

## XIII. AGENCY REPORTS

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## CORE LEADERSHIP TEAM

The Core Leadership Team (CLT) continues to oversee the implementation of the decisions of the Annual Conference, working through the four Centers in accordance with the mission and strategic priorities of the conference and denomination. Responsibilities of the CLT include visioning and planning, setting goals, and coordinating actions to address the priorities set forth in the strategic plan. The CLT holds the Center Directors and conference groups accountable for fruitfulness in these priorities.

The Core Leadership Team is convened by Bishop Bledsoe and includes:

Conference Lay Leader—Richard Hearne

Lay member elected by each district—Alfred White-North Central, Thalia Matherson-Metro, Clay Johnson-East, and Linda Parks-Northwest

Three at-large members appointed by the Bishop—Levy Laguardia, Ruth Robinson, Jan Davis

One District Superintendent—Frank Alegria

Center Directors—Jodi Smith, Keith Boone, Jim Ozier, Larry George

Ex officio: Sheron Patterson, Director of Conference Communications and John Croft

Conference Chancellor, (Pamela Liston as of 4-1-2012)

The Core Leadership Team continues to build on a strong beginning in making progress toward reaching strategic goals and acknowledges there is still much to be done. Vision, goals and actions from the four Centers were heard and approved by the members of the CLT at each meeting.

The Core Leadership Team was convened four times in the past year at different locations around the Annual Conference—the Ministry Center in Plano, Floral Heights UMC in Wichita Falls, First UMC in Coppell, and Warren UMC in Dallas. All meetings are open, and members of the annual conference sometimes attend to observe the proceedings and are given opportunity to address the CLT.

The ministry of the Core Leadership Team continues to be guided by the core values of Faithful Integrity, Joyful Commitment, and Loving Service.

## CENTER FOR LEADERSHIP DEVELOPMENT

The Center for Leadership Development (CLD) exists to help clergy and laity recognize God's call of Living Discipleship Fruitfulness, Leading Congregational Fruitfulness and Developing Missional Fruitfulness to live out our mission "to make disciples of Jesus Christ for the transformation of the world."

"*Leading from the Center*" is the CLD's moniker because it essentially conveys whatever or whomever you have placed at the center of your heart, mind, soul and body which informs the way you lead. We all lead from our center. We affirm that Christ Jesus is the center for developing principled Christian leaders. From its inception the CLD has been forming teams comprised of laity and clergy to dialogue, vision and implement disciple making ministries to transform individuals, local churches and communities. These collaborative teams (platforms); *Faith Formation*, *CART (Congregational Assessment, Response and Transformation)*, *Intentional Interim Ministry*, *Mentoring/Coaching/Lifelong Learning*, and *Covenant Partnerships* advance the cause of Christ through leadership development.

**CLD Advisory Committee** guides the work of the CLD Staff giving direct feedback, visioning, planning, and working on procedures and protocols. Members of the CLD Advisory Committee include: Rev. Billy Echols-Richter, Navolia Bryant, Rev. David Lessner, Rev. Edgar Bazan, Dale Cherry, Rev. Lisa Greenwood, and the CLD Staff.

The highlights below do not encompass the fullness of the Center's work, but only provide a glimpse of this year's past achievements. For more information about the Center for Leadership Development, visit the website and join the mailing list ([www.ntcleadingfromthecenter.org](http://www.ntcleadingfromthecenter.org)) or join the Facebook page (NTC Center for Leadership Development).

**Faith Formation** supports all age-level ministries, which includes Children, Youth and CCYM, Camping and Retreat, along with Campus Ministries.

**Youth/CCYM:** CCYM conceived, planned and led two Midwinter Retreats at Bridgeport Camp with over 355 participants combined. CCYM chose the theme of "Too Blessed to Be Stressed" which connected very well with our participants. Family groups went longer than anticipated, new friendships were created, games were played and plans for finding play and Sabbath in every day were made.

Youth Annual Conference hosted 110 youth and adults from around the Conference to elect new CCYM delegates, deliberate legislation and participate in leadership development. This year we extended our time in workshops based around our concentration on Leadership. The body also passed legislation to work with summer camp directors to allow CCYM to host Snack Shacks throughout the summer at Bridgeport to increase fundraising for the Youth Service Fund (Midwinter and YAC raised a total of \$700 for YSF this year.). YAC also passed legislation requiring YSF Snack Shacks to only purchase fair trade when buying chocolate. CCYM hosted a Youth Mission Day in Denton on May 5th and youth rallied on Sunday prior to Annual Conference for fellowship and dinner followed by opening worship.

CCYM members are attending Annual Conference both as delegates and observers. We are piloting a Shepherding program to pair youth with adults who will mentor them through the Annual Conference process. Members of our 2012–2013 class will attend Ignite (Jurisdictional Youth event) this July in Oklahoma City to kick off the new year.

The vision for the future of CCYM is to foster young and diverse leaders for the future of our church. Members will intentionally engage in leadership development as a group, converse with youth from other conferences to expand their vision of possibilities for conference level youth ministry and engage in evaluation and envisioning of their purpose, function and potential. CCYM will begin to ask how and initiate change so that each of its members, meetings and events are Living, Leading and Developing Fruitfulness.

#### *Future Dates and Events for Youth*

Midwinters 2013: January 25–27, 2013 and February 8–10, 2013

Annual Youth Leadership Conference 2013: April 5–7, 2013

Youth and Youth Leaders are encouraged to connect with others in the Conference. If you or your church would like more information about Youth and CCYM programs or events, please contact the Conference Youth Coordinator, Kelly Carpenter at [youth@ntcumc.org](mailto:youth@ntcumc.org) and visit [www.ntcyouth.org](http://www.ntcyouth.org).

**Campus Ministry:** The work of Campus Ministry is celebrated within the conference as they strive to develop younger, more diverse, principled Christian leaders and disciples of Jesus Christ who transform the world.

**UNT/TWU**—A house of new life and vision was rising for a mother and her six children in Honduras who worked side-by-side with the Denton Wesley Foundation. Just as importantly, 11 young adults began to realize a new life and new vision was rising for them. The work done for the family ended with a departure on a dirt airstrip on an early Saturday morning, but the work God began in the lives of 11 amazing young adults over five days is still reverberating. In addition, the Denton Wesley Foundation has decided to adopt “House of Hope” as a destination for a portion of their Tuesday night worship offerings. Still other students are contemplating a teaching internship in Honduras. [www.dentonwesley.org](http://www.dentonwesley.org)

**Texas A&M Commerce**—GROWING DEEPER... REACHING FARTHER... CONNECTING TOGETHER... Walk into the Wesleyan at TAMU Commerce on any given day, and you’re likely to find someone wearing a shirt with these three short phrases on the back. They outline the ministry and discipleship of the students who are caught up in God’s grace through the Wesleyan. [www.commercewesley.org](http://www.commercewesley.org)

**Midwestern State University**—MSU Wesley Foundation is developing principled Christian leaders through bible study with un-churched and churching students. There are two covenant bible study classes. The first bible study class brings together Christian students on Fridays. The second, which is held on Thursdays, attracts un-churched students from Asia, mainly China. They are responding to Christ’s clarion call reechoed by the denomination to reach out and make disciples of Jesus Christ...Matthew 28:19–20 is alive. [www.uumcwf.org](http://www.uumcwf.org)

**Paris Junior College**—Wesley Campus Ministry is demonstrating the service of Christ through the act of providing hot lunches to the students on the campus of Paris Junior College.

**Southern Methodist University**—Taking John Wesley’s words to heart that “God does nothing apart from prayer,” SMU Wesley has started a much more robust effort in regards to intercessory prayer. The SMU Wesley house has a prayer room where students pray for the ministry, the campus, and the needs of the world. This April, we participated in 72 Hours of Unceasing Prayer that we hosted at the Wesley house for all the campus ministries at SMU. Hundreds of students prayed during these 72 hours. One of our students has initiated this effort and we are expecting God to do great things in response to the prayers of SMU Wesley students and other campus ministries. [www.smuwesley.com](http://www.smuwesley.com)

Throughout the year, the CLD took an active review of the current campus ministry settings to assess their current success, while also looking at how to faithfully serve the young adults on the various college campuses by developing a Comprehensive Plan for Campus Ministry (*see page 275 of Journal*).

**Children, Youth and SEEK Camping at Bridgeport:** Children, Youth and SEEK Camps experienced another great year in 2011. All Children’s, Junior High and Senior High Camps had a unified theme and curriculum for the third year, which creates a better camping experience and more efficient planning on the parts of the Camp Directors.

Below are the overall 2011 highlights from Children, Youth and SEEK Camps:

- Total Campers and Volunteers participating: 2,170
- Children’s Camp Sessions grew by 77 campers and still had waiting lists.
- Senior High Camps participation was up by 135 campers.

- Junior High Camps participation was down by 81 campers.
- SEEK Camps stayed steady with enrollment and long waiting lists.
- Project Transformation camp also stayed steady with a full camp.

For more information about the great opportunities at Bridgeport Camping and Retreat Center, please contact Executive Director Beau Taft at [info@bridgeportcamp.com](mailto:info@bridgeportcamp.com) or visit [www.bridgeportcamp.com](http://www.bridgeportcamp.com).

**Congregational Assessment, Resource and Transformation (CART) Teams** are a resource for District Superintendents, clergy and congregations of the NTC in the midst of crisis or conflict. Congregational Assessment, Response and Transformation (CART) Teams are equipped to assist District Superintendents, clergy and congregations move through the difficult work of grief, anger, mistrust, loss and change.

Throughout the year, the CART Teams provided training to the skilled teams of clergy and laity. These teams also were deployed to engage congregations that were in crisis or in conflict to assist in healing, reconciliation and transformation.

**Intentional Interim Ministry (IIM)** calls for a pioneering spirit to care for the special needs of congregations. Interim ministers are experienced clergypersons, committed to the Wesleyan Way and the UMC, and have proven effective and fruitful 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.

This past year nine Intentional Interim Ministry placements were appointed by the Bishop and Cabinet in among the corps of fifteen IIMs either trained or progressing toward endorsement. IIMs are vetted by the Bishop and NTC Cabinet, trained and certified through an accreditation process, and may be deployed across conference boundaries.

Some of the contexts for IIM serving include: Sabbatical, Renewal or Study Leave; District Superintendent Transitions; Conflict Management; Disability, Terminal Illness or Death of a Pastor; Clergy Misconduct; Transformation and/or Cultural Context.

For more information on IIM training or considering time away for a sabbatical, renewal or study leave but don't know where to turn, contact your District Superintendent or the Center for Leadership Development of the NTC.

**Mentoring, Coaching, Consulting and Life-Long Learning** is needed to provide both laity and clergy to engage in continuing education for ministry, professional development, and spiritual formation and growth in order to lead the church in fulfilling the mission of making disciples for Jesus Christ.

***Clergy Fruitfulness Initiative (CFI)***: The Clergy Fruitfulness Initiative undergirds the life-long journey of developing clergy leadership and their spiritual growth. Starting with those in their 5th year following ordination (full connection membership) and every 5 years proceeding, clergypersons will join with their classmates in a time of reflection and renewal, resourcing and realignment, and recognition and celebration. 2011 launched in August with 24 clergypersons in the 5–30 years of service range through the CFI process of reflection, resourcing and recognizing.

***Marks of Fruitfulness***: is an online assessment system to increase awareness and performance through feedback, provide resources for online training, and enhance a life-long growth. Marks of Fruitfulness is an integrated online self-evaluation and performance program that allows clergy, the SPRC/PPRC and the District Superintendent an assessment to offer formative feedback to nurture,

support and help assist the leadership development of clergy from ordination to retirement (and beyond). The Marks of Fruitfulness evaluation is now one of four mandatory end-of-year reports that clergy and S/PPRC will complete by December 15.

***Birkman Personality and Leadership Style Assessment Coaches:*** The Birkman Personality and Leadership Style Assessment provides clergy and lay leadership a unique opportunity to better understand themselves and the people with whom they work. The Birkman is available to clergy, church staff and ministry teams as an opportunity to maximize their effectiveness, to build focus in goal setting and team dynamics, and to be good stewards of time, talent, and gifts.

There are eight Certified Birkman Coaches within the North Texas Conference ready to implement and roll out Birkman services to clergy and laypersons in the annual conference. For more information, contact the CLD info@ntcleadingfromthecenter.org.

Dr. Keith Payne Boone-Center Director

Rev. Aleze Fulbright-Associate Center Director

## **COMPREHENSIVE PLAN FOR CAMPUS MINISTRY**

### **Center for Leadership Development**

As we enter a critically important time in our history as the United Methodist Church, college students are being exposed to a wider variety of viewpoints and societal norms than ever before. United Methodist Campus Ministry plays an increasingly important role in helping students hear the voice of our Lord and Savior Jesus Christ, over and against the noise of the world around them. Throughout the North Texas Conference, our five campus ministries (Midwestern State Wesley Foundation, Paris Junior College Wesley Campus Ministry, Texas A&M University-Commerce Wesleyan Campus Ministry, Denton Wesley Foundation, and Southern Methodist University Wesley Foundation) engage students in some degree, as a means of developing them as principled Christian leaders for Christ, their respective campuses and the world.

The North Texas Conference Comprehensive Plan for Campus Ministry envisions over the next quadrennium the conference, Campus Ministries, and congregations will work in partnership to emphasize the shared investment in the lives of students on university campuses, and the impact that can affect the future of the United Methodist Church. This plan will outline: faithful accountability and stewardship, tangible development goals, and strategic growth plans as we strive to Live, Lead and Develop fruitfulness on campuses and in the lives of young adults throughout the North Texas Conference.

#### **North Texas Conference**

The North Texas Annual Conference has an investment in developing principled Christian leaders through Campus Ministry. Currently, the yearly investment of over \$450,000 in apportionment funds is allocated to support the ongoing work of these ministries. These funds support the Campus Minister's compensation package, programming and additional staffing expenses, facilities maintenance, and upkeep for these five Wesley Foundations throughout the conference.

Direct oversight and care for these campus ministries resides with the Center for Leadership Development (CLD) and the CLD Advisory Committee. This Comprehensive Plan tasks the North Texas Conference/Center for Leadership Development to align resources to reach more students on more campuses and develop them as principled Christian leaders for the campus and the world:

- *Resource*: The CLD will provide bi-annual gatherings/forums for the current campus pastors to share best practices, network, and promote other campus ministry opportunities for bonding, visioning and development. Other opportunities include, but are not limited to: Refresh Event (national gathering), All Wesley Event (jurisdictional gathering), etc.
- *Support/Educate*: The CLD will strive to identify, recruit and nurture both clergy and laity called to campus ministry settings. The intent of the CLD is to provide more opportunities for clergy and laity to consider outreach ministries to “join students on their journey on their campus” with bible studies, sharing groups, mission projects, and hospitality.
- *Accountability*: The CLD will develop a Marks of Fruitfulness process for Campus Ministry. This tool will provide an opportunity for celebrating fruitfulness in campus ministry, while also providing for areas of growth by evaluating nineteen competencies. The online evaluation tool will provide a way for the campus minister to complete a self-evaluation, the board to provide a team evaluation and the CLD to provide feedback. This process will mirror that which is expected of all appointed clergy throughout the Conference.
- *Funding*: The CLD will establish a funding structure consisting of up to 85% of the proposed local campus ministry’s operating/programming budget as a NTC grant and 15% from fundraising efforts by the local campus ministry. This funding structure will provide a consistent funding strategy for all campus ministries. The percentage amount given as a grant will be based on a combination of fruitfulness in the ministry of developing principled Christian leaders and available apportioned resources.
- *Partnerships/Futuring*: The CLD seek partnerships with local seminaries to develop a campus ministry incubator program where those persons with a passion for campus ministry (lay and clergy) from around the country could gather to explore the call, develop specialized skills and avail themselves to the service of campus ministry throughout the Methodist Connection.

The CLD will also seek co-ministry opportunities with at least three congregations that have college campuses in their immediate community to explore, create and implement campus ministries on those respective campuses to provide a United Methodist presence and a vital ministry with young adults of the local congregation.

### **Campus Ministries**

Campus Ministry continues to be one of the primary arenas of reaching and developing principled Christian leaders. In addition to spiritual guidance and leadership development to students, these ministries continue to be fertile ground for young men and women who want to enter into clergy roles in the church as well as a significant training arena for young adults in future positions of lay leadership in the church.

This Comprehensive Plan tasks local Campus Ministries to begin fostering Living Discipleship Fruitfulness, Leading Campus Ministry Fruitfulness and Developing Missional Fruitfulness:

- *Living Discipleship Fruitfulness*: The Campus Ministries will intentionally invite students into a relationship where their faith can be lived into, and their calling to be servants of Christ can be actively and passionately pursued. The ministries will develop a strategy for moving students from relationship to deeper discipleship.

Realizing that every campus ministry does not look the same, each ministry will be expected to develop its own unique process. However, there should be a consistent amount of structure put in place at every campus ministry. This structure will include, but is not limited to; invitation to Christian belief, learning about and experiencing spiritual disciplines, the relationship between the church and world (including a unit on social justice and the role of missions), an exploration of gifts and calling, and discussion of the fundamentals of Christian and/or United Methodist theology.

