3	6
TOTALS	4	23	11	4	42

	Membership 2018	% of Total	To Be Elected
East	9,376	7%	18
Metro	55,133	42%	108
North Central	55,840	42%	108
Northwest	12,307	9%	24
TOTALS	132,656	100%	258

1 **LEGISLATIVE**

2 **ITEM #2**                      **PROPOSED AMENDMENTS TO THE STANDING RULES OF**  
3 **THE NORTH TEXAS ANNUAL CONFERENCE**

4  
5 **FROM:**                      Standing Rules Committee

6  
7 **BACKGROUND:**        The proposed change is part of a larger effort to locate all annual conference  
8 policies in one location on The North Texas Annual Conference website as well as in an Annual Conference  
9 Policies Manual. The goal is two-fold.

- 10        1. Allow minor changes to the policies such as names, providers, or detailed policy provisions to be  
11            adopted through a simple majority vote, including the use of the consent calendar to expedite  
12            routine legislation.  
13        2. Provide a single source location for reference for all conference policies as needed by the laity as  
14            well as the clergy throughout the conference.

15  
16 Recommended Changes: (**Bold** = Addition, ~~Strike through~~ = Deletion)

17  
18 **LEGISLATION:** As it pertains to Standing Rule II. E. Clergy Housing

19  
20 **E. CLERGY HOUSING**

- 21  
22        1. **Clergy shall be provided with either a parsonage or a housing allowance in accordance with**  
23            **the minimum standards as presented in the Policy Manual (link) and in compliance with**  
24            **Section 107 of the Internal Revenue Code.**

25  
26 ~~1. In the event of the death of a member of the clergy occupying a parsonage, the surviving spouse and~~  
27 ~~family shall be granted the privilege of using the parsonage for a period of time not to exceed sixty (60)~~  
28 ~~days.~~

29  
30 ~~2. Housing Standards for Elders in Full Connection.~~

31 ~~In this section on Housing Standards for Elders in Full Connection, including Housing Allowances and~~  
32 ~~Parsonage standards, the word “clergy” means “elders in full connection.” The standards on Housing~~  
33 ~~Allowances and parsonages apply to those churches that have elders in full connection and that are not~~  
34 ~~receiving an equitable salary support.~~

35 ~~The size and make up of clergy families, and the size, location, and type of housing provided for clergy~~  
36 ~~families by local churches is a major factor in the well being of clergy families. As such, it has an~~  
37 ~~impact on the effectiveness of clergy.~~

38  
39 ~~Although it is clear that no one single provision for housing will completely satisfy all the needs of~~  
40 ~~every clergy family and every local church, the goal is to best satisfy the needs of all.~~

41  
42 **Housing Allowances**

43  
44 ~~While parsonages have been the traditional means of providing housing for clergy families, there are~~  
45 ~~those local church settings and situations where a housing allowance can be an effective and efficient~~  
46 ~~means of providing housing for clergy families.~~

47  
48 ~~However, it must be understood that if a house is purchased by a clergy family, there is the potential~~  
49 ~~for financial hardship and difficulties related to the sale of a house when an appointment change is~~  
50 ~~made.~~

1 It must also be understood that a housing allowance will have no effect on the tenure of a pastor, neither  
2 increasing nor decreasing the potential length of a pastorate.

3 1. ~~If a housing allowance is provided by a local church, the amount shall be sufficient to allow for the~~  
4 ~~rental\lease\purchase of housing that meets the parsonage standards of the annual conference.~~

5  
6 2. ~~A utility allowance shall be paid separately from the housing allowance. Utilities are~~  
7 ~~considered part of the minimum equitable compensation package.~~

8  
9 3. ~~The amount of the housing allowance and of the utility allowance shall be reviewed on an annual~~  
10 ~~basis to ensure that the amount is adequate.~~

11  
12 4. ~~The District Superintendent, in consultation with the pastor and the Pastor Parish Relations~~  
13 ~~Committee, shall be responsible for ensuring that these standards are met.~~

### 14 **Parsonages**

#### 15 1. ~~Size~~

16  
17 a. ~~In order to accommodate all family sizes as reasonably as possible, and to allow for the greatest~~  
18 ~~flexibility in meeting the needs of clergy families, the parsonage shall contain at least three~~  
19 ~~bedrooms, with four recommended.~~

20 b. ~~There shall be at least two full baths.~~

21 c. ~~There shall be at least one large living area, with two living areas recommended.~~

22 d. ~~There shall be at least one dining area.~~

23 e. ~~There shall be a garage or covered carport adjacent to the house.~~

24 f. ~~The total area of living space shall be approximately 2,000 sq. ft. or more.~~

#### 25 2. ~~Location~~

26  
27 a. ~~The parsonage shall be located in a residential neighborhood. (It should not be on a major~~  
28 ~~thoroughfare, nor adjacent to commercial businesses.)~~

29 b. ~~The parsonage shall be located where it will allow for adequate privacy for the clergy family.~~

#### 30 3. ~~Interior~~

31  
32 a. ~~The kitchen shall include all standard modern appliances (oven, cooktop, dishwasher, disposal,~~  
33 ~~and refrigerator).~~

34 b. ~~There shall be a washer and dryer for laundry.~~

35 c. ~~There shall be adequate heating and cooling, with central air and heat whenever possible.~~

36 d. ~~The parsonage shall have window treatments in every room (e.g., blinds, drapes, or shutters).~~

37 e. ~~The clergy family shall be responsible for all other furnishings.~~

38 f. ~~All interiors of newly built parsonages shall be accessible for persons with disabilities,~~  
39 ~~including a minimum of (1) one bathroom that has an accessible shower, commode, and lavatory,~~  
40 ~~(2) passageways, garage, rooms, and entrances that are accessible, and (3) consideration is given~~  
41 ~~to the landscaping of the yard.~~

42 g. ~~When an appointment is made in which a member of the parsonage family has a disability, the~~  
43 ~~District Superintendent shall see that the existing parsonage be fitted with aids that will enable it to~~  
44 ~~be suitable for persons with disabilities to the extent that the structure of the existing parsonage can~~  
45 ~~be renovated. Consideration for grant moneys from conference agencies shall be given to these~~  
46 ~~churches.~~

#### 47 4. ~~Exterior~~

48  
49 a. ~~The outside of the parsonage shall be landscaped to complement the house, with adequate~~  
50 ~~shrubs, bushes, and trees.~~

- b. ~~A safe, fenced area shall be provided in the backyard for children and/or pets.~~  
e. ~~The mowing and the upkeep of the yard are to be negotiated between the pastor and the Board of Trustees.~~

5. ~~Utilities~~

- a. ~~The local church shall pay for the cost of all utilities, including basic television access, except for personal long distance phone calls.~~  
b. ~~In order to minimize fees and deposits, the utilities, including the telephone, shall be in the name of the local church, unless this results in a higher rate schedule.~~

6. ~~Maintenance~~

- a. ~~The local church Board of Trustees is responsible for the upkeep and repair of the parsonage, including the appliances, and there shall be an annual inspection of the parsonage and property by the Trustees, with a written report made at the local church's annual Charge Conference. It is suggested that all parsonages have an inspection by an engineering or contracting inspector every five years, starting ten years after they have been purchased or built.~~  
b. ~~The clergy family is responsible for minor upkeep and repairs, and for any damage done to the parsonage by a member or pet of the clergy family, including that caused by smoking.~~

7. ~~Change of Pastors~~

- a. ~~When there is an impending change of pastors, the pastor shall notify the local church Board of Trustees, and the clergy family and Trustees shall ensure that the parsonage is as clean as possible. Major repairs should be made before the new clergy family arrives.~~  
b. ~~The Trustees shall contact the new clergy family before any painting or refurbishing is done, in order to have their preferences, needs, and suggestions incorporated into any work done on the parsonage.~~

8. ~~Disposition of Church Owned Furniture~~

- a. ~~Following the 1994 Annual Conference, churches will begin the process of providing unfurnished parsonages, except for the items listed above in C.~~

9. ~~Compliance~~

- a. ~~The Board of Trustees of each local church shall make a written report on or before its Charge Conference in 1996, demonstrating either compliance with these standards or specific plans to come into compliance with these standards.~~  
b. ~~The District Superintendent, in consultation with the pastor, the Board of Trustees, and the Pastor Parish Relations Committee shall be responsible for ensuring that these standards are met.~~  
c. ~~Lay member(s) of Annual Conference is (are) responsible for taking these standards back to every local church Board of Trustees.~~

**LEGISLATIVE**

**ITEM #3**

**PROPOSED AMENDMENTS TO THE STANDING RULES OF  
THE NORTH TEXAS ANNUAL CONFERENCE**

**FROM:**

Standing Rules Committee

**BACKGROUND:** The proposed change is part of a larger effort to locate all annual conference policies in one location on The North Texas Annual Conference website as well as in an Annual Conference Policies Manual. The goal is two-fold.

1. Allow minor changes to the policies such as names, providers, or detailed policy provisions to be adopted through a simple majority vote, including the use of the consent calendar to expedite routine legislation.
2. Provide a single source location for reference for all conference policies as needed by the laity as well as the clergy throughout the conference.

Recommended Changes: (**Bold** = Addition, ~~Strike through~~ = Deletion)

**LEGISLATION:** As it pertains to Standing Rule II.E. Annual Conference Moving Fund

## **2. Moving Procedures**

The North Texas Annual Conference shall maintain a “Moving Fund” to pay the moving expenses of clergy serving in the itinerant appointive system. The amount needed to fund these moves shall be assessed through a Conference apportionment. The following clergy shall be eligible for the moving fund: elders in full connection, provisional elders, associate members, and fulltime local pastors. All clergy eligible for the moving fund at the time of retirement are eligible for one last conference funded move. The funding particulars, eligibility parameters, moving procedures and current year allowance amounts can be found in the Conference Policy Handbook of The North Texas Annual Conference at [www.ntcumc.org](http://www.ntcumc.org)

### ~~1. Funding~~

~~a. The North Texas Conference shall establish a “Moving Fund” to be assessed through a Conference apportionment. This fund shall be of sufficient amount to pay for the number of qualifying moves in any given year. In this section on Annual Conference Moving Fund, “clergy” refers to those entitled to funding from the moving fund, as described more specifically in section 2 below.~~

~~b. For eligible full time moves, payment will be made as follows:~~

~~(1) for the actual cost up to 40% of the Texas Max 3 Tariff as stated in the “Moving Allowance Chart” (which shall automatically reflect any changes in the Texas Max 3 Tariff);~~

~~(2) Replacement Cost Insurance for an estimated value of the shipment up to \$50,000 will be provided for all full time moves. (The additional cost of a shipment value of \$50,001-100,000 may be taken out of the stipend);~~

~~(3) A \$300 stipend is also available which may be used for other documented moving expenses the clergy family incurs.~~

~~c. For eligible part time moves, payment up to a total of \$500 will be made for a moving company and personal expenses.~~

### ~~2. Eligibility for Funding~~

~~a. Those elders in full connection, provisional members, commissioned ministers preparing for ordination as elders in full connection, associate members, or full time local pastors, who are appointed to a local church in the North Texas Annual Conference, and other elders in full connection, provisional members, commissioned ministers preparing for ordination as elders in full connection, associate members, or full time local pastors for whom the North Texas Annual~~

1 Conference is the salary paying unit (such as District Superintendents, Conference Council  
2 Directors, Wesley Foundation Directors, etc.) shall be eligible to receive funds.

3  
4 b. ~~Retiring elders in full connection, provisional members, commissioned ministers preparing for~~  
5 ~~ordination as elders in full connection, associate members, or full time local pastors shall be eligible~~  
6 ~~to receive funds for one move into housing not already owned or supported by a local church after~~  
7 ~~retirement, up to the maximum amount allowable. Retired elders in full connection, provisional~~  
8 ~~members, commissioned ministers preparing for ordination as elders in full connection, associate~~  
9 ~~members, and local pastors who are appointed by the Bishop to serve active, full time appointments~~  
10 ~~shall be eligible for moves up to the maximum amount allowed. In circumstances in which a clergy~~  
11 ~~member planning to retire moves prior to the retirement date, reimbursement for a move made~~  
12 ~~within one year prior to the retirement date shall be made upon retirement, contingent upon the~~  
13 ~~presentation of documentation of costs incurred.~~

14 c. ~~Less than full time appointments to local churches with parsonages will be allocated up to the~~  
15 ~~\$500 per move.~~

16  
17 d. ~~If an elder in full connection, provisional member, commissioned minister preparing for~~  
18 ~~ordination as elder in full connection, associate member, or full time local pastor from another~~  
19 ~~Conference is to be appointed to a local church in the North Texas Annual Conference, the North~~  
20 ~~Texas Annual Conference will pay the cost of the move from the border of the North Texas~~  
21 ~~Conference, up to the maximum amount allowed.~~

22  
23 e. ~~If an elder in full connection, probationary member, commissioned minister preparing for~~  
24 ~~ordination as elder in full connection, associate member, or full time local pastor of the North Texas~~  
25 ~~Annual Conference transfers to another Conference, and the receiving Conference does not pay the~~  
26 ~~full cost of the move, the North Texas Conference will pay the cost of the move up to the border of~~  
27 ~~the North Texas Conference, up to the maximum amount allowed.~~

28  
29 f. ~~Those elders in full connection, provisional members, commissioned ministers preparing for~~  
30 ~~ordination as elders in full connection, and associate members, or full time local pastors who go on~~  
31 ~~Leave of Absence, or who surrender their credentials, either voluntarily or involuntarily, will not~~  
32 ~~be eligible to receive any North Texas Annual Conference moving funds, except in the case of~~  
33 ~~those going on disability leave or the family of an elder in full connection, a provisional member,~~  
34 ~~a commissioned minister preparing for ordination as an elder in full connection, an associate~~  
35 ~~member, or a full time local pastor who dies while under appointment who shall be eligible to~~  
36 ~~receive funds for the initial move into housing not already owned or supported by a local church,~~  
37 ~~up to the maximum amount allowable.~~

38  
39 g. ~~Those persons who change or move houses, but who do not change appointments, will not be~~  
40 ~~eligible to receive any North Texas Conference moving funds.~~

41  
42 h. ~~Those persons who change appointments, but who do not change houses, will not be eligible~~  
43 ~~to receive any North Texas Conference moving funds.~~

44  
45 i. ~~If either or both clergy or a clergy couple living in one house change appointments, and move~~  
46 ~~to one house, they will be eligible to receive funds for only the cost of the one move, up to the~~  
47 ~~maximum amount allowable. If two houses are involved, at either the beginning point or ending~~  
48 ~~point, they will be eligible to receive funds for both moves, each up to the maximum amount~~  
49 ~~allowable.~~

50  
51 j. ~~In no case shall the Conference pay more than the actual documented expense of any eligible~~  
52 ~~move.~~



3. ~~Method of Payment~~

a. ~~A list of movers that will bill the Annual Conference directly will be provided by the receiving District Superintendent. All expenses that are within the Annual Conference Allowance will be billed directly to the Annual Conference by those moving companies. The receiving church and moving clergy/family will not be responsible for any part of the expense that is within the Annual Conference Allowance. If a moving company is used that will not bill the Annual Conference directly, then the moving clergy/family is responsible for the bill and will be reimbursed by the Annual Conference for all documented expenses that are within the Annual Conference Allowance. Any documented expenses paid by the moving clergy/family are to be submitted to the receiving District Superintendent. The receiving District Superintendent shall then submit these documented expenses to the Annual Conference Treasurer. The Annual Conference Treasurer will be the final arbitrator concerning any question about moving costs, documentation, or payments. The Conference Treasurer shall issue payment to the moving company or the entity that incurred the expense.~~

b. ~~A written estimate must be submitted to the receiving District Superintendent by June 15 for moves in July, and within one week of the announcement of a midyear move. The District Superintendent will then give approval to the moving company or the entity incurring the expense for the move. Arrangements for payment of any expenses in excess of the Annual Conference Allowance must be made prior to the move.~~

4. ~~Moving Procedures~~

a. ~~Receiving DS gives to the clergy the Moving Packet which includes Moving Procedures, moving companies that will bill the Annual Conference, and the current Moving Allowance sheet.~~

b. ~~Clergy gets estimates from at least two moving companies of his/her choice and chooses the one he/she wishes to use. He/she can work out payment with the Annual Conference, if the company is not on the list, by having the mover call the Conference Treasurer at 972-526-5000.~~

c. ~~Clergy submits the estimates (including his/her choice) to the receiving DS for approval with an estimate of any other expenses that may be incurred.~~

d. ~~Receiving DS approves the move and calls the moving company with that approval by June 15 or as soon as the clergy gets the estimate with a mid-year move.~~

e. ~~Receiving DS mails copies of chosen estimate, DS Check Sheet and Moving Insurance Information Sheet to Conference Treasurer.~~

f. ~~Receiving DS mails Conference Treasurer copies of any expenses incurred by clergy or receiving charge.~~

g. ~~Conference Treasurer reimburses those expenses and pays moving companies.~~

MOVING ALLOWANCE (based on 12,000 pounds)		
Miles	Texas Tariff Max 3	2018 Allowance 40% of Max 3
All moves under 40 miles will receive a 40 mile rate.		
	\$7,509	\$3,004

40 or less		
41-60	\$7,796	\$3,118
61-80	\$8,086	\$3,234
81-100	\$8,372	\$3,349
101-120	\$8,658	\$3,463
121-140	\$8,947	\$3,579
141-160	\$9,197	\$3,679
161-180	\$9,484	\$3,794
181-200	\$9,771	\$3,908
201-220	\$9,915	\$3,966
221-240	\$10,061	\$4,024
241-260	\$10,205	\$4,082

## LEGISLATIVE

### ITEM #4 PROPOSED AMENDMENTS TO THE STANDING RULES OF THE NORTH TEXAS ANNUAL CONFERENCE

**FROM:** Standing Rules Committee

**BACKGROUND:** The proposed change is part of a larger effort to locate all annual conference policies in one location on The North Texas Annual Conference website as well as in an Annual Conference Policies Manual. The goal is two-fold.

1. Allow minor changes to the policies such as names, providers, or detailed policy provisions to be adopted through a simple majority vote, including the use of the consent calendar to expedite routine legislation.
2. Provide a single source location for reference for all conference policies as needed by the laity as well as the clergy throughout the conference.

Recommended Changes: (**Bold** = Addition, ~~Strike through~~ = Deletion)

**LEGISLATION:** As it pertains to Standing Rule II. F. Sexual Misconduct

#### ***F. SEXUAL MISCONDUCT***

All churches, camps, and agencies in The North Texas Conference of the United Methodist Church shall abide by the Sexual Misconduct Policy adopted in legislative session on June 9, 2015 at its Annual Conference Session at St. Andrew United Methodist Church located in Plano, Texas.

Consistent with the Book of Discipline and the policy statement of The North Texas Annual Conference, each local church shall establish a policy statement on sexual misconduct and shall

1 establish guidelines and procedures for resolving incidents of sexual misconduct by persons other  
2 than clergy, including paid staff, counselors, lay volunteers and others.

3  
4 The policy statement for defining sexual misconduct, procedures for reporting clergy sexual  
5 misconduct, education within the conference relating to sexual misconduct, responsibility of the local  
6 church and priority of the Book of Discipline can be found in the Sexual Misconduct Policy on the  
7 North Texas Conference website policy page, [www.ntcumc.org/policy](http://www.ntcumc.org/policy).

## 8 9 **F. ~~SEXUAL MISCONDUCT~~**

### 10 11 **~~1. POLICY STATEMENT FOR DEFINING SEXUAL MISCONDUCT~~**

12  
13 The North Texas Conference of the United Methodist Church affirms the *2016 Book of Resolutions*, Sexual  
14 Abuse Within the Ministerial Relationship and Eradication of Sexual Harassment in the United Methodist  
15 Church and Society, which states that sexual abuse within the ministerial relationship and sexual harassment  
16 within the Church are incompatible with biblical teachings of hospitality, justice and healing. In accordance  
17 with the current *Book of Discipline*, ¶161(F), we affirm that all human beings, both male and female, are  
18 created in the image of God, and thus have been made equal in Christ. As the promise of Galatians 3:26  
19 states all are one in Christ, we support equity among all persons without regard to ethnicity, situation or  
20 gender.

21  
22 Sexual abuse within the ministerial relationship occurs when a person within a ministerial role of leadership  
23 (pastor, educator, counselor, youth leader or other position of leadership) engages in sexual contact or  
24 sexualized behavior with a congregant, client, employee, student, staff member, co-worker or volunteer.

25  
26 Sexual harassment is any unwelcome sexual advance or demand, either verbal or physical, that is reasonably  
27 perceived by the recipient as demeaning, intimidating or coercive. Sexual harassment includes, but is not  
28 limited to, the creation of a hostile or abusive working environment resulting from discrimination on the  
29 basis of gender (*2012 Book of Discipline* ¶161(I)).

30  
31 Sexual abuse within the ministerial relationship involves a betrayal of sacred trust, a violation of the  
32 ministerial role and exploitation of those who are vulnerable. Similarly, sexual harassment must be  
33 understood as an exploitation of a power relationship rather than as an exclusively sexual issue.

34  
35 Misconduct of a sexual nature within the life of the Church interferes with its moral mission. The North  
36 Texas Conference stands in opposition to the sin of misconduct of a sexual nature in the Church and society  
37 at large and commits itself to fair and expedient investigation of any charge of sexual misconduct within  
38 the Church and to take action deemed appropriate and in compliance with the *Book of Discipline*. Further,  
39 the Conference bears affirmative responsibility to create an environment of hospitality for all persons, male  
40 or female, which is free of misconduct of a sexual nature and encourages respect, equality and kinship in  
41 Christ.

42  
43 Because experiencing sexual abuse or harassment, and reporting such misconduct, can be difficult and  
44 frightening, we believe that the availability of trained advocates or support teams to assist victims of sexual  
45 misconduct is important, and we are committed to continuing support for the training and availability of  
46 such advocates or support teams.

47  
48 We recognize that in any incident of sexual misconduct there may be many victims, including the family,  
49 friends, and congregation of the direct victim and of the person who has engaged in the misconduct. We  
50 therefore affirm as continuing goals for the Conference not only the resolution of complaints and the

1 reconciliation of persons directly involved, but also the healing of all such indirect victims of the  
2 misconduct.

3  
4 Sexual misconduct involving a clergy person should be reported to the clergy person's district  
5 superintendent or the presiding bishop. Misconduct involving paid staff, volunteers or other non-clergy  
6 persons should be reported to the pastor in charge, if any, or to other appropriate persons in accordance  
7 with guidelines and procedures that may be adopted by the Conference, by local churches or by other  
8 appropriate bodies within the Church.

9 The North Texas Conference is committed to the continuing, broad dissemination of this Policy Statement  
10 and of any guidelines and procedures adopted by the Conference, and to the continuing education of clergy  
11 and lay persons within the Conference for the purpose of preventing sexual misconduct and increasing  
12 awareness and understanding of the Conference's relevant policies and procedures.

## 13 14 **2. PROCEDURES FOR REPORTING CLERGY SEXUAL MISCONDUCT** 15 **INTRODUCTION**

16  
17 The North Texas Conference will not tolerate and is committed to the eradication of sexual misconduct by  
18 its clergy. The ministerial office is a position of great trust, power and responsibility, offering the  
19 opportunity for unique relationships of grace and caring. Sexual misconduct is one of the gravest violations  
20 of this trust.

21  
22 These Procedures provide a process for reporting incidents of clergy sexual misconduct within the North  
23 Texas Conference. They seek to create a safe, non-threatening environment in which aggrieved persons  
24 will feel comfortable revealing allegations of sexual misconduct. It is a continuing goal of these Procedures  
25 to provide an opportunity for a reconciliation and resolution that respects and protects the rights of all  
26 parties and that acknowledges the sacred trust between clergy and the persons they serve. They are not  
27 intended to supplant or substitute for the formal complaint process set forth in the 2012 *Book of Discipline*.  
28 The use of these Procedures is voluntary, and the failure to utilize or follow them is not a chargeable offense  
29 nor can it be used as grounds for an appeal of the result of any formal complaint, review, investigation, or  
30 trial process.

31  
32 The implementation of these Procedures shall be under the supervision and control of the Bishop and  
33 District Superintendents, who shall have the authority to interpret and apply the Procedures.

## 34 35 **STANDARDS OF PASTORAL CONDUCT**

36  
37 Pastors are accountable for their behavior with respect to the emotional, spiritual and physical well-being  
38 of persons who come to them for help or over whom they have any kind of authority. Breach of this pastoral  
39 relationship through sexual misconduct is unethical and abusive, even when sexual activity is initiated by  
40 the person to whom the pastor is ministering. Because of the trust and imbalance of power in such  
41 relationships, the person being ministered to must be presumed to be unable to give meaningful consent to  
42 any sexual activity with the pastor.

43  
44 Because pastors often deal with individuals who are emotionally fragile and vulnerable, it is imperative that  
45 pastors:

- 46  
47 1. be healthy psychologically, emotionally, and spiritually themselves;
- 48 2. have adequate preparation and education for helping individuals under their care;
- 49 3. have continued supervision in dealing with the inherent risks caused by dependency—  
50 and/or transference; and
- 51 4. have the information necessary to make appropriate referrals.

Pastoral self-discipline requires self-awareness and takes the Christian standards and ordination vows seriously. Personal integrity and mature professional conduct must be brought to all relationships by every pastor in the North Texas Conference. The highest ethic of the pastor similarly prohibits any sexual behavior with a parishioner entrusted to his or her sacred care.

All clergy, single or married, have the responsibility of developing healthy personal relationships. Married clergy have covenanted to nurture and maintain their marriage relationship. When relational or sexual difficulties are present in a pastor's life, appropriate measures to address the difficulties should be taken.

Pastors who are appointed to parishes where there has been alleged sexual misconduct of their predecessor find themselves burdened with the inevitable consequences arising from the misconduct of a colleague. There is a tension between caring for a colleague and caring for the covenant of the pastoral ministry. By "protecting" a colleague, we risk perpetuating a relationship or pattern of abuse and victimization. This compromises the credibility and practice of Christian faith and ministry. Thus the present pastor should take immediate steps, consistent with these Procedures, to address the alleged misconduct.

The procedures for dealing with clergy sexual misconduct place an unfair and unavoidable burden on the victim of such misconduct. It is in the best interest of the church to empower the laity through education and open discussion about what standards of conduct they may expect from their pastors.

## DEFINITIONS

For purposes of these Procedures, the following definitions shall apply:

"Sexual misconduct" includes sexual abuse and sexual harassment; as such terms are defined in the Policy Statement. Sexual misconduct may include inappropriate physical contact or verbal behavior, including, for example, behavior that creates a hostile or intimidating environment and the explicit or implicit use of power or authority to coerce someone into sexual contact. Because of the imbalance of power inherent in ministerial relationships, sexual contact between a pastor and someone with whom he or she has a ministerial relationship constitutes sexual abuse even if the other person consents to or initiates the contact. More subtle behavior not involving physical contact may also constitute sexual misconduct. Further discussion and examples of sexual misconduct are included in the brochure entitled "Maintaining Healthy Relationships: What You Should Know About Clergy Sexual Misconduct," prepared and distributed by the Division of Conference Relations of the Board of Ordained Ministry of the North Texas Conference.

An "allegation" is an initial report, either verbal or written, of an alleged incident of clergy sexual misconduct.

A "complaint" is a written and signed statement claiming misconduct, as set forth in ¶363.1(a) of the 2012 *Book of Discipline*.

An "aggrieved person" is a person who has experienced sexual misconduct by a pastor.

The terms "clergy" and "pastor" shall refer to all persons described in ¶363.1 of the 2012 *Book of Discipline*, which includes "local pastors, associate members, provisional members, and full members" of the North Texas Conference, "including those on leaves of all types, honorable or administrative location, or retirement."

A "Resource Person" is a trained lay volunteer person made available by the North Texas Conference to assist and support aggrieved persons in bringing an allegation or complaint of sexual misconduct, as more fully described in the North Texas Conference Procedure for Reporting Incidents of Clergy Sexual Misconduct.

1 The Congregational Assessment, Response and Transformation (CART Crisis Team) is the group given  
2 responsibility by the bishop to maintain the Resource Person program and lend guidance and accountability  
3 to the North Texas Conference in regards to abiding by the Sexual Misconduct Policies and Procedures.

## 4 5 **CONFIDENTIALITY AND REPORTING**

6  
7 Allegations of sexual misconduct should be kept in the strictest of confidence and disclosed only at the  
8 times and under the circumstances specifically provided in these Procedures. The spread of such allegations  
9 or accusations between colleagues in ministry or within congregations is harmful to the aggrieved person,  
10 the accused and to the integrity of the processes outlined in these Procedures and in the current *Book of*  
11 *Discipline*.

12  
13 However, when clergy sexual misconduct occurs, the protection of victims, both past, present, and potential,  
14 requires that the misconduct be reported. Because of the covenant with the church which is an integral part  
15 of the pastoral office, it is a pastor's responsibility to call an offending pastor into account by immediately  
16 reporting information about sexual misconduct to his or her District Superintendent, the District  
17 Superintendent of the accused or the Bishop.

18  
19 Pastors who become aware of an alleged incident of sexual misconduct by another pastor are to do their  
20 utmost to encourage and support aggrieved persons and to assist in the initiation of an allegation as provided  
21 in these Procedures. Every allegation of sexual misconduct must be taken seriously, and in no case should  
22 a pastor judge the validity of the allegation.

23  
24 The requirement of confidentiality shall not prevent the Bishop or the District Superintendents from  
25 discussing allegations and related information with affected congregations, Staff Pastor Parish Relations  
26 committees or others to whom it is necessary to make such disclosure, in accordance with the Book of  
27 Discipline, in order to protect actual or potential victims, to promote healing or for other appropriate  
28 purposes.

29  
30 Although truth telling is essential, respect must also be given to the role of pastors in receiving confessions  
31 and the sanctity of confidential relations. Nothing in these Procedures shall be deemed to require or permit  
32 a pastor to report or reveal information received in confidence as contemplated by ¶341.5 of the 2012 *Book*  
33 *of Discipline* and relevant decisions of the Judicial Council.

## 34 35 **PROCEDURES**

36  
37 When sexual misconduct is alleged against a pastor, persons bringing allegations will be received in a  
38 respectful and caring manner. All allegations will be considered worthy of full investigation, with due  
39 respect for the presumption of innocence. Care will be taken to deal fairly and promptly with all those  
40 involved. This includes the aggrieved and his/her family, the accused and his/her family and the  
41 congregation or other institution.

42  
43 The following procedures are established to facilitate the reporting of allegations of clergy sexual  
44 misconduct:

- 45  
46 1. Aggrieved persons are encouraged to contact a District Superintendent, the Bishop or the designated  
47 representative of the CART Crisis Team. Any of these contacts may refer the aggrieved to a Resource  
48 Person. An allegation may be brought by the aggrieved person or by anyone who has verifiable  
49 knowledge or reasonable indication of sexual misconduct and is willing to pursue a resolution. This  
50 may include, for example, a pastor or lay person in whom the aggrieved person has confided or who  
51 has reliable information from other sources about the misconduct.

2. ~~The District Superintendent, the Bishop to whom the allegation is brought or the Resource Person to whom the aggrieved has been referred shall explain these Procedures to the aggrieved person or other person bringing the allegation and advise them that use of the Procedures is not a prerequisite to an aggrieved person's ability to bring a formal complaint.~~

3. ~~If an allegation is brought initially to a District Superintendent, the District Superintendent shall advise the Bishop that the allegation has been received. If the aggrieved person has not requested a Resource Person and desires one, the Bishop may assign one to assist and support the aggrieved person.~~

4. ~~The Resource Person assigned shall provide full assistance to the aggrieved person throughout the process, including the following:~~

- ~~a. confirming that the aggrieved person understands these Procedures and the procedures contained in the *Book of Discipline*;~~
- ~~b. verifying and clarifying the allegation with the aggrieved person; and~~
- ~~c. requesting the aggrieved person to prepare, with the assistance of the Resource Person as needed, a written statement of the allegation, which shall include a description, in reasonable detail, of the alleged sexual misconduct and related events, circumstances, and dates.~~

5. ~~If a complaint is forwarded to the Bishop or a District Superintendent, ¶363 of the 2012 *Book of Discipline* shall determine the process to be followed. These Procedures are not intended to limit in any way the actions the Bishop or District Superintendents may take in connection with their supervisory response to a complaint of sexual misconduct or to impose any duties on them inconsistent with the 2012 *Book of Discipline* or relevant decisions of the Judicial Council. The Resource Person may continue to assist and support the aggrieved person throughout the complaint process and may attend all meetings held in connection with the process.~~

6. ~~Strict confidentiality shall be maintained before, during and after the conduct of the process outlined in these Procedures, and information regarding allegations shall be disclosed only in such manner and to such persons as specifically provided herein.~~

7. ~~Because of the pain and disruption that necessarily accompany sexual misconduct, it may be necessary for certain actions to be taken following the conclusion of the processes outlined in these Procedures and in the 2012 *Book of Discipline*. The Bishop and District Superintendents are encouraged to take or require such actions as they deem necessary and appropriate in their best judgment, which actions may include, for example, processes for healing within the affected congregation or institution, further resolution of unresolved conflicts and support or counseling for aggrieved persons or accused pastors.~~

These Procedures establish a process for reporting incidents of sexual misconduct by any pastor (as defined above). They are not designed to address allegations or complaints of sexual misconduct by the Bishop or a District Superintendent. Persons who believe they have been affected by sexual misconduct by the Bishop or a District Superintendent may contact one of the Resource Persons for information and assistance in bringing a complaint in accordance with procedures contained in the current *Book of Discipline*.

#### **RESOURCE PERSONS ON THE ISSUE OF SEXUAL MISCONDUCT**

Resource Persons are volunteer laypersons who have been trained to provide assistance to persons who believe they have been victims of clergy sexual misconduct. Resource Persons represent the interest of aggrieved persons at all times and shall support the aggrieved persons throughout the process. Resource

Persons are expected to work cooperatively with the Bishop, the district superintendents and the CART Crisis Team.

Resource Persons shall be the initial point of contact with those procedures for any persons who desire to use them. A Person who believes that she/he may have been the victim of clergy sexual misconduct need not register an allegation or complaint and does not have to identify her/himself when requesting a Resource Person and making an initial contact.

Functions performed by Resource Persons shall include:

1. Explaining the church's processes and procedures
2. Providing resources and referrals
3. Helping the aggrieved person prepare a written summary of the allegation and if necessary, a formal complaint when requested by the aggrieved person.
4. Accompany the aggrieved person to meetings held in connection with the Procedures or in connection with the complaint process as allowed in the current *Book of Discipline*.
5. Calling to attention of the Bishop and the CART Crisis Team any hostile, vindictive, or insensitive situations that arise during the process or any failure to properly follow the Procedures or the complaint process outlined in the current *Book of Discipline*.
6. Giving feedback to the CART Crisis Team regarding the process.

### **CART CRISIS TEAM**

Under the direction of the Bishop or persons acting at the Bishop's direction, the CART Crisis Team shall have the authority and responsibility for administering the Resource Person Program, to recruit volunteers to serve as Resource Persons, to provide training and continuing education for Resource Persons, to provide annual training for the chairpersons of Staff Parish Relations Committees of the North Texas Annual Conference, and to broadly disseminate and make readily available information about the Resource Person Program.

### **RECRUITING AND TRAINING OF RESOURCE PERSONS**

The CART Crisis Team recruits individuals to become Resource Persons who are known to have the qualities needed for this sensitive volunteer role. The CART Crisis Team delegates one of its members to speak with the District Superintendent of the applicant's home church prior to discussing the invitation with the individual. Then the CART Crisis Team invites the individual to complete an application form, which includes education, work history and an authorization for a criminal background check. All applicants are interviewed by a subcommittee of the CART Crisis Team prior to being recommended to the Bishop, who writes a letter appointing the Resource Person.

The North Texas Conference is committed to the continuing education and proper training of Resource Persons. Initially, Resource Persons shall attend training recommended and planned by the CART Crisis Team, which will include the following areas:

1. roles and expectations of the Resource Person(s);
2. local organization of the United Methodist Church;
3. leaders and their leadership positions in the North Texas Conference;
4. church and community resources;
5. the North Texas Conference Policy Statement on Sexual Misconduct and Procedures for Reporting Incidents of Clergy Sexual Misconduct; and
6. The *Book of Discipline* and relevant Judicial Council rulings.



1 The CART Crisis Team will maintain contact with the Resource Persons and offer periodic education and  
2 training.

### 3 **~~3. EDUCATION WITHIN THE CONFERENCE RELATING TO SEXUAL~~** 4 **~~MISCONDUCT~~**

#### 5 **~~DISSEMINATION OF POLICIES AND PROCEDURES~~**

6  
7  
8 The Bishop, District Superintendents, and Resource Person(s) shall each have a copy of and thoroughly  
9 know the Policy Statement on Sexual Misconduct, Procedures for Reporting Clergy Sexual Misconduct in  
10 the North Texas Conference and be responsible for distributing such Policy and Procedures to clergy and  
11 local church chairs of Staff Parish Relations Committees, Administrative Councils, United Methodist Men,  
12 and United Methodist Women annually as these persons are elected. The clergy and the chair of the Staff  
13 Parish Relations Committee of every local church in the North Texas Conference shall have a copy of and  
14 be familiar with the Policy Statement on Sexual Misconduct, Procedures for Reporting Clergy Sexual  
15 Misconduct in the North Texas Conference and the complaint process outlined in the current Book of  
16 Discipline.

17 The Policy and Procedures of the North Texas Conference will be available to anyone who requests a copy.

18  
19 Local churches will make available to their congregations copies of the brochure entitled "Maintaining  
20 Healthy Relationships: What You Should Know About Clergy Sexual Misconduct" and publish the name  
21 and telephone numbers of the District Superintendents and Core Leadership Team contact (s). Throughout  
22 the year, copies of the brochure will be placed in accessible locations within local churches. (An electronic  
23 copy of the brochure can be found on the North Texas Conference website at  
24 [http://www.nteleadership.org///sppre-tool kit.](http://www.nteleadership.org///sppre-tool-kit.))

#### 25 **~~TRAINING AND EDUCATION~~**

26  
27  
28 The North Texas Conference shall provide training to educate the clergy and laity about the complaint  
29 process in the event of allegations of sexual misconduct and to heighten awareness of the clergy and laity  
30 about the seriousness of the problem of sexual misconduct, thereby aiding in the prevention of this problem  
31 in our local churches.

32  
33 The goals of the training include the following:

- 34  
35 1. to explain the abuse of power and dynamics of trust in abusive relationships;
- 36 2. to provide behavioral definitions of sexual abuse and sexual harassment;
- 37 3. to describe the impact on the victim, the perpetrator, the families, and the church;
- 38 4. to explain the Policy and Procedures of the North Texas Conference and the United Methodist  
39 Church regarding sexual misconduct;
- 40 5. to explain legal responsibilities regarding minors;
- 41 6. to introduce the Resource Person(s) and clarify their role;
- 42 7. to define the risk to church vitality, attendance and giving, liability to individuals, congregations,  
43 and the annual conference;
- 44 8. to discuss the importance of healing and how the church is an agent in the healing process;
- 45 9. to explain the need for preventative measures;
- 46 10. to discuss the importance of local church policies and procedures addressing issues of sexual  
47 misconduct;
- 48 11. to distribute copies of the brochure entitled "Maintaining Healthy Relationships: What You Should  
49 Know About Clergy Sexual Misconduct," and to explain its purpose and educational use; and
- 50 12. to provide resources for local churches

1 Training will be provided separately for clergy and laity. Professionals from the General Commission on  
2 the Status and Role of Women and/or others trained and knowledgeable about the issues of sexual  
3 misconduct will conduct the training.  
4

5 The Board of Ordained Ministry, specifically the Committee on Conference Relations and the Residency  
6 Committee (who may choose to seek help from the chairs of the Order of Deacons, Order of Elders,  
7 Fellowship of Local Pastors, Fellowship of Diaconal Ministers, the CART Crisis Team and/or the Cabinet),  
8 will be responsible for planning and organizing the training for clergy and diaconal ministers. Pastors and  
9 diaconal ministers from every local church or charge in the North Texas Conference and those in extension  
10 ministries and the District Superintendents will receive an announcement regarding the clergy training.  
11 Clergy and diaconal ministers will be expected to attend training a minimum of once every four years.  
12 Particular attention will be given to insuring the training of new pastors in the conference (through the  
13 residency program and district training events).  
14

15 With the help of the Board of Laity, and the District Superintendents, the CART Crisis Team will offer  
16 training to the laity through the District Training events in January.

#### 17 **4. RESPONSIBILITY OF THE LOCAL CHURCH**

18

19 Each local church shall establish its own policy statement on sexual misconduct, consistent with the *Book*  
20 *of Discipline* and the policy statement of the North Texas Annual Conference, and shall establish guidelines  
21 and procedures for resolving incidents of sexual misconduct by persons other than clergy, including paid  
22 staff, counselors, lay volunteers and others.  
23

#### 24 **5. PRIORITY OF THE BOOK OF DISCIPLINE**

25

26 If any provision of these Procedures is in conflict with the *2016 Book of Discipline*, the current *Book of*  
27 *Discipline* shall prevail.  
28  
29

### 30 **LEGISLATIVE**

#### 31 **ITEM #5 PROPOSED AMENDMENTS TO THE STANDING RULES OF THE** 32 **NORTH TEXAS ANNUAL CONFERENCE** 33

34 **FROM:** Standing Rules Committee  
35

36 **BACKGROUND:** The proposed change is part of a larger effort to locate all annual conference  
37 policies in one location on The North Texas Annual Conference website as well as in an Annual Conference  
38 Policies Manual. The goal is two-fold.

- 39 3. Allow minor changes to the policies such as names, providers, or detailed policy provisions to be  
40 adopted through a simple majority vote, including the use of the consent calendar to expedite  
41 routine legislation.
- 42 4. Provide a single source location for reference for all conference policies as needed by the laity as  
43 well as the clergy throughout the conference.  
44

45 Recommended Changes: (**Bold** = Addition, ~~Strike through~~ = Deletion)

46 **LEGISLATION:** As it pertains to Standing Rule II. G. MinistrySafe Safety System  
47  
48

#### 49 **G. CHILDREN AND YOUTH SAFETY SYSTEM**

50

1 The North Texas Annual Conference Safety System policy and its provisions shall apply to all persons  
2 including paid and unpaid persons, whether lay or clergy who have any direct or indirect contact  
3 with children and youth who participate in any activities or events sponsored by the North Texas  
4 Annual Conference of the United Methodist Church and/or its Districts.

5  
6 The Annual Conference policy is effective as of July 1, 2012 for all Conference and District Events.  
7 The North Texas Annual Conference policy shall be applicable at all Conference and District  
8 activities. The local congregation's policy may expand the Conference policy but may not/should not  
9 alter the minimum standards established by the Conference or those standards mandated by the  
10 State of Texas' licensures.

11  
12 The Safety System for all Conference and District events of the North Texas Conference of the United  
13 Methodist Church can be found in the Children and Youth Safety System Policy on the North Texas  
14 Conference website policy page.

#### 15 16 ~~G. MINISTRYSAFE SAFETY SYSTEM~~

#### 17 18 ~~MINISTRYSAFE SAFETY SYSTEM FOR ALL CONFERENCE AND DISTRICT EVENTS~~ 19 ~~NORTH TEXAS ANNUAL CONFERENCE OF THE UNITED METHODIST CHURCH~~

#### 20 21 ~~Introduction to Annual Conference Policy~~

22 ~~OUR CALLING AND OUR MANDATE IS TO ENSURE A SAFE HAVEN FOR ALL OF GOD'S~~  
23 ~~PEOPLE.~~

24  
25 Throughout the gospels, Jesus provides teachings on providing a peaceable kingdom for all of God's people,  
26 including our most precious gifts, our children and youth (Matthew 5:9, Luke 18:15-17). The peaceable  
27 kingdom begins with sanctuary. Scriptures provide examples of how sanctuary is to be a community of  
28 protective nurture and harmony (Psalms 20:1-2, 27:4-5).

29  
30 As Christians, we are called to create a protective environment in our churches. They must be holy, safe  
31 and protective communities for all of God's children, regardless of age or ability. The purpose of this policy  
32 is to address the communal responsibility of our children, youth, and vulnerable persons at all local  
33 churches, and at all District or Annual Conference sponsored events. The North Texas Annual Conference  
34 of The United Methodist Church recognizes the need to have a formal, written policy with procedures in  
35 place (1) to help prevent the opportunity for the occurrence and/or the appearance of abuse of children,  
36 youth, and vulnerable persons, (2) to help provide safeguards for workers from false accusations and/or  
37 suspicions and (3) to hold accountable all those who minister in the name of Jesus Christ.

38  
39 The following policy and procedures are not based on a lack of trust in workers, but are intended to protect  
40 our preschoolers, children, youth, vulnerable persons, workers, employees, volunteers and the entire church  
41 body. Careful and confidential documentation is essential to show compliance with policies, to verify  
42 information as needed, and to have an accurate record in the case of an incident.

#### 43 44 ~~Scope of Annual Conference Policy~~

45 This policy and its provisions shall apply to all persons including all paid and unpaid persons, whether lay  
46 or clergy who have any direct or indirect contact with children and youth who participate in any activities  
47 or events sponsored by the North Texas Annual Conference of The United Methodist Church and/or its  
48 Districts.

49  
50 This Annual Conference policy is effective as of July 1, 2012 for all Conference and District Events. The  
51 North Texas Annual Conference policy shall be applicable at all Conference and District activities. The

1 local congregation's policy may expand the Conference policy, but may not/should not alter the minimum  
2 standards established by the Conference or those standards mandated by the State of Texas' licensures.

### 3 4 **Supervision**

5 An adult is defined as anyone 18 years of age or older.

6  
7 A youth assistant is anyone under the age of 18 who may work with children and youth only when  
8 supervised by at least two adults over the age of 18 years. Youth assistants cannot be in charge of, nor left  
9 alone with children and youth. Background checks on youth under the age of 18 are inaccessible, so choose  
10 youth with great care. If using youth assistants, ensure the following is completed: 1) Application, 2) six-  
11 month volunteer history and 3) verify references. Also note, with using youth assistants, MinistrySafe  
12 training will need to be adapted for age appropriateness.

13  
14 To achieve compliance with the MinistrySafe policy it may be necessary to combine groups; recruit, train,  
15 and reference additional volunteers; or cancel an event. It is also strongly encouraged that there be present  
16 at least one adult who is trained and certified in First Aid and CPR.

17  
18 Observation of activities in rooms is essential, whether it is done by windows, open doors, glass doors,  
19 electronic technology, etc.

20 All volunteers seeking to work with children, youth and vulnerable persons, shall have at least 6 months  
21 involvement in a local church or provide a written recommendation by a senior pastor or appropriate  
22 designee.

23  
24 For the sake of outreach, evangelism, and family involvement in our ministries, Parents, Grandparents, and  
25 Legal Guardians who have not met these criteria may volunteer as a guest, so long as 2 or more properly  
26 MinistrySafe trained staff or volunteers are on site and in charge. Any such individuals who intend to be a  
27 guest on an ongoing basis shall be subject to all MinistrySafe guidelines and screenings.

28  
29 Supervision for Nursery/childcare at Conference and District events:

- 30 • There shall be a minimum of two (2) adults per room or within line of sight.
- 31 • The State of Texas Childcare Minimum Standards ([http://www.dfps.state.tx.us/Child\\_Care](http://www.dfps.state.tx.us/Child_Care)) must  
32 be followed for all Texas State Licensed Day Cares or Schools.

33  
34 Supervision of children and youth at Conference and District events:

- 35 • Conference and District events shall observe the "2 Adult Rule" (2 adults per classroom, 2 adults  
36 within line of sight). OR—
- 37 • Any one to one mentoring or consulting shall be conducted in sight of another adult. OR—
- 38 • Understanding that there is safety in numbers, one adult can be in contact with multiple youth (6<sup>th</sup>  
39 -12<sup>th</sup> grades) so long as they are in line of sight of other adults.

### 40 41 **Overnight Accommodations**

42 At events that require overnight accommodations:

- 43 • At least (2) adults are present in every room/cabin. OR—
- 44 • When staying in a hotel, adults shall sleep in an adjoining room with the same gender of the  
45 children/youth; or if necessary for children/youth to share a room with an adult, adults shall sleep  
46 in separate beds from children/youth so long as any one adult shall not be alone with any one  
47 child/youth.

### 48 49 **Definitions of Abuse**

50 Verbal Abuse—Any verbal act that humiliates degrades or threatens any child or youth.

Physical Abuse—Any act of omission or an act that endangers a person's physical or mental health. In the case of child or youth physical abuse, this definition includes any intentional physical injury caused by the individual's caretaker. Physical abuse may result from punishment that is overly punitive or inappropriate to the individual's age or condition. In addition, physical abuse may result from purposeful acts that pose serious danger to physical health of a child or youth.

Sexual Abuse—Child or youth sexual abuse is the sexual exploitation or use of same for satisfaction of sexual drives. This includes, but is not limited to: 1) incest, 2) rape, 3) prostitution, 4) romantic involvement with any participant, 5) any sexual intercourse, or sexual conduct with, or fondling of an individual enrolled as a child or youth in sponsored activities of this church, 6) sexualized behavior that communicates sexual interest and/or content.

Examples are not limited to: displaying sexually suggestive visual materials, making sexual comments or innuendo about one's own or another person's body, touching another person's body, hair or clothing, touching or rubbing oneself in the presence of another person, kissing, and sexual intercourse.

Emotional Abuse—Exposing a youth or younger child to spoken and/or unspoken violence or emotional cruelty. Emotional abuse sends a message to the youth or child that she or he is worthless, bad, unloved, and undeserving of love and care. Emotional abuse may include being locked in closets or other confining spaces, being incessantly told they are bad, or being forced to abuse alcohol or illegal drugs.

Neglect—Endangering a child or teen's health, welfare, and/or safety through negligence. It may include withholding food, medical care, affection to destroy the child or teen's sense of self-esteem and self-worth.

Ritual Abuse—Abuse in which physical, sexual, or psychological violence is inflicted on a child or youth, intentionally and in a stylized way, by someone (or multiple people) with responsibility for the victim's welfare. Typically the perpetrator appeals to some higher authority or power to justify his or her abuse. Examples of ritual abuse may include cruel treatment of animals or repetitious threats of sexual or physical violence to the youth or child victim or to people related to the victim.

## **Screening for Adults**

Careful screening is one way to prevent the abuse of children and youth and vulnerable persons. Screening calls for a careful gathering and review of information in search of those who can provide safe and caring supervision in a safe environment. All screening shall be done in accordance with guidelines established by the Conference MinistrySafe Awareness and Training Task Force and the Conference's designated Liability Insurance Agency's screening process.

## **Screening Process**

Volunteers and staff members are to perform and document the following screening process:

- Complete a Safety Application Form
- Complete a face to face interview
- Complete a reference check
- Complete a background check
- Complete the MinistrySafe online training

Compliance Renewal requires MinistrySafe online training every two years and background checks every two to three years, unless licensure or legislative requirements are more frequent and/or stringent.

Persons having a criminal history of any of the following types of offenses shall not be allowed to serve in

any ministry with children and youth:

- Child abuse, whether physical, emotional, sexual, or neglectful
- Violent offenses, including murder, rape, assault, domestic violence, etc.
- Drug-related conviction within the five (5) years immediately prior to application.
- Persons having a criminal history of DUI or DWI conviction within the five (5) years immediately prior to application shall not be allowed to act as a driver.

If there are questions regarding an individual's background check or screening, due to special circumstances (acquittals, discharges, exonerations, pardons, etc.), please notify the District Superintendent or appropriate Conference Staff before making those decisions.

### **Training**

The North Texas Annual Conference has adopted MinistrySafe Safety System as the training standard for all persons in leadership who work with children, youth and vulnerable populations at the District and Conference level. None of these persons shall, after July 1, 2012, have any direct or indirect contact with children and/or youth until they have completed the MinistrySafe Safety System screening process. We recommend that at the beginning of each Conference/District event a review of this policy be conducted. As of January 1, 2013, all congregations shall implement this same training standard.

