

Section IV:

Legislation and Reports

- + Outreach Ministry Team
- + Christian Formation Team
- + Leadership Team
- + Stewardship Team

Outreach Ministry Team

2016 Rainbow Covenant Overview

The Rainbow Covenant is organized into five lanes and connects persons in mission with the projects in which they are involved.

The lanes are:

Lane One: Persons in Mission *

Lane Two: Conference Advances

Lane Three: National Missions

Lane Four: World Missions

Lane Five: UMCOR

Persons in Mission *

In Lane One are persons in mission supported by the NC Conference and the General Board of Global Ministries. They serve on the ground throughout the world and are the hands and feet of Christ. Some of them work locally in this conference area. Others work in other parts of the nation. Still others work in other countries. All have valid ministries and all have valid needs.

Local churches are encouraged to be involved with the various missionaries that the NC Conference supports. Several persons in mission are not commissioned missionaries through the General Board of Global Ministries; yet they still need funds to advance their ministry. (These persons are designated with “S” in their identification code which shows that they are a part of a Conference Advance). For more information about the GBGM missionaries, go to the website: umcmmission.org All persons in missions appreciate prayers, cards, letters and emails.

Covenant Relationships

All gifts and contributions share the love of Jesus Christ by supporting missionaries who work to offer hope and alleviate human suffering. Generous one-time gifts make this service possible. Congregations and individuals are also encouraged to support missionaries through Covenant Relationships.

The standard covenant relationship for a local church to support a General Board of Global Ministries (GBGM) missionary is \$2500 annually or \$5 per church member per year. However, this partnership is much more than a financial commitment. It is a dynamic relationship where the church and missionary pray for one another and communicate regularly. By deepening its own awareness of the struggles and triumphs of the missionary, congregations participate in a work that is truly connectional.

To learn more about covenant relationships, contact the Conference Missions Team Secretary, Bill Haddock (revbillh@nccumc.org) or <http://www.umcmmission.org/Get-Involved/Partnerships/Covenant-Relationships>

Advance Specials

GBGM ADVANCE for Christ projects are General Advance Specials. There are also Conference Advance Specials approved by the North Carolina Annual Conference.

Both types of Advance Specials are assigned numbers which should be recorded on the new remittance sheets (<http://nccumc.org/treasurer/files/remitformfillin.pdf>) and turned into the Conference Treasurer with the contribution check. Remittances for General Advance Specials can also be made on-line at the General Board of Global Ministries website at umcmmission.org.

At the end of the fiscal year, please fill out the form at the end of this section and send it to the District Mission Secretary who will issue the Rainbow Covenant Form to the participating local churches. Remember that all remittances need to be sent to the Conference Treasurer or to the General Board of Global Ministries, **not** to the district secretaries.

This list is not inclusive: any missionary or any ADVANCE Special can be supported by local churches or individuals. The Conference Missions website, at <http://nccumc.org/missions/> has a number of ADVANCE specials that local churches and individuals support.

Lane 1: Persons in Mission

The NC Conference Missions Team recommends Salary Support for the following missionaries. Each missionary listed below serves with one or more projects denoted in the paragraph following the missionary's name.

Mozart Adevu (#13996Z) West Africa

Mozart is a GBGM missionary serving as the Africa Regional Coordinator for the sustainable Regional Coordinator for the sustainable Agriculture and Development Program for UMCOR. He focuses on training farmers in Liberia. He currently serves as Chair of the Moringa Association of Ghana which promotes the nutritional properties of Moringa and has spearheaded the development of the first ever standards on the production and processing of Moringa. Contact information—
Email: madevu1201@yahoo.com

Related Lane 4: World Missions

- + Tractors for Missions Stations #S-00229
- + Support for Agricultural
- + Self-Sustainability #S-00232
- + Purchase of Tools #S00233
- + Sustainable Agriculture and Development #982188

Lisa Bachman (#S-00272) NC Conference Deaconess

Lisa is Conference Director of Lay Servant Ministries. She is committed to helping others, in what she calls her “Encouraging and Enabling Lay Ministry”, to find how God is calling them to serve and to helping churches and congregations establish health ministries. She presents programs at various churches, UMW units, UM events and conferences.

Contact Information – Email: lbachman@nccumc.org Phone: 919-451-4256

Wil Bailey (#S-00140) San Isidro, Costa Rica

An SEJ/Conference Missionary, Wil is responsible for working with local pastors in the southern zone of Costa Rica and organizes the projects at the Methodist churches in that area for U.S. work teams. He also teaches Theology, Bible and English at the extension campus of the Methodist seminary in San Isidro.

Contact information—Email: Jwilb4@yahoo.com Web: www.costaricamissionprojects.com

Related Lane 4: World Missions

- + Costa Rican Mission Projects #S-00256

Charles Barrow (#S-00274) Eastern NC

Charles is a Home Missioner whose ministry is with “Food For Hungry Neighbors” which supplies surplus fresh produce to the local church food pantries, soup kitchens, and the food bank of eastern North Carolina. Some of the food is gleaned by different church groups. This ministry also addresses the importance of eating fresh vegetables for a healthy diet.

Contact Information – Email: cwbarrow58@yahoo.com

Rhonda Campbell (#S-00271)

An SEJ/Conference International Servant, Rhonda teaches at Shanghai Normal University in Shanghai, China. She teaches English and, to our knowledge, is the only believing, native-English speaking professor in her department. She builds disciples as she shares her faith and life with college students, colleagues, and the staff at Shanghai Normal University. Additionally, Rhonda builds connections between UMC ministries in the West and ministries in the East.

Contact information – Email: rhonda@nccumc.org

Brian Dubberly (#S-00197) El Salvador

Brian is working to establish a mission partnership between the Evangelical Methodist Church in El Salvador and United Methodist Volunteers in Mission in the US whose purpose is to improve the spiritual and physical lives of economically disadvantages people living in El Salvador.

Contact information—Email: brianSMP@yahoo.com Web: salvadoranmissionpartnership.com

Related Lane 4: World Missions

- + El Salvador Missions Projects #S-00257

Ellyn Dubberly (#3021818) El Salvador

Ellyn is a GBGM missionary who has been assigned to work with the Evangelical Methodist Church of El Salvador in the Ahuachapan area of that country. She will be working to connect local social service support systems with the ministries of the Church so that women and children in particular can live and learn in a thriving environment.

Contact information – Email: ellyndubberly@gmail.com

Related Lane 4: World Missions

- + El Salvador Missions Projects #S-00257

Doug Johnson (#S-00250) NCC Evangelist

As an NCC Evangelist, Doug Johnson serves in Blessed2BlessU Ministries (B2BU). This ministry was established to share the love of God in word and deed. B2BU's goal is to encourage everyone to seek a clearer understanding of God's design and a closer relationship with God through Christ Jesus by striving to live out the understanding that God blesses us so that we can bless others.

Blessing others includes activities such as holding Revivals, Crusades, Tent Meetings, etc; serving on Mission Teams; serving in local ministries, and teaching others about the truth of God's love.

B2BU is not confined to the four walls of any church or religion but is eager to serve God at home and abroad through preaching, teaching, and service.

Contact information – Email: h20bridge@hotmail.com Web: www.b2buministries.org

Butch Huffman (#S-00192) NCC

A NC Conference Missionary, Butch engages, encourages and recourses congregations for mission work-team participation. He works with churches to equip them with the “how-to’s” of doing local and foreign mission work teams.

Contact information—Phone: 919-931-4304 Email: butchhuffman@bydasea.net

Related Lane 2: Conference Missions

- + UMVIM Work Teams #-S00021

Priscilla Jaiah (#13035Z) Liberia, Africa

Rev. Priscilla Legay Jaiah, missionary with the Board of Global Ministries of The United Methodist Church, is the Principal of the United Methodist School in Ganta, Liberia, West Africa, a position she began in February 2009.

Contact Information – Email: pjaiah@yahoo.com

Related Lane 4: World Missions

- + Ganta United Methodist Hospital #15080N

Bernice Keech (#10842Z) Southeastern Jurisdiction

Bernice Keech is a missionary with the General Board of Global Ministries of The United Methodist Church serving as a Mission Advocate in the denomination's Southeastern Jurisdiction (in the United States). She is part of a team with her husband, Missionary James Keech.

Contact information – Email: bkeech@umcmmission.org

James Keech (10841Z) Southeastern Jurisdiction

James (Jim) Keech is a missionary with the General Board of Global Ministries of The United Methodist Church serving a Mission Advocate in the denomination's Southeastern Jurisdiction (in the United States). He is part of a team with his wife, Missionary Bernice Keech.

Contact information: – Email: jkeech@umcmmission.org

Faith Lamphier (#S--00187) India & Africa

An SEJ/Conference Missionary, Faith serves with A Work of Heart. This program shares God's love through hands-on classes in sewing, cooking, and handcrafts. The skills learned provide an opportunity for the girls and women to gain self-confidence and often increase the family income.

Contact information—Email: faith_onthego@yahoo.com

Gary Wayne Locklear (#982955)

Gary, a Home Missioner and Church and Community Worker, is assigned to the Native American Cooperative Ministry with the NC Conference. His main goal is to grow the Native American churches and leadership in the coming years and to explore the possibility of developing congregations in all Native American communities in the Conference.

Contact information—Phone: 910--522--0670 Email: glocklear@nccumc.org

Web: www.nativeamericanministries.org

Related Lane 3: National Missions

- + Native-American Cooperative Ministries #791001
- + Native American Comprehensive Plan #982615
- + SEJ Association of Native American Ministries - #791842

Melba Mccallum (#S-00195) Gateway District, NC

Melba, a Deaconess, is the founder and Director of Partners in Ministry, a multifaceted ministry centered in East Laurinburg, NC, focused on breaking the cycle of poverty through youth empowerment and leadership development. PIM services also include a resource and referral center, home rehab outreach & repair, thrift store, food pantry, community garden, and GED classes.

Contact information – Phone: 910-206-2686 Web: RDPIM.org Email: mdgmccallum@yahoo.com

Related Lane 2: Conference Missions

- + Partners in Ministry #S-00193

Marcharkelti Mckenzie (#3022000) Alabama-West Florida Annual Conference.

Marcharkelti F. McKenzie is a Global Mission Fellow of the United Methodist General Board of Global Ministries, serving at Open Doors, United Methodists in Mission in Prichard, a community in the Mobile District of the Alabama-West Florida Annual Conference.

Contact information: Email – MMcKenzie@umcmmission.org

Nara Melkonyan (#S-00004) Armenia

Nara is the Director of Project AGAPE. She coordinates ministry and relief efforts at Project AGAPE in Armenia.

Contact – Email: nmelkonyan@yahoo.com

Web: <http://nccumc.org/missions/projects/overseas/project-agape/>

Related Lane 4: World Missions

- + Project AGAPE, Armenia #S-00004
- + AGAPE Christmas Boxes #S-00258
- + AGAPE Cattle Project #S-00259
- + AGAPE School Project #S-00260

Yuko Miller (#S-00251) NCC Evangelist New Bern, NC

Yuko is a determined Evangelist to the North Carolina Conference while also serving as a Missionary to Japan by bringing the United Methodist Church to Japan through annual visits unifying local churches there with an evangelistic driven outreach to the lost. She preaches the Word of God, gives her testimony to the lost, and encourages by singing.

Contact – Email: ymiller@nccumc.org Web: www.yukomiller.com Phone: 252-229-2028

Linda Mitchell – (#S-00278) NC Conference Missionary/Community Health Nurse

Linda works with the Community Health Worker (CHW) program that strengthens and establishes connections with individuals to improve the quality of health care in rural impoverished villages by providing cost-effective health services. The CHW teaches their patients how to manage complex treatments and identify the signs and symptoms of impending illness.

Contact – Email: lindamitchell1@yahoo.com Phone: (919) 491-1764

Rosanna Panizo-Valladares (#3019710) Peru - Hispanic Ministries

Rosanna will be working as the Academic Dean at the Wesleyan Theological Seminary/Seminario Teologico Wesleyano-STW (The Seminary of the Methodist Church of Peru) This initiative opened its doors in 2010. She will evaluate and oversee the implementation of the curricula in its residential and extension programs and also facilitate courses in the areas of New Testament and Contemporary Theologies. One of the goals of the Methodist Church of Peru is to equip a new generation of leaders both clergy and laity for the church as well as for the community that will faithfully respond to God's calling within the many challenges of the Peruvian society. Through the extension courses program she'll be traveling all around the country meeting the leaders in their cities, towns and villages of the six districts that comprise the Methodist Church of Peru.

Contact: Email: rpanizo@nccumc.org

Related Lane 3: National Missions

- + National Hispanic Ministries Challenge Fund #982620

Clifford Robinson (Kip) (#S-00281) Sierra Leone, Africa

Kip Robinson is a long term volunteer in mission serving in the Sierra Leone Annual Conference in West Africa.

Nancy Robinson (#3021816) Sierra Leone, Africa

The Rev. Nancy Robinson is a missionary with the General Board of Global Ministries serving as continuing education coordinator for the Sierra Leone Annual Conference in West Africa. She is based in Freetown.

Contact information – Email: nrobinson@umcmmission.org

Vickie Sigmon (#982916) Winston-Salem, NC

A Church and Community Worker, Vickie works in a high-risk community developing Christian community, promoting social justice and proclaiming God's loving presence.

Contact information – Phone: 336-724-0850 Email: openarmsumc@bellsouth.net

Related Lane 3: National Missions

+ Open Arms Ministry #982916

Shirley Townsend-Jones (#982995) Bennettsville-Cheraw, SC

A Church and Community Worker, Shirley coordinates and implements spiritual, educational, social and economic programs for the 13 churches of the Bennettsville-Cheraw Area Cooperative Ministry.

Contact information—Phone: 843-523-6550 Email: bcacm@bellsouth.net

Devorah Anne Umipig-Julian (#13967Z) Japan

Devorah Umipig-Julian is a missionary with the General Board of Global Ministries of The United Methodist Church serving as a social worker for the Christian Coalition for Refugees and Migrant Workers in Toyko, Japan. Ms. Umipig-Julian organizes and conducts home Bible studies and prayer meetings on a monthly basis. She teaches basic English conversation once a week for refugee families and children. Debbie and her husband, Ronald, actively serve foreign migrant workers with special needs. They engage in the life of the local church, serving in ministries with children, youth, women, and married couples.

Email: devorahanne@yahoo.com

Ronald Julian (#3021881) Japan

Ronald C. Julian is a missionary with the General Board of Global Ministries of The United Methodist Church serving as a chaplain with the International Seafarers Ministry in Yokohama, Japan.

Contact information: Email: RJulian@umcmmission.org

Nancy Van Antwerp (#S-00273) NCC/Outreach

Nancy is a Deaconess, appointed to serve the Outreach Ministry of the NC Conference. She promotes the Rainbow Covenant and other mission initiatives and is an available resource to speak, train, and equip congregations, groups and individuals for mission engagement globally and locally.

Contact – Email: nvanantwerp@nccumc.org Phone: 919-481-2030.

Lee Anne Venable (#S-00285) Deaconess

Lee Anne serves as the Outreach Coordinator for Partners In Ministry, a multifaceted ministry centered in East Laurinburg, NC, focused on breaking the cycle of poverty through youth empowerment and community development. She is focused on expanding the current ministries of feeding, urgent home repair, and youth empowerment to meet growing needs. She has been tasked with expanding the donor base, increase grant funding, and recruiting more volunteers to meet their mission of eliminating poverty in her community by being the hands and feet of Christ in a tangible way.

Contact – Email: lvenable@pim-nc.org Phone: 910-277-3355 Web: pim-nc.org

Albert Willicor (#15151Z) Liberia/Monrovia

Dr. Albert G. Willicor, missionary with the Board of Global Ministries of The United Methodist Church through GBGM Global Health, is Chief Medical Officer at Ganta United Methodist Hospital in Ganta, Liberia, Liberia Annual Conference.

Email: awillicor@umcmmission.org

Related Lane 4: World Missions

+ Ganta United Methodist Hospital #15080N

Mary Zigbuo (#10721Z) NC - USA

Mary has been assigned by the GBGM to assist missionaries to help tell their stories in effective ways. Now working in New York City at Global Ministries (GBGM) Office, Mary works with missionaries from all over the world; including Liberia (where she and her deceased husband, Herbert, worked for 21 years), the Democratic Republic of Congo, Ghana, Mongolia, Bolivia, Ecuador, and many other countries.

Email: mzigbuo@umcmis

Any other missionaries which are listed under <http://www.umcmmission.org/Give-to-Mission/Search-for-Projects>

Lane 2: NC Conference Advance Specials**Academy for Leadership Excellence (#S-00279)**

The goal of the Academy for Leadership Training is to grow and deepen leadership capacity of clergy and laity for sustaining healthy congregations and communities across the NCC. The Academy offers two or three Days of Learning annually for church leaders to expand and deepen their awareness of leadership growth opportunities. These relevant and contextual learning opportunities are valuable due to the rapid cultural changes/challenges. Clergy and laity will discover through Day of Learning events, not only why change is essential but what best practices are worthy.

Contact: Leah Wiebe-Smith Email: leah@theafle.org Phone: (919) 334-6092

Web: www.theafle.org

All God's Children UMC (#S-08004)

This ministry develops programs to meet the needs of impoverished children and youth in rural Bertie, Hertford and Northampton counties.

Contact – Web: www.allgodschildrenumc.org Phone: 252-345-1077

Alliance Medical Ministry (#S-00142)

This ministry was founded to provide affordable primary medical care to low-income, uninsured, working families in Wake County. They serve the working poor, families generally earning less than \$25,000 annually, who have no health insurance.

Contact – Phone: 919-250-9154 Web: www.alliancemedicalministry.org

Anathoth Garden (#S-00248)

Anathoth Community Garden is a ministry of Cedar Grove UMC. At the garden, more than 50 families share together in garden work, workshops, worship services, and children's activities. Members pledge to work two hours each week and in return, they take home a share of the week's harvest. Anathoth's staff also trains other church and community groups throughout the US in their efforts to use God's earth faithfully. Web: www.anathothgarden.org

Caswell County Parish, Inc. (#S-00008)

Sponsored by local member churches, ministry provides services to impoverished and low-income residents of Caswell County through Two Hearts Thrift Store and clothing ministry, emergency food pantry and utility assistance program. Mission is to be a cooperative ministry working to end poverty in Caswell County.