- *Leading Campus Ministry Fruitfulness:* The Campus Ministries will provide opportunities to invest in and deepen the students' relationship as a disciple of Jesus Christ as a leader in the ministry. The role of the campus ministries should be to place students in leadership areas where they can have the deepest natural impact. The expectation there will be a strong student leadership board that oversees and implements at least 70% of the ministry activities in the campus ministry. This will empower students and provide guidance and encouragement as students discover and enact their unique contributions to God's ministry.
- *Developing Missional Fruitfulness:* The Campus Ministries are accountable to reach, serve and transform the campus ministry and community. This will be achieved by knowing the data and demographics of the campus community in addition to establishing an inclusive Body of Christ that reflects the make of the campus and is fully accepting and supporting to all persons. Students will be empowered to live out the call in Matthew 28:19, while embodying a global call, which provides students the sense that the world starts just outside their front door.
- *Board Development and Leadership:* The role of a campus ministry board is to be the main framework of support and encouragement for the ministry. Board members should be active and visible parts of the ministry on the respective college campuses.

Campus Ministries will create and maintain a board covenant so that members agree to support the campus ministry with their prayers, presence (not only at board meetings but on other occasions), gifts, service and witness. Board members enter into a covenant as an opportunity to fully invest in the lives of college students and as an opportunity to actively engage in the fruitfulness of the ministry.

- *Fundraising:* The Campus Ministries will develop, implement and sustain year-round fundraising goals and strategies in order to support the ongoing work of the ministry. Campus ministries will be required to raise at least 15% or more per year in outside funding.

### **Congregations**

Campus Ministries in the North Texas Conference are supported by the generous support of local congregations through their faithful payment of apportionments. These funds support the ongoing work of the ministry. However, local congregations are also encouraged to covenant with campus ministries in their communities/districts to further support these ministries with their presence and witness.

- *Support:* Congregations are asked to provide contact information of students who attend the local college campuses that are supported by the North Texas Conference's campus ministries. This vital information strengthens the Connection by ensuring these students are cared for by and connected with the ministry while attending college. The contact information for each of the five campus ministries can be found on the Center for



Leadership Development's website under Faith Formation  
(www.ntcleadingfromthecenter.org).

- *Collaboration:* Congregations that have a heart and passion for campus ministry are encouraged to prayerfully consider becoming a Connector Congregation. These congregations will provide support for existing and new campus ministry partnerships with the CLD. These partnerships will include opportunities to explore, create and implement campus ministries on campuses that do not have a United Methodist presence.

### **Summary**

The impact of the Campus Ministry should continue to be a formational influence throughout a young adult's collegiate experience. The formative experiences students have with the campus ministry during their college years have significant impact in shaping both the spiritual and leadership gifts and graces.

The benchmarks and outcomes in this Comprehensive Plan will stretch and move the North Texas Conference to fruitfulness in Campus Ministry. The covenant relationships of the Conference/Center for Leadership Development, Campus Ministries and local Congregations will serve to develop young adults as principled Christian leaders for the Church and the World.

## **BOARD OF ORDAINED MINISTRY REPORT**

The Board of Ordained Ministry exists to help the congregations in the North Texas Conference carry out their mission of making disciples of Jesus Christ for the transformation of the world. We do this through recruiting, credentialing and supporting those serving as pastors and clergy in the North Texas Conference from the time they sense God's call to their retirement and beyond.

The board is charged by *The Book of Discipline* with carrying out many critical tasks and, through its various teams and committees, our members fulfill their responsibilities in an outstanding manner. These include the Executive Committee, the Committee on Preparation and Qualifications for Elders and Deacons, the Director of Local Pastor Education, the Committee on Local Pastors, the Committee on Certification, the Committee on Clergy Effectiveness, the Committee on Recruitment, the Committee on Transfer Review, the Committee on Conference Relations, the Committee on Chaplains and Related Ministries, and the Committee on Provisional Membership.

We continue to collaborate with the Center for Leadership Development and its director, Keith Payne Boone. This relationship already is bearing fruit through the Clergy Fruitfulness Initiative, as the board provides funds for those going through the program each year from the North Texas Conference portion of the Ministerial Education Fund.

The board has taken steps to implement the document, "Living, Leading and Developing Clergy Fruitfulness", which was produced through a dialogue with the Board of Laity in a number of helpful and productive ways.

Our intentional partnership with the chairs of the four District Committees on Ministry to develop a common process that all district committees will use in carrying out their work has been implemented. This result is that the often cumbersome process for entering ministry is becoming increasingly clearer, simpler and easier to navigate.

The North Texas Conference Board of Ministry website ([www.ntcumcbom.org](http://www.ntcumcbom.org)) has added considerably more information in the past year and provides clear and consistent information in an easily accessible manner. Additionally, the “Pathways to Ministry” software is now being fully utilized so that candidates, district committees and the board are all able to track progress through the process online.

On March 28, 2012, the Board of Ordained Ministry Executive Committee initiated and led a Service of Healing and Wholeness at First United Methodist Church of Richardson to address the painful difficulties our clergy covenant recently has experienced. Bishop Bledsoe preached, clergy broke into small groups for conversation, communion was served and prayers were offered for each other and our world.

We have continued to address the important issue of indebtedness for candidates for ministry in two important ways. First, the board adopted “Indebtedness Guidelines” for candidates for certification, commissioning and ordination. Additionally, the board has implemented new criteria that enable younger clergy candidates to receive more money for seminary scholarships as part of our strategic initiative to move from dispersing scholarships to investing in the future. One of the primary goals of this new approach will be to ensure that younger persons entering ministry will not be saddled with burdensome student loans.

The board crafted and submitted legislation on behalf of the North Texas Conference to General Conference concerning several strategic issues related to preparing faithful and effective pastors capable of providing leadership to make disciples of Jesus Christ for the transformation of the world.

A comprehensive study was undertaken to determine the optimal size and organization for the board so we can best organize to carry out our responsibilities. The most significant aspects of the plan are that the new Board of Ordained Ministry will be about one-half the current size and carry out its responsibilities in new ways in the 2012–2016 quadrennium.

The North Texas Conference Board of Ordained Ministry is grateful for the leadership, support and help that Duane VanGiesen and Janet Thompson provide. Their expertise and hard work greatly enhance our work and effectiveness.

Respectfully submitted,  
Gary E. Mueller, Chair

COMPENSATION OF CLERGY  
APPOINTED BEYOND THE LOCAL CHURCH-2012

	ANNUAL CASH SALARY	UTILITIES/OTHER HOUSING RELATED ALLOWANCE	OTHER CASH ALLOWANCE	TRAVEL ALLOWANCE
Shawn Bakker	98,000			
Laura J. S. Benson	34,500	18,000	840	Vouchered
Katherine Betz	37,000			
Cathy Bingman	55,000			
George D. Bond	91,000			2,000
Veronica D. Brown	25,000			
William J. Bryan	77,463	34,200		
Charles R. Carnahan	83,000	30,000		Vouchered

	ANNUAL CASH SALARY	UTILITIES/OTHER HOUSING RELATED ALLOWANCE	OTHER CASH ALLOWANCE	TRAVEL ALLOWANCE
Jennifer Griffith Cobb	28,625	23,400		
C. Megan Davidson	34,028	4,500	2,400	
Cammy Gaston	56,000	12,000	2,000	
C. David Grant	88,500			Vouchered
Joel B. Green	123,000			
Michael Green	70,491	21,408		
Jimmy Greene	43,432	12,000		
Brian L. Hardesty-Crouch	11,456	12,000		
Terrance Heislen	33,000			
Sheri Hollingsworth	29,000			
Leslie A. Janovec	92,000			
Shonda Jones	90,000			
Dwight H. Judy	17,585	18,415	1,500	
Janette C. Kotey	45,000	15,000		
Sarah Heaner Lancaster	26,131	34,020		1,000
William B. Lawrence	154,000	66,000		8,400
Traci E. Loveman	9,248			Vouchered
Robin W. Lovin	142,000	33,000		
Thomas R. McKnight	38,952	Vouchered		6,845
Timothy McLemore	39,545	12,000		
Valerie Mireb	42,640	8,500		
Cheryl K. Murray	36,209	12,000		
Ugonna Onuoha	46,551			
Beatriz Pacheco	50,000			
Lydia Pellikan	hourly			540
Stephen Rankin	91,350			
Kathryn Self Ransdell	22,035	13,298		1,335
Joerg Rieger	60,000	50,000		1,500
Kristie Rosset	24,000			
Norma Salinas	52,000			Vouchered
Stanley Seat	24,000			
Carole Somers-Clark	90,000	20,000		Vouchered
Sarah Squires	60,000		Vouchered	Vouchered
Mark W. Stamm	78,466			3,000
Margie Steele	9,000	21,000		
John Thornburg	40,000			
Patricia Piron Thresher	30,761			
Patrick Whittimore	61,992			
Harry Wright, Jr.	73,000			

## CENTER FOR NEW CHURCH DEVELOPMENT AND CONGREGATIONAL TRANSFORMATION

A year into our new Strategic Plan, The Center for New Church Development and Congregational Transformation is creatively working to increase the number of Vital Congregations within the North Texas Conference. Our priorities remain the same: 1) starting new faith communities, and 2) transforming existing congregations. Our goal is to reach those people that have been turned off by church as they know it, and spread the gospel of Jesus Christ in a new and compelling way.

For the second consecutive year, the Conference will report an increase in Average Worship Attendance! It has been many years since the Conference has reported consecutive years of

growth. Through analyzing our statistics, it is clear that this is the result of (a) starting new churches, and (b) local congregations intentionally learning—and implementing—strategic steps to engage their mission fields through invitational worship.

In 2008, when the Conference brought on Jim Ozier as a full time Director of Church Development, he said that the best measurement of effectiveness of this position would be to see increases in worship attendance:

*“Our goal is to report an increase in Average Worship Attendance for the Conference by 2010... that would be good news! To see 2 years would be a pattern; to see 3 years would be a trend...to see 4 years would be culture change.”*

We still have a long way to go to bring about the culture change we need... and to keep us moving in that direction our Center is taking dramatic steps:

1. We are making staff changes designed to make us more effective at reaching more people, younger people, and more diverse people (see new staffing list at end of this report). When Jim Ozier started 4 years ago, we had only 1 part time administrative assistant. Since then we’ve planted 19 new churches and faith communities...so the need for additional program staff has become essential. Even more importantly, we are putting more emphasis on Congregational Transformation, especially among diverse populations.
2. We are changing Congregational Transformation; designing it to involve more laity, and to use their talents and experience *as well* as that of our own clergy within the Conference. We are ending our 3 year contract with DNA Coaching because it did not produce the results we needed to see.

### **NEW CHURCH DEVELOPMENT**

In an effort to “create new places for new people,” we have continued to plant new churches and faith communities. Our new churches are now averaging just over 1900 in worship each week. However, our objective is not to just get more people into our churches; it is to get our churches into our mission field. To that end, we are excited that 4 new churches were planted by our existing churches in 2011, and 2 more Mother churches are planning to plant a daughter church in 2012.

Each of the new church pastors are trained through the New Church Leadership Institute, and assessed by our Conference Assessment Team before they are appointed by the Bishop. They also attend New Church “Boot Camp” and each one is assigned a personal trained coach to give the new start and the pastor the best possible advantage to succeed.

Our new churches are (listed by year they were planted):

- 2008—The Woods—Grand Prairie (Vital Merger)—Pastor: Jill Jackson-Sears  
 Oak Cliff UMC—Oak Cliff (formerly “Connexion”)—Pastor: Edgar Bazan-Garza  
 The Village—DeSoto (Daughter church of St Luke “Community”)—Pastor:  
 Derek Jacobs
- 2009—Falls Chapel—Wichita Falls (Restart with new name)—Pastor: Louis Pearce  
 FUMC Krum—Krum (Restart and relocation)—Pastor: Christy Thomas
- 2010—Crossway—Aubrey (Daughter church of Grace Avenue)—Pastor: Chris Yost  
 St Andrew Frisco—Frisco (Extension campus of St. Andrew)—Pastor: Edlen Cowley  
 Munger Place—Dallas (Extension campus of Highland Park)—Pastor Andrew Forrest  
 Nuevo Dia—Dallas (A New Day Community) Leader: Shellie Ross
- 2011—Living Life Church—Allen (Daughter church of FUMC Allen) Pastor: Abe Smith  
 Korean North Central—The Colony (Daughter church of Korean Central)  
 Pastor: Nakhoon Cho

Melissa UMC—Melissa (Daughter church of FUMC McKinney) Pastor: Alan Hitts  
 Sachse/Wylie New Church Start- Rowlett (Daughter church of FUMC Rowlett)  
 Pastor: Chris Everson

2012 planned new church starts—Connections—Paris (Extension Campus)

We are sad to report that one of our newer church starts—Faithbridge in Rockwall—was closed this past year. While this fledgling young congregation was not able to grow to self-sufficient viability, we thank God for its mission and ministry: lives were touched, people were changed, new people came to Christ and became involved in a faith community. Please keep the planter and the people of this church in your prayers.

### **CONGREGATIONAL TRANSFORMATION**

Our contract with DNA expires in September of 2012, and we will immediately shift into a totally new approach to helping our churches become as effective as they can be.

We will be making available to churches what is known as the “Healthy Church Initiative” model, now used by 29 Annual Conferences (and all the Texas Conferences), which 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, and it has a component designed especially for small membership churches.

### **THE WORK OF THE CENTER**

In 2012, the Center has been working diligently to help our churches, both new and transforming, to connect with their communities in more fruitful ways. In our first year, we tackled three major areas to make us more effective:

1. Changed our demographic provider to MissionInsite.... Training is still available if your church is not taking advantage of this outstanding tool. Thanks to your apportionments at work, there is no charge to the local church for this service.
2. Created clear Policies and Procedures....all of which can be found on our Conference Website.
3. Set up an interactive and informational website: [www.ntcnewchurchdevelopment.org](http://www.ntcnewchurchdevelopment.org).

Understanding that our Conference demographics are changing, the Center last year sponsored 4 one day events to plan strategies for planting new ethnic/language churches. These events were held on Saturdays to encourage both laity and clergy to participate. Specialists from Path1 (the General Board of Discipleship agency in charge of starting new churches) facilitated these consultations. These “Summits” were:

1. Hispanic—Consultant—Sam Rodriguez
2. African American—Consultant—Candace Lewis
3. Korean—Consultant—Hyo Kim
4. Asian\*—Consultant—Bener Agtarap

\*Due to the funeral for the Bishop’s granddaughter, this summit has had to be rescheduled into later this year.

In addition, the Center sponsored a one day “Small Membership Summit” in the East District.

We are continuing to work with our 4 Function Areas—Property and Location, Recruitment, Ethnic/Language, and Finance; and have added another to better serve churches of all membership levels—Church by Size.

2011 has proven to be a year of big and exciting changes for the Center for New Church Development and Congregational Transformation, and with God's help we are working to meet the challenges of Christ's commandment to spread his gospel.

In 2012 and 2013 we are actively pursuing starting both a totally new model of reaching young adults through a self-sustaining Coffee Shop Ministry....AND...planting a United Methodist Version of a "Cowboy Church."

We know that much work is left to be done. We must reach those young adults and others out there looking for meaning and purpose in life; we must make new places for new people, and we must transform our new and existing churches into churches of true transformation for more fruitful and faithful ministry.

### **NEW STAFFING CHANGES TO STRENGTHEN OUR MISSION FIELD IMPACT**

- 1) Bishop Bledsoe has appointed the Rev. Gloria Young-Eun Kim Fowler as Associate Director of the Center for New Church Development and Congregational Transformation! She is an outstanding bicultural and bilingual pastor with broad experience in a wide variety of ministry settings. Effective July 1, she will be working with Jim Ozier to start new churches and strengthen existing congregations.

Born in Jeollado, Korea, where her father was a pastor, she later attended high school in India. While in college, she met and married her husband, Abraham, the son of missionaries.

Gloria graduated from Perkins and in 2010 she was ordained as an elder in the North Texas Conference. With a delightful servant's heart, she has served in a variety of capacities and leadership roles. Gloria spent last year at the Beeson Institute doing D.Min. work in multi-cultural ministry and congregational transformation.

She has previously been on staff at Korean Central and Good Seed UMCs. In her most recent appointment as an associate at 1st UMC Grand Prairie, Gloria worked in congregational transformation and was the lead team member in the contemporary worship service.

Gloria brings extensive experience in teaching, hands-on local church ministry, and reaching emerging mission fields. She and Abraham are the proud parents of two children: Ernest, age 9, and Elizabeth, age 6.

- 2) As our Center expands its work and places more emphasis on congregational transformation, we are excited to bring Carolyn Bryels into our team. Carolyn brings 12 years of church work experience to the Center: seven years' experience as administrative assistant at Hamilton Park UMC to the context of her new assignment, along with five years at the North Texas Conference Office.

Before that she distinguished herself in the business world as a person who gets things done! As both a project manager and systems consultant for Lucent Technologies and AT&T, she provided training, team-work support, and system design and demonstrated a proven ability to implement work groups to meet agreed-upon goals.

Carolyn has proven to be a beloved team member in the administrative offices of the Conference. She will continue to work part-time in the Center for Connectional Resources and will work part-time in our Center.

- 3) Liliana Peña Rangel is staying on as the part-time administrative assistant for Hispanic Ministries. Liliana has had an eventful year, as she married Rev. David Rangel (Casa Linda UMC) in December! Liliana continues to attend the University of North Texas, where she is pursuing a degree in education.
- 4) Deniece Mason has been with the Center for three years, and will *sorely miss* working with all of our new church start pastors. However, she has answered her call to ministry and will be going to Flower Mound UMC in June to become the Director of Educational Ministries. This is an exciting move for Deniece, and she asks for prayers as she continues to follow God's call!