The North Texas Annual Conference MinistrySafe Policy must be reviewed and renewed annually.

### **Reporting of Incidents**

1. When an adult leader of an event or activity suspects that abuse or any suspected violation of the Texas Penal Code is taking or has taken place, he or she shall call 911 when needed and report the abuse to the appropriate local law enforcement agency and/or the Department of Protective and Regulatory Services (800-252-5400). The adult leader shall contact the administrator or event leader immediately, and cooperate fully with the investigation conducted by law enforcement officials or child protective services.
2. Address any needs the child or youth may have, medical or otherwise. Report to the parent(s) and/or legal guardians(s).
3. The person suspected of abuse (respondent) shall, for the safety and well being of the children or youth, be removed with dignity from further contact with the children and youth until an appropriate investigation has taken place. The matter shall remain confidential. If the adult event leader is the respondent, then the report should be made to that person's supervisor.
4. Following the report of an incident, the adult event leader, or supervisor in charge shall speak with the alleged victim, and document the report, according to Section 5.
5. All such conversations shall be documented. Careful and confidential documentation is essential. The documentation should include the following:
  - a. The name of the adult leader observing or receiving the disclosure of abuse, including the date, time and place and any action taken by this person.
  - b. The alleged victim's name, age, and date of birth.
  - c. Any statement made by the alleged victim.
  - d. Name of the respondent, the date, time and place of any conversation or any statement made by the respondent.
  - e. Any action taken, i.e. suspension of the respondent.
  - f. Date and time of call to the appropriate agency, name of worker spoken to, content of that conversation and case number assigned.
  - g. Date and time of call to law enforcement agency, name of officer spoken to and content of that conversation.
  - h. Date and time of any other contacts made regarding this incident.

6. ~~Notify the Conference/District authorities immediately.~~

7. ~~It shall be the goal to provide supportive care to both the victim and the respondent and to restore such persons to wholeness. Supportive care can include the procedures of the criminal justice system, provisions of the current *Book of Discipline*, appropriate counseling referrals and continued pastoral visitation.~~

8. ~~Confirmed reports of proven incidents of abuse shall be retained in a confidential file for future screening purposes.~~

### **Media Response**

The Bishop shall be informed of all investigations or allegations of abuse. If investigations or allegations of abuse should come to the attention of the media, a response shall come from the Office of the Bishop.

**Do not give out any information, simply state that all inquiries will be answered through the Office of the Bishop.**

### **OTHER INFORMATION**

#### **Appropriate Discipline**

Children and youth should be made aware that appropriate behavior is expected at all events. Gentle reminders are always necessary when dealing with children and youth. When these reminders don't work, then discipline needs to move to the next step. In cases where behavior has to be addressed, designated event adults should handle it. In no case is physical discipline an appropriate measure to deal with problems. A reasonable response might include a period of "time out" for the child or youth. This should be done with necessary supervision keeping MinistrySafe guidelines in mind.

Keeping parents involved is important. They need to be kept up-to-date on their child's behavior. For serious offenses, the appropriate response will be to send the child or youth home immediately. Parents and the leaders will help make proper arrangements.

#### **Appropriate Physical and Emotional Boundaries**

Physical boundaries are most important in dealing with children and youth. Persons working with children and youth have to understand and respect those boundaries. Obviously these boundaries change as children grow older. A young child sitting in the lap of a caregiver is most appropriate, whereas an older child or youth sitting in an adult's lap would not be acceptable. Hugs and kisses from a toddler to an adult are entirely different than the same from a youth.

Emotional boundaries are also important. As a child grows older it is important for the adult to maintain appropriate boundaries in relationships. It is important for those working with children and youth to not step outside of those lines and allow the younger person to become too attached to them. It is important for the older person to be careful where conversations might lead and to steer clear of inappropriate talk. When an adult recognizes that there might be an issue with these boundaries, great space should be allowed to come between them and the child or youth in question. If that does not solve the problem, then the event leadership should address the issue.

#### **Leader Misconduct**

It is a privilege to work with youth. Great responsibility is required. Those who violate this policy shall immediately be removed from contact with children and youth and appropriate authorities shall be notified immediately.

#### **Spiritual Boundaries for MinistrySafe**

1 ~~As we seek to lead young people in the development of their faith story, it is essential that we guide them~~  
2 ~~and do not manipulate their emotions. This is especially true at longer youth/children's events. The~~  
3 ~~attendees may be exhausted by longer and more active days than they are accustomed to and thereby more~~  
4 ~~susceptible to emotional manipulation. It is therefore necessary that, as we present the message of the~~  
5 ~~Gospel of Jesus Christ and the opportunity to follow Jesus in a life long journey, we present the invitation~~  
6 ~~with "no strings attached." We must allow each person involved to make their own decisions without~~  
7 ~~stigma, coercion, or pressure in any form. As we do this faithfully, we will see more fruitful commitments~~  
8 ~~in the lives of all our participants.~~

#### 9 10 **Maintaining Compliance and Best Practices**

11 Local congregations are encouraged to visit the MinistrySafe website for training and other tools:  
12 [www.ministrysafe.com](http://www.ministrysafe.com).

### 13 14 15 **LEGISLATIVE**

#### 16 **ITEM #6                      PROPOSED AMENDMENTS TO THE STANDING RULES OF THE** 17 **NORTH TEXAS ANNUAL CONFERENCE**

18  
19 **FROM:**                      Standing Rules Committee

20  
21 **BACKGROUND:**        The proposed change was initiated by the Conference Secretary in consultation  
22 with the Conference Chancellor. As a matter of transparency and trust among the members of the Annual  
23 Conference and in order to allow the members time to consider the implications of proposed legislation  
24 (including resolutions) on all aspects of the work of the conference, the due date for legislation and/or  
25 resolutions to be presented on the floor of annual conference is April 1. Legislation related to events  
26 occurring before March 15 of the conference year will not be accepted after this deadline. If the legislation  
27 is related to an event occurring after March 15 of the conference year, the legislation may be brought  
28 forward and presented to the conference secretary by the beginning of the day it is to be considered. The  
29 legislation must be duplicated and distributed to the Annual Conference members by the beginning of the  
30 day they are to be considered.

31  
32 Recommended Changes: (**Bold** = Addition, ~~Strike through~~ = Deletion)

33  
34 **LEGISLATION:** As it pertains to Standing Rule III. A. 3. Notice of Legislative Items.

35  
36 3. *Notice of Legislative Items.* Agencies shall submit reports ~~and legislation~~ to the conference office  
37 in the form requested no later than April 1 for inclusion in the Conference Workbook. **Agencies and**  
38 **Annual Conference members shall submit legislation to the conference office in the form requested**  
39 **no later than April 1. Legislation submitted after April 1 will not be permitted unless it is related to**  
40 **an event that has occurred on or after March 15.** Any Annual Conference member or Agency may  
41 initiate legislative items at Annual Conference concerning matters which are not part of the *Conference*  
42 *Workbook* only if they **are related to an event that has occurred on or after March 15 and they** are  
43 duplicated and distributed to Annual Conference members by the beginning of the day they are to be  
44 considered. This rule shall not be construed so as to preclude proper subsidiary motions or privileged  
45 motions.



1 **LEGISLATIVE**

2 **ITEM #7**                      **EQUITABLE COMPENSATION ANNUAL DETERMINATION**

3  
4 **FROM:**                      Center for Leadership Development (CLD)

5  
6 **BACKGROUND:**        The primary purpose of the Equitable Compensation Pastors Funds is to assist local  
7 churches in moving from part-time pastoral positions to full-time pastoral positions; these funds are meant  
8 to be transitional funds rather than long-term subsidies. Some congregations have the potential to reach a  
9 sustained average worship attendance of adults to move from a part-time to a full-time pastoral position  
10 with this short-term conference assistance. The time frame and benchmarks for moving from part-time to  
11 full-time should be reflected in yearly increases in worship attendance, Sunday School and small group  
12 attendance, professions of faith, those enrolled in annual confirmation classes, and annual increases in the  
13 number of individuals and families supporting the church's mission and ministry budget (operations) of the  
14 church. In essence, growing churches can move from a part-time to full-time pastoral position in three to  
15 five years. To continue receiving Equitable Compensation Funds a congregation in such a transitional  
16 setting shall pay 100% of the annual apportionments.

17  
18 The North Texas Conference also has a history of supporting missional settings where full-time pastors  
19 have been appointed to congregations not able to pay a full-time salary. Continued conversations with the  
20 pastor, congregation, and the Cabinet of the NTC are essential to ensure these congregations continue to be  
21 effective in reaching others, transforming lives, and sharing the gospel of Jesus Christ in word and deed.  
22 Annually, congregations in missional settings must also manifest the fruitful increases in worship  
23 attendance, small groups, professions of faith, confirmation classes, along with annual stewardship training  
24 and education. To continue receiving Equitable Compensation Funds a congregation in a missional setting  
25 shall pay 100% of the annual apportionments.

26  
27 The Center for Leadership Development in consultation with the Bishop and the NTC Cabinet takes into  
28 consideration not only the appropriate minimum level compensation for full-time clergy of the conference  
29 but also the needs of the churches in determining whether they can afford a full-time pastor or not.

30  
31 **LEGISLATION:**        The CLD requests that Pastors Subsidies and Equitable Compensation support and  
32 administrative expenses be apportioned at \$55,832 for 2020.

33  
34        A. Guidelines for Conference Members and Full-Time Local Pastors

- 35  
36            1. Equitable Compensation for Conference Members be set at \$50,236 for the minimum equitable  
37 compensation. This compensation includes:
- 38            a. base salary,
  - 39            b. utilities, which shall be provided with payments made by the local church or  
40            reimbursed when paid by the pastor,
  - 41            c. vouchered travel reimbursement, which shall be reimbursed at the IRS rate with  
42            appropriate records and documentation provided to the church,
  - 43            d. dependent premium payments made by the local church,
  - 44            e. dependent premium supplemental payments paid by the conference at the discretion of  
45            the District Superintendent,
  - 46            f. and other conference subsidies received but excluding any reimbursement for Annual  
47            Conference expenses or grants to assist with the expenses to attend expected spiritual  
48            formation or continuing education events for all of the clergy members of the  
49            conference (e.g., the Clergy Retreat) for conference members in full connection,  
50            associate members and provisional members of the North Texas Conference serving  
51            full time for 2020.

Applying the same formula adopted by the 2006 Annual Conference at the recommendation of CF&A for changes to the District Superintendent level compensation, the change in the Equitable compensation amount for clergy appointed full time is an increase of 2.8% from \$48,868 in 2019 to \$50,236 in 2020. The percent change to the travel & utilities amount is included in the total.

2. Adjustments for years of service:

Years of Service	Equitable Compensation Amounts
0-5	\$50,236
6	50,336
7	50,436
8	50,536
9	50,636
10	50,736

3. Compensation for additional churches on a charge: Each charge with more than one church shall receive \$200 additional for the second church and \$100 each for the third through the fifth additional churches.

4. Housing shall be provided in a church-owned parsonage or provided for with a monthly allowance. It is expected that the minimum housing allowance that will be paid by those churches or charges that do not provide a parsonage for their pastor will be \$12,000 per year. Requests for equitable compensation salary supplements where housing allowances exceed \$12,000 will not be considered.

5. Local Pastors serving full time:

Five years or less	\$44,360
Six years or more	\$44,460
Expense recommendations same as above.	

6. Deacons serving under salaried appointments in a local church:

a. Are not eligible to receive Equitable Compensation support from the Annual Conference.

b. Shall be granted the same minimum salary as an elder in full connection when their primary appointment is within a local church. \* \*\*

\*(Judicial Council decision #807)

\*\*(2016 *Book of Discipline*, Paragraphs 331.10b, 625.4)

B. The following policies are proposed to the North Texas Annual Conference for the distribution of equitable compensation assistance in 2020.

1. A local church exists to serve, not to be served. All churches should be motivated to a larger sense of ministry. Churches whose pastors receive salary subsidy should be open to linkage with other churches in order to utilize efficiently the service of full-time conference members to reduce the need for subsidy.

2. Equitable Compensation levels can best be met when appointments are open to all ministerial members without regard to race or gender. We continue to urge every conference member to make the subject of a fully open Conference and adequately supported ministry at the local church level a matter of daily personal prayer. Only as the love of Christ dwells in us can an Annual Conference be a communion of caring persons.

1 3. Growth in stewardship should be achieved by all below-minimum remuneration churches. In  
2 making application for salary subsidy, District Superintendents are to provide evidence of  
3 stewardship education and growth of the church.  
4

5 4. Tenure payments are designed to honor the years of service of pastors who continue for more  
6 than five years in ministry to below minimum compensation charges because of the needs of the  
7 Conference. The Bishop and the Cabinet are urged to make every effort to move pastors to above-  
8 minimum compensation charges within five years after they begin full-time service.  
9

10 5. Applications for salary subsidy from Equitable Compensation are to be made by the District  
11 Superintendent on the prescribed forms.  
12

13 6. The Charge Conference of any charge unable to pay the minimum salary set by the Conference  
14 shall be informed by the District Superintendent of the guidelines for receiving equitable  
15 compensation assistance. The Charge shall be informed of the amount required to bring the  
16 compensation level up to the minimum and shall be challenged to move toward the goal of full self-  
17 support at the earliest possible time. On the application for salary assistance, the District  
18 Superintendent shall certify that the charge has been duly notified. The amount of subsidy granted  
19 to a pastor shall be acknowledged annually at the Charge Conference.  
20

21 7. Equitable Compensation assistance is not available to pastors serving as associate pastors or in  
22 staff positions other than pastor-in-charge. In order that such persons receive an equitable wage and  
23 to be in compliance with Judicial Council decision #807, however, it is expected that local churches  
24 use Conference minimum standards as minimum guidelines for setting associate and staff salaries.  
25

26 8. Pastors who decline an appointment which would reduce or eliminate compensation support are  
27 ineligible for the Equitable Compensation tenure payment given for years of service.  
28

29 9. Equitable Compensation assistance is not available for a North Texas Conference member  
30 appointed to serve in another Annual Conference, nor is it available to members of other Annual  
31 Conferences serving under appointment in the North Texas Conference.  
32

33 10. There shall be no lump sum payments to persons receiving Equitable Compensation assistance  
34 unless such sums are too small for monthly payments to be made.  
35

36 11. It shall be the responsibility of the pastor receiving Equitable Compensation subsidy to inform  
37 the District Superintendent of any increase in remuneration or any changes in eligibility which  
38 occur after an application for Equitable Compensation has been approved.  
39

#### 40 EXCEPTIONAL REQUESTS BY THE CABINET:

41

42 All requests for exceptional support (assistance requested by the Cabinet in excess of the 25% maximum  
43 standard) shall be submitted in writing to the Center Director for Leadership Development and to the Center  
44 Director for Connectional Resources. The requests shall include the amount of assistance requested, length  
45 of time for assistance and reason(s) for exceptional request.

1 **LEGISLATIVE**

2 **ITEM #8**

**2020 BOPHB APPORTIONMENT BUDGET**

3  
4 **FROM:** Board of Pension and Health Benefits

5  
6 **BACKGROUND:** The two previous apportionments to fund the work of the Board of Pension and  
7 Health Benefits (Insurance Subsidies and Board of Pensions) were combined beginning in 2009 to  
8 recognize that they are closely related and allow for transferring funds between the two areas as needed.  
9 The Board of Pensions was incorporated as a separate entity wholly owned by the Annual Conference in  
10 2016 to provide clarity on the designation of the benefits set aside to fund various long-term obligations of  
11 the conference for the benefit of its lay and clergy participants.

12  
13 The proposed 2020 apportionment budget shows a reduction of 1% for a total of a \$16,100 reduction. The  
14 reduction in the Pension budget is the result of a reduction in the projected cost of the insurance program  
15 for current retirees to be more in line with the actual expenses of the past several years. The insurance  
16 supplement allowance was also reduced to align with actual expenses of the past several years.

17  
18 The Board of Pension and Health Benefits created an Economic Projection Team in 2016 to do an in-depth  
19 study of all of the long-term funding obligations of the North Texas Annual Conference. The Team  
20 consisted of members from the Board of Pension and Health Benefits, the Council on Finance and  
21 Administration, and a representative from the Appointive Cabinet. The Team was presented with a  
22 compilation of 12 different projections using regression analysis of over 4,000 scenarios for each of the  
23 funds, assuming changes in population, age, market returns, and actuarial gains and losses. The team met  
24 again in 2017 to review the updated projections. The team determined that we are currently on the right  
25 track to remain fully funded for all of our benefit liabilities using conservative assumptions, and therefore  
26 recommends no change to the current benefits funding plan. The Conference Board of Pensions and Health  
27 Benefits accepted the report and voted to continue to fund the existing plans at the current rate.

28  
29 Legislation passed at the Special Called Conference of 2019 includes a provision for churches that choose  
30 to leave the denomination to pay the unfunded portion of their pension liabilities as determined on a market  
31 basis. Our pensions remain fully funded on a funding basis. When a church leaves, they are in essence  
32 “selling” their responsibility for the long-term liability to the conference. The market basis is what it would  
33 cost to sell to a third party. The market basis funding liability for the North Texas Conference is an  
34 additional 27.1 million dollars. That value is more fully explained on page 130.

1 LEGISLATION:  
2

**CONFERENCE BENEFITS  
PROPOSED BUDGET FOR 2020**

Description	2018 Budget	2018 Actual	2019 Budget	2020 Budget	% Change
<b>Administration</b>					
<b>Operations</b>					
Dues/Service Charges	\$100.00	\$125.00	\$100.00	\$200.00	
Insurance-Workers Compensation	\$0.00	\$485.68	\$600.00	\$600.00	
Postage	\$2,400.00	\$1,444.15	\$2,000.00	\$1,800.00	
Printing	\$800.00	\$588.19	\$800.00	\$800.00	
Staff Expenses	\$3,600.00	\$10.50	\$1,200.00	\$1,200.00	
Supplies	\$500.00	\$643.97	\$1,000.00	\$1,000.00	
Travel	\$500.00	\$4,638.67	\$3,300.00	\$3,300.00	
<b>Total Operating Expenses</b>	<b>\$7,900.00</b>	<b>\$7,936.16</b>	<b>\$9,000.00</b>	<b>\$8,900.00</b>	<b>(1.1%)</b>
<b>Staff</b>					
Salaries	\$107,000.00	\$111,504.49	\$116,000.00	\$119,000.00	
<b>Total Salaries</b>	<b>\$107,000.00</b>	<b>\$111,504.49</b>	<b>\$116,000.00</b>	<b>\$119,000.00</b>	
<b>Benefits</b>					
FICA, Medicare	\$8,000.00	\$7,933.40	\$8,500.00	\$8,500.00	
Health Insurance	\$23,000.00	\$21,336.00	\$23,000.00	\$23,500.00	
Lay Pension	\$6,800.00	\$6,688.70	\$6,900.00	\$7,200.00	
Life Insurance	\$0.00	\$1,133.85	\$1,200.00	\$1,400.00	
<b>Total Benefits</b>	<b>\$37,800.00</b>	<b>\$37,091.95</b>	<b>\$39,600.00</b>	<b>\$40,600.00</b>	
<b>Total Staff</b>	<b>\$144,800.00</b>	<b>\$148,596.44</b>	<b>\$155,600.00</b>	<b>\$159,600.00</b>	<b>2.6%</b>
<b>Total Administration Expense</b>	<b>\$152,700.00</b>	<b>\$156,532.60</b>	<b>\$164,600.00</b>	<b>\$168,500.00</b>	<b>2.4%</b>
CPP (1) (2)	\$706,000.00	\$706,000.00	\$700,000.00	\$710,000.00	
CRSP Supplement	\$15,000.00	\$4,243.28	\$15,000.00	\$10,000.00	
Retiree Expenses	\$9,000.00	\$8,405.47	\$10,000.00	\$10,000.00	
<b>Total Pension Expenses</b>	<b>\$730,000.00</b>	<b>\$718,648.75</b>	<b>\$725,000.00</b>	<b>\$730,000.00</b>	<b>0.7%</b>

Description	2018 Budget	2018 Actual	2019 Budget	2020 Budget	% Change
Insurance-Medical Leave	\$55,000.00	\$33,624.00	\$55,000.00	\$55,000.00	
Insurance-Life/Add Premium	\$0.00	\$0.00	\$0.00	\$0.00	
Insurance Supplement	\$30,000.00	\$7,859.00	\$30,000.00	\$25,000.00	
<b>Total Health Insurance Exp</b>	<b>\$85,000.00</b>	<b>\$41,483.00</b>	<b>\$85,000.00</b>	<b>\$80,000.00</b>	<b>(5.9%)</b>
Actuarial Services Retiree Medical	\$16,000.00	\$9,500.00	\$16,000.00	\$16,000.00	
Insurance-Retiree Current Year	\$380,000.00	\$269,308.38	\$350,000.00	\$330,000.00	
Insurance-Retiree Med For New Entrants	\$215,000.00	\$215,000.00	\$215,000.00	\$215,000.00	
Pcori Expense	\$600.00	\$411.08	\$700.00	\$700.00	
<b>Total Retiree Health</b>	<b>\$611,600.00</b>	<b>\$494,219.46</b>	<b>\$581,700.00</b>	<b>\$561,700.00</b>	<b>(3.4%)</b>
<b>Total Expenses (3)</b>	<b>\$1,579,300.00</b>	<b>\$1,410,883.81</b>	<b>\$1,556,300.00</b>	<b>\$1,540,200.00</b>	<b>(1.0%)</b>

- (1) The most recent projections for the Comprehensive Protection Plan (CPP) indicate an increase in premiums based on updated actuarial data. The Comprehensive Benefit Funding Plan has been adjusted to meet the actuarial projections.
- (2) Wespath provided a two-year deferral of payments to CPP to allow these funds to be redirected to the shortfall in the pension liabilities as a result of restated mortality tables and poor market performance in 2015. The CPP premium will be reinstated in 2 years in full. In 2019, the Conference Board of Pensions voted to move the CPP funds totaling 1.3 million provided by the CPP holiday into the Pre-82 plan to bring the plan back into fully funded status. The transfer has already occurred and will be reflected in future actuarial statements.
- (3) The TOTAL apportioned is a 1% decrease from the approved budget from the prior year, due to a net reduction in expenses to align with the actuals spent over the last few years.

## LEGISLATIVE

### ITEM #9

### RESOLUTION TO DESIGNATE RENTAL HOUSING ALLOWANCES FOR RETIRED OR DISABLED CLERGYPERSONS OF THE NORTH TEXAS CONFERENCE

**FROM:** Board of Pension and Health Benefits

**BACKGROUND:** To be in compliance with Internal Revenue Service Revenue Ruling 75-22, 1975-1,49, as it relates to clergy housing, the North Texas Conference (the "Conference") adopts the following resolutions relating to rental/housing allowances for active, retired, or disabled clergypersons of the Conference:

**LEGISLATION:** **WHEREAS**, the religious denomination known as The United Methodist Church (the "Church"), of which the North Texas Conference is a part, has in the past functioned and continues to

function through Ministers of the Gospel (within the meaning of Internal Revenue Code section 107) who were or are duly ordained, commissioned or licensed ministers of the Church (“Clergypersons”); and

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

**WHEREAS**, pensions or other amounts paid to active, retired and disabled Clergypersons are considered to be deferred compensation and are paid to active, retired and disabled Clergypersons in consideration of previous active service; and

**WHEREAS**, the Internal Revenue Service has recognized the Conference (or its predecessors) as the appropriate organization to designate a rental/housing allowance for Clergypersons who are or were members of this Conference and are eligible to receive such deferred compensation:

**NOW, THEREFORE, BE IT RESOLVED:**

**THAT** an amount equal to 100% of the pension or disability payments received from plans authorized under *The Book of Discipline of The United Methodist Church* (the “*Discipline*”), which includes all such payments from Wespath during the year 2020 by each active, retired, or disabled Clergyperson who is or was a member of the Conference or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergyperson; and

**THAT** the pension or disability payments to which this rental/housing allowance applies will be any pension or disability payments from plans, annuities, or funds authorized under the *Discipline*, including such payments from Wespath and from a commercial annuity company that provides an annuity arising from benefits accrued under a Wespath plan, annuity, or fund authorized under the *Discipline*, that result from any service a Clergyperson rendered to this Conference or that an active, a retired, or a disabled Clergyperson of this Conference rendered to any local church, annual conference of the Church, general agency of the Church, other institution of the Church, former denomination that is now a part of the Church, or any other employer that employed the Clergyperson to perform services related to the ministry of the Church, or its predecessors, and that elected to make contributions to, or accrue a benefit under, such a plan, annuity, or fund for such active, retired or disabled Clergyperson’s pension or disability as part of his or her gross compensation.

NOTE: The rental/housing allowance that may be excluded from a Clergyperson’s gross income in any year for federal income tax purposes is limited under Internal Revenue Code section 107 (2) and regulations there under to the least of: (1) the amount of the rental/housing allowance designated by the Clergyperson’s employer or other appropriate body of the Church (such as this Conference in the foregoing resolutions) for such year; (2) the amount actually expended by the Clergyperson to rent or provide a home in such year; or (3) the fair rental value of the home, including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year.

## **LEGISLATIVE**

### **ITEM #10                      PRE-1982 SERVICE YEAR RATE FOR 2020**

**FROM:**                      Board of Pension and Health Benefits

**BACKGROUND:**        Paragraph 1506.7 of the 2016 *Discipline* states that the responsibility for past service annuity rate for ministerial service rendered before 1982 be determined by each annual conference. Legislation passed at the 2012 General Conference removed the wording from Paragraph 1506.7 requiring

the Past Service Rate increases be a minimum of .8% based on the Conference Average Compensation (CAC). Furthermore, General Conference 2012 passed legislation requiring full funding of any Past Service Rate increases by December 31 of the year preceding the proposed increase. In order to provide an increase in retirement benefits that keeps pace with inflation, the North Texas Conference Board of Pension and Health Benefits is recommending the adoption of the percentage increase known as the “Cost-of-Living Adjustment” (COLA) as published by the Social Security Administration as the established rate for the annual increase in the Past Service Rate with a cap of 4%. The cap can be increased on recommendation of the Board of Pension and Health Benefits and approval by the Annual Conference.

**LEGISLATION:** That the pre-1982 Service Year Rate for 2020 be increased by 2.8%, in accordance with the COLA rate as published by the Social Security Administration in October of 2018, and established at \$802 for approved service of clergy members in full connection, probationary members, associate members and local pastors of the conference.

## **LEGISLATIVE**

### **ITEM #11**

### **NORTH TEXAS CONFERENCE**

### **2020 COMPREHENSIVE BENEFIT FUNDING PLAN SUMMARY**

#### **RECOMMENDATIONS FOR LEGISLATIVE ACTION**

#### **I APPROVAL OF COMPREHENSIVE BENEFIT FUNDING PLAN**

**BACKGROUND:** The Conference Board of Pensions recognizes its obligation to develop, adopt, and implement a formal comprehensive benefit funding plan before submitting it to the Annual Conference in accordance with the 2016 *Book of Discipline* ¶ 1506.6. Due to the timing of the receipt of the actuarial data from both the Retiree Medical Plan and the Pension plans, along with access to the Comprehensive Benefit Funding Plan template required by Wespath, the earliest possible date to receive a favorable written opinion from Wespath is mid to late April. This timeline does not allow the Conference Board of Pensions to conduct a full review of the plan and submit it for approval of the Annual Conference before our scheduled Annual Conference in June. In order to be in full compliance with this requirement of the Discipline, the Conference Board of Pensions voted to ask the Annual Conference to empower the Board to take the necessary steps required to obtain the favorable written opinion of the plan on behalf of the Annual Conference. Upon receipt of the favorable opinion form Wespath, the Conference Board of Pensions will include the plan as part of its report submitted and received each year at Annual Conference.

**LEGISLATION:** The North Texas Annual Conference appoints the Conference Board of Pension and Health Benefits to submit, review, and approve the Comprehensive Benefit Funding Plan in depth in the course of its regularly scheduled meetings. The Conference Board of Pensions will continue to present the summary plan in the journal printed each year, provide a copy of the plan to the Annual Conference prior to the current year’s Annual Conference on the Conference website as a part of its annual report, and make the full report available on request to the conference benefit office. The approval of the Comprehensive Benefit Funding Plan by the Annual Conference will be recognized upon approval of the report submitted by the Conference Board of Pensions and Health Benefits.

#### **II. COMPREHENSIVE BENEFIT FUNDING PLAN**

##### **INTRODUCTION:**

The 2012 *Book of Discipline* ¶ 1506.6 requires that each annual conference develop, adopt and implement a formal comprehensive funding plan for funding all of its benefit obligations. The funding plan shall be submitted annually to Wespath Benefits and Investments (Wespath) for review and be approved annually by the annual



conference, following the receipt and inclusion of a favorable written opinion from Wespath. This document is only a summary of the information contained in the actual signed funding plan and does not contain all the information required for a comprehensive view of the conference's benefit obligations. You may request the full contents of the 2020 comprehensive benefit funding plan from your conference benefit office.

## **CLERGY RETIREMENT SECURITY PROGRAM (CRSP)**

### **Defined Benefit (DB) and Defined Contribution (DC)**

#### **Program overview:**

The Clergy Retirement Security Program (CRSP) is an Internal Revenue Code section 403(b) retirement program providing lifetime income and account flexibility designed for those who serve as clergy of The United Methodist Church. The program is designed to provide participants with one portion of their overall retirement benefits. CRSP replaced the Ministerial Pension Plan (MPP) effective January 1, 2007, which had previously replaced the Pre-82 Plan for service rendered prior to January 1, 1982.

CRSP consists of both a defined benefit (DB) plan, which provides a monthly benefit at retirement based upon years of credited service to The United Methodist Church, and a defined contribution (DC) plan, which provides a retirement account balance established and funded by the annual conferences.

#### **Current funding plan information:**

The Clergy Retirement Security Program (CRSP DB) annuities total liability as of January 1, 2018, is (\$1,740,019,798), while total plan assets are \$1,904,387,237, resulting in a current plan funded ratio of 109%. The North Texas Conference portion of the liability is 1.4491% and the 2020 contribution is \$1,547,966. The conference anticipates that the amount will be funded by Direct Billing. Additionally, General Conference 2012 approved a change to CRSP that provides each annual conference the discretion to determine whether to cover three-quarter and/or half-time clergy. The North Texas Conference has elected to cover clergy serving 50%+ under CRSP effective January 1, 2020.

Effective January 1, 2014, the CRSP DC plan was reduced from a 3% to a 2% of plan compensation non-matching contribution. Clergy can earn up to an additional 1% CRSP DC contribution by contributing at least 1% of their plan compensation to UMPIP; therefore, if a participant contributes at least 1% of plan compensation to UMPIP, the individual will receive a contribution of 3% to CRSP DC. The 2020 CRSP DC contribution is anticipated to be \$761,718 and will be funded by Direct Billing.

## **MINISTERIAL PENSION PLAN (MPP)**

#### **Plan overview:**

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

#### **Current funding plan information:**

The Ministerial Pension Plan (MPP) annuities' total liability as of January 1, 2018 is \$(3,606,807,509), while total plan assets are \$3,885,277,143, resulting in a current plan funded ratio of 108%. The required contribution for 2020 is \$0. The North Texas Conference's percentage of the total liability is 1.0548%. Future MPP annuitants have a total account balance of \$3,803,548,721 and the North Texas Conference's portion of that balance is \$52,533,455 or 1.38% of the total.

## **PRE-82 PLAN**

### **Plan overview:**

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

1) Years of service with pension credit-approved by each conference on the recommendation of the Conference Board of Pensions (CBOP) in accordance with plan provisions and *The Book of Discipline*.

2) The conference pension rate (past service rate)-the dollar amount chosen by the conference as the amount payable for each approved year of service with pension credit (may change from year to year).

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

### **Current funding plan information:**

The 2020 PSR recommended to the North Texas Conference will be 802, representing a 3% increase from the 2019 rate. The conference expects future annual increases to be approximately 3.00%.

The contingent annuitant percentage is recommended to remain at the 70% level.

The rationale for these changes is: Conference Board of Pensions set the COLA rate as the increase. The result was a PSR of 802 for 2020.

## **ACTIVE HEALTH BENEFIT PROGRAM**

### **Program Overview:**

The North Texas Conference offers the following active health benefit to its active eligible participants: Self-Funded - HealthFlex.

### **Current funding plan information:**

The total cost of the program for 2020 is anticipated to be \$6,774,040 and will be funded by Direct Billing. It is anticipated that increases for future years will average 4.50%.

### ***Additional Plan Sponsor Funded Coverage***

The North Texas Conference has elected to provide health benefits coverage to the following groups during periods where without plan sponsor funded premiums the participants would not be provided coverage or benefits (all figures as of 12/31/2018):

1. Clergy or lay on disability (Including pending disability): 4 participants at an estimated cost of \$64,728.

The projected annual cost as of 12/31/2020 for additional plan sponsor funded coverage is \$47,123.

## **POST-RETIREMENT MEDICAL BENEFIT PROGRAM (PRM)**

### **Program Overview:**

The North Texas Conference currently offers Via Benefits for Post-Retirement Medical coverage.

### **Current funding plan information:**

The plan sponsor's intention for 2020 is to retain current plan benefit. PRM benefits provided are as follows: The current maximum annual stipend awarded to each participant with 25 or more years of service is \$1,300. In addition, the participant's spouse at the date of retirement is also eligible for up to the maximum amount of subsidy. The stipend is available for those with a minimum of 5 years of service, on a prorated basis as printed in the Annual Conference journal.

Based on the most recent PRM valuation dated 12/31/2018, the following is the funded position of the PRM benefits:

1. Expected Post-Retirement Obligation (EPBO) net plan sponsor cost	\$14,027,295
2. Accumulated Post-Retirement Obligation (APBO) net plan sponsor cost	\$10,590,814
3. Assets (in-plan and outside) designated for PRM	\$15,000,000
4. Service cost (SC) net plan sponsor cost	\$386,427
5. Unfunded APBO, [3. - 2.]	\$4,409,186
6. Number of annual payments	20
7. Portion of unfunded APBO, [5. / 6.]	\$0
8. Ongoing funding contribution, [4. + 7.]	\$386,427

Future increases/decreases to the assets or APBO will be funded over the duration of the program as calculated in the PRM valuation report, or five years if not available.

These values are based on a 4.15% long-term discount rate, a 0.00% long-term expected rate of return on assets, and a valuation year medical trend (inflation rate) of 7.00% with an ultimate medical trend (inflation rate) of 5.00%, beginning in 2027.

In addition to the PRM funding contribution listed above, the projected annual plan benefit cost for 2020 (subsidies, HRAs, claims or premiums) is \$379,492.

## **COMPREHENSIVE PROTECTION PLAN (CPP)**

### **Plan Overview:**

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

The CPP adoption agreement executed by the North Texas Conference contains its elections to cover or not to cover categories mentioned above.

### **Current funding plan information:**

For 2020, the North Texas Conference has an expected required contribution to the Comprehensive Protection Plan of \$702,000, which is anticipated to be funded by: Apportionments. The anticipated average increase in

1 future years is expected to be 2.50% per year due to: Estimate of CPP expense budgeted for 2020  
2

### 3 **UNITED METHODIST PERSONAL INVESTMENT PLAN (UMPIP) FOR LAY AND CLERGY** 4

#### 5 **Plan Overview:**

6 The United Methodist Personal Investment Plan (UMPIP) is an Internal Revenue Code section 403(b) defined  
7 contribution retirement savings plan for clergy and lay employees of The United Methodist Church and affiliated  
8 organizations. Participants may make before-tax, Roth and/or after-tax contributions through payroll deductions.  
9 Participant contributions, various optional plan sponsor contributions and investment earnings comprise the  
10 individual's retirement account balance.  
11

#### 12 **Current funding plan information:** 13

14 Conference office lay employees working an average of 30 hours per week or more are eligible after 0 months  
15 for a plan sponsor-funded pension contribution of 6% of salary. Lay employees are encouraged to make  
16 contributions toward their retirement through payroll deductions to the UMPIP. The conference's estimated  
17 contribution for 2020 is \$82,000 and will be funded via: Apportionments.  
18

19 (If applicable) The North Texas Conference, as of January 1, 2020 is planning on sponsoring the UMPIP for  
20 clergy serving full-time and are eligible for a pension contribution of 1% of salary. The conference's estimated  
21 contribution for 2020 is \$237,105 and will be funded via Direct Billing.  
22

#### 23 **CONCLUSION** 24

25 The 2020 Comprehensive Benefit Funding Plan and this summary document incorporates, to the best of our  
26 understanding, the North Texas' s obligations and funding requirements of the benefits provided to the clergy  
27 and laity of the North Texas Conference.  
28  
29

1 **LEGISLATIVE**

2 **ITEM #12**                      **FINANCE AND ADMINISTRATION**

3  
4 **FROM:**                      Council on Finance and Administration

5  
6 **INTRODUCTION**

7  
8 The North Texas Conference had an excellent payout of 96.2% of our total apportionments for 2018.

9  
10 We celebrate that 253 out of 290 churches with apportionments paid 100%. We once again recognize the  
11 NORTHWEST District for achieving 100% payment for the 27th year in a row! The pastors, lay leader and  
12 District Superintendent Dr. Marvin Guier are to be commended!

13  
14 The total paid for apportionments was \$12,244,978 and the total paid for all benevolent causes beyond the  
15 apportionment was an additional \$259,620.

16  
17 While the Council recommends that local churches strive to designate at least 25% of their total annual  
18 budgets for causes beyond their churches, it is expected that apportionments be given first claim by churches  
19 in their beyond-the-local church payments, with advance specials and other benevolences viewed as  
20 second-mile giving.

21  
22 The Council continues to expect 100% payout of our apportionments and urges every church to take  
23 seriously the recommended ten-month payment plan in which 10% of the annual apportionment amount is  
24 remitted monthly. Without doubt, making monthly payments beginning in January or February is an  
25 important step in paying apportionments in full.

26  
27 Paragraph 622 of the 2016 *Discipline* states that the Board of Pension and Health Benefits apportionment,  
28 the Episcopal Fund, the District Superintendents Fund, and Equitable Compensation are apportioned funds  
29 which are to be paid on the same schedule as the pastor's salary is paid. The Cabinet joins the Council in  
30 urging each church to adhere to this mandate monthly.

31  
32 All churches are also encouraged to make contributions to their District Second Mile Fund. This is an  
33 important way to assist districts and the conference as a whole to achieve 100% payment of our total  
34 apportionments.

35  
36 The Council and the Conference Treasurer continue to update reports in order to provide the information  
37 conference leaders and members expect in a more open and transparent way. The Council takes seriously  
38 its fiduciary responsibility and is working with conference leaders to ensure faithful and effective  
39 stewardship of conference funds.

40  
41 **END-OF-YEAR 2018 FINANCIAL OVERVIEW**

- 42  
43 1. The 2018 apportionment payout was 96.2%.  
44 2. The total operating reserves held by the conference treasurer at the end of 2018 was \$5,320,128.  
45 This amount does not include the camps, BOPHB, or the Wesley Foundations. The conference  
46 treasury held \$7,751,951 in the operating account and \$6,381,478 in reserves at the Texas  
47 Methodist Foundation. In addition, \$786,511 is held at Wespath for the Metro District parsonage,  
48 \$371,262 for the North Central parsonage, \$348,189 for the Episcopal Parsonage, and an additional  
49 \$27,922,789 in deposits at Wespath for the Board of Pensions and Health Benefits.  
50 3. Legislation passed at the Special Called Conference of 2019 includes a provision for churches that  
51 choose to leave the denomination to pay the unfunded portion of their pension liabilities as

determined on a market basis. Our pensions remain fully funded on a funding basis. When a church leaves, they are in essence “selling” their responsibility for the long-term liability to the conference. The market basis is what it would cost to sell the liability to a third party. The market basis funding liability for the North Texas Conference is an additional 27.1 million dollars. That value is more fully explained on page 130.

4. The 2018 financial reports may be found in the Conference Reports of this workbook.

## **FURTHER INFORMATION**

### **A. Pre-1982 Pension Liability**

The *2016 Discipline* requires the submission of an annual comprehensive funding plan for all of our benefit liabilities including our pre-1982 pension liability. (See Board of Pension and Health Benefits Conference legislative items for the presentation of our Comprehensive Funding Plan as it was approved by both the Conference Board of Pension and Health Benefits and Wespath.)

### **B. Retiree Medical Liability**

A plan to address the conference’s Retiree Medical Liability was adopted by the 2002 Annual Conference session and updated by the 2006 and 2008 Annual Conference sessions. A study group, under the leadership of Jerry Pinkerton, revisited our progress towards funding this liability in the fall of 2012. The Conference moved to OneExchange in 2013 as our connector to Retiree Supplemental Insurance coverage, resulting in a significant decrease in costs to both the retiree and the conference. In 2018, OneExchange changed its name to Via Benefits in an effort to avoid confusion with the Affordable Health Care Exchange name.

In 2015, an Economic Projection team was formed to re-evaluate our current funding of all liabilities, including the Retiree Medical Liability. The team recommended a reduction of \$115,000 in apportionments as the extensive study showed we would remain fully funded even if the market performed at 25% of assumed rates. This team met again in the summer of 2016 as well as the summer of 2017 to monitor the funding of all of our liabilities and their impact on our apportionments. The team did not recommend any changes in the apportionment for 2020.

### **C. Salary, Benefits and Expenses for District Superintendents**

As stated in the conference’s Standing Rules, “the salary of a district superintendent shall be adjusted annually by the average percentage change in the base compensation of all full-time pastors appointed to serve local churches or appointments for which the conference is responsible.” This policy was started in 2008 and called for a periodic review to confirm the increases maintain a salary level that falls at about 90% of the declension of salary packages of full-time elders. The Council on Finance and Administration reviewed the policy in the spring of 2014 and determined that the current formula is maintaining the status set by the Annual Conference in 2008.

Therefore, the amount of change called for in accordance with the policy for 2020 is a 2.72% increase, which brings the base salary to \$122,809. Parsonages or a Housing Allowance are provided by the districts. Travel and other business expenses are reimbursed through an Accountable Reimbursement plan.

## **RECOMMENDATIONS FOR LEGISLATIVE ACTION**

### **I AUDITOR FOR THE CONFERENCE TREASURY**

The Council recommends Ratliff Associates as the auditing firm for the Conference Treasury for the 2019 audit.

### **II. 2020 APPORTIONMENT BUDGET RECOMMENDATION**

#### **BACKGROUND:**

CFA continues to work to hold the Annual Conference budget recommendation as flat as possible. The recommended increase for the total budget for 2020 is .99% with the Annual Conference total increasing by .55%. The General and Jurisdictional Conference apportionments are set by each of those conferences held every four years. For 2020, the increase in those two budget items combined reflects a 1.91% increase.

The Annual Conference budget includes the Episcopal Area fund, the Communications Office, the District Superintendents Fund, and the four centers: (1) the Center for Leadership Development, (2) the Center for Church Development, (3) the Center for Missional Outreach, and (4) the Center for Connectional Resources.

The four center directors worked together to streamline many tasks over the past year, sharing in personnel and resources. As each center presented their proposed budget to CFA, the directors noted the focus on empowering ministry in the local church and providing resources to navigate the trends in the worldwide United Methodist Church. The new reporting standards for non-profits beginning in 2018 and presented in the CFA reports section illustrates the focus on grants and resources for the local church. The staff budgets are aligned with their respective centers. According to NTC Standing Rule II.A.10, the District Superintendent base salaries are calculated with a 2.72% increase. Other staff raises averaged 2% including benefits.

The District Administration Fund budgets come from the District Conferences and are set at the District Conferences which are slated for May 19, 2019. They are not included in the total apportionment budget recommendation as they are not considered by CF&A. These apportionment items are billed to the churches within each district.

#### **2020 Apportionment Budget Recommendation**

<b>Description</b>	<b>2018 Budget</b>	<b>2018 Actual</b>	<b>2019 Budget</b>	<b>2020 Budget</b>	<b>% Change</b>
<b>GENERAL CONFERENCE APPORTIONMENTS (1)</b>					
World Service Fund	\$1,900,998.00	\$1,806,136.00	\$1,939,218.00	\$1,977,321.00	
MEF - Global	\$481,553.00	\$457,523.00	\$491,233.00	\$501,000.00	
MEF - North Texas Conference	\$160,517.00	\$98,545.00	\$163,745.00	\$166,847.00	
Black College Fund	\$256,115.00	\$243,335.00	\$261,265.00	\$266,398.00	
Africa University Fund	\$57,318.00	\$54,458.00	\$58,470.00	\$59,619.00	
Interdenomination Coop Fund	\$50,214.00	\$47,708.00	\$51,224.00	\$52,230.00	
General Administration Fund	\$225,728.00	\$214,464.00	\$230,266.00	\$234,791.00	
Episcopal Fund	\$562,963.00	\$562,963.00	\$574,282.00	\$585,565.00	
<b>Total Expenses</b>	<b>\$3,695,406.00</b>	<b>\$3,485,132.00</b>	<b>\$3,769,703.00</b>	<b>\$3,843,771.00</b>	<b>1.96%</b>

Description	2018 Budget	2018 Actual	2019 Budget	2020 Budget	% Change
<b>JURISDICTIONAL CONFERENCE (2)</b>					
Lydia Patterson Institute	\$72,897.00	\$69,259.00	\$72,897.00	\$72,897.00	
Jurisdictional Administration					
Fund	\$44,918.00	\$42,677.00	\$44,918.00	\$44,918.00	
<b>Sub-Total</b>	<b>\$117,815.00</b>	<b>\$111,936.00</b>	<b>\$117,815.00</b>	<b>\$117,815.00</b>	<b>0.00%</b>
<b>TOTAL GENERAL AND JURISDICTIONAL</b>	<b>\$3,813,221.00</b>	<b>\$3,597,068.00</b>	<b>\$3,887,518.00</b>	<b>\$3,961,586.00</b>	<b>1.91%</b>

**CENTER FOR CHURCH DEVELOPMENT**

Staff	\$461,432.00	\$425,862.00	\$436,434.00	\$442,375.00	
Travel and Meeting	\$31,100.00	\$52,118.00	\$43,000.00	\$43,000.00	
Administration	\$9,000.00	\$7,581.00	\$6,900.00	\$6,900.00	
Professional Services	\$0.00	\$2,750.00	\$3,000.00	\$3,000.00	
Mission Insight	\$8,856.00	\$8,856.00	\$8,856.00	\$8,856.00	
Training	\$81,000.00	\$16,487.00	\$34,000.00	\$32,000.00	
Healthy Church Initiative	\$109,500.00	\$75,101.00	\$37,000.00	\$27,000.00	
Black Church Initiative	\$37,850.00	\$40,129.00	\$70,850.00	\$70,850.00	
New Church Start Grants	\$592,256.00	\$394,123.00	\$617,247.00	\$617,056.00	
Planter Assessment and Prep	\$60,000.00	\$132,050.00	\$133,750.00	\$140,000.00	
<b>TOTAL</b>	<b>\$1,390,994.00</b>	<b>\$1,155,057.00</b>	<b>\$1,391,037.00</b>	<b>\$1,391,037.00</b>	<b>0.00%</b>

**CENTER FOR LEADERSHIP DEVELOPMENT**

Staff	\$511,969.00	\$517,134.00	\$584,375.00	\$610,739.00	
Travel and Meetings	\$16,883.00	\$17,532.00	\$23,650.00	\$24,200.00	
Administration	\$16,200.00	\$11,695.00	\$11,150.00	\$11,350.00	
Board of Ministry (Professional Ministries)	\$58,470.00	\$38,873.00	\$53,250.00	\$52,150.00	
Board of Laity	\$7,500.00	\$4,567.00	\$7,500.00	\$6,000.00	
Faith & Leadership Formation	\$41,500.00	\$51,312.00	\$41,500.00	\$41,500.00	
Texas Methodist Colleges	\$55,000.00	\$52,255.00	\$0.00	\$50,000.00	
Effective & Fruitful Leaders Program	\$16,500.00	\$9,360.00	\$26,500.00	\$26,800.00	
Conflict Management	\$15,500.00	\$9,785.00	\$13,000.00	\$12,600.00	
Campus Ministries	\$537,778.00	\$508,203.00	\$537,777.00	\$537,777.00	
Equitable Compensation	\$54,764.00	\$62,422.00	\$55,832.00	\$55,832.00	
Intentional Interim Pastors	\$45,000.00	\$50,849.00	\$45,000.00	\$45,000.00	
Transitional Care for Clergy	\$70,000.00	\$4,450.00	\$58,000.00	\$35,000.00	
Emerging Leadership Programs	\$30,000.00	\$11,119.00	\$25,000.00	\$15,000.00	
Leadership Dev Standing Committee	\$3,000.00	\$14,023.00	\$3,000.00	\$3,000.00	
Coaching Initiative	\$10,000.00	\$23,794.00	\$15,000.00	\$15,000.00	



<b>Description</b>	<b>2018 Budget</b>	<b>2018 Actual</b>	<b>2019 Budget</b>	<b>2020 Budget</b>	<b>% Change</b>
Camping Ministries	\$397,550.00	\$372,356.00	\$418,050.00	\$418,050.00	
Less Release of Reserves	(\$20,000.00)	\$0.00	(\$53,170.00)	(\$30,000.00)	
<b>TOTAL</b>	<b>\$1,867,614.00</b>	<b>\$1,759,729.00</b>	<b>\$1,865,414.00</b>	<b>\$1,929,998.00</b>	<b>3.46%</b>

#### **CENTER FOR MISSIONAL OUTREACH**

Staff	\$333,278.00	\$276,941.00	\$343,699.00	\$353,614.00	
Travel and Meeting	\$19,900.00	\$16,962.00	\$23,000.00	\$22,000.00	
Advisory Team	\$16,500.00	\$15,602.00	\$87,375.00	\$46,694.00	
Zip Code Connection	\$230,000.00	\$329,397.00	\$0.00	\$0.00	
Christian Unity & Interreligious Concerns	\$1,500.00	\$500.00	\$1,500.00	\$1,000.00	
Church & Society	\$4,500.00	\$3,650.00	\$4,500.00	\$3,500.00	
Ethnic Local Church Concerns	\$119,750.00	\$43,475.25	\$119,500.00	\$119,000.00	
Global Ministries	\$50,500.00	\$52,024.26	\$17,000.00	\$16,000.00	
Extension Ministries	\$0.00	\$0.00	\$55,000.00	\$55,000.00	
Ministry With	\$0.00	\$0.00	\$123,298.00	\$148,064.00	
<b>TOTAL</b>	<b>\$775,928.00</b>	<b>\$738,551.51</b>	<b>\$774,872.00</b>	<b>\$764,872.00</b>	<b>-1.29%</b>

#### **CENTER FOR CONNECTIONAL RESOURCES**

Staff	\$544,800.00	\$512,465.00	\$559,800.00	\$561,900.00	
Travel and Meeting	\$31,900.00	\$25,956.00	\$33,800.00	\$27,500.00	
Administration	\$144,100.00	\$134,035.00	\$147,400.00	\$144,900.00	
Administrative Agencies	\$42,100.00	\$38,774.72	\$42,800.00	\$42,400.00	
Annual Conference	\$100,000.00	\$69,379.00	\$100,000.00	\$94,000.00	
Ministry Center Operations	\$167,100.00	\$205,241.00	\$173,900.00	\$188,800.00	
Ministry Center Debt Service	\$260,000.00	\$214,800.00	\$260,000.00	\$260,000.00	
Board of Pension & Health Benefits	\$1,579,300.00	\$1,410,883.81	\$1,556,300.00	\$1,540,200.00	
Moving Fund	\$112,000.00	\$86,708.89	\$112,000.00	\$110,000.00	
<b>TOTAL</b>	<b>\$2,981,300.00</b>	<b>\$2,698,243.42</b>	<b>\$2,986,000.00</b>	<b>\$2,969,700.00</b>	<b>-0.55%</b>

#### **EPISCOPAL OFFICE**

Area Office	\$75,000.00	\$79,090.40	\$75,000.00	\$75,000.00	
Episcopal Residence	\$32,000.00	\$52,000.00	\$32,000.00	\$32,000.00	
<b>TOTAL</b>	<b>\$107,000.00</b>	<b>\$131,090.40</b>	<b>\$107,000.00</b>	<b>\$107,000.00</b>	<b>0.00%</b>

#### **COMMUNICATIONS**

Staff	\$219,520.00	\$248,041.58	\$286,024.00	\$291,275.00	
Administration	\$285,943.00	\$222,183.76	\$233,997.00	\$223,880.00	
<b>TOTAL</b>	<b>\$505,463.00</b>	<b>\$470,225.34</b>	<b>\$520,021.00</b>	<b>\$515,155.00</b>	<b>-0.94%</b>

Description	2018 Budget	2018 Actual	2019 Budget	2020 Budget	% Change
<b>DISTRICT SUPERINTENDENTS (3)</b>					
Administration	\$84,000.00	\$75,881.75	\$84,000.00	\$84,000.00	
Staff	\$510,008.00	\$510,177.60	\$520,392.00	\$532,479.80	
<b>TOTAL</b>	<b>\$594,008.00</b>	<b>\$586,059.35</b>	<b>\$604,392.00</b>	<b>\$616,479.80</b>	<b>2.00%</b>
<b>ANNUAL CONFERENCE</b>					
<b>TOTAL</b>	<b>\$8,222,307.00</b>	<b>\$7,538,956.02</b>	<b>\$8,248,736.00</b>	<b>\$8,294,241.80</b>	<b>0.55%</b>
<b>TOTAL BUDGETED APPORTIONED EXPENSES</b>					
	<b>\$12,035,528.00</b>	<b>\$11,136,024.02</b>	<b>\$12,136,254.00</b>	<b>\$12,255,827.80</b>	<b>0.99%</b>

**Notes:**

1. The General Conference apportionments are allocated to the annual conferences based on the expenditures of the annual conference and adjusted for an income factor related to geographical area. The total increase in General Conference Apportionments is \$74,068 for a 1.96% increase.
2. The Jurisdictional apportionments are expected to remain the same for each of the four years of this quadrennium.
3. The amount of change in the DS level salary called for in the Standing Rules is 2.72%.