Contact – Deborah Jones Phone: 336-694-6428 Email: program@caswellparish.org

Disciple Bible Outreach Ministry (#S-00103)

A collaborative ministry of the North Carolina and Western North Carolina Conferences of the UMC. DBOM promotes DISCIPLE Bible Studies in churches and manages the outreach of DISCIPLE in Prisons and RINGS OF FELLOWSHIP in Youth Development Centers. DBOM stated mission is the following: “to develop and strengthen Bible Study ministries in local churches and in outreach settings—especially prisons—which will transform lives, make disciples, and empower Christians for outreach ministry.”

Contact – Dr. Mark Hicks. Phone: (336)454-5348 Email: MCHicks@northstate.net

Web: www.disciplebibleoutreach.org

Ethnic Local Church Projects in Gateway District (#S-00022)

Funds assist ethnic churches with crucial needs.

Contact – Phone: (910) 276-6641

Food Bank of Central and Eastern NC (#S-00025)

Provides food to 545,000 individuals in 34 counties in central and eastern North Carolina through more than 800 partner agencies including community-based, emergency feeding programs including food pantries, soup kitchens, shelters, elderly nutrition programs and after school programs for children.

Contact – Phone: 919-875-0707 Web: www.foodbankcenc.org

Golden Cross (#S-00153)

Ministry that reaches out in love to the laity in the NC Conference who are experiencing financial difficulty due to excessive medical expenses.

Contact – Phone: 1-800-849-4433 Web: www.nccumc.org/missions/golden-cross

Hispanic Ministries (#S-00107)

Ministry to the fast growing Hispanic population in North Carolina. These funds will be administered by the North Carolina Conference Hispanic Ministry Team to support an increasing number of congregations who are developing ministry to Hispanics. Web: www.nccumc.org/hispanic

Isa Grant Scholarship (#S-00033)

The ISA Grant Scholarship Fund is designed to assist persons for whom the expense of participating in a mission team is prohibitive. Priority is given to youth 21 years of age and younger and will not exceed \$250. As ISA Grant Funds are limited, scholarship recipients are encouraged to assist in the replenishment of the fund.

Contact – Bill Gross Email: bgross@windstream.net

Lighthouse Lands (#S-00284)

HAITI Lighthouse LANDS seeks to help families in the rural countryside of Haiti to overcome hunger and poverty through education, empowerment, and economic development while sewing the gospel of Jesus Christ. There is always an educational component where skill sets are transferred to the Haitian people and individuals in the community and they are empowered to continue on the work of the organization while having a stake in the transformation of their community.

Contact—Regine Jean--Baptiste Email: regine@lighthouseand.org Phone: 732-509-702

Mothers And Their Children (#S-00054)

An interfaith program provides mothers and their children with the support and resources necessary to maintain and strengthen family relationships and to help break the cycle of children following their parents to prison.

Contact – Phone: 919-828-4767 Email: director@mothersandtheirchildren.org

Web: www.mothersandtheirchildren.org

Native American Cooperative Ministries - “Every Member in Ministry” (#S-00143) (#791001)

Provides ministry support, collaboration among the 14 Native American United Methodist Churches, leadership development, gifts exploration and missional opportunities.

Contact – Gary Locklear. Phone: 910-522-0670 Email: glocklear@nccumc.org

Web: www.nativeamericanministries.org/cooperative_ministry/

NC Council of Churches (#S-00051)

Gives witness to the unity that God has given through Christ to the churches in NC. It is an instrument for cooperative study and action, especially on matters of justice; child and family advocacy; violence against women; public policy advocacy; rural crisis and farm workers advocacy; disaster relief; criminal justice; workplace safety; peace-making; AIDS ministry; and Christian unity.

Contact – Phone: 919-828-6501 Website: <http://www.ncchurches.org/>

NC Interfaith Disaster Response (#S-00108)

The North Carolina Interfaith Disaster Response (NCIDR) assists their efforts before, during and after a disaster occurs. Emphasis is on long term relief, and supporting the administration of all interfaith organizations working with disaster relief and recovery.

Contact – Phone: 919-510-9193 Web: www.ncidr.org/index.html

NC Storms Emergency Response (#S-00176)

Sometimes typical methods of disaster response financing for storm-related emergencies are inadequate. In these situations, special area/conference appeals are issued for costs related to mitigating the disaster – direct support to affected families and costs in delivering assistance. This is

the only situation in which UMCOR can address the issues of church property in disasters.
Contact – Sim Honeycutt Phone: 919-552-8274 Email: sim@tygof.com

No Hungry Neighbors (#S-00123)

A ministry of increasing awareness, and eliminating hunger in North Carolina by raising funds for our regional food banks and the Society of St. Andrew, and engaging in hands-on ways to alleviate hunger in our community.
Phone: 1-800-849-4433 Web: <http://nccumc.org/missions>

Partners in Ministry (#S-00193)

Partners with local church congregations and communities to help alleviate poverty in through hands-on outreach ministry with the poor and marginalized.
Contact – Dr. Melba McCallum Email: mdgmccallum@yahoo.com Phone: 910-206-2686
Web: <http://rdpim.org>

Passion in Partnership (S#-00249)

Passion in Partnership, a movement, was formed to infuse life-giving practices into the Body of Christ as represented by relationships between laity, clergy and the community in which they live. Its focus is to build co-creative partnerships based on biblical principles, living in ways defined by Christ. The Passion in Partnership Coaching Certification Program has been developed to prepare Pastoral and Congregational Coaches to serve God in a manner which leads both coach and client into a process of discovery and co-creation.
Email: coach@passioninpartnership.net Web: <http://passioninpartnership.net/>

The Peace (#S-00183)

This ministry develops programs focusing on marriage, family, children and parenting/teaching issues within churches and schools in workshop, seminar, conference and/or retreat settings. For Christians, marriage, family, and parenting can be approached as important spiritual disciplines contributing to the healthy spiritual formation and character development of couples, families, children, youth and parents/teachers.
Contact – Mike Hale Phone: 910-425-3790 Email: mhale@nccumc.org

Society of St. Andrew, NC Office, Durham (#S-00081 NC Advance) (#801600 National Advance)

This is an ecumenical ministry dedicated to providing hunger-relief across our state through gleaning – the salvaging of surplus produce from farms and packing houses. They also work to elevate awareness about the problem of hunger and engage people in understanding how they can be part of the solution. Through the Seed Potato Project, Potato & Product and the NC office, 8-10 million pounds of produce is saved and distributed in North Carolina each year.
Phone: 1-866-453-2662 Email: ncglean@endhunger.org
Web: www.endhunger.org/north_carolina.htm

United Methodist Volunteers in Mission Work Teams (#S-00021)

Provides assistance for Volunteers in Mission work teams from within the NC Conference.
Contact – Bill Gross Phone: 919-498-1660 Email: bgross@windstream.net
Web: <http://www.nccumvim.org>

United Methodist Institutional Programs and Projects

United Methodist Camps:

- + Chestnut Ridge #S-00062
- + Don Lee #S-00063
- + Rockfish #S-00065

Wesley Foundation for the UMC Campus Ministry Association

- + Duke University #S-00073
- + ECU, Greenville #S-00074
- + NC State University #S-00075
- + UNC – Pembroke #S-00076
- + UNC – Chapel Hill #S-00077

General Scholarship Funds

- + Duke Divinity School #S-00026
- + Louisburg College #S-00027
- + Methodist University #S-00028
- + NC Wesleyan College #S-00029

Benevolent Funds of the Methodist Home for Children

- + #S-03500

Benevolent Funds of the Methodist Retirement Homes

- + #S-03600

Asbury Homes

- + #S-03501

White Plains Children's Center (#S-00277)

WPCC is an inclusive developmental day center in Wake County serving children who are developing typically and those with special needs such as Autism, Down Syndrome or physical limitations. Our students with special needs are able to enter more typical settings upon leaving our program, and typically developing children continue to use the values learned at WPCC.

Phone: 919-469-2217 Email: director@whiteplainschildrenscenter.org

Web: www.whiteplainschildrenscenter.org

Wilmington Area Campus Ministry/Mary Frances McClure (#S-00280)

The Wesley of Wilmington organization (WOW) – a campus ministry of the United Methodist church – provides a place of community and faith in the midst of college life at UNC-W and Cape Fear Community College. WOW provides a place for students to serve the greater community of Wilmington together. In addition to small group discussions, WOW will also help to secure speakers and conduct larger worship services. Wesley of Wilmington strives to be a pluralistic community - academically, theologically, and by age and interest.

Contact – Email: mfmclure@nccumc.org Phone: (919) 496-6287

Yokefellow Prison Ministries (#S-00078)

Educates church people concerning Christian responsibility for persons affected by crime and brings Christians into direct service ministries with prison inmates and their families.

Contact – Phone: (336) 724-9801 Web: www.yokefellowprisonministry.org

Youth Service Fund (#S-00082)

Supports mission projects within the annual conference and beyond which have been selected by youth of the NC Conference.

Contact – Robin Harry Email: rharry@nccumc.org Web: <http://nccumc.org/youth/>

Any other Advance specials which are listed under <http://www.umcmmission.org/Give-to-Mission/Search-for-Projects>.

Lane 3: National Missions**Robeson County Church & Community Center, Lumberton (#791742)**

An ecumenical ministry in a multicultural community which is designed to help local churches meet emergency needs, literacy tutoring for children and adults, home repairs and building new homes.

Speakers are available upon request.

Contact – Phone: 910-738-5204 Web: robesonchurchandcommunitycenter.org.

National Hispanic Ministries Challenge Fund (#982620)

Provides assistance to Annual Conferences developing Hispanic Ministries, especially in the areas of leadership recruitment and development, financial resources and printed resources.

Contact – Rosanna Panizo-Valladares Phone: 919-317-8700 Email: rpanizo@nccumc.org

Hinton Rural Life Center, Hayesville, NC (#731372)

A retreat center offering rest and renewal. The center staff provides training and development for churches in town and rural settings.

Contact – Lyle Shipley. Phone: 828-389-8336 Email: info@hintoncenter.org

Web: <http://www.hintoncenter.org>

Native American Comprehensive Plan (#982615)

Supports leadership development, new church starts, and discipleship formation in the Native American community.

Contact – The Rev. Anita Phillips Phone: 918-686-8444 Email: nacomp@prodigy.net

Web: <http://www.gbod.org/nativeamerican/>

SEJ Agency Of Native American Ministries, Lake Junaluska, NC (#791842)

Helps meet the needs of 130,000+ Native Americans living in the 17 annual conferences of the Southeast.

Contact – Rev. Jeff Ramsland Phone: 828-454-6724 Web: www.sejumc.org/sejanam/

Red Bird Missionary Conference, Beverly, Kentucky (#773978)

The conference program facilitates the development of local churches and local lay leaders in isolated rural mountain communities.

Contact – Phone: 606-598-5915 Email: info@redbirdconference.org

Web: <http://www.redbirdconference.org/>

Any other Advance specials which are listed under <http://www.umcmision.org/Give-to-Mission/Search-for-Projects>.

Lane 4: World Missions**Bread for the World (#982325)**

Collective Christian voice urging US decision makers to end hunger at home and abroad. They provide policy analysis and strategies to end hunger as well as education for its advocacy network, opinion leaders, policy makers and the public about hunger in the United States and abroad.

Contact – Phone: 202-639-9400 Email: bread@bread.org Web: www.bread.org

Costa Rican Mission Projects (#S-00256)

Wil and Yolanda Bailey work with the Methodist Church of Costa Rica to help missions work teams connect with projects of the churches in San Isidro. Contributions to CRMP help the Baileys sustain and grow this ministry.

Contact – Phone: 011-506-8853-4965 Web: www.costaricamissionprojects.com

Curamericas Global, (#10158A)

Provides vaccinations, nutritional monitoring of children, prenatal care, and other preventative health care services in Haiti, Guatemala, Bolivia, and Liberia.

Contact – Andrew Herrera Phone: 919-510-8787 or 877-510-4787

Email: andrew@curamericas.org Web: <http://www.curamericas.org>

El Salvador Missions Projects (#S-00257)

Brian Dubberly works with the Evangelistic Methodist Church of El Salvador to establish churches, distribute food, keep a medical clinic open, and help the church meet the overwhelming social needs of the people of Ahuachapan. Contributions will allow Brian and his team to transform more lives for Jesus Christ. Web: www.salvadoranmissionprojects.com

Eurasia Mission Initiative/Russia & Belarus (#11510A)

This Advance project provides the main channel of giving for the Russia/Eurasia Initiative Partner Church Program by which United Methodist churches support the development of the United Methodist Church in Eurasia. Funds are needed to support pastoral salary, continuing education, laity leadership training, purchase and construction of church buildings for worship, and for a broad range of church programs.

See more at: <http://www.umcmision.org/Give-to-Mission/Search-for-Projects>

Eurasia Mission Initiative/Ukraine & Moldova (#14053A)

Develop and implement comprehensive programs that foster new missional relationships, establish new congregations, and support their growth and development in Ukraine and Moldova.

See more at <http://www.umcmmission.org/Give-to-Mission/Search-for-Projects>

Heifer Project International (#982532)

Envisions a world of communities sharing the resources of a healthy planet wherein they provide families a source of food. Their program allows millions of people to share their animals' offspring, knowledge, resources and skills with others in order to expand and create a network of hope, dignity and self reliance that reaches 128 countries.

Contact – Phone: 800-422-0474 Email: info@heifer.org Web: www.heifer.org

Humanitarian & Health Outreach Shipping (#S-00276)

Donations for this Conference Advance make it possible to send containers of goods to persons in need around the world with whom we have partnerships. In the recent past, we have sent containers of food, medicines, and other supplies to Armenia, Liberia, and El Salvador. Other shipments have gone to the Democratic Republic of Congo, Peru, and Bolivia.

Contact – Bill Haddock Email: revbillh@nccumc.org

Imagine No Malaria (#S-00275)

Imagine No Malaria is an international effort being led by United Methodists and partners in Central and Sub-Saharan Africa to alleviate malaria and its effects. 100% of these funds go to purchase mosquito nets, provide medications, help with education, and work with local Africans to alleviate this scourge in our lifetime. It is estimated that since its inception, Imagine No Malaria has helped to decrease the numbers of persons victimized by malaria by one-half in many areas of Central and Sub-Saharan Africa.

Contact – David Harvin Email: dharvin@nccumc.org

Love for Liberia Fund, Liberia (#S-00221)

An ongoing focus of missional action, prayer, and giving for United Methodist ministries in Liberia.

Liberia Self-Reliance Initiative (#S-00232)

The NC Conference been involved with humanitarian relief efforts and agricultural efforts in Liberia for many years. This Initiative enables Liberians to become self-sufficient by learning new agricultural skills from Liberian specialists. The Initiative operates a warehouse with a “clean room” which will allow farmers to prepare their products for markets in that country and eventually into a world market.

Ganta United Methodist Hospital (#15080N)

Providing quality and affordable healthcare in the rural north by renovating and expanding hospital buildings, improving basic sanitation and hygiene in the hospital environment, increasing preventive health services for up to 150 communities, and provides salary and administrative expenses for staff to include an administrator, comptroller, and one doctor.

Ganta United Methodist Mission Station (#14369T)

Rebuilding mission station buildings and infrastructure destroyed in the war.

Brighter Future Children's Rescue Center (#3020790)

Supports ex-combatants and provides vocational/literacy training and feeding.

Feed My Lambs (#S-00179)

Supports street children, and feeding/literacy training.

Mission to Haiti (#S-00122)

Many communities in Haiti do not have schools. This project is to assist in building schools and supplement teachers' salaries when possible.

Peru Covenant Team, Peru

Funds received for this project will help the NC Conference fulfill a covenant made with the Methodist Church in Peru.

Contact – Beth Wethington Email: bbwethington@gmail.com

Funds may be designated for the following:

General Fund	#S-00053
Children and Youth	#S-00117
Breakfast of Love	#S-00111
Women's Programs	#S-00119

Project Agape, Armenia (#S-00004)

Relief efforts in Armenia (food, medical supplies, medication); working with the Armenian Church to provide a holistic ministry in pastoral care, education, health care, agriculture and economic development.

NC Conference United Methodist Church Contact – Steve Taylor Phone: 919-779-6115, ext. 257
Email: staylor@nccumc.org

Agape Christmas Boxes (#S-00258)

Gifts to this project enable the NC Conference Mission Team to ship Christmas boxes to Armenian children.

Agape Cattle Project (#S-00259)

Gifts to this project enable families to receive heifers so that they can be self-sufficient and eventually share a heifer with another family.

Agape School Project (#S-00260)

Gifts to this project enable Project Agape to hire teachers to operate a school for children where they can learn English and computer skills.

Rotifunk Hospital: Mission of Hope (#S-00281)

Rotifunk Hospital: Mission of Hope is a long term partnership between NCC and the Sierra Leone Annual Conference to rebuild and operate The Rotifunk Methodist Hospital, destroyed by civil war in the 1990s. Wrightsville UMC is leading NCC efforts to improve the maternal and child health in the Rotifunk region through semi-annual medical, educational, and work teams.

Contact Dale Smith at dulan@ec.rr.com or 910-617-0277.

Ryan Epps Home for Children (#S-00245)

Located in Haiti. Provides food, clothing, and shelter for needy children and offers educational and spiritual growth opportunities. A school will serve 180 children from the surrounding community and the church will have a capacity of 170 people.

Contact – Phone: 919-553-4572 Email: questions@ryanepphome.com

Web: www.ryanepphome.com

Stop Hunger Now (#S-00101)

SHN is an international hunger relief organization that coordinates the distribution of food and other life-saving aid around the world. The organization is driven by a vision to end world hunger and a mission to provide food and life-saving aid to the world's most destitute and hungry in the most sustainable, efficient and effective manner.

Contact – Phone: 1-888-501-8440 Email: info@stophungernow.org Web: www.stophungernow.org

Zoe Ministry, Africa/International (#S982023)

ZOE works with orphans and vulnerable children to overcome extreme poverty and become self-reliant in three years. Groups of 60-100 children are brought together to provide mutual support and accountability. With leadership from local ZOE social workers, these working groups learn life skills including disease prevention, business management, financial literacy, and agriculture. ZOE is currently active in Kenya, Zimbabwe, Rwanda, Malawi, Liberia and Guatemala.

Contact – Rev. Gaston Warner, Phone: 800-951-0234 Email: Gaston@zoehelps.org

Web: <http://www.zoehelps.org/>

Any other Advance specials which are listed under <http://www.umcmmission.org/Give-to-Mission/Search-for-Projects>.