## BRIDGEPORT CAMP AND CONFERENCE CENTER

We have had an exciting year this offseason with many changes. This fall we said goodbye to our Executive Director of the past three years, Trueman Hoffmeister. He will be missed and we thank him for all of the wonderful things that he did in his tenure here.

For the past several months we have been working very hard to make advancements in several practical areas of the camp. For starters, we have updated all of our sound systems to better fit the needs of our summer camp programs, and even updated some of our lighting in Martin Hall. Along with these, we have been revisiting our mission and vision statements to make sure that we remain purposefully in God's plan, and the plans of the North Texas Conference.

2011 showed another spike in groups that have chosen our facility here over 2010. Groups from within our conference made up a majority of the people we served, but we had great attendance from groups outside our conference as well. Some of these groups included, F.O.C.U.S. (Fellowship of Christian University Students), UNT LeaderShape, and ACTS Catholic retreat. For our summer camps, we had 5 camps that were full and had waiting lists, and 3 more that were just short of capacity. This gave us another great summer attendance of over 2,150 people.

As we look to the future, and how to improve on what we are doing, we need to do several things. With our camps being so close to full almost every week, we need to be diligent about creating more spaces for our children, youth, and adults to stay. This is our best path for continuing to better serve both our conference and non-conference events and camps.

## THE PROTHRO CENTER AT LAKE TEXOMA

The year 2011 was another great year for The Prothro Center!! As the word still continues to spread to new faces, we are thrilled that our number of repeat bookings has risen to its greatest peak.

The Prothro Center continues to host numerous North Texas Conference programs such as the annual S.E.E.K. Camps, Rural Ministry, Clergy Spouse Retreat, NTC Licensing School, Clergy Women Retreat, NTC District Committee, The Extended Cabinet, NTC UMW, NTC Anti-Racism, and The Board of Ordained Ministry. We also accommodate the annual Julian C. Hyer International Lions Camp, in which youth from around the world are given an opportunity to share their individual backgrounds with each other while experiencing some of our own "American" ways of life. New relationships are forming as more groups such as Emmaus and Royal Family Kid Camp are discovering how wonderful The Prothro Center is. We have really worked at being

able to provide more private locations for individual families to be able to stay. The remodeling of our Oasis and Renewal Cabins are now perfect getaway spots for pastors or anyone else looking to grow spiritually or as a family. Every cabin has a great view of Lake Texoma, and we have worked our beach into the nicest sand and swimming area on the lake.

The feedback from each group in attendance during 2011 has been overwhelmingly positive, as it has become one of the nation's most desired Conference and Retreat Centers. Our great staff is extremely proud of everything that this beautiful place has become, and we look forward to hosting your next event or personal retreat.

Cliff Dyer, Executive Director, The Prothro Center at Lake Texoma  
903-786-2141  
[www.prothrocenter.org](http://www.prothrocenter.org)

## **BOARD OF PENSION AND HEALTH BENEFITS**

### HEALTH BENEFITS POLICIES

June 2012

#### INTRODUCTION

The North Texas Conference provides a conference health insurance program designed to provide its eligible employees (defined herein) with a comprehensive plan for major 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 the General Board of Pension and Health Benefits of The United Methodist Church.

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 salarypaying unit is responsible for the premium 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 The General Board of Pension and Health Benefits:

1. Ordained elders and deacons and commissioned persons on track to become elders or deacons (including those with full conference membership, probationary membership and associate membership), and full-time 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 2008 *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 GBOPHB adoption agreement.
5. Clergy appointed to Leave of Absence or Sabbatical (eligible for one year only).
6. Diaconal ministers appointed full-time to local churches within the conference.
7. Lay persons who are full-time (at least 30 hours per week) employees of the annual conference and their eligible dependents.
8. 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 program to all of their fulltime lay employees, if the church has a sub-adoption agreement with the General Board of Pension and Health Benefits and meets the 75% participation rule.
9. Retired clergy members of the conference immediately eligible to receive pension from the General Board of Pension and Health Benefits at the beginning of the month following the month in which the retired relation takes place, and who had a minimum of five (5) continuous and consecutive years of active participation in the North Texas Annual Conference group health program at the time of retirement, and their respective dependents. Retired Clergy can retain future rights to HealthFlex coverage if at the time of retirement coverage was declined because the clergy had other employer sponsored group health insurance.
10. Disabled clergy members of the conference (who were enrolled in HealthFlex at the time of their disability) immediately eligible to receive disability benefits from the General Board of Pension and Health Benefits at the beginning of the month following the month in which the disability leave with disability benefits takes place, as granted by the Division of Conference Relations, and their respective dependents.
11. Retired lay employees of the conference or a local church within the conference at the beginning of the month following the month in which the retired relation takes place, and who had 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, and their respective dependents, if the church selects that category in the sub-adoption agreement with GBOPHB.
12. Disabled lay employees of the conference or a local church within the conference (who were enrolled in HealthFlex at the time of their disability) at the beginning of the month following the month in which the disability leave takes place as granted by the General Board of Pension and Health Benefits, and their respective dependents.
13. Surviving dependents of a deceased active participant as long as the participant and dependent were covered participants at the time of death.

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

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

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

17. Continuation health benefits are available for a period of one year for any participant who becomes ineligible providing they have been on the plan for at least three months. The plan and premium is the same and is billed directly to the participant. Notification of ineligibility must occur within 30 days and application for continuation benefits must occur within 60 days of becoming ineligible and the continuation benefits begin the day after the participant became ineligible.

Eligible persons must complete a HealthFlex enrollment form and return it to the conference Office of Administration within 30 days of their date of hire, date of newly acquired eligibility or family status change. Family status changes which allow late enrollment are: birth, death, marriage, divorce, or loss of other coverage. There is also an open enrollment period every year in November for coverage to begin in January of the following year.

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

A Preferred Provider Organization (PPO) plan is the base plan for active participants and their dependents. This plan is currently administered by Blue Cross/Blue Shield of Illinois. Prescription drugs are covered for active participants through Medco and the prescription plan has an annual deductible and co-pay amounts for three tiers of drugs. A mail order program is also available to obtain 90-day supplies of maintenance drugs at a lesser cost and is required for all maintenance prescriptions.

Mental health and chemical dependency benefits are provided through United Behavioral Health (UBH). A participant must call UBH at 1-800-788-5614 before receiving inpatient or outpatient treatment either innetwork or outofnetwork. There is also a Pastoral Consultation Hotline for clergy available for both active and retired clergy at no charge. The number is 800-842-2869.

Vision benefits are available through VSP. A basic vision examination is provided and discounts for eyeglasses and contact lenses are available.

Term life insurance is provided through Hartford Life and Accident Insurance Company as a part of the health benefit. The amount of insurance is as follows: \$5,000 for lay employees; \$10,000 for all other clergy to age 65; \$5,000 for clergy age 65 to 70; \$1,000 for clergy over age 70. This benefit is for both life insurance and accidental death, dismemberment and loss of sight. Dependent insurance is provided in the following amounts for covered dependents: \$2,000 for spouses; \$1,000 for children ages 6 months to 25; \$100 for children ages 14 days to 6 months.

Medical Reimbursement Accounts (MRA) and Dependent Care Accounts (DCA) are also available to active participants through Ceridian. A participant may select annual MRA/DCA amounts between \$300 and \$5000 (maximum to be reduced to \$2500 effective 1-1-2013) to be deducted by the salary paying unit on a monthly basis as a salary reduction. This money may be used for

medical expenses which are not covered by the plan such as deductibles, co-pays, dental, vision and other qualified costs. The DCA may be used to pay for qualified child or parent daycare expenses. Forms to be used to submit claims are available at [www.gbophb.org](http://www.gbophb.org) or in the conference Office of Administration.

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

1. The entire premium for 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) is to be paid by the local church or salary paying unit.
2. The premium for the appointee's spouse and dependents is the responsibility of the appointee. An optional agreement may be made between the church or salary paying unit and the appointee for the church or salary paying unit to pay the family premium.
3. The Conference will pay the premium 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 the General Board of Pension and Health Benefits 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.
6. Subsidies are available on a sliding scale for those churches whose pastor's Total Compensation is below the Denominational Average Compensation 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 2012 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 Total Compensation for Insurance Supplement Eligibility (line IX from the 2012 Ministerial Compensation Report turned in at Charge Conference) must be below \$62,781 (the 2012 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
\$62,781 and above	100%	\$8,880	\$ 0
\$62,780 59,642	95%	8,436	444
\$59,641 56,503	90%	7,992	888
\$56,502 53,364	85%	7,548	1,332
\$53,363 50,225	80%	7,104	1,776
\$50,224 47,086	75%	6,660	2,220
\$47,085 43,947	70%	6,216	2,664
\$43,946 40,808	65%	5,772	3,108
\$40,807 37,669	60%	5,328	3,552
\$37,668 and below		5,328	3,552

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
\$62,781 and above	100%	\$7,980	\$ 0	\$12,408	\$ 0
\$62,780 59,642	95%	7,581	399	11,788	620
\$59,641 56,503	90%	7,182	798	11,167	1,241
\$56,503 53,364	85%	6,783	1,197	10,547	1,861
\$53,363 50,225	80%	6,384	1,596	9,926	2,482
\$50,224 47,086	75%	5,985	1,995	9,306	3,102
\$47,085 43,947	70%	5,586	2,394	8,686	3,722
\$43,946 40,808	65%	5,187	2,793	8,065	4,343
\$40,807 37,669	60%	4,788	3,192	7,445	4,963
\$37,668 and below		4,788	3,192	7,445	4,693

6. If the pastor's Total Compensation for Health Insurance Supplement Eligibility is above \$62,781 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 Office of Administration by December 1 of each year. No supplements will be processed until the approved Application Forms are received in the Office of Administration. 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 Office of Administration by the 1st 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**

The conference medical benefits program for retired participants, dependents and surviving spouses assumes participation in Medicare Parts A and B. The program is designed to extend certain benefits beyond what Medicare pays and, in addition, provide a pharmacy benefit and other additional benefits not covered under Medicare. It is assumed that all retired participants shall enroll in Medicare Parts A and B at their own expense. The amount of conference funding available to clergy that opted out of Social Security and consequently are not eligible for Medicare, and their dependents and surviving spouses, will not exceed that of those who have Medicare benefits.

Clergy in the retired relationship with the annual conference who continue to work full time continue in the active plan. Retired clergy who opted out of Social Security and their dependents and surviving spouses continue in the active plan if they continue working.

A dependent spouse may be eligible for HealthFlex 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 HealthFlex coverage while still maintaining future rights to coverage. The retiring participant may also decline HealthFlex 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 HealthFlex 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.

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

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

The North Texas Annual Conference through its Insurance Subsidies apportionment shares the funding of the health benefit for eligible retired clergy participants, dependents and surviving spouses with the retirees and spouses.

1. For those eligible clergypersons enrolled in the conference health insurance plan who retire after January 1, 2003, and their eligible spouses, the conference will pay from 15–50 % of the HealthFlex Medicare Supplement Plan 2 premium 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 2008 *Discipline* Paragraphs 344.1(a)(1) and (2), or partial years of like service for less than full-time appointments, as follows.

<u>Years of Service (full time equivalent)</u>	<u>% of Med. Supp. 2 Premium Paid</u>
0–4	0
5	15 %
6	16 %
7	17 %
8	18 %
9	19 %
10	20 %
11	22 %
12	24 %
13	26 %
14	28 %
15	30 %
16	32 %
17	34 %
18	36 %
19	38 %
20	40 %
21	42 %
22	44 %
23	46 %
24	48 %
25 or more	50 %

For those eligible clergypersons enrolled in the conference health insurance plan who retired before January 1, 2003, and their eligible spouses, the North Texas Conference will continue to pay 50 % of the HealthFlex Medicare Supplement Plan 2 premium.

2. For those clergy who retire who are at least 62 years of age (but not 65) or have 30 years of service, and their eligible spouses, the conference will pay the same benefit as for those in the Regular Retirement category above (15–50% of the Medicare Supplement Plan 2 premium). These participants will pay the remainder of the Medicare Supplement Plan 2 premium (50–85%) plus the difference between the active plan (which they must be on until they are eligible for Medicare) and the Medicare Supplement plan. Those retiring under “the twenty year rule” (i.e., are not 62 and have at least 20 years but not 30 years of service) are eligible to remain on the conference insurance plan. These participants must pay the entire active premium until they reach 65 (or full retirement age). At that time the conference will pay the same level of benefits as for those in the Regular Retirement category above.

3. For retirees who continue to serve local churches in the North Texas Conference the conference will pay the same benefit as for those in the Regular Retirement category above (15–50% of the Medicare Supplement Plan 2 premium for both retiree and spouse) and the retiree will be responsible for the balance of the premium (50–85% of the Medicare Supplement Plan 2 premium) for retiree and spouse. The retiree will be required to pay any additional cost due to the employment (i.e., the difference between the active plan which the working retiree might have to be on according to the anti-discrimination laws and the retiree plan) for the spouse. (A local church or other salary paying unit can opt to pay the participant and spouse’s cost.) The local church employing a retired participant will be required to pay any additional cost due to the employment (i.e., the difference between the active plan which the working retiree might have to be on according to the anti-discrimination laws and the retiree plan) for the retiree.

4. 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 is the same as for the retiree.
5. The health plans available to retired Diaconal Ministers are the same as for retired clergy and the conference funding is the same as for retired clergy.
6. The health plans available for retired lay employees of the annual conference are the same as for retired clergy. Conference funding 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.
7. 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 GBOPHB. 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 Office of Administration. 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. If the 30 day time period is not met, an election of "No Coverage" is assigned (**although the salary paying unit is still responsible for payment of the appointee's premium in the case of mandatory categories of participants**) and the employee would be eligible for coverage at the next open enrollment opportunity. Upon receipt of enrollment forms, the General Board of Pension and Health Benefits will inform the insurance provider and the participant should receive election material and appropriate insurance cards within a reasonable period of time.

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 the General Board of Pension and Health Benefits with instructions for changing or maintaining health coverage for the next calendar year. GBOPHB will also provide claim forms, MRA and DCA forms at the beginning of each calendar year. Additional forms may be obtained at [www.gbophb.org](http://www.gbophb.org) or from the conference Office of Administration.

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

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

The North Texas Conference makes health insurance available to clergy who have retired under the 20-year rule and to some clergy who are appointed to extension ministry positions. (Special

arrangements for health coverage can be made in some cases for those appointed under ¶344.1b, and ¶344.1d.) The premiums must be paid by the individual one month in advance and are due on the 20th of every month. Accounts are past due if not received by the 20th and if two payments are due on the 20th of any month, a letter will be sent to the individual with notification of insurance cancellation. In addition, an attempt will be made to schedule a meeting with the participant and a member of the conference staff to explain the termination of coverage. Any account that is two payments past due will be terminated if payment has not been received in the conference office by the end of the month. The termination date will be retroactive to the first of the month of unpaid premium. (For example: The premium for February is billed on January 1 and is due by January 20. The premium for March is billed on February 1 and is due by February 20. If neither February nor March premium is paid by February 20, the insurance will be terminated retroactive to February 1.)

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

The North Texas Conference offers a Medicare supplement health insurance plan to retirees (who have been enrolled in the active health plan the five years immediately preceding retirement), their spouses and surviving spouses of eligible clergy. The conference pays a portion of the premium based on years of service and the scale which appears in the report section of the North Texas Conference Journal each year. The remainder of the premium is the responsibility of the retiree or spouse and is usually paid by pension deduction. Those retirees or spouses who pay their portion of the premium by check directly to the conference must remit the payment one month in advance by the 20th of every month. Accounts are past due if not received by the 20th and if two payments are due on the 20th of any month, a letter will be sent to the individual with notification of insurance cancellation. In addition, an attempt will be made to schedule a meeting with the participant and a member of the conference staff to explain the termination of coverage. Any account that is two payments past due will be terminated if payment has not been received in the conference office by the end of the month. The termination date will be retroactive to the first of the month of unpaid premium.

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

This policy will be effective July 1, 2009.

### **RETIREE MEDICAL LIABILITY**

In 2002 the North Texas Conference took initial steps to establish a plan to fund our liability for promised retiree health insurance benefits. An update to the Retiree Medical Liability Funding Plan may be found in Section IX., LA 16 (2008 *Journal*). We continue to be confident that we will be able to provide the benefits promised to our retirees and spouses as well as our active participants.