**GUIDELINES FOR APPORTIONMENTS FOR LOCAL CHURCHES**

- A. Formula for Two-Part Decimal:  
1/3 membership and 2/3 finance
- B. Procedure for Computation of Decimal for Each Church:  
The membership part is computed by dividing the total 2018 church membership of the Annual Conference (less discontinued churches and fellowships = 130,309) into the 2018 membership of each church. This becomes the church's membership decimal.  
  
The finance part is computed by adding the amounts of the operating expenses reported paid by each church in columns 41a, 41b, 41c, and 43 - 47 of the 2017 Statistician's Report. (No funds reported in other statistical columns are included in this computation.) This total is then divided by the Conference total of these same columns (less discontinued churches and fellowships = \$90,329,736). This becomes the local church's finance decimal.  
  
The finance decimal is doubled. The membership decimal is added to the doubled finance decimal. This total is divided by three to become the apportionment decimal.
- C. Procedure for Computation of Apportionments for Each Church:  
The apportionment decimal for each church is multiplied by the Conference total of each apportionment to determine the amount that each church is asked to pay toward the apportionment.
- D. Margin for Correction:  
To assure that 100% of the amount of each apportionment will be distributed to the churches, no more than one quarter of one percent may be added to each apportionment when needed.

1 **LEGISLATIVE**

2 **ITEM #13 CLOSING OF CAMPBELL UMC – EAST DISTRICT**

3  
4 **FROM:** North Texas Conference Board of Trustees

5  
6 **BACKGROUND:** Because only a small number of members remain at the Campbell UMC, they  
7 agreed that they cannot continue. Members of the church concluded that now is the time to close the church.  
8

9 **LEGISLATION:** The North Texas Conference Board of Trustees recommends that the property be  
10 sold and the proceeds from the sale be used to start a new church in the East District or within the conference  
11 in accordance with the *2016 Book of Discipline Paragraph 2549.7*.  
12  
13

14 **LEGISLATIVE**

15 **ITEM #14 CLOSING OF ROSSTON UMC – NORTHWEST DISTRICT**

16  
17 **FROM:** North Texas Conference Board of Trustees

18  
19 **BACKGROUND:** Because the Rosston UMC has no remaining members, it is in need of closure.  
20

21 **LEGISLATION:** The North Texas Conference Board of Trustees recommends closure of the Rosston  
22 UMC in accordance with the *2016 Book of Discipline*.  
23  
24

25 **LEGISLATIVE**

26 **ITEM #15 NTC POLICY HANDBOOK**

27  
28 **THE NORTH TEXAS ANNUAL CONFERENCE POLICY HANDBOOK**  
29 **PROPOSED JUNE 2019**  
30

31 **The Policy Handbook is intended to provide easy access to the most up-to-date information**  
32 **on the policies adopted by The North Texas Annual Conference. These policies cover a wide**  
33 **range of topics that are of import to the laity and clergy of the annual conference. The policies**  
34 **contained here are as follows:**  
35  
36  
37

38 **TABLE OF CONTENTS**

39  
40 **BUILDING AND PROPERTY**  
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42 Conference-Wide Property & Liability Insurance Program  
43 Cultural, Historical, or Architectural Landmark  
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47 **COMPENSATION AND BENEFITS**  
48

49 Accountable Reimbursement Policy  
50 Annual Conference Moving Fund  
51 Clergy Housing

Clergy Vacation Standards  
Health Benefits Policies for Active and Retired Clergy

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## PERSONNEL

Children and Youth Safety System Policy  
Conference Personal Conduct/Sexual Ethics Policy  
Conference Sexual Harassment Response Guide

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## CONFERENCE-WIDE PROPERTY & LIABILITY INSURANCE PROGRAM

In response to requests for help from several local churches and after a great deal of study and discussion over many years, the 2006 Annual Conference session voted to establish a conference-wide property and liability insurance program through the group captive established by GCFA known as UM PACT. State regulations governing group captives required each annual conference to provide a capital contribution to the captive.

In April of 2011, GCFA created United Methodist Insurance (UMI) as a single parent captive with the intent of providing greater insurance coverage opportunities and savings. By the end of the second quarter of 2012, UMI assumed all of the assets and liabilities of the UM PACT program and retained its risks and coverage. Although the North Texas Conference is no longer participating in the UMI program, we do continue to have an asset in the form of a surplus note of approximately \$449,000 held with UMI from our capital contribution. We expect this contribution to eventually be returned to our conference.

In 2011, the unusually high loss experience over the preceding five years led to a premium increase of 23% over the previous year along with an increase in deductibles from a flat \$1,000 across the board to a wind and hail damage deductible of 2% per building with a cap of \$50,000 per building per occurrence on our October 1, 2011 insurance renewal with UMI. Under the direction of the Bishop, the Core Leadership Team, and the Council on Finance and Administration (CF&A), an Insurance Advisory Team (IAT) was created to negotiate this program on behalf of the churches of the North Texas Conference. The initial IAT was a six member task force composed of experienced property and liability insurance professionals who were not current broker/agents, directors, or otherwise beneficiaries of any sort of insurance carrier so that they might act on behalf of the churches of the North Texas Conference without any conflict of interest. Over the course of the next several months, the IAT entered into negotiations with UMI over our existing insurance programs. In addition, they secured the services of a local commercial broker, MHBT, in order to obtain a competitive bid on our lines of coverage.

In 2011, the IAT presented to CF&A their recommendation that we move all lines of property and liability insurance coverage to MHBT. CF&A voted unanimously to accept the recommendation of the IAT and to ask that this short term task force be an ongoing advisory team tasked with the work of review and continued negotiation of our insurance needs, reporting directly to CF&A. The actions of the 2012 General Conference moved that oversight responsibility to the Board of Trustees.

Fortunately for our churches, the Property and Liability insurance was moved to a new carrier on April 1, 2012. On April 3, 2012 the Dallas area experienced the eighth most expensive storm in the last forty years of Texas weather history. And on June 16<sup>th</sup>, the Dallas area was again hit with what proved to be the fifth most expensive insurance loss for Texas. Both of these storms ranked above the Bastrop Wildfires in terms of total losses for the insurance industry. Had we remained under our previous carriers, our churches would

1 have experienced deductibles of approximately \$1,405,611 on the hail claims alone based on the 2% of  
2 building value deductible. Instead, our churches paid a total of \$74,260 in 2012 deductibles on these same  
3 losses under our new insurance policy. We are facing a very hard market for property insurance lines due  
4 to the recent storms, particularly in Dallas and Wichita Counties. The Insurance Advisory Committee is  
5 working very hard to provide our churches with coverage that protects their ministry dollars.

6  
7 Our loss experience in 2013 improved significantly, resulting in a smaller than expected increase in  
8 premiums for the 2014-2015 year. Although we experienced significant storms in 2014 and related hail  
9 losses, the restructuring of the insurance program that allows the conference to cover more of the first dollar  
10 losses allowed us to keep the increase in property insurance to an average of just under 5%. We did  
11 experience larger increases in General Liability and Auto causing an overall increase of just under 8% for  
12 the 2015-2016 year.

13  
14 The 2015-2016 year turned out to be very costly with historic floods in the spring, December tornadoes,  
15 numerous hail storms, and two churches burning to the ground. In spite of such catastrophic damages, the  
16 Self-Insured Retention allowed the conference to keep the overall increase in property insurance at slightly  
17 less than a 4% increase.

18  
19 The 2016 -2017 year also turned out to be very costly with hail storms in the spring of 2016, and again in  
20 March of 2017. These storms included baseball and softball sized hail that damaged churches from Wichita  
21 Falls to Collin County. Fortunately, Dallas County fared a little better this year. The total increase to the  
22 churches for 2017-2018 was just under 7%, which included a 15% increase in property but significant  
23 decreases in liability and worker's comp.

24  
25 The 2017-2018 renewal shifted the first dollar loss of claims to the conference from 1.5 million to 2.5  
26 million, with an increase in the deductible to \$25,000. The conference maintains a GAP fund included in  
27 the calculation of the bills to cover this first dollar loss as well as the differential in the cost of the deductible  
28 per campus charged to the conference as opposed to the deductible charged to the individual churches.  
29 While the market calls for a deductible of 1% of the Total Insured Value (TIV) in general, this GAP fund  
30 allows us to keep the deductible charged to the local church at an amount not to exceed .2% in recognition  
31 of the hardship most of our churches would face in trying to fund up to 1% in the event of a loss. The overall  
32 increase in premiums across the board was held at about 3% for the 2018 year given this structure. Our  
33 property loss experience was very good for the 2017-2018 year, allowing us to build a cushion into the  
34 GAP reserve.

35  
36 Because of continuing concern over the vulnerability of our churches in today's litigious society and  
37 realizing that all of the other churches are at risk when some are without adequate coverage or limits, the  
38 Trustees are convinced that a mandatory conference wide program is the best way to protect all North Texas  
39 Conference churches in case of property losses or issues leading to liability claims. The Trustees desire to  
40 do everything possible to keep our churches out of harm's way and to enhance our protection of ministry  
41 and mission.

## CULTURAL, HISTORICAL, OR ARCHITECTURAL LANDMARK

The following processes are established as the policy of the North Texas Annual Conference regarding the seeking and approval for the historic designation of church property.

1. Any Church Board of Trustees which voluntarily wishes to pursue the designation of an historical marker for its location shall research the United Methodist Historic Site designation procedures, requirements, and benefits first before pursuing governmental historical designations that may unnecessarily restrict the ability of the local church to carry out its primary mission of making disciples of Jesus Christ in the world.
2. Any Church Board of Trustees which has determined the United Methodist Historic Site designation is not sufficient for their church building and therefore voluntarily determine to pursue governmental historical designations.
  - a. Comply with the provisions of ¶s 2515, 2539, 2540, 2541, and/or 2543 (as appropriate) of *The 2016 Book of Discipline of the United Methodist Church*, just as if such land-marking were a sale of the property as it commits the annual conference to cooperate with a governmental body in the maintenance, restoration, repair, or sale of the building.
  - b. Obtain the consent of the bishop and a majority vote of the district superintendents, approving such a voluntary land-marking of church-owned property.
3. In the event the local church fails to comply with the steps laid out in Sections 1 and 2 of this resolution, on behalf of the North Texas Annual Conference, the Annual Conference Board of Trustees, as the designated successor in interest to church-owned property held in trust for the United Methodist Church under ¶2549.3 of *The 2016 Book of Discipline of the United Methodist Church*, and as the designated agency “to intervene and take all necessary legal steps to safeguard and protect the interests and rights of the annual conference anywhere and in all matters relating to property and rights to property” of any of its agencies, organizations, or local churches under 2512.4, is directed to intervene, at the request of the superintendent of the district in which the affected property is located, to oppose any governmental effort to involuntarily designate any such property as a cultural, historical, or architectural landmark. This intervention may include engaging what legal or professional counsel is needed. Such intervention may include opposing such land-marking designation in any or all state or federal courts, if necessary and appropriate. The Annual Conference Board of Trustees may, at its discretion, undertake such intervention by financial assistance to the affected board of trustees.


## ACCOUNTABLE REIMBURSEMENT POLICY


The following resolution is hereby adopted by the Council on Finance and Administration of the North Texas Annual Conference of the United Methodist Church. It will be effective for the calendar year 2015 and all future years unless specifically revoked or superseded.

All lay and clergy employees will be reimbursed for ordinary and necessary business expenses incurred in the performance of his or her responsibilities when he/she substantiates the amount, business purpose, date, and place of the expense.

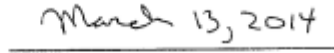
This substantiation must be provided to the conference treasurer within sixty (60) days of incurring the expense. The individual must return to the Conference Office any amounts received in excess of the substantiated expense within one hundred twenty (120) days of receipt.


The Conference Office will not report any properly substantiated reimbursement payments as income on any Form W-2.

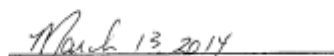
  
Bishop Michael McKee  
Bishop, North Texas Annual  
Conference of the United  
Methodist Church

  
Date

  
Rev. Dr. J. Clayton Oliphint  
President, Council on Finance  
And Administration

  
Date

  
Rev. Jodi Smith  
Treasurer, North Texas Annual  
Conference of the United  
Methodist Church

  
Date

# ANNUAL CONFERENCE MOVING FUND POLICIES AND PROCEDURES

## Funding

The North Texas Conference has a “Moving Fund” paid through a Conference apportionment. This fund shall be of sufficient amount to pay for the number of qualifying moves in any given year. In this section on Annual Conference Moving Fund, “clergy” refers to those entitled to funding from the moving fund, as described more specifically in section 2 below.

For eligible full-time moves, payment will be made as follows:

- for the actual cost up to 40% of Texas Max 3 Tariff as stated in the “Moving Allowance Chart” (which shall automatically reflect any changes in the Texas Max 3 Tariff);
- Replacement Cost Insurance for an estimated value of the shipment up to \$50,000 will be provided for all full-time moves. (The additional cost of a shipment value of \$50,001- 100,000 may be taken out of the stipend);
- A \$300 stipend is also available which may be used for other documented moving expenses the clergy family incurs.

For eligible part-time moves, payment up to a total of \$500 will be made for a moving company and personal expenses.

## Eligibility for Funding

1. Those elders in full connection, provisional elders, associate members, or full-time local pastors who are appointed to a local church in the North Texas Annual Conference, and other elders in full connection, provisional elders, associate members, or full-time local pastors for whom the North Texas Annual Conference is the salary paying unit (such as District Superintendents, Conference Staff, Wesley Foundation Directors, etc.) shall be eligible to receive funds.
2. Retiring elders in full connection, provisional members, commissioned ministers preparing for ordination as elders in full connection, associate members, or full-time local pastors shall be eligible to receive funds for one move into housing not already owned or supported by a local church after retirement, up to the maximum amount allowable. Retired elders in full connection, provisional members, commissioned ministers preparing for ordination as elders in full connection, associate members, and local pastors who are appointed by the Bishop to serve active, full-time appointments shall be eligible for moves up to the maximum amount allowed. In circumstances in which a clergy member planning to retire moves prior to the retirement date, reimbursement for a move made within one year prior to the retirement date shall be made upon retirement, contingent upon the presentation of documentation of costs incurred.
3. Less than full-time appointments to local churches with parsonages will be allocated up to \$500 per move.
4. If an elder in full connection, provisional member, commissioned minister preparing for ordination as elder in full connection, associate member, or full-time local pastor from another Conference is to be appointed to a local church in the North Texas Annual Conference, the North Texas Annual Conference will pay the cost of the move from the border of the North Texas Conference, up to the maximum amount allowed.



5. If an elder in full connection, provisional member, commissioned minister preparing for ordination as elder in full connection, associate member, or full-time local pastor of the North Texas Annual Conference transfers to another Conference, and the receiving Conference does not pay the full cost of the move, the North Texas Conference will pay the cost of the move to the border of the North Texas Conference, up to the maximum amount allowed.
6. Those elders in full connection, provisional members, commissioned ministers preparing for ordination as elders in full connection, and associate members, or full-time local pastors who go on Leave of Absence, or who surrender their credentials, either voluntarily or involuntarily, will not be eligible to receive any North Texas Annual Conference moving funds, except in the case of those going on disability leave or the family of an elder in full connection, a provisional member, a commissioned minister preparing for ordination as an elder in full connection, an associate member, or a full-time local pastor who dies while under appointment who shall be eligible to receive funds for the initial move into housing not already owned or supported by a local church, up to the maximum amount allowable.
7. Those persons who change or move houses, but who do not change appointments, will not be eligible to receive any North Texas Conference moving funds.
8. Those persons who change appointments, but who do not change houses, will not be eligible to receive any North Texas Conference moving funds.
9. If either or both clergy of a clergy couple living in one house change appointments, and move to one house, they will be eligible to receive funds for only the cost of the one move, up to the maximum amount allowable. If two houses are involved, at either the beginning point or ending point, they will be eligible to receive funds for both moves, each up to the maximum amount allowable.
10. In no case shall the Conference pay more than the actual documented expense of any eligible move.

#### **Method of Payment**

A list of movers that will bill the Annual Conference directly will be provided by the receiving District Superintendent in the annual Moving Packet. All expenses that are within the Annual Conference Allowance will be billed directly to the Annual Conference by those moving companies. The receiving church and moving clergy/family will not be responsible for any part of the expense that is within the Annual Conference Allowance. If a moving company is used that will not bill the Annual Conference directly, then the moving clergy/family is responsible for the bill and will be reimbursed by the Annual Conference for all documented expenses that are within the Annual Conference Allowance. Any documented expenses paid by the moving clergy/family are to be submitted to the receiving District Superintendent. The receiving District Superintendent shall then submit these documented expenses to the Annual Conference Treasurer. The Annual Conference Treasurer will be the final arbitrator concerning any question about moving costs, documentation, or payments. The Conference Treasurer shall issue payment to the moving company or the entity that incurred the expense.

A written estimate must be submitted to the receiving District Superintendent by June 15 for Annual Conference moves in July, and within one week of the announcement of a mid-year move. The District Superintendent will then give approval to the moving company or the entity incurring the expense for the move. Arrangements for payment of any expenses in excess of the Annual Conference Allowance must be made prior to the move.

## **Moving Procedures**

1. **Receiving DS** gives to the clergyperson the Moving Packet which includes Moving Procedures, moving companies that will bill the Annual Conference, and the current Moving Allowance sheet.
2. **Clergyperson gets estimates from at least two moving companies** of his/her choice and chooses the one he/she wishes to use. He/she can work out payment with the Annual Conference if the company is not on the list by having the mover call Susannah Cajuat in the Conference Treasurer's office at 972-526-5000.
3. **Clergyperson submits the estimates** (including his/her choice) to the receiving DS for approval with an estimate of other expenses that may be incurred.
4. **Receiving DS approves the move and calls the moving company** with that approval by **June 15** or as soon as the clergyperson gets the estimate with a mid-year move.
5. **Receiving DS mails** copies of chosen estimate, DS Check Sheet, Moving Company Information Sheet and Moving Insurance Information Sheet to Conference Treasurer.
6. **Receiving DS mails** Conference Treasurer copies of any expenses incurred by clergy or receiving charge.
7. **Conference Treasurer** reimburses eligible expenses and pays moving companies.

<b>2019 MOVING ALLOWANCE (based on 12,000 pounds)</b>		
Miles	Texas Tariff Max 3	2019 Allowance 40% of Tariff
All moves under 40 miles will receive a 40 mile rate.		
40 or less	\$8,035	\$3,214
41-60	\$8,342	\$3,337
61-80	\$8,652	\$3,461
81-100	\$8,958	\$3,383
101-120	\$9,264	\$3,706
121-140	\$9,573	\$3,829
141-160	\$9,841	\$3,936
161-180	\$10,148	\$4,059
181-200	\$10,455	\$4,182
201-220	\$10,609	\$4,244
221-240	\$10,765	\$4,306
241-260	\$10,919	\$4,368

## CLERGY HOUSING

In the event of the death of a member of the clergy occupying a parsonage, the surviving spouse and family shall be granted the privilege of using the parsonage for a period of time not to exceed sixty (60) days.

### **Housing Standards for Elders in Full Connection**

In this section on Housing Standards for Elders in Full Connection, including Housing Allowances and Parsonage standards, the word “clergy” means “elders in full connection.” The standards on Housing Allowances and parsonages apply to those churches that have elders in full connection and that are not receiving an equitable salary support.

The size and make-up of clergy families, and the size, location, and type of housing provided for clergy families by local churches is a major factor in the well-being of clergy families. As such, it has an impact on the effectiveness of clergy.

Although it is clear that no one single provision for housing will completely satisfy all the needs of every clergy family and every local church, the goal is to best satisfy the needs of all.

### **Housing Allowances**

While parsonages have been the traditional means of providing housing for clergy families, there are those local church settings and situations where a housing allowance can be an effective and efficient means of providing housing for clergy families.

However, it must be understood that if a house is purchased by a clergy family, there is the potential for financial hardship and difficulties related to the sale of a house when an appointment change is made.

It must also be understood that a housing allowance will have no effect on the tenure of a pastor, neither increasing nor decreasing the potential length of a pastorate.

1. If a housing allowance is provided by a local church, the amount shall be sufficient to allow for the rental\lease\purchase of housing that meets the parsonage standards of the annual conference.
2. A utility allowance shall be paid separately from the housing allowance. Utilities are considered part of the minimum equitable compensation package.
3. The amount of the housing allowance and of the utility allowance shall be reviewed on an annual basis to ensure that the amount is adequate.
4. The District Superintendent, in consultation with the pastor and the Pastor-Parish Relations Committee, shall be responsible for ensuring that these standards are met.

### **Parsonages**

#### **Size**

1. In order to accommodate all family sizes as reasonably as possible, and to allow for the greatest flexibility in meeting the needs of clergy families, the parsonage shall contain at least three bedrooms, with four recommended.
2. There shall be at least two full baths.

3. There shall be at least one large living area, with two living areas recommended.
4. There shall be at least one dining area.
5. There shall be a garage or covered carport adjacent to the house.
6. The total area of living space shall be approximately 2,000 sq. ft. or more.

#### **Location**

1. The parsonage shall be located in a residential neighborhood. (It should not be on a major thoroughfare, nor adjacent to commercial businesses.)
2. The parsonage shall be located where it will allow for adequate privacy for the clergy family.

#### **Interior**

1. The kitchen shall include all standard modern appliances (oven, cooktop, dishwasher, disposal, and refrigerator).
2. There shall be a washer and dryer for laundry.
3. There shall be adequate heating and cooling, with central air and heat whenever possible.
4. The parsonage shall have window treatments in every room (e.g., blinds, drapes, or shutters).
5. The clergy family shall be responsible for all other furnishings.
6. All interiors of newly built parsonages shall be accessible for persons with disabilities,
7. including a minimum of (1) one bathroom that has an accessible shower, commode, and lavatory, (2) passageways, garage, rooms, and entrances that are accessible, and (3) consideration is given to the landscaping of the yard.
8. When an appointment is made in which a member of the parsonage family has a disability, the District Superintendent shall see that the existing parsonage be fitted with aids that will enable it to be suitable for persons with disabilities to the extent that the structure of the existing parsonage can be renovated. Consideration for grant moneys from conference agencies shall be given to these churches.

#### **Exterior**

1. The outside of the parsonage shall be landscaped to complement the house, with adequate shrubs, bushes, and trees.
2. A safe, fenced area shall be provided in the backyard for children and/or pets.
3. The mowing and the upkeep of the yard are to be negotiated between the pastor and the Board of Trustees.

#### **Utilities**

1. The local church shall pay for the cost of all utilities, including basic television access, except for personal long distance phone calls.
2. In order to minimize fees and deposits, the utilities, including the telephone, shall be in the name of the local church, unless this results in a higher rate schedule.

#### **Maintenance**

1. The local church Board of Trustees is responsible for the upkeep and repair of the parsonage, including the appliances, and there shall be an annual inspection of the parsonage and property by the Trustees, with a written report made at the local church's annual Charge Conference. It is suggested that all parsonages have an inspection by an engineering or contracting inspector every five years, starting ten years after they have been purchased or built.

2. The clergy family is responsible for minor upkeep and repairs, and for any damage done to the parsonage by a member or pet of the clergy family, including that caused by smoking.

### **Change of Pastors**

1. When there is an impending change of pastors, the pastor shall notify the local church Board of Trustees, and the clergy family and Trustees shall ensure that the parsonage is as clean as possible. Major repairs should be made before the new clergy family arrives.
2. The Trustees shall contact the new clergy family before any painting or refurbishing is done, in order to have their preferences, needs, and suggestions incorporated into any work done on the parsonage.

### **Disposition of Church Owned Furniture**

Following the 1994 Annual Conference, churches will begin the process of providing unfurnished parsonages, except for the items listed above in C.

### **Compliance**

1. The Board of Trustees of each local church shall make a written report on or before its Charge Conference in 1996, demonstrating either compliance with these standards or specific plans to come into compliance with these standards.
2. The District Superintendent, in consultation with the pastor, the Board of Trustees, and the Pastor-Parish Relations Committee shall be responsible for ensuring that these standards are met.
3. Lay member(s) of Annual Conference is (are) responsible for taking these standards back to every local church Board of Trustees.

## CLERGY VACATION STANDARDS

The following are minimum vacation standards for clergy and diaconal ministers of the North Texas Annual Conference.

### Method of Calculation

The vacation is calculated according to the number of years of service, using the following formula:

- 1 - 4 years of service --- two weeks (two Sundays)
- 5 - 9 years of service --- three weeks (three Sundays)
- 10+ years of service --- four weeks (four Sundays)

### Further Guidelines

In applying the standards:

1. "Years of service" shall be determined by years served as a full-time United Methodist commissioned minister, provisional member, diaconal minister, local pastor, associate member, deacon in full connection, or elder in full connection. In computing a person's "years of service," time spent in all categories shall be cumulated and all shall count toward the person's total "years of service."
2. The length of vacation is set by the Annual Conference, but the most suitable time for both the employing entity and the clergy or diaconal ministers and their families must be determined by consultation between the clergy or diaconal minister and the employing entity.

# BOARD OF PENSION AND HEALTH BENEFITS

## HEALTH BENEFITS POLICIES

### INTRODUCTION

The North Texas Conference provides a conference health insurance program designed to provide its eligible employees (defined herein) with a comprehensive plan for medical insurance. The program is administered through a group plan overseen by the Conference Board of Pension and Health Benefits. The North Texas Annual Conference participates in HealthFlex, the health benefits program of Wespeth Benefits and Investments of The United Methodist Church for our active participants and Via Benefits for retired participants.

All full-time clergy appointed to local churches within the Conference or as District Superintendents or to the Conference staff (ordained elders, deacons in full connection, deacons on track to become elders, commissioned persons on track to become elders or deacons, full-time local pastors, members of other conferences or denominations appointed according to Paragraphs 346.1 or 346.2) **are required** to be enrolled in the Conference health insurance plan and their respective church or salary-paying unit is responsible for the defined contribution amount set by the Board of Pension and Health Benefits for the appointee. Coverage for spouses and dependents is optional, and the premium for an appointee's spouse and dependents is the responsibility of the appointee.

### ELIGIBILITY

The following are eligible for coverage under the program and in accordance with the adoption agreement between the North Texas Conference and Wespeth:

1. Ordained elders and deacons and commissioned persons on track to become elders or deacons (including those with full Conference membership, provisional membership and associate membership), and local pastors appointed full-time to local churches within the Conference and their eligible dependents.
2. Clergy serving as district superintendents and Conference staff.
3. Clergy from other United Methodist annual conferences and ordained ministers from other denominations employed full-time and under episcopal appointment to a local church or charge of the North Texas Annual Conference under the provisions of Paragraphs 346.1 or 346.2 of the *2016 Book of Discipline*.
4. Clergy appointed beyond the local church within the connectional structure to a General Agency, to other than a unit of a conference or other than a General Agency, an ecumenical agency and extension ministry endorsed by the General Board of Higher Education and Ministry under the provisions of Paragraph 344.1a(2), 344.1a(3), 344.1a(4) and 344.1b, only if they are listed specifically in the annual Wespeth adoption agreement.
5. Clergy appointed to Leave of Absence or Sabbatical (eligible for one year only).
6. Lay persons who are full-time (at least 30 hours per week) employees of the annual conference and their eligible dependents.
7. Full-time (at least 30 hours per week) lay employees and their eligible dependents of local churches or connectional agencies in the North Texas Annual Conference which offer the Conference group insurance

1 program to all of their full-time lay employees, if the church has a sub-adoption agreement with Wespath  
2 and meets the 75% participation rule.

3  
4 8. Retired clergy members of the Conference immediately eligible to receive pension from Wespath at the  
5 beginning of the month following the month in which the retired relation takes place, and who had a  
6 minimum of five (5) continuous and consecutive years of active participation in the North Texas Annual  
7 Conference group health program at the time of retirement, and their respective dependents. Retired clergy  
8 can retain future rights to Conference funding if at the time of retirement coverage was declined because  
9 the clergy had other employer sponsored group health insurance.

10  
11 9. Disabled clergy members (appointed under ¶356 *2016 Book of Discipline*) of the Conference (who were  
12 enrolled in HealthFlex at the time of their disability) immediately eligible to receive disability benefits from  
13 Wespath at the beginning of the month following the month in which the disability leave with disability  
14 benefits takes place, as granted by the Division of Conference Relations, and their respective dependents.

15  
16 10. Retired lay employees of the Conference or a local church within the Conference at the beginning of  
17 the month following the month in which the retired relation takes place, and who had a minimum of five  
18 (5) consecutive years of active participation in the North Texas Annual Conference group health plan at the  
19 time of retirement, and their respective dependents, if the church selects that category in the sub-adoption  
20 agreement with Wespath.

21  
22 11. Disabled lay employees of the Conference or a local church within the Conference (who were enrolled  
23 in HealthFlex at the time of their disability) at the beginning of the month following the month in which  
24 the disability leave takes place as granted by Wespath, and their respective dependents.

25  
26 12. Surviving dependents of a deceased active participant as long as the participant and dependent were  
27 covered participants at the time of death.

28  
29 13. Surviving dependents of a deceased retired participant as long as the participant and dependent were  
30 covered participants at the time of death. If the surviving dependent declined coverage at the time of the  
31 participant's retirement due to having other **employer sponsored group health insurance**, that dependent  
32 retains future rights to funding as long as the other employer sponsored group health remains in effect.

33  
34 14. Eligible children include any child under the age of 26, including all natural, legally adopted and step-  
35 children for whom the participant has court ordered legal guardianship.

36  
37 15. A divorced spouse of an active participant is eligible provided the participant is responsible by legal  
38 decree for the majority of financial support of the former spouse or specifically responsible for the medical  
39 or other health care expenses of the former spouse.

40  
41 16. Continuation health benefits are available for a period of one year for any participant who becomes  
42 ineligible providing they have been on the plan for at least three months and they are not eligible for  
43 coverage under another group health plan or Medicare. A divorced spouse is eligible for two years of  
44 continuation health benefits. The plan is the same and the premium, due one month in advance, is billed  
45 directly to the participant. Notification of ineligibility must occur within 30 days and application for  
46 continuation benefits must occur within 60 days of becoming ineligible and the continuation benefits begin  
47 the day after the participant became ineligible.

48  
49 Eligible persons must complete a HealthFlex enrollment form and return it to the Conference Center for  
50 Connectional Resources within 30 days of their date of hire, date of newly acquired eligibility or family  
51 status change. Family status changes which allow late enrollment are: birth, adoption, death, marriage,



1 divorce, or loss of other coverage. There is also an open enrollment period every year in November for  
2 coverage to begin in January of the following year.

### 3 4 **MEDICAL BENEFITS PROGRAM FOR ACTIVE PARTICIPANTS**

5  
6 A Preferred Provider Organization (PPO) plan, Consumer Driven Health Plans (CDHP), and High  
7 Deductible Health Plans (HDHP) are available for active participants and their dependents. These plans are  
8 currently administered by Blue Cross/Blue Shield of Illinois. Prescription drugs are covered for active  
9 participants through OptumRX and the prescription plan is a percentage plan with co-pay amounts for three  
10 tiers of drugs. A mail order program is also available to obtain 90-day supplies of maintenance drugs at a  
11 lesser cost and is required for all maintenance prescriptions. In addition, 90-day supplies of maintenance  
12 drugs are available through Walgreen's.

13  
14 Mental health and chemical dependency benefits are provided through United Behavioral Health (UBH)  
15 under all plans. A participant must call UBH at 1-800-788-5614 before receiving inpatient or outpatient  
16 treatment either in-network or out-of-network. There is also a Pastoral Consultation Hotline for clergy  
17 available for both active and retired clergy at no charge. The number is 800-842-2869.

18  
19 Vision benefits are available through Vision Service Plan (VSP). A basic vision examination is provided  
20 and discounts for eyeglasses and contact lenses are available at no cost. For an additional fee, two other  
21 vision plans are available.

22  
23 A choice of three dental plans (Dental PPO, Dental Passive PPO 1000, and Dental Passive PPO 2000) is  
24 available for a fee and each is administered through Cigna.

25  
26 UMLifeOptions is a Wespath sponsored life insurance program allowing eligible clergy and lay employees  
27 of churches to purchase additional life insurance coverage. Local churches are plan sponsors of this  
28 coverage and will find information on this program at [www.Wespath.org](http://www.Wespath.org).

29  
30 Medical Reimbursement Accounts (MRA) and Dependent Care Accounts (DCA) are also available to  
31 active participants. A participant may select annual MRA amounts between \$300 and \$2,650 to be deducted  
32 by the salary paying unit on a monthly basis as a salary reduction. This money may be used for medical  
33 expenses which are not covered by the plan such as deductibles, co-pays, dental, vision and other qualified  
34 costs. The DCA may be used to pay for qualified child or parent daycare expenses (maximum annual  
35 amount is \$5,000). Forms to be used to submit claims are available at [www.Wespath.org](http://www.Wespath.org) or in the  
36 Conference Center for Connectional Resources.

### 37 38 **CONFERENCE FUNDING POLICIES FOR ACTIVE HEALTH BENEFITS**

39  
40 1. The Board of Pension and Health Benefits approved default plan premium for full-time clergy appointed  
41 to local churches within the Conference or as district superintendents or to the Conference staff (ordained  
42 elders, deacons in full connection, deacons on track to become elders, commissioned persons on track to  
43 become elders or deacons, full-time local pastors, members of other conferences or denominations  
44 appointed according to Paragraphs 346.1 or 346.2) is to be paid by the local church or salary paying unit.  
45 For 2019, the defined contribution for the Conference is equal to the fully-funded premium of the Consumer  
46 Driven Health Plan (CDHP) C2000.

47  
48 2. The premium for the appointee's spouse and dependents is the responsibility of the appointee. An optional  
49 agreement may be made between the church or salary paying unit and the appointee for the church or salary  
50 paying unit to pay the family premium.

3. The Conference will pay the approved defined contribution as set annually by the Conference Board of Pension and Health Benefits for lay employees of the annual conference. The premium for dependents is the responsibility of the employee.

4. Responsibility for the premium for eligible lay employees of local churches or institutions within the connectional structure will be determined by the employer and the employee.

5. The Conference pays the active premium for disabled clergy members of the Conference who were appointed to a local church or as district superintendent or to the Conference staff and were enrolled in HealthFlex at the time of disability. Approval by the Division of Conference Relations and eligibility to receive disability benefits from Wespath is also required. Payment begins the month following the month in which the disability leave with disability benefits takes place. The premium for dependents is the responsibility of the clergyperson.

If the disability with benefits was approved prior to December 31, 2013, the Conference will pay the active premium until the disabled participant chooses retired status at which time enrollment in a Via Benefits Medicare Plan (if the participant is age 65 or older) will be required and funding will be based on years of service attained at time of retirement. For those taking retired status at age 62 or 30 years of service, the funding for the active health premiums will be based on the scale in the *2012 Journal* and 2013 Medicare Supplement premium of \$5,040 not to exceed \$2,520 per year. At age 65 and Medicare eligibility, funding will be provided at the current year's Via Benefits Funding Scale.

For disability with benefits approved on or after January 1, 2014, the Conference will pay the active premium until the disabled participant reaches age 65 at which time enrollment in a Via Benefits Medicare Plan will be required and funding will be based on years of service attained at that time. Retired status is not required but enrollment in a Medicare plan is and cessation of active health insurance premiums paid by the Conference will occur.

Via Benefits is available only to those with Medicare Part A and B benefits. Therefore, to qualify for Via Benefits and Conference funding, a retired clergy person who opted out of Social Security must either purchase Medicare Parts A and B at their own expense or have access to Medicare through their spouse.

6. Subsidies are available on a sliding scale for those churches whose pastor's Total Compensation is below the Denominational Average Compensation (DAC) for the appointee's premium and those pastors whose compensation is below the DAC for their dependents. A written application must be submitted to and approved by the appropriate District Superintendent. Only those appointed full-time as "pastor-in-charge" are eligible for this supplement. The guidelines for application are as follows:

#### **Guidelines for 2018 Health Insurance Supplement Applications**

1. Local churches must submit to their district superintendent a written application signed by the Pastor (Staff) - Parish Relations Committee chairperson and the Administrative Council/Board chairperson for appointee supplements.
2. Pastors must submit to their District Superintendent a written application for dependent supplements.
3. The pastor's "Insurance Supplement Eligibility" (line VIII from the 2018 Ministerial Compensation Report turned in at Charge Conference) must be below \$70,202 (the 2018 Denominational Average Compensation).

4. If the need exists in the judgment of the District Superintendent and funds are available, appointee supplements may be awarded to churches on the following scale (annual amount shown - paid monthly):

Pastor's Total Compensation	% DAC	Church Pays	Amount of Supplement
\$71,361 and above	100%	\$10,632	\$ 0
\$71,360 – 67,793	95%	10,100	532
\$67,792 – 64,225	90%	9,569	1,063
\$64,224 – 60,657	85%	9,037	1,595
\$60,656 – 57,089	80%	8,506	2,126
\$57,088 – 53,521	75%	7,974	2,658
\$53,520 – 49,953	70%	7,442	3,190
\$49,952 – 46,385	65%	6,911	3,721
\$46,384 – 42,817	60%	6,379	4,253
\$42,816 and below		6,379	4,253

5. If the need exists in the judgment of the district superintendent and the funds are available, dependent supplements may be awarded to pastors on the following scale (annual amount shown - paid monthly):

Pastor's Total Compensation	% DAC	One Dependent		Two or More Dependents	
		Pastor Pays	Amount of Supplement	Pastor Pays	Amount of Supplement
\$71,361 and above	100%	\$9,552	\$0	\$14,856	\$0
\$71,360 – 67,793	95%	9,074	478	14,113	743
\$67,792 – 64,225	90%	8,597	955	13,370	1,486
\$64,224 – 60,657	85%	8,119	1,433	12,628	2,228
\$60,656 – 57,089	80%	7,642	1,910	11,885	2,971
\$57,088 – 53,521	75%	7,164	2,388	11,142	3,714
\$53,520 – 49,953	70%	6,686	2,866	10,399	4,457
\$49,952 – 46,385	65%	6,209	3,343	9,656	5,200
\$46,385 – 42,187	60%	5,731	3,821	8,914	5,942
\$42,186 and below		5,731	3,821	8,914	5,942

6. If the pastor's Total Compensation for Health Insurance Supplement Eligibility is above \$71,361 but extraordinary circumstances exist in the judgment of the District Superintendent, an appointee supplement may be awarded to the church and/or a dependent supplement may be awarded to the pastor at the lowest level on the scales above if funds are available. Likewise, superintendents are not obligated to award any supplements even though an applicant may be eligible, if they determine that no need exists.

7. District Superintendents are asked to distribute these Guidelines and the supplement application forms to churches and pastors who may be eligible as soon as possible. Additional application forms will be available in the District and Conference Offices.

8. District Superintendents are asked to fax or mail the approved Health Insurance Supplement Application Forms to the Center for Connectional Resources by December 1 of each year. No supplements will be processed until the approved Application Forms are received in the Center for Connectional Resources. Forms received after the deadline will be processed for the following

month's billing and they will not be done retroactively.

9. All supplements cease when a pastoral change occurs. New applications are to be submitted to the Center for Connectional Resources by the 1<sup>st</sup> day of the month following the move. A supplement may be processed one month retroactively only in the event of a mid-year move.

### **MEDICAL BENEFITS PROGRAM FOR RETIRED PARTICIPANTS**

Beginning on January 1, 2014, the North Texas Annual Conference provides a consultation service through Via Benefits to help Medicare-eligible retired participants, spouses and surviving spouses find and enroll in a Medicare supplement plan best suited to individual needs. You must have Medicare Parts A and B to be eligible for coverage through Via Benefits. For those enrolling in the insurance supplement plan through Via Benefits, the annual conference will help offset the cost of the individual Medicare supplemental plan and eligible health care costs by funding a Health Reimbursement Account (HRA).

Clergy in the retired relationship with the annual conference who continue to work full time at a local church or eligible agency remain in the active plan. Retired clergy who opted out of Social Security and their dependents and spouses continue in the active plan if they continue working full time at a local church or eligible agency.

A dependent spouse may be eligible for Conference retiree benefits even if not a covered dependent at the time of the participant's retirement. If the spouse is covered by another **employer sponsored group health insurance plan**, he/she may decline Conference coverage while still maintaining future rights to coverage. The retiring participant may also decline Conference coverage at the time of his/her retirement while maintaining future rights to coverage if he/she can be covered under a spouse's **employer sponsored group health insurance plan**. Future coverage rights can be exercised at any open enrollment opportunity or within thirty days of losing the other employer sponsored group health coverage as long as the other coverage was maintained up to the day the Conference coverage is to begin.

The divorced spouse of a retiree may retain coverage or future rights to coverage as described above if it is declared in the divorce decree that the participant is responsible for health coverage or is responsible for a majority of the financial support of the divorced spouse. Future rights to coverage will end when the specified period in the legal decree has expired or upon the death of the participant (providing the decree provides for termination of the participant's responsibility at that time).

A new spouse or dependent acquired by a retiree after retirement is not an eligible dependent with the exception of a dependent child gained through court ordered legal guardianship.

**TOLLING PROVISION:** If the retiring participant or eligible dependent has other employer sponsored group health coverage at the time of retirement (through a subsequent employer or spouse's employer) he/she may decline HealthFlex coverage and retain the ability to enroll for such coverage at a future date (so long as continuous coverage through such other employer sponsored group health coverage is maintained). The eligible person can exercise this enrollment option within 31 calendar days of losing other employer sponsored group health coverage.

**After retirement, if a retiree, dependent or surviving spouse terminates Conference coverage, they will no longer retain any future rights to coverage.**

## **CONFERENCE FUNDING POLICIES FOR RETIREE HEALTH BENEFITS**

Beginning on January 1, 2014 the North Texas Annual Conference through the Retiree Health Insurance Current Year Benefits apportionment helps fund a Health Reimbursement Account (HRA) to be used for health insurance premiums and/or eligible medical expenses in retirement for eligible retired clergy participants, spouses and surviving spouses. Prior to retirement at age 65, an eligible clergyperson would be given information to contact Via Benefits, the agency selected by Wespath to guide retirees through the process of choosing the most suitable plan to supplement Medicare.

For those eligible clergypersons enrolled in the conference health insurance plan who retire after January 1, 2003, their eligible spouses, and eligible surviving spouses, the conference will fund a Health Reimbursement Account with 30-100% of \$1,300 for those retiring at age 65 (or full retirement age) based on their years of ministerial service (which qualify for retirement credit) in The United Methodist Church in which they were appointed to a local church or within the connectional structure as defined in the *2016 Discipline* Paragraphs 344.1(a)(1) and (2), or partial years of like service for less than full-time appointments, as follows:

### **VIA BENEFITS FUNDING SCALE**

Effective 1-1-2018

<b>Years of Service (full time equivalent)</b>	<b>% \$1,300</b>	<b>\$ Amount</b>
0 - 4	0	0
5	30 %	390
6	32 %	416
7	34 %	442
8	36 %	468
9	38 %	494
10	40 %	520
11	44 %	572
12	48 %	624
13	52 %	676
14	56 %	728
15	60 %	780
16	64 %	832
17	68 %	884
18	72 %	936
19	76 %	988
20	80 %	1,040
21	84 %	1,092
22	88 %	1,144
23	92 %	1,196
24	96 %	1,248
25 or more	100 %	1,300

For those eligible clergypersons enrolled in the Conference health insurance plan who retired before January 1, 2003, their eligible spouses, and eligible surviving spouses, the North Texas Conference will fund 100% of \$1,300.

## ELIGIBILITY FOR VIA BENEFITS AND CONFERENCE FUNDING FOR RETIREES

### 1. RETIREES, SPOUSES, SURVIVING SPOUSES

Retired full-time clergy appointed to: 1) a local church within the North Texas Conference, 2) District Superintendents or 3) Conference staff (including ordained elders, associate members, deacons in full connection, provisional elders and deacons, full-time local pastors, members of other annual conferences or denominations appointed under ¶346.1 and 346.2) who have a **minimum of five (5) continuous and consecutive years of active participation** in the North Texas Annual Conference group health plan at the time of retirement. **Conference funding via an HRA will only be available to retired clergy and non-clergy spouses while they are covered by a plan through Via Benefits or the active Conference health plan.** Under certain circumstances, the five (5) year condition may be waived upon written recommendation from the Bishop and the Cabinet with approval from the North Texas Conference Board of Pension and Health Benefits.

Spouses of clergy at time of retirement are eligible for Via Benefits (or the active plan in the case of those under age 65) and funding based on the years of service level of the retired clergy. Retirees and Spouses who decline Conference health insurance at the time of retirement due to other employer sponsored group coverage (in which they have maintained continuous coverage) may be eligible for Via Benefits and funding when the employer coverage ceases.

The divorced spouse of a retiree may retain coverage or future rights to coverage in the appropriate Conference health insurance plan if it is declared in the divorce decree that the participant is responsible for health coverage or is responsible for a majority of the financial support of the divorced spouse. Future rights to coverage will end when the specified period in the legal decree has expired or upon the death of the participant (providing the decree provides for termination of the participant's responsibility at that time). Conference funding is not available for divorced spouses.

A new spouse or dependent acquired by a retiree after retirement is not an eligible dependent with the exception of a dependent child gained through court ordered legal guardianship.

Dependent children of a retiree are eligible for the appropriate Conference health insurance plan but are not eligible for Conference funding.

**After retirement, if a retiree, dependent or surviving spouse terminates Conference coverage, they will no longer retain any future rights to coverage.**

### 2. CLERGY COUPLES IN RETIREMENT

The first party of a clergy couple to retire will receive funding corresponding to their own years of service level at the time of their retirement. Upon retirement of the second party of the clergy couple, both will receive funding related to the highest years of service level.

Full-time appointed clergy spouses of a retired clergy are not eligible for supplemental funding as their active health premium is paid in full by the local church to which they are appointed.

In the event of a clergy couple divorce following retirement, each clergy person would receive the amount of funding based on their own years of service.

### 3. PRE-65 RETIREES/SPOUSES/SURVIVING SPOUSES

For clergy retiring on or prior to 12/31/2013 who are at least 62 years of age (but not yet 65) or have 30 years of service, their eligible spouses, and eligible surviving spouses who are required to remain in the active health plan, the Conference will base funding for active health premiums on the scale in the 2012

1 *Journal* and 2013 Medicare Supplement premium of \$5,040 not to exceed \$2,520 per year per person. At  
2 age 65 and Medicare eligibility funding will be provided at the current year's Via Benefits Funding Scale.  
3 Anyone retiring on or after January 1, 2014 will receive funding through appropriately reduced Conference  
4 health insurance premiums based on the Via Benefits Funding Scale in effect on the date of retirement.

#### 5 6 4. RETIREES WITH MEDICARE SPOUSES

7 For clergy retiring whose spouses are already covered by Medicare, the spouse may choose to become part  
8 of Via Benefits effective the next calendar year. Funding for the spouse for the rest of the year in which the  
9 clergyperson retired will be prorated and administered by Via Benefits. To be eligible for the funding for  
10 the next year and years going forward, the spouse will be required to enroll in Medicare supplement plans  
11 at the fall Medicare open enrollment through Via Benefits. The spouse could be subject to medical  
12 underwriting.

#### 13 14 5. TWENTY YEAR RULE RETIREES (§357.2 2016 Discipline)

15 Those retiring under "the twenty year rule" (i.e., are not 62 and have at least 20 years but not 30 years of  
16 service) are eligible to remain on the Conference active insurance plan. These participants must pay the  
17 entire active premium until they reach 65 (Medicare eligible). At age 65, the retiree may obtain the services  
18 of Via Benefits and the Conference will fund an HRA at the years of service level accrued at the time of  
19 retirement.

#### 20 21 6. RETIREES APPOINTED FULL TIME TO A LOCAL CHURCH

22 For retirees who continue to serve local churches full time in the North Texas Conference and remain in  
23 the active health plan the Conference will fund through appropriately reduced Conference health insurance  
24 premiums based on the Via Benefits Scale in effect on the date of retirement.

#### 25 26 7. CLERGY WHO OPTED OUT OF SOCIAL SECURITY

27 Via Benefits is available only to those with Medicare Part A and B benefits. Therefore, to qualify for Via  
28 Benefits and Conference funding, a retired clergy person who opted out of Social Security must either  
29 purchase Medicare Parts A and B at their own expense or have access to Medicare through their spouse.

#### 30 31 8. INVOLUNTARY RETIREMENT (§357.3 2016 Discipline)

32 For those under involuntary retirement who have remained in the Conference active health plan, funding  
33 will become available at age 65 (Medicare eligible) when entering Via Benefits. The level of funding will  
34 correspond to the years of service attained at the effective date of retirement.

#### 35 36 9. DISABILITY (§356 2016 Discipline)

37 If the disability with benefits was approved prior to December 31, 2013, the Conference will pay the active  
38 premium until the disabled participant chooses retired status at which time enrollment in an Via Benefits  
39 Medicare Plan (if the participant is age 65 or older) will be required and funding will be based on years of  
40 service attained at time of retirement. For those taking retired status at age 62 or 30 years of service, the  
41 funding for the active health premiums will be based on the scale in the 2012 *Journal* and 2013 Medicare  
42 Supplement premium of \$5,040 not to exceed \$2,520 per year. At age 65 and Medicare eligibility, funding  
43 will be provided at the current year's Via Benefits Funding Scale.

44  
45 For disability with benefits approved on or after January 1, 2014, the Conference will pay the active  
46 premium until the disabled participant reaches age 65 at which time enrollment in a Via Benefits Medicare  
47 Plan will be required and funding will be based on years of service attained at that time. Retired status is  
48 not required but enrollment in a Medicare plan is and cessation of active health insurance premiums paid  
49 by the Conference will occur.

Via Benefits is available only to those with Medicare Part A and B benefits. Therefore, to qualify for Via Benefits and Conference funding, a retired clergy person who opted out of Social Security must either purchase Medicare Parts A and B at their own expense or have access to Medicare through their spouse.