Lane 5: United Methodist Committee on Relief

Web: www.umcor.org Email: umcor@umcor.org
Phone: 212-870-3951 Volunteer Hotline: 800-918-3100

UMCOR is the global humanitarian aid organization of The United Methodist Church. It works in 80+ countries worldwide, including the US. Their mission is to alleviate human suffering – caused by war, conflict or natural disaster, with open hearts and minds to all people. They respond to communities that are unable to recover on their own.

How to Give

You may write a check to UMCOR and mail to UMCOR, PO Box 9068, New York, NY 10087; or, for local church and Annual Conference credit, give to your church for mailing. Please write the Advance number and name in the memo line.

You may pay by credit card: Call (800) 554-8583

You may give online at: <http://secure.gbgm-umc.org//donations/advance/index.cfm>

Featured Advance Specials

Crop/Church World Service Community Hunger Appeal (#982380)

Works with partners to eradicate hunger and poverty and to promote peace and justice around the world. Local church CROP events can receive UMCOR credit.

Contact – Phone: 574-264-3102 for Forms: 800-297-1516 Email: info@churchworldservice.org

Web: www.churchworldservice.org

Global Refugee and Immigration Response (#982540)

UMCOR responds to initial emergency needs of uprooted people and provides programs through community and/or church based projects that prepare refugees for a productive, self-sustaining life when they can safely return to their own country or resettle in a new home.

Contact—Larry Bowden Email: rlbowden@nccumc.org

International Emergencies

When international emergencies arise, UMCOR will assign an advance number for each emergency.

Contact – UMCOR Phone: 212-870-3909 Email: umcor@gbgm-umc.org Web: www.umcor.org

UmcOR Disaster Response (#901670)

UMCOR works in more than 80 countries worldwide, including the United States. Its mission, grounded in the teachings of Jesus, is to alleviate human suffering—whether caused by war, conflict or natural disaster, with open hearts and minds to all people. UMCOR responds to natural or civil disasters that are interruptions of such magnitude that they overwhelm a community's ability to recover on its own.

Contact – Volunteer Hotline: 800-918-3100 Email: umcor@gbgm-umc.org Web: www.umcor.org

World Hunger/Poverty (#982920)

The Global Hunger and Poverty Program is an integral part of UMCOR's mission to empower the most vulnerable. Global hunger and poverty occurs to more than 800 million people in a world with unparalleled wealth and food production due to lack of accessibility and equal distribution to all people regardless of their class, gender, geography, religion, earning power or status.

More information – <http://new.gbgm-umc.org/advance>

Disciple Bible Outreach Ministries of NC, Inc.

DBOM's Vision: "Making disciples through Bible Study to offer God's grace to a hurting world."

DBOM's Mission: "Developing and strengthening Bible Study ministries to transform lives, make disciples, and empower Christians for outreach ministry."

Chartered in 1999 as a ministry of the Western North Carolina and North Carolina Conferences, DISCIPLE Bible Outreach Ministries of NC, Inc., (DBOM) oversees three powerful outreach ministries:

1. Local Church DISCIPLE Bible Study ministry. DBOM provides DISCIPLE Bible Study training to local churches throughout the state. The DBOM district training initiative provides training in all four levels of DISCIPLE at no cost to participants. This training initiative is the only one of its kind in the country and makes DISCIPLE Bible study accessible and affordable to every local church in the North Carolina Conference.

2. DISCIPLE Prison Ministry. DBOM's DISCIPLE prison ministry is a model of lay empowerment. The first DISCIPLE prison group was established at Forsyth Correctional Center in 1995. This year marks the 20 anniversary of that group which gave rise to the DBOM ministry! DBOM recruits, trains and mobilizes volunteers from local churches as DISCIPLE Bible Study facilitators in prison. With thousands of inmate participants and hundreds of local church volunteers, DBOM extends the ministry of the NCC behind stone walls and razor wire.

3. RINGS OF FELLOWSHIP Youth Outreach. DBOM's ministry for juvenile offenders offers Bible Study to our state's youngest offenders. Patterned after DISCIPLE and created in partnership with the NC Department of Juvenile Justice and Delinquency Prevention, RINGS is active in our state's youth development centers. Led by a group of dedicated local church volunteers, RINGS offers rich Bible study, creative learning techniques and positive peer dynamics. RINGS is also available for local church youth groups and is currently being used by youth nationwide.

National Expansion

DBOM continues to empower and inspire disciples in NC and beyond. In 2011, Disciple Bible Outreach National was established to offer our NC model of ministry to other states. Supported by the United Methodist denomination, DBOM is now active in the states of NC, VA, TN, IL and LA. Expansions are currently underway in AK and TX!

August Special Offering

DBOM will receive a yearly Special Offering on August 23, 2015. This offering is vital to the maintenance of the NC DBOM ministry and provides resources to conduct the Bible study programs behind prison walls. We want to thank the pastors and lay folks throughout the North Carolina Conference for their generous support of the August Special Offering. May God bless this ministry as we continue to make disciples for Jesus Christ in both prison and pew!

Mark Hicks, Director

Charles Crutchfield, Chairperson

Elected NCC board members: Charles Crutchfield, Jeff Maidment, Ernie Pearson, Colin Snider, Gray Southern, Tom Starnes
Ex-officio: Carol Goehring, Paul Wilson

Christian Formation Team

Financial Discipleship Team, 2015

The Financial Discipleship Team is here to promote effective financial discipleship in our churches, ministries, and individuals across the North Carolina Conference. This includes the promotion of qualities like good stewardship and extravagant generosity.

Our primary ministry event has been the New Clergy Stewardship Training. At these events, several pastors, financial experts, and United Methodist Foundation staff give presentations and are on-hand to answer questions that pastors may have about local church finances and stewardship.

Since the last session of annual conference, our team has held two of these training events: one last August on clergy personal finance and taxes and the other at The Methodist Building on personal financial stewardship. The next training event for new pastors will be at NC Wesleyan College on August 29. The theme will be “Stewardship of Life” and will focus on the financial factors of matters of health and creation care.

In the summer of 2015, team members are being trained to facilitate courses over the Moodle online learning platform used by the General Board of Discipleship and various ministry teams in our conference. We hope that this will equip us to grow into providing financial discipleship training events to laity.

We are very thankful for the work of Christine Harman (Christian Formation Team Coordinator) and Robin Harry (Administrative Assistant). We are also blessed to be in partnership with The United Methodist Foundation and staff: Rev. Reggie Ponder and Lauralee Bailey. And we thank NC Wesleyan College for thoughtfully supporting our ministry with the use of their beautiful campus.

Leadership Team

Clergy Care, Committee on

Financial aid is available to both clergy and diaconal ministers and their families, as described in the section below entitled, “Eligibility for Financial Grants”. The financial grants, of up to \$400 per family per calendar year, are provided to cover one-half of the cost of counseling sessions. Ministers under the NC Conference health insurance program should review the Health Care Benefits for outpatient psychiatric care. The coordination of insurance benefits and Clergy Care Grants should not exceed 100% of fees charged.

Marriage and Family Enrichment

The Committee on Clergy Care encourages participation in marriage and family enrichment events, including those focusing on the needs of single, as well as married ministers. Grants up to \$100 per individual, or \$200 per family or couple, per calendar year, are available. A schedule and/or outline of the events, leaders’ names and credentials and verification of participation should accompany a letter of application for the grant.

Eligibility for Financial Grants

Persons who qualify for financial grants:

1. Clergy who are members of the NC Annual Conference whose status is active and serving within the boundaries of the Conference, or any person, regardless of conference relationship, who is serving a local church of the NC Annual Conference, or a dependent.
2. Diaconal ministers and or candidates who are serving a local church and are members of the NC Conference.

Conference clergy and diaconal ministers and their families are eligible for grants. A family is defined as dependents of the minister living in a minister’s home or parsonage, including spouse, children, parents and grandparents. Ministers’ children through the age of 22, whether attending college or living at home, are eligible to receive financial grants.

Counselors and Therapists Who Qualify for Financial Grants

Only counselors and therapists who meet the following criteria qualify to receive grants from the Committee on Clergy Care:

Psychiatrist: American Medical Association (AMA) Board Certification,
North Carolina License

Psychologist (Clinical): Licensed Practicing Psychologist LPP and/or HSP-P),
North Carolina License

Pastoral Counselor: Member, Fellow or Diplomate of the American Association of Pastoral Counselors, Inc. (AAPC)

Counselor: Clinical Member of the American Association of Marriage and Family Therapists (AAMFT), North Carolina Certified Marriage and Family Therapists, North Carolina Licensed Professional Counselors (LPL)

Social Worker: Member Association of Certified Social Workers (ACSW).

Application Procedure

The Counselor or therapist, at the request of the qualifying client who is receiving the counseling, is to make application for a grant to the Office of Ministerial Relations in the following manner:

1. <http://nccumc.org/ministerial-relations/files/2015-APPLICATION-FOR-FINANCIALAS-SISTANCE1.pdf> or via email to lcbourey@nccumc.org or USPS mail to the Office of Ministerial Relations, 700 Waterfield Ridge Place, Garner, NC 27529, or by calling either 919-779-6115 or 800-849-4433, ext 244.
2. Once the application and instructions for a Clergy Care Grant are received by the counselor/therapist, and a determination is made that the client qualifies, the application should be completed and returned to the Office of Ministerial Relations for processing. To protect the confidentiality of the client, the client's name and social security number shall never appear on the application. When more than one member of the client's family is involved in counseling, all family members shall be assigned the same case number.
3. The counselor/therapist will receive the financial aid grant on behalf of the client to apply to the client's account or to refund to the client if the account has already been paid. Clients should request from the therapist a statement showing the amount of financial assistance received.
4. The deadline for submitting grant applications is in late December of the calendar year in which the services were provided.

In conference year 2014-2015, the Committee on Pastoral Care granted \$8,319.63 for counseling sessions. This represents 307 sessions with counselors and therapists during the calendar year. Grants processed in 2014-2015 totaled 86, representing 225 sessions for clergy and 86 for spouse. Of these 86 grants, 9 received the maximum of \$400.00 in assistance and 6 received at least half to two-thirds of the maximum grant.

Conference Relations, Committee on

The Committee on Conference Relations has as its primary responsibility the assisting of any clergy who seek to change or terminate their relationship with the Annual Conference. Changes in conference relationship may occur in any of the following ways: 1) discontinuation, 2) leave of absence, 3) retirement, 4) sabbatical leave, 5) maternity/paternity leave, 6) family leave, 7) termination of conference relationship (surrender of credentials) and 8) honorable location.

The Committee on Conference Relations meets with the person who is seeking a change in conference relationship upon the request of that person, or upon request of the Cabinet or the Board of Ordained Ministry. The committee attempts to determine what is appropriate in each case by posing questions, offering counsel and providing support. The committee then discusses the request and acts upon it by making a recommendation to the Board of Ordained Ministry. In any event, the person requesting the change and the Committee on Conference Relations acting on the request must follow the requirements in *The Book of Discipline*.

The Book of Discipline provides specific guidelines applying to each of the categories of conference membership. All those persons in the various categories of conference membership (other than the

effective relationship) should remember to familiarize themselves with, and adhere to, the disciplinary guidelines which apply to that category. The Committee on Conference Relations issues a yearly reminder of these guidelines through a letter approved by the Board of Ordained Ministry at its annual meeting. Following the appropriate guidelines is particularly important for clergy on leave of absence; for these persons, exercise of any ministerial function is restricted to the Charge Conference in which their membership is held. The Conference Relations Committee would take this opportunity to reiterate that pastors on leave of absence cannot perform weddings, conduct funerals, or administer the sacraments outside the bounds (both geographical and membership bounds) of that charge conference.

Rev. Marshall R. Old, Chairperson

Continuing Education, Committee on

The Continuing Education Committee of the Board of Ordained Ministry has the responsibility of developing continuing education programs that will enable ministers to fulfill the Disciplinary requirements. According to the *Book of Discipline*, “Clergy shall be expected to continue their education and spiritual growth throughout their careers, including carefully developed personal programs of study augmented periodically by involvement in organized educational and spiritual growth activities.” *The Discipline further states that, “In most cases the ordained ministers’ continuing education and spiritual growth program should allow for such leaves at least one week each year and at least one month during one year of each quadrennium. Such leaves shall not be considered as part of the ministers’ vacations and shall be planned in consultation with their charges or other agencies to which they are appointed as well as the bishop, district superintendent, and Annual Conference Continuing Education Committee.”*

In providing the resources to enable pastors to meet the minimum requirement of The Discipline, the Committee on Continuing Education has edited a brochure that applies to all clergy and diaconal ministers of the NC Annual Conference. The brochure contains information defining Continuing Education, the role of the local church, and how the pastor’s continuing education can be financed. The brochure is printed as part of this report.

Continuing Education for Ministry in the NC Annual Conference:

Rationale: A prime expectation of every minister of the NC Annual Conference is professional growth. In recent years, one of the major avenues through which such growth occurred has been continuing education. In the *Book of Discipline* it states, “There are professional responsibilities that elders are expected to fulfill and that represent a fundamental part of their accountability and a primary basis for their continued eligibility for annual appointment. Growth in vocational competence and effectiveness through continuing formation is expected of conference members.”

Definition: Continuing education is defined as an organized structured program of formal study under competent leadership with clearly defined goals and objectives. Here the key words are “organized,” “competent leadership,” and “clearly defined goals and objectives.” By this definition certain activities, though worthwhile, are not considered “continuing education”; e.g., degree programs, recreational programs, course of study programs, promotional meetings, worship services, entertainments, undirected reading, and study travel (except for limited lecture, seminar, or workshop

time), and the like.

The Conference Program:

The Conference Board of Ordained Ministry, through the Committee on Continuing Education, performs three functions: 1) it sets minimum continuing education standards for ministry; 2) it establishes guidelines for continuing education; and 3) it seeks to insure their availability.

1. **Minimum Standards:** The NC Conference has established as a minimum standard one Continuing Education Unit (CEU) to be earned by each minister from an approved continuing education program each year. One CEU is defined as ten contact hours of participation in an approved continuing education program.
2. **Guidelines for Continuing Education Programs:** CEUs will be approved for those persons sponsored by organizations which are accredited by a) a regional educational agency (such as the Southern Association of Colleges and Schools), b) a professional accrediting agency (such as the American Medical Association), or c) the Council on the Continuing Education Unit. It should also be noted that only those programs which relate directly to ministerial growth and development will be approved.
3. **Insuring their Availability:** Efforts by the Board of Ordained Ministry to insure the availability of continuing education programs include encouraging conference-related and other colleges within the Conference bounds to offer courses for ministers, providing supplementary financial aid for ministers, publicizing approved programs, and identifying specific subject areas for needed programs.

Role of the Local Church: In addition to the minister, the local church has a significant stake in the success of continuing education programs. The local church, therefore, has an important role to play in continuing education.

The Pastor-Parish Relations Committee of the Local Church:

1. Confers with the pastor and the district superintendent in the development of a continuing education program that will enhance the total ministry of the church.
2. Provides study leaves at least one week each year and at least one month during one year of each quadrennium. Such study leaves are not to be considered vacation time.
3. Recommends to the church's Finance Committee budgetary funds to be applied toward the minister's continuing education program. In providing funds for continuing education programs, the Pastor-Parish Relations Committee should insure that only those programs which meet both the definitions and specific guidelines above are funded.

Financial Aid to Clergy:

Funding for continuing education is the combined responsibility of the participant, the congregation, the sponsoring institution, and the Annual Conference. Conference funds for continuing education are derived as a portion of conference apportionments. Thus, it is not possible (nor is it desirable) for the conference to assume a major responsibility. Continuing education can be expensive. For this reason, **local churches are encouraged to provide a minimum of \$300.00 annually for each clergy and diaconal ministers' continuing education.**

All persons under Episcopal appointment to charges, conference staff positions, Conference Evangelists, retired supply, and Extension Ministries appointed to conference-related agencies and institutions are eligible for grants from the Conference funds provided:

1. The program meets the definitions and Conference guidelines described above.
2. The applicant has documented his or her efforts to secure funding from other sources, including local church, Duke Endowment, and personal resources.
3. The application for a grant is filed on the appropriate form which furnishes complete information about the event and bears the signatures of the applicant, the Pastor-Parish chairperson, and district superintendent.

Continuing Education Grant Guidelines:

1. The maximum grant to an individual applicant over one conference year is \$300.00
2. Grants are available for ordained, commissioned, licensed and diaconal ministers who receive less than the CAC (Conference Average Compensation), which includes salary and utilities, or less. **Pastors serving rural churches are eligible for an additional \$500.00 grant annually, providing funding is available.**
3. Applicants must use all funds designated by their local congregation or employing organization prior to requesting Conference grants.
4. Grants for District Continuing Education Seminars shall be limited to \$100.00, based upon the availability of funds, regardless of the number of CEUs involved and within the limits outlined in numbers 1, 2, and 3.
5. Grants for Clinical Pastoral Education (CPE) can be given when the CPE program offers the required CEU credits. No more than \$300.00 per CPE unit will be granted in any given year. Grants for CPE are given only for non-degree programs.
6. Holy Land Trips: A grant according to the current policy may be made once in a pastor's career, providing funding is available.

Monitoring Continuing Education Units:

1. The district superintendent, in annual consultation, may suggest to the clergy or diaconal minister the area of continuing education he or she should take to facilitate his or her professional growth. The pastor's annual Continuing Education Report will be given to the district superintendent at the annual consultation or other appropriate time.
2. Clergy shall have the responsibility for securing from the institution granting Continuing Education credit a record of earned credit and providing a copy of this record to the Office of Ministerial Relations.
3. It is the responsibility of each participant to determine, in consultation with the Committee on Continuing Education, if a proposed program meets the criteria prior to participation and funding.

Committee on Continuing Education

Ministerial Education Fund

The Ministerial Education Fund (MEF) is one of the most “unsung blessings” of our connectional support! In addition to being the underlying support to our seminaries, it provides invaluable support for the following ministries: Annual Conference Board of Ordained Ministry for programs they provide for clergy, both Elder and Deacon in Full Connection, diaconal ministers; scholarships for students studying for the ordained, both Elder and Deacon In Full Connection in the outstanding United Methodist seminaries and in non-United Methodist seminaries approved by the Division of Ordained Ministry and taught by seminary professors and conference leaders throughout the United Methodist Church; Continuing Education; Course of Study Schools (more than 5,000 people are involved in the Course of Study Schools); research and special programs related to candidacy and enlistment; pastoral care initiatives; clergy women concerns; racial and ethnic concerns; spiritual formation; testing and evaluation; training of boards of ordained ministry; international theological education; jurisdictional block grants; supervision issues and Dempster Fellowships. All of these ministries are funded by money from the Ministerial Education Fund. According to ¶816.1, “Of the total money raised in each annual conference for the Ministerial Education Fund, 25 percent shall be retained by the annual conference that raised it, to be used in its program of ministerial education as approved by the annual conference and administered through its Board of Ordained Ministry.”