**COUNCIL ON FINANCE AND ADMINISTRATION  
CONFERENCE TREASURER'S REPORT  
MODIFIED CASH BASIS (AUDITED)**

**REMITTANCES**

	2010 RECEIPTS	2011 RECEIPTS
<b>APPORTIONMENTS</b>		
World Service	\$1,742,147.08	\$1,770,112.83
Ministerial Education	592,669.09	600,864.34
Black College Fund	240,740.98	240,636.87
Africa University Fund	57,267.00	56,937.95
Interdenominational Cooperation Fund	46,932.64	47,309.05
General Administration Fund	191,864.46	195,549.42
Episcopal Fund	498,930.40	515,593.27
Lydia Patterson Institute	61,835.30	62,994.86
Mt. Sequoyah	14,019.33	14,337.06
Jurisdictional Administration Fund	29,346.15	29,791.10
SMU Campus Ministry	7,671.13	7,860.83
Conference Benevolences	2,026,377.02	1,260,620.92
New Church Development & Congregational Trans		785,101.43
Missional Outreach		674,778.34
Connectional Resources		1,437,560.91
Texas Methodist Colleges	94,302.64	
Campus Ministries	422,706.73	
Camping and Retreat	299,909.00	
Area and Conference Administration	1,489,004.49	496,875.30
Board of Pension & Health Benefits	2,023,416.70	2,066,070.46
District Superintendents Fund	749,954.50	526,869.10
Equitable Compensation Fund	105,627.41	
Moving Fund	111,470.67	
District Administration Fund	<u>783,028.50</u>	<u>599,293.79</u>
<b>TOTAL APPORTIONMENTS</b>	<b>11,589,221.22</b>	<b>11,389,157.83</b>

## TARGETED CAUSES

Second Mile Apportionment Fund	15,902.22	25,473.38
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## GENERAL ADVANCE SPECIALS

National Missions	3,400.00	1,500.00
Gulfside Assembly		5,569.00

## UMCOR

UMCOR Undesignated Gifts	12,336.57	50,288.96
UMCOR Relief Supplies	6,189.15	1,874.23
Heifer International	1,967.20	5,972.00
Domestic Disaster Response	2,437.00	107,511.19
International Disaster Response	737,336.71	223,408.08
World Hunger & Poverty		581.00
Global Aids Fund	366.87	282.00
Nothing But Nets	28,024.83	8,849.12
Zoe Ministry-Rwanda	8,274.26	5,359.75
Haiti Advance Project	<u>62,696.81</u>	<u>5,520.32</u>

Total UMCOR	863,029.40	416,715.65
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## World Missions

Regional Africa	5,125.00	9,429.53
Cameroon	9,811.09	430.00
Kenya	50,519.90	19,445.00
Liberia	7,150.00	400.00
China		1,000.00
Mongolia	1,000.00	
Southeast Asia	1,105.00	2,000.00
Czech Republic	5,600.00	4,000.00
Kazakhstan	3,500.00	
Ukraine		30.00
Russia	10,312.13	2,772.00
Spain	3,500.00	2,500.00
Latin America and the Caribbean	5,010.00	4,600.00
Brazil	4,000.00	2,000.00
Chile	2,500.00	2,500.00
Honduras	700.00	592.75
Mexico	500.00	500.00
Middle East		250.00
Israel/Palestine		1,000.00
Total World Missions	<u>111,333.12</u>	<u>52,449.28</u>

TOTAL GENERAL ADVANCE SPECIALS	974,362.52	469,164.93
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## YOUTH SERVICE FUND

	2,365.91	1,458.29
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## GENERAL CONFERENCE OFFERINGS

One Great Hour of Sharing	23,568.68	16,838.98
World Communion	5,868.93	6,453.19
UM Student Day	2,051.14	1,184.08
Human Relations Day	2,032.26	2,307.45
Peace With Justice	1,852.64	3,232.29
Native American Ministries	<u>3,315.05</u>	<u>1,544.76</u>
TOTAL GENERAL CONFERENCE OFFERINGS	38,688.70	31,560.75

## ANNUAL CONFERENCE OFFERINGS

Golden Cross	17,444.50	9,211.35
Methodist Mission Home	19,759.11	15,904.58
Methodist Home Waco	<u>22,579.14</u>	<u>72,297.31</u>
TOTAL ANNUAL CONFERENCE OFFERINGS	59,782.75	97,413.24

## JURISDICTIONAL FAIR SHARE GOAL

Lydia Patterson Endowment	438.87	89.00
Lydia Patterson Special/Scholarship	<u>3,900.00</u>	<u>10,572.59</u>
TOTAL JURISDICTIONAL FAIR SHARE GOAL	4,338.87	10,661.59

## CONFERENCE ADVANCE SPECIALS

Bethlehem Center	6,583.00	15,706.00
C. C. Young Home	6,448.60	3,590.50
Methodism Breadbasket	1,846.00	1,695.00
One Man's Treasure Clothes Closet	2,500.00	2,500.00
Bridgeport Camp & Retreat Center	186.00	109.00
Project Transformation	14,366.19	9,139.50
Summer Event Scholarship	65.00	
Seek Camp – Scholarship	430.00	
Wesley Rankin Community Center	12,608.38	17,821.37
NTX Food Bank	453.75	3,000.00
Wesley Village Retirement Home	<u>464.00</u>	<u>845.41</u>

TOTAL CONFERENCE ADVANCE SPECIALS	45,950.92	54,406.78
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OTHER BENEVOLENCES	<u>572,609.65</u>	<u>390,922.69</u>
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TOTAL NONAPPORTIONED FUNDS	1,714,001.54	1,081,061.65
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TOTAL APPORTIONED FUNDS	<u>11,589,221.22</u>	<u>11,389,157.83</u>
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TOTAL ALL CAUSES	\$13,303,222.76	\$12,470,219.48
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**2011 SUMMARY REPORT OF FUNDS  
ADMINISTERED BY CONFERENCE TREASURER  
MODIFIED CASH BASIS (Unaudited)  
December 31, 2011**

	BEGINNING BALANCE	APPORTIONED RECEIPTS	OTHER RECEIPTS	DISBURSEMENT	ENDING BALANCE
<b>APPORTIONED FUNDS</b>					
General Conference Appor.		3,276,787.95		3,276,787.95	
Jurisdictional Conference Appor.		114,983.85		114,983.85	
Ministerial Education Fund	245,871.29	150,215.78		124,866.86	271,220.21
Center for New Church Dev & Cong Trans	38,184.57	785,101.43		459,947.70	363,338.30
Center for Missional Outreach		674,778.34		558,518.19	116,260.15
Center for Leadership Dev	27,038.36	1,260,620.92	49,628.94	1,269,210.85	68,077.37
Center for Connectional Resources	193,985.23	1,437,560.91	203,059.35	1,596,336.83	238,268.66
Bd. Of Pension & Health Benefits	63,590.98	2,066,070.46		2,315,116.75	(185,455.31)
Episcopal Area	18,253.83	92,319.53		118,035.97	(7,462.61)
Communications Office		404,555.77		357,351.01	47,204.76
District Superintendents Fund	108,311.05	526,869.10		534,345.72	100,834.43
District Administration Funds	136,924.44	599,293.79		699,486.63	36,731.60
<b>TOTAL</b>	<b>832,159.75</b>	<b>11,389,157.83</b>	<b>252,688.29</b>	<b>11,424,988.31</b>	<b>1,049,017.56</b>
<b>OTHER FUNDS</b>					
<b>Direct Bill Funds</b>					
Health Insurance Payments			5,679,088.70	5,679,088.70	
Pension Payments			2,583,990.11	2,583,990.11	
PACT	626,539.40		4,359,477.46	4,609,363.48	376,653.38
<b>Reserve Funds</b>					
Conference Reserve	795,154.88		8,374.79		803,529.67
New Church Starts	1,521,316.93		546,078.28	1,084,371.14	983,024.07
Missional Outreach	79,369.85		290,235.94	207,939.84	161,665.95
Leadership Development Jumpstart	251,537.50		2,556.53	16,929.00	237,165.03
Leadership Development			491,131.92	388,226.11	102,905.81
Episcopal Office	65,905.06		86,694.13	73,999.44	78,599.75
Communications/Robertson Award			1729.01		1,729.01
Health Insurance Reserves	2,261,222.58		133,964.70	401,137.03	1,994,050.25
Pension Reserves	37,037.51		390.09		37,427.60

	BEGINNING BALANCE	APPORTIONED RECEIPTS	OTHER RECEIPTS	DISBURSEMENT	ENDING BALANCE
Trust Funds	342,535.41		348,750.77	346,143.09	345,143.09
District Reserves	1,606,643.13		2,211,007.06	2,078,832.52	1,738,817.67
Trustees	433,484.31		374,805.90	411,068.60	397,221.61
Camping & Retreat	46,485.70		694.13		47,179.83
Accrual and Contingency	259,935.36		430,343.61	455,332.48	234,946.49
Episcopal Residence Equity	142,993.91		19,051.61	12,761.00	149,284.52
From Fees	185,616.59		793,814.22	914,581.89	64,848.92
Legal Fund	16,927.07		178.28		17,105.35
Special Offering	126,901.67		2,212.73	119,929.74	9,184.66
GCFA Non-Apportioned		29,609.73		29,609.73	
New York General Advances		469,164.93		469,164.93	
Other Benevolences		384,706.63		384,706.63	
TOTAL	8,985,334.76	883,481.29	18,364,569.97	20,267,175.46	7,780,482.66
TOTAL ALL FUNDS	9,631,766.61	12,272,639.12	18,617,258.26	31,692,163.77	8,829,500.22

**NORTH TEXAS CONFERENCE**  
**Statement of Receipts and Expenses**  
**For the Year Ending December 31, 2011**  
**Modified Cash Basis (Unaudited)**

Description	Budget Annual	Actual Year To Date	Var. Actual to YTD Budget Amount	Var. Act. to Annual Budget%
<b>RECEIPTS:</b>				
World Service	1,878,476	1,770,113	(108,363)	94.23%
Ministerial Education	634,595	600,864	(33,731)	94.68%
Black College Fund	253,129	240,637	(12,492)	95.06%
Africa University Fund	56,652	56,938	286	100.50%
Interdenominational Coop Fund	49,450	47,309	(2,141)	95.67%
General Administration Fund	204,980	195,549	(9,431)	95.40%
Episcopal Fund	527,213	515,593	(11,620)	97.80%
Lydia Patterson Institute	65,268	62,995	(2,273)	96.52%
Mount Sequoyah Assembly	14,877	14,337	(540)	96.37%
Jurisdiction Admin Fund	31,018	29,791	(1,227)	96.04%
SMU Campus Ministry	8,160	7,861	(299)	96.33%
Leadership Development	1,322,114	1,260,621	(61,493)	94.68%
New Church Development & Cong	824,300	785,101	(39,199)	95.24%
Missional Outreach	705,750	674,778	(30,972)	95.61%
Connectional Resources	1,519,500	1,437,561	(81,939)	94.31%
Board of Pension & Health Benefits	2,150,800	2,066,070	(84,730)	96.06%
Area Administration	507,076	496,875	(10,201)	97.99%
District Superintendent Fund	529,928	526,869	(3,059)	99.42%
District Administration	600,000	599,294	(706)	99.88%
Total Apportionment Receipts	11,883,286	11,389,158	(494,128)	95.84%
<b>Other Receipts:</b>				
Direct Bill-Insurance Payments	6,416,472	5,679,089	(737,383)	88.51%
Direct Bill-Pension Payments	2,805,544	2,583,990	(221,554)	92.10%
Direct Bill-PACT	4,112,377	4,359,477	247,100	106.01%
<b>Reserves:</b>				
Conference Reserves		8,375		
New Church Starts		546,078		
Missional Outreach		290,236		
Leadership Dev. Jumpstart		2,556		
Leadership Dev. Others		491,131		
Episcopal Fund		86,694		
Communications/Robertson Award		1,729		
Health Insurance		133,964		
Pension Reserves		390		
Trust Funds		348,750		

Description	Budget	Actual Year	Var. Actual	Var. Act.
	Annual	To Date	to YTD Budget Amount	to Annual Budget %
District Reserves		2,211,007		
Trustees		374,805		
Accrual & Contingency Fund		430,343		
Camping & Retreat		684		
Episcopal Residence Equity		19,052		
From Fees		793,815		
Legal Fund		178		
Special Offering		2212		
GCFA Non-Apportioned Fund		29,610		
New York General Advances Fund		469,165		
Other Benevolences		384,707		
Total Other Receipts	13,334,393	16,644,507		
Total Receipts	25,217,679	28,033,665		
<b>EXPENSES</b>				
<b>A. General Conference</b>				
World Service	1,878,476	1,770,113	(108,363)	94.23%
Ministerial Education				
To GCFA (75%)	475,947	450,649	(25,298)	94.68%
Conference Share (25%)	158,648	124,867	(33,781)	78.71%
Black College Fund	253,129	240,637	(12,492)	95.06%
Africa University Fund	56,652	56,938	286	100.50%
Interdenominational Coop Fund	49,450	47,309	(2,141)	95.67%
General Administration Fund	204,980	195,549	(9,431)	95.40%
Episcopal Fund	527,213	515,593	(11,620)	97.80%
Total General Conf Funds	3,604,495	3,401,655	(202,840)	94.37%
<b>B. Jurisdictional Conference</b>				
Lydia Patterson Institute	65,268	62,995	(2,273)	96.52%
Mount Sequoyah Assembly	14,877	14,337	(540)	96.37%
Jurisdiction Admin Fund	31,018	29,791	(1,227)	96.04%
SMU Campus Ministry	8,160	7,861	(299)	96.33%
Total Jurisdictional Conf Funds	119,323	114,984	(4,339)	96.36%
<b>C. Annual Conference</b>				
Center for New Church Dev & Cong	824,300	459,948	(300,688)	63.52%
Center for Missional Outreach	705,750	558,518	(134,351)	80.96%
Center for Leadership Development	1,322,114	1,269,210	(51,657)	95.53%

Description	Budget Annual	Actual Year To Date	Var. Actual to YTD Budget Amount	Var. Act. to Annual Budget %
Center for Connectional Resources	1,519,500	1,596,337	62,377	104.33%
Board of Pension & Health Benefits	2,150,800	2,315,117	164,317	107.64%
Episcopal Area	94,176	118,036	15,630	116.60%
Communications Office	412,900	357,351	(55,549)	86.55%
District Superintendents	529,928	534,346	4,418	100.83%
District Administration Funds	600,000	574,535	(25,465)	95.76%
Total Annual Conference Funds	8,159,468		(319,794)	96.08%
Total Apportionment Expenses	11,883,286	11,389,158	(526,973)	95.57%
Other Expenses:				
Direct Bill-Insurance Payments	6,416,472	5,679,089	(737,383)	88.51%
Direct Bill-Pension Payments	2,805,544	2,583,990	(221,554)	92.10%
Direct Bill-PACT	4,112,377	4,609,363	496,986	112.09%
Reserves:				
New Church Starts		1,084,371		
Missional Outreach		207,940		
Leadership Dev. Jumpstart	16,929			
Leadership Dev. Others		388,226		
Episcopal Office		73,999		
Health Insurance		401,137		
Trust Funds		346,143		
District Reserves		2,078,832		
Trustees		411,069		
Episcopal Residence Equity		12,761		
Accrual & Contingency Fund		455,332		
Special Offering		2,212		
GCFA Non-Apportioned Fund		29,610		
New York General Advances Fund		469,165		
Other Benevolences		384,707		
Total Other Expenses	13,334,393			
Total Expenses	25,217,679	28,835,931		
Net Receipts Over Expenses		(802,266)		



**NORTH TEXAS CONFERENCE**  
**Combined Statements of Assets, Liabilities, and Net Assets**  
**Modified Cash Basis (Audited)**  
**December 31, 2011**

## Current Assets (Designated):

Cash	\$307,574
Investments held by Texas Methodist Foundation	
Long Term	5,321,780
Short Term	1,965,019
Former Dallas South CDs	491,562
Amounts due from churches	2,278,007
	<u>10,363,942</u>

## Other (Designated)

Real Estate, at cost	1,634,614
Land	655,124
Building	3,963,724
	<u>6,253,462</u>

## Total Assets

\$16,617,404

## Current Liabilities

Amounts due programs	\$1,534,442
Current portion of long term debt	360,464
Total Current Liabilities	<u>1,894,906</u>

Notes Payable	<u>3,164,677</u>
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## Total Liabilities

5,059,583

## Net Assets:

## Unrestricted:

## Apportioned:

Ministerial Education Fund	\$271,220
Center for New Church Dev & Cong Trans	363,338
Center for Missional Outreach	116,260
Center for Leadership Development	68,077
Center for Connectional Resources	238,269
Board of Pension and Health Benefits	(185,455)

**NORTH TEXAS CONFERENCE**  
**Combined Statements of Assets, Liabilities, and Net Assets**  
**Modified Cash Basis (continued)**  
**December 31, 2011**

Episcopal Office	(7,463)
Communications Office	47,205
District Superintendents	100,834
District Administration Funds	36,732
	<u>1,049,017</u>
Non-Appportioned:	
PACT	376,653
Conference Reserves	803,530
New Church Starts	983,024
Missional Outreach	161,666
Leadership Development Jumpstart	237,165
Leadership Development Others	102,906
Episcopal Office	78,600
Communications/Robertson Award	1,729
Health Insurance Reserves	1,994,050
Pension Reserves	37,428
District Reserves	1,738,818
Trustees	1,490,928
Accrual & Contingency Funds	234,946
Camping & Retreat	47,180
Episcopal Residence Equity	149,285
From Fees	64,849
Trust Funds	345,143
Legal Fund	17,105
Special Offering	9,185
	<u>8,874,190</u>
Total Unrestricted Net Assets	9,923,207
Temporarily Restricted—Creating Congregations	1,634,614
Total Net Assets	<u>11,557,821</u>
Total Liabilities and Net Assets	<u>\$16,617,404</u>

**NORTH TEXAS CONFERENCE**  
**Combined Statements of Receipts, Disbursements**  
**And Other Changes in Net Assets-Modified Cash Basis,**  
**For the year ended December 31, 2011**

Unrestricted Net Assets:

Receipts:

Apportioned Conference Programs	\$5,847,493
Apportioned Programs Administered at other levels	5,541,665
Total Apportionments	11,389,158
Leadership Development Reserves	491,132
Leadership Development Jumpstart	2,557
Leadership Development-Other	49,629
Pension Reserves	390
Missional Outreach Reserve	290,236
New Church Starts Reserve	546,078
Health Insurance Reserve	133,965
District Fund Reserve	2,211,007
Connectional Resources-Other	203,059
Conference Reserve	8,375
Episcopal Fund	86,694
Accrual and Contingency Funds	430,342
Trustees	374,807
Trust Funds	348,751
Episcopal Residence Equity	19,052
From Fees	793,815
Camping & Retreat Fund	694
From Special Offerings	2,212
Health Insurance Payments	5,679,089
Communications/Robertson Award	1,729
PACT	4,359,477
Pension Payments	2,583,990
Legal Fund	178
GCFA Non-Apportioned Fund	29,600
New York General Advances Fund	469,165

**NORTH TEXAS CONFERENCE**  
**Combined Statements of Receipts, Disbursements**  
**And Other Changes in Net Assets-Modified Cash Basis, (continued)**  
**For the year ended December 31, 2011**

Other Receipts from Churches	384,705
Total Unrestricted Receipts	19,500,728
Total Receipts	30,889,886
Disbursements:	
Program expenditures	24,895,004
Flow-through expenditures	6,454,126
Interest	87,340
Total Disbursements	31,436,470
Excess of Unrestricted Receipts over Disbursements	(546,584)
Combined Net Assets, beginning of year	12,104,405
Combined Net Assets, end of year	\$11,557,821



### Independent Auditor's Report

Council on Finance and Administration  
North Texas Conference of  
The United Methodist Church

We have audited the accompanying combined statements of assets, liabilities, and net assets-modified cash basis of the North Texas Conference of The United Methodist Church as of December 31, 2011 and 2010 and the related combined statements of receipts, disbursements, and other changes in net assets-modified cash basis for the years then ended. These financial statements are the responsibility of the Conference treasurer. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

As described in Note 1, the Conference prepares its financial statements on the modified cash basis of accounting, which is a comprehensive basis of accounting other than generally accepted accounting principles.