#### 10. RETIRED FULL-TIME LOCAL PASTORS (§320.5 2016 Discipline)

Retired full-time local pastors who meet Via Benefits eligibility described in 1. above will receive HRA funding according to their years of service at time of retirement.

11. Surviving spouses of deceased retired clergy are eligible for coverage as long as the participant was a covered participant at the time of death. The health plans available to surviving spouses are the same as those available to retiree participants and conference funding of the HRA is the same as for the retiree.

12. The health plans available to retired Diaconal Ministers are the same as for retired clergy and the Conference funding of the HRA is the same as for retired clergy.

13. The health plans available for retired lay employees of the annual conference are the same as for retired clergy. Conference funding of the HRA for the retired lay employee of the annual conference with 10 or more years of service (not including spouse or dependents) is based on the same scale of service as that for retired clergy beginning at the 10 years of service level.

14. Retired lay employees of a local church or qualified agency within the Conference are eligible to participate in any of the health insurance plans available to retired clergy, if the church or agency has a sub-adoption agreement with the Wespath. The premiums are the same as for the retired clergy, but the responsibility for payment remains entirely with the retired lay participant.

### **ADMINISTRATIVE PROCEDURES**

Enrollment material can be obtained from the Conference Center for Connectional Resources. Enrollment forms must be completed, signed and returned to that office within 30 days of the employee's date of hire or family status change. Upon receipt of enrollment forms, Wespath will inform the insurance provider and the participant should receive election material and appropriate insurance cards within a reasonable period of time. If the 30-day time period is not met, the employee would be assigned the current Conference approved health insurance plan (**although the salary paying unit is still responsible for payment of the appointee's premium in the case of mandatory categories of participants**).

The monthly health insurance billing is mailed to the appropriate local church, agency, or individual on the 1st of each month and the payment is due in the Conference office by the 20th of that month. Premiums not received by the next billing period are considered "past due" and so marked on the next month's bill. Termination procedures begin for any accounts more than 60 days in arrears. District Superintendents are informed each month of those churches with past due balances.

Participants will receive annual election materials each fall prior to the Open Enrollment period from Wespath with instructions for changing or maintaining health coverage for the next calendar year.

Denial of benefits policies and appeals procedures are those of the HealthFlex insurance carrier and Wespath.



1                                   **HEALTH BENEFITS POLICY STATEMENT**  
2                                   **FOR INDIVIDUALS COVERED THROUGH 20-YEAR RULE RETIREMENT,**  
3                                   **EXTENSION MINISTRY APPOINTMENTS, CONTINUATION INSURANCE,**  
4                                   **AND RETIREES AND SURVIVING SPOUSES PAYING PREMIUMS**  
5                                   **DIRECTLY TO THE NORTH TEXAS CONFERENCE**  
6

7     The North Texas Conference makes health insurance available to clergy who have retired under the 20-  
8     year rule and to some clergy who are appointed to extension ministry positions. (Special arrangements for  
9     health coverage can be made in some cases for those appointed under ¶344.1b, and ¶344.1d.) The premiums  
10    must be paid by the individual one month in advance and are due on the 20<sup>th</sup> of every month. Accounts are  
11    past due if not received by the 20<sup>th</sup> and if two payments are due on the 20<sup>th</sup> of any month, a letter will be  
12    sent to the individual with notification of insurance cancellation. In addition, an attempt will be made to  
13    schedule a meeting with the participant and a member of the Conference staff to explain the termination of  
14    coverage. Any account that is two payments past due will be terminated if payment has not been received  
15    in the Conference office by the end of the month. The termination date will be retroactive to the first of the  
16    month of unpaid premium. (For example: The premium for February is billed on January 1 and is due by  
17    January 20. The premium for March is billed on February 1 and is due by February 20. If neither February  
18    nor March premium is paid by February 20, the insurance will be terminated retroactive to February 1.)  
19

20    The North Texas Conference offers continuation health insurance to participants who have been terminated  
21    or have lost eligibility if they have been covered for at least three consecutive months prior to loss of  
22    eligibility. The continuation coverage can extend up to one year following the loss of coverage date. The  
23    first month's premium is due with the application for coverage and future premiums are due one month in  
24    advance on the 20<sup>th</sup> of every month. Accounts are past due if not received by the 20<sup>th</sup> and if two payments  
25    are due on the 20<sup>th</sup> of any month, a letter will be sent to the individual with notification of insurance  
26    cancellation. In addition, an attempt will be made to schedule a meeting with the participant and a member  
27    of the Conference staff to explain the termination of coverage. Any account that is two payments past due  
28    will be terminated if payment has not been received in the Conference office by the end of the month. The  
29    termination date will be retroactive to the first of the month of unpaid premium.  
30

31    If anyone in the above categories has extenuating circumstances which prevent them from making timely  
32    payments, a hearing may be scheduled with the Conference Board of Pension and Health Benefits to appeal  
33    the scheduled termination and request a payment plan.  
34

35    This Health Benefits policy statement will be effective July 1, 2018.  
36

1                   **CHILDREN AND YOUTH SAFETY SYSTEM POLICY**  
2           **MINISTRYSAFE SAFETY SYSTEM FOR ALL CONFERENCE AND DISTRICT EVENTS**  
3           **NORTH TEXAS ANNUAL CONFERENCE OF THE UNITED METHODIST CHURCH**

4  
5                   **Introduction to Annual Conference Policy**  
6

7   OUR CALLING AND OUR MANDATE IS TO ENSURE A SAFE HAVEN FOR ALL OF GOD'S  
8   PEOPLE.  
9

10 Throughout the gospels, Jesus provides teachings on providing a peaceable kingdom for all of God's people,  
11 including our most precious gifts, our children and youth (Matthew 5:9, Luke 18:15-17). The peaceable  
12 kingdom begins with sanctuary. Scriptures provide examples of how sanctuary is to be a community of  
13 protective nurture and harmony (Psalms 20:1-2, 27:4-5).  
14

15 As Christians, we are called to create a protective environment in our churches. They must be holy, safe  
16 and protective communities for all of God's children, regardless of age or ability. The purpose of this policy  
17 is to address the communal responsibility of our children, youth, and vulnerable persons at all local  
18 churches, and at all District or Annual Conference sponsored events. The North Texas Annual Conference  
19 of The United Methodist Church recognizes the need to have a formal, written policy with procedures in  
20 place (1) to help prevent the opportunity for the occurrence and/or the appearance of abuse of children,  
21 youth, and vulnerable persons, (2) to help provide safeguards for workers from false accusations and/or  
22 suspicions and (3) to hold accountable all those who minister in the name of Jesus Christ.  
23

24 The following policy and procedures are not based on a lack of trust in workers, but are intended to protect  
25 our preschoolers, children, youth, vulnerable persons, workers, employees, volunteers and the entire church  
26 body. Careful and confidential documentation is essential to show compliance with policies, to verify  
27 information as needed, and to have an accurate record in the case of an incident.  
28

29                   **Scope of Annual Conference Policy**  
30

31 This policy and its provisions shall apply to all persons including all paid and unpaid persons, whether lay  
32 or clergy who have any direct or indirect contact with children and youth who participate in any activities  
33 or events sponsored by the North Texas Annual Conference of The United Methodist Church and/or its  
34 Districts.  
35

36 This Annual Conference policy is effective as of July 1, 2012 for all Conference and District Events. The  
37 North Texas Annual Conference policy shall be applicable at all Conference and District activities. The  
38 local congregation's policy may expand the Conference policy, but may not/should not alter the minimum  
39 standards established by the Conference or those standards mandated by the State of Texas' licensures.  
40

41                   **Supervision**  
42

43 An adult is defined as anyone 18 years of age or older.  
44

45 A youth assistant is anyone under the age of 18 who may work with children and youth only when  
46 supervised by at least two adults over the age of 18 years. Youth assistants cannot be in charge of, nor left  
47 alone with children and youth. Background checks on youth under the age of 18 are inaccessible, so choose  
48 youth with great care. If using youth assistants, ensure the following is completed: 1) Application, 2) six-  
49 month volunteer history and 3) verify references. Also note, with using youth assistants, MinistrySafe  
50 training will need to be adapted for age-appropriateness.  
51

To achieve compliance with the MinistrySafe policy it may be necessary to combine groups; recruit, train, and reference additional volunteers; or cancel an event. It is also strongly encouraged that there be present at least one adult who is trained and certified in First Aid and CPR.

Observation of activities in rooms is essential, whether it is done by windows, open doors, glass doors, electronic technology, etc.

All volunteers seeking to work with children, youth and vulnerable persons, shall have at least 6 months involvement in a local church or provide a written recommendation by a senior pastor or appropriate designee.

For the sake of outreach, evangelism, and family involvement in our ministries, Parents, Grandparents, and Legal Guardians who have not met these criteria may volunteer as a guest, so long as 2 or more properly MinistrySafe trained staff or volunteers are on site and in charge. Any such individuals who intend to be a guest on an ongoing basis shall be subject to all MinistrySafe guidelines and screenings.

Supervision for Nursery/childcare at Conference and District events:

- There shall be a minimum of two (2) adults per room or within line of sight.
- The State of Texas Childcare Minimum Standards ([http://www.dfps.state.tx.us/Child\\_Care](http://www.dfps.state.tx.us/Child_Care)) must be followed for all Texas State Licensed Day Cares or Schools.

Supervision of children and youth at Conference and District events:

- Conference and District events shall observe the —“2 Adult Rule” (2 adults per classroom, 2 adults within line of sight). -OR-
- Any one-to-one mentoring or consulting shall be conducted in sight of another adult. -OR-
- Understanding that there is safety in numbers, one adult can be in contact with multiple youth (6<sup>th</sup> -12<sup>th</sup> grades) so long as they are in line of sight of other adults.

### **Overnight Accommodations**

At events that require overnight accommodations:

- At least (2) adults are present in every room/cabin. - OR -
- When staying in a hotel, adults shall sleep in an adjoining room with the same gender of the children/youth; or if necessary for children/youth to share a room with an adult, adults shall sleep in separate beds from children/youth so long as any one adult shall not be alone with any one child/youth.

### **Definitions of Abuse**

Verbal Abuse- Any verbal act that humiliates degrades or threatens any child or youth.

Physical Abuse- Any act of omission or an act that endangers a person’s physical or mental health. In the case of child or youth physical abuse, this definition includes any intentional physical injury caused by the individual’s caretaker. Physical abuse may result from punishment that is overly punitive or inappropriate to the individual’s age or condition. In addition, physical abuse may result from purposeful acts that pose serious danger to physical health of a child or youth.

Sexual Abuse- Child or youth sexual abuse is the sexual exploitation or use of same for satisfaction of sexual drives. This includes, but is not limited to: 1) incest, 2) rape, 3) prostitution, 4) romantic involvement with any participant, 5) any sexual intercourse, or sexual conduct with, or fondling of an individual enrolled as a child or youth in sponsored activities of this church, 6) sexualized behavior that communicates sexual

1 interest and/or content.

2  
3 Examples are not limited to: displaying sexually suggestive visual materials, making sexual comments or  
4 innuendo about one's own or another person's body, touching another person's body, hair or clothing,  
5 touching or rubbing oneself in the presence of another person, kissing, and sexual intercourse.

6 Emotional Abuse- Exposing a youth or younger child to spoken and/or unspoken violence or emotional  
7 cruelty. Emotional abuse sends a message to the youth or child that she or he is worthless, bad, unloved,  
8 and undeserving of love and care. Emotional abuse may include being locked in closets or other confining  
9 spaces, being incessantly told they are bad, or being forced to abuse alcohol or illegal drugs.

10  
11 Neglect- Endangering a child or teen's health, welfare, and/or safety through negligence. It may include  
12 withholding food, medical care, affection to destroy the child or teen's sense of self-esteem and self-worth.

13  
14 Ritual Abuse- Abuse in which physical, sexual, or psychological violence is inflicted on a child or youth,  
15 intentionally and in a stylized way, by someone (or multiple people) with responsibility for the victim's  
16 welfare. Typically the perpetrator appeals to some higher authority or power to justify his or her abuse.  
17 Examples of ritual abuse may include cruel treatment of animals or repetitious threats of sexual or physical  
18 violence to the youth or child victim or to people related to the victim.

### 19 20 **Screening for Adults**

21  
22 Careful screening is one way to prevent the abuse of children and youth and vulnerable persons. Screening  
23 calls for a careful gathering and review of information in search of those who can provide safe and caring  
24 supervision in a safe environment. All screening shall be done in accordance with guidelines established  
25 by the Conference MinistrySafe Awareness and Training Task Force and the Conference's designated  
26 Liability Insurance Agency's screening process.

### 27 28 **Screening Process**

29  
30 Volunteers and staff members are to perform and document the following screening process:

- 31 • Complete a Safety Application Form
- 32 • Complete a face-to-face interview
- 33 • Complete a reference check
- 34 • Complete a background check
- 35 • Complete the MinistrySafe online training

36  
37 Compliance Renewal requires MinistrySafe online training every two years and background checks every  
38 two to three years, unless licensure or legislative requirements are more frequent and/or stringent.

39  
40 Persons having a criminal history of any of the following types of offenses shall not be allowed to serve in  
41 any ministry with children and youth:

- 42 • Child abuse, whether physical, emotional, sexual, or neglectful
- 43 • Violent offenses, including murder, rape, assault, domestic violence, etc.
- 44 • Drug related conviction within the five (5) years immediately prior to application.
- 45 • Persons having a criminal history of DUI or DWI conviction within the five (5) years immediately  
46 prior to application shall not be allowed to act as a driver.

47  
48 If there are questions regarding an individual's background check or screening, due to special circumstances  
49 (acquittals, discharges, exonerations, pardons, etc.), please notify the District Superintendent or appropriate  
50 Conference Staff before making those decisions.

## Training

The North Texas Annual Conference has adopted MinistrySafe Safety System as the training standard for all persons in leadership who work with children, youth and vulnerable populations at the District and Conference level. None of these persons shall, after July 1, 2012, have any direct or indirect contact with children and/or youth until they have completed the MinistrySafe Safety System screening process. We recommend that at the beginning of each Conference/District event a review of this policy be conducted. As of January 1, 2013, all congregations shall implement this same training standard.

The North Texas Annual Conference MinistrySafe Policy must be reviewed and renewed annually.

## Reporting of Incidents

1. When an adult leader of an event or activity suspects that abuse or any suspected violation of the Texas Penal Code is taking or has taken place, he or she shall call 911 when needed and report the abuse to the appropriate local law enforcement agency and/or the Department of Protective and Regulatory Services (800-252-5400). The adult leader shall contact the administrator or event leader immediately, and cooperate fully with the investigation conducted by law enforcement officials or child protective services.
2. Address any needs the child or youth may have, medical or otherwise. Report to the parent(s) and/or legal guardians(s).
3. The person suspected of abuse (respondent) shall, for the safety and well-being of the children or youth, be removed with dignity from further contact with the children and youth until an appropriate investigation has taken place. The matter shall remain confidential. If the adult event leader is the respondent, then the report should be made to that person's supervisor.
4. Following the report of an incident, the adult event leader, or supervisor in charge shall speak with the alleged victim, and document the report, according to Section 5.
5. All such conversations shall be documented. Careful and confidential documentation is essential. The documentation should include the following:
  - a. The name of the adult leader observing or receiving the disclosure of abuse, including the date, time and place and any action taken by this person.
  - b. The alleged victim's name, age, and date of birth.
  - c. Any statement made by the alleged victim.
  - d. Name of the respondent, the date, time and place of any conversation or any statement made by the respondent.
  - e. Any action taken, i.e. suspension of the respondent.
  - f. Date and time of call to the appropriate agency, name of worker spoken to, content of that conversation and case number assigned.
6. Notify the Conference/District authorities immediately.
7. It shall be the goal to provide supportive care to both the victim and the respondent and to restore such persons to wholeness. Supportive care can include the procedures of the criminal justice system, provisions of the current *Book of Discipline*, appropriate counseling referrals and continued pastoral visitation.
8. Confirmed reports of proven incidents of abuse shall be retained in a confidential file for future screening purposes.

## Media Response

The Bishop shall be informed of all investigations or allegations of abuse. If investigations or allegations of abuse should come to the attention of the media, a response shall come from the Office of the Bishop.

**Do not give out any information, simply state that all inquiries will be answered through the Office of the Bishop.**

## **OTHER INFORMATION**

### Appropriate Discipline

Children and youth should be made aware that appropriate behavior is expected at all events. Gentle reminders are always necessary when dealing with children and youth. When these reminders don't work, then discipline needs to move to the next step. In cases where behavior has to be addressed, designated event adults should handle it. In no case is physical discipline an appropriate measure to deal with problems. A reasonable response might include a period of "time out" for the child or youth. This should be done with necessary supervision keeping MinistrySafe guidelines in mind.

Keeping parents involved is important. They need to be kept up-to-date on their child's behavior. For serious offenses, the appropriate response will be to send the child or youth home immediately. Parents and the leaders will help make proper arrangements.

### Appropriate Physical and Emotional Boundaries

Physical boundaries are most important in dealing with children and youth. Persons working with children and youth have to understand and respect those boundaries. Obviously these boundaries change as children grow older. A young child sitting in the lap of a caregiver is most appropriate, whereas an older child or youth sitting in an adult's lap would not be acceptable. Hugs and kisses from a toddler to an adult are entirely different than the same from a youth.

Emotional boundaries are also important. As a child grows older it is important for the adult to maintain appropriate boundaries in relationships. It is important for those working with children and youth to not step outside of those lines and allow the younger person to become too attached to them. It is important for the older person to be careful where conversations might lead and to steer clear of inappropriate talk. When an adult recognizes that there might be an issue with these boundaries, great space should be allowed to come between them and the child or youth in question. If that does not solve the problem, then the event leadership should address the issue.

### Leader Misconduct

It is a privilege to work with youth. Great responsibility is required. Those who violate this policy shall immediately be removed from contact with children and youth and appropriate authorities shall be notified immediately.

### Spiritual Boundaries for MinistrySafe

As we seek to lead young people in the development of their faith story, it is essential that we guide them and do not manipulate their emotions. This is especially true at longer youth/children's events. The attendees may be exhausted by longer and more active days than they are accustomed to and thereby more susceptible to emotional manipulation. It is therefore necessary that, as we present the message of the Gospel of Jesus Christ and the opportunity to follow Jesus in a life-long journey, we present the invitation with "no strings-attached." We must allow each person involved to make their own decisions without

stigma, coercion, or pressure in any form. As we do this faithfully, we will see more fruitful commitments in the lives of all our participants.

## Maintaining Compliance and Best Practices

Local congregations are encouraged to visit the MinistrySafe website for training and other tools:  
[www.ministrysafe.com](http://www.ministrysafe.com).

# CONFERENCE PERSONAL CONDUCT/SEXUAL ETHICS POLICY

## 1. POLICY STATEMENT FOR DEFINING SEXUAL MISCONDUCT

The North Texas Conference of the United Methodist Church affirms the *2016 Book of Resolutions*, Sexual Abuse Within the Ministerial Relationship and Eradication of Sexual Harassment in the United Methodist Church and Society, which states that sexual abuse within the ministerial relationship and sexual harassment within the Church are incompatible with biblical teachings of hospitality, justice and healing. In accordance with the current *Book of Discipline*, ¶161(F), we affirm that all human beings, both male and female, are created in the image of God, and thus have been made equal in Christ. As the promise of Galatians 3:26 states all are one in Christ, we support equity among all persons without regard to ethnicity, situation or gender.

Sexual abuse within the ministerial relationship occurs when a person within a ministerial role of leadership (pastor, educator, counselor, youth leader or other position of leadership) engages in sexual contact or sexualized behavior with a congregant, client, employee, student, staff member, co-worker or volunteer.

Sexual harassment is any unwelcome sexual advance or demand, either verbal or physical, that is reasonably perceived by the recipient as demeaning, intimidating or coercive. Sexual harassment includes, but is not limited to, the creation of a hostile or abusive working environment resulting from discrimination on the basis of gender (2012 *Book of Discipline* ¶161(I)).

Sexual abuse within the ministerial relationship involves a betrayal of sacred trust, a violation of the ministerial role and exploitation of those who are vulnerable. Similarly, sexual harassment must be understood as an exploitation of a power relationship rather than as an exclusively sexual issue.

Misconduct of a sexual nature within the life of the Church interferes with its moral mission. The North Texas Conference stands in opposition to the sin of misconduct of a sexual nature in the Church and society at large and commits itself to fair and expedient investigation of any charge of sexual misconduct within the Church and to take action deemed appropriate and in compliance with the *Book of Discipline*. Further, the Conference bears affirmative responsibility to create an environment of hospitality for all persons, male or female, which is free of misconduct of a sexual nature and encourages respect, equality and kinship in Christ.

Because experiencing sexual abuse or harassment, and reporting such misconduct, can be difficult and frightening, we believe that the availability of trained advocates or support teams to assist victims of sexual misconduct is important, and we are committed to continuing support for the training and availability of such advocates or support teams.

We recognize that in any incident of sexual misconduct there may be many victims, including the family, friends, and congregation of the direct victim and of the person who has engaged in the misconduct. We therefore affirm as continuing goals for the Conference not only the resolution of complaints and the reconciliation of persons directly involved, but also the healing of all such indirect victims of the misconduct.

Sexual misconduct involving a clergy person should be reported to the clergy person's district superintendent or the presiding bishop. Misconduct involving paid staff, volunteers or other non-clergy persons should be reported to the pastor-in-charge, if any, or to other appropriate persons in accordance with guidelines and procedures that may be adopted by the Conference, by local churches or by other appropriate bodies within the Church.



1 The North Texas Conference is committed to the continuing, broad dissemination of this Policy Statement  
2 and of any guidelines and procedures adopted by the Conference, and to the continuing education of clergy  
3 and lay persons within the Conference for the purpose of preventing sexual misconduct and increasing  
4 awareness and understanding of the Conference's relevant policies and procedures.

## 5 6 **2. PROCEDURES FOR REPORTING CLERGY SEXUAL MISCONDUCT** 7 **INTRODUCTION**

8  
9 The North Texas Conference will not tolerate and is committed to the eradication of sexual misconduct by  
10 its clergy. The ministerial office is a position of great trust, power and responsibility, offering the  
11 opportunity for unique relationships of grace and caring. Sexual misconduct is one of the gravest violations  
12 of this trust.

13  
14 These Procedures provide a process for reporting incidents of clergy sexual misconduct within the North  
15 Texas Conference. They seek to create a safe, non-threatening environment in which aggrieved persons  
16 will feel comfortable revealing allegations of sexual misconduct. It is a continuing goal of these Procedures  
17 to provide an opportunity for a reconciliation and resolution that respects and protects the rights of all  
18 parties and that acknowledges the sacred trust between clergy and the persons they serve. They are not  
19 intended to supplant or substitute for the formal complaint process set forth in the 2012 *Book of Discipline*.  
20 The use of these Procedures is voluntary, and the failure to utilize or follow them is not a chargeable offense  
21 nor can it be used as grounds for an appeal of the result of any formal complaint, review, investigation, or  
22 trial process.

23  
24 The implementation of these Procedures shall be under the supervision and control of the Bishop and  
25 District Superintendents, who shall have the authority to interpret and apply the Procedures.

## 26 27 **STANDARDS OF PASTORAL CONDUCT**

28  
29 Pastors are accountable for their behavior with respect to the emotional, spiritual and physical well-being  
30 of persons who come to them for help or over whom they have any kind of authority. Breach of this pastoral  
31 relationship through sexual misconduct is unethical and abusive, even when sexual activity is initiated by  
32 the person to whom the pastor is ministering. Because of the trust and imbalance of power in such  
33 relationships, the person being ministered to must be presumed to be unable to give meaningful consent to  
34 any sexual activity with the pastor.

35  
36 Because pastors often deal with individuals who are emotionally fragile and vulnerable, it is imperative that  
37 pastors:

- 38 1. be healthy psychologically, emotionally, and spiritually themselves;
- 39 2. have adequate preparation and education for helping individuals under their care;
- 40 3. have continued supervision in dealing with the inherent risks caused by dependency  
41 and/or transference; and
- 42 4. have the information necessary to make appropriate referrals.

43  
44 Pastoral self-discipline requires self-awareness and takes the Christian standards and ordination vows  
45 seriously. Personal integrity and mature professional conduct must be brought to all relationships by every  
46 pastor in the North Texas Conference. The highest ethic of the pastor similarly prohibits any sexual behavior  
47 with a parishioner entrusted to his or her sacred care.

1 All clergy, single or married, have the responsibility of developing healthy personal relationships. Married  
2 clergy have covenanted to nurture and maintain their marriage relationship. When relational or sexual  
3 difficulties are present in a pastor's life, appropriate measures to address the difficulties should be taken.  
4

5 Pastors who are appointed to parishes where there has been alleged sexual misconduct of their predecessor  
6 find themselves burdened with the inevitable consequences arising from the misconduct of a colleague.  
7 There is a tension between caring for a colleague and caring for the covenant of the pastoral ministry. By  
8 "protecting" a colleague, we risk perpetuating a relationship or pattern of abuse and victimization. This  
9 compromises the credibility and practice of Christian faith and ministry. Thus the present pastor should  
10 take immediate steps, consistent with these Procedures, to address the alleged misconduct.  
11

12 The procedures for dealing with clergy sexual misconduct place an unfair and unavoidable burden on the  
13 victim of such misconduct. It is in the best interest of the church to empower the laity through education  
14 and open discussion about what standards of conduct they may expect from their pastors.  
15

## 16 DEFINITIONS

17  
18 For purposes of these Procedures, the following definitions shall apply:  
19

20 "Sexual misconduct" includes sexual abuse and sexual harassment; as such terms are defined in the Policy  
21 Statement. Sexual misconduct may include inappropriate physical contact or verbal behavior, including,  
22 for example, behavior that creates a hostile or intimidating environment and the explicit or implicit use of  
23 power or authority to coerce someone into sexual contact. Because of the imbalance of power inherent in  
24 ministerial relationships, sexual contact between a pastor and someone with whom he or she has a  
25 ministerial relationship constitutes sexual abuse even if the other person consents to or initiates the contact.  
26 More subtle behavior not involving physical contact may also constitute sexual misconduct. Further  
27 discussion and examples of sexual misconduct are included in the brochure entitled "Maintaining Healthy  
28 Relationships: What You Should Know About Clergy Sexual Misconduct," prepared and distributed by the  
29 Division of Conference Relations of the Board of Ordained Ministry of the North Texas Conference.  
30

31 An "allegation" is an initial report, either verbal or written, of an alleged incident of clergy sexual  
32 misconduct.  
33

34 A "complaint" is a written and signed statement claiming misconduct, as set forth in ¶363.1(a) of the *2012*  
35 *Book of Discipline*.  
36

37 An "aggrieved person" is a person who has experienced sexual misconduct by a pastor.  
38

39 The terms "clergy" and "pastor" shall refer to all persons described in ¶363.1 of the *2012 Book of Discipline*,  
40 which includes "local pastors, associate members, provisional members, and full members" of the North  
41 Texas Conference, "including those on leaves of all types, honorable or administrative location, or  
42 retirement."  
43

44 A "Resource Person" is a trained lay volunteer person made available by the North Texas Conference to  
45 assist and support aggrieved persons in bringing an allegation or complaint of sexual misconduct, as more  
46 fully described in the North Texas Conference Procedure for Reporting Incidents of Clergy Sexual  
47 Misconduct.  
48

49 The Congregational Assessment, Response and Transformation (CART Crisis Team) is the group given  
50 responsibility by the bishop to maintain the Resource Person program and lend guidance and accountability  
51 to the North Texas Conference in regards to abiding by the Sexual Misconduct Policies and Procedures.

## CONFIDENTIALITY AND REPORTING

Allegations of sexual misconduct should be kept in the strictest of confidence and disclosed only at the times and under the circumstances specifically provided in these Procedures. The spread of such allegations or accusations between colleagues in ministry or within congregations is harmful to the aggrieved person, the accused and to the integrity of the processes outlined in these Procedures and in the current *Book of Discipline*.

However, when clergy sexual misconduct occurs, the protection of victims, both past, present, and potential, requires that the misconduct be reported. Because of the covenant with the church which is an integral part of the pastoral office, it is a pastor's responsibility to call an offending pastor into account by immediately reporting information about sexual misconduct to his or her District Superintendent, the District Superintendent of the accused or the Bishop.

Pastors who become aware of an alleged incident of sexual misconduct by another pastor are to do their utmost to encourage and support aggrieved persons and to assist in the initiation of an allegation as provided in these Procedures. Every allegation of sexual misconduct must be taken seriously, and in no case should a pastor judge the validity of the allegation.

The requirement of confidentiality shall not prevent the Bishop or the District Superintendents from discussing allegations and related information with affected congregations, Staff Pastor-Parish Relations committees or others to whom it is necessary to make such disclosure, in accordance with the Book of Discipline, in order to protect actual or potential victims, to promote healing or for other appropriate purposes.

Although truth-telling is essential, respect must also be given to the role of pastors in receiving confessions and the sanctity of confidential relations. Nothing in these Procedures shall be deemed to require or permit a pastor to report or reveal information received in confidence as contemplated by ¶341.5 of the 2012 *Book of Discipline* and relevant decisions of the Judicial Council.

## PROCEDURES

When sexual misconduct is alleged against a pastor, persons bringing allegations will be received in a respectful and caring manner. All allegations will be considered worthy of full investigation, with due respect for the presumption of innocence. Care will be taken to deal fairly and promptly with all those involved. This includes the aggrieved and his/her family, the accused and his/her family and the congregation or other institution.

The following procedures are established to facilitate the reporting of allegations of clergy sexual misconduct:

1. Aggrieved persons are encouraged to contact a District Superintendent, the Bishop or the designated representative of the CART Crisis Team. Any of these contacts may refer the aggrieved to a Resource Person. An allegation may be brought by the aggrieved person or by anyone who has verifiable knowledge or reasonable indication of sexual misconduct and is willing to pursue a resolution. This may include, for example, a pastor or lay person in whom the aggrieved person has confided or who has reliable information from other sources about the misconduct.
2. The District Superintendent, the Bishop to whom the allegation is brought or the Resource Person to whom the aggrieved has been referred shall explain these Procedures to the aggrieved person or

1 other person bringing the allegation and advise them that use of the Procedures is not a prerequisite  
2 to an aggrieved person's ability to bring a formal complaint.  
3

- 4 3. If an allegation is brought initially to a District Superintendent, the District Superintendent shall  
5 advise the Bishop that the allegation has been received. If the aggrieved person has not requested a  
6 Resource Person and desires one, the Bishop may assign one to assist and support the aggrieved  
7 person.  
8
- 9 4. The Resource Person assigned shall provide full assistance to the aggrieved person throughout the  
10 process, including the following:  
11 a. confirming that the aggrieved person understands these Procedures and the procedures  
12 contained in the Book of Discipline;  
13 b. verifying and clarifying the allegation with the aggrieved person; and  
14 c. requesting the aggrieved person to prepare, with the assistance of the Resource Person as  
15 needed, a written statement of the allegation, which shall include a description, in reasonable  
16 detail, of the alleged sexual misconduct and related events, circumstances, and dates.  
17
- 18 5. If a complaint is forwarded to the Bishop or a District Superintendent, ¶363 of the 2012 Book of  
19 Discipline shall determine the process to be followed. These Procedures are not intended to limit  
20 in any way the actions the Bishop or District Superintendents may take in connection with their  
21 supervisory response to a complaint of sexual misconduct or to impose any duties on them  
22 inconsistent with the 2012 Book of Discipline or relevant decisions of the Judicial Council. The  
23 Resource Person may continue to assist and support the aggrieved person throughout the complaint  
24 process and may attend all meetings held in connection with the process.  
25
- 26 6. Strict confidentiality shall be maintained before, during and after the conduct of the process  
27 outlined in these Procedures, and information regarding allegations shall be disclosed only in such  
28 manner and to such persons as specifically provided herein.  
29
- 30 7. Because of the pain and disruption that necessarily accompany sexual misconduct, it may be  
31 necessary for certain actions to be taken following the conclusion of the processes outlined in these  
32 Procedures and in the 2012 Book of Discipline. The Bishop and District Superintendents are  
33 encouraged to take or require such actions as they deem necessary and appropriate in their best  
34 judgment, which actions may include, for example, processes for healing within the affected  
35 congregation or institution, further resolution of unresolved conflicts and support or counseling for  
36 aggrieved persons or accused pastors.  
37

38 These Procedures establish a process for reporting incidents of sexual misconduct by any pastor (as defined  
39 above). They are not designed to address allegations or complaints of sexual misconduct by the Bishop or  
40 a District Superintendent. Persons who believe they have been affected by sexual misconduct by the Bishop  
41 or a District Superintendent may contact one of the Resource Persons for information and assistance in  
42 bringing a complaint in accordance with procedures contained in the current *Book of Discipline*.  
43

#### 44 **RESOURCE PERSONS ON THE ISSUE OF SEXUAL MISCONDUCT**

45

46 Resource Persons are volunteer laypersons who have been trained to provide assistance to persons who  
47 believe they have been victims of clergy sexual misconduct. Resource Persons represent the interest of  
48 aggrieved persons at all times and shall support the aggrieved persons throughout the process. Resource  
49 Persons are expected to work cooperatively with the Bishop, the district superintendents and the CART  
50 Crisis Team.

1 Resource Persons shall be the initial point of contact with those procedures for any persons who desire to  
2 use them. A Person who believes that she/he may have been the victim of clergy sexual misconduct need  
3 not register an allegation or complaint and does not have to identify her/himself when requesting a Resource  
4 Person and making an initial contact.

5  
6 Functions performed by Resource Persons shall include:

- 7 1. Explaining the church's processes and procedures
- 8 2. Providing resources and referrals
- 9 3. Helping the aggrieved person prepare a written summary of the allegation and if necessary, a formal  
10 complaint when requested by the aggrieved person.
- 11 4. Accompany the aggrieved person to meetings held in connection with the Procedures or in  
12 connection with the complaint process as allowed in the current *Book of Discipline*.
- 13 5. Calling to attention of the Bishop and the CART Crisis Team any hostile, vindictive, or insensitive  
14 situations that arise during the process or any failure to properly follow the Procedures or the  
15 complaint process outlined in the current *Book of Discipline*.
- 16 6. Giving feedback to the CART Crisis Team regarding the process.

## 17 18 **CART CRISIS TEAM**

19  
20 Under the direction of the Bishop or persons acting at the Bishop's direction, the CART Crisis Team shall  
21 have the authority and responsibility for administering the Resource Person Program, to recruit volunteers  
22 to serve as Resource Persons, to provide training and continuing education for Resource Persons, to provide  
23 annual training for the chairpersons of Staff Parish Relations Committees of the North Texas Annual  
24 Conference, and to broadly disseminate and make readily available information about the Resource Person  
25 Program.

## 26 27 **RECRUITING AND TRAINING OF RESOURCE PERSONS**

28  
29 The CART Crisis Team recruits individuals to become Resource Persons who are known to have the  
30 qualities needed for this sensitive volunteer role. The CART Crisis Team delegates one of its members to  
31 speak with the District Superintendent of the applicant's home church prior to discussing the invitation with  
32 the individual. Then the CART Crisis Team invites the individual to complete an application form, which  
33 includes education, work history and an authorization for a criminal background check. All applicants are  
34 interviewed by a subcommittee of the CART Crisis Team prior to being recommended to the Bishop, who  
35 writes a letter appointing the Resource Person.

36  
37 The North Texas Conference is committed to the continuing education and proper training of Resource  
38 Persons. Initially, Resource Persons shall attend training recommended and planned by the CART Crisis  
39 Team, which will include the following areas:

- 40 1. roles and expectations of the Resource Person(s);
- 41 2. local organization of the United Methodist Church;
- 42 3. leaders and their leadership positions in the North Texas Conference;
- 43 4. church and community resources;
- 44 5. the North Texas Conference Policy Statement on Sexual Misconduct and Procedures for Reporting  
45 Incidents of Clergy Sexual Misconduct; and
- 46 6. The *Book of Discipline* and relevant Judicial Council rulings.

47  
48 The CART Crisis Team will maintain contact with the Resource Persons and offer periodic education and  
49 training.  
50

### 3. EDUCATION WITHIN THE CONFERENCE RELATING TO SEXUAL MISCONDUCT

#### DISSEMINATION OF POLICIES AND PROCEDURES

The Bishop, District Superintendents, and Resource Person(s) shall each have a copy of and thoroughly know the Policy Statement on Sexual Misconduct, Procedures for Reporting Clergy Sexual Misconduct in the North Texas Conference and be responsible for distributing such Policy and Procedures to clergy and local church chairs of Staff Parish Relations Committees, Administrative Councils, United Methodist Men, and United Methodist Women annually as these persons are elected. The clergy and the chair of the Staff Parish Relations Committee of every local church in the North Texas Conference shall have a copy of and be familiar with the Policy Statement on Sexual Misconduct, Procedures for Reporting Clergy Sexual Misconduct in the North Texas Conference and the complaint process outlined in the current *Book of Discipline*.

The Policy and Procedures of the North Texas Conference will be available to anyone who requests a copy.

Local churches will make available to their congregations copies of the brochure entitled “Maintaining Healthy Relationships: What You Should Know About Clergy Sexual Misconduct” and publish the name and telephone numbers of the District Superintendents and Core Leadership Team contact (s). Throughout the year, copies of the brochure will be placed in accessible locations within local churches. (An electronic copy of the brochure can be found on the North Texas Conference website at <http://www.ntcleadership.org/#/spprc-tool-kit>.)

#### TRAINING AND EDUCATION

The North Texas Conference shall provide training to educate the clergy and laity about the complaint process in the event of allegations of sexual misconduct and to heighten awareness of the clergy and laity about the seriousness of the problem of sexual misconduct, thereby aiding in the prevention of this problem in our local churches.

The goals of the training include the following:

1. to explain the abuse of power and dynamics of trust in abusive relationships;
2. to provide behavioral definitions of sexual abuse and sexual harassment;
3. to describe the impact on the victim, the perpetrator, the families, and the church;
4. to explain the Policy and Procedures of the North Texas Conference and the United Methodist Church regarding sexual misconduct;
5. to explain legal responsibilities regarding minors;
6. to introduce the Resource Person(s) and clarify their role;
7. to define the risk to church vitality, attendance and giving, liability to individuals, congregations, and the annual conference;
8. to discuss the importance of healing and how the church is an agent in the healing process;
9. to explain the need for preventative measures;
10. to discuss the importance of local church policies and procedures addressing issues of sexual misconduct;
11. to distribute copies of the brochure entitled “Maintaining Healthy Relationships: What You Should Know About Clergy Sexual Misconduct,” and to explain its purpose and educational use; and
12. to provide resources for local churches

1 Training will be provided separately for clergy and laity. Professionals from the General Commission on  
2 the Status and Role of Women and/or others trained and knowledgeable about the issues of sexual  
3 misconduct will conduct the training.  
4

5 The Board of Ordained Ministry, specifically the Committee on Conference Relations and the Residency  
6 Committee (who may choose to seek help from the chairs of the Order of Deacons, Order of Elders,  
7 Fellowship of Local Pastors, Fellowship of Diaconal Ministers, the CART Crisis Team and/or the Cabinet),  
8 will be responsible for planning and organizing the training for clergy and diaconal ministers. Pastors and  
9 diaconal ministers from every local church or charge in the North Texas Conference and those in extension  
10 ministries and the District Superintendents will receive an announcement regarding the clergy training.  
11 Clergy and diaconal ministers will be expected to attend training a minimum of once every four years.  
12 Particular attention will be given to insuring the training of new pastors in the conference (through the  
13 residency program and district training events).  
14

15 With the help of the Board of Laity, and the District Superintendents, the CART Crisis Team will offer  
16 training to the laity through the District Training events in January.  
17

#### 18 **4. RESPONSIBILITY OF THE LOCAL CHURCH**

19

20 Each local church shall establish its own policy statement on sexual misconduct, consistent with the *Book*  
21 *of Discipline* and the policy statement of the North Texas Annual Conference, and shall establish guidelines  
22 and procedures for resolving incidents of sexual misconduct by persons other than clergy, including paid  
23 staff, counselors, lay volunteers and others.  
24

#### 25 **5. PRIORITY OF THE BOOK OF DISCIPLINE**

26

27 If any provision of these Procedures is in conflict with the *2016 Book of Discipline*, the current *Book of*  
28 *Discipline* shall prevail.  
29

# CONFERENCE SEXUAL HARASSMENT RESPONSE POLICY

## When Ministerial Professionals Encounter Boundary Violations: Sexual Harassment by Congregants

**Sexual abuse, sexual misconduct, and sexual harassment are chargeable offenses both for clergy and laity per *The Book of Discipline* ¶ 2702.**

**“Sexual Misconduct** within ministerial relationships is a betrayal of sacred trust. It is a continuum of sexual or gender-directed behaviors by either a lay or clergy person within a ministerial relationship (paid or unpaid). It can include child abuse, adult sexual abuse, harassment, rape or sexual assault, sexualized verbal comments or visuals, unwelcome touching and advances, use of sexualized materials including pornography, stalking, sexual abuse of youth or those without capacity to consent, or misuse of the pastoral or ministerial position using sexualized conduct to take advantage of the vulnerability of another. It includes criminal behaviors in some nations, states, and communities.”

*(The Book of Resolutions 2016, #2044)*

**“Sexual Harassment** includes, but is not limited to, the creation of a hostile or abusive working environment resulting from discrimination on the basis of gender. Contrary to the nurturing community, sexual harassment creates improper, coercive, and abusive conditions wherever it occurs in society. Sexual harassment undermines the social goal of equal opportunity and the climate of mutual respect between men and women. Unwanted sexual attention is wrong and discriminatory. Sexual harassment interferes with the moral mission of the Church.” *(The Book of Discipline 2016, ¶ 161.J)*

“Sexual harassment is a form of sexual misconduct and is defined [above] in the Social Principles. To clarify further, it is unwanted sexual or gender-directed behavior within a pastoral, employment, ministerial (including volunteers), mentor, or colleague relationship that is so severe or pervasive that it alters the conditions of employment or volunteer work or unreasonably interferes with the employee or volunteer’s performance by creating a hostile environment that can include unwanted sexual jokes, repeated advances, touching, displays, or comments that degrade, or sexually exploit women, men, elders, children, or youth.”

*(The Book of Resolutions 2016, #2044)*

**REMEMBER:** It is always the responsibility of the person in the ministerial role to maintain appropriate boundaries. If you are a clergyperson or other church leader who has encountered boundary violations or harassment by a layperson, here is a SUGGESTED PROCESS for re-asserting and maintaining appropriate professional boundaries. At any point in this process, you may contact your senior pastor, District Superintendent, the CART Team Coordinator or the director of the Center for Leadership Development to begin the official complaint process.



**Who to Contact:**

If you would like to speak with someone about your options for taking action in response to sexual harassment, you may contact the following individuals for a confidential conversation:

**Your District Superintendent****CART (Congregational Assessment, Response and Transformation) Team Coordinator**

Rev. Liz Greenwell | greenwell@ntcumc.org | (972) 526-5040 ext. 226

**Center for Leadership Development Director**

Rev. Cammy Gaston | cgaston@ntcumc.org | (972) 526-5036

If you would like to have a confidential conversation with a person outside of the official process to help discern your next steps, you may contact:

Rev. Carol Montgomery | cmontgomery@tmf-fdn.org

**Suggested Process:****A. Initial Incident Response**

1. Pastor perceives an advance has been made.
2. Pastor needs to establish professional pastoral boundaries:
  - Identify your role as the pastor:
    - i. “I am your pastor...” “As your pastor I...” “The United Methodist Church takes this kind of conduct very seriously and considers this behavior as sexual harassment...”
  - Identify that they are part of a community, not just “you and me” framing.
    - i. “We are in relationship to a congregation, denomination, calling(s), roles, responsibilities...” Expand the awareness of your context by bringing in others you are both responsible for and in relationship with.
  - “I cannot be your pastor if...”
3. DOCUMENT – Written and verbal – SPRC Chair and Senior/Executive pastor (if applicable)
4. Inform the DS. What? Where? When (include date, time)? Who? “Advance” behavior or verbiage? Witnesses? What happened after clarifying boundaries?
5. Call Director, Center for Leadership Development to engage CART process.

**B. If inappropriate behavior continues:**

1. Re-establish boundaries
  - I will not meet with you privately
  - Explain that someone will be in the church if/when you meet and that confidence will be maintained.
  - Reiterate your identity/role to congregant
2. DOCUMENT – written to SPRC and DS.

**C. If violation of boundaries persists:**

1. Call an informal meeting for the purpose of clarifying communally the role and responsibility of the pastor and appropriate behavior of congregants. (In the North Texas Conference, this is usually done by the CART Team who can organize and facilitate this meeting, often with the District Superintendent).
2. Invite:
  - a. DS – certainly informing them of your purpose; who will be attending; follow-up communication plan; meeting location; etc. Ask DS if it is appropriate (or wise) to have a conversation with the annual conference Chancellor for any recommendations, suggestions; simply being put “on notice”.
  - b. Violator – Ask them to bring a friend or family member– someone they trust – for a conversation with others about issues related to serving as pastor. They are to bring someone who can be reflective with them, not a person acting as legal counsel.
  - c. SPRC Chair
3. Seek resolution with CLEAR boundaries about how to behave appropriately and why the boundaries have to be maintained. Consider preparing a “Behavioral Covenant” identifying what you need as pastor and be prepared to name what behaviors need to stop by the violator. Write out the agreed “ways of being” and have everyone sign as witnesses and prayer partners. Consider meeting with those in leadership, stressing the need for confidentiality:
  - a. SPRC Chair and Committee, Lay Leader and Staff (plan to support the offended person if violator breeches behavior covenant)
  - b. Trustees, Custodians and Security Team (building related security issues)
4. If you sense it will help, plan a follow-up meeting for a “check-in” and if further clarification/information is needed – supportive accountability.
5. Follow-up with a letter to everyone involved as to purpose of the meeting; those attending; if resolution was reached, note the specifics; thank everyone and seek continued prayer for everyone. (Copy to DS).

**D. If the violator refuses to sign a Behavior Covenant:**

1. Be clear that the violator is making a choice about their relationship to the church and is choosing not to be in contact, communication, on church property or attend any church programming until they agree and sign the behavior covenant.
2. Have everyone in attendance note and sign that they witnessed a refusal to sign by the violator. Follow-up by sending a certified letter to the violator, specifying a procedure they can initiate for future participation in any church sponsored activities. (Who to contact, etc)
3. Send copies of all documentation via certified mail to the DS (and possibly the Bishop’s office). DO NOT ELECTRONICALLY SEND ANY DOCUMENTATION. DS along with the pastor should certainly review the status of things with the Chancellor at this time.
4. Advise the following of the failure to sign behavior covenant:
  - a. SPRC Chair and Committee
  - b. Trustees
  - c. Lay Leader
  - d. Staff
  - e. Custodian(s)
5. Make clear that professional, appropriate boundaries are taken very seriously in the UMC as well as the need for our congregants to be responsible for maintaining safe, healthy, respectful and honoring behavior to one another and those in professional leadership.
6. Have a reporting/communication and response plan in place if/when the violator appears on church property, during church programs/services, or makes contact with church leaders.

1 **If flirtation has happened between a clergy and a lay person (mutual attraction/ enticement):**

- 2 1. **Name** and confess your participation in the confusion of boundaries and your role as pastor. Name  
3 the mixed messages/signals to bring them to light.  
4 2. **Repent** – Identify your role as pastor and being responsible for maintaining clear, healthy,  
5 professional relationships with all in the congregation and apologize by naming the confusion and  
6 harm your behavior has brought to your relationship with the congregant.  
7 3. **Reconcile** – Identify what boundaries must be made and kept as well as what damaging or  
8 misleading behaviors must be stopped. Pastors – talk with a grounded confidant and make a  
9 behavior covenant with clear accountability structures built in. Example: regular and frequent  
10 meetings with confidant reflecting on issues related to wandering over healthy, professional  
11 boundaries.  
12

13 **Dating between clergy and parishioners**

14 The question of whether it is acceptable for a clergyperson to date a parishioner continues to be the subject  
15 of much debate. Despite varying opinions, the Judicial Council asserts that dating, romantic or sexual  
16 relationships between clergy and their parishioners “are never appropriate because of imbalance of power.”  
17 (*Judicial Council Decision 1228*). Relationships that pre-date an appointment, such as when a non-  
18 parishioner significant other decides to begin attending church, are not ethically inappropriate, but can be  
19 systematically difficult. The superintendent should be notified when a significant other becomes a regular  
20 participant in the life of the congregation.  
21

# 2019 NTC CONFERENCE REPORTS

## NEW FACES NEW SPACES

Launched at Annual Conference 2018 by the Center Directors with full support from the Bishop and Extended Cabinet, New Faces New Spaces (NFNS) is the chief missional strategy of the North Texas Conference. This strategy is a catalyst for creativity, inspiring and equipping both clergy and laity from across the North Texas Conference to reach new people and gather them in new forms of disciple-making community. **The vision of NFNS is summed up in three words: every church planting.** In other words, this is something that every local church – no matter how large or how small – is capable of doing.

What is a New Space? A New Space meets four simple criteria:

- 1) **Gathers new faces:** A New Space does not merely bring together already “churched” people in a new way. By design, it aims to give unchurched and dechurched people a fresh experience of Christian community. Without new faces, it’s not a New Space.
- 2) **Meets regularly:** Regularly could be weekly. It could be monthly. It could be something in between. A New Space could “meet” regularly online. A one-time outreach event, however, is not a New Space. Without regular meetings, it’s not a New Space.
- 3) **Relates to a UMC entity:** Most New Spaces will break the mold of typical forms of church. But, a New Space is still a part of the Body of Christ. So, every New Space will have a supportive connection to a local church, a campus ministry or some other United Methodist entity. The point of the connection is not to funnel new members to the local church and feed the institution; it’s for the institution to support the New Space.
- 4) **Forms disciples:** There are lots of ways to define a disciple. For NFNS, a disciple is a person who follows in the Way of Jesus. So, a New Space should help people follow in the Way of Jesus. Some New Spaces will do so by focusing on acts of service; some won’t. Some will utilize hymns and traditional liturgy; some won’t. The way disciples are formed will vary based on the context. But, without discipleship, it’s not a New Space.

In the Fall 2018 and Spring 2019, in an effort to continue to cast the vision of New Faces New Spaces and to equip local church leaders to begin dreaming and scheming about New Space for their contexts, the Center Directors led four Vision Days – one in each district. In addition, the Center Directors preached and taught about NFNS in various local churches and at January District Training events. To further equip local church teams for the launch of their New Spaces, the first Pioneer Retreat took place in February 2019 at First UMC Plano.

A part of the New Faces New Spaces missional strategy is financial support from the North Texas Conference. A total of \$200,000 has been set aside for microgrants in 2018, 2019 and 2020 to seed 200 New Spaces. To date, 10 local churches representing all four districts have applied for and been granted a microgrant. They are as follows: First UMC Jacksboro, Christ’s Foundry UM Mission, First UMC Mabank, Union, First UMC Allen, Archer City UMC, Lakewood UMC, Arapaho UMC, Grace UMC Sherman and Kirkwood UMC. **There is a lot of grant money on the table, waiting to be a catalyst for your local church’s missional creativity!**

At the end of 2018, just six months after the Annual Conference launch, local churches were given the opportunity to share about their NFNS work through new questions added to the end-of-year statistical report. These early results were incredibly encouraging and indicate that the NFNS missional strategy is getting traction. **Eighty-eight different local churches reported launching a grand total of 155 New Spaces!** Since receiving this data, Liliana Peña Rangel has embraced the task of following up with these

local churches and learning more about these New Spaces. With her help, the Center Directors hope to uncover and celebrate the best examples of New Spaces in North Texas; look for opportunities for further investment and support; create a feedback loop of learnings about NFNS for the benefit of the entire North Texas Conference; connect NFNS pioneers who are serving in similar contexts or are creating New Spaces for similar affinity groups with one another for mutual learning and support; and identify people – clergy and laity – with clear gifts for this NFNS work and begin deploying them as resource people and coaches. This represents the next phase of the North Texas Conference’s support and leadership for the NFNS strategy.