The general policies for the North Carolina Annual Conference’s portion of the Ministerial Education Fund are set by the Board of Ordained Ministry. Brochures with guidelines and policies for the MEF scholarships are available from the Office of Ministerial Relations.

Some interesting facts regarding MEF are:

- Hundreds of millions of dollars have been given by local congregations to the MEF since 1968.
- More than twenty-five percent (25%) of that amount from the MEF has supported conference board services in each annual conference since 1970.
- MEF supports Duke Divinity School, which for over 79 years has prepared men and women for leadership in the church as clergy and laity.

A complete list of University Senate-approved schools is on the GBHEM website: www.gbhem.org.

Activity of the Ministerial Education Fund:

Raised in 2013	\$652,598.
• Total Remitted to General Board of Higher Education and Ministry	\$498,363.
• Portion retained by Board of Ordained Ministry in this conference	\$154,235.

Financial Assistance Granted (2012):

Scholarships Granted to Candidates for Ordained Ministry:	106,500.
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- Scholarships to Ministerial Candidates: **63 scholarships given**

Seminaries

Duke Divinity School	53
Fuller Theological Seminary	2
Hood Theological Seminary	2
Methodist Theological School in Ohio	2
Union Presbyterian Seminary	2
Wesleyan Theological Seminary	2

North Carolina Pastors' School and Duke Divinity School Convocation

The 2014 Convocation & Pastors' School, "Life after Christendom: *Resident Aliens 25 Years Later*," celebrated the 25th anniversary of the publication of *Resident Aliens* through academic lectures and explorations of its impact on pastors and congregations.

Held October 13-14, 2014, at Duke Divinity School, the event featured reflections and interviews with Stanley Hauerwas and Will Willimon, as well as lectures from James Davison Hunter, professor of sociology at the University of Virginia. In addition, **pastors from across the country provided video reflections on the impact of the book. Bishop Hope Morgan Ward of the North Carolina Annual Conference** served as the Convocation preacher.

Attendees also participated in worship and their choice of 12 seminars led by faculty, church leaders, and practitioners on topics ranging from "Creation after Christendom" to "Children in Worship" to "Radical Eucharist." Bishop Goodpaster of the Western North Carolina Annual Conference led a seminar on "Christendom in a Global Context."

The next Convocation & Pastors' School, "Body and Belonging: Nurturing Wholeness in Christian Community," will take place October 12-13, 2015. This event will explore the difference Christ's body makes for the way that we care for our communities and ourselves. Featured lecturers are Professor John Swinton of the University of Aberdeen, Rev. Claire Wimbush, and Rev. Debra Richardson-Moore. Rev. William Lee will serve as the event preacher. Pastors serving churches eligible for grants from The Duke Endowment, current Divinity School students, and 2015 graduates of the Divinity School may attend at a discounted rate.

The Convocation & Pastors' School Board of Managers is comprised of representatives from the North Carolina and Western North Carolina Annual Conferences, and it advises and works with

Duke Divinity School to offer a quality continuing education event annually.

The North Carolina Conference representatives on the Board of Managers are:

William (Allen) Bingham	2012-2015
Heather Rodrigues	2013-2015
Laura Fine Ledford	2013-2016
Ben Williams	2013-2016
Tom Greener	2014-2017
Kevin Baker	2014-2017
Valerie Tyson	2015-2018
Larry Bowden	2015-2018
Mike Frese	2016-2019
Laura Johnson	2016-2019

Additional information about Convocation & Pastors' School is available online at <http://www.divinity.duke.edu/cps>.

Rev. Elizabeth Graves

Chair, 2014-2015 Convocation & Pastors' School Board of Managers

Residency in Ordained Ministry, Committee on

"I thank my God very time I remember you, constantly praying with joy in everyone one of my prayers for all of you, because of your sharing in the gospel from the first day until now. I am confident of this, that the one who began a good work among you will bring it to completion by the day of Jesus Christ." - Philippians 1:3-6

"Sharing in the gospel" is part of the DNA of the Residency In Ordained Ministry process.

Participants share a passion for ministry and a commitment to be life-long learners, who grow in their relationship with Christ and the Church. The intent of the Residency in Ordained Ministry (RIOM) process is to create a journey in which each candidate for ordination lives into practices of fruitful ministry while living in covenant with one another and the community in which he/she serves. Components of this process address the confirmation of strengths, creation of partnerships, and the development of leadership competencies throughout one's ministry. Key components for living into a life-long fruitful ministry as lived out in this initiative include: theological reflection, spiritual formation, leadership competency development, peer group learning, individual coaching, and mock interviews. This year participants in their first phase of RIOM traveled with Bishop Hope Morgan Ward to Haiti, where they had a mission immersion experience with Rev. Regine Jean-Baptiste and the Lighthouse Lands ministry.

Three years ago the Residency in Ordained Ministry (RIOM) began a partnership with The Duke Endowment to develop curriculum, equip RIOM Group Leaders, and train coaches so that RIOM could take a more holistic and long-term view of a pastor moving into ministry that takes into account the systemic nature of ministry. Due to the success of this new paradigm for RIOM begun in 2012, the Western NC Conference embraced the model and received a similar grant in 2014.

Researcher, Dr. John Bennett of Queens University in Charlotte, NC continues to develop evidence-based publications about the NC Conference RIOM program outcomes specifically around pastor leadership development and the impact of coaching to support pastor development. The hope is that research conducted by Dr. Bennett will help us learn which experiences in RIOM have the most significant impact so that those findings can be shared and possibly replicated in other Annual Conferences of the United Methodist Church. As the grant with The Duke Endowment comes to a close, we celebrate the NC Conference's commitment to fully fund this initiative beginning in 2016, which is considered a measurement of success by The Duke Endowment.

The NC Conference owes a great deal of gratitude to those who served as RIOM Group Leaders during the past conference year: Allen Bingham, Rich Greenway, Kevin Baker, Karen Crutchfield, Nancy Willard, Connie Stutts, Michele Clark, and Elizabeth Polk. These gifted servants have enabled our Annual Conference to offer candidates an enriching and worthwhile experience of growth and reflection.

Sincere thanks is also extended to the Reverend Timothy J. Russell, Director of Ministerial Relations and Assistant to the Bishop, Mrs. Linda Bourey, the Executive Assistant to Tim Russell, and Mrs. Peg Aldridge & Mrs. Susan Graebe, Lead Coaches with Passion in Partnership Coaching Network, for their guidance and assistance.

Rev. Elizabeth Hackney Hood, Chairperson

Sexual Ethics Support Team

Ministry professionals are called to the sacred work of making disciples, which includes nurturing and protecting those under their care. Unfortunately there are occasions when this sacred trust is betrayed. These incidents often appear in the form of clergy sexual or professional misconduct, which are the result of an abuse of power and authority.

In order to help prevent incidents of clergy misconduct and respond appropriately when an incident does occur, it is important to have an effective ethics policy in place to provide preventative guidelines, and an impartial process for a just resolution, accountability, reconciliation, and healing (*2012 Book of Discipline 363*).

New guidelines related to clergy sexual and professional misconduct were adopted at the 2012 General Conference and are reflected in the *2012 Book of Resolutions* and *2012 Book of Discipline*. The team has re-written the Policy on Clergy Sexual and Professional Misconduct for the North Carolina Conference of the United Methodist Church to reflect and comply with these changes. The new policy became effective in June 2013.

The new policy was developed in the form of a brochure so it can be easily printed and distributed. The team also developed a form for reporting incidents of clergy misconduct, and a general information brochure. The ethics policy, reporting form, and brochure can be downloaded from the NC Conference website.

A Response Team was developed under the direction of Bishop Ward, for the purpose of assisting the Bishop and District Superintendents in effectively responding to incidents of misconduct. A just resolution, accountability, reconciliation, and healing are better achieved through the participation of a team rather than one individual (*2012 Book of Resolutions 2043*).

To help with this endeavor, a uniform supervisory response process was developed that also reflects the new guidelines in the *2012 Book of Discipline* and *2012 Book of Resolutions*. Everyone involved in the response process has received comprehensive training.

Due to an increased incidence of complaints against laypersons related to sexual and professional misconduct, the team will begin developing a plan for training laity in the area of sexual and professional ethics in addition to the safe sanctuaries training that is offered in the conference. The team will also begin revising the sexual and professional ethics policies to include guidelines for determining and handling complaints against laity this year after the 2015 annual conference.

We, the members of the NC Conference Sexual and Professional Ethics Team, extend a sincere thanks to Bishop Ward for her guidance in developing a response team, and Rev. Timothy Russell for his wise counsel in supporting the work of the team, and for orchestrating the “Keeping Our Sacred Trust” online training that all clergy under Episcopal appointment received through the Lewis Center for Church Leadership at Wesley Theological Seminary. All new licensees will also receive sexual ethics training during licensing school prior to receiving an appointment.

In addition, we also thank Mrs. Linda Bourey for her consistently helpful administrative support. We also extend thanks to the members of the Response Team for their commitment to the task of objectively walking alongside everyone involved in the response process which includes: complainants, respondents, their families, and congregations.

Members who serve on the Response Team: Donna Thompson, Coordinator, Berry Barbour, Brenda Carter, Steve Castle, Jerry Cribb, Joyce Day, Terry Hobbs, David Hollowell, Glenda Johnson, Keith Nanney, Josephine Sutton, Catherine Thompson, Johnnie Wright.

Members who serve on the Sexual and Professional Ethics Team: Donna Thompson, Chair, Anne Ahl, Leonard Fairley, Irene Gattis, Fred Hight, Pat McGhee, Ken McLean, Sandra Ray.

Rev. Dr. Donna Thompson, Chairperson

Stewardship Team

Finance and Administration, Council on

I. Conference Budget to be Raised
January 1, 2016 to December 31, 2016

Row #	Ministry Teams	Requested Request 2013 Raised 2014 for 2015	UNAUDITED Actual Raised 2014 for 2015	Shortfall for 2015	Requested Request 2014 Raised 2015 for 2016	Requested Request 2015 Raised 2016 for 2017	Increase (Decrease)	1.19% % Increase (Decrease)	% of Total Apport
1 **	World Service	\$1,935,489	\$1,797,005	\$138,484	\$1,921,725	\$1,930,473	\$8,748	0.46%	9.03%
	<u>Outreach Ministry Team</u>								
2	Criminal Justice & Mercy Ministries	12,775	11,861	914	12,775	13,300	525	4.11%	0.06%
3	Disciple Bible Outreach Ministries	28,800	26,739	2,061	28,800	38,275	9,475	32.90%	0.18%
4	Disaster Readiness & Response	15,000	13,927	1,073	31,050	31,100	50	0.16%	0.15%
5	Asbury Homes Inc.	13,500	12,534	966	13,500	4,000	(9,500)	-70.37%	0.02%
6	Methodist Home for Children	192,000	178,262	13,738	192,000	192,000	-	0.00%	0.90%
7	Methodist Retirement Homes	92,000	85,417	6,583	92,000	60,000	(32,000)	-34.78%	0.28%
8	Golden Cross Fund	15,100	14,020	1,080	15,100	10,000	(5,100)	-33.77%	0.05%
9	Missions & Outreach	508,000	471,653	36,347	500,000	539,000	39,000	7.80%	2.52%
10	Refugee & Immigration	8,000	7,428	572	8,000	5,500	(2,500)	-31.25%	0.03%
11	Board of Institutions	750	696	54	750	800	50	6.67%	0.00%
	Subtotal - Outreach Ministry Team	\$885,925	\$822,537	\$63,388	\$893,975	\$893,975	\$0	0.00%	4.18%
	<u>Christian Formation Team</u>								
12	Evangelism	\$80,410	\$74,657	\$5,753	\$40,000	\$40,000	\$0	0.00%	0.19%
13	Church & Society	12,000	11,141	859	12,000	12,000	-	0.00%	0.06%
14	Spiritual Life	12,480	11,587	893	12,480	11,500	(980)	-7.85%	0.05%
15	Worship	4,992	4,635	357	4,500	4,600	100	2.22%	0.02%
16	Higher Education & Campus Ministries	6,720	6,239	481	6,720	6,720	-	0.00%	0.03%
17	College Chaplaincy Support	264,000	245,111	18,889	264,000	264,000	-	0.00%	1.23%
18	Campus Ministry	480,960	446,547	34,413	480,960	480,960	-	0.00%	2.25%
19	Youth Ministry	64,400	59,792	4,608	70,800	70,000	(800)	-1.13%	0.33%
20	Young Adults	6,000	5,571	429	10,000	8,000	(2,000)	-20.00%	0.04%
21	Children's Ministries	18,540	17,213	1,327	9,200	4,200	(5,000)	-54.35%	0.02%
22	Older Adults	6,800	6,313	487	6,000	6,000	-	0.00%	0.03%
23	Safe Sanctuaries	-	-	-	4,800	8,840	4,040	84.17%	0.04%
24	Education & Nurture	3,050	2,832	218	3,050	5,000	1,950	63.93%	0.02%
25	Camp & Retreat Ministries Inc.	275,000	255,324	19,676	275,000	275,000	-	0.00%	1.29%
26	Emerging Church Support	922,350	856,356	65,994	959,000	959,000	-	0.00%	4.48%
27	New Faith Communities: Sal & Ben	213,400	198,131	15,269	206,000	212,180	6,180	3.00%	0.99%
28	New Faith Communities Office	64,200	59,606	4,594	65,000	65,000	-	0.00%	0.30%
29	Disability Concerns	2,000	1,857	143	2,000	5,500	3,500	175.00%	0.03%
30	Financial Discipleship Team	15,000	13,927	1,073	15,000	11,000	(4,000)	-26.67%	0.05%
	Subtotal - Christian Formation Team	\$2,452,302	\$2,276,840	\$175,462	\$2,446,510	\$2,449,500	\$2,990	0.12%	11.45%
	<u>Leadership Team</u>								
31	Multicultural Ministries Team	\$13,000	\$12,070	\$930	\$10,000	\$11,000	\$1,000	10.00%	0.05%
32	Multicultural Ministries Grants	50,000	46,423	3,577	50,000	50,000	-	0.00%	0.23%
33	Multicultural Ministries Program	103,470	96,067	7,403	103,470	103,470	-	0.00%	0.48%
34	Monitoring & Accountability	3,750	3,482	268	3,750	3,750	-	0.00%	0.02%
35 **	Ministerial Education Fund	664,484	616,940	47,544	659,750	662,770	3,020	0.46%	3.10%
36	Board of Ordained / Diaconal Ministry	237,155	220,187	16,968	423,450	433,370	9,920	2.34%	2.03%
37	Lait	28,000	25,997	2,003	40,000	34,500	(5,500)	-13.75%	0.16%
38	District: DS Sal & Ben	1,150,000	1,067,718	82,282	1,158,000	1,160,000	2,000	0.17%	5.42%
39	District: ADS Sal & Ben	644,540	598,423	46,117	690,322	693,000	2,678	0.39%	3.24%
40	DS/ADS Offices	227,200	210,944	16,256	227,200	231,200	4,000	1.76%	1.08%
41	District Centralized Support: Sal & Ben	130,000	120,699	9,301	215,000	217,150	2,150	1.00%	1.02%
42	District Centralized Support: Office	22,000	20,426	1,574	24,000	24,000	-	0.00%	0.11%
43	DS & ADS: Travel	142,000	131,840	10,160	142,000	138,000	(4,000)	-2.82%	0.65%
44	Cabinet Meeting Expenses	40,000	37,138	2,862	45,000	45,000	-	0.00%	0.21%
45	Ministerial Relations Office: Sal & Ben	348,611	323,668	24,943	348,611	366,500	17,889	5.13%	1.71%
46	Ministerial Relations Office	24,820	23,044	1,776	21,200	21,300	100	0.47%	0.10%
47	Christian Unity	7,000	6,499	501	7,000	10,000	3,000	42.86%	0.05%
48	NC Council of Churches	18,000	16,712	1,288	20,000	22,000	2,000	10.00%	0.10%
49	Office of the Bishop	43,200	40,109	3,091	38,200	38,200	-	0.00%	0.18%
50	Effective Ministry Program	25,000	23,211	1,789	50,000	50,000	-	0.00%	0.23%
51	Academy for Leadership Excellence	-	-	-	46,878	48,284	1,406	3.00%	0.23%
52	Nominations	1,000	928	72	2,500	1,000	(1,500)	-60.00%	0.00%
	Subtotal - Leadership Team	\$3,923,230	\$3,642,523	\$280,707	\$4,326,331	\$4,364,494	\$38,163	0.88%	20.40%