In our opinion, the financial statements referred to above present fairly, in all material respects, the assets, liabilities, and net assets of the North Texas Conference of The United Methodist Church as of December 31, 2011 and 2010, and its receipts, disbursements, and other changes in net assets for the years then ended, on the modified cash basis of accounting.

Our audit was made for the purpose of forming an opinion on the combined financial statements taken as a whole. The supplemental information is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States. In our opinion, is fairly presented in all material respects in relation to the combined financial statements taken as a whole.

July 13, 2012

*Thomas Stephen & Company, LLP*  
THOMAS STEPHEN & COMPANY, LLP

THE CENTRUM  
3102 OAK LAWN AVENUE SUITE 800  
DALLAS, TEXAS 75219  
(214) 824-2556 • FAX (214) 823-8167

THE OFFICES OF BYRON NELSON  
630 E. SOUTHLAKE BLVD  
SOUTHLAKE, TEXAS 76092  
(817) 552-3100 • FAX (817) 434-2474

## **INSURANCE ADVISORY TASKFORCE REPORT AND RECOMMENDATIONS**

Presented to the NTC Council on Finance and Administration on March 8, 2012

Since January 1, 2005, property and liability insurance for all churches in the North Texas United Methodist Conference has been provided by the United Methodist Church owned captive insurance company, UMPACT (United Methodist Property and Casualty Trust). As of October 1, 2011, ownership of UMPACT changed from a group owned captive to a single parent owner and is now known as UMI (United Methodist Insurance).

Since its inception this program has provided the churches within the North Texas Conference with broad coverage, low deductibles, and competitive rates. Effective October 1, 2011, however, due to severely adverse loss experience, the renewal program changed dramatically. The deductibles under the property insurance went from \$1,000 on all losses to 2% of building value (subject to a \$50,000 maximum) per building on wind, tornado, and hail losses; and a tiered deductible based on building value from \$1,000 to \$10,000 for all other losses. Additionally, the conference premium increased by approximately 20%.

After learning just how potentially damaging the new program could be, a number of churches expressed concerns and inquired if something could not be done. In response to these concerns the Insurance Advisory Team (IAT) was formed to analyze the situation and make recommendations. When negotiating changes in the UMI program came to no avail, the IAT solicited an alternative program proposal from McQueary, Henry, Boles, Troy of Dallas (MHBT), a highly respected agency with extensive experience insuring church groups.

MHBT brought in a very competitive program which reduces the total annual cost by a little more than \$800,000. The coverage under this program is at least equal to or broader than UMI's in every line of insurance. Due to the conference's adverse loss experience though, MHBT's deductibles are just as high as or higher than UMI's. Therefore, it has become obvious if the individual churches are to retain a deductible that is manageable in the event of a loss, the conference would have to subsidize the difference. To accomplish this, a deductible loss fund must be established, funded, maintained and managed by the conference.

MHBT has projected the retained losses within the deductibles to be \$746,000 under the UMI program, and \$882,000 under MHBT program. These projections are based on the conference's actual average losses excluding the best and worst years since 2005. The actual losses could be well in excess of these or better than these projections, there is simply no way to know. This then presents a large liability to the conference which must be funded. This is where the premium savings of \$800,000+ accomplished through the MHBT program became absolutely compelling.

By continuing to bill and collect from the churches the present UMI program premium and then paying the lower MHBT premium, this difference in premium could then be used to finance, at least in part, the loss fund. Due to the approaching storm season and no sustainable source of funding to help our churches recover from losses under the high deductibles, the Insurance Advisory Team recommended the conference make every effort to make the change to MHBT by April 1, 2012 when the next premium payment would be due and the then negotiated premiums would expire.

It is important to note that had the UMI program been retained, the losses within the deductibles would have to be paid in addition to the program premium. The conference would have had to add

an additional \$800,000 to the UMI premium, or raise it through increased apportionments to provide a safety net for our churches experiencing wind and hail losses, so that they may continue to carry on with their ministry.

In future years, we hope to be able to provide premium relief to our churches through efforts in risk avoidance. The combination of higher deductibles and risk avoidance education should result in lower premiums. In recent years our claims history has been high; we need to reduce it, and a significant portion of the proposed program is directed toward this effort.

While doing our work, we uncovered some additional needs. One of these is to increase our liability coverage and this is included in our recommendation. Another discovery was that unlisted vehicles were not covered; we are also including this coverage in our recommendation. Finally, we also discovered that we will need to establish an equitable and sustainable formula for billing churches. This will take a while to develop and much longer to fully implement.

The recommendations made to and approved by CFA are as follows:

1. That MHBHT be selected as the broker to provide all of the conference insurance beginning April 1, 2012.
2. That the premium of \$4,997,370 remain in effect as the annual premium through April 1, 2013 with the premium savings of \$800,000 applied to the conference administered loss fund.
3. That the IAT work with CFA to develop guidelines and to properly fund the deductible subsidy program.
4. That MHBHT be employed to administer the deductible subsidy plan at cost but not to exceed \$75,000 for the next 12 months or until other action is taken
5. That the Insurance Advisory Team be reinstated as a standing Insurance Advisory Committee with oversight of the negotiation of the premiums and administration of the program, reporting directly to CFA.
6. That the Insurance Advisory Team be made up of persons with extensive property and liability insurance experience who also have no conflict of interest serving on this team.
7. That an aggressive loss control program be initiated in which every church and ministry in the annual conference receives an onsite visit and report from a licensed, accredited loss control specialist.
8. That the UMI partnered Safe Sanctuary program be replaced by the MHBHT partnered MinistrySafe program, to provide protection from sexual misconduct on the part of our pastors, staff and volunteers.

## CONFERENCE COMMUNICATIONS REPORT

The Communications Ministry of the North Texas Annual Conference was very productive this annual conference year. Our media outreach extended across the annual conference and beyond to the mission field. Our overall goal was empowerment of the United Methodists of North Texas with compelling media that impacted the mission field to make more disciples for Jesus Christ.

We empowered the United Methodists of North Texas by conducting “Media Transformation” workshops in three districts. A total of 300 lay persons were trained in social media, internet marketing, advertising and print media.

We created compelling media products in the form of “New Vision New Voices”—the North Texas edition of the “United Methodist Reporter” newspaper. Twice per month this publication

presented activities and events from our annual conference. This newspaper entered a national media competition sponsored by United Methodist Communications, and won two awards for “best journalism” and “best design.”

We also created compelling media in the form of our video newscast, “NTC News”, which went on the road this year and taped editions in Little Elm, Texas and Tampa, Florida. “NTC News” was formatted for viewing on the web and on smart phones, giving North Texas United Methodists the ability to share the good news of our conference with others in two formats. A total of five editions were produced this year, and are stored on the annual conference website.

We reached out to North Texas United Methodists and beyond to the mission field with our Advent and Easter advertising campaigns. Both campaigns partnered with several established communication entities such as Radio Disney, “The Dallas Morning News”, Google and Facebook. The campaigns brought the secular audience to our website and provided information about Advent and Easter events in our churches. There was an enthusiastic response by our churches. There were 150 churches involved with the Advent campaign, and 180 churches involved with the Easter campaign.

Our most deliberate outreach to the mission field was our re-designed website which features a section for those persons who are not United Methodists, and may not be Christians. We offer invitational, non-judgmental information to persons who are searching and seeking God and assistance with critical issues of life. The re-designed website also features enhanced displays of the four ministry centers and offers easier access to information about our annual conference.

The Communications team made two international visits this year to South Africa and Liberia. Bishop Bledsoe’s visit to the World Methodist Conference in Durban, South Africa was transmitted back to North Texas via video and articles on our website. Bishop Bledsoe’s visit to the Liberian annual conference was also recorded, photographed and shared with North Texas. Additionally, we conducted training sessions with the Communications Team of Liberia.

The Communications Team includes Wil Murphy-media consultant, Linda Johnson-UMR associate editor, Patrick Steil-webmaster, Rosalinda Luna- administrative assistant.

Submitted by Dr. Sheron C. Patterson, Communications Officer

## **RECOMMENDATIONS FROM THE NEHEMIAH GROUP TO RE-VISION ANNUAL CONFERENCE FOR NORTH TEXAS ANNUAL CONFERENCE**

**Our Charge from the Bishop:** To evaluate, assess and re-vision the experience of Annual Conference for the North Texas Annual Conference.

**Our Team:** Named the Nehemiah Group, our task force consists of: Alfred White, Brenda McDonald, Dan Perkins, Rev. Edgar Bazan, Rev. Gene Wisdom, Rev. Jim Ozier, Jill Pledger, Joell Stanislaus, Dr. Larry George, Linda Parks, Rev. Arthur Jones, Rev. Chris Dowd, Rev. Chris Schoolcraft, Rev. Dana Coker, Rev. Dean Libby, Rev. Jodi Smith, Rev. Keith Boone, Rev. Kory Knott, Rev. Liz Talbert, Rev. Lucretia Facen, Rev. Marti Soper, Rev. Rachel Baughman, Dr. Sheron Patterson, Rev. Valarie Englert, Rev. Tim Morrison, Rev. Paul Rasmussen

The Nehemiah Group evaluated Annual Conference in three operational categories: 1) structure,



2) execution, and 3) process. We defined “success,” evaluated the present status of Annual Conference, and created a template for a renewed Annual Conference experience. We assessed the 2011 Annual Conference for effectiveness and clergy and laity involvement.

We also explored the history of Annual Conference as a United Methodist experience in an effort to reveal its original mission and purpose.

**Philosophical Statement:** We believe an institution’s success depends on both clarity of mission and a model that affirms and advances that clearly stated mission. The mission must describe the fundamental purpose of the institution, while the model is the strategy used by the institution to achieve that purpose.

Models commonly lose relevance and effectiveness over time. When that happens, organizations, often unintentionally, attach their allegiance to their model rather than their mission. When the effectiveness of their model is challenged, institutions often protect their model at the expense of their mission. We believe that this dynamic has and is impacting the Annual Conference experience in the NTC.

At its inception, the Annual Conference experience served and supported a clearly defined mission and purpose. Over time, as the model has become dated, it no longer effectively supports its original purpose. Rather than evaluating and reworking the model, the NTC has protected it. We believe that our mission must be non-negotiable; but our model must be perpetually negotiable in order to insure its effectiveness.

In our initial assessment of our present Annual Conference experience, we believe that:

- I. Presently, we have either forgotten or ignored a clearly defined mission statement for Annual Conference
- II. Presently, we have no real evaluation tool with which to measure the effectiveness of our experience.

Our assessment of Annual Conference 2011 includes the following strengths and weaknesses:

#### **Weaknesses**

1. Audio/visual production quality was substandard. Overall production quality felt substandard.
2. The event was consistently behind schedule.
3. Legislative portions and program presentations were poorly integrated.
4. The quality of the content in the presentations and the quality of the presenters/communicators of those presentations were not congruent.
5. The environment did not honor and facilitate fellowship.
6. We found no stated purpose, and identified no clear objective or tool with which to measure success of the event.
7. The event lacked an intentional strategy for hospitality.
8. There was no logical, strategic, or emotional flow for the event (for example, the ending was a downer.)
9. There were few opportunities to be inspired to strategically fulfill our mission.
10. The agenda was overrun by insignificant minutiae.

#### **Strengths**

1. The episcopal address was strategic, compelling, and needed.
2. The retirement speeches, in general, reflected nostalgia and tradition.

3. The clergy session worship experience at Munger Place reflected the type of intentional integration of inspirational worship that can partner with mundane legislative protocol.
4. The Ordination Worship experience was meaningful.
5. The Memorial Service was meaningful.
6. The event promoted sharing of stories of transformation from around the NTC.
7. The hospitality planned and delivered at Christ Church was exemplary.
8. The Core Leadership Team video was positive.

**History:** As our denomination flourished in its early form across England and America, Annual Conference has served a number of different roles with the primary goal of uniting people for the larger mission of the church. The first conferences were comprised of those invited by John Wesley and served to clarify the mission, theology, and structure of the early Methodist movement. In America, the early conferences were comprised solely of itinerant clergy working to keep the infant denomination together and on track for the larger mission. As Conference developed, it had three primary aims: polity, fraternity, and revival. Annual Conference was the norm around which Methodist clergy (and eventually laity) organized their lives and friendships, and were inspired towards the future of the church as they lived out their common mission.

Each of these aspects remains in the life of Annual Conference, but many happen outside of the current structure of the annual gathering. No longer, for instance, do clergy or laity attend Conference to discover where clergy will be appointed for the following year. Polity and the business of Conference fill much of the agenda, but Conference is increasingly preoccupied with previously-decided business. Friendships develop at Conference, but primarily on the fringes, in the hallways of Conference. And while Conference is filled with times of worship, many participants do not attend. Few of these worship opportunities are intended for “revival.” Remnants of the earlier rationale remain, but in a rote and ritualized configuration.

The Nehemiah Group looked at ways that other Annual Conferences “do Conference” differently as well. There are 62 United Methodist Annual Conferences in the United States. These Annual Conferences provided a frame of reference for how Annual Conference is managed in other areas around the country. These “case studies” provided the Nehemiah Group with numerous ideas for how Annual Conference in the North Texas Conference can be re-invented to be exemplary.

The process, structure, and execution of the Indiana Annual Conference was particularly compelling to our team. Bishop Bledsoe’s colleague on the Council of Bishops, Bishop Mike Coyner, confirmed that the Indiana Annual Conference format was one that they were particularly proud of and was constructed with great intentionality. In addition to compelling programming and coordinated productions, the Indiana Annual Conference featured an “Implementation Team” that included coordinators in the following categories: prayer, worship, hospitality, Conference briefings, staging and technology among others.

The Nehemiah Group did additional research by participating in Catalyst, a nationally renowned and powerful gathering of Christian leaders, influencers and world changers who love Jesus Christ. At Catalyst, the team observed a high-energy event where participants gathered to learn, worship, and create together with a momentous passion. The team witnessed Kingdom ambassadors, change agents, influencers, and cultural architects seeking to change churches, communities, and cultures for God. This event inspired us to suggest programming for our Annual Conference that reflects our original purpose and stimulates making disciples of Jesus Christ for the transformation of the world.

As a conclusion to our evaluations, we propose the following list of priorities/values as staples for a renewed Annual Conference gathering. In this list, we have included those priorities that we must have in order to reenergize the event:

**Mission Statement:** To celebrate time-honored Conference purposes and traditions in meaningful ways, honor legislative procedures with efficiency, and offer content that will advance our mission by inspiring and educating all Conference attendees, enabling them to enhance leadership and ministry in our local churches.

1. **Quality Production:** As stewards of the resources it takes to fund the event, and as stewards of the time sacrificed by its participants, we believe that the production value of Annual Conference should be world-class. The best and brightest laity within our churches can and do expect quality production.

2. **Pace and flow:** A well-organized and executed conference should demand attention to detail of the pace and flow of the event. Agenda items and events should be paired together in a more deliberate and intentional fashion to insure logical flow and inspirational moments throughout.

3. **Inspiring Presenters:** Great public communication is essential for a meaningful event. We believe that the NTC ought to give platform priority to world-class, inspiring communicators.

4. **Great Music:** We believe that great music (of multiple genres) strategically placed throughout the program (of multiple genres) is essential to the establishment of a compelling Conference environment.

5. **Fun:** We believe that the participants of Annual Conference will learn more, contribute more, and be more inspired for the future in an environment that acknowledges a spirit of fun.

6. **Valuable Content:** We believe that we can be more intentional about the content included in the myriad presentations and take-home material of Annual Conference. We believe that our content should not be limited to routine and required presentation, but should also include: best practices for the local churches and ministries; compelling presentations of the Gospel; information about institutional and mission promotion.

7. **Creativity:** We believe that planning for Annual Conference should demand a comprehensive consideration of creativity in its organization, production, and execution.

8. **Inspiring Worship:** We believe that strategic moments of profound and inspiring worship are non-negotiable components of a meaningful Annual Conference experience.