For more information about New Faces New Spaces grants, equipping events, or other means of conference support, go to [ntcumc.org/new-faces](http://ntcumc.org/new-faces) or contact Rev. Andy Lewis ([lewis@ntcumc.org](mailto:lewis@ntcumc.org)) or Liliana Peña Rangel ([liliana@ntcumc.org](mailto:liliana@ntcumc.org)).

## **CENTER FOR CHURCH DEVELOPMENT CREATE**

In 2018, The Center for New Church Development and Congregational Transformation officially changed its name to the Center for Church Development. The name “Church Development” was chosen to embrace the biblical definition of church as a gathering of persons for Christian discipleship. The name points to a new season of church development and congregational transformation that is adaptive to dynamic contexts in North Texas. Our vision is every church planting, and our mission is to gather new faces (persons) in new spaces.

Creating new spaces may be created on or off existing church campuses. New spaces may be spaces of time during a week or month that are dedicated to reaching a new mission field. New spaces call those gathered in traditional spaces to encourage, support, and provide nontraditional spaces that adapt to our ever changing mission field in North Texas. The CCD has embraced the mission, in collaboration with the other centers and district offices of the North Texas Conference, of assisting churches to gather persons and create spaces that make disciples of Jesus Christ among those who call North Texas home.

Dr. Owen Ross was appointed as the director and Rev. S. Dianna Masters was appointed as the associate director for the black church initiative since July 1, 2017. Matt Temple was hired as the associate director for church planting, and existing staff member Liliana Rangel was promoted to Ministry Coordinator as of January 1, 2018. This team is leading the North Texas Conference Center for Church Development into a new era in which churches gathering new faces in new spaces (church planting) will be the norm rather than the exception among churches in the North Texas Conference.

### **CREATING IN EXISTING CONGREGATIONS**

**The Healthy Church Initiative (HCI)** continues making an impact within the North Texas Conference. The HCI is led by the Liliana Rangel and is based on training our own clergy and laity to mutually coach and mentor congregations. This approach involves laity in all levels of leadership and participation with components designed specifically for churches of all sizes. Data and personal testimonies attest to the fruitfulness of the HCI.

The HCI is entering into a new era of working with churches who have already gone through the HCI process and with churches who have a clear idea of areas of improvement that they desire to see in their church. This newly developed process both re-evaluates churches who have completed the original HCI process and assists other churches with expertise in various ministry areas. The CCD has created a team of

North Texas Conference pastors and laity that will assist congregations in evaluating the impact of their own implementation of the original prescriptions as well as with churches who develop new prescriptions. The process will assist churches in discerning what they need to continue to build on to be able to enhance their ministries, to develop new prescriptions, and to gather new faces in new places as well as transformed or transforming spaces. This new phase will be launched August 2019.

## **CREATING NEW CHURCHES**

In the first half of 2018 the Center for Church Development focused energy on listening and discernment. We formed a team of church planters to help us identify strengths and weaknesses of our planting process and together worked to design a more holistic support system intended to make sure planters were getting the relational support and training necessary for the work of starting a new faith community. The result of this was the development of a 12 month cohort called Genesis.

On July 1st of 2018 we launched the Genesis cohort with 27 participants. The goal of the Genesis cohort was to connect planters relationally, to help the CCD assess potential planters to see where they needed the most development, to give potential planters a place to discern whether or not planting was for them, and finally, to exposes our planters to tools and resources to help them develop a vision and start a new faith community.

Because this was the pilot year for the cohort we cast a wide net looking for participants. Of the 27 participants some were exploring a potential call to planting, others were in ministry context that required them to bring vitalization through the implementation of planting methodologies, and some were just entering the launch stage of a new church start. For the past 12 months participants have developed a mission centered understanding of the church; they have explored ways to live more incarnationally in their context; they have worked with their team to develop vision, values, and strategy for their ministry context; and they have built teams, developed leadership skills, and a discipleship ecosystem for their new faith community. Participants in the Genesis Cohort have read books, participated in online discussions, attended webinars as well as weekend trainings, received 1 on 1 coaching, developed a plan and began to execute their plan in their mission field.

As we have sought to develop further the tools and resources for our planters and leaders the CCD has connected with the Human Centered Design graduate program at SMU to create resources for churches and church planters that help leaders implement design thinking into their ministry work. We have also connected with a local design firms in the Dallas area to expose our planters to cutting edge marketing workshops to help our churches develop their unique calling as a faith community as well as think through how to get that message out to the people God has called them to serve.

Another priority for the CCD this past year was re-evaluating our church plant funding strategy. We have adjusted our budgeting philosophy to more contextually support church plants. It is our goal that no church plant would be overfunded or underfunded. Setting strategic funding models has lead the CCD to move away from standard block grants and instead look at each church plant vision and context to devise a funding plan that will position the church to be successful and sustainable for the long term in their particular context. Funding is set to a matching finding based on mission field giving.

For the current church plants that have launched or will be launching in the NTC we have implemented our support star which surrounds planters with a project coach, pastoral coach, developer, supervisor, and intercessor. Each of the partners in support star, along with the planter talk quarterly about goals, celebrations and challenges. The purpose is to make sure as the planter lives into their vision they have people around them to give them the coaching and encouragement necessary to be successful. The CCD is

thankful for all of the participants in the support star, especially the retired clergy who are participating as intercessors.

Our goal for this past year and moving into the next has been three-fold. First, we want to make sure planters in the North Texas Conference are given all the support necessary as they seek to launch a new faith community. Secondly, we are seeking to strengthen our existing plants that were started prior to launching these new support initiatives. Finally, as a conference we are getting out of the church planting “business” and focusing our attention and resources on supporting churches that plant churches. We are doing all of this to align our work to our primary vision of - Every Church Planting.

#### NTC Church Plants:

- \* In 2019 26 leaders will have successfully completed the Genesis cohort. Of those 26:
  - 7 have launched or will be launching a new worshiping community. Each of these will continue on in a “Launch cohort” together. They will also join the next Genesis cohort as coaches and workshop presenters.
  - 5 have started a new space for new faces.
  - 4 have decided that planting is not currently the direction of their ministry calling.
  - 5 are still discerning their call and developing a plan to plant in the future.
  - 5 have implemented planting strategies into their current ministry context to help revitalize their church.
- \* In 2019 we will have between 6 and 10 new participants in the Genesis cohort.
- \* In 2019 we will develop a “Launch cohort” for planters currently in year 1 or 2 of launching a public gathering.
- \* In 2019 we will look for ways to offer some of the planter resources to the larger connection of NTC.

### **CREATING IN THE BLACK CHURCH/ Black Church Initiative**

The North Texas Conference initiative on Strengthening the Black Church changed its name to the Black Church Initiative (BCI). BCI has been involved in continuing to strengthen our black churches and pastors as they work with the laity of their congregations to grow their churches.

#### **The Pastors**

The first component of BCI of strengthening our pastors is our Perkins Preaching Excellence Cohort. BCI partnered with Rev Dr Alyce McKenzie, Director of Perkins School of Theology in Perkins Center for Preaching Excellence, and Rev Dr. Kevin Murriell, the lead pastor of Cascade UMC in Atlanta, to sharpen and further develop the preaching of the pastors in our larger churches. Our focus was the four pillars of Preaching Excellence - \*Passion \*Purpose \*Preparation \*Plot.

#### **The Churches**

Our second component of our BCI work was to develop a process where the pastor, leadership team and coach work to first identify areas of strength and weakness of the congregations. We used the work of Rev. Dr. Cederick Bridgeforth called “2020 Leadership Lessons”. Each congregation worked with an electronic document to assess where the congregation was in five key areas - Welcoming, Nurturing, Empowering, Serving and Discipling. Upon identifying unique components of the church that are most likely to strengthen it, congregations will engage with a coach to implement strengtheners in a 12 - 18 month process to achieve the desired results.

We also partnered with the Mystery Guest Program for our churches to learn where they are in being a welcoming congregation.

This work is ongoing and will include our smaller churches as they are led by the clergy and laity from our larger BCI churches.

All of our churches will have the opportunity to interact with national and local leaders of both UMC and non-UMC successful clergy and laity to focus on stewardship, worship, prayer, social media, and reaching millennials to strengthen and grow our churches.

### **The Young Black Clergy**

The third component of the plan is strengthening our young African American Clergy. Each fall the CCD will continue to expose them to seasoned pastors, both United Methodist and other denominations, for ideas on preaching and what a successful ministry looks like. This year they visited and learned from Rev. Dr. Dwight Radcliff because of his leadership in reaching millennials and his focus on stewardship. They also interacted with Rev. Dr. Kevin Murriell from Cascade UMC on strong biblical preaching and what it looks like every Sunday morning.

Conference Staff and our leading black churches are committed to this work because the CCD believes this will strengthen not only our Black Churches but our entire North Texas Annual Conference.

### **Our Black Church Initiative Churches are:**

The Village UMC, Rev. Derek Jacobs – Coach, Rev. Dr. Sherry Daniels  
St Paul UMC, Rev. Richie Butler – Coach, Rev. Dr. Clarence Brown  
Hamilton Park UMC, Rev. Dr. Sheron Patterson – Coach, Rev. Chris Campbell  
St Luke “Community” UMC, Rev. Dr. Michael Butler – Coach, Rev. Dr. B. Kevin Smalls

### **Our Partners:**

Rev. Dr. Alyce McKenzie, Director, The Perkins Center for Preaching Excellence  
Rev. Dr. Kevin Murriell, Lead Pastor, Cascade UMC Atlanta, GA  
Rev. Dr. Dwight Radcliff, The Message Center, Los Angeles  
Rev. Dr. Cederick Bridgefort, 2020 Leadership Lessons  
Black Methodist for Church Renewal, Phiebie Hutchins  
African American Pastors Coalition, Rev. Edlen Cowley

## **CREATING IN THE LATINO CHURCH**

The CCD has gathered the pastors of smaller Latino churches in a group called, “100 Latinos Worship.” The goal of this group is to grow the average attendance of Latino churches. While the participating churches have yet to exceed 100 in worship, the churches experienced growth far above average. Through creating new ministries and learning from one another, Latino churches have experienced numerical and spiritual growth. Churches that have participated in 100 Latinos Worship:

- Agape Memorial
- First Denton
- First Grand Prairie
- First Rowlett
- Kirkwood
- Oak Haven

The Latino pastors planting in First Sherman, Chapel Hills, and Casa Linda at Pleasant Mound participated in our planters cohort. Five Latinx interns also participated in the planters cohort as Path1 interns and were implanted in Hispanic contexts: Christ’s Foundry UMC, Casa Linda/Buckingham, Elmwood-El Buen Samaritano, and Wesley Rankin.



In March 2019, the CCD gathered all of the pastors engaged in Latinx ministries in the North Texas Conference. While not all of the pastors were able to attend, 24 were in attendance. Dr. Owen Ross noted at the meeting, “Seventeen years ago when I began planting Christ’s Foundry, one could count on one hand the number of pastors in the North Texas Conference engaged in Hispanic ministries. Look around the room, today, one cannot count the number of us engaged in Hispanic ministries on four hands!”

There is much more work to do. Just Dallas County is 42% Hispanic/Latinx, yet only 1.7% of clergy in the North Texas Conference are Hispanic/Latinx. While these numbers show the gap, these numbers also show the opportunity for North Texas Conference to engage a new mission field, and the CCD gives glory to God for the increase of laborers in the vineyard.

## **CREATING IN THE KOREAN CHURCH**

The CCD is investing in the Korean church. Grants were given to Korean pastors for training. In 2019, a strategic plan is being developed for Korean churches to create new spaces. The Cabinet of the North Texas Conference met with all of the Korean pastors in March 2019. Hopes, dreams, and challenges were shared, and the director of the CCD is meeting regularly with NTC Korean pastors to collaborate.

## **CONCLUSION**

The 2019 theme of the North Texas Annual Conference of CREATE is at the heart of the work of the CCD. As the demographic and religious landscape in North Texas Conference continues to change, the CCD works to equip churches to engage in the ever-changing mission field. The CCD exists to equip and strengthen the churches of the North Texas Conference to make disciples of Jesus Christ for the transformation of the world. The center’s work in 2018-2019 has been fruitful, but the best is yet to come as God continues God’s creating work in the North Texas Conference.

## **CENTER FOR LEADERSHIP DEVELOPMENT**

The mission of the Center for Leadership Development (CLD) is to develop principled Christian leaders for the transformation of the world. We support the Conference vision **to reach** “New Faces and **to create** New Spaces” through workshops, coaching, and grants. Our 2018-2020 priority is to implement an ‘ecosystem’ **to cultivate** young (35 and under) and culturally-diverse leaders who can reach the mission field. We continue **to engage and develop** lay and clergy leaders through the lens of **Wesleyan Formation**. We seek **to ground ourselves in the vitality of Christ** and **make vital connections** across the full life of our conference and global church.

For more information about the Center for Leadership Development visit [ntcumc.org](http://ntcumc.org) > Leadership Development, join our Facebook page, NTC Center for Leadership Development and follow us on Social Media, [@ntcleadership](https://www.facebook.com/ntcleadership).

## **WESLEYAN FORMATION**

Our ecosystem begins with our youngest - we reach young current and future leaders through our Wesleyan Formation initiatives for Children, Youth, Young Adults and through Camping and Retreat Ministries.

## NORTH TEXAS CONFERENCE CAMPING AND RETREAT MINISTRIES

Camping has long been a cornerstone of discipleship in the United Methodist Church. Over the past year, we have done extensive work to assess how we are creating principled disciples through the Camping and Retreat Ministries of the North Texas Conference.

**Bridgeport Camp & Conference Center** – 2018 was a continued year of vision and planning at Bridgeport Camp and Conference Center (BCCC). We are excited about the new possibilities of addressing concerns with facility upgrades and updates, as well as continuing to provide great camps and places for people and churches to meet for retreats and activities to continue growing in their ministries. Whether it is at our camps or through the retreats that use our space, our camp continues to be a place where faith formation happens.

2018 was an equally eventful year for reservations at our facility. We continued our busy non-summer schedule with 70 events held from January to June before camps start, then starting again in August until the end of the year. Conference groups made up the majority of events, but we had great turnout from groups outside our conference as well. Some of these groups include university retreats, family reunions, local school events, weddings, and sports banquets.

The Conference Summer Camps were almost at capacity, with 4 camps being completely full. We also had two full weeks of SEEK (Summer Events for Exceptional Kampers) Camps, and a full week of Project Transformation Camp in August. This gave us another great summer attendance of over 1400 campers and over 500 volunteer leaders that helped make this another incredible year of camping ministries.

As we look to the future and the improvements that need to be made here at BCCC, there are several things on the horizon. With our camps being so close to full almost every week and crowded facilities at multiple non-summer events, we need to be diligent about creating more spaces for our children, youth, and adults to stay, eat, convene, and worship. We covet your prayers and continued support as we continue to move forward to better serve all our guests.

**Prothro Center at Lake Texoma** – Throughout the years, the Prothro Center has experienced a steady increase in usage; Weddings, Church Retreats, Family Reunions, Beach Parties, Pool Outings, Staff Retreats, Birthday Celebrations, Anniversaries, and school outings were a few of the many events that we had the pleasure of hosting. 2018 was a year of updating and continuing to keep our facilities looking like they were when we opened 15 years ago. This underscores the importance that we place on making sure that the Prothro Center remains a sacred space where people and groups can come to experience God in nature. Our facilities are well equipped to be a place of refuge and reflection for many who visit.

The biggest project was the complete replacement of the Lakeview and Dining Room glass walls. Without interruption to any Prothro Guests, we were able to tear down, reconstruct, and even re-design the walls which allow the beautiful lake views. In addition to the new walls, we extended an awning over the dining hall deck, which will allow guests to enjoy meals under the shade while watching and listening to the waves hit the shoreline. The Prothro Lodge and Pavilion each got new siding and complete paint jobs. Also, new canopies were installed at our main beach to give shelter from the summer sun...along with the installation of two more beach volleyball courts at both lakeside beach areas. Inside our walls, we replaced every room that didn't have a queen bed option, with a queen bed and 18" tall bed frames which allow guests a great option to store their luggage during their stay.

We continued to serve many repeat events such as NTC Licensing School, The Bishop's Cabinet, NTCUMW, Board of Ordained Ministry, Clergy Spouse Retreat, Summer Internship, 3 Seek Camps, and numerous individual church/youth retreats. We are also delighted to be the host site of The Texoma

Emmaus Community. The Prothro Center is proud to be a great reflection of the North Texas Conference of the United Methodist Church.

**GO Camp** – 2018 was the second year of GO Camp’s five-day summer day camp program. We held eight weeks of summer day camps throughout the North Texas Conference of the United Methodist Church to provide quality camping opportunities for kids living in underserved communities. Our host sites partners included: Paul Quinn College, FUMC Denton, Clean South Dallas, Valley View UMC, FUMC Plano, Cedar Glen Apartments, Jan Kay Ranch, and FUMC Richardson. We are grateful for our hosts and partners for helping us make summer 2018 a great experience for the communities we served in.

In January 2019, GO Camp brought on a new Director, Katie Pryor, who has her Master of Divinity from Southern Methodist University Perkins School of Theology 2019. She has a background in serving in camp ministry, serving with youth and children, as well a former missionary in the UMC. Katie is looking forward to developing and growing relationships with the communities of the North Texas Conference that will benefit from GO Camp. Katie’s background and theological education make her well equipped to make sure that our camps are places where young people are formed in the Wesleyan faith traditions of our denomination.

Our camps open and close with worship and devotionals that share the gospel and Wesleyan theology presented through the NTC’s unified camping curriculum. Our camp structure is mission minded and focused, which includes field trips that provide hands-on activities that challenge the campers while exposing them to nature. Campers gain new experiences from: sailing on a pirate ship, to zip-lining, hiking, swimming, fishing, kayaking, working on a farm, exotic animal tours, and exploring the Perot Museum.

For Summer ’19, GO Camp is looking forward to partnering with our host sites to give the campers a safe space to experience God in nature and provide resources to assist in their growing faith and discernment as they are forming into young leaders. God’s faithfulness and love are evident in this program, and we are looking forward to a bright future of camping for many years to come because of the prayers and support of the United Methodist Church.

## FAITH FORMATION

**Camp Bible** – One of the best ways for children to be formed in faith is to learn how to explore the Word of God. Children’s Ministers from across the Conference once again planned and led Camp Bible for 3rd-5th graders. During an overnight stay at Bridgeport camp participants explore their Bibles and the traditions of our faith and participate in immersive, innovative learning and leading. Camp Bible will be held the weekend of September 21-22, 2019.

**Bishop’s Rally** – Bishop’s Rally creates a unique opportunity to usher children into youth ministry and introduce them to Bishop Michael McKee of the North Texas Annual Conference. Christ UMC Plano and the CLD partnered together for the second year to host the Bishop’s Rally for 5-7th graders and confirmands. Over 450 youth and adults came to play, worship and learn together while being introduced to our connectional church and its leader.

**Youth** – The CLD partners with Youth Ministry Staff from across the Conference to host several events through the year. These events are designed to assist in faith formation and inspire youth to live a Christian life. Our sponsored events are Youth Midwinter at Camp Bridgeport, Bishop’s Rally and the “ONE” event. The One event took place at FUMC Rockwall with Pastor Payton Parker of St. Luke “Community” UMC as our Keynote Preacher. Rev. Parker led the group to think about what it means to sit, worship and commune together at one table. Small groups discussed how youth can be leaders in their churches and

communities by making space for new people to get to know Jesus. “ONE” will be hosted by FUMC Coppell in 2020.

### **2019-2020 Children, Youth, Young Adult Dates and Events**

- National Youth 2019 event: Kansas City - July 10-14, 2019
- Camp Bible (3rd – 5th grade students) - Bridgeport Camp - September 21-22, 2019
- A Time for Children/Youth Fall Cohort Training – September 2019
- Academy of Preachers National Festival – January 2-5, 2019
- Confirmation Camp – Bridgeport Camp – January 10-12, 2020
- MidWinter Retreats 2020 (Middle & High School) – Bridgeport Camp - January 24-26, February 7-9
- Bishop's Rally (5th - 7th grade students) – early 2020
- ONE Worship Event (Middle and High School Youth) – FUMC Coppell - April 2020

To find more information on all these events and programs, to host an event at your church or get involved, please visit [ntcumc.org](http://ntcumc.org) > Leadership Development or email Emma Williams at [emma@ntcumc.org](mailto:emma@ntcumc.org).

### **LEADERSHIP DEVELOPMENT**

From these environments of Wesleyan Formation along with vital connections with churches, we begin to identify leaders. As leaders emerge they also nurture and develop future leaders. We develop these leaders through youth academies, national conferences, internship opportunities, leadership programs and collegiate ministry.

### **NORTH TEXAS CONFERENCE CAMPING AND RETREAT MINISTRIES**

**Conference Camp Youth Leadership Program** - In 2018 we piloted our Conference Camp Youth Leadership Program at our Junior High 1 Camp. The program seeks to provide leadership training and opportunities to youth attending Bridgeport Summer Camp who are selected to be Junior Counselors and Youth Counselors.

Junior Counselors are tasked with assisting in small groups and participating in a daily reflection time to discuss what they are learning about leadership, where they are experiencing God at camp and to prepare for the following day's lessons.

Youth Counselors are older youth that are tasked with leading the Junior Counselor reflection time along with being given the opportunity to shadow our camp directors throughout the week. This experience provides these Juniors and Seniors in High School an opportunity to experience first-hand what it takes to direct a camp. They are also given the opportunity during this time to get to know these directors on a personal level, many of which are ministry staff at churches in our conference.

In 2019 we will roll out the program to 3 of our summer camps and hope to expand the program to all 7 of our summer camps by 2020. We are also planning on including our non-summer camps such as MidWinter, Camp Bible, and Confirmation Camp in the program to provide even more opportunities for our young people to learn and serve. We believe that leadership training is at the heart of creating disciples and faith formation for our youth. This program seeks to raise up the next generation of church leaders by training them to lead and forming their faith in the uniquely Wesleyan environment that is summer camp.

**Surge Leadership Camp** – Summer 2019 will launch a one-week summer camp that is designed around leadership training for youth from start to finish. The idea for this camp was born out of a GO Camp overnight camp hosted at Jan K Ranch, in the East District, in 2018. Surge Leadership Camp is a mixed age camp, meaning it serves Junior and Senior High youth that focuses on giving hands-on leadership

experience to youth who attend. Our campers are responsible for planning and facilitating a three-day Children's Day Camp that also happens on site at Jan K Ranch.

Youth leadership responsibilities for this camp vary from leading small groups or large group activities, to leading special interest group activities like theater, worship, and more. Once the children's campers leave in the afternoon our youth participate in reflection on the day, prepare for the next day, as well as experiencing more traditional camp activities such as swimming, hiking, scavenger hunts, and so forth.

We hope that at the end of the week our campers will take what they have learned and experience back to their local congregations. Through this experience and formation we expect our campers to gain confidence in knowing that they are gifted leaders and an important part of the future of our church.

**Conference Council on Youth Ministry (CCYM)** – CCYM is honored to represent the youth of the North Texas Conference throughout the year. CCYM is a diverse compilation of youth from 6th to 12th grades from all four districts. This past year the youth of our conference engaged in several successful events that we would like to highlight. Our biggest project for youth throughout the conference, the annual Midwinter retreats that are held at Bridgeport Camp and Conference Center, brought together 383 youth, youth workers and volunteers from across the North Texas Conference over two weekends. This year, our Midwinter theme, "hALLidays" explored the different holidays of the liturgical calendar, such as Lent and Advent, and why they are important. Youth from CCYM facilitated small groups, gave testimonies, led prayer, led music for worship and organized fun activities. Midwinter is a place where students and adults can grow in their faith and in their connection to each other. It is also an opportunity to raise money for our Youth Service Fund, also known as YSF. This year we raised money during our Midwinters through the Snack Shack along with a competition between four holidays, led by four of our CCYMers who volunteered to compete for the fundraiser. Our 2018-19 YSF funds will be donated to Paper for Water, a non profit organization out of Dallas, as well as the national YSF fund. Over two weekends, the youth of our conference raised \$1500.

### COLLEGIATE MINISTRY

Across our 6 collegiate ministries in North Texas we are in ministry with hundreds of college students through worship, missions, Bible study, internship, vocational discernment, hospitality and more. In addition to spiritual guidance and leadership development with students, these ministries continue to be fertile ground for young people who want to enter ordained and professional lay roles in the church.

**Denton Wesley (UNT/TWU/NCTC)** – This year at the Denton Wesley Foundation, we have seen significant growth in numbers, but most importantly in spiritual maturity and passion, connectedness as a community, and discernment of our missional and ministerial direction. Perhaps catalyzed by the Special Session of our General Conference, the culture of the Wesley has shifted to become much more saliently "faith-centric," and our students have developed a depth of compassion and care for one another and for the impact and intricacies of their beliefs and practices on the lives around them. We have adopted as our mission statement that the Denton Wesley Foundation strives to be "an intersectional, affirming, compassionate community stumbling towards Christ together." To this end, a cohort of students guided the Wesley through an extensive period of prayerful discernment, with substantial theological and practical training and guidance, to determine whether or not to become a Reconciling Community. In February, the students voted unanimously to become a registered member of the Reconciling Ministries Network.

Our Bible study and social justice ministry, Intersect, has grown substantially, and students are hungry for biblical and theological study. This group traveled to the Texas border to work with the ACLU, Catholic Charities, and other groups for immigrant and refugee rights and will be putting on the 2nd Annual #ChurchToo Conference. We've launched a program called Wednesday-Night Workshops in which we

rotate Self-Care Nights, theological education seminars, guest speakers, and arts workshops each week. Additionally, we have weekly small groups, serve free lunch on Thursdays, host weekly creative and interactive worship services, provide free professional counseling, and offer free groceries twice a month to several hundred students through our Shiloh Food Pantry. We also engage in one-on-one discipleship relationships and have a dynamic team of student leaders invested in DWF's growth as an inclusive, loving home for students – but one that challenges our students to fall deeper in love with Christ and to embrace a Christianity that is a verb, actively transforming the world around them.

This year, we have also focused on forming partnerships with several local churches and participating in Denton community events, and we are grateful for the DWF supporters we've gained that have adopted us as a mission worthy of their time, prayers, and gifts. As we look towards next year, our students will be researching and discerning the needs of our surrounding community and the passions and gifts of our students to see how we can best grow in mission and ministry in the Denton area, extending the impact of our students in this city in a meaningful, sustained, and mutually empowering way. We are excited to see where God leads us!

For more information visit [thedentonwesley.org](http://thedentonwesley.org) or contact Haley Feuerbacher at [director@dentonwesley.org](mailto:director@dentonwesley.org).

**Synergy Wesley Foundation (UTD/Richland/Collin)** - The Synergy Wesley Foundation is a diverse and inclusive campus ministry providing supportive space for college students to build authentic relationships and community, grow in faith through study and conversation, discover their gifts, discern their vocational call, develop as Christian leaders, and serve alongside their neighbors to transform the world. Our storefront space off Synergy Park Boulevard adjacent to the UT-Dallas campus serves as mission central for ministry that is incarnational, meeting students where they live and attend class. Our ministry programming includes weekly worship, Bible study, retreats and leadership conferences, mission trips and local volunteering, fellowship events at the center of campus, free weekly lunch and dinner, and an internship program for students exploring a call to ministry. Our ministry at UTD is growing and thriving, with more than 70 students engaged in our Wesley discipleship ministries during the past year, and hundreds of students reached and served through our on-campus programs.

We have expanded to do incarnational ministry on the Richland College campus through our “Wesley at Richland” student organization, and we are working with church partners to grow in our United Methodist presence on the campuses of each of the North Dallas community colleges.

We are empowering students for ordained and lay ministry leadership in the United Methodist Church, with six Synergy Wesley recent alumni and current students attending or preparing to attend seminary. Our partnerships with multiple congregations help students build relationships with the local church that will continue beyond graduation and support our ministry financially. We invite you to join with us in our mission to synergize students, churches, and organizations for ministry with our North Dallas area college campuses, to reach and grow a rising generation of young Christian leaders for the transformation of the world.

For more information, visit [SynergyWesley.org](http://SynergyWesley.org) or contact our campus minister, Brittany Burrows, at [Brittany@SynergyWesley.org](mailto:Brittany@SynergyWesley.org).

**Wesley House (SMU)** - Over the 2018 year, Wesley House has grown in incredible ways in a time of transition. In 2017, the SMU Wesley Foundation found a home with Highland Park United Methodist Church and began a renovation process of both the physical building and the ministry. We temporarily closed down the facility at 3220 Daniel Avenue around Spring Break for renovation and started a season of

wandering. We moved some of our gatherings to HPUMC, some to private homes, and some to the campus of SMU.

Even in the midst of no physical building we averaged 60 people each week at Bible Study. We started hosting Nights of Worship about every 6-8 weeks that average about 60 people. Our weekly worship service hosts an average of 45 people and is led by an entirely student led worship team, most of which are first years. We continued our small accountability groups called United Groups with about 40 people. We took about 40 people on our Spring Retreat and about 50 people on our Fall Retreat. Our first year small group we lovingly call Freshley has 40 members in it with an average of 25 in attendance each week. We have 78 college students in Host Families where more than 170 volunteers are leading the charge to support and pray for these students while they are away from home.

In our time of transition we also launched a Sunday morning meetup called Wesley Mobile House so students have a place to go on Sunday morning and people to sit with at worship. We average 35 at Wesley Mobile House and many more participating in worship at HPUMC through the variety of worship services and styles. These students are finding a church home at HPUMC where they are worshipping in multigenerational worship services and volunteering in youth, confirmation, music, disAbility ministries, and children's ministries each week.

We finished the renovation of our facility over Christmas break and launched the new building in January 2019. Since the renovation and reopening, every day the Wesley House is filled with 40 plus college students finding a safe place to study, to connect with others, and to grow in their faith. We see over the course of a week 120 unique students engaging in the life of this ministry through a variety of ways; Bible studies, worship services, community events, mission and outreach projects, and more. We believe students need a place that looks and feels like home as they journey in faith in this transitional time. Wesley House has become that place. We are helping college students to become deeply devoted followers of Jesus Christ while providing a place where community is developed, questions are discussed, faith is deepened, and purpose is discovered. These students are connecting to the life of the local church as well, which we believe will help them to become life long followers of Jesus Christ and will continue to be a part of the transformation of the world.

For more information on Wesley House, visit [www.hpumc.org/college-ministry](http://www.hpumc.org/college-ministry), follow us @thewesleyhouse or email Rev. Andrew Beard at [bearda@hpumc.org](mailto:bearda@hpumc.org).

**The Wesley Center at Paris Junior College** – The Wesley Center at PJC has gone through intensive renovations this past year and is excited to once again be open and serving the students of Paris Junior College! A new part-time director was brought on in the summer of 2018 to lead the Wesley Center in its mission of journeying alongside college students, boldly questioning and deepening beliefs, and living into God's dream. As excited as we are about our freshly painted space and Pinterest-inspired patio, we are also invigorated by opportunities to be active outside our walls and where the students already gather. At the beginning of the school year, students came together in their dorm buildings and voiced their desires for the year. The Wesley Center worked with them to make those desires a reality. Through kickball, free lunches, movie nights, bubble soccer, #adulting groups, and adventuring through the Enneagram, students have gained opportunities to develop deeper relationships with those around them, as well as with the God who created them. We're looking forward to being a part of God's transformative work in the lives of these powerful and passionate young adults!

For more information, visit [pjcwesleycenter.org](http://pjcwesleycenter.org) or contact Michelle Wood at [michellemwood15@gmail.com](mailto:michellemwood15@gmail.com).

**The Wesleyan Campus Ministry (TAMU Commerce)** - The Wesleyan is an inclusive and diverse campus ministry, where ALL God's children can Belong, Believe and Become! We are a faith home to many who have been turned off from Church, yet by the power of the Holy Spirit former 'outcasts' have found in us a welcoming community where all can discern their faith and grow in discipleship.

Current ministries include; The Light Worship, Bible studies, Coffee and Contemplation, free lunch, Love Group, Mobius Coffee House, New Beginnings Gospel Choir, missions, fellowship/outreach events, and retreats.

The campus ministry is bearing much fruit and has grown significantly. As of July 1, 2019 the WCM Director will be a full-time appointment.

Join our group page on Facebook: @TAMUCWESLEYAN and/or contact pastor Brian Dierolf, Brian@fumcommerce.org.

**The Wichita Falls Wesley Foundation (Midwestern State/Vernon College)** - The Wesley serves to help college students navigate their college experience through healthy spiritual engagement and fellowship. We are an inclusive and affirming ministry that welcomes all persons, regardless of race, ethnicity, gender, nationality, and sexual orientation. It is our mission to serve MSU's students, faculty, and staff through service, worship, and fellowship.

Specific to our mission this year was building relationships with the University community to strengthen the productivity and retention of underserved students at MSU. In addition to our weekly Bible study and community lunch, the Wesley created a new program in collaboration with the Center for Multicultural Activity and Community of MSU to reach first-generation students of color. This program, entitled Barbershop Talk, engages 20 plus men biweekly in the areas fellowship, discipleship, and leadership.

We've enhanced our commitment to global service and witness with a Spring Break immersion trip to Cahuita, Costa Rica, and this summer the Wesley will send over 10 students to serve in various United Methodist affiliates such as the Board of Church and Society in Washington, D.C. and Project Transformation in the North Texas Conference.

For more information on The Wesley at MSU, the number of ways to collaborate and support the work of the Wesley, visit [www.wfwesley.org](http://www.wfwesley.org), or email Rev. Marcus at [mjones@wfwesley.org](mailto:mjones@wfwesley.org).

## **VOCATIONAL DISCERNMENT**

Through all of our work we encounter people discerning their purpose. For some, this will be about how to embody Christian values in their professional and personal life and for some it means a call to professional ministry and possibly even ordination.

**Discernment Initiatives** - We sponsored two young adults to the Academy of Young Preacher's National Festival, four to the Young Preacher's Festival in Kansas and have held dozens of individual and small group conversations for vocational discernment. In 2019 we are disseminating the 5 Cups of Coffee resource to inspire and equip everyone for conversations on discipleship and calling through five conversations: God, Gift, Passion, Spiritual Growth and Opportunities.

**Candidacy Summit** – This introduction to the candidacy process event is held at least twice each year, typically in August and January. Approximately 20 candidates for ministry began their journeys this past year through Candidacy Summit. Candidacy Summit includes, worship, sharing call stories, exploring ministry tracks, the candidacy process and the first group mentoring session.



## **PROFESSIONAL DEVELOPMENT**

In collaboration with many partners, the CLD seeks to recruit gifted, diverse clergy; develop and sustain clergy and laity through life-long learning; and equip Staff/Pastor Parish Relations Committees to collaborate with their clergy for ongoing formative work towards greater effectiveness.

**A Time for Children (ATFC)** is expanding into new congregations and continues to bear spiritual transformation through North Texas congregations. We have entered into a new iteration of this program, as we equip children's workers who have completed three years of training to mentor incoming ATFC participants, while still under the guidance of Rev. Dr. Leanne Hadley. This model has produced a self-sustaining and community focused program that enriches children's ministries across the North Texas Conference.

**A Time for Youth (ATFY)** - A partner program of A Time for Children, was piloted in the 2018-2019 school year. ATFY equips youth workers to facilitate a space where youth can connect with God and build strong Christian community. We look forward to the 2019-2020 school year, when the first full cohort of ATFY participants will begin.

**Advanced Leadership Coaching** - The CLD began building a leadership coaching network for pastors and lay staff in the North Texas Conference in 2017. Twenty Advanced Leadership coaches have received 60 hours of ICF (International Coaching Federation) approved executive coach training and are deployed to increase the adaptive leadership skills of over 70 clergy and lay staff during 2018. Through The Academy of Artful Leadership, we developed three cohorts of leaders (one lay and two clergy) who grew through group coaching around key themes in ministry, peer learning and individual coaching. Given the complex and fast changing world in which we live, it is essential for leaders to be agile learners and adaptive leaders, able to wrestle meaning from their experiences so they can integrate and use their learning going forward. The 'coach-approach' process helps leaders discern the God-sized things that need to happen, develop a plan to get there, and celebrate their successes. If you are interested in receiving an individual coach or participating in a group coaching cohort please contact Kelly Carpenter at [kelly@ntcumc.org](mailto:kelly@ntcumc.org).

**Clergy Retreat** – Held October 8-10, Tanglewood Retreat and Conference Center, Pottsboro, TX., this year's retreat focused on fostering sacred conversations in ministry as we answered the question: How can intentional communication bring us closer into communion with one another? We addressed difficult topics such as culture and race dynamics. Our Keynote Speaker was Rev. Jennifer Bailey of the Faith Matters Network. Our preachers were Bishop Michael McKee & Rev. Kevin Murriel from Cascade UMC in Atlanta. Music leadership came from Monya Logan of St. Luke "Community" UMC, and The Tyler Street Live Band led by Mariel Vela.

**Clergy Covenant Day** – Held January 22, 2019, at First United Methodist, Richardson, the clergy gathered for the sacred opportunity to “remember their baptism, grow in grace and share in communion with one another. Bishop Ken Carter's book *Embracing the Wideness* was utilized for our discussion time as a tool for continual spiritual growth and in preparation for the upcoming 2019 General Conference.

**Sexual Ethics Training** – Offered on August 13, 14, 15, 2018, and on March 28, 2019, these sessions utilized curriculum from the Committee on the Status and Role of Women (COSROW), as well as other resources to teach appropriate boundaries and ethical practices for maintaining a healthy church. All clergy were required to attend one of the trainings or make other arrangements for completion of the course through the Center for Leadership Development.

Please note that the North Texas Annual Conference policies and procedures concerning sexual harassment, and sexual misconduct are found on the North Texas Annual Conference website, [www.ntcumc.org](http://www.ntcumc.org).

**Cultural Intelligence (CQ)** - The North Texas Conference has launched a new CQ (Cultural Intelligence) Team comprised of a diverse group of strong leaders (lay and clergy) who have both passion for and experience with cross cultural settings and relationships. We met quarterly and attended to the following goals: 1) understand Cultural Intelligence and its importance in ministry; 2) identify biases and philosophy of cultural intervention; 3) identify where political ideology, race, gender, age, geographical culture issues are at play, and create a cultural map of the North Texas Annual Conference (on going project); 4) prepare Residents for cross-cultural ministry; 5) Create a theological and faithful framework for our work as a team and work in the Conference; 6) create a tool kit to help clergy and congregants negotiate cultural conflict in specific contexts, as well as lead congregational training in CQ.

In addition to this broad work we added deeper work in *Dismantling Racism*. This work is being done in conjunction with the Commission on Religion and Race. We identified areas of influence in the North Texas Annual Conference where we can make a greater impact, offer resources, and address our goals and we began our implementation process.

### **CONNECTIONAL LIFE**

**Congregational Assessment, Response and Transformation (CART) Teams** - CART Teams are equipped to assist District Superintendents, clergy and congregations move through the difficult work of grief, anger, mistrust, loss and change. There are two separate CART teams: The Crisis Response Team and The Conflict Resolution Team.

Throughout the year, the Crisis Response Team served several churches. Four churches received crisis intervention services, and many clergy, laity, and staff from various ministry settings in the conference received consulting and resourcing services. This year the team provided numerous educational trainings for churches, SPRC teams, and the Cabinet.

This year the Center for Leadership Development appointed a Coordinator of the Crisis Response Team, Rev. Liz Greenwell, to work directly from the NTC Conference Center. Twelve new volunteers (laity and clergy) were recruited and trained for Crisis Response Team work. Eight lay persons on the team were trained and developed as Resource Persons for a total of eleven Resource Persons to serve the North Texas Conference (laity on the Crisis Response Team specially trained to work one on one with someone affected by misconduct or a crisis in the church). Response Persons can: hold confidential conversations, assist with finding appropriate resources for personal healing, and assist both the aggrieved and the accused with the formal complaint process. One Crisis Response Team member attended the Do No Harm Conference hosted by COSROW in San Antonio, TX. The DNH Conference is a sexual ethics summit addressing the most recent developments and challenges in prevention of and response to abuse, misconduct, and harassment of a sexual nature, particularly by person in ministerial roles (both lay and clergy).

This year the **Conflict Resolution Team**, led by Lisa Hancock, served several churches, providing two conflict resolution interventions, and weekly or biweekly consultations to clergy, staff, and laity in various ministry settings in the conference. They also provided resources for the conference through the creation of materials and provided thirteen trainings for clergy and laity throughout the year. Lisa would like to provide more workshops specifically around the topics of leading in the midst of anxiety, dealing with difficult people, and enneagram training.

Please contact your District Superintendent or Liz Greenwell directly at [greenwell@ntcumc.org](mailto:greenwell@ntcumc.org) or (972)562-5040 for more information on how to receive the help of CART Teams.

**Committee on the Status and Role of Women (COSROW)** - The NTC COSROW meets to focus on major priorities of issues related to women: a) to gather, interpret and transmit information on the status

and role of all women at the conference, district and local church level; b) work in tandem with the United Methodist Women to champion full inclusion of women in decision-making structures; c) develop processes to inform and sensitize leadership within the conference at all levels on issues that affect women; d) to review sexual harassment policies and procedures, by working in consultation with the NTC Congregational Assessment Response and Transformation Crisis Team(s). This year, the committee partnered with the North Texas Clergy Women's group to support their Wisdom Workshop led by Bishop Janice Huie who addressed empowering and advocating for women in ministry. NTC COSROW sent four representatives to the Do No Harm global sexual ethics training, presented by the General Commission on the Status and Role of Women. The committee also worked to revise the NTC sexual harassment policy for clergy who have face harassment by lay people, working in connection with the NTC United Methodist Women and the Clergy Women groups.

**Committee on Religion and Race (CORR)** - The NTC Committee on Religion and Race has the goal of strategic planning in the areas of diversity, cultural competency, racial justice, reconciliation and equity, and communication/advocacy for change. The committee has representatives on the North Texas Conference Cultural Intelligence task force, working to empower clergy and lay leaders to grow their congregation's cultural intelligence. CORR members also presented a day-long training to ministry residents entitled "Cultural Intelligence and Dismantling Racism."

**Intentional Interim Ministry (IIM)** - Interim ministers are experienced clergy persons, committed to Wesleyan theology and the UMC, who have proven effective in their service to Christ and the church. Intentional Interim Ministers adapt well to a congregation's context and particular needs, are highly relational, and provide pastoral leadership and management for a season of ministry. IIMs are vetted by the Bishop and NTC Cabinet, trained and certified through an accreditation process, and may be deployed across conference boundaries. IIM's serve many contexts which include: Sabbatical, Renewal or Study Leave; Pastoral Transitions; Conflict Management; Disability, Terminal Illness or Death of a Pastor; and Clergy Misconduct. In 2018-2019 the Cabinet and the Center for Leadership Development made two Intentional Interim Ministry placements.

For more information on IIM training or deployment, contact Rev. Cammy Gaston, Director of The Center for Leadership Development of the NTC at [cgaston@ntcumc.org](mailto:cgaston@ntcumc.org).

## BOARD OF MINISTRY

The Board of Ministry is privileged to serve North Texas. We share these dates for 2019-20 as we continue to journey in ministry with our Conference. The Board remains available to receive your questions, comments and certainly your prayers as we faithfully strive to serve the Kingdom. Tim Morrison – [TMorrison@crumc.org](mailto:TMorrison@crumc.org)

8/24/2019	Fall Candidacy Summit - 9:30-1:30
9/16-18/2019	Residency Retreat – Prothro
9/26/2019	BOM Meeting – Ministry Center – 9:30-Noon
10/17/2019	Residency Covenant Group
10/31/2019	BOM & '20 Candidates – Ministry Center – 9-Noon
12/12/2019	Residency Covenant Group
1/25/20	Winter Candidacy Summit - 9:30-1:30
1/27-29/2019	Commissioning Interviews I – Prothro
2/14/2020	Deadline for Districts to submit names
2/20/2020	Residency Covenant Group
3/2-4/2019	Ordination Interviews I – Prothro
4/2/2020	Cultural Intelligence/Dismantling Racism Workshop
4/4/2020	Licensing School Session 1 - Ministry Center

4/18/2020	Licensing School Session 2 - Ministry Center
4/23/2020	Residency Covenant Group
4/25/2020	Licensing School Session 3 - Ministry Center
5/2/2020	Licensing School Session 4 - Ministry Center
4/23/2019	Continuation Interviews – Grace Ave UMC
5/9/2020	Licensing School Session 5 - Ministry Center
5/17-22/2020	Residential week of Licensing School - Prothro

## CENTER FOR MISSIONAL OUTREACH

The mission of the Center for Missional Outreach (CMO) is to help local churches make disciples through ministry *with* their neighbors, particularly the poor and marginalized. This mission calls for the CMO to focus on serving the local churches of the North Texas Conference as a catalyst for creativity and fruitfulness in local church missional outreach.

What exactly is meant by “ministry with” neighbors? Each fall at the start of a new school year, many churches collect school supplies and donate them to their neighborhood schools. During the summer months, youth groups travel to destinations near and far to make repairs on homes and to tackle other small construction projects. Throughout the year, many churches manage food pantries, which help address food insecurity among their neighbors. In most cases, these ministries could be described as “ministry to” neighbors or “ministry for” neighbors. They are good things to do, and the people who do them are caring and faithful; however, these kinds of ministries typically are limited in their holistic, transformational impact, and sometimes they send an unintended, harmful message to our neighbors about their dignity and efficacy (see When Helping Hurts by Steve Corbett and Brian Fikkert and Toxic Charity by Robert D. Lupton). In contrast, “ministry with” neighbors reflects the following core values:

- Come alongside neighbors in a spirit of friendship and mutuality. Listen to and learn from them.
- Build long-term relationships with neighbors.
- Uncover the often-undervalued gifts, talents, dreams, desires and connections of neighbors.
- Adopt the iron rule: Never do for others what they can do for themselves.
- Address the systems that perpetuate suffering and inequity rather than only deal with the symptoms of our broken world.
- Use a strengths-based approach that leverages the gifts and relationships of local partners.

In an effort to help local churches develop bold, “ministry with” initiatives, the CMO now offers a limited number of grants each year ranging from \$5,000 to \$10,000. Applications are reviewed on a rolling basis and can be found on the CMO website – [ntcumc.org/missional-outreach](http://ntcumc.org/missional-outreach).

The CMO currently is living out its mission by focusing on the following five areas:

- 1) Equip local churches to be successful in establishing strong church-school partnerships or deepening already existing ones (One + One);
- 2) Serve as a catalyst for bold, local church “ministry with” initiatives;
- 3) Facilitate meaningful conversations among local church leaders to help name and combat racial injustice in our church and communities;

- 4) Activate people of faith to be advocates – locally and nationally – around immigration issues in ways that reflect the compassion and grace of our Wesleyan heritage; and
- 5) Send 300 mission teams to the Rio Texas Conference in 2018, 2019 and 2020 to aid in Hurricane Harvey recovery along the Texas Gulf Coast.

Below are highlights of the work of the CMO in the above focus areas. For more information, go to the CMO website, explore, and then sign up to receive the monthly CMO e-newsletter by clicking Subscribe on the [ntcumc.org](http://ntcumc.org) home page. In addition, the CMO staff is eager and available to assist you.

- Rev. Andy Lewis, Director - [lewis@ntcumc.org](mailto:lewis@ntcumc.org)
- Rev. Andrew Fiser, Associate Director – [fiser@ntcumc.org](mailto:fiser@ntcumc.org)
- Jurrita Williams Louie, Associate Director – [jwlouie@ntcumc.org](mailto:jwlouie@ntcumc.org)
- Stephanie Leuschner, Administrative Assistant – [stephanie@ntcumc.org](mailto:stephanie@ntcumc.org)

### ***One + One – Church/School Partnerships***

The One + One initiative exists to place United Methodists in one-on-one relationship with students through church-school partnerships. Through intentional work in the fall of 2017, the CMO learned that approximately 50 percent of local churches in North Texas are engaged in some kind of church-school partnership and 33 percent of those partnerships involve mentoring relationships. The CMO also learned that many churches, though inspired by the One + One vision, struggled to live into it fully.

As United Methodists, we acknowledge that children are full human beings in their own right. We believe children have a right to education, and parents and governments have an obligation to provide them with the access to an adequate education (Social Principles, ¶ 162C). Educational equity is core to who we are as United Methodists; therefore, One + One mentors and volunteers seek to “do justice, love mercy and walk humbly with our God” *and with* the children and families in our communities that suffer from unjust practices and policies.

Over the last year, the CMO has worked to assist local churches in recognizing the inequities that exist in education and how people of faith may strategically participate in providing adequate educational access for children of color, living in poverty and/or from the lowest income backgrounds. The CMO came alongside local churches to deepen already existing relationships with schools, equipped local churches with relational tools to aid in starting new partnerships, released a comprehensive North Texas One + One Handbook, and continued to be a key partner in One + One Dallas, which aims to facilitate church-school partnerships specifically in DISD.

**A Deeper Look:** In the last year, local churches already living into the call of ministry *with* their neighbors through One + One received tools to go deeper in the relationship with their schools. For example, the CMO provided Cultural Intelligence training to assist local churches in their capability to relate and work effectively across cultures. This training focuses on how to develop and live into a contextualized commitment to partnership with a school.

**A New Start:** Local churches with the desire to begin a new partnership received equipping to begin the healthy partnership in three ways: listening to their school to assess needs, discerning the capacity of the church team, and exploring a theology of mutuality and collaborative exchange.

For more information about One + One, go to [ntcumc.org/missional-outreach/one-plus-one](http://ntcumc.org/missional-outreach/one-plus-one) or contact Jurrita Williams Louie.

### ***Zip Code Connection to “Ministry With”***

Begun in 2013, the work that was a part of the Zip Code Connection (ZCC) has now transitioned into helping local churches and partners in 75215 and 75246, as well as around North Texas, be in “ministry with” their own communities.

The founding goals of the ZCC were to a) develop deeper relationships with our neighbors in the two highest poverty zip codes in North Texas, and b) to extrovert the best learnings from this experience to our conference’s life.

One of the important learnings from the ZCC has been that the CMO can be most effective by partnering with local churches and UMC-related mission agencies who are “on the ground”. Local churches and organizations have the proximity to the poor and marginalized in their communities that allows them to build credibility and trust. An institution like the Annual Conference is better at building outside partnerships and resourcing than building direct relationships with neighbors. Using this approach, the CMO can teach and instill “ministry with” values in multiple North Texas contexts.

In Clarksville – Red River County, the CMO has transitioned fully to direct, local leadership of the efforts the ZCC initiated. And in South Dallas – Fair Park, the CMO continues to work alongside neighborhood local churches and UMC-related organizations as a way to walk with our neighbors. As such, the CMO’s efforts will be known as efforts by local stakeholders in partnership with the CMO, instead of under the name Zip Code Connection. The ZCC name and branding will be retired to reflect the CMO’s shift to focusing on and resourcing local churches and related organizations.

The CMO wants to celebrate some of the lasting impacts of the Zip Code Connection:

- **Hub Community Center:** This acclaimed center for important meetings, social services, and innovative action was begun with the intention that a local organization could one-day sustain and operate it. Since October of 2018, The Hub has continued under the umbrella of the Economic Development Corporation and is home to a variety of organizations.
- **South Dallas – Fair Park Faith Coalition:** Early on, a Perkins School of Theology intern identified 135+ faith communities within South Dallas – Fair Park alone. The ZCC leadership knew that connecting with, listening to, and partnering these congregations together could make a powerful difference. Twenty-six congregations continue to actively participate in the South Dallas – Fair Park Faith Coalition, which is led by Rev. Todd Atkins of Salem Institutional Baptist Church. These congregations work together to identify issues they can collectively address, including homelessness, school partnerships, and public health. Affordable housing and resisting gentrification that would push residents out of the neighborhood are emerging issues.
- **Counseling Partnership with Clarksville ISD:** School administrators told ZCC leadership that zero licensed mental health professionals were stationed in Red River County. Students struggling with poverty and difficult circumstances did not have access to a school counselor, except one that had to drive-in. Funded by a \$50,000 General Board of Global Ministries Grant, a mental health clinic a county over hired and supervised for licensure a local resident to become the district’s counselor. As of January 2019, Mrs. Adrianna Kirkindoff is fully licensed and is serving as a school counselor and resource staff person at the High School. With the guidance and support of the CMO, ISD funding has been approved to hire a full-time counselor at the Elementary School as well. The

academic performance and classroom behavior of students who have interacted with this counseling service have improved dramatically.