I. Conference Budget to be Raised
January 1, 2016 to December 31, 2016

Row #	Ministry Teams	Requested Request 2013 Raised 2014 for 2015	UNAUDITED Actual Raised 2014 for 2015	Shortfall for 2015	Requested Request 2014 Raised 2015 for 2016	Requested Request 2015 Raised 2016 for 2017	Increase (Decrease)	1.19% % Increase (Decrease)	% of Total Apport
Stewardship Team									
53	Annual Conf. Expense	\$190,000	\$176,406	\$13,594	\$190,000	\$205,000	\$15,000	7.89%	0.96%
54	Annual Conf. Registrar: Sal & Ben	4,000	3,714	286	4,000	4,000	-	0.00%	0.02%
55	Conf. Secretary's Office	18,000	16,712	1,288	12,000	12,000	-	0.00%	0.06%
56	Conf. Secretary's Office: Sal & Ben	97,667	90,679	6,988	97,667	98,400	733	0.75%	0.46%
57	Conf. Journal/Printing	20,000	18,569	1,431	20,000	20,000	-	0.00%	0.09%
58	Communications	82,300	76,411	5,889	82,300	182,150	99,850	121.32%	0.85%
59	Publications: NC Conf. Advocate	13,500	12,534	966	13,500	-	(13,500)	-100.00%	0.00%
60	** General Administration	233,577	216,865	16,712	231,963	233,075	1,112	0.48%	1.09%
61	** SEJ Mission & Ministry	76,696	71,208	5,488	76,696	76,696	-	0.00%	0.36%
62	Conf. Treasurer's Office: Sal & Ben	763,848	709,195	54,653	763,848	786,763	22,915	3.00%	3.68%
63	Conf. Treasurer's Office	159,600	148,181	11,419	155,000	155,000	-	0.00%	0.72%
64	Treasurer Bonding & Insurance	31,255	29,019	2,236	-	-	-	-	0.00%
65	Information Management Office	61,225	56,844	4,381	61,225	62,200	975	1.59%	0.29%
66	Information Management: Sal & Ben	245,526	227,959	17,567	278,865	287,231	8,366	3.00%	1.34%
67	Conf. Board of Trustees	1,750	1,625	125	1,750	1,750	-	0.00%	0.01%
68	Contingency Fund	15,000	13,927	1,073	15,000	15,000	-	0.00%	0.07%
69	** Meth. Bldg. Operating Fund	168,000	155,980	12,020	171,000	175,000	4,000	2.34%	0.82%
70	** Meth. Bldg. Capital Fund	200,000	185,690	14,310	210,000	220,000	10,000	4.76%	1.03%
71	Episcopal Residence Current Expense	15,000	13,927	1,073	10,000	10,000	-	0.00%	0.05%
72	Episcopal Residence Capital Fund	-	-	-	50,000	50,000	-	0.00%	0.23%
73	Staff Housing Allowances	87,841	81,556	6,285	87,841	60,391	(27,450)	-31.25%	0.28%
74	Legal Counsel	20,000	18,569	1,431	20,000	20,000	-	0.00%	0.09%
75	Equitable Compensation	175,000	162,479	12,521	175,000	175,000	-	0.00%	0.82%
76	Minister's Moving Expense	175,000	162,479	12,521	150,000	150,000	-	0.00%	0.70%
77	Joint Comm. on Clergy Medical Leave	360,000	334,242	25,758	360,000	370,800	10,800	3.00%	1.73%
78	Conf. Claimants-Retiree Insurance - Current	2,700,000	2,506,815	193,185	2,200,000	2,200,000	-	0.00%	10.29%
79	Conf. Claimants-Retiree Insurance - Unfunded Liability	-	-	-	500,000	500,000	-	0.00%	2.34%
80	General & Jurisdictional Conference	30,000	27,854	2,146	30,000	30,000	-	0.00%	0.14%
81	Archives & History	14,295	13,272	1,023	14,500	14,500	-	0.00%	0.07%
82	Conf. Media Center	7,570	7,028	542	7,570	7,410	(160)	-2.11%	0.03%
83	CCM Office, Mtgs. & Cong. Revitalization	124,250	115,360	8,890	124,250	115,500	(8,750)	-7.04%	0.54%
84	CCM Staff: Sal & Ben	1,173,797	1,089,812	83,985	1,185,535	1,215,730	30,195	2.55%	5.68%
	Subtotal - Stewardship Team	\$7,264,697	\$6,744,908	\$519,789	\$7,299,510	\$7,453,596	\$154,086	2.11%	34.85%
	Conference Connectional Ministries	\$14,526,154	\$13,486,808	\$1,039,346	\$14,966,326	\$15,161,565	\$195,239	1.30%	70.88%
85	World Service & Connectional Ministries	\$16,461,643	\$15,283,813	\$1,177,830	\$16,888,051	\$17,092,038	\$203,987	1.21%	79.91%
	Past Service Liability								
86	** Past Service Liability	\$3,300,000	\$3,109,360	\$190,640	\$3,300,000	\$3,300,000	\$0	0.00%	15.43%
	Other General Conference								
87	** Episcopal Fund	\$565,159	\$533,599	\$31,560	\$576,367	\$622,309	\$45,942	7.97%	2.91%
88	** Africa University Fund	59,312	56,134	3,178	58,890	59,184	294	0.50%	0.28%
89	** Black College Fund	265,044	250,212	14,832	263,181	264,385	1,204	0.46%	1.24%
90	** Interdenominational Coop. Fund	51,942	48,952	2,990	51,622	51,858	236	0.46%	0.24%
91	Total Other General Apportionments	\$941,457	\$888,896	\$52,561	\$950,060	\$997,736	\$47,676	5.02%	4.66%
92	Grand Total All Funds	\$20,703,100	\$19,282,070	\$1,421,030	\$21,138,111	\$21,389,774	\$251,663	1.19%	100.00%
93	Total General Conference	\$3,775,007	\$3,519,706	\$255,301	\$3,763,498	\$3,824,054	\$60,556	1.61%	17.88%
94	Total Jurisdictional Conference	\$76,696	\$71,208	\$5,488	\$76,696	\$76,696	\$0	0.00%	0.36%
95	Total Pensions & Conference Claimants	\$6,000,000	\$5,616,175	\$383,825	\$6,000,000	\$6,000,000	\$0	0.00%	28.05%
96	Total Annual Conference	\$10,851,397	\$10,074,980	\$776,417	\$11,297,917	\$11,489,024	\$191,107	1.69%	53.71%

** Budget raised and spent in the same year

II a. 2014 Actual Operating Budget

Row #	Ministry Teams	Carry Over from 2013	Raised in 2013	Total Approved Supplement	Operating Budget for 2014	Actual Expenditures 2014	2014 Remaining Balance
1	** World Service	\$0	\$1,781,000	\$138,484	\$1,935,489	\$1,935,489	\$0
	<u>Outreach Ministry Team</u>						
2	Criminal Justice & Mercy Ministries	\$831	\$11,943	-	\$12,774	\$12,686	\$88
3	Disciple Bible Outreach Ministries	-	26,923	-	26,923	26,923	-
4	Disaster Readiness & Response	1,242	14,023	-	15,265	15,135	130
5	Asbury Homes Inc.	193	12,620	-	12,813	12,813	-
6	Methodist Home for Children	-	179,490	-	179,490	179,490	-
7	Methodist Retirement Homes	-	86,006	-	86,006	86,006	-
8	Golden Cross Fund	-	14,116	-	14,116	14,116	-
9	Missions & Outreach	-	474,900	33,100	508,000	507,643	357
10	Refugee & Immigration	748	7,479	-	8,227	339	7,888
11	Board of Institutions	70	701	-	771	101	670
	Subtotal - Outreach Ministry Team	\$3,084	\$828,200	\$33,100	\$864,385	\$855,252	\$9,133
	<u>Christian Formation Team</u>						
12	Evangelism	\$8,041	\$80,406	\$0	\$88,447	\$36,470	\$51,977
13	Church & Society	1,084	10,844	-	11,928	6,813	5,115
14	Spiritual Life	1,167	11,667	-	12,834	6,043	6,791
15	Worship	467	4,667	-	5,134	3,507	1,627
16	Higher Education & Campus Ministries	628	6,282	-	6,910	2,213	4,697
17	College Chaplaincy Support	-	246,798	17,202	264,000	264,000	-
18	Campus Ministry	-	449,622	31,338	480,960	480,960	-
19	Youth Ministry	-	53,193	7,500	60,693	53,193	7,500
20	Young Adults	561	5,609	-	6,170	1,664	4,506
21	Children's Ministries	-	17,332	-	17,332	13,271	4,061
22	Older Adults	636	6,357	-	6,993	1,041	5,952
23	Education & Nurture	285	2,851	-	3,136	1,250	1,886
24	Camp & Retreat Ministries Inc.	-	257,082	17,918	275,000	275,000	-
25	Emerging Church Support	-	798,543	363,303	1,161,846	1,161,846	-
26	New Faith Communities: Sal & Ben	18,620	216,051	35,059	269,730	219,400	50,330
27	New Faith Communities Office	-	60,017	4,183	64,200	60,574	3,626
28	Disability Concerns	323	3,225	-	3,548	2,865	683
29	Financial Discipleship Team	1,402	14,023	-	15,425	2,621	12,804
	Subtotal - Christian Formation Team	\$33,214	\$2,244,568	\$476,503	\$2,754,286	\$2,592,731	\$161,555
	<u>Leadership Team</u>						
30	Multicultural Ministries Team	\$888	\$8,881	\$1,105	\$10,874	\$10,874	\$0
31	Multicultural Ministries Grants	-	46,742	-	46,742	46,742	-
32	Multicultural Ministries Program	6,981	96,261	-	103,242	102,673	569
33	Monitoring & Accountability	351	3,506	-	3,857	1,670	2,187
34	** Ministerial Education Fund	-	611,445	35,658	664,484	652,598	-
35	Board of Ordained / Diaconal Ministry	21,268	212,677	-	233,945	163,128	70,817
36	Laity	2,618	26,176	-	28,794	28,459	335
37	District: DS Sal & Ben	-	1,056,372	39,437	1,095,809	1,095,809	-
38	District: ADS Sal & Ben	-	577,733	33,249	610,981	610,981	-
39	DS/ADS Offices	-	211,835	-	211,835	208,594	3,241
40	District Centralized Support: Sal & Ben	-	115,547	1,560	117,106	117,107	(1)
41	District Centralized Support: Office	-	19,912	-	19,912	7,605	12,307
42	DS & ADS: Travel	-	122,932	-	122,932	112,477	10,455
43	Cabinet Meeting Expenses	-	37,394	-	37,394	35,500	1,894
44	Ministerial Relations Office: Sal & Ben	14,686	325,896	22,715	363,297	332,001	31,296
45	Ministerial Relations Office	1,601	22,904	-	24,505	19,726	4,779
46	Christian Unity	654	6,544	-	7,198	6,211	987
47	NC Council of Churches	-	16,827	-	16,827	16,827	-
48	Office of the Bishop	4,039	40,385	-	44,424	37,871	6,553
49	Effective Ministry Program	-	23,371	-	23,371	23,371	-
50	Nominations	93	935	-	1,028	287	741
	Subtotal - Leadership Team	\$53,179	\$3,584,274	\$133,722	\$3,788,557	\$3,630,508	\$146,160

II a. 2014 Actual Operating Budget

Row #	Ministry Teams	Carry Over from 2013	Raised in 2013	Total Approved Supplement	Operating Budget for 2014	Actual Expenditures 2014	2014 Remaining Balance
Stewardship Team							
51	Annual Conf. Expense	\$17,762	\$177,620	\$12,380	\$207,762	\$189,675	\$18,087
52	Annual Conf. Registrar: Sal & Ben	-	3,739	261	4,000	4,000	-
53	Conf. Secretary's Office	1,776	17,762	-	19,538	6,858	12,680
54	Conf. Secretary's Office: Sal & Ben	141	86,422	6,024	92,587	90,185	2,402
55	Conf. Journal/Printing	2,805	28,045	-	30,850	16,662	14,188
56	Communications	1,769	78,527	-	80,296	66,354	13,942
57	Publications: Every Day Grace Magazine	-	26,643	-	26,643	26,643	-
58	** General Administration	-	214,910	16,712	233,577	233,577	-
59	** SEJ Mission & Ministry	-	71,699	5,488	76,696	76,696	-
60	Conf. Treasurer's Office: Sal & Ben	-	702,574	55,458	758,032	758,032	-
61	Conf. Treasurer's Office	15,402	154,025	(35,245)	134,182	129,469	4,714
62	Treasurer Bonding & Insurance	-	10,087	-	10,087	10,087	-
63	Information Management Office	6,946	69,459	-	76,405	64,550	11,855
64	Information Management: Sal & Ben	-	208,472	53,201	261,673	261,673	-
65	Conf. Board of Trustees	-	1,636	-	1,636	1,636	-
66	Contingency Fund	1,402	14,023	(14,781)	643	-	643
67	** Meth. Bldg. Operating Fund	-	140,226	-	168,000	155,980	-
68	** Meth. Bldg. Capital Fund	-	186,969	-	200,000	185,690	-
69	Episcopal Residence	-	14,023	-	14,023	14,023	-
70	Staff Housing Allowances	-	79,237	-	79,237	79,237	-
71	Legal Counsel	-	18,697	1,142	19,839	19,839	-
72	Equitable Compensation	-	163,597	-	163,597	154,603	8,994
73	Minister's Moving Expense	17,295	172,946	-	190,241	137,591	52,650
74	Joint Comm. on Clergy Medical Leave	37,394	373,937	-	411,331	344,456	66,875
75	Conf. Claimants-Retiree Insurance - Current	-	2,524,075	-	2,524,075	2,524,075	-
76	General and Jurisdictional Conference	-	28,045	-	28,045	28,045	-
77	Archives & History	-	13,364	36,000	49,364	37,189	12,175
78	Conf. Media Center	-	5,955	-	5,955	5,955	-
79	CCM Office, Mtgs. & Cong. Revitalization	10,405	104,048	-	114,453	111,588	2,865
80	CCM Staff: Sal & Ben	109,732	1,097,315	-	1,207,047	1,077,294	129,753
Subtotal - Stewardship Team		\$222,829	\$6,792,003	\$136,639	\$7,193,740	\$6,815,586	\$351,823
Conference Connectional Ministries		\$312,306	\$13,449,046	\$779,964	\$14,600,968	\$13,894,076	\$668,671
81	World Service & Connectional Ministries	\$312,306	\$15,230,045	\$918,448	\$16,536,457	\$15,829,565	\$668,671
Past Service Liability							
82	** Past Service Liability	\$0	\$3,079,612	\$190,640	\$3,300,000	\$3,300,000	\$0
Other General Conference							
83	** Episcopal Fund	\$0	\$519,596	\$31,560	\$565,159	\$565,159	\$0
84	** Africa University Fund	-	55,381	3,178	59,312	59,312	-
85	** Black College Fund	-	245,756	14,832	265,044	265,044	-
86	** Interdenominational Coop.Fund	-	48,084	2,991	51,942	51,942	-
87	Total Other General Apportionments	\$0	\$868,817	\$52,561	\$941,457	\$941,457	\$0
88	Grand Total All Funds	\$312,306	\$19,178,474	\$1,161,649	\$20,777,914	\$20,071,022	\$668,671
89	Total General Conference	\$0	\$3,476,171	\$243,416	\$3,775,007	\$3,763,121	\$11,886
90	Total Jurisdictional Conference	\$0	\$71,699	\$5,488	\$76,696	\$76,696	\$0
91	Total Pensions & Conference Claimants	\$0	\$5,603,687	\$190,640	\$5,824,075	\$5,824,075	\$0
92	Total Annual Conference	\$312,306	\$10,026,917	\$722,106	\$11,102,136	\$10,407,130	\$656,785

** Funds raised and spent in the same year

II b. 2015 Actual Operating Budget

Row #	Ministry Teams	Carry Over from 2014	Raised in 2014	Total Approved Supplement	DRAFT		% of Total	
					Operating Budget for 2015	15 Budget/ 14 Budget % Change		15 Budget/ 14 Actual % Change
1	** World Service	\$0	\$1,797,005		\$1,921,725	-1%	-1%	9.28%
	<u>Outreach Ministry Team</u>							
2	Criminal Justice & Mercy Ministries	\$88	\$11,861	-	\$11,949	-6.46%	-5.81%	0.06%
3	Disciple Bible Outreach Ministries	-	26,739	-	26,739	-0.68%	-0.68%	0.13%
4	Disaster Readiness & Response	130	13,927	1,073	15,130	-0.88%	-0.03%	0.07%
5	Asbury Homes Inc.	-	12,534	-	12,534	-2.18%	-2.18%	0.06%
6	Methodist Home for Children	-	178,262	-	178,262	-0.68%	-0.68%	0.86%
7	Methodist Retirement Homes	-	85,417	-	85,417	-0.68%	-0.68%	0.41%
8	Golden Cross Fund	-	14,020	-	14,020	-0.68%	-0.68%	0.07%
9	Missions & Outreach	-	471,653	96,347	568,000	11.81%	11.89%	2.74%
10	Refugee & Immigration	743	7,428	-	8,171	-0.68%	2309.47%	0.04%
11	Board of Institutions	70	696	-	766	-0.65%	660.68%	0.00%
	Subtotal - Outreach Ministry Team	\$1,031	\$822,537	\$97,421	\$920,988	6.55%	7.69%	4.45%
	<u>Christian Formation Team</u>							
12	Evangelism	\$7,466	\$74,657	\$0	\$82,123	-7.15%	125.18%	0.40%
13	Church & Society	1,114	11,141	-	12,255	2.74%	79.87%	0.06%
14	Spiritual Life	1,159	11,587	-	12,746	-0.69%	110.92%	0.06%
15	Worship	463	4,635	-	5,098	-0.70%	45.37%	0.02%
16	Higher Education & Campus Ministries	624	6,239	-	6,863	-0.68%	210.19%	0.03%
17	College Chaplaincy Support	-	245,111	18,889	264,000	0.00%	0.00%	1.28%
18	Campus Ministry	-	446,547	34,413	480,960	0.00%	0.00%	2.32%
19	Youth Ministry	-	59,792	-	59,792	-1.48%	12.41%	0.29%
20	Young Adults	557	5,571	-	6,128	-0.68%	268.20%	0.03%
21	Children's Ministries	1,721	17,213	-	18,934	9.24%	42.67%	0.09%
22	Older Adults	631	6,313	-	6,944	-0.70%	566.90%	0.03%
23	Education & Nurture	283	2,832	-	3,115	-0.67%	149.29%	0.02%
24	Camp & Retreat Ministries Inc.	-	255,324	19,676	275,000	0.00%	0.00%	1.33%
25	Emerging Church Support	-	856,356	65,994	922,350	-20.61%	-20.61%	4.46%
26	New Faith Communities: Sal & Ben	15,271	198,131	45,269	258,671	-4.10%	17.90%	1.25%
27	New Faith Communities Office	-	59,606	4,594	64,200	0.00%	5.99%	0.31%
28	Disability Concerns	186	1,857	-	2,043	-42.42%	-28.69%	0.01%
29	Financial Discipleship Team	1,393	13,927	-	15,320	-0.68%	484.55%	0.07%
	Subtotal - Christian Formation Team	\$30,868	\$2,276,840	\$188,834	\$2,496,542	-9.36%	-3.71%	12.06%
	<u>Leadership Team</u>							
30	Multicultural Ministries Team	\$0	\$12,070	\$0	\$12,070	11.00%	11.00%	0.06%
31	Multicultural Ministries Grants	-	46,423	-	46,423	-0.68%	-0.68%	0.22%
32	Multicultural Ministries Program	569	96,067	-	96,636	-6.40%	-5.88%	0.47%
33	Monitoring & Accountability	348	3,482	-	3,830	-0.70%	129.38%	0.02%
34	** Ministerial Education Fund	-	616,940	-	659,750	-0.71%	1.10%	3.19%
35	Board of Ordained / Diaconal Ministry	22,019	220,187	-	242,206	3.53%	48.48%	1.17%
36	Lait	335	25,997	-	26,332	-8.55%	-7.47%	0.13%
37	District: DS Sal & Ben	-	1,067,718	82,282	1,150,000	4.95%	4.95%	5.56%
38	District: ADS Sal & Ben	-	598,423	46,117	644,540	5.49%	5.49%	3.11%
39	DS/ADS Offices	3,241	210,944	-	214,185	1.11%	2.68%	1.03%
40	District Centralized Support: Sal & Ben	-	120,699	77,801	198,500	69.50%	69.50%	0.96%
41	District Centralized Support: Office	2,043	20,426	-	22,469	12.84%	195.45%	0.11%
42	DS & ADS: Travel	10,455	131,840	-	142,295	15.75%	26.51%	0.69%
43	Cabinet Meeting Expenses	1,894	37,138	-	39,032	4.38%	9.95%	0.19%
44	Ministerial Relations Office:Sal & Ben	8,581	323,668	15,000	347,249	-4.42%	4.59%	1.68%
45	Ministerial Relations Office	2,304	23,044	-	25,348	3.44%	28.50%	0.12%
46	Christian Unity	650	6,499	-	7,149	-0.68%	15.11%	0.03%
47	NC Council of Churches	-	16,712	-	16,712	-0.68%	-0.68%	0.08%
48	Office of the Bishop	4,011	40,109	-	44,120	-0.68%	16.50%	0.21%
49	Effective Ministry Program	-	23,211	-	23,211	-0.68%	-0.68%	0.11%
50	Nominations	93	928	-	1,021	-0.68%	256.10%	0.00%
	Subtotal - Leadership Team	\$56,543	\$3,642,523	\$221,201	\$3,963,078	4.61%	9.16%	19.14%