9. **Participation:** We believe that Annual Conference should be an environment that invites and facilitates active participation from its attendees.

**Having identified the priority elements of a meaningful Annual Conference experience, the Nehemiah Group makes the following recommendations in order to insure integration of our stated values and mission statement.**

We hereby recommend that:

1. The conference office transition the planning, production, and execution of Annual Conference to a third-party task force—including a professional event planner, with the sole objective of planning a meaningful experience anchored by the above priorities.

2. The task force integrates the above priorities as it celebrates the NTC's time-honored traditions in meaningful and inspiring ways.
3. The task force pursues nationally- and globally-recognized keynote speakers.
4. The task force pursues a single location that can accommodate the entire event and better facilitate an environment of fellowship.
5. The task force integrates worship into the fabric of our legislative and presentation sessions rather than as stand-alone, off-site experiences.
6. The task force explores greater participation of vendors and vendor fees and participant registration fees in order to increase revenue and insure quality production.
7. The task force collaborates with NTC officials to reduce the volume of mid-Conference presentations by off-loading applicable reports to district conferences and electronic distribution and increase the volume of teaching and inspirational sessions throughout.
8. The task force creates a specific evaluation process and team to thoroughly evaluate every session.
9. The task force thoughtfully brands, markets and promotes the event in advance, with particular attention to keynote speakers and music guests.
10. The task force crafts and uses language that suggests the leadership and learning benefits of Annual Conference over and above its reporting and business protocol.

## C.C. YOUNG MEMORIAL HOME

C. C. Young was chartered in 1922 in South Dallas where Methodist Hospital now stands. In the fall of 1919, Reverend Christopher Conley Young finished his sermon at the Tyler Street Methodist church in Dallas, stepped down to greet new members and met his fate. An elderly woman of 85, who had no money, no relatives, and no place to go, asked for his help in finding her a place to live. Reverend Young was so moved by her plight that he resigned his pastorate in 1920, with the blessing of the North Texas Conference, and for the next five years undertook the task of establishing a home for aged women by securing funds and developing an interest in building a retirement home. The Conference was so moved by his unwavering dedication to this cause that they carried out his plans and changed the name to the C. C. Young Memorial Home, the first Methodist facility for the elderly in Texas.

Since then, C. C. Young has developed into a premier retirement community offering a constellation of services to older adults in the Dallas community and is located on a 20-acre wooded campus across from the beautiful White Rock Lake. C. C. Young continues to live by their mission to work with others to transform our complementary service responses to the aged and through collaboration to intensify and broaden their programs and services so that each individual may flourish in *body, mind and spirit*.

C. C. Young has made a lot of changes and if you drive down Mockingbird Lane across from White Rock Lake you are sure to see them. The newest residential living building, The Overlook, has changed the landscape of the C. C. Young campus. This beautiful new building can be seen from several vantage points in the area including White Rock Lake. There are ten different floor plans in The Overlook and many of them include views of the downtown Dallas skyline, the North Park skyline, or of White Rock Lake.

The construction of The Overlook also led to the transformation of the center of campus where the "B" building, the last remaining building where Blanton Gardens once stood, into a lovely community park adjacent to The Overlook. Built with generous donations from the Charles C. Blaylock Memorial Fund, C. C. Young's new Central Park and meditation labyrinth has become a

soothing place on campus where residents can sit in peace and listen to the birds chirp. In addition to the beautiful plants and trees C. C. Young's new park will soon be home to a one of a kind memorial walk where residents and family members will be able to purchase engraved bricks in memory of their loved ones.

For 90 years C. C. Young has brought its Vision and Mission to not only those who live, thrive and grow at C. C. Young, but to their surrounding Dallas neighbors. C. C. Young kicked off their 90th Birthday and Anniversary Year Celebrations on March 16, 2012, with over 100 residents all aged 90 or better. The birthday event included a slide show presentation of C. C. Young's history, hymn sing along, and a delicious birthday cake. One particular resident, Mary Schumacher, age 103 and the oldest resident at C. C. Young took pleasure in cutting the cake and shared her memories of C. C. Young. The events' honorary guest, Dr. Don R. Benton, led the devotional and hymn sing along.

Dr. Don R. Benton has been a remarkable inspiration to the growth of C. C. Young. Dr. Benton currently holds the position of C. C. Young's Director of Pastoral Care and he is the Chairman of the Body, Mind and Spirit Foundation Board at C. C. Young. Dr. Benton along with the Pastoral Care staff, Reverend Jan Sullivan, Assistant Coordinator of Pastoral Care, and Reverend Kathy Betz, Hospice Chaplin, offer valuable support to residents and their families during difficult times and present help and caring to the entire community.

These individuals along with dedicated staff, volunteers, residents and supporters enable C. C. Young to achieve their mission. In 2011 C. C. Young triumphed over the following significant accomplishments. C. C. Young's 11th Annual Art Event showcased 156 works of art created by Dallas artists aged 55 or better, C. C. Young had over 200 Veterans and their spouses in attendance at their annual Veterans' Day Luncheon, C. C. Young's first National Wii Bowling Team, the "Young Strikers" made it to the Senior League National Playoff tournament, C. C. Young's Residential Living Facilities hosted 17 social hours and 20 day trips, and C. C. Young's Blanton Assisted Living Facility received zero deficiencies for their Annual Life Safety Code and Nursing Survey.

C. C. Young would like to thank every individual, foundation, community group, church and collaborative organization for devoting their time and talents to the residents at C. C. Young. Over 2,300 people volunteered giving more than 16,000 volunteer service hours to C. C. Young in 2011. C. C. Young's accomplishments and progress in 2011 would not have happened without their support.

## GOLDEN CROSS

**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 health care to persons who cannot afford it."* (Revised, November 2005) The mission of Golden Cross is to revolutionize the delivery of health care for the neediest members of the North Texas community.

**Background:** For over 86 years, Golden Cross has been a powerful ministry at Methodist Dallas Medical Center, serving the entire North Texas Conference. Founders of the Golden Cross ministry united the North Texas Conference and Methodist Dallas Medical Center in a partnership dedicated to the vision of providing free medical care. Golden Cross brings together Methodist congregations, dedicated physicians, and caring individuals to provide medical care for those in need. As the needs of the community have changed in recent years, so, too, has the Golden Cross ministry. Through

resourceful initiatives such as the Golden Cross Academic Clinic of Methodist Dallas Medical Center, the program has expanded to serve thousands of North Texas residents.

Guided by the original vision of mission and health care 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 Board is comprised of dedicated clergy and lay members of congregations throughout the North Texas Conference.

**Expansion of Benefits for North Texas Conference:** In 2005, the Golden Cross Board voted to modify how the changing needs of communities served by Golden Cross are addressed, while broadening the reach of its ministry within the North Texas Conference. Recognizing that changes in government funding of healthcare for the poor and elderly would require changes in Golden Cross policy, the Board implemented several new programs in order to more efficiently address the increasing crisis of the uninsured and underinsured.

**MedAssist:** To expand the reach of Golden Cross and better leverage available funds, the Board considered two major health challenges for uninsured residents in the North Texas Conference: high prescription drug prices and chronic disease management. As its first new program, in 2006 the Board unanimously recommended that all available Golden Cross funds be allocated to the development of a prescription medication program. The MedAssist program serves patients of the Golden Cross Academic Clinic of Methodist Dallas Medical Center. Through this revolutionary prescription delivery program, qualified patients receive medications at no cost.

Golden Cross also provides 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.

Over 3,900 patients have received free services and medication through MedAssist and other Golden Cross programs since their inception. Golden Cross is making a difference in the quality of life of each patient.

**Congregational Nurses:** The Golden Cross Board also voted to provide funding to the Golden Cross Academic Clinic for its Congregational Health Ministry. In partnership with North Texas Conference churches and other area churches, the Congregational Health Ministry works to improve the physical and spiritual health of the community of faith by providing guidance, sharing resources, and assisting church leaders with congregational wellness needs.

**Prenatal Program:** In October 2009, the Life Shines Bright Pregnancy Program was initiated. This exciting, innovative program provides comprehensive care and support to patients at risk for pre-term delivery. Patients are recruited for the Life Shines Bright Pregnancy Program through community outreach seminars held monthly at area churches. Those who are assessed as at risk for pre-term delivery are then referred to physicians through the Golden Cross Academic Clinic. High-risk patients from the Los Barrios Clinic are also eligible for the program. A bilingual nurse practitioner and prenatal health care educator administer the program. To date, the statistical improvement in outcomes has been dramatic.

**West Side Clinic—Collin County Adult Clinic:** In August 2011, the Golden Cross Board approved funding for the Golden Cross Academic Clinic clinical and health education staff to provide short-term diabetes education to patients at the West Side Clinic in Plano, TX, a ministry of St. Andrew United Methodist Church. Two series of four-week diabetes education classes were held from August–November, 2011, at no cost to patients. In addition, the Golden Cross Academic Clinic staff provided diabetes education training to clinical staff at the West Side Clinic, to ensure

long-term delivery of this health education service. A new class series began in January 2012 with trained volunteers at the West Side Clinic.

**Oversight:** The Golden Cross Board reviews each program annually in order to determine highest priority and best use of available funds. The Board takes seriously its responsibility to successfully manage the sacred trust of donors. Golden Cross needs the support of the entire North Texas Conference to realize its mission. Each church is encouraged to maintain or commit to a pledge of one dollar (\$1.00) per member per year.

**The Future:** The goal and mission of Golden Cross is 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.

**Call for More Information:** To access these services, please call the Golden Cross Academic Clinic at 214-947-6700.

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 those in need of quality health care.

Julie Yarbrough, Chairwoman

### **Golden Cross: North Texas Conference Commitments**

In 2011 these North Texas Conference churches contributed a total of \$41,351 to Golden Cross. An asterisk (\*) denotes churches that met the Golden Cross founders’ original goal of \$1 per member per church:

#### **East District**

Charleston\*  
Lone Star\*  
Salem-Kinser\*  
Tira\*

#### **Metro District**

Axe Memorial\*  
Cockrell Hill\*  
Elmwood  
First Dallas  
First Duncanville  
First Irving\*  
First Richardson  
Highland Park\*  
Kessler Park  
Lake Highlands  
Lovers Lane  
Pleasant Mound/Urban Park\*  
Schreiber Memorial  
Tyler Street  
Umphress Road\*

University Park\*  
Walnut Hill  
White Rock

#### **North Central District**

Christ Plano  
Custer Road  
Fellowship–Trophy Club  
First Denton  
First Frisco  
First Plano  
St Andrew\*  
Trietsch Memorial

#### **Northwest District**

Alvord\*  
First Whitesboro\*  
Forestburg\*

## METHODIST CHILDREN'S HOME

Greetings from Methodist Children's Home (MCH) and the more than 1,400 children we serve. As MCH continues to discover innovative and effective ways to offer hope to children, youth and families through our nurturing, Christian community, we are grateful for the support of our benefactors and friends from the North Texas Annual Conference.

The historic connection between MCH and the United Methodist churches from Texas and New Mexico has helped care for thousands of children from tough places in life. As we do every three years, we ask that the North Texas Annual Conference join MCH in reaffirming our Statement of Covenant Relationship as part of this report. A copy of the statement follows this report.

Our friends and benefactors can be confident that MCH is working to find the highest and best use of the resources entrusted to us. Evidence of this commitment can be seen in our recent completion of two comprehensive accreditation assessments by the Council on Accreditation (COA) and Coalition for Residential Education (CORE). I am proud of the hard work by our staff, Board of Directors and volunteers who took on these duties in addition to their daily responsibilities serving our children. I am honored to report that MCH was found to be in compliance with, and in many cases to have exceeded, best practice standards established by these two national accrediting organizations.

In addition to ensuring the highest and best use of the resources entrusted to us, MCH has been hard at work accomplishing goals produced by our five-year strategic plan. I invite each member of the annual conference to visit our website at [www.methodistchildrenshome.org](http://www.methodistchildrenshome.org) to view our strategic plan or call MCH at (800) 853-1272 to have a copy mailed for your review. The priorities and goals of our strategic plan will enable our ministry to increase its impact on children and families across Texas and New Mexico. One of our goals is to develop new opportunities for MCH to work with churches to help meet needs in their communities and congregations. During this process, we received valuable input from our Commissioners, a group of clergy and laypersons who serve as advocates for MCH in their local churches.

Guided by our core values of Christian Principles, Relationships, Responsibility, Growth, Service and Hope, MCH is committed to providing the services, programs and talented individuals needed to positively impact the young people in our care. This is happening every day through residential campuses in Waco and Waxahachie and at our Boys Ranch, as well as through our Dallas Outreach Office and the Wesley Rankin Community Center that serve the North Texas Annual Conference.

In addition to the accomplishments listed above, your support also empowered MCH to:

- Graduate 53 high school seniors in 2011. Thanks to our many friends, we were able to allocate more than \$500,000 for MCH alumni to pursue a college or advanced degree, a certificate at a trade school, or job-related training that will help them improve their families and our communities.
- Cultivate a relationship with Dr. Karyn Purvis and Dr. David Cross of Texas Christian University's Institute of Child Development to provide insight into exciting new methods and techniques to interact with children through Trust-Based Relational Intervention (TBRI).
- Celebrate academic success for a number of our children and youth. Fifty-four students from the Waco campus and Boys Ranch were named to academic honor rolls and 29 earned a "commended" score on the TAKS test.



- Expand our competitive athletics and Ag Science/FFA programs. This included the addition of a football field on our Waco campus and increased participation of young ladies from the Waco campus in FFA projects at the Boys Ranch.
- Recognize the great work of 79 staff with employee service awards. All honorees had at least three years of service, and nine employees celebrated 20 or more years with our ministry.
- Participate in mission trips and community service projects that enabled MCH youth to show Christ's love by meeting needs across Texas.

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. We are grateful to Dr. J. Clayton Oliphint of First UMC in Richardson and Mrs. Betty Vilven of First UMC in Plano who recently completed their service on the MCH Board of Directors, and current Board members Dr. Ouida Lee of Church of the Disciple in DeSoto and Mr. Scott Wallace of Highland Park UMC in Dallas.

These individuals, along with the MCH Commissioners and benefactors, enable our ministry to achieve our mission. On behalf of Methodist Children's Home, thank you for sharing our story in your churches and communities. If you would like to schedule a speaker, arrange a tour or need resources to help MCH promote an offering, contact Trey Oakley, vice president for development, at 1111 Herring Avenue, Waco, Texas 76708 or by phone at (254) 750-1213 or (800) 853-1272. I also encourage you to visit our website to download stories and resources to help educate your congregation about our ministry.

Thank you for your continued trust and support of our ministry. May God bless you and Methodist Children's Home.

Tim Brown, President/CEO  
Methodist Children's Home

## **STATEMENT OF COVENANT RELATIONSHIP BETWEEN METHODIST CHILDREN'S HOME AND THE NORTH TEXAS ANNUAL CONFERENCE OF THE UNITED METHODIST CHURCH**

This is a statement of the relationship between Methodist Children's Home (MCH) and the North Texas Annual Conference, hereinafter referred to as "The Conference".

### **I. PURPOSE, MISSION, AND GOALS OF METHODIST CHILDREN'S HOME**

The purpose of Methodist Children's Home is the charitable care and ministration for children residing within the bounds of the patronizing Annual Conferences of the United Methodist Church. To carry out this purpose the Board of Directors shall have the authority and responsibility to develop and direct a program of child care which shall effectively meet the needs of the children served. This program may include institutional care, foster home care, group home services, residential treatment for emotionally disturbed children and youth, social services for children in their homes, and any other services which the Board of Directors shall deem appropriate in meeting the needs of children and youth.

### **METHODIST CHILDREN'S HOME MISSION STATEMENT**

MCH offers hope to children, youth and families through a nurturing, Christian community.

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## METHODIST CHILDREN'S HOME GOALS

In order to accomplish the above stated mission, Methodist Children's Home has an obligation to recognize and share the spiritual values that make Christian child care unique. Therefore, MCH shall strive to create a nurturing, Christian community for our young people, staff and benefactors that:

1. Applies the principles of the Christian faith which serve as the foundation for this ministry;
2. Builds healthy relationships through communication, respect, trust and love;
3. Fosters accountability for self and others;
4. Provides opportunities for spiritual, emotional, physical and intellectual development;
5. Shows compassion through generosity and care; and
6. Believes in the possibilities of the future.

## II. BOARD OF DIRECTORS AND MANAGEMENT

Methodist Children's Home shall be governed and managed by a Board of Directors selected from members of the United Methodist Church in the following patronizing Conferences of the United Methodist Church, to wit: Texas Conference, North Texas Conference, Northwest Texas Conference, Central Texas Conference, Southwest Texas Conference, Rio Grande Conference, and New Mexico Conference. All references herein to "patronizing Annual Conferences" shall be to those seven Conferences, and such Annual Conferences as may hereafter become patronizing Annual Conferences. The Board of Directors shall govern and manage the MCH on the basis of the MCH's best interests.

Should any of the patronizing Conferences at any time desire to withdraw as such, then such patronizing Conferences shall cease to elect representatives as members of the Board of Directors and shall no longer be included in the definition of "patronizing annual conference" for purpose of the Statement of Covenant Relationship. Should any additional Conferences desire to become patronizing Conferences, they may become such by making application, in the manner prescribed by the Board of Directors, providing a majority of the Board of Directors shall vote to accept such Conferences.