As the CMO transitions to extroverting the learnings of the ZCC and focusing on and resourcing local churches and related organizations, the CMO is excited to highlight the following ministries:

- **Warren UMC: Experiments with Missional Identity – Neighborhood Partnership:** In March 2018, Warren UMC decided to accept an invitation to partner with the CMO to help them focus outwardly on their neighborhood. Warren UMC intentionally rebuilt in 2007 after a previous building burned. They have chosen to remain in ministry with their neighbors at the corner of Malcolm X & MLK Boulevards in South Dallas – Fair Park. With the leadership of Rev. Joshua Manning, the church has boldly explored partnering with other organizations to use their modern space to create a co-working center and multi-use rental space for community-oriented groups. This effort leverages the church’s legacy of being a gathering space for community activists and visionaries since the Civil Rights Movement.
- **Community Building Work in South Dallas – Fair Park:** DFW FaithHealth Collaborative (DFW FHC) is a partnership between faith communities, local health systems, and other community partners. DFW FaithHealth Collaborative partner programs provide support to local faith communities through educational training for faith community volunteers. These volunteers support and grow health ministries and, in some cases, provide support to neighbors before, during and after hospitalization. This organization has helped uncover that the leading cause for hospitalization in South Dallas – Fair Park is loneliness and isolation. This finding is corroborated by the experience of many of the 135+ faith communities and 55+ nonprofits that are based in the neighborhood. Very few of these groups have relationships with actual residents. The CMO, working with DFW FHC and many others, is currently exploring ways to rebuild the social fabric of South Dallas – Fair Park, block by block, so that residents are less isolated from community, faith resources, and health.
- **Top Learnings Guide & Resource Portal:** Included on the CMO website are the top learnings from the relationships and experiences of the Zip Code Connection. These learnings have generated several resourcing opportunities for leaders and local churches and are found at [ntcumc.org/Zip\\_Code\\_Connection\\_Learnings\\_Guide.pdf](http://ntcumc.org/Zip_Code_Connection_Learnings_Guide.pdf) accessible via our website. In addition, anyone can access a rich variety of resources to explore “ministry with” by going to [ntcumc.org/missional-outreach/additional-resources](http://ntcumc.org/missional-outreach/additional-resources).
- **CitySquare Pastoral Leadership Cohort:** As way of equipping rural churches and leaders for “ministry with,” the CMO is partnering with CitySquare and Rev. Rob Spencer to provide a unique coaching and resourcing opportunity. In 2015, Rev. Rob Spencer and First UMC Paris boldly re-engaged their community through school partnerships, which provoked big questions about how to respond to issues of generational poverty, affordable housing, and transforming a city through partnerships. They approached CitySquare, our resident poverty fighting experts, for help. Included in the Pastoral Leadership Cohort are site visits, regular coaching calls and goal-setting, plus access to the expertise of Rev. Larry James and the staff of CitySquare. This cohort will bring this substantial knowledge and experience, along with a sense of community, to rural pastors. In June, five clergy from the East and Northwest Districts will begin participating in the cohort.

For more information about any of the above “ministry with” initiatives or resources, go to the CMO website or contact Rev. Andrew Fiser.

### ***Racial Injustice***

One of the important learnings from the ZCC was that community transformation as well as individual discipleship require naming, understanding, and combatting racial injustice. One of the tools the CMO is using to help us live into this need is the work of Dr. Robin DiAngelo in [White Fragility: Why it is So Hard for White People to Talk About Race](#). Beginning in the spring of 2019, the CMO will be facilitating discussion groups with North Texas clergy and lay leaders, as well as conversations at local churches, using this resource. It is our hope that this resource will help white clergy and laity become better equipped to understand their own reactions and those of other white people to discussions of race. And with this knowledge, these leaders will increase their capacity and that of the North Texas Conference to engage in more constructive conversation with people of color and to take action toward building racial justice.

For more information about [White Fragility](#) discussion groups or local church conversations, go to [ntcumc.org/Tri\\_fold\\_White\\_Fragility.pdf](http://ntcumc.org/Tri_fold_White_Fragility.pdf) or contact Rev. Andrew Fiser.

### ***Immigration Advocacy***

In the summer of 2018, the complex and often heartbreaking realities of immigration that are a part of the fabric of daily life along the Texas/Mexico border entered our nation’s consciousness in a new and profound way. Many United Methodists in North Texas found themselves filled with compassion for the people they were reading about in the news and wondering what they could do. Out of this concern, Courts and Ports was born.

Courts and Ports is the brainchild of Texas Impact, a statewide grassroots network that advocates for freedom, justice and economic opportunity for all people in ways that are consistent with the values of mainstream faith communities such as The United Methodist Church. In partnership with various entities including the CMO, Texas Impact crafted this powerful immersion experience in the Valley through which people of faith can see with their own eyes what is really happening at the border. First and foremost, Courts and Ports participants are equipped and sent out to be court monitors in federal undocumented entry trials in South Texas. This experience provides an unfiltered view into our court system and an avenue for making a real difference. In addition, participants spend a morning at two “ports of entry” – border bridges – in Brownsville, which gives them an up-close-and-personal look at what it is like to come to the United States seeking asylum. With the help of a translator, participants can even talk with people from the Northern Triangle in Central America and other countries from all over the world who are waiting in line for their initial conversation with U.S. border officials.

Since September 2018, teams from local churches have headed to the Valley to participate in Courts and Ports almost every week. More than 10 local churches from North Texas, most notably First UMC Denton, First UMC McKinney and First UMC Dallas, have participated. What the CMO is learning is that as people of faith have these experiences along the border, they are awakened and return home as strong advocates around immigration issues in ways that reflect the compassion and grace of our Wesleyan heritage. This spring, the CMO has convened multiple follow-up conversations among Courts and Ports participants to answer the question, “Now that I have been to the border and have seen what is happening with my own eyes, what can I do here in North Texas to be a friend and advocate for immigrants and asylees like those whom I met in the Valley?”

Texas Impact and the CMO are poised to continue sending local church teams to the Valley throughout 2019 and into 2020. If you are interested in the Courts and Ports experience or if you want to join the



conversation about how to take local action, go to [ntcumc.org/missional-outreach/courts-ports](http://ntcumc.org/missional-outreach/courts-ports) or contact Rev. Andy Lewis.

### ***Hurricane Harvey Recovery***

In late August 2017, Hurricane Harvey slammed into the Texas Gulf Coast, causing \$125 billion in damage and disrupting countless lives. Within the bounds of the Rio Texas Conference alone, more than 12,000 households were damaged and found to require outside assistance in order to rebuild. In the immediate aftermath of the storm, United Methodists in North Texas responded generously by giving \$362,258 to the North Texas Disaster Relief Fund and by sending 10 Early Response Teams as well as other key volunteers to clear debris, tarp roofs, and muck out flooded homes.

As the calendar turned to 2018, it became time to shift from immediate relief to long-term recovery. Our friends in the Rio Texas Conference estimate that it will be 2-4 more years before life returns to pre-storm conditions. In light of the long road of recovery ahead, Bishop McKee and the CMO cast a vision for the North Texas Conference to commit to a long-term partnership with the Rio Texas Conference. We set a goal of sending 300 mission teams to Rio Texas in 2018, 2019 and 2020 to aid in Hurricane Harvey recovery along the Texas Gulf Coast. The CMO has helped local churches live into this vision in a number of ways, including making it easy for local church leaders to plan and lead their own hurricane recovery mission teams, offering matching grants to defray trip costs, hosting United Methodist Volunteers in Mission (UMVIM) training seminars, and sponsoring a variety of trip options so every United Methodist who feels called to participate can do so. The CMO is excited to report that as of April 2019, the North Texas Conference has made great progress toward reaching our goal and has sent more than 100 mission teams to the Texas Gulf Coast!

For more information about how you and your local church can be a part of these long-term recovery efforts, go to [ntcumc.org/missional-outreach/disaster-response/hurricane-harvey-trips](http://ntcumc.org/missional-outreach/disaster-response/hurricane-harvey-trips) or contact Rev. Andy Lewis.

### ***United Methodist Mission in Honduras Partnership***

For more than 20 years, the United Methodist Church has had a growing presence in Honduras. Today, the Mission there consists of 23 congregations and numerous United Methodist-affiliated organizations. In January 2019, Bishop McKee was installed as the new episcopal leader of the Mission in Honduras. This leadership transition offers great promise for the Mission in Honduras not only because of Bishop McKee's gifts and passion but also because he brings with him the relationships and resources of the North Texas Conference.

This spring, the CMO has been in dialogue with leaders of the Mission in Honduras to develop a model for local churches in North Texas to be in partnership with our Honduran brothers and sisters. In keeping with our "ministry with" values, the CMO is putting together ways for local churches, as well as individual clergy, in North Texas and Honduras to form long-term relationships based on mutual learning and exchange. The CMO also is making plans to curate training for the leadership of the Mission in Honduras by leveraging the wisdom and experience of leaders in North Texas. It is likely that Rev. Andy Lewis will lead a trip to Honduras in the fall to continue building relationships and exploring opportunities for partnership.

If you or your local church is interested in learning more about the fall trip or emerging partnership opportunities with the Mission in Honduras, please contact Rev. Andy Lewis.

*Respectfully submitted by Rev. Andy Lewis, Rev. Andrew Fiser and Jurrita Williams Louie.*

## BOARD OF CHURCH AND SOCIETY

The North Texas Conference Board of Church and Society has continued to focus on homeless students within our boundaries. On April 27 we hosted a luncheon at Grace Avenue to continue the discussion that began at Annual Conference in 2018. Our speaker was Kalee Wulfers from Journey to Dream, an organization that offers wrap around services and housing to young people in the Lewisville and Flower Mound areas.

There were a number of laity and clergy who took part in the Courts and Ports program, a two day immersion experience that engaged people of faith to witness first-hand the legal and law enforcement processes related to immigration, detention, and deportation occurring in South Texas. The Board, along with the United Methodist Women, hosted Bee Morehead with Faith in Texas and a panel of North Texas clergy and laity who made the trip at its luncheon this year.

We awarded a number of applicants financial assistance through the Peace with Justice grants. These grants are made possible by the donations of local churches and private individuals who make an offering on Peace with Justice Sunday. Peace with Justice Sunday is officially on June 16, 2019 but can be celebrated on any Sunday that is convenient for the congregation. An alternative would be to celebrate the International Day of Peace on September 22 and make an offering to support the many peace seeking ministries in the North Texas Conference. Your offering can be sent to the Conference Office marked specifically for the Peace with Justice grants. Several important ministries are supported by these grants and it is vital that we continue to raise these funds to ensure creative ministry with those in need will continue.

*Respectfully submitted by Rev. Denise Peckham, Chair.*

## BOARD OF GLOBAL MINISTRIES

*Encourage. Resource. Link. Companion.* These four undertakings are the core-efforts of your North Texas Conference Board of Global Ministries toward the people and congregations of the North Texas Conference. This Board seeks to be an enabling bridge between United Methodism's groups in North Texas and the outstanding mission opportunities and relationships provided by the General Board of Global Ministries. Whether it be a supportive relationship with a GBGM missionary or missional agency, participation in a stand-alone GBGM initiative, support for or volunteerism with UMCOR, mission teams that travel & serve, or disaster recovery call outs responded to – our General Board of Global Ministries have something that fits the gifts, energies, vision, and sense of God's calling of every church family in our conference ... regardless of size, location, or composition. As you regularly refresh your discernment of Christ's missional & service invitation to your congregation and its groups, let your Conference Board of Global Ministries serve you through these four core-undertakings.

- Note-worthy points of faithful endeavor by the people & congregations of North Texas in the past year:

- 1) **Toward *The Advance*** opportunity of missional support North Texas Methodists shared **793 gift expressions totaling \$393,599** of monetary value to missionaries & missional agencies and initiatives. During the past five-year period, this gift-given number ranked fourth in size; the monetary amount ranked fifth. For both categories, conference year 2017-2018 substantially ranked #1 over the other years in the grouping. Hurricane Harvey's landfall had much to do with it. The Advance ([www.umcmision.org/Give-to-Mission/The-Advance](http://www.umcmision.org/Give-to-Mission/The-Advance)) is a simple way to identify and support a valuable, fruitful missional happening amid our Lord's work in the world.

The NTX Conference's "top ten" targets of numerical gifts in 2018-2019:

1. UMCOR "where needed most"
2. UMCOR USA
3. UMCOR International
4. Global Migration response
5. Material Resources (for emergency scenarios & disaster recovery)
6. ZOE Ministry
7. Maua Hospital (AIDS orphans & community health)
8. Congo Restoration
9. Eurasia support (Russia & Belarus)
10. Mission Volunteers, individual

The NTX Conference's "top ten" targets of monetary value of gifts in 2018-2019:

1. UMCOR USA
2. UMCOR "where needed most"
3. Eurasia support
4. Congo DRC: North Katanga
5. Heifer International
6. Mission Volunteers, individual
7. Czech Republic initiative
8. Material Resources
9. Moscow Seminary
10. UMCOR International  
Global Migration  
ZOE Ministry

- 2) **Sixteen GBGM missionaries were supported:** *Collin Ako, Kristen Brown, Cynthia Cebellos, David Cabellos, Eun Ha Choi, Jae Hyoungh Choi, Mary Escobar, Emily Everett, David McCormick, Elizabeth McCormick, Katherine Meek, Mary Jo Phillips, Kayla Pless, Jacques Akasa Umenbudi, Sarah Walker, and Cornelia Wiecek.*

Thanks be to God for these sixteen consecrated workers in our Lord's worldwide vineyard and their ministries! It is time well-spent in going online to [www.umcmmission.org/Explore-Our-Work/missionaries-in-service](http://www.umcmmission.org/Explore-Our-Work/missionaries-in-service) and prayerfully reviewing the names, service areas, and background of the 303 active missionaries noted. *An ongoing supportive relationship with a missionary is one of the most satisfying connections a United Methodist congregation, class, family, or individual can possess.* Your board warmly invites you to take steps to be in relationship with a United Methodist missionary.

- 3) **More NTX Methodists are on mission teams!** Our Conference continued to see an INCREASE in our people being on UVMIM mission teams:

**95 reported mission teams** sent by local churches, combined church groups, and sponsored by the conference this past year. Last year's number of teams sent: 72 (!)

**1,316 reported NTX Methodists were part of these teams.** And, that's not counting a great host of local Methodists who partnered with the teams through prayer, provisioning, providing tokens of love & support for the teams and those they served, etc. Last year's number of persons participating in a mission team: 1,154 (!). To God be the glory.

Hurricane Harvey rebuild response continues to be a major contributor in fueling our growth of UMCOR mission teams. But number of teams are also increasing in domestic and international missions engagement ... to go along with the strong local outreach that characterize a great many of our congregations in urban, suburban, exurban, and rural sectors of our conference. It is about serving alongside of Christ and one another for the sake of the neighbor and growing as a disciple of Jesus Christ through those occasions of service. Mission teams can come from local congregations, a collaboration of local congregations, districts, and by whole annual conferences. So, reach out.

- A need for growth: ***greater support of UMCOR Sunday each year.*** Annually, toward the end of the month of March, a special offering opportunity known as UMCOR Sunday can happen. Formerly known as the One Great Hour of Sharing, UMCOR Sunday's offering across our Connection can provide 100% of the administrative costs of our denomination's UMCOR organization and staff. That's a good thing: as a stronger UMCOR Sunday offering can happen, it guarantees that our other gifts to UMCOR can be 100% applied to the *Disaster Response, Global Health, Sustainable Agriculture, Water & Sanitation, and Sustainable Development* targets we United Methodists seek to support. NTX Conference's last-reported UMCOR Sunday response was \$16,346. The more-surprising element of this giving opportunity was the small number of congregations who participated: *28 local churches* only.

An UMCOR Sunday offering can happen anytime during the fiscal year, if need be. Your Board of Global Ministries cordially and respectfully encourages our sisters & brothers of the conference to encourage those back home to plan for an UMCOR Sunday offering each year.

Thanks to God and to you for the impact North Texas United Methodists make as we live out of our missional and spiritual DNA and into a discipleship of engaged witness and service. In Christ Jesus, what a wonderful way to be faithfully alive and in mission together.

*Respectfully submitted, Rev. Clay Womack, Chair of the North Texas Conference Board of Global Ministries*

### **EARLY RESPONSE TEAM (ERT)**

The North Texas Conference is committed to providing assistance in the wake of disasters and to being a constant presence for relief in our communities. As a *Ministry of Care*, this multifaceted ministry has theological, material, mental health, advocacy and-social-service components. They are designed to provide for spiritual, emotional and physical recovery of disaster survivors and for the well-being of their caregivers.

Over the last year our focus for disaster relief centered on the survivors of Hurricane Harvey. On August 25, 2017, Hurricane Harvey, a category 4 hurricane, made landfall along the Texas Gulf Coast areas resulting in an estimated 30,000 people needing temporary shelter.

The North Texas Conference churches began working with the Dallas County Voluntary Organizations Active in Disaster (VOAD), volunteering in Dallas shelters, donating clothing, preparing food for those who took refuge in our city and provided temporary living quarters for a family.

The NTC UMCOR Disaster Response Certified Early Response Teams (ERT) and 2nd Responders, answered the call to tear out walls, tarp roofs and "provided a caring Christian presence in the aftermath of disaster."

The NTC UMCOR Disaster Response held several ERT Basic and Re-certification Trainings hosted by NTC churches in all of the NTC Districts. Under the leadership of four UMCOR disaster response certified ERT Trainers – Alma Cone, Mike Walker, Mike Ridgley, and Bobby Aga – over 125 persons were trained to join the over 200 already trained ERTs to work in the devastated communities along the Texas Gulf Coast. In addition to those trained in the aftermath of Hurricane Harvey two more ERT trainers have joined the ERT Training team (Sue Gross and Janet Bell Odom), and we have added an additional 13 ERT Trained persons, ready to serve in the time of disaster.

The North Texas Conference would like to ask for God’s richest blessings on Alma Cone and Mike Walker as they have announced their retirement from ERT training. They have served in this capacity well over a decade and their service has been greatly appreciated by the conference staff, those who have been trained by them and those who received first hand assistance from their recovery participation and actions. Thank you, Alma and Mike.

Special thanks to all of the churches in the North Texas Conference for your monetary contribution and donations. There have been over 3,000 flood/cleaning buckets, hygiene and school kits collected. Because of your generosity, we were able to provide over \$250,000 in relief assistance to the Rio Texas and Texas Conferences. Through the NTC Disaster Response efforts, you have shown those who are suffering the heart of God in the midst of disaster.

*Respectfully submitted by Jurrita Williams Louie*

## **CORE LEADERSHIP TEAM**

The Core Leadership Team (CLT) serves as a sounding board and strategic partner for the Bishop and the Center Directors in their leadership within the North Texas Conference. In the 2018-2019 conference year, the CLT met three times and engaged in faithful and fruitful discussion.

In October, the agenda focused on the newly launched chief missional strategy of the North Texas Conference – New Faces New Spaces – and the various shifts in the culture of our conference that will undergird it; the Lewis Center report on clergy in the United Methodist Church and its implications for our leadership ecosystem; the important work of the Black Church Initiative (BCI); updates on the Center for Missional Outreach’s ongoing role in Hurricane Harvey recovery and the Center for Leadership Development’s Advanced Leadership Coaching initiative; and the bishop’s leadership related to the Commission on a Way Forward and the 2019 Special Session of General Conference.

In February, the CLT continued discussion of New Faces New Spaces as well as the 2019 Special Session of General Conference. In addition, the agenda included learning about the Center for Church Development’s new approach to church planting; innovations in the summer camping program at Bridgeport; and the Center for Connectional Resources’ work on implementing a new Customer Relationships Manager program for the conference.

In April, the CLT celebrated the statistics and stories indicating how New Faces New Spaces is having an impact across the conference and then reflected on next steps. The agenda also included learning about conversations being facilitated around the conference by the Center for Missional Outreach (CMO) to name and combat racial injustice in our church and communities and about new CMO grants to encourage bold, local church ministry “with” initiatives. The CLT also reviewed the proposed Conference Nominating Committee’s report.

For more detailed descriptions of the work being done by the Centers, refer to the conference workbook which contains their reports or go to [ntcumc.org](http://ntcumc.org) and explore “NTC Centers”.

The CLT is convened by Bishop McKee and includes:

- Vice Chair/Conference Lay Leader – Jeff Bouis
- Lay members elected by each district – Clay Johnson, East; Kim Brannon, Metro; Tim Crouch, North Central; Abby Echols, Northwest
- Three at-large members appointed by the Bishop – Alfred White, Marie Mitchell, and Mary Beth Hardesty-Crouch
- One District Superintendent – Debra Hobbs Mason
- Center Directors – Jodi Smith, Cammy Gaston, Owen Ross, and Andy Lewis

## **CENTER FOR CONNECTIONAL RESOURCES**

### **COMMISSION ON ARCHIVES AND HISTORY**

Church history is always happening. Sometimes, like now, it is just more obvious. For these times, a solid understanding of our founding priorities and how they have played out over the last quarter of a millennium provides a surer footing in times of change.

The Conference Commission on Archives and History is tasked with preserving and presenting the history of the North Texas Annual Conference. Frances Long, our Conference Archivist, curates the historical records of both the North Texas Annual Conference and the South Central Jurisdiction at the Conference Archives at Bridwell Library, Perkins School of Theology at Southern Methodist University, Dallas. This year, the archive has received the records of the Woman’s Society of Christian Service (1939 – 1972), a predecessor of the United Methodist Women. This timely acquisition has assisted with the planning for the two year long celebration by the United Methodist Women of their 150<sup>th</sup> Anniversary. During the summer, the archives room will be renovated for better access by researchers.

Frances is a tireless missionary for the Archives and has visited churches throughout the Conference to help local churches and local church historians better preserve and proclaim their testimony. She answers research requests regarding local and conference church history and searches for genealogical, baptismal and membership records.

The Commission is an advocate for the Kate Warnick Award for best local church history. Last year, Casa Linda UMC won the award for its innovative English-Spanish history of its first 66 years. The award, which is sponsored by the Texas United Methodist Historical Society, honors the best local UM church histories published in the local annual conferences (Central Texas, North Texas, Northwest Texas, New Mexico, Oklahoma Indian Mission, Rio Texas, Texas) published during the preceding calendar year. To encourage and celebrate the research, writing, and publication of histories of local churches, there are three different awards annually based on the size of the church.

The Commission is also dedicated to training and motivating local church historians. In 2018, our Annual Local Church Historians Workshop focused on finding your church’s story in unusual places, telling your church’s story in innovative ways and getting started. Rev. Stan Copeland of Lovers Lane UMC was the keynote speaker and panelists from First Whitesboro, Webbs Chapel UMC, Warren UMC, Casa Linda UMC, First Richardson and Highland Park UMC led discussions of the opportunities for story-telling in the digital age.

**Save the date for this year's Annual Local Church Historians Workshop, November 16, 2019, at the Ministry Center in Plano, Texas.** We will focus on telling the story of the women of the North Texas Conference with experienced historians and engaging history makers from First Richardson, St. Luke's "Community" UMC, Agape Memorial UMC and Lovers Lane UMC.

Kent Roberts, Commission on Archives and History, acting Chair  
Frances Long, Conference Archivist

## **BOARD OF TRUSTEES**

### **A. Fidelity Bond for Local Churches**

The North Texas Conference continues to provide a \$100,000 Employee Dishonesty (Crime) Bond as an integral part of our current conference wide mandatory insurance program for the employees and volunteers responsible for all aspects of finances in the local churches.

### **B. Electric Aggregation Program**

Electric utilities in the state of Texas were deregulated effective January 1, 2002. Deregulation offered the opportunity for the churches of the North Texas Conference to join together to purchase electricity. With the encouragement of the Council on Finance and Administration (CF&A), a group of large churches in the conference initiated an effort to secure a group contract for the purchase of electricity. All of the churches of the conference have been invited to participate in this effort. The program will enter its sixth aggregate contract this July 2019 at a rate of .041 per kWh.

Effective July 1, 2021, we will move to a contract with Reliant for 72 months at the rate of .0391 per kWh.

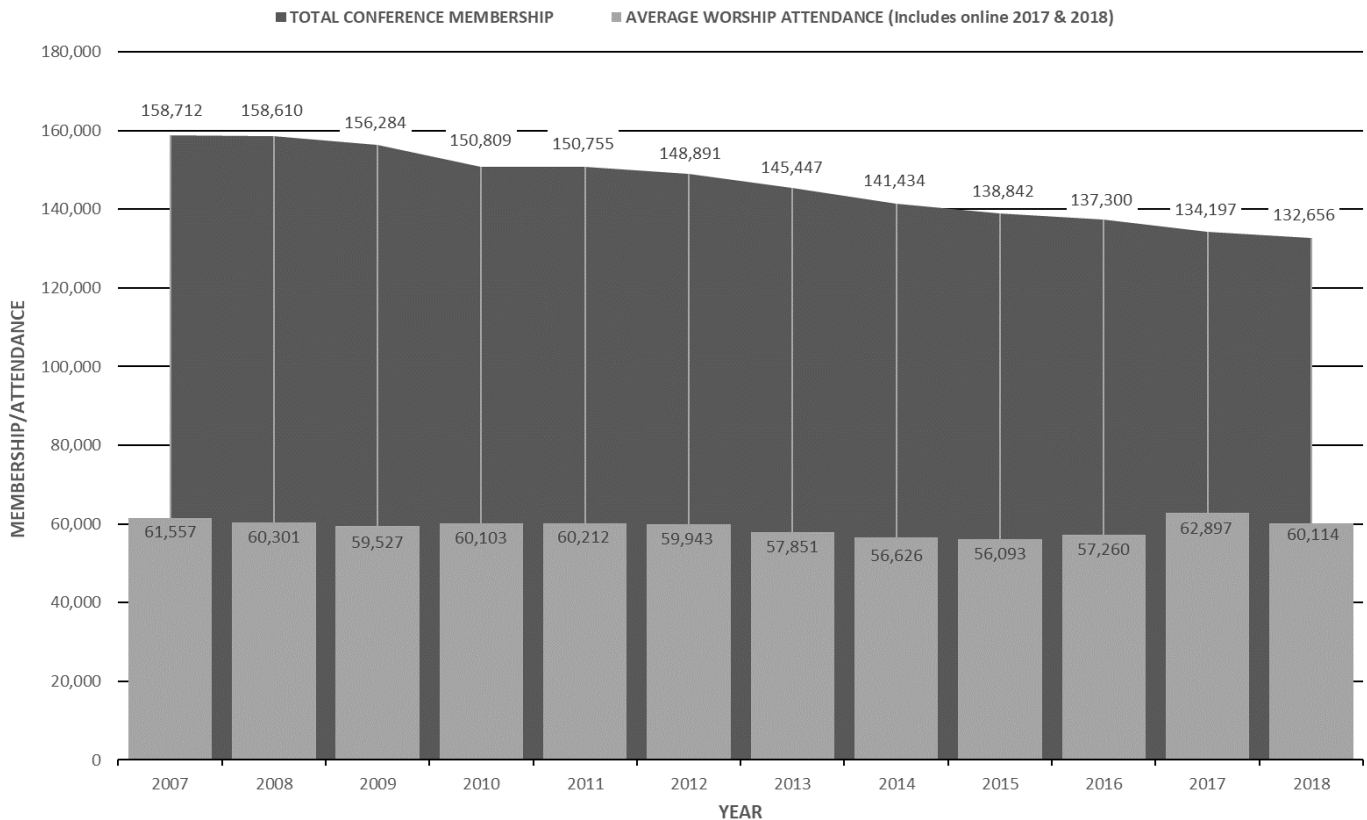
In order to compare our program with other providers, be aware that there are four primary charges regardless of the provider you select. The first is, of course, the kWh rate that we have negotiated. The second is the basic charge for delivery of your electricity by ONCOR. At this point, the rate for this service is .035 per kWh. Third, ONCOR does charge extra for high demand periods. The rate varies and may exceed all other charges on a kWh basis. The fourth component is related to your local utilities tax. The last three charges will apply regardless of which provider you select.

## REPORT OF CONFERENCE STATISTICIAN

### 2018 NORTH TEXAS CONFERENCE STATISTICS AT-A-GLANCE

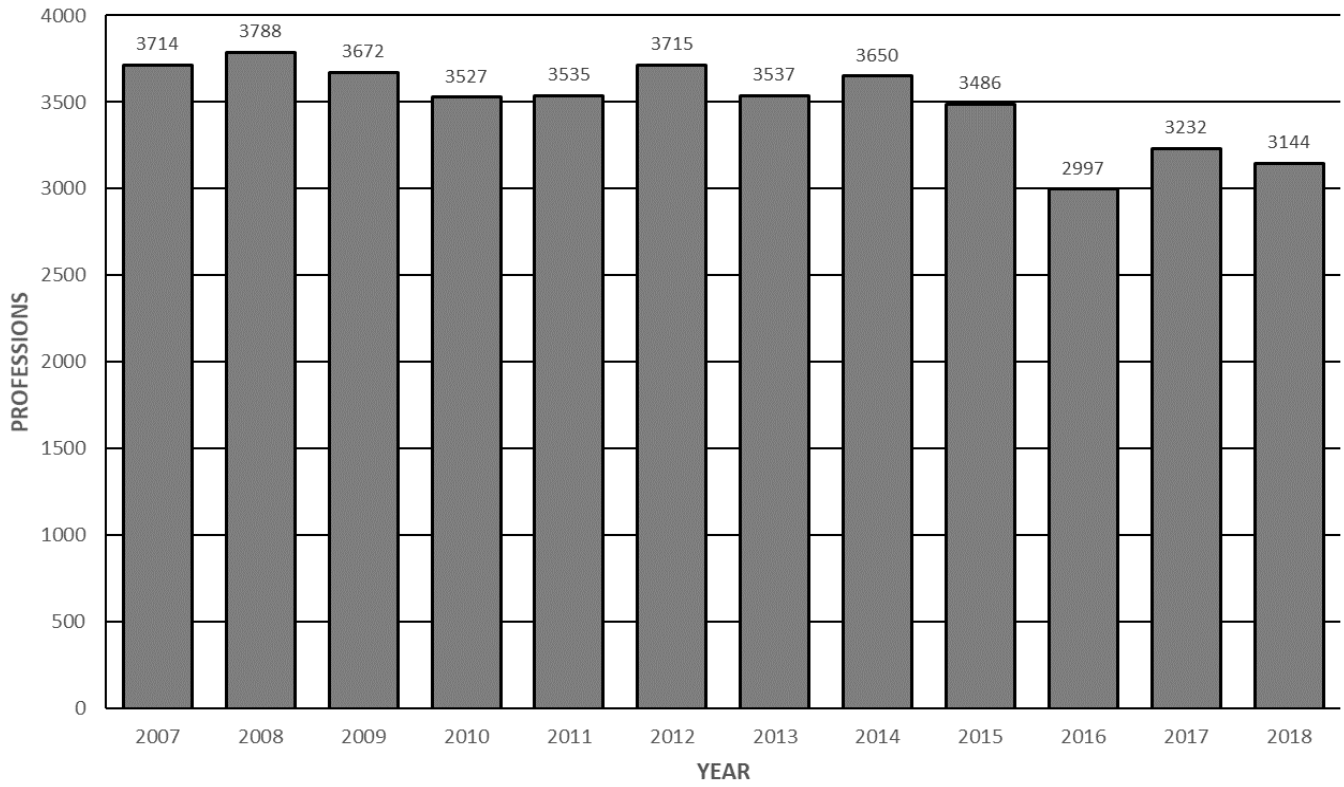
<b>Total Membership</b>		132,656
<b>Average Attendance</b>		51,074
<b>Average Attendance Online</b>		9,040
<b>Sunday School Attendance</b>		23,175
<b>Assets (Property and Liquid)</b>	\$	1,356,591,012
<b>Debt</b>	\$	149,688,177
<b>Programs/Operations</b>	\$	31,856,684
<b>Clergy Costs</b>	\$	30,399,308
<b>Staff Costs</b>	\$	44,056,958
<b>Churches (reporting stats)</b>		282
<b>1000+ Churches (Membership)</b>		29
<b>999-500 Churches (Membership)</b>		21
<b>499-250 Churches (Membership)</b>		45

### TOTAL CONFERENCE MEMBERSHIP AND AVERAGE WORSHIP ATTENDANCE

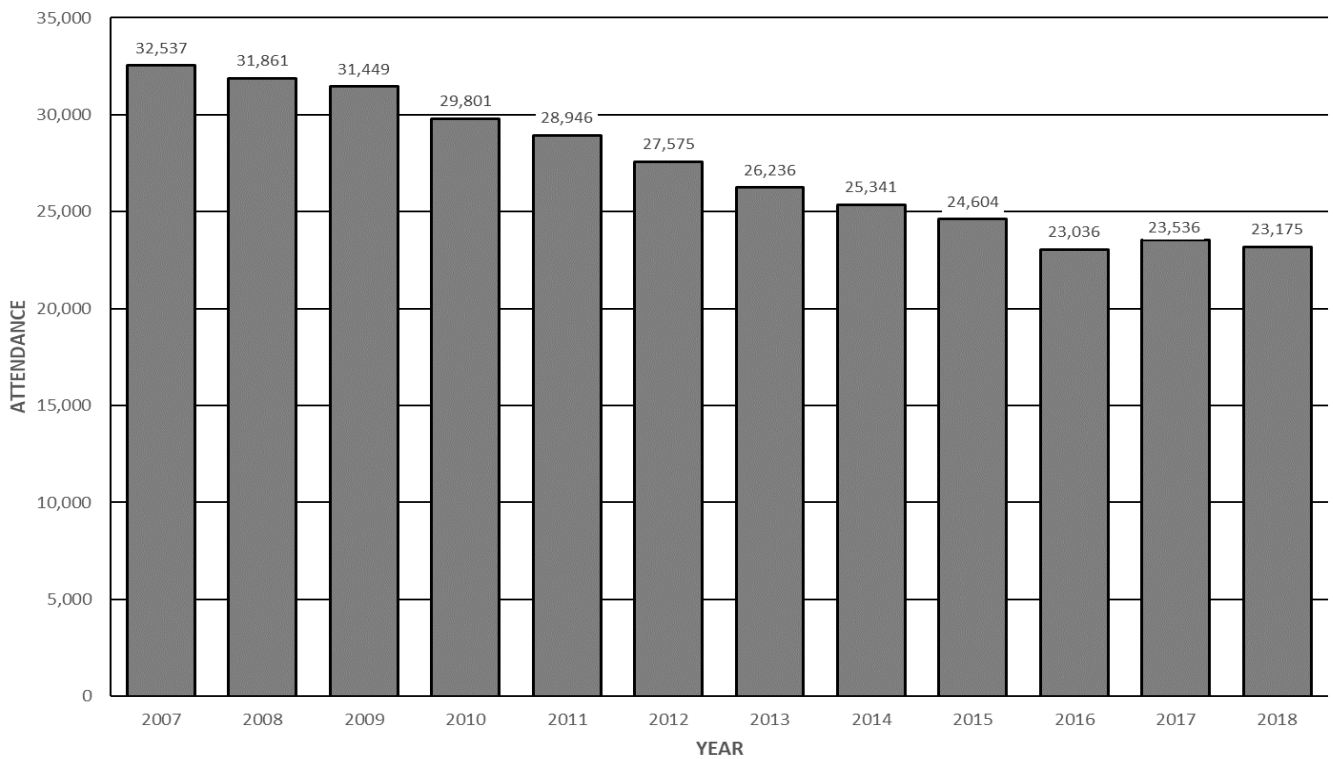




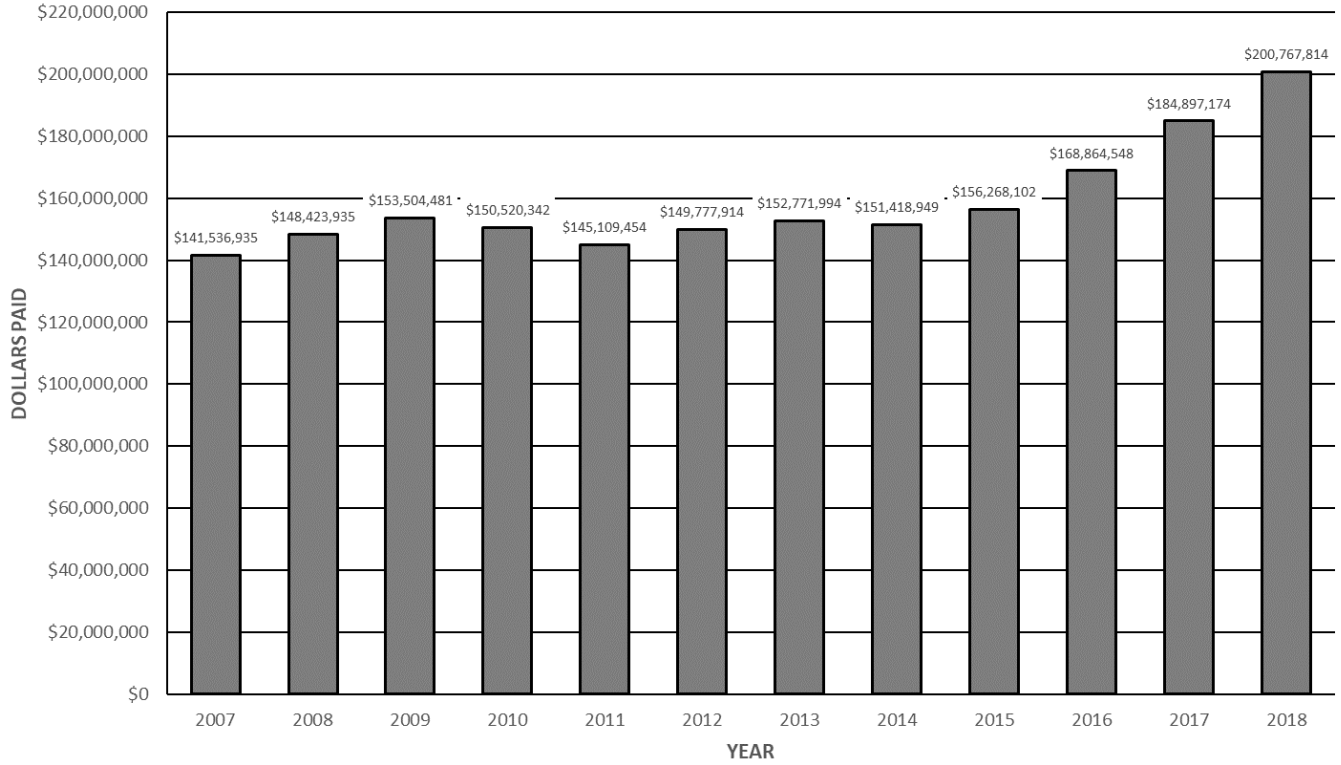
## PROFESSIONS OF FAITH



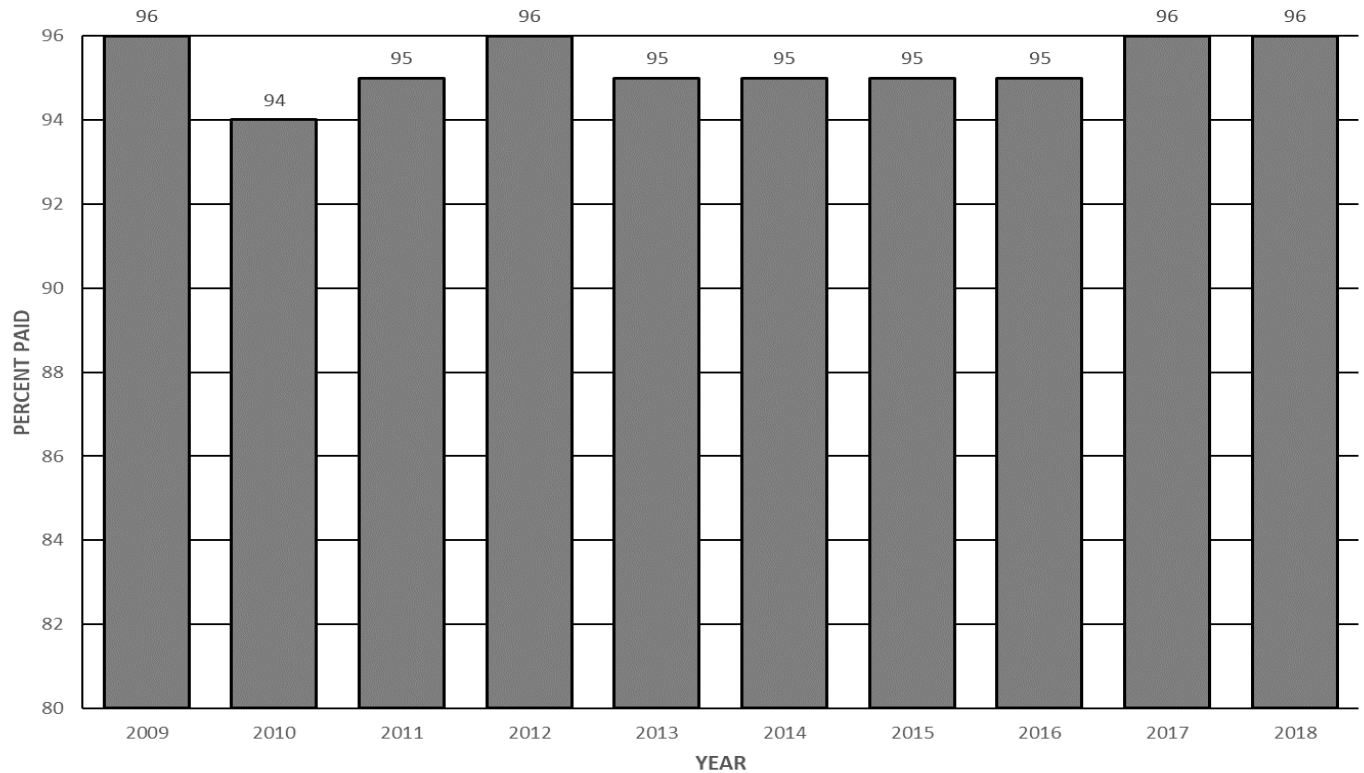
## SUNDAY SCHOOL ATTENDANCE



## GRAND TOTAL PAID



## APPORTIONMENT PERCENTAGE



## **BOARD OF PENSIONS AND HEALTH BENEFITS**

### **Summary of Funding Basis for Existing Defined Benefit Pension Plans**

The Special Called Session of General Conference met in February of 2019 to consider the recommendations from the group called “The Commission on the Way Forward” to discern how our denomination will move forward concerning issues of human sexuality in the church. While the focus of the 2019 Special Called Conference centered on human sexuality, Wespeth evaluated how the various plans being proposed could affect the administration of the “Defined Benefit” portion of our retirement plan and submitted legislation that would provide guard rails around these plans regardless of the outcome of the plan selected. The “Defined Contribution” balances are already fully vested with each participant and therefore do not have ongoing funding liabilities to the conference.

Two petitions were approved to deal with the pension liabilities of departing churches and the accrued benefits of departing clergy. One requires that any local church that withdraws or is closed must pay, at a minimum, its fair share of unfunded pension liability for their annual conference. The other petition spells out that any clergy members who end their relationship with a conference will be treated as “terminated vested” participants, meaning their accrued benefits would be safe and converted to an individual account balance.

Currently all of our pension plans are fully funded on a funding basis. On a market basis, all of the plans are underfunded. The market basis is the amount of assets that would be needed in the plan for a third party to purchase the plan benefits and liabilities, relieving the member churches from any future contractual obligations. A third party would require the assets in the plan to be valued at approximately 110% of the liabilities to allow for fluctuations in the market. A funding basis assumes long term growth in the value of the underlying assets as well as continued funding of the program going forward.

In 2008, the pension assets for The North Texas Conference fell by approximately ten million dollars in a single year. The apportioned budget is twelve million dollars. The funds needed to restore the pension plan to its full funding status would have nearly doubled our apportionments in a single year. Wespeth provided a glide path for the conferences to return to a fully funded status by 2021 to avoid such a sharp increase in apportionments. The long term view of the plan assets assumes the conference would not need to provide more funds to these plans in the foreseeable future, barring a dramatic or protracted downturn in the markets.

The legislation passed at the 2019 Conference recognizes the possible liability left to the churches remaining in the denomination in the event of another protracted downturn in the market and provided legislation to move the funding liability to those churches leaving to the level it would take for the local church to sell their portion to a third-party provider. The plan provides pension benefits to every pastor and their spouse who has ever served a given church, not just the pastor serving it at the time of the departure. The legislation covering departing churches considers the impact of that departure on the total of the plan liabilities. The North Texas Conference uses apportionments to cover unfunded liabilities, so the Conference Board of Pensions determined the apportionment decimal is the correct method to use to determine the liability of a departing church.

The North Texas Annual Conference remains fully funded on a funding basis, with a surplus of \$2.2 million per the chart below.

**North Texas Annual Conference Defined Benefit Liabilities**  
**As Determined on a Funding Basis**  
**1/1/2018 for 2020 Contributions**

	<u>Assets</u>	<u>Liabilities</u>	<u>Status</u>	<u>Conference Share</u>	<u>Conference Funded Status</u>
<b><u>All Conferences Liabilities</u></b>					
MPP Annuities	3,957,474,936	(3,885,277,143)	72,197,793	1.0548%	761,542
CRSP-DB	1,998,465,782	(1,904,387,237)	94,078,545	1.4491%	1,363,292
<b>TOTALS</b>	<b>5,955,940,718</b>	<b>(5,789,664,380)</b>	<b>166,276,338</b>		<b>2,124,835</b>
<b><u>Conference Specific Liabilities</u></b>					
Pre-82 on Funding Basis	18,878,351	(18,788,019)	90,332		90,332
<b>TOTAL FUNDED (LIABILITY)</b>					<b>2,215,167</b>

The Funding Status of each annual conference and all of the conferences combined is evaluated every year based on the assets in the plan and the liabilities as determined as of January 1 of the previous year. The MPP and CRSP DB plan benefits are the same across all conferences, so the liability is allocated on the percentage of the total attributable to a given conference. The Pre-82 plan was established by each conference and the service rate is set each year by each conference. All conferences in the connectional system are liable for the funding of other conferences should there be a shortfall in any part of the system across any of the defined benefit plans. The oversight obligation of the North Texas Annual Conference is to ensure its share of the total liabilities are fully funded.

Per the chart below, The North Texas Annual Conference would need to add an additional 27.1 million to its assets in order to sell the plan to a third party provider as established on a market basis.