II b. 2015 Actual Operating Budget

Row #	Ministry Teams	Carry Over from 2014	Raised in 2014	Total Approved Supplement	DRAFT Operating Budget for 2015	15 Budget/ 14 Budget % Change	15 Budget/ 14 Actual % Change	% of Total
Stewardship Team								
51	Annual Conf. Expense	\$5,707	\$176,406	\$13,594	\$195,707	-5.80%	3.18%	0.95%
52	Annual Conf. Registrar: Sal & Ben	-	3,714	286	4,000	0.00%	0.00%	0.02%
53	Conf. Secretary's Office	1,671	16,712	-	18,383	-5.91%	168.05%	0.09%
54	Conf. Secretary's Office: Sal & Ben	-	90,679	6,988	97,667	5.49%	8.30%	0.47%
55	Conf. Journal/Printing	1,857	18,569	-	20,426	-33.79%	22.59%	0.10%
56	Communications	7,641	76,411	-	84,052	4.68%	26.67%	0.41%
57	Publications: Every Day Grace Magazine	-	12,534	-	12,534	-52.96%	-52.96%	0.06%
58	** General Administration	-	216,865	-	231,963	-0.69%	-0.69%	1.12%
59	** SEJ Mission & Ministry	-	71,208	-	76,696	0.00%	0.00%	0.37%
60	Conf. Treasurer's Office: Sal & Ben	-	709,195	105,653	814,848	7.50%	7.50%	3.94%
61	Conf. Treasurer's Office	4,714	148,181	(51,000)	101,895	-24.06%	-21.30%	0.49%
62	Treasurer Bonding & Insurance	-	29,019	-	29,019	187.69%	187.69%	0.14%
63	Information Management Office	5,684	56,844	-	62,528	-18.16%	-3.13%	0.30%
64	Information Management: Sal & Ben	-	227,959	57,567	285,526	9.12%	9.12%	1.38%
65	Conf. Board of Trustees	-	1,625	-	1,625	-0.67%	-0.67%	0.01%
66	Contingency Fund	643	13,927	-	14,570	0.00%	0.00%	0.07%
67	** Meth. Bldg. Operating Fund	-	155,980	-	171,000	1.79%	9.63%	0.83%
68	** Meth. Bldg. Capital Fund	-	185,690	-	210,000	5.00%	13.09%	1.01%
69	Episcopal Residence	-	13,927	-	13,927	-0.68%	-0.68%	0.07%
70	Staff Housing Allowances	-	81,556	-	81,556	2.93%	2.93%	0.39%
71	Legal Counsel	-	18,569	-	18,569	-6.40%	-6.40%	0.09%
72	Equitable Compensation	8,994	162,479	12,521	183,994	12.47%	19.01%	0.89%
73	Minister's Moving Expense	16,248	162,479	-	178,727	-6.05%	29.90%	0.86%
74	Joint Comm. on Clergy Medical Leave	33,424	334,242	-	367,666	-10.62%	6.74%	1.78%
75	Conf. Claimants-Retiree Insurance - Current	-	2,506,815	-	2,506,815	-0.68%	-0.68%	12.11%
76	General and Jurisdictional Conference	-	27,854	-	27,854	-0.68%	-0.68%	0.13%
77	Archives & History	-	13,272	-	13,272	-73.11%	-64.31%	0.06%
78	Conf. Media Center	-	7,028	-	7,028	18.02%	18.02%	0.03%
79	CCM Office, Mtgs. & Cong. Revitalization	2,865	115,360	-	118,225	3.30%	5.95%	0.57%
80	CCM Staff: Sal & Ben	108,981	1,089,812	-	1,198,793	-0.68%	11.28%	5.79%
Subtotal - Stewardship Team		\$198,429	\$6,744,908	\$145,611	\$7,148,865	-0.62%	4.89%	34.53%
Conference Connectional Ministries		\$286,871	\$13,486,808	\$653,067	\$14,529,473	-0.49%	4.57%	70.19%
81	World Service & Connectional Ministries	\$286,871	\$15,283,813	\$653,067	\$16,451,198	-0.52%	3.93%	79.47%
Past Service Liability								
82	** Past Service Liability	\$0	\$3,079,612	\$0	\$3,300,000	0.00%	0.00%	15.94%
Other General Conference								
83	** Episcopal Fund	\$0	\$519,596	\$0	\$576,367	1.98%	1.98%	2.78%
84	** Africa University Fund	-	55,381	-	58,890	-0.71%	-0.71%	0.28%
85	** Black College Fund	-	245,756	-	263,181	-0.70%	-0.70%	1.27%
86	** Interdenominational Coop.Fund	-	48,084	-	51,622	-0.62%	-0.62%	0.25%
87	Total Other General Apportionments	\$0	\$868,817	\$0	\$950,060	0.91%	0.91%	4.59%
88	Grand Total All Funds	\$286,871	\$19,232,242	\$653,067	\$20,701,258	-0.37%	3.14%	100.00%
89	Total General Conference	\$0	\$3,499,626	\$0	\$3,763,498	-0.30%	0.01%	18.18%
90	Total Jurisdictional Conference	\$0	\$71,208	\$0	\$76,696	0.00%	0.00%	0.37%
91	Total Pensions & Conference Claimants	\$0	\$5,586,427	\$0	\$5,806,815	-0.30%	-0.30%	28.05%
92	Total Annual Conference	\$286,871	\$10,074,980	\$653,067	\$11,054,249	-0.43%	6.22%	53.40%

** Funds raised and spent in the same year

II c. Contingency Reserve Fund

	<u>2014</u>
<u>Income</u>	
Interest Income on Checking	\$ 25,797
Interest on CD Investments	21,501
Interest on UMF Investments	325,441
Net Reclaim Last Year	381,800
Other Receipts (Return of supplement)	-
Post Audit Receipts from prior year	37,113
TOTAL INCOME	<u>\$ 791,652</u>
<u>Distributions</u>	
Current Year Budget Supplements	\$ 800,289
Current Year Non-Budget Supplements	189,016
Subsequent Year Budget Supplements	653,067
Subsequent Year Non-Budget Supplements	96,594
Interest / Service Charges Paid	56,770
Audit Adjustments	3,883
TOTAL DISTRIBUTIONS	<u>\$ 1,799,619</u>
Change in net assets (Total Income - Total Distributions)	<u>\$ (1,007,967)</u>

II c. Contingency Reserve Fund

<u>Non-Budget Supplements:</u>	2014	2015
Academy for Leadership Excellence	\$ -	\$ 56,084
Asbury Homes	-	40,510
Camp & Retreat Ministries, Inc.	29,016	-
Imagine No Malaria Campaign	100,000	-
Partners in Ministry	60,000	-
<i>Total Non-Budget Supplements</i>	\$ 189,016	\$ 96,594

<u>Budget Supplements:</u>	2014	2015
** Africa University Fund	\$ 3,178	\$ -
** Black College Fund	14,832	-
** Episcopal Fund	31,560	-
** General Administration	16,712	-
** Interdenominational Coop.Fund	2,991	-
** Ministerial Education Fund	35,658	-
** Past Service Liability-Pensions	190,640	-
** SEJ Mission & Ministry	5,488	-
** World Service	138,484	-
Annual Conf. Expense	-	13,594
Annual Conf. Registrar: Sal & Ben	-	286
Camp & Retreat Ministries, Inc.	-	19,676
Campus Ministry	-	34,413
College Chaplaincy Support	-	18,889
Conf. Secretary's Office: Sal & Ben	-	6,988
Conf. Treasurer's Office: Sal & Ben	-	54,653
Disaster Readiness & Response	-	1,073
District: ADS Sal & Ben	-	46,117
District: Centralized Support Sal & Ben	-	77,801
District: DS Sal & Ben	-	82,282
Emerging Church Support	307,646	65,994
Equitable Compensation	-	12,521
Information Management: Sal & Ben	-	57,567
Ministerial Relations Office: Sal & Ben	-	15,000
Missions & Outreach	33,100	96,347
New Faith Communities Office	20,000	4,594
New Faith Communities: Sal & Ben	-	45,269
<i>Total Budget Supplements</i>	\$ 800,289	\$ 653,064

III. Financial Policies

The United Methodist Church is a connectional church, and all local churches participate in the mission and service giving of the larger church. The outreach and mission giving opportunities of the Connection are distributed to the churches of the NC Conference by means of a formula based on the financial performance in each local church. Every effort is made to develop a computation which is shared with fairness by all. Church leaders are encouraged to interpret the work of the Connection so that each congregation understands these funds to be a necessary extension of the ministry and mission of the church beyond its local organization.

A. Apportionments:

1. The funds to be apportioned are:
 - World Service and Connectional Ministries
 - Past Service Liability – Pension
 - Episcopal Fund
 - Interdenominational Cooperation Fund
 - Black College Fund
 - Africa University Fund
2. Formula: The Apportionments for each year shall be based on the average of the total monies disbursed by each church in the four years immediately previous to the apportionment year less the approved exclusions each year, or on the most recent year less the approved exclusions, whichever is lower. The change in unadjusted apportionments from the previous year shall not increase in excess of 15%. The exclusions are: Payments on World Service and Connectional Ministries, Past Service Liability – Pension, Episcopal Fund, and all other apportionments; principal and interest on indebtedness; buildings and improvements; 50% of property insurance; local benevolences paid directly by the local church; General and Conference Advance Specials; IMPACT10; up to \$4,500 for travel paid by a charge for each pastor; United Methodist Student Day; Human Relations Day; Peace and Justice Sunday; Native American Awareness Sunday; One Great Hour of Sharing; World Communion Sunday; UMW Funds sent to district or conference treasurer; housing allowance paid in lieu of furnished parsonage to a minister serving under Episcopal appointment in a charge of the Conference; offerings taken for disasters as designated by the Disaster Response Committee and the Resident Bishop.
3. Effective July 1, 2004, new congregations shall be assigned an apportionment beginning in the apportionment year in which the church is chartered (Year A in the following table), or five years from launch date, whichever is sooner. The new and projected charter dates for all new churches shall be reported annually by the New Faith Communities Office to the Treasurer's Office immediately following Annual Conference. The amount to be apportioned shall be a percentage of the apportionment as computed on the standard formula described in III.A.2 above. Because this formula results in a lower apportionment for a longer period than earlier new church formulas, no adjustment will be allowed to the apportionment computed as shown in the following table:

Year	Percent	Base Year	Net Disbursement Formula	Maximum % Change
A	0%		None	None
B	60%		$=(4A)/4$	None
C	65%		$=((3A)+B)/4$	None
D	70%		$=((2A)+B+C)/4$	None
E	75%		$=(A+B+C+D)/4$	None
F	80%		$=(B+C+D+E)/4$	None
G	85%		$=(C+D+E+F)/4$	None
H	90%		$=(D+E+F+G)/4$	None
I	95%		$=(E+F+G+H)/4$	None
J	100%		$=(F+G+H+I)/4$	None

4. Apportionments to the churches shall be made by the Council on Finance and Administration (CFA) based on the current formula. Each cause shall be paid proportionately out of the income from funds received up to the amount fixed by the Annual Conference. In the event receipts shall fall short, all items shall be paid pro-rata. The CFA is authorized to make supplementary appropriations between sessions of the Annual Conference, if funds are available, for emergency or unforeseen needs. Such supplementary appropriations shall be made only from available undesignated funds. It is the intent of CFA that 50% of supplemental funds available be designated for the retirement of our current liabilities. In the light of possible unforeseen and emergency need beyond available resources within the Annual Conference, the CFA is authorized to adjust the pro-rata distribution by up to 10% at its discretion and is authorized to use such funds to make supplementary appropriations according to this provision. General Church apportionments will be paid in full as collected to general agencies and will not be subject to adjusted pro-rata distributions. All supplementary appropriations made under these provisions shall be reported in the Conference Journal for purposes of information.
 5. Apportionments will be delivered from the treasurer's office to the district superintendents by **July 17, 2015**.
 6. The percentage payout rate for local churches shall be based upon payment of all six apportioned items as listed in Section III.A.1. above.
- B. The following special offerings shall be taken in each local church and remitted to the Conference Treasurer as separate items. They are not to be included in the Apportionments. General Church special offerings include United Methodist Student Day, Human Relations Day, Peace with Justice Sunday, Native American Awareness Sunday, One Great Hour of Sharing, and World Communion Sunday. Annual Conference approved special offerings include Project AGAPE Mission to Armenia, Methodist Home for Children, Mother's Day Offering for the Methodist Retirement Homes, Golden Cross Sunday and Disciple Bible Outreach Ministries.
- C. No Conference agency's budget shall incorporate funds to be appropriated to a non-conference agency, without specific approval of CFA. All funds granted to a non-conference agency must be spent consistent with the Social Principles of The United Methodist Church.

- D. No transfer of funds shall be made from one line item in the Conference Budget to another.
- E. All General Church Funds (World Service, Episcopal, Ministerial Education, Black Colleges, Africa University, Interdenominational Cooperation, General Administration), Past Service Liability Fund, Jurisdictional Conference, and Methodist Building Routine and Capital Maintenance Funds will be raised and paid out in the same year. College Sustaining Fund will be raised and paid out in the same year until funds are received in advance equivalent to one year's budget. This transition will take place over 4 years beginning in 2010 and ending in 2013 operating budgets. All other funds will be raised and paid out in the subsequent year on a schedule determined by the CFA.
- F. Investment Policy: The investment of the funds of the conference shall be such that funds available for mission are maximized in a manner consistent with the preservation of capital and with the Social Principles of The United Methodist Church. Investments are with the United Methodist Foundation, Inc. (local), the United Methodist Church Foundation (national), area banks, and with specific minority financial institutions within the bounds of the NC Conference. Investments of funds reserved for use in the next budget year shall be invested 50% fixed income investments and 50% equity investments.
- G. Monies paid by the churches shall be reported to the statistician by the pastors at the end of the year on the Table II, Financial Report. The Table I, Table II and Table III reports for **2015** shall be due to the statistician no later than **January 31, 2016**.
- H. The Council may enact its own bylaws governing meetings, quorum, and other matters of procedure as authorized in the *Discipline*, Para. 610.5.b.
- I. The Council shall maintain a central treasury for all Conference agencies as authorized by Para. 611.11 of the *Discipline*, and the 1953 session of the Annual Conference. Annual Conference boards and agencies, including those separately incorporated, are required to maintain their funds on deposit in the central treasury unless exempted by the Annual Conference or the Discipline. Exemptions are granted to the Methodist Home for Children, the Methodist Retirement Homes, the Colleges, the United Methodist Foundation, Inc., Board of Missions, Inc., Asbury Homes, and North Carolina United Methodist Camp and Retreat Ministries, Inc.
- J. All new programs or entities which would not be funded by an existing approved budget shall be referred to the CFA for review of budget needs and supplemental funds available prior to approval by Annual Conference. If the item is approved, the next year's budget shall be amended to include the necessary funds based on the CFA recommendation.
- K. Contracts executed by commissions, boards, or agencies which obligate the Annual Conference must: 1) be created for periods of no more than 12 months and should be completed by June 30 annually, 2) not involve expenditures exceeding \$50,000 in the aggregate and 3) not include a guarantee by the Conference of debt incurred by a separately incorporated entity. All contracts that exceed a 12-month period and/or \$50,000 must be authorized by the Council on Finance and Administration. Should authorization be needed between meetings of CFA, it can be given by two signatures from the Executive Director of Connectional Ministries, the president of CFA or the Conference Treasurer and will require ratification by CFA at its next meeting.

IV. Itinerant Clergy Moving Expense

Effective Date – June 1, 2015

The Itinerant Clergy Moving Expense Committee met to study moving expense needs and policies. The Committee makes the following recommendations.

A. Eligibility

1. Pastors of local churches continuing under appointment to local churches within the Conference, district superintendents, ministerial assistants to district superintendents and Conference ministerial staff whose salaries are paid from the Conference Treasurer's office.
2. Pastors in section A.1. who become Conference Evangelists upon moving from an appointment to new residence. Their moving expense to return to any of the above categories will also be paid.
3. Pastors in section A.1 who retire from serving appointment or who assume approved medical leave or return into active service from approved medical leave.
4. Widows or widowers of those identified in section A.1. upon moving from place of appointment to new residence.
5. Pastors moving into an appointment in the North Carolina Conference under section A.1.
6. Interim Supply pastors
7. Pastors being appointed to leave of absence are entitled to moving expense for one leave of absence.
8. Pastors who are called to active military duty will be entitled to moving expense at the time of call up, if need be, and at the time of return, if need be, if not covered by the military, with substantiation of the military orders.
9. Persons moving who are not defined above will not be eligible to make claim.