The Board of Directors of the corporation shall be constituted or elected as prescribed in the Bylaws. The Bylaws presently provide as follows:

Tenure and Qualifications. The Board of Directors of the corporation (each member of which shall be entitled to vote) shall consist of twenty members (unless changed by reason of a change in the number of patronizing Annual Conferences) and shall be appointed, elected or determined as follows:

- A. One representative, either a minister or a layperson, from each patronizing Annual Conference, shall be nominated by the Bishop of such patronizing Annual Conference and approved by such patronizing Annual Conference. Any vacancy occurring on the Board of Directors with respect to such a member shall be filled for the unexpired portion of the term by nomination by the Bishop of such patronizing Annual Conference and approval by such patronizing Annual Conference.

- B. One active Bishop from among the patronizing Annual Conferences shall be elected by a majority vote of the Bishops of the patronizing Annual Conferences. Any vacancy occurring on the Board of Directors with respect to such position shall be filled for the unexpired portion of the term by a majority vote of the Bishops of the patronizing Annual Conferences.
- C. The serving chairperson of the MCH Commissioners, or any successor to such body, shall automatically serve. Any vacancy occurring on the Board of Directors by virtue of a vacancy in such position shall not be filled, but shall remain vacant until the successor to such vacant position is duly qualified, at which time such successor shall become a member of the Board of Directors.
- D. Eleven Directors at Large from the territory of the patronizing Annual Conferences, either ministers or lay members of the United Methodist Church, shall be elected by the Board of Directors of Methodist Children's Home after considering the nominations proposed by the Nominating Committee hereinafter described; provided, that the election of each Director at Large shall be effective only after approval or confirmation by the patronizing Annual Conference of the location in which such Director at Large resides. Such nominations and Board election with respect to expiring terms shall take place at the regular meeting of the Board of Directors of MCH held in February of the calendar year in which the terms of the Directors at Large which are to be filled expire, or if there is no such meeting in February of such year, then in the regular meeting in such year held nearest to February. Any vacancy occurring on the Board of Directors with respect to one or more of the members elected at large whose term has not yet expired shall be filled for the remainder of the unexpired term by the Board of Directors at any regular meeting after considering nominations proposed by the Nominating Committee.
- E. Each Director shall be appointed or elected for a term of three years and shall hold office until his or her successor has been elected and qualified, or until his or her earlier death, resignation or removal from office by the Board of Directors.
- F. No Director shall be eligible to serve more than three consecutive three-year terms as a Director. Following a period of maximum service under this provision, the duration of that former Director's ineligibility shall last for three years. Former Directors may retain or be elected to membership on any one (but not more than one) committee of the Board without tenure limitations.
- G. Should any patronizing Annual Conference cease to be such, then the representative from such patronizing Annual Conference appointed in accordance with paragraph A above shall immediately cease to be a Director. The total number of Directors shall decrease accordingly and the affairs of MCH shall be governed and managed by the remaining members of the Board.

### III. RELATIONSHIP

Methodist Children's Home is related through a common religious heritage and a common commitment to Christian service to The Conference. The Conference, recognizing this shared commitment, annually authorizes and promotes a special offering in each local church for the support of MCH. The Conference assumes no other financial responsibility for MCH. In return for

the encouragement of financial support for MCH by the Conferences, MCH submits an annual audit to The Conference. Any time a gift is given directly to MCH and the gift is designated for credit to a local church, MCH shall forward notice to the Conference treasurer's office to ensure proper recording of the gift.

The Conference supports the mission of Methodist Children's Home by approving directors to serve on the MCH Board of Directors. The Board governs and manages on the basis of MCH's best interests. The Conference does not exercise any ownership or control over MCH and does not accept any legal or financial responsibility, other than the above-mentioned special offering, for MCH.

To keep the Conference informed about activities at Methodist Children's Home, MCH presents an annual report at the Annual Conference to be published in the Conference Journal, provides updates and presentations at conference and district meetings, prepares appropriate news releases, publishes the Sunshine magazine, and encourages tours of MCH facilities by local church groups and appearances in local churches by MCH staff members and residents.

MCH seeks accreditation of its program by outside accrediting bodies in order to assure the Conference of the quality of its program. Currently MCH is accredited by the Council on Accreditation of Services for Families and Children, Inc., and Coalition for Residential Education and is licensed by the Texas Department of Family and Protective Services.

Should Methodist Children's Home be dissolved, the assets would be distributed as set forth in the Distribution of Assets on Dissolution in ARTICLE XII of the Bylaws of MCH, revised, April, 2006, as follows:

In conformity with the provisions of ARTICLE NINE of the Second Restated Articles of Incorporation of Methodist Children's Home, all assets of the corporation are pledged for use in performing the corporation's charitable functions, and upon discontinuance of the corporation by dissolution or otherwise, the assets that remain after the satisfaction of all liabilities and obligations shall be divided proportionately among the Annual Conferences of the United Methodist Church that are patronizing Annual Conferences of Methodist Children's Home at the time such distribution is made, and are also recognized as charitable organizations under Section 501(c)(3), Internal Revenue Code of 1986, as amended, such distribution to be based upon the membership of each conference at the last annual report preceding the dissolution. Any assets so distributed shall be dedicated for use by each patronizing Annual Conference for the charitable care and ministrations for children. Provided, however, that if any patronizing Annual Conference is not, at the time of such distribution, an organization that is qualified as a charitable organization under Section 501(c)(3), Internal Revenue Code of 1986, as amended, then its share of such assets shall be distributed to one or more charitable organizations, recognized under Section 501(c)(3), Internal Revenue Code of 1986, engaged in child care or ministrations and affiliated with the United Methodist Church.

#### IV. PERIODIC REVIEW

The provisions of this Covenant Relationship shall be reviewed and revised if needed every four years or more frequently if needed. The above Statement of Relationship has been approved by the respective bodies and its approval is attested.

## METHODIST HEALTH SYSTEM

Through our covenant relationship between the North Texas Conference and Methodist Health System (Methodist), we proudly reaffirm that the care of the sick and injured, as well as the education of people to care for them, are important ministries for our community.

The Church and Methodist influence one another in many varied areas. Essential to the values and mission of Methodist Health System is our commitment to provide direct services on behalf of the Conference, such as pastoral care and educational opportunities, and to render charity services including those provided through the Golden Cross Program. We know these activities are designed to reflect our mutual continuing commitment to Christian life and learning. Central to that, the bishop, Methodist ministers, and laypersons carry out leadership roles on Methodist's governing and advisory committees. Another central philosophy to our mission is that Methodist Health System treats people from all walks of life with respect and dignity. At each facility, we strive to conduct our ministry of caring and healing in a compassionate way that brings recognition and credit to the United Methodist Church.

Methodist Dallas Medical Center is a 515-bed hospital located just southwest of downtown Dallas, which serves as the teaching and referral hospital of Methodist Health System. Among Methodist Dallas Medical Center's many areas of expertise are cancer treatment, cardiology, day surgery, emergency/trauma care, gastroenterology, intensive care, maternity, neonatal intensive care, neurosciences, orthopedics, outpatient services, radiology, transplantation, and urology. The Methodist Dallas Transplant Institute performed 109 transplants in 2011 and has done 2,909 procedures since its founding in 1981, including adult kidney, pancreas, and liver transplants. Methodist Dallas Medical Center made medical history in 1992 when it performed the world's first successful simultaneous heart-kidney-pancreas transplant.

Methodist Charlton Medical Center, with 309 beds, serves the residents of the suburban communities in southwest Dallas County. Methodist Charlton provides a variety of exceptional programs, including cancer treatment, cardiology, day surgery, emergency care, general medicine and surgical care, radiology, and women's services. In September 2009, Methodist Charlton completed an extensive \$116 million renovation and expansion, adding a new patient bed tower, additional surgical services, and physician offices.

The 168-bed Methodist Mansfield Medical Center which opened in December 2006, offers high-quality care to the growing areas of Mansfield and the surrounding communities. Expansion in 2010 included a 36-bed medical-surgical unit, additional operating suites, and an expanded emergency department. Services include cancer treatment, cardiology, emergency care, gastroenterology, general surgery, intensive care, maternity, neurology, nephrology, obstetrics and gynecology, orthopedics, pulmonology, and radiology.

The 209-bed Methodist Richardson Medical Center was added in June 2009 and fully integrated into our ownership on October 1, 2011, as the newest in our family of facilities. This full-service general acute care community hospital includes a cancer center, accredited cycle III chest pain center, sleep disorder center, and center for women's health with digital mammography, fellowship-trained breast surgeon, and patient navigator. Specialty services at this facility include orthopedics, neurosurgery, and cardiology.

Methodist Family Health Centers now extend family health care and general medical services through 17 neighborhood locations in the Methodist service area. Methodist Midlothian Health Center offers diagnostic imaging to serve the needs of the growing Ellis County community. The

40-bed Methodist Rehabilitation Hospital, in affiliation with Centerre Healthcare, provides inpatient and outpatient physical rehabilitations services for patients recovering from traumatic brain injury, trauma, stroke, orthopedic surgery, and other conditions.

A partnership between Methodist and area physicians, the 16-bed Methodist McKinney Hospital opened in February 2010 to serve Collin County and surrounding areas. Methodist Hospital for Surgery in Addison is a joint venture in partnership with a physicians group opened in December 2010 and is a center of excellence for spine and orthopedic surgery and the only facility of its kind in North Texas.

In fiscal year 2011, Methodist Health System:

- Treated **43,292** adult and pediatric inpatients
- Delivered **7,125** babies
- Performed **9,148** inpatient and **7,006** day surgeries
- Treated **211,656** trauma and emergency room patients
- Recorded **27,086** visits in the teaching clinics
- Saw **80** physicians affiliated with Methodist recognized by *D Magazine* as “Top Docs in Dallas”
- Provided **3,250** mammograms via our mobile mammography program
- Trained more than **75** physician residents and hundreds of nursing and allied health training candidates
- Provided more than **6,300** prostate cancer screenings through community outreach
- Provided more than **130,000** pastoral visits via our chaplains of all faiths
- Offered nursing outreach to **60** churches in our service area in partnership with congregational nursing
- Received the highest number of gifts in 2011 ever contributed to our Foundation—**19,260**—for a 59 percent increase over 2010 gifts.

We present our commitment to the people in our community in part through the number of activities and services we provide. The beautifully renovated Methodist Dallas Medical Center Golden Cross Academic Clinic trains medical residents in obstetrics and gynecology, internal medicine, and general surgery, while providing quality care for disadvantaged families. Other important programs include: Senior Access, which provides health-related services and information to more than 37,000 area seniors; Methodist’s Mobile Mammography program, which provides early detection and treatment for breast cancer to underserved women and has screened more than 35,000 women since 2000; the Methodist Prostate Cancer Screening and Awareness Program, which provides education and early detection for prostate cancer for minority men, and since 2000, has screened more than 66,000 men—more than any other hospital-based program in the U.S.; and Methodist’s Congregational Health Ministry, which provides health resources to churches throughout our community. Methodist is also one of the founding members 34 years ago of CareFlite air and ground ambulance. Methodist annually exceeds the 5 percent charity care ratio required by the state for non-profit organizations. Our hospitals provided more than \$82 million in uncompensated charity care in 2011.

Once again, Methodist Health System was honored this past year with an array of local, state and national acknowledgments, some of which include:

- Named among the **Best Places to Work in North Texas** for the eighth consecutive year through an employee survey conducted by the *Dallas Business Journal*, and

also named one of the **100 Best Places to Work in Healthcare nationally** by *Becker's Hospital Review*.

- One of the nation's "**Most Wired**," by *Hospitals & Health Networks* magazine for achievement in the use of health care information technology.
- **The first health system in Texas to receive Medicaid incentive payments for adopting electronic health records.** Three Methodist Health System hospitals earned a total of \$3.7 million under the new program.
- **Several members of our leadership team were recognized with local and national honors:** including myself among *Becker's Hospital Review's* "Hospital and Health System Leaders to Know." Executive Vice President and Chief Operations Officer Pamela J. Stoyanoff and Senior Vice President and Chief Information Officer Pamela G. McNutt, FCHIME, were honored among *Becker's Hospital Review's* "Women Hospital & Healthcare Leaders to Know" and Pam McNutt was also named among the Top 25 Women in Healthcare across the nation by *Modern Healthcare* magazine. Executive Vice President and Chief Financial Officer Michael Schaefer was honored by the *Dallas Business Journal* with the CFO Lifetime Achievement Award, and Methodist Dallas Vice President Jessica Rangel was recognized by the *Dallas Business Journal* as one of Dallas' "40 Under 40" leaders to watch.
- Ten Methodist Health System nurses were among honorees named in the prestigious Dallas–Fort Worth **Great 100 Nurses** award, honoring nurses who made a significant impact on the nursing profession and for patients, peers, and the community at large. Three Methodist Health System employees were among honorees named in the 2011 Dallas–Fort Worth Hospital Council Foundation Awards. Five Methodist nurses were honored with the *Nurseweek Magazine* **excellence award**. Three Methodist Mansfield employees were named "**Health Care Heroes**" by the *Dallas Business Journal*.
- **The Methodist Health System website was nationally recognized** by the eHealthcare Leadership Awards with a Gold Award for Best Health/Healthcare Content for the second consecutive year, the highest award given in this category, as well as an Award of Distinction for Best Overall Internet Site. Greystone.net and Krames/Staywell Best in Class Website Awards recognized Methodist with a Bronze award for Best Use of Health Content for Patient Support.
- Methodist Health System earned **national and state awards** for its **public relations and marketing department's achievements** from the Public Relations Association of Texas, the Health Information Resource Center, and *Marketing Healthcare Today* magazine.
- The Methodist Dallas Golden Cross Academic Clinic's innovative Life Shines Bright Pregnancy Program received the **Texas Hospital Association Excellence in Community Service Award**. A nurse and physician serving the program received the March of Dimes Perinatal Nurse and Perinatal Physician of the Year awards. Program Director Stephen Patrick, MD, received the DFW Alliance for Healthcare Excellence Education Hero of the Year award.

- Methodist Dallas was ranked in the top 10 medical facilities in the Dallas–Fort Worth region in gynecology, kidney disorders, and urology according to *U.S. News & World Report's Best Hospitals DFW metro area rankings*.
- **Methodist Charlton was named one of the nation's top performers on key quality measures** by The Joint Commission, the leading accreditor of health care organizations in America.
- Methodist Richardson, Methodist Dallas, and Methodist Charlton received **full accreditation from The Joint Commission**.
- **Methodist Mansfield achieved the Pathway to Excellence designation from the American Nurses Credentialing Center (ANCC)**, given to health care organizations that create work environments in which nurses can flourish and substantiate the professional satisfaction of nurses working at the facility.
- **Methodist Richardson and the Richardson Fire Department were recognized by the American Heart Association** and W. W. Caruth Jr. Foundation for having the fastest total combined patient treatment time for acute myocardial infarction (heart attack) treatment.

An ever-present and central part of the architecture of our hospitals is the cross at each one that symbolizes the Christian compassion and concern that are the daily standard of service for Methodist Health System. Methodist laypersons are encouraged to become active participants in the programs and services provided by the hospitals through auxiliary activities, participation in the volunteer services programs, or through service as a Golden Cross Advocate. Every United Methodist congregation is also urged to become an active participant in the Golden Cross Program by contributing one dollar per member annually. Together, with the North Texas Conference, Methodist Health System maintains a nearly century-long commitment to quality, compassionate health care and will continue to serve as a beacon of Christian caring throughout the region as we work daily to save and improve lives.

Stephen L. Mansfield, FACHE, Ph.D.  
President and CEO

## PERKINS SCHOOL OF THEOLOGY

Perkins marked centennial celebrations of the University's 1911 founding and 1915 opening with the publication in 2011 of *Perkins School of Theology: A Centennial History* by Joseph L. Allen, professor *emeritus* of Ethics.

In addition to celebrating a distinguished past, Perkins is moving toward a bright future. Effective student recruitment coupled with the lowest attrition rate in more than a decade led to double-digit annual growth in enrollment. United Methodists comprise 77% of our M.Div. cohort. Ten annual conferences in the South Central Jurisdiction provided funds which were matched by the Perkins Prothro Foundation to create endowments for students from their annual conferences. Resulting Perkins Annual Conference Endowment (PACE) grants from earnings on those endowments continue to provide financial aid annually. Twenty-seven United Methodist Annual Conferences



are represented in our student body, plus five UMC-related conferences: Indonesia, Kenya, Korea, Malaysia and Singapore.

Dr. Brad Braxton was appointed Lois Craddock Perkins Professor of Homiletics and is the first African American to hold an endowed chair at SMU, effective June 2012. Dr. Heidi Anne Miller, assistant professor of Christian Worship, and Dr. Linn Marie Tonstad, assistant professor of Christian Theology, joined Perkins in 2011. Dr. Pablo Andiñach, professor of Old Testament at ISEDET in Buenos Aires and a distinguished Methodist leader in Argentina, is a visiting professor.

Alyce M. McKenzie was promoted to the *George W. and Nell Ayers LeVan Endowed Chair of Preaching and Worship*, named a recipient of SMU's 2011 Altshuler Distinguished Teaching Professor Award, and elected 2012 President of the Academy of Homiletics.

Bruce D. Marshall was appointed to the *Edward and Emma Lehman Chair in Christian Doctrine*. Marshall also became director of the Graduate Program in Religious Studies, combining the resources of Perkins and the department of religious studies in SMU's Dedman College for students who pursue the Ph.D.

Dr. Hugo Magallanes was appointed director of Center for the Study of Latino/a Christianity and Religion at Perkins.