**North Texas Annual Conference Defined Benefit Liabilities**  
**As Determined on a Market Basis**  
**1/1/2018 for 2020 Contributions**

	<u>Assets</u>	<u>Liabilities</u>	<u>Status</u>	<u>Conference Share</u>	<u>Conference Funded Status</u>
<b><u>All Conferences Liabilities</u></b>					
MPP Annuities	3,957,474,936	(4,645,409,688)	(687,934,752)	1.0548%	(7,256,336)
CRSP-DB	1,998,465,782	(2,956,176,463)	(957,710,681)	1.4491%	(13,878,185)
<b>Total Connectional Liabilities</b>	<b>5,955,940,718</b>	<b>(7,601,586,151)</b>	<b>(1,645,645,433)</b>		<b>(21,134,521)</b>
<b><u>Conference Specific Liabilities</u></b>					
Pre-82 on Market Basis	18,878,351	(24,889,624)	(6,011,273)		(6,011,273)
<b>TOTAL FUNDED (LIABILITY)</b>					<b>(27,145,794)</b>

**COUNCIL ON FINANCE AND ADMINISTRATION  
CONFERENCE TREASURER'S REPORT (UNAUDITED)**

**REMITTANCES**

	2017 RECEIPTS	2018 RECEIPTS
<b>APPORTIONMENTS</b>		
World Service	1,769,326.81	1,806,136.20
Ministerial Education	597,596.50	457,522.52
Black College Fund	238,375.83	243,344.60
Africa University Fund	55,636.00	54,457.76
Interdenominational Cooperation Fund	46,736.40	47,708.26
General Administration Fund	210,092.90	214,463.93
Episcopal Fund	546,443.00	562,963.00
Lydia Patterson Institute	69,898.97	69,259.36
Jurisdictional Administration Fund	43,070.66	42,676.53
Leadership Development	1,779,665.26	1,929,658.40
Center for Church Development	1,269,056.88	1,321,581.92
Missional Outreach	674,307.30	737,208.38
Connectional Resources	1,414,721.20	1,332,038.72
Area and Conference Administration	515,358.75	581,900.45
Conference Benefits	1,579,300.00	1,579,300.00
District Superintendents Fund	584,795.00	594,008.00
District Administration Fund	<u>667,240.97</u>	<u>670,760.42</u>
 TOTAL APPORTIONMENTS	 12,061,622.43	 12,244,978.45

**COUNCIL ON FINANCE AND ADMINISTRATION  
CONFERENCE TREASURER'S REPORT (UNAUDITED)**

**REMITTANCES**

	2017 RECEIPTS	2018 RECEIPTS
TARGETED CAUSES		
Second Mile Apportionment Fund	19,016.22	11,998.57
GENERAL ADVANCE SPECIALS		
UMCOR		
UMCOR Undesignated Gifts	38,495.19	35,750.49
UMCOR Relief Supplies	6,385.26	7,596.75
UMCOR Domestic Disaster Response	280,799.01	42,957.80
UMCOR International Disaster Response	4,861.97	2,210.50
UMCOR Global Health	<u>190.00</u>	<u>250.00</u>
Total UMCOR	330,731.43	88,765.54
WORLD MISSIONS		
Regional Africa	4,624.50	3,800.00
Cameroon	1,066.00	721.00
Congo	3,400.00	2,100.00
Europe	3,943.00	8,400.00
Russia	664.75	0
Latin America and the Caribbean	2,295.00	3,125.00
Panama	5,936.00	703.74
Zoe Ministry-Rwanda	6,652.33	6,665.00
Global Migration	1,398.44	0
Haiti Advance Project	<u>1,185.00</u>	<u>1,780.00</u>
	31,165.02	27,294.74
TOTAL GENERAL ADVANCE SPECIALS	361,896.45	116,060.28
OTHER ADVANCE SPECIALS		
Heifer International	12,765.89	14,896.45
Africa University Scholarship	<u>500.00</u>	<u>0</u>
TOTAL OTHER ADVANCE SPECIALS	13,265.89	14,896.45
TOTAL ALL ADVANCE SPECIALS	375,162.34	130,956.73
YOUTH SERVICE FUND	2,069.61	925.92

**COUNCIL ON FINANCE AND ADMINISTRATION  
CONFERENCE TREASURER'S REPORT (UNAUDITED)**

**REMITTANCES**

	2017 RECEIPTS	2018 RECEIPTS
GENERAL CONFERENCE OFFERINGS		
UMCOR SUNDAY (One Great Hour)	16,345.98	17,614.94
World Communion	5,236.21	5,112.33
UM Student Day	961.50	920.75
Human Relations Day	1,415.17	1,362.57
Peace With Justice	1,673.46	672.62
Native American Ministries	<u>1,210.00</u>	<u>2,103.19</u>
TOTAL GENERAL CONFERENCE OFFERINGS	26,842.32	27,786.40
OTHER CONFERENCE BENEVOLENCES	499,064.90	87,952.48
TOTAL NON-APPORTIONED FUNDS	922,155.39	259,620.10
TOTAL APPORTIONED FUNDS	12,061,622.43	12,244,978.45
TOTAL ALL CAUSES	12,983,777.82	12,504,598.55

**NORTH TEXAS CONFERENCE OF THE UNITED METHODIST CHURCH**

**(Exclusive of Camp Activities\*)**

**Statements of Financial Position (Unaudited)**

**December 31, 2018**

**ASSETS**

**Current  
Assets**

Cash	7,751,951
Accounts receivable	2,126,315
Investments	37,084,470
Prepaid expenses	301,932

Total Current Assets 47,264,668

Property and Equipment, net of depreciation 5,233,217

**Other Assets**

Land and buildings held for sale	1,905,351
Endowment and other long-term investments	71,476

Total Other Assets 1,976,827

Total Assets	<u>54,474,711</u>
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**LIABILITIES AND NET ASSETS**

**Current Liabilities**

Notes payable, current portion	182,902
Accounts payable and accrued liabilities	1,157,802
Accumulated postretirement benefits obligations, due in one year	330,441

Total Current Liabilities 1,671,145

**Non-current Liabilities**

Notes payable, non-current portion	1,970,292
Accumulated postretirement benefits obligations, due in more than one year	10,260,373

Total Non-current Liabilities 12,230,665

Total Liabilities 13,901,810



**Statements of Financial Position (Unaudited)**  
**(Continued)**

Net Assets	
Net Assets Without Donor Restrictions	37,959,995
Net Assets With Donor Restrictions	
Donor designated reserves	1,798,838
Permanently restricted endowment corpus	814,068
 Total Net Assets	 40,572,901
 Total Liabilities and Net Assets	 <hr/> 54,474,711 <hr/>

**NORTH TEXAS CONFERENCE OF THE UNITED METHODIST CHURCH**  
**(Exclusive of Camp Activities\*)**  
**Statements of Activities (Unaudited)**  
**For the Year Ended December 31, 2018**

**Changes in Net Assets Without Donor Restrictions**

Revenues and support	
Apportionment Receipts	12,244,978
Unrestricted Donations and Grants	424,416
Program and Event Fees	794,778
Investment Income	232,930
Services (Health, Pension, Property)	15,331,919
Other Receipts	146,732
Receipts of Legacy Church Facilities	3,871,988
Net assets with donor restrictions released	<u>330,423</u>
Total unrestricted revenues	<u>33,378,165</u>
 Program expenses	
Program	3,523,638
Missions	4,405,427
Supervisory	625,804
Services	16,519,037
Subsidiaries	<u>1,058,734</u>
Total operating expenses	<u>26,132,640</u>
 Supporting expenses	
General and Administrative	<u>4,983,040</u>
Total supporting expenses	<u>4,983,040</u>
 Total expenses	<u>31,115,680</u>
 Excess revenues over expenses	<u>2,262,485</u>

**Change in Net Assets with Donor Restrictions**

Contributions	174,587
Investment income (loss)	(78,732)
Net assets with donor restrictions released	<u>(330,423)</u>

**Change in Net Assets with Donor Restrictions** (234,568)

**Increase in Net Assets** 2,027,917

Net assets, beginning of year	<u>38,544,984</u>
Net assets, end of year	<u><u>40,572,901</u></u>

**NORTH TEXAS CONFERENCE**  
**(Exclusive of Camp Activities\*)**  
**DESIGNATED FUND SUMMARY (Unaudited)**  
**December 31, 2018**

	<u>Beg. Balance</u> 12/31/17	<u>Receipts</u>	<u>Disbursement</u>	<u>Transfers</u>	<u>Ending</u> <u>Balance</u> 12/31/2018
Fund Balances:					
Net Assets without Donor Restrictions					
Operating Reserves					
CCD-Operating Reserves	916,071	1,420,380	1,231,026		1,105,425
CLD-Operating Reserves	155,299	1,933,994	1,733,339	(137,231)	218,723
CMO-Operating Reserves	398,600	734,138	414,172	(311,976)	406,590
CCR-Operating Reserves	1,491,348	1,278,919	1,234,197	(6,000)	1,530,070
Reserves-Conference	778,869	3,865,419	3,998,783		645,504
Reserves-Episcopal NTC Area Funds	172,953	73,086	129,090		116,948
Reserves-Communications Office Operations	220,374	481,358	470,225		231,506
Reserves-District Superintendent Fund Operations	161,073	595,036	586,059		170,050
Reserves-Conference Benefits	3,074,412	8,556,554	6,652,943	(3,262,456)	1,715,567
Reserves-East District Operations	178,784	168,563	150,353		196,994
Reserves-Metro District Operations	174,641	175,949	208,965		141,625
Reserves-North Central District Operations	74,426	180,196	180,075		74,547
Reserves-Northwest District Operations	241,747	154,380	112,282		283,845
Reserves-Midwestern Wesley Foundation	65,465	5,904	96,590	78,154	52,932
Reserves-Paris Junior College	10,044	7,333	35,039	49,077	31,416
Reserves-Bridgeport Camp and Conf Center	(47,178)				(47,178)
Reserves-Prothro Center Operating	188,449				188,449
Reserves-Go Camp	16,034	98,760	116,255	10,000	8,539
Total Operating Reserves	8,271,412	19,729,969	17,349,395	(3,580,432)	7,071,553
Board Designated Reserves					
CCD NC Starts Donation	23,636		23,636		-
CLD Campus Ministries	86,058				86,058
CLD Cultural Competency Training	1,556		817		739
CLD Jumpstart Reserves	83,646		10,000		73,646
CLD ILM and Transitional Care	25,649				25,649
CMO CSGM	202		202		-
CMO Restorative Justice	1,728				1,728
CMO ZCC Operating Reserves	(139,792)	178,902	369,534	330,423	-
CCR-GC Delegates	4,564	500			5,064
CCR-Archives and History Reserves	428	2			431
CCR-Annual Conference (incl Electronic Voting)	18,000			6,000	24,000
CCR-Moving Fund	249,240	107,711	86,709		270,243
Reserves-Episcopacy Committee	363				363
Reserves-DS Emergency Fund	18,061				18,061
Reserves-Wellness Initiative	161,188		1,014		160,175
Reserves-RevItUp	23,669				23,669
Reserves-Benefits Academy	-		1,000	30,000	29,000

	<u>Beg. Balance</u> 12/31/17	<u>Receipts</u>	<u>Disbursement</u>	<u>Transfers</u>	<u>Ending</u> <u>Balance</u> 12/31/2018
Reserves-Superannuate Retiree Assistance	12,728	1,506			14,234
Reserves-Retiree Medical	14,294,632		255,040		14,039,592
Reserves-Wespath Investments and Benefits	1,518,956	2,101,435	3,523,455	3,232,456	3,329,393
Reserves-Property & Liability GAP Fund	2,692,662	6,824,614	5,953,033		3,564,243
New Church Starts Reserves	3,223,356	2,545,525	2,297,544		3,471,336
New Church Start-East	57,283	277			57,560
New Church Start-North Central	163,886	792	7,400		157,279
Reserves-Second Mile East	-	256	256		-
Reserves-Way of Salvation	695				695
Reserves-Early Response Team	3,828		60		3,769
Reserves-Metro District Parsonage Earnings	137,937		51,426		86,511
Reserves-Second Mile Metro	-	4,969	3,969		1,000
Reserves-Second Mile NC	-	668	162		506
Reserves-Second Mile NW	30,786	6,105	15,106		21,785
Reserves-DS Continuing Education	7,801				7,801
Reserves-Prothro Camp Center	36,081		36,081		-
Reserves-Cabin	5,109				5,109
Reserves-John Oestmann Scholarship	598				598
Total Board Designated Reserves	22,744,536	11,773,263	12,636,443	3,598,879	25,480,234
Fee Based Event Reserves					
CLD-SEEK Activity	16,309				16,309
CLD-Youth Events	14,077				14,077
CMO-UMW Cooperative Mission Event	4,127				4,127
CMO-Volunteer In Mission	6,545	977	1,247		6,274
Reserves-Mission Trip Greece	1,600				1,600
Total Fee Based Event Reserves	42,657	977	1,247	-	42,387
BOD Designated Reserves					
CLD-MEF Operating Reserves	63,341	168,380	126,650		105,070
Reserves-Episcopal GCFA Funds	20,852	86,368	83,027		24,193
Reserves-Episcopal Residence	195,064	626,466	287,421		534,110
Urban Ministries Reserve	566,455	1,118,546	1,219,803		465,199
Total BOD Designated Reserves	845,712	1,999,761	1,716,901	-	1,128,572
Fixed Assets Reserves	3,810,591	523,492	127,433		4,206,649
Conference Managed Reserves	28,956	14,691	13,049		30,599
Total Net Assets without Donor Restrictions	35,743,864	34,042,152	31,844,468	18,447	37,959,995
Net Assets with Donor Restrictions					
Donor Designated Reserves					
Reserves-Superannuate Required Reserve	89,338				89,338
CCD-JV Partnership Value	4,659		261		4,398
CLD-SEEK Scholarship Reserves	18,595				18,595
CLD A Time for Children	10,000				10,000

	<u>Beg. Balance</u>	<u>Receipts</u>	<u>Disbursement</u>	<u>Transfers</u>	<u>Ending Balance</u>
	12/31/17				12/31/2018
CMO-Disaster Relief	344,435	13,608	171,958		186,085
CMO-Peace with Justice	8,030	444	6,650		1,824
CMO-Native American Ministry	10,971	1,015		(11,986)	-
CMO-Hispanic Plan GBGM Grant	6,461			(6,461)	-
CUT Trust Reserves	271,269				271,269
Seminary Assistance	-	125,000			125,000
Nannie Bean Earnings	-	3,012	3,012		-
Reserves-Robertson Award	1,787	9			1,795
TRNA Perkins Fund Earnings	1,125,458		145,974		979,484
Reserves-Johnny Irish Scholarship	88,900	30,500	15,500		103,900
Reserves-A Wilkinson Playground	7,149				7,149
Total Donor Designated Reserves	1,987,052	173,589	343,356	(18,447)	1,798,839
Permanently Restricted Endowment Corpus					
CMO Nannie Findlay Bean Trust	64,068				64,068
Reserves-Perkins Fund	750,000	-			750,000
Total Permanently Restricted Endowment Corpus	814,068	-	-	-	814,068
Total Net Assets with Donor Restrictions	2,801,120	173,589	343,356	(18,447)	2,612,907
Total Fund Balance	38,544,984	34,215,741	32,187,824	0	40,572,901

Statement of Functional Expense  
North Texas Annual Conference  
For the year ending December 31, 2018 (unaudited)

	<u>Program</u>	<u>Missions</u>	<u>Supervisory</u>	<u>Services</u>	<u>Subsidiaries</u>	<u>G&amp;A</u>	<u>Total</u>
<u>Natural Classification</u>							
Staff	\$573,541.03	\$273,171.49	\$447,197.56	\$223,585.74	\$437,024.91	\$894,626.58	\$2,849,147.31
Employee Benefits	\$99,288.42	\$24,619.35	\$56,876.17	\$10,085,319.50	\$118,920.84	\$142,452.24	\$10,527,476.52
Travel/Meetings	\$275,678.21	\$12,803.83	\$67,206.53	\$19,987.18	\$38,917.29	\$61,561.55	\$476,154.59
Professional/Contract	\$86,807.53	\$100,175.22	\$0.00	\$35,526.91	\$2,898.40	\$79,710.74	\$305,118.80
Supplies	\$100,742.49	\$12,631.51	\$8,054.44	\$29,009.75	\$109,544.70	\$250,360.23	\$510,343.12
Training/Ministry Development	\$377,911.75	\$22,970.00	\$0.00	\$0.00	\$141,215.08	\$0.00	\$542,096.83
Grants/Benevolence	\$1,776,284.53	\$3,941,527.84	\$0.00	\$32,635.00	\$47,282.60	\$281,481.50	\$6,079,211.47
Facility/Occupancy	\$162,564.28	\$9,905.10	\$39,620.40	\$91,397.00	\$142,148.73	\$3,216,623.60	\$3,662,259.11
Property Insurance	\$12,984.28	\$1,404.64	\$881.06	\$5,958,330.65	\$10,443.33	\$7,011.35	\$5,991,055.31
Depreciation	\$57,835.58	\$6,217.93	\$5,967.78	\$43,245.15	\$10,338.48	\$49,212.93	\$172,817.85
<b>Total Expenses</b>	<b>\$3,523,638.10</b>	<b>\$4,405,426.91</b>	<b>\$625,803.94</b>	<b>\$16,519,036.88</b>	<b>\$1,058,734.36</b>	<b>\$4,983,040.72</b>	<b>\$31,115,680.91</b>

**North Texas Conference of the United Methodist Church**  
**(Exclusive of Camp Activities\*)**  
**Liquidity & Availability of Financial Assets**  
**As of December 31, 2018 (unaudited)**

Current assets	47,264,668
Less non-liquid assets (inventory, prepaid expenses, other)	(301,932)
Less those unavailable for general expenditures within one year, due to:	
Donor-imposed restrictions or contractual requirements:	
Donor restrictions (excluding noncurrent donor-restricted cash and investments)	(2,612,907)
Post-Retirement benefits obligations due in more than one year	(10,260,373)
Internally designated:	
Board-designated reserves	(25,480,234)
Fee-Based reserves	(42,387)
BOD Designated Reserves	(1,128,572)
Conference managed reserves	(30,599)
Financial assets available to meet cash needs for general expenditures within one year	7,407,664

\* The year-end financial position and activities of Bridgeport and Prothro were not available at the time of this report submission. They will be included in the final audited statements posted in the 2019 journal.

## STATEMENT OF FUNCTIONAL EXPENSE CATEGORIES

The Statement of Functional Expenses is a report now required of nonprofits, including religious organizations, beginning in 2018. The functional classifications on this report are allocated from the episcopal office, the district superintendents offices, the four ministry centers, camps, Wesley foundations, trustees, and the Board of Pension and Health Benefits. The descriptions of each function below is intended to provide an overview of how expenditures are allocated.

**Programs:** Conference wide programs such as Annual Conference, clergy retreat, new church starts, leadership development, all aspects of the licensing and ordination process as well as programs required by the Book of Discipline such as COSROW and Ethnic and Local Church Concerns are included here. This category also includes programs administered by the Annual Conference on behalf of the local church like the moving fund, children, youth, young adult, and college ministries.

**Missions:** This category includes the general and jurisdictional apportionments as well as all other funds collected and distributed through the conference for disaster relief, benevolences and special Sunday offerings. Missional support of our local churches and clergy is included here to provide opportunities for ministries to thrive in the mission field. This includes equitable compensation support, pension and health insurance subsidies, as well as grants to local churches and pastors conducting ministries in underserved demographic areas.

**Supervisory:** The Annual Conference provides supervisory oversight through its Bishop and District Superintendents as well allocated portions of other Center expenses related to the oversight of the conference churches and related entities.

**Services:** The conference office administers pension, health insurance, and property insurance services on behalf of the churches and other affiliated entities. The premiums paid for these services is included here, along with some of the costs needed to administer these programs.

**Subsidiaries:** The North Texas Annual conference has subsidiary entities based on our governance structure. For the camps, their finances are managed at their camps, but their final audited financial statements must be incorporated into our consolidated statements because we maintain governance control over the camps. The year-end financial position and 2018 activities were not available for inclusion in this report for the pre-conference workbook, but they will be included in the final audited report in the conference journal for 2019. The district offices operate as subsidiaries because their budgets are determined at the district level. The conference office allocates their budget to the churches in their district, collects the funds, and provides the accounting a payroll functions for the district offices. The conference provides the payroll and accounting functions for two of our Wesley Foundations. The conference also manages funds for associated entities like Clergy Women, UMM, and SEEK camps. The conference manages all of these funds in trust for these entities and provide financials to their governing boards.

**General and Administrative:** These are the costs incurred to maintain the ongoing functions of the North Texas Annual Conference. Costs such as depreciation, utilities, administrative support salaries are generally located in this category, though some may be allocated to the other functions depending on the circumstances.



# 2019 NTC CONNECTIONAL REPORTS

## AFRICA UNIVERSITY

Africa University thrives in ministry because of the unwavering support of local congregations of The United Methodist Church. Thank you to the members of the North Texas Conference for prioritizing Africa University and its ministry with an investment of 95.01 percent of the asking to the Africa University Fund (AUF) apportionment in 2018.

The university community is greatly encouraged by the ongoing efforts of North Texas United Methodists to invest in transforming the lives of students through second-mile gifts for scholarships and campus infrastructure.

The students, faculty, staff, trustees and alumni of Africa University value every gift. They are especially humbled by the sacrifices that are being made in the North Texas Conference to establish a tradition of 100 percent support for the AUF and address emerging needs.

In giving so consistently to the AUF, the North Texas Conference continues to affirm the university's core mission of nurturing leaders who inspire and invite new people into a relationship with Jesus Christ. The impact of North Texas Conference's strong support for Africa University is evident in the contributions of graduates who address real-life challenges and help communities to experience peace, sustainable livelihoods, food security and abundant health.

### **Institutional Update:**

- For the first time in five years, there is new construction on the Africa University campus thanks to a 25<sup>th</sup> anniversary gift from Highland Park United Methodist Church in Dallas, TX. In December 2018, work began on the foundation for a new residence hall. The university subsequently broke ground for the construction of phase two of its Student Union and Cafeteria building. Both projects are progressing well and are expected to be fully in use by August 2020.
- Africa University remains a top choice for African young people who are seeking a relevant and life-changing educational experience. In 2018, Africa University enrolled more than 700 new students and maintained an overall enrollment of around 2,000 students. There were 25 African countries represented in the student body. Women made up 53 percent of the student population, which is almost twice the average for African higher education institutions. Africa University's women graduates are emerging as the difference-makers of their generation, whether empowering victims of gender-based violence in the Democratic Republic of Congo or working alongside rural women to establish and operate community-based telecommunications infrastructure and provide internet connectivity to underserved communities across Africa.
- Throughout 2018, Africa University addressed the challenges of operating in a depressed and uncertain socio-economic environment in Zimbabwe with creativity and prudence. The university delivered teaching, learning and community service activities of high-quality without interruption, while also renewing and expanding its infrastructure. Key enhancements in 2018 included the full implementation of an ERP software system to integrate and manage all facets of the university's operations and the refurbishment of three dormitories for women students.
- With conflict, poverty, and the impact of climate change persisting as the key drivers of food insecurity and the rise in internal displacement, migration, and refugeehood in Africa, the university consolidated its position as a trailblazer by offering new graduate training and research

opportunities. Africa University has also continued to provide scholarships for refugee women so that their experiences, talents, and ideas are a part of the search for lasting solutions.

- Africa University delivered critical data for reducing malaria deaths in southern Africa and controlling the spread of insect-borne diseases world-wide. AU's insectary—a laboratory for rearing and studying live insects, such as mosquitos—shares its findings through the Southern Africa Centers of Excellence for Malaria Research. This data informs regional policies, practices and malaria control efforts.

Africa University is deeply grateful to the members of the North Texas Conference for their prayers and support, which continue to grow and sustain its ministry. Thank you to the North Texas Conference for all that has been invested in Africa University over the past 27 years and for being part of a shared story of faithfulness, hope, and realized dreams. As Africa University and the North Texas Conference move forward together in missional engagement, we trust in God for the increase.

*Submitted by:*

*James H. Salley, Associate Vice Chancellor for Institutional Advancement  
Africa University Development Office, [jsalley@gbhem.org](mailto:jsalley@gbhem.org), 615.340.7438*

## BOSTON UNIVERSITY SCHOOL OF THEOLOGY

Greetings from Boston University School of Theology (BUSTH) as we live together as disciples in uncertain times!

### BREAKING NEWS:

- **Students:** We continue to increase and celebrate diversity in our student body, creating remarkable opportunities for in-depth exchanges and fruitful collaboration.
- **Faculty:** We welcomed two amazing faculty this year: **Shively Smith** as Assistant Professor of New Testament, and **Nicolette Manglos-Weber** as Assistant Professor of Religion and Society.
- **Online Lifelong Learning:** We are launching a new Online Lifelong Learning Program at the School, offering webinars, workshops, and reading groups for professional enrichment.
- **Scholarships:** We continue our offer of free tuition to UMC registered candidates for ordained ministry, and we continue to build student scholarships and housing as a central campaign priority. New scholarships include the Korean Student and African Student Scholarships, and leadership fellowships for promising leaders: Raíces Latinas for Latinx leaders, Sacred Worth for leaders in the LGBTQIA+ community, Howard Thurman for African-American leadership, and Indigenous Studies Fellowships.
- **Faith and Ecological Justice Program:** This new student program undertakes initiatives to increase ecological awareness, education, and activism in ecological justice.
- **Theology and the Arts Initiatives:** Recent exhibits and events include “Moments in Time” and “Transcending Conflict.”
- **Grants:** Henry Luce Foundation has awarded a 3-year grant to support the Educating Effective Chaplains Project. The grant supports work with other seminaries to develop models that can better prepare chaplains for effective ministry.
- **Website:** After several years of planning, a new School website will launch in Fall semester 2019.

**PARTNERING FOR MINISTRY AND TRANSFORMATION:** Preparing students for ministry means meaningful partnerships with the local spiritual community.

- **Creative Callings:** Our vocational project is an exciting partnership with local churches, seeking to create “a culture of call.” It is sponsored through a grant from the Lilly Endowment.
- **Engagement with the UMC:** Many of our students are delegates, project leaders and assistants, and class participants in General Conference 2019.
- **Congregational courses:** The Continuing Scholar program offers current BUSTH courses to alums and local clergy as continuing education credit for a small fee per course.
- **Doctor of Ministry:** The DMin in Transformational Leadership is soaring with lively student cohorts that are broadly ecumenical, culturally diverse, and global. The model includes intensives, online courses, and faculty mentoring.
- **Religion and Conflict Transformation Clinic:** The Clinic provides internships and workshops that foster justice and peace-building.
- **Travel seminars:** These courses engage students with immersion journeys to the Arizona-Mexican border, Israel and Palestine, Argentina, and other sites of learning and ministry. Attendees from the recent Serbia and Croatia Seminar presented to the 2018 Parliament of the World’s Religions in Toronto, Canada.
- **Ecumenical partnerships:** We continue to build robust Communities of Learning with the Episcopal Church and United Church of Christ, and to develop new communities with the Unitarian Universalist and Baptist Churches.
- **Partnership with Hebrew College:** Together we are able to enrich interreligious learning through joint courses and public events, and also co-sponsor *The Journal of Interreligious Studies* and *State of Formation* cohort of emerging leaders.

#### **TAKING ACTION GLOBALLY AND LOCALLY:**

- **Campus action:** Work to improve accessibility and sustainability. BUSTH is the first certified Green School in BU, and participates actively in the Green Seminary Initiative. It has also been named as one of the “Seminaries that Change the World” for the second consecutive year.
- **Internships in global service and peacemaking:** We provide internships that support students who engage in ministry with churches and service organizations across the world.

#### **COMMITMENT TO JUSTICE:** Celebrating differences while joining in action.

- Faculty and students have led and participated in UMCOR; support efforts with victims of hurricanes and fires; protests on behalf of Puerto Rico, Texas, and Florida; protests of white supremacist movements; services with immigrants and DACA young people; and ecumenical and interreligious witnesses for justice in the city of Boston.
- Through student-led Town Hall meetings, the community has had deep conversations on issues that divide (including theological differences). We seek to foster respectful listening that builds community life and communal action.

#### **OTHER NOTABLE NEWS:**

- 2019 marks the 180<sup>th</sup> year of the School of Theology, originally founded as the Newbury Bible Institute in 1839.
- Our major development campaign for BUSTH will end in September 2019, and we continue working toward grand success for the future of our School and the vitality of your ministries.

As BUSTH looks to the future, we celebrate transformational leaders of the United Methodist Church, who keep the word of Jesus Christ alive. Your living legacy and faithful witness give us hope and courage for the future.

Blessings and gratitude,  
Mary Elizabeth Moore, Dean

## CC YOUNG Senior Living

*Serving Seniors since 1922.*

Our campus has transformed! Our beautiful new building called ***The Vista***...opens 2019! How does this new building allow us to better serve you?

- 325,000 square feet with 219 state-of-the-art patient rooms and apartments.
- Skilled nursing, long term care, short term rehabilitation, memory support, and the adult day center program.
- New, larger assisted living residences.
- Inpatient and outpatient rehabilitation.
- A comprehensive aquatic program and therapy pool.
- Other amenities include underground parking, a spa, a grand hall, multiple dining venues, family gathering rooms, a community room, a meditation chapel, an art gallery, a gift shop, team member areas, sun rooms and multiple sensory gardens.
- We are thrilled to offer new Assisted Living residents a Priority Program: depositors can earn up to \$15,000 in added benefits. To learn more: 214-258-4000.

### Other recent highlights:

- CC Young launched a new website in 2018. See what's new and take an animated tour of The Vista by visiting [www.ccyoung.org](http://www.ccyoung.org).
- Our next phase of the strategic plan? The Terraces, a new Independent Living project next to The Overlook. Design is well underway and pre-sales have begun.
- Special thanks to the CC Young Auxiliary for their ongoing support since 1925! In 2018, Auxiliary members assisted with our 2<sup>nd</sup> Annual Noon Year's Eve celebration which is a special luncheon held the Friday before New Year's Eve for our residents in licensed services on campus: nursing, memory support, and assisted living. The Auxiliary makes an incredible difference! If you are interested in joining the Auxiliary and supporting CC Young, contact CCY resident and Auxiliary 1<sup>st</sup> Vice President, Judith Banes at [jbanes@mail.smu.edu](mailto:jbanes@mail.smu.edu) so you can make a difference, too!
- Our Capital Campaign for The Vista has reached the public phase. With an original goal of \$12 million, we need only \$500,000 more. Your donation can make a difference and help us close out this campaign. If you would like to donate and help us reach this goal, contact Sharon Ballew, Vice President, Development: [sballew@ccyoung.org](mailto:sballew@ccyoung.org) or 214-841-2909.
- The "CC Young Centennial Club" continues our tradition to honor our residents as they reach their 100<sup>th</sup> birthday. In February 2019, we celebrated Ms. Bernice Press, our longest tenured resident who has lived at CC Young for 25 years. Thanks to Dallas County Commissioners Court for providing a proclamation honoring each resident!
- Continuing our robust Community Outreach program, The Point has revamped the membership program! For only \$180/pp/year, members have full access to the Dr. Kenneth Cooper Fitness Center plus wellness classes, technology classes for smart devices and more, and Spanish classes for no additional cost. Additionally, membership now includes discounts on workshops, clinics, and specialty classes, \$10 off massage services on campus, 20% discount on food and beverage in The Point Café, and a monthly calendar emailed outlining all the great events happening at The Point...where every day is truly "A HAPPENING!" For information, contact Brian Parman, Director of The Point and Pavilion: [bparman@ccyoung.org](mailto:bparman@ccyoung.org) or 972-755-3260.

Significant for our future growth:

We are pleased to announce the arrival of new team members to assist with transformation and expansion of our services, both on and off campus:

1. Tim Miller, **Administrator of our Health Center** operations. Onboard since fall 2018, Tim brings years of experience in health center management and process improvement. He is making an impact and we are grateful for his contributions!
2. CC Young is licensed in 13 counties in North Texas to provide individual care wherever patients call home. We are fortunate to have three strong and experienced team members onboard, helping us grow these lines of service. Help us welcome our administrators of our Community Services offerings: Catherine Thomas, **Home Healthcare**; Jennifer Broadway, **Hospice**; and Nena Paris, **Home Services**. These women are doing a tremendous job expanding our outreach both on campus and into the community. For more information on services offered, contact this team at 214-841-2825.

The future looks bright as we continue to expand on Reverend Young's ministry of service! For information on all programs or to schedule a tour, visit our newly designed website: [www.ccyoung.org](http://www.ccyoung.org) or call 214-258-4000.

**About CC Young, A Non-Profit Organization founded in 1922:**

At CC Young, our vision is to enhance the quality of life for all we serve. Our mission is to foster premier environments where every life at every age is valued and enriched. We strive to create life-enriching experiences for all to celebrate life every day. The Point offers creative, educational and fitness opportunities for not only residents but also for the general public. Our campus is located on 20 acres near Dallas' White Rock Lake and offers these services for seniors, age 55 and better: Independent Living, Assisted Living, Memory Care, Skilled Nursing, Long Term Care, In & Out Patient Rehabilitation, Pastor Care, Point Membership, Home Healthcare, Home Services, Hospice, Respite Care, Volunteer Opportunities, Adult Day Center, CCY Cares Outreach Program, Massage Therapy.

## **DALLAS BETHEHEM CENTER**

Dallas Bethlehem Center (DBC) serves children and families living in poverty in South Dallas/Fair Park, comprised of zip codes 75215 and 75210.

We talk about zip code a lot here at DBC. Where you are born largely determines your opportunities in life. Zip code is destiny. We see this every single day serving the poorest, most violent zip codes in Dallas.

Our neighbors are drowning in a river of generational poverty, mass incarceration, low education, violent crime, food insecurity, drug sales, gang activity, teen pregnancy, infant morbidity, racial inequality, the list goes on. The challenges stemming from poverty and its related issues begin early, typically with the lottery of birth, and persist through generations. A child born in South Dallas will likely start behind and stay behind – for the rest of their life.

And that's where Dallas Bethlehem Center comes in.

For 73 years, DBC has remained committed to the purpose under which it was founded: "To help persons of all ages escape from the self-perpetuating poverty cycle and find satisfaction in the life of dignity which God intends for all."

Dallas Bethlehem Center has reached an inflection point in its history. Under new leadership, DBC is moving into a new era of impact that will help affect large-scale change in South Dallas. We spent the past 6 months working with Social Venture Partners to develop a bold plan to improve lives through cradle-to-career education and community connection.

Breaking the cycle of poverty requires early and sustained intervention. In phases over the next three years, we will expand our program offerings to meet the educational needs of babies, children, teens and adults.

In 2019, we will continue our Early Head Start program for babies 0-3 years old and launch a high-quality afterschool program for elementary-aged children. With the assistance of Dallas Afterschool, DBC's afterschool program will focus on helping students perform successfully on grade level and develop positive social/emotional skills.

Through this exciting time of growth, transformation and even a few changes, one thing remains: our deep appreciation for the ongoing support of the North Texas Conference of churches and United Methodist Women. Quite literally, we cannot do this important work without you. *Thank you.*

## **DREW UNIVERSITY THEOLOGICAL SCHOOL**

Drew University Theological School continued its multi-year self-transformation by launching its new curriculum for the Master of Divinity in the fall of 2018. This entirely reconceived degree seeks to form graduates that are rooted in the Christian story and traditions, capable of effective and creative leadership, and spiritually and socially resourceful for cultivating the transformative gospel of Jesus Christ in, with and for the church and the world.

A new two-year degree, the Master of Arts in Theology and Ministry also launched, and offers students the opportunity to prepare for public leadership or a specialized vocation through deep theological and ethical reflection informed by biblical, historical, theological and practical sources. New pathways in the Master of Arts, the Master of Sacred Theology, and the Doctor of Ministry were also created as part of the curriculum transformation process which seeks to more intentionally focus the school's service to the church, as well as to the academy and civil society.

Drew welcomed 145 entering students this academic year, its largest entering class in over a decade, with an overall enrollment of 350 for the current academic year. In the coming year a new 5-year strategic plan will be developed, new degree delivery options that increase accessibility and affordability for prospective students, as well as new partnerships with annual conferences, other church bodies, and values-based organizations that share and strengthen Drew's mission to advance peace, justice, love of God, neighbor, and the earth.

## **GENERAL BOARD OF HIGHER EDUCATION AND MINISTRY**

As the leadership development agency of The United Methodist Church, the General Board of Higher Education and Ministry (GBHEM) builds capacity for United Methodist lay and clergy leaders to discover, claim and flourish in Christ's calling in their lives. The agency creates connections and provides resources to aid in recruitment, education, professional development and spiritual formation. Every elder, deacon and

licensed local pastor benefits from our training and candidacy programs. Many young adults find help in clarifying God's call in their lives through our discernment opportunities.

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

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

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

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

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

## **GOLDEN CROSS METHODIST HEALTH SYSTEM FOUNDATION**

**Mission Statement:** *"Golden Cross is a faith-based program of Methodist Health System and the North Texas Conference of the United Methodist Church. Its purpose is to provide quality healthcare for those who are underserved and most vulnerable within the North Texas Conference."*

**Golden Cross Division Board:** As a division of Methodist Health System Foundation and guided by the original vision of a healthcare ministry, the Board of the Golden Cross Division of Methodist Health System Foundation is charged with governing and directing the Golden Cross Ministry. The Golden Cross Division Board is comprised of dedicated clergy and lay members from congregations throughout the North Texas Conference.

**Benefits for North Texas Conference:** The Golden Cross Ministry began in 1921 as an idea of a men's Sunday School class at First United Methodist Church in Dallas, Texas. The vision of these city leaders was to create a healthcare ministry providing services at Dallas Methodist Hospital, now Methodist Dallas

Medical Center, for those in the community who needed medical care but could not afford it, regardless of their faith. This idea was considered revolutionary at the time.

As the Golden Cross Ministry evolved, for many years ministers in the North Texas Conference referred individual patients to receive needed healthcare at Dallas Methodist Hospital. The model limited the number of patients served. After learning that medication costs were one of the most significant needs for these patients, in 2006 the Golden Cross Division Board adapted its program support to MedAssist, a prescription medication program administered by physicians and social workers through the Golden Cross Academic Clinic. This new model allowed the Golden Cross Ministry to serve more patients, and since 2008 the Golden Cross Ministry has funded more than \$1.9 million in medication and medical supply support.

Today Golden Cross continues to bring together Methodist congregations, dedicated physicians, and caring individuals to provide medical care for those in need.

The Golden Cross Ministry also supports the Faith Community Nursing program. This specialized area of professional nursing practice focuses on the promotion of health within a faith-based community. In Faith Community Nursing, a nurse professional provides ministry by assessing the needs of a congregation on an ongoing basis then planning and implementing relevant programs to promote health and wellness. Since its inception in 1996, the Faith Community Nursing program has grown significantly and now partners with 62 congregations across Dallas County.

### **Golden Cross Ministry Funded Program Achievements:**

#### **MedAssist:**

MedAssist provides qualified patients with health education and medications at no cost. Administered by the Golden Cross Academic Clinic, in 2018 the MedAssist program provided significant services to its patients:

- Total MedAssist patient served: 6,700
  - 69 new patients
  - 215 patients are currently receiving medication and medical supply support
- Funds used: \$13,450 to purchase prescriptions and medical supplies including diabetic testing supplies for 184 patients
- Provided 130 health education referrals - 54% diabetes, 37% weight management, 11% other.
- Prescription medication: The retail value of savings of free medications written through the MedAssist program total \$411,796.
- Other MedAssist services: social services, nutrition services, and education programs to help patients remain well and active in the workplace and the community. Short-term counseling services are provided as needed to help patients learn better ways to cope with chronic illness.

#### **Faith Community Nursing:**

Partnering with faith communities in North Texas, the program promotes health and wellness for all people. Faith Community Nurses work with nurses in the church congregations to provide medical resources to help their members. In 2018 there were:

- 62 partnering churches
- 8 congregational nurses completed the 40-hour Foundations of Faith Community Nursing Course
- 50,900+ served
- 288 flu shots provided



- Identified and began connecting congregations with the online resource tool Aunt Bertha, <https://www.auntbertha>

In 2018, the Faith Community Nursing program offered the Foundations of Faith Community Nursing Course for the first time online. To enhance and improve reporting, there is an online documentation tool for partnering churches.

**Funding:** The Golden Cross Division Board funds the MedAssist and Faith Community Nursing programs through individual contributions, church contributions, and with funds from the Golden Cross Endowment. Churches are asked to support Golden Cross by continuing to contribute one dollar (\$1.00) per member per year, which is the funding model envisioned by the founders of Golden Cross. If a church is unfamiliar with the program and would like more information to find out how to participate in Golden Cross, it should contact the Methodist Health System Foundation.

**Oversight:** The Golden Cross Board reviews its program support annually to determine the highest priority and best use of available funds. The Board takes seriously its responsibility to manage the sacred trust of donors successfully. Golden Cross needs the support of the entire North Texas Conference to realize its mission.

**The Future:** The goal and mission of Golden Cross are to grow and strengthen its ministries in the visionary spirit of its founders. Exciting cooperative opportunities to expand the capabilities of the Golden Cross ministry into underserved geographic areas of the North Texas Conference are in development.

The mission of Golden Cross answers the call of Christ, “Heal the sick...Freely you have received; freely give” (Matthew 10:8). Through the prayers and generous support of the North Texas Conference, Golden Cross will continue its ministry to people in need of quality healthcare.

### **2019 Golden Cross Division Board**

The Rev. Linda Roby, Chair, Jim Atkins, The Rev. Mitchell Boone, The Rev. April Johnson Bristow, Ken Brown, Kenneth Cheairs, John Collins, Rev. Edlen Cowley, Alina Esquivel, John Hasley, Michael Hutton, Tricia Loe, Meredith McKee, G. David Neal, Carole Somers-Clark, Julie Yarbrough, James M. Johnston, ex-officio, President, Methodist Health System Foundation

**For More Information:** To access the services of Golden Cross, please call the Golden Cross Academic Clinic at 214-947-6700.

## **METHODIST CHILDREN’S HOME**

Greetings from Methodist Children’s Home (MCH) and the more than 5,000 children, youth and families we serve. Our ministry is possible thanks to the support of our many benefactors and friends. I am honored to report that MCH continues to be in compliance with and, in many cases, exceed best practice standards for childcare established by the states of Texas and New Mexico as well as the Council on Accreditation (COA), an international accrediting organization of child welfare, behavioral health and community-based social services.

I invite each member of the annual conference to visit our website at [www.MCH.org](http://www.MCH.org). There you can view our strategic plan, annual report or explore in more detail the services we offer.

You can also download stories, identify resources to help educate your congregation on our ministry, view a transparent listing of our financial resources and services delivered, find out how you can refer a child for placement, or learn more about a call to join our ministry as a home parent, foster parent or in another capacity.

The report to the North Texas Annual Conference will be my last as President/CEO of this amazing ministry. I recently announced my plans to retire on June 30, 2019, after 36 years of service, including nine years as President/CEO. I share this news with a grateful heart, a sense of peace and the satisfaction of seeing so many young lives change for the better, families reunite, and staff members serve, flourish and grow professionally and personally.

I was blessed to begin my career at MCH as a home parent, and I am equally blessed to be ending it as President/CEO. I am proud to leave MCH with confidence in our outstanding employees and Board of Directors who are committed to the vision and goals in our strategic plan. It is my sincere desire that we continue to give God the glory for the success at MCH and build on the legacy of service of past Presidents, most recently Dr. Jack Kyle Daniels and Mr. Bobby Gilliam.

MCH remains committed to our mission as a Christian ministry and to evidence-based practices and trauma-informed care through our partnership with the Institute of Child Development at Texas Christian University. Guided by our core values of Christian Principles, Relationships, Responsibility, Growth, Service, and Hope, MCH provides the care, programs and talented individuals needed to positively impact the lives of children, youth and families throughout Texas and New Mexico. This is happening every day in residential programs as well as through 13 MCH Family Outreach offices including Dallas.

Through the generosity of our benefactors, the prayers of our friends and supporters, and the commitment of a skilled community of MCH employees, here are some of the things you helped MCH accomplish this year for God's glory and those we serve:

- Received the funds needed to build the fourth and fifth new homes on our Waco campus as part of the Building Hope Campaign. These new state-of-the-art homes are designed with the unique needs of the children we serve today in mind coupled with our trauma-informed research and modern efficiencies. At the writing of this report, we are more than halfway toward our fundraising goal that will build the sixth, seventh and eighth homes! To date, our supporters have blessed our young people with more \$13 million for these new homes.
- Supported 90 MCH Alumni pursuing higher education at community colleges, trade schools or four-year institutions. This is possible because of the scholarship funds from our generous benefactors. This year we awarded more than \$500,000 in scholarship funds to assist MCH Alumni pursuing degrees and vocational certificates.
- Achieved designations of the Gold Seal of Transparency from Guidestar and four-star charity rating from Charity Navigator. We also received an outstanding evaluation from the Council on Accreditation (COA) during our reaccreditation process. This process involved detailed reviews and evaluation of our organization's administrative operations and service delivery practices. These designations recognize our commitment to excellence and efforts to conduct our work with the utmost integrity and transparency.

- Enjoyed another great year showcasing student Ag Science/FFA projects at the Heart O' Texas Fair and Rodeo and other local livestock shows.
- Participated in multiple mission trips including U.M. ARMY and other community service projects. These activities give opportunities for our youth to show Christ's love and to learn selflessness by sharing their time and talents to meet the needs of others.

Our achievements in the past, and those yet to come, are directly related to the men and women who give their time, talents and resources to bless our children. Our Board members, Commissioners and benefactors are valuable resources to our mission. The following individuals from the North Texas Annual Conference serve on the MCH Board of Directors:

Mrs. Amy Barley, Celina  
 Rev. Marie Mitchell, Grand Prairie  
 Mr. Dan Moore, Dallas

As we now celebrate our 129<sup>th</sup> year of ministry, MCH knows our service to children and families is possible because of God's amazing grace and our generous benefactors. Thank you for your trust and support of our ministry. May God continue to bless you, the ministries of the North Texas Annual Conference and Methodist Children's Home.

Sincerely,  
 Tim Brown , President/CEO

## **PERKINS SCHOOL OF THEOLOGY SOUTHERN METHODIST UNIVERSITY**

Perkins celebrates our vital connections with the North Texas Annual Conference:

- Fifty-six (56) students affiliated with the North Texas Annual Conference are enrolled at Perkins, including: thirty-six Master of Divinity (M.Div.) students, seven Master of Arts in Ministry (M.A.M.) students, six Master of Theological Studies (M.T.S.) students, one Master of Theology (Th.M.) student, and six Doctor of Ministry (D.Min.) students.
- Six (6) Perkins Scholars from the North Texas Annual Conference are enrolled at Perkins School of Theology.
- Twenty-four (24) Perkins students have been placed as interns within the North Texas Annual Conference this year.
- Eligible 2018-2019 students from the North Texas Annual Conference received a PACE grant up to the amount of \$8,739 with qualifying full-time students receiving an additional \$2,000 in need-based aid.

Enrollment at Perkins for the 2018-19 academic year totals 318 students, including 33 enrolled in the Ph.D. program. Fall 2018 statistics reflect the following: 59% of our entire student population are United Methodist and more than 41 percent are ethnic minority students. Master's degree programs comprise approximately 45 percent male and 55 percent female students. The D.Min. program includes students from southern Asia taking classes in Dallas.

Enrollment at Perkins for the Fall 2018 totaled 298 students, including 33 students enrolled in the Ph.D. program and with an additional 28 students enrolling in Spring 2019. Fall 2018 statistics reflect the following: 59.5 percent of our entire student population are United Methodist and more than 41 percent are ethnic minority students. Degree programs are comprised of 51 percent male and 49 percent female students.

For Dr. Craig C. Hill, in the midst of his third year as Dean and Professor of New Testament at Perkins School of Theology, a number of his early initiatives are bearing fruit, including deeper and more fruitful relationships with feeder colleges, new co-curricular initiatives, revamped D.Min. and Houston-Galveston Programs, additional staffing in critical areas, and additional financial aid. Enrollment, giving, impact, and overall momentum continue to surge under his leadership with deep appreciation for those who make up and support the school.

## **2018 HIGHLIGHTS**

- Fall 2018 admissions increased by 14.1 percent over the previous year with an incoming class of 89 students (including D.Min. but excluding Ph.D. students). Six new international students enrolled. An additional 28 students were added for the Spring 2019 semester. Over half of the entering class have average undergraduate GPA's above a 3.2.
- Perkins School of Theology is the recipient of a five-year, \$1 million grant from Lilly Endowment, Inc., for an initiative designed to strengthen congregational ministry with youth. Co-directors of the grant are the Rev. Bart Patton, Director of Youth and Young Adult Ministry Education, and Dr. Priscilla Pope-Levison, Associate Dean, Office of External Programs.
- The highly successful Perkins Scholars scholarship program, which each year adds to the financial aid of 10 outstanding M.Div. students, continues to attract excellent scholars. A total goal of \$630,000 in funding will provide for 10 additional scholarships for fall 2019. Next fall there will be a total of 30 Perkins Scholars in the student body. Combined with additional financial aid, this program provides nearly full scholarships for these highly skilled servant leaders.
- In an effort to deepen relationships between Perkins and undergraduate college and universities, new partnerships in the form of Memoranda of Understanding (MOUs) have been launched in 2018. Formal agreements have been signed with historically United Methodist institutions including Huston-Tillotson University in Austin, Texas; Philander Smith College in Little Rock, Arkansas; Texas Wesleyan University in Fort Worth, Texas; and Wylie College in Marshall, Texas. These are in addition to those previously noted: Centenary College in Shreveport, Louisiana; Southwestern University in Georgetown, Texas; McMurry University in Abilene, Texas; Hendrix College in Conway, Arkansas; and Presbyterian-related Austin College in Sherman, Texas. These MOUs establish a preferred pathway for graduates of the institutions interested in pursuing ministerial vocations at the graduate level, granting preferred consideration and early acceptance to Perkins School of Theology for students pursuing ministerial vocations. The agreement also states that the undergraduate institutions and Perkins will encourage new opportunities for future cooperation.
- Anthony Elia has been named J.S. Bridwell Foundation Endowed Librarian and Director of Bridwell Library effective June 1. He succeeds retiring Director Robert Schaafsma, who served in that role since April 2007.

- Marcell Silva Steuernagel, an internationally acclaimed musician and scholar, is the new director of the Master of Sacred Music (M.S.M) Degree Program. Steuernagel succeeds Dr. C. Michael Hawn, University Distinguished Professor Emeritus of Church Music, who retired as director of the Master of Sacred Music Program in 2017.
- In 2017, SMU launched a three-year current-use giving campaign called Pony Power, with a goal of raising \$150 million over three years for the University in current-use giving. The University's goal for 2018-19 is \$45 million. Perkins' goal for this fiscal year, which ends May 31, 2019, is \$2.5 million. Perkins donors are asked to consider making a three-year pledge to a current-use project at Perkins. The areas of greatest need are 1.) the SMU Fund for Perkins, which is used by Dean Hill at his discretion, and 2.) Perkins student financial aid.

Perkins School of Theology is committed to those *called to serve* so that they might be *empowered to lead*. We thank our many colleagues, friends and alumni/ae across the connection for their generous support, including referrals of prospective students, as we continue our vital mission of preparing women and men for faithful leadership in Christian ministry.

Grace and peace,  
Craig C. Hill, Dean and Professor of New Testament

## PROVIDENCE PLACE

On behalf of our Board of Directors, staff, and those on our campus who are working hard to achieve their own personal level of success, I thank you – Bishop and the members of the North Texas Annual Conference – for your dedication in partnership with the ministry of Providence Place. By God's grace, we celebrated our 123<sup>rd</sup> anniversary in 2017 thanks to the committed support from individual donors and United Methodist Churches. We have been able to be a blessing to those around us for well over a century, and we couldn't have done it without you.

Providence Place provides a safe haven for those who have felt excluded. We offer adoption services to women who are facing an unplanned pregnancy, as well as those who are looking to open their hearts and homes to a child in need of a forever family. We have expanded on this wonderful service and now offer Parenting with a Purpose classes for parents to improve upon their parenting skills.

We were able to hold onto our Transition Program which is now called Legacy. This is a transitional living program for young adults with disabilities, and we presently have 15 young adults with disabilities living independently in apartments either on campus or in community apartments. We also have our Oasis Home which is an 8 bed ICF (Intermediate Care Facility) for young adults with Intellectual and Developmental Disabilities. Currently all students in both programs are gainfully employed.

On February 11, 2019, we opened our doors to an eighteen month transitional housing program called, My Mariposa Home, which will help women who have survived trauma through domestic violence, sexual assault, and human trafficking.

On April 26, 2019, Providence Place will host our third Fiesta Event which we call Familia Palooza. Families from our surrounding community and San Antonio are invited to take part in Fiesta activities that will include a live band, games, food trucks and face painting.

Last but certainly not least, I would also like to take the time to recognize those from the North Texas Annual Conference who give of themselves, their time and resources to serve on the Providence Place Board of Directors:

**Board of Directors**

Dr. Joan Gray LeBarr, Carrollton, TX

Catherine Tunks, Dallas, TX

Louise Taylor, Paris, TX

I encourage you to schedule a tour of our beautiful 25 acre campus, coordinate a volunteer mission trip, arrange a speaker for your congregation or church group, and request offering materials for an annual church offering. We couldn't continue these ministries without you and we would love to come and share the stories of Providence Place! If we could be a resource to you, contact our Advancement Team at (210) 696-2410 or at [mission.advancement@provplace.org](mailto:mission.advancement@provplace.org). Also, please visit our website at [www.provplace.org](http://www.provplace.org) to learn more about these special ministries and to hear first-hand stories from those we have served.

Respectfully,  
Judith Bell, President & CEO

## SAINT PAUL SCHOOL OF THEOLOGY

Saint Paul School of Theology, a seminary of the United Methodist Church, is committed to the formation of people for innovative, creative ministry. We are one institution with campuses in Kansas and Oklahoma. During the 2018-2019 academic year, the seminary enrolled 99 students in master and doctoral degree programs.

Saint Paul School of Theology began the 2018-2019 academic year moving its Kansas staff and faculty offices to the Kansas Campus where classes are held. This move was the final step in the process of renovating classrooms with larger spaces as well as bringing Kansas faculty, staff, and students together. A new Common Room equipped with refrigerator, microwave, and snacks was added to give students a place to gather for community meals, student forums, and study. Enhanced technology upgrades were made on both campuses with the launch of the new FLEX schedule and FOCUS week. We received a \$5,000 grant from the Missouri United Methodist Foundation to support our technology program for students. In an ever-increasing digital world, Saint Paul is constantly working to reach beyond its walls.

A new **Doctor of Ministry (DMin) focus**, Spiritual Leadership in Unsettled Times, was announced **with courses beginning** Fall 2019. The new DMin focus is offered in partnership with Church of the Resurrection, Gamaliel Network, and the Metro Organization for Racial and Economic Equity. Students can take a mixture of online and hybrid (blended online and on-campus) courses to complete the required curriculum.

This year marks the celebration of over 10 years in Oklahoma. Since 2008, Saint Paul has prepared Oklahoma-area leaders for ministries that meet the needs of today's churches and society. In collaboration

with Oklahoma City University, students enjoy access to all the resources of a vibrant university, as well as the hospitality and support of a close-knit seminary community.

For Fall 2019, The Oklahoma Foundation, in partnership with Saint Paul School of Theology, is offering a three-year scholarship to educate future church leaders. An Oklahoma Foundation Fellow will receive 3 years of full-tuition and fees (covering 79 credit hours toward the Master of Divinity degree). Foundation Fellows will learn multiple ministry skills in areas such as worship, pastoral care, evangelism, and discipleship.

Saint Paul's faculty continue to contribute to the academy, church, and society. Dr. Elaine Robinson, Professor of Methodist Studies and Christian Theology, worked along with co-editor Amos Nascimiento to solicit chapters from United Methodist scholars around the globe who could present an indigenous account of the history of Methodism in their own context. These authors include: Fulgence Nyengele (Congo), Julio Vilanculos (Mozambique), Ulrike Schuler (Western Europe), Sergei Nikolaev (Russia), and Luther Oconer (Philippines). The manuscript is now finished and in the process of being published by GBHEM's Foundry Books under the title, *Global United Methodism: Telling the Stories, Living the Realities*.

Dr. Jim Brandt, Professor of Historical Theology and Director of Contextual Education, wrote the lead article in the recently published book, *Schleiermacher and Sustainability: A Theology for Ecological Living*. As part of the Columbia Series in Reformed Theology, each chapter deals with a particular locus in Schleiermacher's systematic theology, focusing on its implications for sustainable living.

Saint Paul's 2018-2019 Lecture Series boasted several exciting key note speakers from across the United States to speak on a myriad of topics such as "10 Steps on the Path of Moral Leadership" and "Speaking of Jesus: Early Methodist Principles for Bearing Witness to the Christian Story in a Multi-Religious World". In October, Dr. Luke Bretherton of Duke University was the speaker for the Wayne E. Drake Peace Lecture. In February, the Foundation for Evangelism sponsored Rev. Dr. Jack Jackson of Claremont School of Theology to present this year's Wallace Chappell Lecture. In March, Rev. Dr. David Gushee of Mercer University was the keynote speaker for the Slater-Wilson Lectureship on Spiritual and Intellectual Life.