B. Payment of Claims

1. All reimbursements must be substantiated with paid receipts for actual moving expenses. All reimbursements must be for expenses which are deductible for income tax purposes according to Internal Revenue code, Section 217, non-taxable fringe benefits. Payment will be granted to all who are eligible to make claims as follows:
 - a. Active itinerant clergy in section A.1., A.2., A.5., A.6., A.7. and A.8. (except retiring clergy, widows, widowers, and clergy couples) will receive reimbursement of costs up to **\$2,250.00** with submission of paid receipts for actual moving expense.
 - b. Retiring itinerant clergy, widows or widowers will receive reimbursement of costs up to **\$3,500.00** with submission of paid receipts for actual moving expenses. The retirement amount may be granted upon request when taking medical leave in lieu of receiving the retirement benefit at retirement.
 - c. Itinerant clergy couples will receive reimbursement of costs up to **\$2,600.00** with submission of paid receipts for actual moving expenses. If only one member of the clergy couple is re-appointed, section B.1.a. will apply.

2. Travel: Mileage is reimbursed at the standard IRS rate for moving expense deductions. This rate may be paid per mile per vehicle for a single trip to move each vehicle to the new residence. If a vehicle is used to move household goods, i.e., in lieu of a moving company, additional trips may be reimbursed as necessary. The per trip mileage will be computed from appointment to appointment, or from the Conference boundary to the appointment, or from the appointment to the residence/Conference boundary (in case of retirement), whichever is less. Either the mileage as described above or actual out of pocket expenses for gas, oil, etc. may be reimbursed from the Conference boundary.
3. Reporting and Payment Requirements
 - a. IRS guidelines require that moving expense reimbursements be reported on a W-2. Based on recommendation from legal counsel and their consultations with the Internal Revenue Service, we recommend that the W-2 be issued by the local church. The Conference Treasurer will provide to the local church all moving expense information to be reported on the W-2. The Conference Treasurer will make payment to the new local church appointment. The new local church will pay the clergy and include the moving expense on the W-2 that they issue to the pastor at the end of the year. In absence of a new appointment, payment will be made to and reported by the old appointment.
 - b. The Conference Treasurer will make this payment upon receiving the Itinerant Clergy Moving Expense Requisition form signed by the person receiving reimbursement and verified by the District Office, along with appropriate receipts to substantiate the expenses.
 - c. The pastor should send the completed document, “So You’re Moving” checklist to the District Office. This will fulfill the 2012 Discipline, Paragraph 2533.4, which states “The chairperson of the board of trustees or the chairperson of the parsonage committee, if one exists, the chairperson of the committee on pastor-parish relations, and the pastor shall make an annual review of the church-owned parsonage to ensure proper maintenance.”
 - d. Moving expense funds will be withheld by the Conference Treasurer if the district superintendent determines that the parsonage was inadequately cleaned or was damaged beyond normal wear and tear. If an inspection by the district superintendent and the pastor-parish relations committee or the parsonage committee reveals monetary needs for cleaning or repairs, or for having the fuel tank filled, the remaining balance of the moving expense due said pastor shall be made payable to the respective district to pay for needed cleaning or repairs. If the district superintendent or the moving pastor is NOT in agreement with said pastor-parish relations committee or the parsonage committee, the superintendent may request the arbitration committee of the clergy living committee to inspect the parsonage involved and give an impartial recommendation.
4. The Conference Treasurer will make an advance payment up to \$600.00 to eligible itinerant clergy to cover the expense of deposit and fees for moving expenses prior to their move, upon verification by the District Office. Those receiving an advance must substantiate their expenditures, and any money that is left over shall be refunded to the Conference Treasurer. All advance payments shall be included in W-2 information provided to the local church by the Conference Treasurer for inclusion on the W-2.
5. No additional claim can be made against a local church, district or the Conference for payment of moving expenses.

6. Reimbursable expenses include the cost of boarding and moving domestic animals, the moving of recreational vehicles, moving household and personal goods, travel as defined in B.2., lodging, packing, crating, in-transit storage and insurance, labor costs, and any other expense necessary to physically move household items. Expenses which are not reimbursable include meals, purchase of household items, or any other item not reasonable or necessary for the move.
7. The request for moving expense reimbursement must be received in the Treasurer's Office no later than four months following the date of the move.
8. Reimbursement will be considered a qualified, non-taxable fringe benefit not subject to income and self-employment tax when:
 - Your move is 50 or more miles from the old appointment to the new appointment **and**
 - Your new appointment is full time for at least 39 weeks during the first 12 months at the new location.

If your new appointment does not meet the above conditions, then the reimbursement will be reported as taxable for both income and employment tax. However, if your reimbursement is treated as taxable income, an additional stipend in the amount of 20% of the taxable income portion will be provided. The maximum stipend will be no more than 20% of the applicable limit stated in section B.1.

C. Review Committee

1. There will be a Review Committee consisting of ***one person appointed by the chairperson of the Council on Finance and Administration***, one district superintendent appointed by the Bishop, the Conference Treasurer, the director of Ministerial Relations and the chair of the Moving Expense Committee.
2. The Review Committee will consider and have final authority over any questionable or disallowed claim or special claim beyond allowances set in the approved plan.

V. Local Church Finance Minimum Standards

Serving as a financial officer or in a financially related position within a local church requires that we serve with fiduciary responsibility over the financial matters of the church. This fiduciary responsibility means that we stand in service to perform our duties with the trust and confidence that we act for the benefit of the church and not for the benefit or convenience of ourselves. As we serve with these responsibilities in local churches, we are guided to provide the most effective and most efficient ways to safeguard the assets entrusted to our care. One of the ways we safeguard the assets is to put procedures in place that have been proven to minimize risks by preventing and detecting error, deterring fraud and protecting innocent staff and volunteers. The following guidelines have been developed in order to assist those with financial responsibilities in local churches to identify and implement basic internal control procedures. These guidelines are intended to aid in the prevention or deterrence of fraudulent behavior and are not accusations that fraudulent activities are being performed. These guidelines provide protection for those in a position of controlling financial activity from being accused of fraud. Part of the fulfillment of our calling to be good stewards of the Lord's funds is having effective procedures in place to safeguard those funds. These minimum standards should be increased for churches with higher volumes of transactions but should not be

compromised for lower volumes of transactions. All local churches are expected to meet these minimum standards.

A. Receipts and Disbursements

1. Treasurer and Financial Secretary should not be the same person and should not be in the same immediate family residing in the same household
2. Counting team (at least two unrelated persons) should count offerings and document totals – not treasurer and not financial secretary
3. Offerings should be deposited the same or next business day
4. Offering count details should be given to financial secretary for recording
5. Offering totals should be given to the treasurer or financial secretary to record deposit
6. The Financial Secretary's deposit log should be compared to the bank statement to verify deposits (by bank reconciliation reviewer)
7. At least two persons should be listed as authorized signatures on all accounts. This should also be the case for setting up electronic payments (or EFTs). For EFTs, one of those individuals should be a Trustee or a member of the Finance Committee (other than the Secretary or Treasurer).
8. The Treasurer is authorized to make electronic payments of bills. The Treasurer shall maintain support for every electronic payment just as with the support for paper checks.
9. Financial policy and authority guidelines should be written and approved by the Finance Committee (there is a template available on the Conference Treasurer's Office website).
10. Invoices should be required for all payments from all accounts
11. Someone other than the treasurer (with authority by Finance Committee) should approve invoices for payment
12. Typically, the Treasurer should make payments only after the invoice is approved. A policy may be implemented where routine, budgeted expenses (i.e., rent/mortgage, electric bill, etc.) may be paid without recurring approval; non-routine expenses must be approved prior to payment.

B. Reporting and Review

1. All accounts should be reconciled monthly
2. Someone other than treasurer should review bank reconciliation at least semiannually – including bank statements, invoices, checks written, and financial reports
3. The Treasurer should make detailed report of budget and designated fund activities to the Finance Committee at least quarterly
4. There must be an annual evaluation of financial records – at least in as much detail as the Local Church Audit Guide (completed by August 1 for preceding year) – including ALL accounts of the church (except UMW may be under separate evaluation or audit) – ALL accounts includes the general fund, building funds, designated accounts, cemetery funds, discretionary funds, Sunday school accounts, etc.

5. An external annual audit of ALL accounts should be done at least every three years for churches with total annual disbursements of more than \$500,000 per year (completed by August 1 for preceding year). An annual evaluation should be performed during the interim years.
6. While a full audit is optimal, the term 'external audit' could mean a review by a CPA firm or other qualified individual (one with an accounting degree and accounting experience) that is independent of the church's Finance Committee or church council.
7. An external annual audit of ALL accounts should be done every year for churches with total annual disbursements of more than \$1,000,000 per year (completed by August 1 for preceding year). The term 'external audit' in this recommendation refers to an audit by an independent CPA or firm—not a member of the church. An opinion is given on the financial statements – both balance sheet and income statement.
8. An individual CPA may participate in an audit, however, s/he must be a member of a church audit team performing an audit; thereby, a member of an audit team reporting to the church's finance committee. (Revised July 2011)

C. Tax Reporting Requirements

1. W-2s must be issued for employees, including pastors, and 1099s issued for non-employee compensation by January 31 for preceding year (federal law requirement)
2. Payroll tax forms and deposits done as required for payroll amount (federal law requirement) – payroll reporting should be completed for the IRS and SSA by appropriate due date for filing method
3. Housing allowance or exclusions approved annually at charge conference and kept on file (federal law requirement)

D. Other General Requirements

1. Prepare list of all church property for insurance purposes – include item description, serial number and value
2. Prepare list of safety deposit box contents – update authority as needed – access should be allowed by two unrelated people
3. Computer records are backed up and password protected for security
4. Ideally, four individuals are required for regular financial procedures: financial secretary, treasurer, person to review and approve invoices and person to review bank reconciliations. It is possible for this to be accomplished with 3 individuals if proper segregation is achieved.

VI. Approval To Solicit Funds

Any organization designated as a Conference Advance Special may ask local churches to consider opportunities for giving. It shall be at the discretion of the local church as to whether, when and how these opportunities will be presented to the membership. Solicitation or private campaign may not be taken directly into local churches of the Conference through solicitation in classes or other groups or by the use of membership lists (either partial or in entirety).

Approval is given to the requests of the following agencies and programs for the privilege of soliciting funds under these policies throughout the District or Conference.

- A. Christmas Offering for District programs and/or projects.
- B. The Commission on Congregational Development for the promotion of the Church Extension IMPACT10 and the John Wesley Endowment for Congregational Development.
- C. The Board of Directors for Camp and Retreat Ministries, Inc. to solicit from church groups and individuals, materials and money for specific projects for the three camps of the North Carolina Conference.
- D. Methodist Retirement Homes, Incorporated; Methodist Home for Children; Louisburg College; Methodist University; North Carolina Wesleyan College; and Asbury Homes for the privilege of private solicitation and receipt of such funds as may be directed thereto.
- E. The United Methodist Foundation, Incorporated, as provided in its charter.
- F. The Disaster Response Committee upon joint decision of the committee and the Resident Bishop to respond to disasters within the bounds of the NC Annual Conference.

The CFA continues to recommend that 100% “Missional Service Giving” be the on-going priority. The Council also recommends that stewardship continue to be a missional focus, Conference priority.

VII. District Superintendents’ Salary

The Council on Finance and Administration recommends that the formula for computing the annual salary for the district superintendents be the average of the top 25 pastors’ salaries in the Conference for the previous year, no less than the salary of the previous year. Salary is defined as cash salary plus nonvouchered allowances. We recommend the 2016 salary for district superintendents be set at \$106,010.

VIII. Organization and Procedure (presented for information only)

- A. The audit for 2013 will be by Crosslin & Associates, Nashville, Tennessee.
- B. The president, vice-president, secretary, and treasurer of the CFA shall serve as the executive committee of the Council. In addition to these individuals, at-large members of the executive committee include chairpersons of the CFA sub-committees.
- C. The Conference Treasurer will include in the monthly financial reports, for any given month, all monies received in the office by 8:30 a.m. on the 5th day of the following month, except when the 5th day falls on a weekend or holiday the report will include the funds received by 8:30 a.m. on the following workday.
- D. The Treasurer may approve minor overexpenditures of a budget line item up to \$5,000 or 5% of the line item, whichever is less. A request for such overexpenditure shall be submitted in writing in advance and shall state the reason for the request. The overexpenditure will be reported to CFA and will be listed in the Conference Journal.
- E. Any Conference or non-conference agency which receives financial support from Conference funds or from any authorized conference-wide appeal in excess of \$5,000 shall submit, with any budget request, an annual detailed audited budget report of all receipts, disbursements and assets. A statement in effect that “All funds granted have been spent consistent with the social principles

of The United Methodist Church” will be furnished to CFA upon submission of the audit. Such reports received may be reported in whole or in summary form in the Conference Journal and shall remain on file in the treasurer’s office. An agency may be exempted (for just cause) from this reporting requirement by CFA. Note: CFA requests the Board of Institutions to provide regular reports (at least annually) regarding its financial monitoring of related institutions/programs. The financial monitoring shall include consideration of a final independent audit for the institution, pension plan and affiliated entities, including journal entries, the auditor’s management letter and any other reports of the auditors; liability insurance coverage levels; and the institution’s projected budget for any subsequent fiscal years, including the current fiscal year.

- F. A carry-over of budgeted funds remaining (not including any supplemental appropriations) of up to 10% of the amount raised for the subsequent year will be allowed for Conference budget line items. Any carryover or portion thereof by this policy may be rescinded in any year in which funds are not available to meet basic ministry needs as determined by the CFA.
- G. Funds appropriated to a board or agency must be spent in the calendar year of the appropriation unless otherwise allowed.
- H. Supplemental Appropriations: The Council will consider requests for supplemental appropriations in the following priority order:

First Priority

- Salary and benefit items previously approved according to the policies of the Annual Conference or General Conference (i.e. Equitable Compensation Funds, staff salaries, etc.)
- Programs authorized and mandated by the NC Annual Conference which are not included in the Annual Conference budget for that financial year.
- Amounts required by the Past Service Funding Plan adopted jointly by the Board of Pensions and the CFA which are not raised by the Board of Pensions annual budget requests.

Second Priority

- New creative programs to respond to emerging needs and to expand the mission of the Annual Conference which are not included in the Conference budget for that year. Such programs will be funded through supplemental appropriations only on a short-term basis.
- Emergency needs and programs in the life of the boards and agencies of the Annual Conference. The petitioning group shall make such requests in writing to the treasurer’s office at least 15 working days before a scheduled CFA meeting.

Third Priority

- Any other type of funding requests.

Procedure for seeking supplemental appropriations:

1. All requests for supplemental appropriations shall be made to the CFA President and/or the Conference Treasurer’s office in writing at least 15 working days before a scheduled CFA meeting.
2. The normal procedure for requests for supplemental appropriations will be a review by the CFA supplemental appropriations committee which will make a recommendation to the full Council.

3. If an emergency request for supplemental appropriations is received between scheduled meetings, the CFA supplemental appropriations committee will consider the request and direct the Conference treasurer to forward it to the membership via mail or e-mail with a recommendation for action.
- I. Interest shall be paid to/from the Board of Pension, Insurance Fund, Blackburn Scholarship Fund, Church Extension Redevelopment, and Church Extension Salary Endowment funds using the rate of the conference interest bearing checking account, compounded monthly, on monthly average balances held by the Conference treasurer.
 - J. Retroactive adjustments for transfer or posting delays will be made to the Board of Pension and the Insurance Fund accounts for earnings calculations.
 - K. Funds in excess of operational needs for the Board of Pension and the Insurance fund are invested in the United Methodist Foundation, Inc. of the N.C. Conference, the Board of Pension and Health Benefits or other socially balanced investment funds as deemed appropriate by the Council.
 - L. In order to prevent a loss of funds due to investment risk, and in order to have funds available for emergency use, the goal of the Council is to maintain minimum reserve funds equal to 15% of the current operating budget for World Service and Connectional Ministries and the Past Service Liability. Supplemental appropriations from current year earnings shall follow the guidelines in paragraph H above. Supplemental appropriations beyond current year earnings shall follow the following guidelines: 1. If reserves are less than or equal to 20% of the current operating budget, then only supplements to meet payroll for existing positions may be considered. 2. If reserves are above 20% and below 30% of operating budget, then only supplements to meet payroll for existing positions, ministries and unfunded liabilities may be considered. 3. If reserves are equal to or greater than 30% of operating budget, then other requests may be considered. 4. No request may be considered if the amount requested would reduce reserves below 15% of operating budget.
 - M. Mailing address labels will be available for a nominal fee to conference agencies, clergy and lay members of Annual Conference or other United Methodists for church-related uses.
 - N. **CFA Meeting Schedule:** The executive committee meets at the call of the President. Scheduled meetings are:
 - June 11, 2015:** There may be a called meeting in conjunction with Annual Conference if necessary to elect officers or conduct other business.
 - September 15, 2015:** A meeting to be held for considering general business matters.
 - November 3, 2015:** An optional meeting to be held if necessary at the call of the President.
 - December 1, 2015:** To consider apportionment matters and supplemental appropriations for salaries.
 - January 15, 2016:** To look at the shortfall and make a decision regarding paying out the general church apportionments. (Subject to change based on GCFA final closing date.)
 - February 2, 2016:** To consider the operating budget for the current year. All payments on apportionments are due to the Treasurer by mid January. A report of receipts, amounts allocated to the budgeted boards and agencies, and supplemental appropriations are decided at the meeting.

March 22, 2016: To consider the budget to be recommended to Annual Conference which will be raised in the subsequent year and spent in the year following that. Additionally, the CFA policy recommendations to the Annual Conference are adopted.

O. Dates to Remember:

July 17, 2015: Apportionments sent to the Districts.

November 4, 2015: Requests for supplemental appropriations for the 2015 operating budget due in the treasurer's office.

January 13, 2016: Annual Conference and General Church remittances must be received by 8:30 A.M. in order to receive credit for 2015. *(Subject to change based on GCFA final closing date.)*

January 15, 2016: Requests for supplemental appropriations for the 2016 operating budget due in the treasurer's office.

January 31, 2016: Tables I, II and III due to the Conference statistician.

February 3, 2016: Requests for the 2018 budget, to be adopted at the 2016 Annual Conference, due to the Treasurer's Office from Conference Connectional Table (CCT) team leaders so that they can go to the CCT for their late February meeting.