Perkins recognized retirements of David Maldonado, Jr., Marjorie Procter-Smith, and Charles M. Wood. Wood, who serves on the UMC Committee on Faith and Order, was elected 2012–2013 president of the American Theological Society.

Perkins established the Center for Religious Leadership to provide training in the theology of leadership and practical skills for leadership.

Perkins sponsored "Listening For Our Common Mission: The Church and Theological Education at Perkins," a significant event attended by bishops, Board of Ministry chairpersons, and other conference leaders relating to leadership development and clergy recruitment from across the South Central Jurisdiction.

Grace and Peace,

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

Oklahoma City University  
2501 North Blackwelder  
Oklahoma City, OK 73106

**Saint Paul School of Theology**  
[www.spst.edu](http://www.spst.edu)

Kansas City Campus  
5123 East Truman Road  
Kansas City, MO 64127

Saint Paul School of Theology is a seminary of the United Methodist Church that educates leaders to make disciples for Jesus Christ, renew the Church, and transform the world. We are one institution with two campuses, a free-standing seminary campus in Kansas City and a university partnership seminary on the campus of Oklahoma City University.

During the 2011–2012 academic year, 184 students from 14 annual conferences and 7 countries were enrolled in degree programs at Saint Paul School of Theology in Kansas City. Thirty-six students were enrolled in the Master of Divinity program at Saint Paul at Oklahoma City University. The Course of Study School at Saint Paul served 297 students at the Kansas City, Missouri, Springfield, Missouri, and Oklahoma City, Oklahoma locations.

The Resurrection Scholars program was founded on a partnership between Saint Paul School of Theology in Kansas City and the United Methodist Church of the Resurrection in Leawood, Kansas. A class was taught by Saint Paul faculty and COR pastors with special presentations from church staff on topics such as church leadership, stewardship, evangelism, governance, pastoral care, and discipleship. In addition, a small group of students were chosen as scholars who completed a 10 hour minimum weekly internship at COR, working in multiple areas of congregational life. The students were also assigned a pastoral mentor, had classes with Pastor Adam Hamilton, and met as a group to process the experience each week.

Saint Paul at OCU held its third LEAD seminar on the Oklahoma City University campus. The seminar focused on a variety of leadership topics including time management, spiritual formation, continuing education, and self-care and balance. The LEAD seminars are a collaborative educational project of the Oklahoma Area of the United Methodist Church, Oklahoma City University, and Saint Paul.

A Doctor of Ministry cohort track focusing on Revitalizing Congregations began January 2012. The track relates directly to the United Methodist Council of Bishops initiatives (the “Four Foci”) for the Church. The Wesleyan Strategies for the Missional Church DMin track will begin January 2013. Lead faculty include Dr. Henry H. Knight III, Dr. Robert Martin, and Dr. F. Douglas Powe, Jr. In addition to the lead faculty, students will learn from pastors from some of today’s most dynamic Wesleyan congregations.

The seminary will honor the Class of 1962 as its first 50 year class during its 51st Commencement Convocation in May. Bishop Teresa Snorton, the first female bishop elected by the CME Church, will speak.

The Saint Paul youTheology program, funded primarily by Lilly Endowment, Inc., is a program for high school youth to explore their faith and calling through worship, service, study, travel, and a mentoring relationship. Several youTheology graduates have become Saint Paul Master of Divinity students. In 2012, an MDiv student who was a part of the seminary’s first group of youTheologians as a senior in high school will graduate from Saint Paul School of Theology.

The trustees, faculty, staff, and students of Saint Paul thank you for your interest, prayers and support.

## **SOUTHERN METHODIST UNIVERSITY**

As SMU celebrates the centennial of its founding in 1911 by the Methodist Episcopal Church, South, and its opening in 1915, the University continues to rise in national prominence. Highlights of the past year follow:

- SMU’s total fall 2011 enrollment was 10,982, including 6,221 undergraduates and 4,761 graduate students. The ethnic minority enrollment made up 22.9 percent of the student body. The fall enrollment included a record number of 1,119 international students from 89 countries. Perkins School of Theology experienced an 11 percent enrollment increase, including students from 14 Annual Conferences.
- SMU’s external awards for research and sponsored projects have increased significantly. During 2010–11, SMU received \$21.6 million for research and sponsored projects, up from \$16.5 million in 2008-09. In 2011 the Carnegie Foundation for the Advancement

of Teaching raised SMU's classification to a research university with "high research activity."

- SMU Unbridled: The Second Century Campaign, launched in 2008, is the largest fund-raising effort in the University's history, with a goal of \$750 million. At campaign midpoint in 2012, gifts totaling \$574 million are providing funds for 231 scholarships; 22 endowed academic positions; 15 academic program endowments, including support for two schools and one academic department; and 16 new or renovated facilities.
- SMU will break ground in April 2012 for a new Residential Commons complex of five buildings to house an additional 1,250 students on campus. This will enable SMU to implement a sophomore residency requirement.
- A new Ph.D. program in art history, established in 2011, brings to 26 the fields offering doctorates at SMU. Among new academic programs, the Embrey Human Rights Program offers one of only five human rights majors in the nation.
- A new general education curriculum for undergraduates, to be implemented in fall 2012, is designed to prepare students for the demands of an increasingly interconnected global society, with renewed emphasis on ethics and courses with service-earning components.
- The George W. Bush Presidential Center, scheduled for completion in 2013, consists of a library, museum and independent institute. The Bush Institute has already begun programming with symposia on subjects including education, energy, literacy and economic opportunity for Afghan women. In 2011 the Institute was instrumental in bringing to the campus His Holiness the Dalai Lama to receive an honorary degree, present a public lecture and interact with SMU and high school students.
- SMU's centennial events in 2011 included a symposium on "The University and the City: Higher Education and the Common Good," at which Perkins Dean William B. Lawrence presented a concluding summary. Centennial publications include *The Perkins School of Theology: A Centennial History* by Professor Emeritus Joseph L. Allen.

SMU treasures its Methodist heritage, and we ask for your continued prayers and support.

R. Gerald Turner, President  
Southern Methodist University

## TEXAS METHODIST FOUNDATION

The Texas Methodist Foundation experienced significant growth during 2011, increasing our assets and further clarifying how to gain the most leverage from those assets to help our United Methodist community discern and live out God's purposes for them. Given the continued decline of the Church, in both affiliation and influence, and the critical need for vital communities of faith in our increasingly polarized world, our financial strength is more important than ever: the more financially stable we are, the more effectively we will be able to achieve our mission "to empower the Church in the achievement of her God-appointed missions."

We ended 2011 with \$384 million in assets under management, an \$11 million increase from 2010. The significance of our growth, however, lies, ultimately, in the lives changed in local congregations across the state where our services helped enable ministry. The measure of success for

our services—investments, loans, stewardship ministry, leadership ministry, and charitable services, including gift planning, church endowments, and grants—is in how effective they are at helping individuals and congregations fulfill God’s purpose, as together we work to make Christ’s love visible in the world.

The Texas Methodist Foundation, located in Austin, serves United Methodist individuals, churches and agencies within the five geographic annual conferences in Texas and the Rio Grande Conference of Texas and New Mexico. We appreciate the opportunity to report some of the ways we served United Methodists last year.

We are pleased to report the assistance we provided in 2011:

Within the North Texas Annual Conference:

- Loans from the Foundation to churches in the North Texas Annual Conference totaled \$88.2 million.
- Churches and related agencies within the North Texas Annual Conference had \$47.2 million invested with the Foundation’s Methodist Loan Fund.

Throughout the state:

- As of December 31, 2011, total assets under management by the Foundation were approximately \$384 million.
- Methodist Loan Fund investments grew overall, including new Individual Fund accounts of \$2.8 million. Methodist Loan Fund investments support the Foundation’s loan program which currently funds 442 loans to United Methodist churches and agencies. Our loan balance ended 2011 at \$309,296,787.
- The TMF Leadership Ministry supported 49 pastors from the Texas annual conferences participating in 6 Clergy Development Groups. The Leadership Ministry also welcomed 7 District Superintendents from around the state and across the South Central Jurisdiction, and the 11 active Bishops serving in the South Central Jurisdiction who were involved in group processes. The Leadership Ministry continues to support an ongoing group of 39 District Superintendents. Senior pastors and laity from seven congregations participated in a Holy Conversations Communities of Learning, focusing on spiritually-based strategic planning. And more than 48 judicatory leaders, pastors and laity attended special gatherings of entrepreneurial leaders hosted by the Leadership Ministry, including a Gathering of those Dedicated to the Development of Church Leaders and a President’s Advisory Council. The Leadership Ministry also hosted two think tanks—one for newly ordained pastors (14 participants) and one for clergy of Vital Congregations (14 participants.) We also began a new group of 15 Church Musicians focused around the Adaptive Question, “What is the role of music in making disciples for Jesus Christ?”
- Grants made by the Foundation during 2011 totaled \$1,021,287.43. Of that amount \$249,315 came from donor-advised funds. These grants benefited a variety of programs managed by local churches, community outreach centers, and conference ministries. The Foundation’s Grants Ministry continues to give priority to programs that address the root causes of poverty as it affects children.
- The Foundation distributed approximately \$600,000 from permanent endowments, predominantly to United Methodist causes in Texas.
- Our Stewardship staff consulted on 10 capital campaigns and Miracle Sundays, resulting in pledges totaling more than \$9 million to support the missions of United Methodist congregations across the state. They made more than 460 consultation visits to churches offering counsel and guidance in areas of specific need related to funding ministry. Stewardship staff also conducted 16 annual and year-round stewardship workshops in local churches and 13 district and conference level workshops.

- In addition to assisting many churches across Texas in establishing or growing permanent endowment funds, endowment services also helped create and support endowment leadership groups in various regions of the state. These groups provide a community of learning for endowment committee members from various local churches to share ideas and best practices for helping their churches fulfill their mission.

*A listing of Texas Methodist Foundation Board of Directors from the North Texas Conference area will be presented during the Annual Conference meeting June 3–5, 2012 in Plano.*

Tom Locke, President

## **TEXAS UNITED METHODIST COLLEGE ASSOCIATION “INVESTING; INFORMING; INFLUENCING”**

“WHAT A WAY TO SPEND OUR MONEY!” Young adults in our churches are worth every nickel of our support to educate them and prepare them to lead our church and our land to experience the beloved community of grace and healing.

Would any parent suggest that children could or will mature in healthy ways and embrace Christian values without the investment of time, resources, and encouragement by elders who care and share? Of course not!

TUMCA provides our churches a proven means for helping our young adults become educated and equipped “to serve the present age, their calling to fulfill.” By providing scholarship assistance to worthy young adults our churches are affirming the importance of “informed minds and faith formed hearts.” Such a vision was articulated in a hymn written by Charles Wesley for Methodism’s first school, “let us unite the pair so oft disjointed, knowledge and vital piety.”

TUMCA scholarships have been opening the doors and windows of knowledge, opportunity, vocation, and fulfillment in our United Methodist schools in Texas for over 50 years. Our TUMCA students are school superintendents, pastors, teachers, chemists, chaplains, owners of businesses, bankers, civil servants, persons of high rank in the military, and leaders across the world.

TUMCA scholarships have helped equip persons to be strong leaders for Christ and the mission of serving hurting people through their local churches and the community boards on which they serve such as the Food Bank, Salvation Army, Boy and Girl Scouts, Red Cross, United Way, and many more. The far reaching effect of TUMCA dollars is simply astonishing!

Through TUMCA United Methodists are investing in our young adults! These members of our church family are experiencing expanding horizons of learning, growth in their relationship to God, and clarity about their servant leadership in a hurting and defensive world.

INVESTING! INFORMING! INFLUENCING! Our young adults are worth every nickel! “Thank you” from our TUMCA scholarship recipients. You are blessing them that they may become a blessing to the church and the world. Listed below are the students, their home church and the United Methodist school in Texas where they are enrolled.

Bishop Dan E. Solomon, President

### **NORTH TEXAS CONFERENCE TUMCA STUDENTS**

#### **Lon Morris College**

Kelly Caffey

Jared Giese

First United Methodist Church, Kaufman

Lovers Lane United Methodist Church, Dallas

Lexion Lee	United Methodist Church of the Disciple, DeSoto
Peta Limerick	Lovers Lane United Methodist Church, Dallas
Benny Neal	Kavanaugh United Methodist Church, Greenville
Peterian Weato	Lovers Lane United Methodist Church, Dallas

**McMurry University**

Taylor Smith	Stonebridge United Methodist Church, McKinney
Timothy Thompson	First United Methodist Church, Cedar Hill

**Southern Methodist University**

Kelsey Chriss	First United Methodist Church, Richardson
Jane Kim	Wesley Korean United Methodist Church, Garland
Hannah Park	First Korean United Methodist Church, Richardson
Jordan Spencer	Suncreek United Methodist Church, Allen
Mary Anne Thompson	Highland Park United Methodist Church, Dallas

**Southwestern University**

Jessica Vittorio	Grace Avenue United Methodist Church, Frisco
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**Texas Wesleyan University**

Nicholas Franda	Christ United Methodist Church, Plano
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**TEXAS WESLEYAN UNIVERSITY**

- Frederick G. Slabach began serving as the 20th President of Texas Wesleyan University on January 1, 2011. Almost immediately, Slabach conducted listening sessions with faculty, staff and students. To gain even greater insight into the student experience, he resided on campus for over a month. Guided by this input, Slabach next redefined the University's strategic vision: *Texas Wesleyan aspires to be a values- and student-centered university where motivated students prepare for graduate school and leadership in professional careers.*
- The 2020 Strategic Plan leverages Wesleyan's liberal arts setting, where undergraduates receive individualized instruction in intentionally small classes led by gifted faculty who are committed to student success. Wesleyan students develop proficiency in critical thinking and analytic reasoning, which are the same skills sought by both employers and graduate programs. The goals of the strategic plan address academic distinction, the student experience, campus enhancement, financial vitality, and marketing and branding.
- Texas Wesleyan is a driving force in East Fort Worth and throughout the city. To strengthen both Wesleyan and the surrounding community, President Slabach has met with city and civic leaders and Poly organizations to discuss potential partnerships. In addition, the University has developed a master plan that will serve to reinforce the campus identity and enhance the student experience and campus aesthetics. The engineering and architectural firm of Freese & Nichols is overseeing planning for the project.

Wesleyan continues to help lead efforts from both the private and public sectors in furthering the Rosedale Redevelopment Initiative. The synergy between Wesleyan's master plan and the redevelopment initiative is great, and is expected to transition the neighborhood into a more vibrant Polytechnic/Wesleyan Urban Village.

Chuck Burton, Marketing and Communications  
Texas Wesleyan University

## UMR COMMUNICATIONS

UMR Communications (UMRC) is related by covenant to seven United Methodist Annual Conferences: Central Texas, New Mexico, North Texas, Texas, Northwest Texas, Rio Grande and Southwest Texas. This covenantal relationship, similar to that of church-founded hospitals and homes, acknowledges the previous ownership of the organization by these annual conferences and its United Methodist heritage.

UMRC is a not-for-profit ministry, financially independent, deriving income from fees paid by clients for services, along with grants and bequests from donors. While we have strong connections to the United Methodist Church, we receive no financial support from the Church.

The Board of Directors of UMRC consists of 19 members who have gifts, graces and talents in fields from administration, to finance, to sales, to technology, to church scholars, to business including clergy and laypersons. All are committed to seeing UMRC continue to serve the Church. The day-to-day operations are led by our President and CEO who is assisted by a management team representing production, sales, news, finance and fulfillment operations.

UMRC has continued to be flexible and adaptable as we work to meet the continuing challenges facing many faith-based organizations. We've met financial challenges related to the difficult economic times the churches, conferences, boards and agencies that are our customers have experienced. Serving these groups and the larger Church by providing the communication services and telling the stories of mission and ministry of the United Methodist Church has been and will continue to be our mission.

*The United Methodist Reporter*, our flagship publication, continues to win awards for the coverage of the UMC, for the design of the newspaper, and for individual stories and issues produced by our staff. The *Reporter* carries on its historic purpose to provide a combination of local church, conference and national news in one publication. We help enable the connection so important to the Church.

Besides the *Reporter*, UMR has capabilities to produce materials such as brochures, posters, postcards, booklets, supplements and other printed materials. Our staff offers a yearly training event for church and conference-level communicators and is available to assist as churches seek to communicate with their congregations and the greater community. We are partners with United Methodist Women, providing printing and fulfillment services advancing their mission work for the Church.

This past year brought new changes in leadership as we welcomed Alan Heath, CEO; Sam Hodges, managing editor; and Terry Breedlove, controller.

We anticipate new opportunities for growth in service to the Church. We ask you to keep us in your prayers, to give us feedback, to let us serve you through the ministry of communications as we work together to spread the word of God and the mission of the church.

Deb K. Christian, Management Team  
 UMR Communications  
 1221 Profit Drive  
 Dallas, TX 75247  
 214-630-6495

## **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  
 Chris Carr, Resident Consultant  
 Jana Hall, Accounts Manager  
 Carlye Baasch, Dining Services Manager  
 Amy Wills, Life Enrichment Manager

Keith Lane, Assisted Living Coordinator  
 Betty Terry, Meadows Onsite Manager  
 Doyanne Efir, Operations Supervisor  
 Cathy Nietling, Housekeeping Supervisor

### **Our Board of Directors:**

Lori Cannon	Preston Parrish	Joan Douglass
Dr. Marvin Guier	Louella Williams	Alan Smith
Leigh Ann Sims	Keith Lightfoot	Dr. Andrew Wade
Wes Wadle	Barbara Reed	John Gondol
Allen Snider		

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.



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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