For 2018, Saint Paul received a grant from Kansas Leadership Center (KLC) in Wichita, KS that allowed 20 people to experience KLC programs. Several faculty, staff, and alumni were able to practice KLC's approach to leadership. Those participants have reported being enriched and inspired by the program. For 2019, Saint Paul received 40 slots for community leaders to attend KLC programs.

Saint Paul Course of Study (COS) School educated 299 students in Leawood, KS; Hays, KS; Oklahoma City, OK; Columbia, MO; and Springfield, MO. Saint Paul launched a part-time, accelerated COS satellite program in Columbia, MO this year. Comprised of 9 courses in practical theology, this COS option is designed specifically for part-time local pastors or certified lay ministers entering ministry following completion of the Missouri Conference Licensing School. Like any other COS Satellite, the Columbia satellite is a pilot and collaborative program of Saint Paul Course of Study Regional School in collaboration with the Missouri Conference. Since September 2018, COS has offered two courses and enrolled and registered 23 students in the satellite program.

Saint Paul School of Theology is pleased to report that the Higher Learning Commission has changed the seminary's status from "Accredited - Probation" to "Accredited". For 60 years, Saint Paul has supplied excellence in theological education and our previous challenges have inspired us to strive beyond excellence. We are excited about our future and furthering the mission of Saint Paul.

President Neil Blair, Saint Paul trustees, faculty, staff, alumni, and students thank you for your interest, prayers and support.

#### Kansas Campus

13720 Roe Avenue, Building C  
Leawood, KS 66224

#### Oklahoma Campus

2501 North Blackwelder  
Bishop W. Angie Smith Chapel  
Oklahoma City, OK 73106

[www.spst.edu](http://www.spst.edu)

Facebook: [www.facebook.com/spst.edu](https://www.facebook.com/spst.edu)

Twitter: [www.twitter.com/spst](https://www.twitter.com/spst)

Instagram: [www.instagram.com/saintpaulks\\_ok/](https://www.instagram.com/saintpaulks_ok/)

LinkedIn: [www.linkedin.com/school/saint-paul-school-of-theology](https://www.linkedin.com/school/saint-paul-school-of-theology)

## **SOUTHERN METHODIST UNIVERSITY**

In 1911, the Methodist Episcopal Church, South, founded Southern Methodist University as a nonsectarian institution of higher learning committed to the enduring values of academic freedom and open inquiry. In continuing partnership with The United Methodist Church, SMU welcomes students of all faiths and serves as a powerful catalyst for addressing the world's most urgent challenges in new and innovative ways. Now entering our second century, we are committed to shaping world changers – for today and tomorrow.

### **SMU Update**

#### **Students, Faculty and Staff**

Fall 2018 enrollment, totaling 11,649, included 6,479 undergraduates and 5,170 graduate students. Ethnic minority students made up 28 percent of total enrollment. An international enrollment of 1,596 (approximately 14 percent of total enrollment) represented 83 foreign countries. Our impressive Class of 2022 was chosen from a pool of nearly 14,000 applicants, and it's the most academically qualified in our history. With 1,530 students, the class's average ACT score is 30.4, representing the top 6 percent of all students who take the test. The average SAT score is 1363, an increase from last year. SMU employs 2,830 faculty and staff, including 2,394 full time and 436 part time/adjunct.

#### **Rankings**

For the third consecutive year, SMU was ranked in the top 20 percent of best national universities by *U.S. News and World Report* and in the top 10 percent of U.S. universities by *The Wall Street Journal/Times Higher Education*. In the 2019 *U.S. News & World Report* listings, released September 2018, SMU is ranked No. 59 among the nation's top universities – representing a two-point rise from No. 61 in 2017. SMU saw key improvements in the peer assessment score, the rating of academic reputation by college admission deans, provosts and presidents, as well as in the high school counselor assessment score. In addition, SMU ranked No. 31 for best national universities for veterans. Several individual schools and academic programs also earned elevated national rankings.

- Dedman School of Law is ranked No. 50 among 194 accredited law schools, according to *U.S. News & World Report*. In addition, the law school is ranked 18<sup>th</sup> in the U.S. for Employment Rate 10 months after graduation.



- *U.S. News & World Report* ranked SMU's Simmons School of Education among the 100 best graduate education schools and Lyle School of Engineering among the 100 best undergraduate and graduate engineering programs.
- For the second year in a row, SMU Guildhall has been ranked first in the world for graduate game design and development, topping *The Princeton Review's* 2018 annual list of the 25 best graduate game design programs
- *The Hollywood Reporter* ranked SMU Meadows among the top 25 schools internationally for an M.F.A. in acting.

SMU placed in *Forbes' 2018 Best Value Colleges* ranking of only 300 schools nationwide that are worth the investment, based on net price, net debt, school quality, alumni earnings, timely graduation and **population of Pell Grant recipients.**

### **Funding**

In FY 2018, SMU received \$26.6 million in external funding for research in the U.S. and worldwide, representing a 21 percent increase over the previous year. Current research subjects cover a wide spectrum of disciplines, including the search for dark matter, drone communications, antimicrobial resistance, data analytics, broadening the math teacher pipeline, improving algebra instruction, understanding the impact of genetic diversity on the health of marsh ecosystems, immigration, cancer treatments, recognizing joy in the face of depression, and exploring the connection between brain function and asthma. Regarding private fundraising, we finished FY 2018 strong, as well. In total, we raised \$111 million for capital priorities and current operations.

### **2018 Highlights**

#### ***Significant Gifts and Grants***

##### **Perkins School of Theology Received \$1 Million Grant from Lilly Endowment**

In December, SMU received a \$1 million grant from the Lilly Endowment Inc. to Perkins School of Theology to fund a new initiative designed to help ministries rethink and reconfigure strategies to strengthen youth participation in their congregations. Entitled "Reboot: The Congregation as Youth Worker," the project will identify a cohort of 18 congregations without paid full-time youth workers within a 300-mile radius of Dallas. The program will help the selected congregations assess the viability of youth ministries in their communities and introduce the innovative models for engaging youth.

##### **Toyota USA Foundation Granted \$2 Million to Simmons School of Education for STEM Model School**

The Dallas Independent School District (Dallas ISD), Toyota USA Foundation and SMU are collaborating to create an innovative model for STEM education for kindergarten through eighth-grade students in West Dallas. Toyota USA Foundation granted \$2 million to the Simmons School of Education and Human Development to develop a business-aligned curriculum, provide professional development for teachers, and coordinate with nonprofits implementing supportive community programming. The school will begin a phased opening with kindergarten to first grade and the addition of grades seven and eight in fall 2020.

### **Rich and Mary Templeton Gave \$5 Million to Establish Templeton Endowed Research Excellence Fund**

Longtime SMU supporters Rich and Mary Templeton committed \$5 million for research at SMU's Lyle School of Engineering. Their generous gift provides a major boost to the University's externally sponsored research, which is critical to the University's global academic influence. Designed to provide the flexibility necessary to respond to the Lyle School's most pressing and important research needs, the Templeton Endowed Research Excellence Fund includes \$4 million for an endowment and \$1 million for operations. It covers a range of project essentials, including postdoctoral researchers, doctoral and graduate student stipends, equipment and supplies.

### **Center for Business Law and Leadership Named for Robert B. Rowling through \$4 Million Gift Consortium**

A \$4 million gift consortium created the Robert B. Rowling Center for Business Law and Leadership in SMU's Dedman School of Law. The center will train the next generation of prominent legal and business leaders, and also influence national conversations surrounding business and corporate law. At the request of the anonymous lead donor of \$3 million, the new center is named in honor of Dallas businessman Robert B. Rowling, owner and chairman of TRT Holdings, Inc., which owns Omni Hotels and Resorts and Gold's Gym International. The Dedman Foundation is also providing support.

### **Hoblitzelle Foundation Committed \$1.25 Million to the Owen Arts Center Renovation**

A \$34 million project to renovate and modernize existing spaces will add new space for the Division of Art, Art History and Creative Computation. The Hoblitzelle Foundation gift supports these capital enhancements, as well as the creation of welcoming reception areas, accessible entrances, updated classrooms and enhanced studio spaces to attract talented artists and their audiences.

### **NSF Granted \$1 Million to Discover New Algebra Solutions**

SMU math researcher Candace Walkington has received a three-year \$1 million grant from the National Science Foundation to develop and test strategies to increase student engagement in algebra problem-solving. The grant also funds further development of ASSISTments, a powerful online tool that ties algebra skills to everyday interests. An associate professor at the Simmons School of Education and Human Development, Walkington says her research will identify ways to enhance student interest in algebra and in STEM careers.

### **NIH Granted \$2.6 Million to Fund Collaborative Study of Cognitive Impairment in Older Asthma Patients**

SMU psychologist Thomas Ritz and UT Southwestern Medical Center psychiatrist Sherwood Brown will lead a \$2.6 million study funded over four years by the National Institutes of Health to explore the apparent connection between asthma and diminished cognitive function in middle-to-late-age adults. The Dallas Asthma Brain and Cognition Study will build on the work Ritz and Brown have accomplished with a core group of researchers over a period of eight years as it explores *relationships between inflammatory lung disease and brain function in older adults*.

### ***Program Highlights***

#### **“Sea Monsters Unearthed” Opened at the Smithsonian Institution in Washington, D.C.**

In November, “Sea Monsters Unearthed” opened at the Smithsonian's National Museum of Natural History. This groundbreaking exhibition brought together an international team of researchers with more than 100 undergraduate SMU students representing diverse majors, including Myria Perez '18, who is now working at the Perot Museum of Nature and Science in Dallas. A longtime member of the SMU family, Louis Jacobs,

professor *emeritus* of earth sciences in Dedman College of Humanities and Sciences, spearheaded this remarkable 13-year study of fossils off the west coast of Africa that had never been “unearthed.”

### **The Meadows School of the Arts Announced the Formation of SMU DataArts**

In August, SMU announced the merger of the Meadows School’s National Center for Arts Research with DataArts, a respected Philadelphia-based data-analytics resource for nonprofit arts and cultural organizations. The formation of SMU DataArts represents yet another major investment in big data and research with impact. SMU DataArts’ mission is to empower arts and cultural leaders with data insights to make better decisions, such as how to optimize tight marketing and management budgets. Thanks to the support of major national funders, such as Bloomberg Philanthropies, SMU DataArts offers these valuable tools at no cost to organizations in exchange for their data input.

### **SMU Team Shares \$3 Million XPRIZE for Development of Mobile App to Increase Adult Literacy**

In 2018, SMU was named one of five finalists among 109 teams contending for the \$7 million Barbara Bush Foundation Adult Literacy XPRIZE, sponsored by the Dollar General Literacy Foundation. After a year of field testing, we learned in February 2019 that the SMU team tied for the Grand Prize – winning \$1.5 million – and also received **an additional \$1 million Achievement Award for the most effective adult literacy app for English language learners**. SMU’s Simmons School of Education and Human Development joined forces with SMU’s Guildhall and Literacy Instruction for Texas (LIFT) to form People ForWords, a dedicated app production team. Currently available on Android devices at no cost, the goal of the project is to transform the lives of low-literate adults nationwide.

### **Holly Jeffcoat Appointed Dean of SMU Libraries**

Following an international search, Holly Jeffcoat assumed the role of dean of SMU Libraries on August 1, 2018. Jeffcoat, a proven leader in leveraging technology in instruction and library services, came to SMU from the University of Connecticut. As associate dean of UConn Library, Jeffcoat led core library operations that include access services, administration, marketing, development, facilities, finance, human resources, information technology and strategic planning. Prior to UConn, Jeffcoat held positions at the University of New Mexico College of University Libraries and Learning Sciences, as well as at the UNM Health Sciences Library and Informatics Center and the Charles Darwin Research Station in Galápagos, Ecuador. Jeffcoat has published and presented on translational science support, use of virtual reality in education collection development and numerous scholarly communication topics.

### **Nazi Hunters Beate and Serge Klarsfeld Receive 2018 Triumph of the Spirit Award**

In November, world-renowned Nazi hunters Beate and Serge Klarsfeld visited SMU and were honored by the Embrey Human Rights Program in SMU Dedman College of Humanities and Sciences with the 2018 Triumph of the Spirit Award. As dedicated docents of the Dallas Holocaust Museum/Center for Education and Tolerance, they received the award for their tireless efforts to educate our world about the history of the Holocaust, as well as for advancing human rights to fight prejudice, hatred and indifference. At the ages of 79 and 82, Beate and Serge Klarsfeld have earned prestigious international awards for their activism, such as the French Legion of Honor and German Federal Order of Merit, but they paid the price – with beatings, prison time and attempts on their lives. They describe their experiences in the memoir *Hunting the Truth: Memoirs of Beate and Serge Klarsfeld*, published in English in March 2018. While on campus, they met with human rights students in a special seminar class.

### **Empowering Cultural Intelligence (CIQ) as a Core Value**

SMU is leading the way for other universities nationwide in the realm of cultural intelligence. CIQ is a revolutionary approach in higher education to ensure that every member of the SMU community is equipped with the skills and the knowledge to manage and communicate effectively in complex cultural contexts. “If you are going to be a world changer, you need to know how to talk to the world,” says Maria

Dixon Hall, senior advisor to the Provost for Campus Cultural Initiatives and associate professor of Corporate Communication and Public Affairs. Changing the world requires being able to learn, teach, mentor, collaborate, and work with people of a myriad of cultural identities, including race, ethnicity, political ideology, gender, sexual orientation and religion. The goal of CIQ is for SMU community members to move beyond appreciating diversity to being able to effectively and authentically communicate respectfully with anyone, anywhere.

SMU is a grateful member of the Methodist family, and we request your continued prayers and support as we endeavor to make a meaningful difference in the lives of all those we serve.

Warm regards,  
R. Gerald Turner, President Southern Methodist University

## **SOUTHWESTERN UNIVERSITY**

This year has seen many notable highlights and achievements at Southwestern University. In August, we welcomed 442 entering students, the second largest class in our University's history. Thanks to the generosity of Dr. Red McCombs '49 and his wife Dr. Charline Hamblin McCombs '50, Southwestern received the largest single gift in its history. We also implemented the Mosaic program, in which Southwestern students shape their futures through mindful consideration of activities and experiences beyond the classroom. The final phase of the Fondren–Jones Science Center expansion continues—our commitment in stone to interdisciplinary collaboration, learning, and research. These and so many other achievements represent more than just forward momentum. What Southwestern University is experiencing now is acceleration, fueled by our commitment to preparing our students for a future that will be vastly different from that of any other generation.

Our 2018 accolades include *Forbes* ranking Southwestern the #1 undergraduate liberal arts and sciences college in Texas in the Grateful Graduates Index (#92 nationally). *U.S. News and World Report* and *Washington Monthly* rank Southwestern as the top national liberal arts college in Texas. Southwestern's Center for Career & Professional Development ranks seventh in the nation and first in Texas, according to *The Princeton Review*, which also ranked Southwestern third in the nation and first in Texas among its Impact Schools.

In academics, for the 18th consecutive year, the King Creativity Fund supported significant, innovative, and visionary student projects across the disciplines. Thirty-five students participated in 10 different SCOPE research projects as part of a student-faculty collaborative summer program. Southwestern added one new minor in fall 2018: Design Thinking; this addition brings the total minors offered to 40, with 35 majors.

Among our internationally recognized scholar-teachers, six faculty and emeritus faculty members published books. Eleven full-time faculty members received Sam Taylor Fellowship grants to support their scholarly work. Dr. Maha Zewail-Foote (chemistry and biochemistry) was awarded a prestigious research grant from the National Institutes of Health for her work on DNA damage caused by environmental agents. Dr. Therese Shelton (mathematics) is a coprincipal investigator with a newly awarded three-year grant from the National Science Foundation. A research proposal by Dr. Dirk Early (economics), "Effective Homeless Interventions and the Importance of Local Housing Market Conditions," was accepted for funding by the U.S. Department of Housing and Urban Development and the U.S. Bureau of the Census. Drs. Maria

Cuevas and Maria Todd (biology) received a \$12,000 grant from the Joe and Jessie Crump Foundation for Medical Research to support their current research on uterine cancer.

Among student achievements, twenty-seven students were inducted into our chapters of Phi Beta Kappa honor society. Music and computer science double major Isabel Tweraser and computer science and chemistry double major Lauren Gillespie, both class of 2019, coauthored the paper “Querying Across Time to Interactively Evolve Animations.” Six students presented their research at the American Chemical Society National Meeting, in New Orleans, LA, in March 2018. Five economics majors of the classes of 2018 and 2019 presented their research at the Federal Reserve Bank of Dallas in April. Studio art majors Marissa Shipp and Angelina Palacios, both class of 2019, had their animated artworks accepted for the International Mathematical Games Committee’s 19th Salon Culture et Jeux Mathématiques (Culture and Math Games Exhibition), in Paris, France, in May. Six current psychology and animal behavior majors and an alumna from the class of 2017 published an article in the journal *Pharmacology, Biochemistry, and Behavior* titled “The Effects of Ketamine on Sexual Behavior, Anxiety, and Locomotion in Female Rats.”

In athletics, Southwestern finished second for the SCAC President’s Trophy and garnered 102 All-Conference honors, including 33 First Team selections, 28 Second Team selections, 7 Third Team selections, and 34 Honorable Mention selections. Seven different teams advanced in the SCAC Tournament to the championship: women’s basketball, men’s tennis, women’s tennis, softball, men’s soccer, women’s soccer, and volleyball. Our student-athletes earned five NCAA National Championship Tournament appearances. Southwestern coaches earned six Coach of the Year Awards. Southwestern is home to four All-Americans, six West All-Region Team Selections, and four SCAC All-Sportsmanship Teams. Football’s third consecutive winning season reached no. 26 in the BennetRank poll and no. 41 in the AFCA poll.

The University’s guest speakers included Dolores Huerta, a longtime civil rights leader and an advocate for farmworkers, immigrants, and women; renowned social psychologist Jonathan Haidt” on *The Age of Outrage — What It Is Doing to Our Universities and Our Country*,” and world-renowned historian Carole Levin, who delivered a public lecture and led a staged reading of her play, *Elizabeth I: To Speak or Use Silence*. The 2018 Research and Creative Works Symposium was held on April 10, 2018, featuring 244 presenters mentored by 50 faculty and staff from across the University. The University celebrated its 174th Commencement Convocation in May 2018, with Dr. Sybil Hampton, the first African-American student to complete her entire education at Little Rock Central High School, as the keynote speaker. Throughout fall 2018, the President’s Thinking Symposium on Living, Learning, and Leading hosted six guests from various fields.

As stated in the University By-Laws, “Conference trustees are nominated by the University’s board of trustees, upon recommendation to the board’s trusteeship committee, and elected by their respective conferences.” The names of Ms. Pam S. Bush and Ms. K. Elizabeth Yeager come to the patronizing bishop of the North Texas Conference for election to a three-year term as Episcopal trustees, having been nominated by the board of trustees. Their terms conclude in 2022.

I would like to take this opportunity to personally invite you to visit Southwestern and experience, in person, the ways in which this intellectual community is thinking, creating, and connecting ideas to make meaning and make a difference.

Respectfully yours,  
Dr. Edward Burger, President and Professor

## TEXAS METHODIST FOUNDATION

Texas Methodist Foundation (TMF) is committed to being faithful to the future by casting a God-sized vision and building our capacity to fulfill that vision. During 2018, TMF continued our role as managing agent of The United Methodist Development Fund (UMDF), while preparing to transition to controlling agent in January 2019. UMDF is a national lender to United Methodist churches with \$120 million in assets. We joined forces with Heartspring Methodist Foundation, consolidating resources to better serve our constituency. We continued to gather and assimilate new knowledge, build new partnerships, and implement new technologies to support our goal of helping congregations unite their leadership and financial resources into a purposeful plan for living out God's unique call for them to serve their communities.

Carol Montgomery, TMF Senior Area Representative for the North Texas Conference, is the primary point of engagement between congregations (clergy and laity) and TMF. She connects North Texas Conference constituents to resources relevant to their unique goals for missional growth in their congregations and communities.

TMF, headquartered in Austin, serves United Methodist individuals, churches and agencies within the six annual conferences in Texas and New Mexico. We appreciate the opportunity to report some of the ways we served United Methodists last year.

### Within the North Texas Conference:

- Loans to churches in the North Texas Conference totaled \$93.4 million at the end of 2018.
- Churches and agencies, not including individuals, within the North Texas Conference had \$55.3 million invested in the Methodist Loan Fund.

### Throughout Texas and New Mexico:

- As of December 31, 2018, **total assets** under management by TMF were approximately \$549.4 million.
- **Methodist Loan Fund investments** ended the year at \$333.6 million, and our loan portfolio at \$324.1 million.
- TMF's **Undesignated Endowment** ended the year at \$38.4 million.
- Our **Leadership Ministry Endowment** was \$7.4 million at the close of 2018.
- Highlighting a significant year of **financial support for TMF** was a gift of \$1 million from the Lilly Endowment to fund TMF's Courageous Leadership Imperative (CLI). **Gifts to Leadership Ministry and unrestricted support to TMF** totaled \$1.4 million, including more than \$110,000 in new gifts to the Dr. Gil Rendle Learning & Leadership Endowment.
- During 2018, the TMF **Grants Ministry** awarded \$1.5 million in support of 35 churches and not-for-profits. Of that total, an estimated \$804,000 came from restricted endowments, \$660,000 from TMF operations, and \$23,000 in individual and on-line gifts. We awarded approximately \$118,000 for Hurricane Harvey victims. The Grants Committee of the TMF Board of Directors determines distribution decisions for the discretionary funds. In 2018, grant funds were distributed as follows: 40% to outreach ministries and evangelism targeting systemic change; 37% to ministries which systemically benefit families living in poverty; 15% for scholarships; and 8% Hurricane Harvey relief.
- TMF continued its work with individuals and families to support their philanthropic goals. In 2018, TMF received \$2.7 million in gifts and pledges to support ministries across Texas and New Mexico including \$1.6 million in support of the ministries of TMF. Gifts to endowments will enhance agricultural development in Africa, the Moscow Theological Seminary of the UMC, and the local church.
- TMF distributed approximately \$1 million from **permanent endowments**.

- This year TMF's **Leadership Ministry** launched the Courageous Leadership Imperative (CLI) which seeks to network, resource and embolden innovative leaders throughout the South Central Jurisdiction. 122 leaders from throughout the jurisdiction plus the SCJ bishops and foundation representatives gathered in St Louis for a 48-hour immersive experience designed to expand imagination. These leaders are already experimenting with new ways to make disciples and impact their communities.
- In 2018, the **Area Representatives** (AR) drove over 125,000 miles to visit people from Texarkana to El Paso and from Farmington to Las Cruces. The New Mexico office now has four wheels, as Scott Sharp visits people all over the state. Members of the AR team led groups from Clear Lake UMC (close to NASA headquarters south of Houston), WordServe Church (Fulshear, TX), Waples Memorial UMC (Denison, TX), Elmwood/El Buen Samaritano UMC (Dallas), Northaven UMC (Dallas), First UMC, San Marcos, and First UMC, Corpus Christi, in the Holy Conversations discernment process. The team developed new resources for work with finance and endowment committees and learned new skills from our partnership with Horizons Stewardship Company. It was a very big year for TMF's legacy giving workshop, *Putting Your House in Order*, with area reps presenting it 25 times. The team is proud to welcome Rev. Mark Woodward, who is our newest AR, serving the Texas Conference and working primarily in the area of endowments.

### **TMF Board members**

TMF has submitted the following candidates for election and re-election to the TMF Board of Directors from the North Texas Conference:

- Dr. Will Green, Layperson, 3-year term (Dallas)
- Mr. Larry Haynes, Layperson, 3-year term (Coppell)
- Ms. Gail Utter, Layperson, 3-year term (Sherman)

TMF Board members previously elected by the North Texas Conference include:

- Rev. Jeff Lust, Clergy, currently serving through 2020 (McKinney)
- Rev. Katherine Glaze Lyle, Clergy, currently serving through 2021 (Dallas)
- Dr. Owen Ross, Clergy, serving through Annual Conference 2019 (Plano)
- Dr. Andrew Stoker, Clergy, currently serving through 2021 (Dallas)
- Mr. Joseph W. Holmes, Layperson, currently serving through 2020 (Plano)
- Mr. Kelvin Walker, Layperson, currently serving through 2020 (Dallas)
- Ms. Julie Yarbrough, Layperson, currently serving through 2020 (Dallas)

TMF Board members from within the North Texas Conference who are currently serving in an otherwise elected or advisory capacity include:

- Mr. Jim Adams, Layperson, Advisory member (Dallas)
- Mrs. Patricia M. Deal, Layperson, Senior member (Wichita Falls)
- Mr. Robert Dupuy, Layperson, Senior member (Dallas)
- Bishop Mike McKee, Clergy, Senior member (Plano)
- Dr. Clayton Oliphint, Clergy, TMF Chair (Richardson)
- Mrs. Kay Yeager, Layperson, TMF Past Chair and Senior member (Wichita Falls)

Tom Locke, President

## **TEXAS UNITED METHODIST COLLEGE ASSOCIATION (TUMCA)**

As a result of the generous support of our churches in Texas, the mission and ministry of the Texas United Methodist College Association remains strong. The churches have exhibited an extravagant generosity through their support of scholarships for TUMCA students in our United Methodist Universities. We

believe this partnership reflects a Wesleyan tradition of the union and power of knowledge and vital piety. Together they provide an education well suited to the challenges of modern life.

The TUMCA funds granted to Southwestern University, Southern Methodist University, McMurry University, and Texas Wesleyan University are restricted to scholarships for deserving student from United Methodist congregations in Texas. During the Fall of this academic year, 86 students representing all five of the Texas United Methodist Conferences have received TUMCA scholarships this academic year (2018-19). They join thousands of others who have been helped through the years by the support of our United Methodist family. As always, funds cannot be used for endowment or capital projects. All support goes to fund scholarships at our United Methodist colleges.

As our TUMCA scholars graduate, they become contributing members of the American experience. Their intellectual and spiritual development prepares them to play an important role in our rapidly changing church and society. These students who go on to become clergy, laity, leaders, teachers, and responsible business and civic leaders will help chart the course of our church.

We at TUMCA are grounded in our belief that our work is an extension of the work of our congregations. This partnership helps in the realization of the great commission and works to create disciples of Jesus Christ for the transformation of the world.

We Thank God for the ministry we share with the North Texas Conference and the opportunity to serve so many students from our diverse church family. We look forward to our continued work together.

Dr. Darrell M. Loyless, President

## **UNITED THEOLOGICAL SEMINARY**

**459 men and women are being equipped as faithful, fruitful pastors and Christian leaders for the Church:**

292 Masters Students

167 Doctoral Students

Third largest United Methodist seminary in the United States

**Founded nearly 150 years ago by Bishop Milton Wright, father of famed aviators Wilbur and Orville Wright, United has continued that spirit of innovation through:**

### **Online degrees:**

98% of master's students have taken one or more course online while studying at United.

United students live in 39 different states.

Week-long intensives fulfill UMC residency requirements.

### **Live Interactive Virtual Education (LIVE):**

New grant brings the latest technology in virtual education.

Participate in on-campus courses via webcam and enjoy live lectures and real-time discussion with faculty and peers.

### **Doctor of Ministry Degree:**

Become a doctor for the Church, addressing a real problem or challenge in your church or community.

Study under a mentor who is an expert in their field and learn alongside a small group of dedicated peers.



3-year program that allows you to complete project as you go, leading to a 78% program graduation rate in 2017 (vs. 54% average among other seminaries)

**Practical education designed to resource the Church:**

The majority of United faculty have pastored churches.

91% of entering United students are already serving in ministry, bringing that context to the classroom.

**A focus on Church Renewal:**

165 Course of Study students

42 students in the Hispanic Christian Academy (3-year Spanish online course of ministry program for Hispanic lay pastors and leaders)<sup>iv</sup>

Certificates in Church Planting, Disability Ministry, and Supervision

**Academic AND Spiritual Growth:**

95% of students say the United community supports both their academic and spiritual growth.

**Diverse Christian Views:**

Over 30 different denominations

19 international students from 15 different countries

96% of students feel their views are respected in the classroom/seminary community and say they have been taught to respect the views of others.

47% of students who reported are African-American, 43% Caucasian and 10% represent other ethnicities

We thank God for the men and women coming to United because God has called them to serve the least and the lost. We pray as the Lord Jesus instructed his disciples saying, “The harvest is plentiful, but the laborers are few; therefore ask the Lord of the harvest to send out laborers into his harvest” (Luke 10:2).

Dr. Kent Millard

President

United Theological Seminary

## **WESLEY VILLAGE RETIREMENT COMMUNITY**

Wesley Village Retirement Community is located in Denison, Texas and has been providing Independent and Assisted Living opportunities for seniors since 1988. In 2002, Wesley Village completed construction of The Meadows of Wesley Village. The Mission of the Meadows is to provide low income seniors with quality housing at an affordable cost. The covenant relationship that exists between the North Texas Conference and Wesley Village reaffirms the importance of aging persons as well as the support for the people who care for them. For twenty-four years, Wesley Village’s Mission remains strong: make available caring, supportive, and quality services to older adults for the enhancement of their physical, mental, social, and spiritual well-being, reflecting Christian values of love and serving.

We endeavor to accomplish this by respecting the worth and dignity of the individual; offering and delivering services to persons without regard to religion, sex, race, national origin, creed or source of payment; fostering the personal independence of residents; and creating an atmosphere where each resident is able to reach his or her full potential in whatever level he or she resides.

We are fortunate that we have a great team at Wesley Village fulfilling this mission every day.

### **Our Staff:**

Kathy Busbey, Executive Director  
Christy Auten, HR/Accounts Manager  
Carlye Baasch, Dining Services Manager  
Louann Nelms, Life Enrichment Manager

Susan Marrs, Assisted Living  
James Blevins, Operations Supervisor  
Woody Reding, Resident Consultant/Marketing Manager  
Tameshia Harris, Meadows Manager

### **Our Board of Directors:**

Ron Woodworth, Mary Beth Mitchell, Alan Smith, Frank Holcomb, Leigh Ann Sims, Keith Lightfoot, Linda Kirby, Allen Snider, Charles Byler, Tom Busby, Frank Drenner, Brett Evans, Robert Pool

As Wesley Village's ministry blossoms, we depend upon friends for resources and support to ensure future growth and effectiveness.

### **HOW CAN YOU HELP?**

- ☐ Volunteer
- ☐ Encourage your congregation to include Wesley Village in its mission.
- ☐ Help us spread the good news about Wesley Village.

The residents of Wesley Village, The Meadows, staff, and the Board of Directors appreciate your continued support. Thank you,

For more information, please contact us at: Kathy Busbey, Executive Director  
Wesley Village, 2800 Loy Lake Road, Denison, Texas 75020 (903) 465-6463

## **WESLEY-RANKIN COMMUNITY CENTER**

Wesley-Rankin Community Center (WRCC) has always been defined by innovation and compassion. Hattie Rankin demonstrated this when she first crossed the Trinity River to the "Devil's Backdoor" to sit with a grieving mother and begin educational classes in her backyard. Just like Hattie knew then, we know that our West Dallas neighbors are capable and full of potential but are facing incredible obstacles in reaching their full potential. And so we innovate. For over 100 years, Wesley-Rankin has compassionately partnered the residents of West Dallas and people from all over the metroplex to "provide education and resources to drive community transformation." Here's a look at our work in the last year:

**After School Program:** The After School Program for students in grades K-12 is holistic in providing transportation, homework assistance, enrichment in math and reading, recreation, reading intervention, interest clubs and a snack and warm dinner. We have several counselors on site, thanks to our partnership with Pastoral Counseling Center, and 35 students take advantage of their services. Our enrollment is at capacity with 115 students, a waitlist of 30. **In fall 2018, we partnered with the June Shelton School** to open a Saturday Scholars program for students with learning differences. 10 students receive tools and techniques through 1:1 volunteer to student ratios. This tutoring is specifically designed to teach students in ways that they best learn. By fall 2019, Wesley-Rankin supervisors will be fully trained and certified, making the program only dependent on Shelton for testing and books.

**Beakers, Base Ten and the Beat (B3X) Summer Camp:** In 2018, B3X-plorers focused on physics, learning of the Archimedes principle, building Rube Goldberg machines and levers and experiencing the art mediums of clay, oil pastels and watercolor. 217 students attended the 7-week camp in efforts of connecting learning in a classroom with hands on experience. Impact numbers: 79% of students maintained or improved their math scores and 78% of students maintained or improved their reading. 1037 total first

time experiences this year included: visiting a planetarium, creating pottery on a wheel, constructing a ferris wheel and swinging pendulums. Worthy to mention, this program is dependent upon and grateful for the 5,000 volunteer hours logged by helping hands.

**GOh GOh Girls (Girls of Hope, Girls of Honor):** This program designed to foster faith, self-esteem, goal setting and responsibility strives to create a safe space to discuss sensitive subjects and provide accurate information in a supportive environment. Weekly, 4<sup>th</sup>-12<sup>th</sup> grade girls explore and practice a character trait such as empathy, gratitude and generosity. Thanks to partnerships with AT&T Performing Arts Center and Fidelity Investments, the GOh GOh Girls have access to the arts and financial literacy. Every fall, the girls attend a retreat at Riverbend Retreat Center. In fall 2018, **Tri-B Hue (Boys of Honor, Boys of Unity, Boys of Equality)**, began with 4<sup>th</sup> and 5<sup>th</sup> graders. The boys, too, are learning character and identity, and in their words, “acting as gentleman to better the world.”

**Native-American/ Mexican- American Civil Rights Trip:** Thanks to funding from the National Plan for Hispanic and Latino Ministry of the UMC, Wesley-Rankin organized and hosted the first ever Native American/ Mexican-American Civil Rights Pilgrimage for middle and high schoolers. Over spring break, a group of 15 visited Taos, NM to explore the intersection between Native American and Mexican-American culture. Experiencing music and art, learning of environmental issues and visiting the Pueblo reservation, students learned more of their cultural story and heritage. In addition, Wesley-Rankin is working with the National Plan to produce civil rights training materials so other groups can journey and/or learn.

**Adult Academy and Leadership Council:** Adult parenting classes continue at Wesley-Rankin in topics as computer basics, nutrition and self-care. The Adult Academy is now offered on two school campuses, **Lorenzo De Zavala Elementary and Sidney Lanier Vanguard**, serving as their primary parent education provider. The Leadership Council’s Uniform Store, has now officially raised over \$10,000 in college scholarships for West Dallas seniors.

**Casa Feliz Senior Citizen Program:** The senior citizen health program encourages strength and balance through exercising and nutritious meals, creates social networks and reduces isolationism, and promotes cognitive health and chronic disease management. The seniors celebrate nearly every holiday and birthday with dances, djs and special guests such as instrumentalists and break dancers. Every week includes activities as arts and crafts, movie days and regular field trips to the Latino Cultural Center, Texas Theater and Arboretum. In 2018, the seniors hosted their first ever **Senior Citizen Summer Camp** in partnership with FUMC Dallas and Kessler Park UMC. The program also includes a Home Bound Program of 10-12 seniors who are regularly visited by the staff team and senior friends.

At Wesley-Rankin, we believe that historic inequality and injustice should not determine a person’s future. We believe that innovation and compassion are powerful forces for good. Therefore we partner with this strong and vibrant community to level the playing field in West Dallas and promote pathways out of poverty through education, employment, and housing.

# Locations and Directions

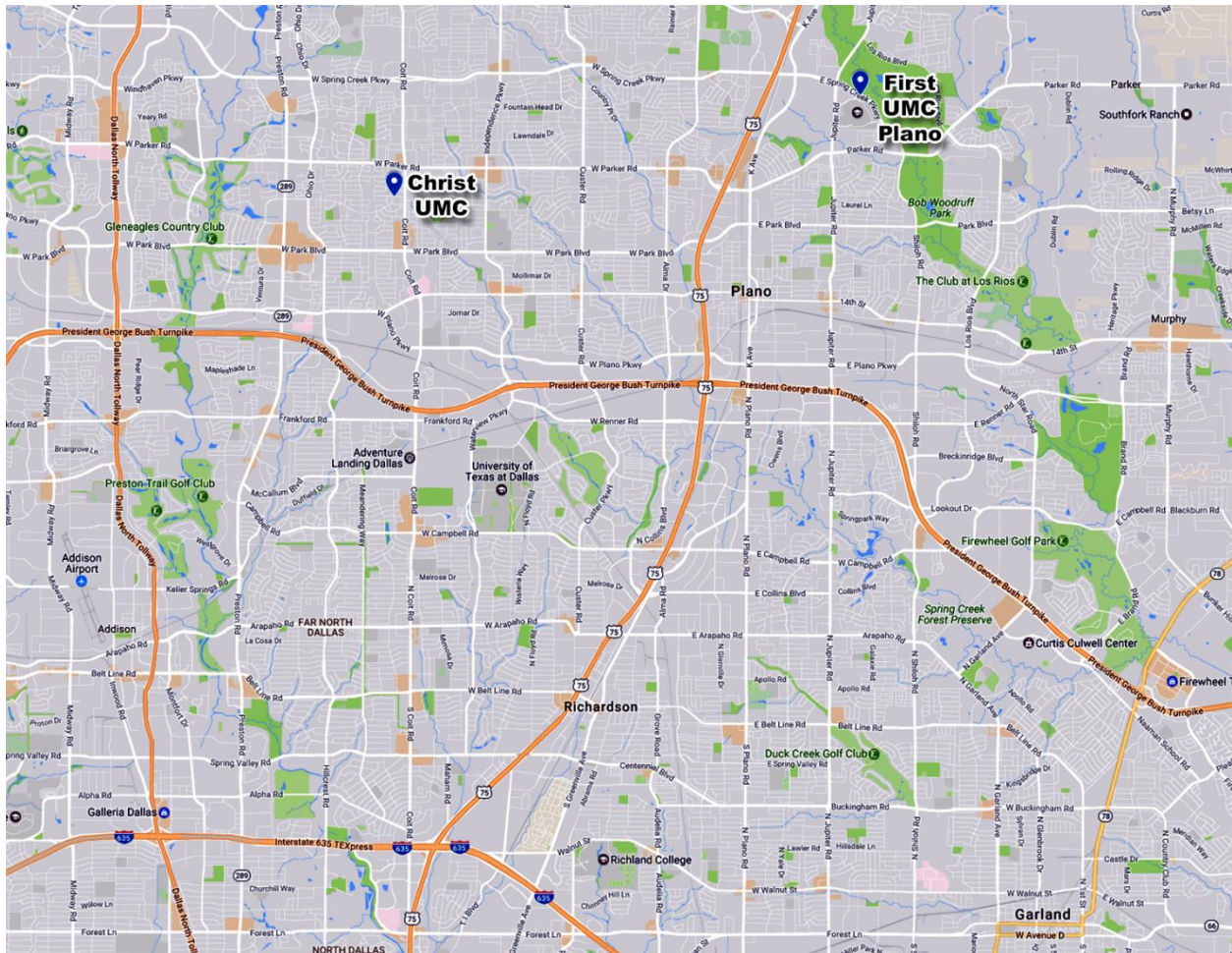
**Christ UMC, Plano** • 3101 Coit Road, Plano • 972-596-4303

*From US 75 North Central Expressway, exit Parker Road and west to church.*

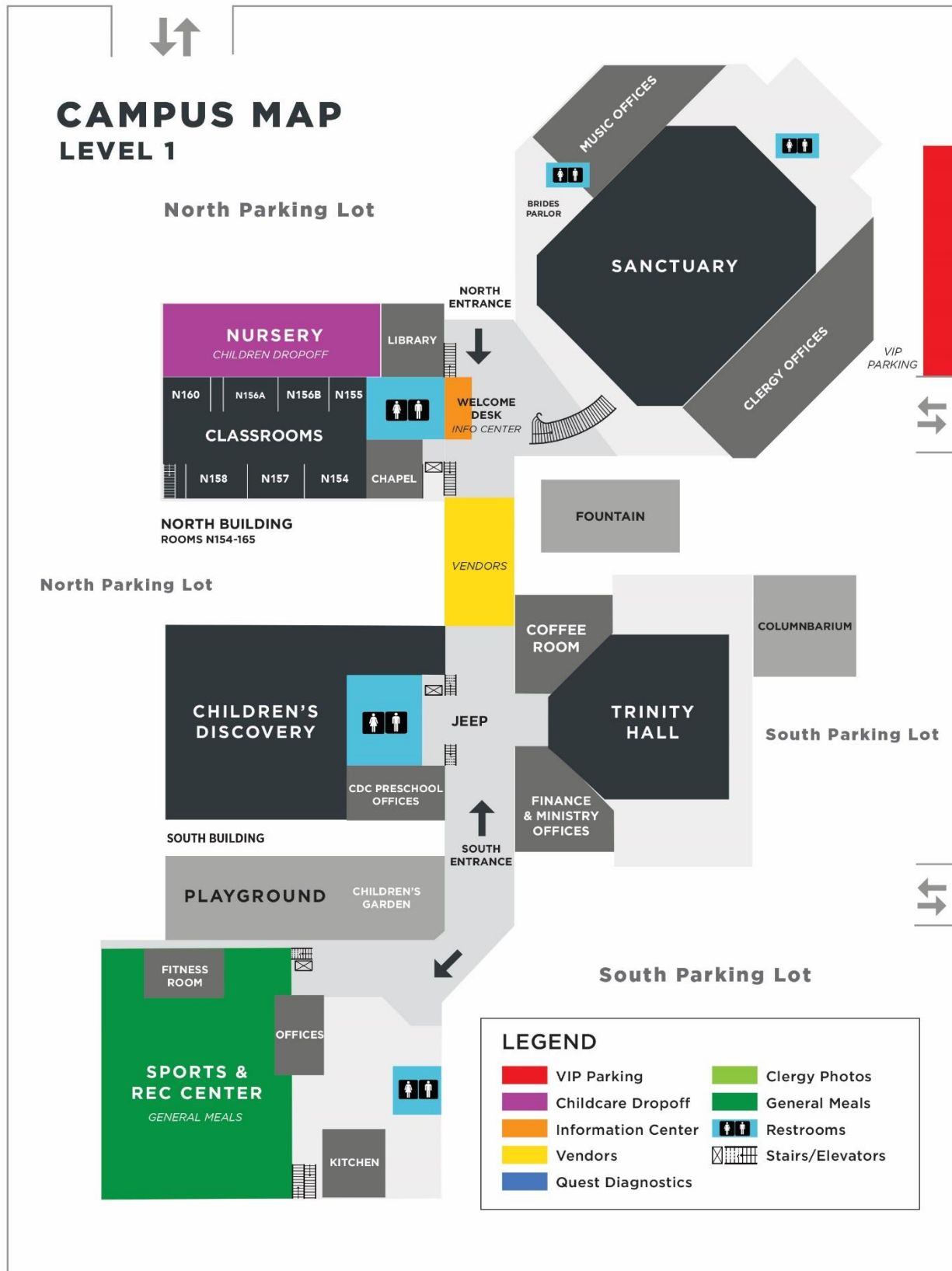
*From Dallas North Tollway, exit Parker Road and east to church.*

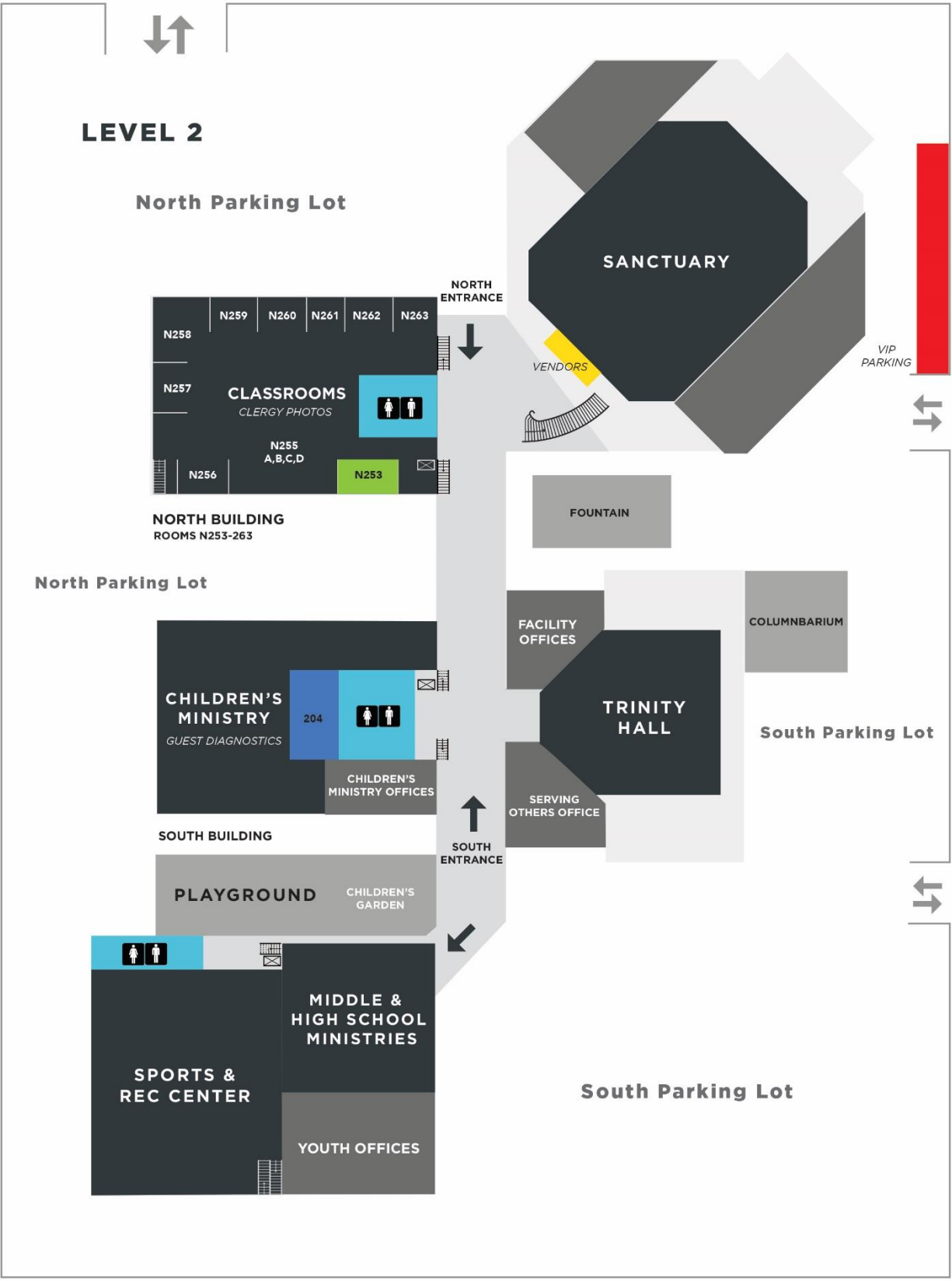
**First UMC, Plano** • 3160 East Spring Creek Parkway, Plano • 972-423-4506

*From US 75 North Central Expressway, exit eastbound on East Spring Creek Parkway in Plano. Continue east to the church.*

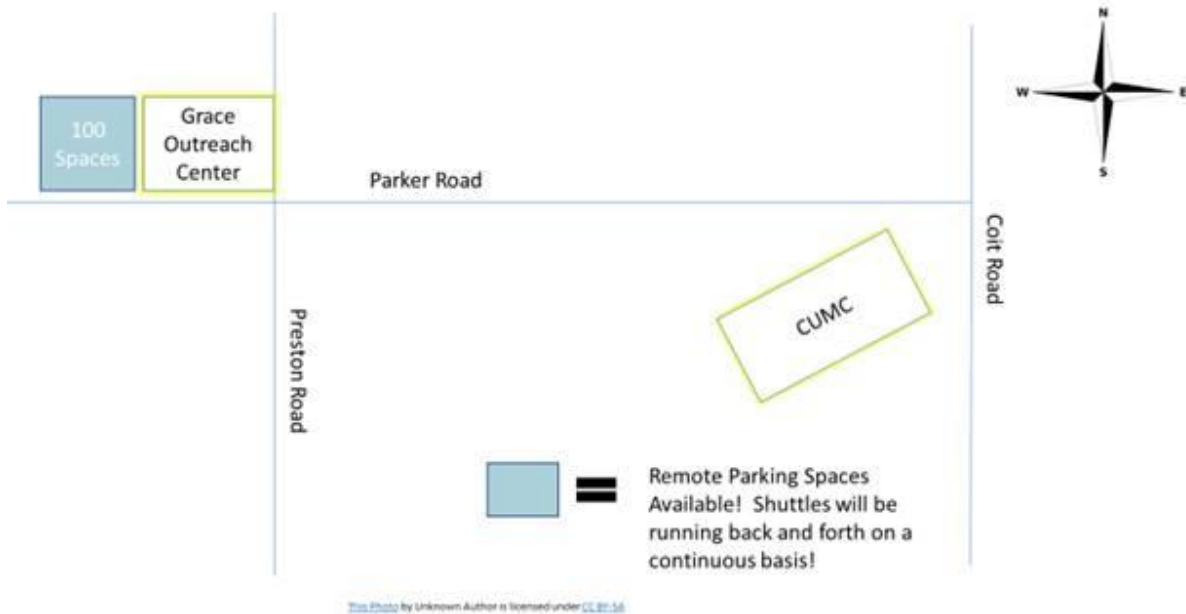


# Christ UMC, Plano, 3101 Coit Road, Plano 75075





**Christ UMC, Plano,  
3101 Coit Road, Plano 75075  
Remote Parking Map**





## 2019 NORTH TEXAS CONFERENCE JOURNAL ORDER FORM

The conference *Journal* will be available on the conference website, [www.ntcumc.org](http://www.ntcumc.org) in September in FULL COLOR in the 8 ½ x 11 size.

**\*\*If you wish to have a full bound copy of the 2019 North Texas Conference Journal, it will be available for purchase @ \$30 each to those who pre-order and pre-pay for their copies and will only be printed in BLACK AND WHITE, no color, 8 ½ x 11 size.**

If you do not need a printed copy of the entire *Journal* but would like a bound copy of the directory pages, a Conference Personnel Directory (consisting of the clergy directory, the lay member directory, the appointment pages, and the roster of conference agencies) will also be available for purchase @ \$5 each **to those who pre-order and pre-pay for their copies.**

Please use the form below to indicate how many books you wish to purchase and calculate the total cost of your order. **Payment must accompany the order.**

\_\_\_\_\_ # of printed black and white 2019 North Texas Conference Journals @ \$30 each

\_\_\_\_\_ # of printed black and white Personnel Directories @ \$5 each

\_\_\_\_\_ Total cost of order

Name: \_\_\_\_\_

Shipping Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_

Please make your check payable to “North Texas Conference” and write “2019 Journal” in the memo line. Turn in to the Registration Desk at Christ United Methodist Church, Plano, during Annual Conference or mail to: North Texas Conference Journal Order, P.O. Box 866128, Plano, TX 75086-6128 **by July 1, 2019.**

**\*\*Online ordering will be available at [www.ntcumc.org](http://www.ntcumc.org) through July 15.\*\***

If you have questions, please contact Shirley Miller at [miller@ntcumc.org](mailto:miller@ntcumc.org) or 972-526-5008.



# MISSION U

Learning Together for Transformation of the World



**Our Studies are:**

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The Gospel of Mark and Radical Discipleship

**SPECIAL PUBLICATION**

Women United for Change: 150 Years in Mission

**GENERAL ISSUE STUDY**

What About Our Money?

**July 11-13, 2019**

**First United Methodist Church Plano  
3160 E. Spring Creek Pkwy.  
Plano, Texas 75074**

REGISTRATION IS NOW OPEN UNTIL June 30, 2019

Online registration and more forms & information at [UMWNorthTexas.org](http://UMWNorthTexas.org)

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