IX. United Methodist Personal Investment Plan (UMPIP), and UMLifeOptions

A. General

1. The lay employee's supervisor is responsible for making lay employees aware of these rules and procedures. Detailed information on the UMPIP and the UMLifeOptions is available from the treasurer's office. Supervisors will have lay employees who are eligible for these benefits contact the treasurer's office 60 days before they are eligible for participation, or sign a waiver form if they decline to participate in the UMPIP. The form will be kept on file in the treasurer's office for future reference.
2. The Conference Treasurer's office will administer the UMPIP and the UMLifeOptions.
3. Contributions will be withheld from the employees pay and remitted to the General Board of Pension by the treasurer's office within ten business days after receiving the bill from the General Board of Pension.

B. United Methodist Personal Investment Plan (UMPIP – Effective January 1, 2006)

1. The lay employee must be full time (at least 20 hours per week).
2. The lay employee must be an employee for 1 continuous year before becoming eligible for UMPIP.
3. The conference contribution will be twelve percent (12%) of the employee's base compensation.
4. The lay employee's required contribution will be 3% of the employee's base compensation. Participants in the UMPIP must be participants in the UMLifeOptions.

C. UMLifeOptions

1. The UMLifeOptions plan is a death and disability plan for lay employees.
2. UMLifeOptions is an employer funded plan and, as such, is required enrollment for all eligible employees.
3. Employees are eligible after one year of employment working at least 20 hours per week.

Sheila Ahler, President

Clergy Medical Leave, Joint Committee on

The Joint Committee on Clergy Medical Leave acts as the advocate for those pastors in the North Carolina Conference who are forced by physical or emotional medical and disabling conditions to seek temporary or permanent relief from their appointment. The committee is given the responsibility to study the problems of clergy medical leave within the Conference, to provide a continuing personal ministry to those clergy on medical leave, and to make recommendations to the appropriate agencies of the Conference for each pastor or deacon seeking Clergy Medical Leave, including the source of their disability income. The Joint Committee on Clergy Medical Leave has begun a study of the utilization of medical leave benefits in our annual conference and how our utilization compares to denominational and jurisdictional averages. The committee will continue to monitor resource levels needed to fund medical leave benefits as one part of efforts to ensure the long-term sustainability of our support for clergy on medical leave.

Persons interested in discovering more about the process of being granted Clergy Medical Leave can contact a district superintendent or the chair of the Joint Committee on Clergy Medical Leave.

The following recommendations are presented to the 2015 session of the North Carolina Annual Conference:

I. General Policies

- A. The Joint Committee on Clergy Medical Leave, through the Conference Treasurer's Office, will make available upon request the necessary forms for any full time pastor or deacon to make application for Clergy Medical Leave. In all cases the applications must be completed by the pastor or deacon, the physician, chair of the Joint Committee on Clergy Medical Leave, Conference benefits officer, and the district superintendent before the request for Clergy Medical Leave can be acted upon. Whenever possible medical leave requests are to be submitted ninety (90) days prior to Annual Conference except in life-threatening situations after that date, or when the disabling condition occurs after that date. Requests presented before May 15 will be included in the Committee's report to the Annual Conference.
- B. Definition of Disability: For the first 24 months, an active participant will be considered disabled for the purposes of the Comprehensive Protection Plan or the Basic Protection Plan as of the date the Administrator determines, on the basis of medical evidence, that such active participant was unable to perform the usual and customary duties of his/her employment by reason of bodily injury, disease, or behavioral illness or disorder that will presumably last for at least six continuous months, exclusive of any incapacity resulting from service in the armed forces of any country, warfare, intentionally self-inflicted injury, or participation in any criminal or unlawful act.

- C. Definition of Clergy: Clergy in The United Methodist Church are individuals who serve as commissioned ministers, deacons, elders, and local pastors under appointment of a bishop (full- and part-time), who hold membership in an annual conference, and who are commissioned, ordained, or licensed.
- D. A pastor or deacon seeking to be on Clergy Medical Leave secures a disability claim kit from the Conference Treasurer's Office. The applicant completes Form A, completes the applicant's portion of Form C, and submits these forms to the Conference Treasurer's Office for completion. Liberty Mutual reviews the claim and recommends a determination to the General Board of Pension and Health Benefits (GBOPHB) who retains the authority to approve or deny a claim.
- E. We recommend that pastors applying for Clergy Medical Leave be approved only when the General Board of Pension and Health Benefits grants their request for incapacity benefits through the Comprehensive Protection Plan.
- F. The Annual Conference and Conference Board of Pension (effective January 1, 2007), will fund pension contributions for the Clergy Retirement Security Program-Defined Benefit Plan in the required annual payment for normal cost as defined by the plan document and the General Board of Pension and Health Benefits for all pastors receiving medical leave benefits from the Comprehensive Protection Plan.
- G. The Comprehensive Protection Plan (effective January 1, 2007), will fund contributions for the Comprehensive Protection Plan and the Clergy Retirement Security Program-Defined Contribution Plan which is 3% of plan compensation as defined by the plan document and the General Board of Pension and Health Benefits for all pastors receiving medical leave benefits from the Comprehensive Protection Plan.
- H. Health Insurance and Life Insurance benefits are subject to the policies outlined in Section III below.
- I. Pastors on Clergy Medical Leave are required to file for Social Security benefits within 60 days of the effective date of approved Clergy Medical Leave. Failure to do so will result in decreased benefits. Participation in Medicare Part A and B is required at the earliest possible date in order to receive the best health insurance benefits. Participants who choose not to participate in Medicare Part B at that date will receive the same contribution towards the health insurance premium as if they were retired. Refer to Section III regarding benefits.
- J. Effective January 1, 2016, we recommend that a lump sum grant of \$5,000 be made at the beginning of Clergy Medical Leave. This grant will be available only one time in a pastor's years of service.
- K. The Joint Committee on Clergy Medical Leave will review the progress of each pastor or deacon on Clergy Medical Leave at least annually. This review will include both recommendations from the pastor's physician and district superintendent as well as opportunities for continuing fellowship with the pastor to develop further possibilities of assistance in his/her disabled circumstances.

L. We recommend the following pastors to be continued on Clergy Medical Leave:

1. Vernon Brown, Verona (Jacksonville) CC, Sound District
2. Stephen Compton, St. Francis (Cary) CC, Fairway District
3. John M. Crowe, (Goldsboro) CC, Capital District
4. James Harold Daniels, Stovall (Stovall) CC, Heritage District
5. Victor L. Galipi, Bailey (Bailey) CC, Capital District
6. David William Girod, First (Elon) CC, Corridor District
7. Larry Stephen Grady, Bethel-Lebanon CC, Harbor District
8. Robert Michael Hammond, St. Marks (Raleigh) CC, Capital District
9. Lawrence Clayton Higgins, Rhems (New Bern) CC, Sound District
10. Teresa Lawrence, Cumberland (Fayetteville) CC, Gateway District
11. Ronda Lee-Torres, Pinehurst (Pinehurst) CC, Fairway District
12. Carolyn Wilkins Lucas, First (Havelock) CC, Sound District
13. Hector Manuel Millan, Avent Ferry (Raleigh) CC, Capital District
14. Cynthia D. Powell, Front Street (Burlington) CC, Corridor District
15. William W Snotherly, Jr, Wake Forest (Wake Forest) CC, Heritage District
16. Clinton William Spence, Calvary (Durham) CC, Corridor District
17. Debra Starling Watson, South Mills CC, Beacon District
18. William Joseph Wilburn, Windborne CC, Capital District

M. We recommend the following pastors to be placed on Clergy Medical Leave for the first time:

William Joseph Wilburn, Effective December 1, 2014
Cynthia D. Powell, Effective December 1, 2014
David Wade, Effective July 1, 2015
Ben Sims, pending

N. Who have been placed on Clergy Medical Leave since the last Annual Conference?

William Joseph Wilburn, Effective December 1, 2014
Cynthia D. Powell, Effective December 1, 2014

O. Who have had their Clergy Medical Leave terminated since the last conference session?

Ronald J Snider
Tommy Lewis Evans

P. Who are to be removed from Clergy Medical Leave at this Annual Conference?

Lon William Miller
William Rickman Pinner
Alison B. Hocutt

Q. We recommend that pastors and congregations in the communities in which our disabled pastors reside seek to establish a supportive relationship with those on Clergy Medical Leave to maintain good fellowship and provide for pastoral opportunities.

II. Clergy Medical Leave Benefits

GBOPHB:

- A. 70% of plan compensation not to exceed 200% of the DAC (2015 DAC = \$66,259) as income from CPP. The current range of payments to NC participants is \$26,165.46 to \$67,383.36 annually (with a 3% annual increase). Payments are coordinated with Social Security Disability benefits when applicable.
- B. Benefits afforded active clergy such as pension accrual and the death benefit under CPP.
- C. A one-time lump distribution of up to 35% of MPP funds.

NC Conference:

- D. Grant of \$5,000 to help with the transition from active ministry to Clergy Medical Leave.
- E. Insurance benefits through the NC Conference insurance plans (provided the participant was enrolled in the applicable insurance plan prior to the granting of Clergy Medical Leave). Life insurance is paid in full by the Joint Committee on Clergy Medical Leave. Effective January 1, 2011 all participants enrolled in the Conference health insurance plan, pay \$10 per month for coverage with the remaining balance of premiums paid by the Joint Committee on Clergy Medical Leave.
- F. Moving expenses paid as outlined in the Itinerant Clergy Moving Expense Report (page 213 of the 2014 Journal).

The Duke Endowment:

- G. Duke Endowment annual grant (subject to the guidelines and availability as defined by The Duke Endowment)

III. Clergy Medical Leave Policies Related to Benefits

- A. Clergy Medical Leave participants will have 60 days from the approved date of Clergy Medical Leave in which to file for Social Security benefits. Proof of filing must be submitted to the Conference Benefits Manager. Clergy Medical Leave participants approved on or before July 1, 2011 will have 60 days from July 1, 2011 to provide proof of their Social Security application. Participants who fail to provide proof of filing within 60 days will be charged 100% of the applicable monthly insurance rate until notification is received by the Benefits Manager.
- B. Insurance Coverage – Participants approved for Clergy Medical Leave must be covered under the Conference life and/or health insurance plan immediately preceding the approval date of Clergy Medical Leave in order to have life and/or health insurance coverage after the appointment of Clergy Medical Leave.
- C. Life Insurance –
 - i. The life insurance premiums are paid by the Joint Committee on Clergy Medical Leave.
 - ii. Current participants on Clergy Medical Leave who are enrolled in the life insurance are covered as follows: \$25,000 life coverage, \$10,000 on eligible dependents.

iii. Supplemental life insurance premiums are the responsibility of the individual.

D. Health Insurance –

1. Effective January 1, 2012, all persons on Clergy Medical Leave (current and future) will be required to pay the minimum amount of \$20 per month for the Base Plan. Additional personal premiums will apply if the participant chooses the Buy-Up Plan (rates published in the Insurance Report Section VIII).
2. Effective January 1, 2014, additional personal premiums will apply if the participant chooses dental coverage. (rates published in the Insurance Report Section VIII)
3. Effective January 1, 2020, all persons on Clergy Medical Leave (current and future) will be required to pay personal premiums according to the following tiered schedule:
 - i. If the participant's CPP disability income per GBOPHB records is 125% but less than 150% of Conference Full Time Minimum Salary, then the participant's personal premium will be one-half (1/2) of the Base Coverage personal portion for the participant's selected level of medical coverage.
 - ii. If the participant's CPP disability income per GBOPHB records is equal to or above 150% of Conference Full Time Minimum Salary, then the participant's personal premium will be 100% of the Base Coverage personal portion for the participant's selected level of medical coverage.
 - iii. Additional personal premiums will apply if the participant chooses the Buy-Up Plan or dental coverage (rates published in the Insurance Report Section VIII).
4. Participation in Medicare Part A and Part B is required at the earliest possible date in order to receive the best health insurance benefits. Participants who choose not to participate in Medicare Part B at that date will receive the same contribution towards the health insurance premium as if they were retired.
5. If the participant is enrolled in Medicare (part A and/or B) due to disability, the Conference health insurance will coordinate benefits with Medicare as primary, the Conference plan as secondary. Family members (with no other coverage) will be covered as primary by the Conference health insurance plan.
6. Upon reaching Medicare eligibility due to age and eligibility to retire, clergy receiving CPP benefits will receive the same contribution towards the health insurance premium as if they were retired.
7. Termination policy defined in the Insurance Committee report Section III.16 will be applicable.

Ben Williams, Chairperson

Equitable Compensation, Commission on

The *Book of Discipline* mandates that “there shall be in each annual conference a commission on equitable compensation” (§ 625), whose purpose is “to support full-time clergy serving as pastors in the charges of the annual conference” (§625.2). Four broad areas of responsibility are outlined in §625.2, which are: “(a) recommending conference standards for pastoral support; (b) administering

funds to be used in base compensation supplementation; and (c) providing counsel and advisory material on pastoral support to district superintendents and committees on pastor-parish relations”; and (d) submitting an arrearage policy to be adopted by the annual conference.

The Commission seeks equity and fairness for both pastors and local churches. Why should this commission be so concerned about equity and fairness? Our prayerful consideration of scriptural and historical foundations are found in the following:

- a. Jesus says, “the laborer deserves to be paid,” (Luke 10:7) and Paul reminds us “Let the elders who rule well be considered worthy of compensation, especially those who labor in preaching and teaching; for the scripture says, “You shall not muzzle an ox while it is treading out the grain,” (1 Timothy 5:17,18).
- b. Wesley was concerned that clergy have responsibility not to be “in debt so as to embarrass you in your work” (§330.5.d.18), which implies that the Church has a responsibility that it neither lead its clergy into positions of embarrassing indebtedness, nor leave them there.
- c. The Great Commission to “go into all the world preaching, teaching and baptizing” brings with it a cost. Systems of clergy support which foster the use of the right pastor in the right place hold up the hope of seeing the Great Commission bear its promised fruit.
- d. The Commission on Equitable Compensation embraces the Great Commandment to “love our neighbors as we love ourselves” by desiring for each pastor what our members’ desire for themselves – compensation adequate to free persons for the work of pastoral ministry.

Through our prayers, working and considering together as both laity and clergy from across The N.C. Annual Conference, we make the following recommendations. We believe these recommendations will help us move toward fairness for both local churches and pastors as together we support ordained ministry in The N.C. Annual Conference.

The Commission on Equitable Compensation’s mandate and mission is to ensure justice and fairness in salaries of active full-time pastors of our local congregations. While, for many years, we have been recommending a single minimum salary for all full-time pastors serving, we have found that many congregations look at the “minimum salary recommendation” as “the amount we have to pay the pastor.” Clarification of “minimum compensation” may benefit the mission and ministry of the local congregations.

The definition of “minimum” is not the ceiling, or maximum, amount of “the pastor’s salary;” rather, it is the floor, or minimum, of what a full-time pastor is to be paid. No full-time pastor may be paid less than the minimum compensation. We recommend that each congregation review its ability to sustain its pastor independently and only use the minimum salary as just that, a minimum, and prayerfully discern the appropriate level of compensation for its called leader. As Jesus said, “Where your treasure is, there is your heart.” When the congregation’s treasure and heart are in the health and effectiveness of both local congregation and pastor, God is glorified!

For the year 2015, the average full-time salary increase was approximately 3.11%. The CPI (Urban South) for the last twelve months ending December 2014 showed an increase of 0.6%. The Commission currently recommends a 1.5% (\$630) increase in minimum salary for the year 2016.

I. Recommended Schedule of Minimum Compensation for 2016:

A. Salary Schedule

We recommend that the student minimum salary be based on 65% of the minimum salary of full-time pastors.

Pastors Under Full-Time Appointment <i>(Full Connection, Associate, Provisional, Local Pastor)</i>	2015	2016
Salary	\$41,987	\$42,617
Student Pastors <i>(Local Pastors or Conference Members)</i>		
Salary	\$27,292	\$27,701

B. Utilities Expense

It is expected that each local charge would provide for utilities expense for parsonages. Utilities have been defined in guidance from the Internal Revenue Service to be electricity, heat, water/sewer, trash pick-up, local telephone, cable and internet access expenses. In order to increase accountability surrounding utility payments and to help ease transitions during appointment changes the local church shall pay utilities directly to the utilities companies instead of through unvouchered allowances to the pastors.

C. Travel Expense

Although travel is reimbursed by the local charge as an item of pastoral expense, it is expected that each local charge would provide at least \$4,000 for travel expense. The Commission encourages each charge to establish a plan to reimburse the pastor for all legitimate business mileage at the current rate established by the IRS. Where such a plan is established for reimbursement of business mileage, equitable compensation support shall not be affected by payment of travel expenses. However, where a reimbursement plan is not implemented and a travel allowance is given, any travel allowance in excess of \$4,000 will result in a reduction of equitable compensation support.

D. Pension Program

Charges receiving Equitable Compensation Funds support are responsible for paying the total amount required for the Clergy Pension Plan and the Comprehensive Protection Plan (CPP) based on the pastor's cash base compensation (including funds from the Equitable Compensation Fund, Duke Endowment, and any other sources), and housing (percentage of cash base compensation designated by the General Board of Pension/Health Benefits or housing allowance, if provided in lieu of a parsonage).

E. Vacation Recommendation

Vacation and time off is defined as annual leave and weekly time off "which is completely distinct from any other occasions in which the pastor is out of the parish" (1988 NC Annual Conference Journal, page 373) such as Continuing Education events, Bishop's Day Apart, Order of Elders, Deacons, Local Pastors, Annual Conference, and Convocation/Pastor's School.

Rationale:

In recent times, focus on clergy health has highlighted the necessity of following the mandate of God's Commandment to "remember the Sabbath by keeping it holy" (Exodus 20:8) and, like our Lord Jesus, to take time apart for rest and relaxation. This mandate and example are beneficial to not only the pastor, but also the larger faith community/local church. Many pastors in full time ministry do not take time away increasing the likelihood of burn-out, compromising their health, and reducing their effectiveness in ministry. Right stewardship of time, finances, physical health, relationships with family and colleagues is necessary for effective ministry in the parish. These personal areas often suffer with the lack of a weekly personal day, a weekly Sabbath Day, and an annual vacation time apart. Our Conference Board of Ordained Ministry found in 1988, "Our experience as an Annual Conference with clergy burnout shows that rest and recreation are an indispensable element of a whole and complete ministry." (1988 NC Annual Conference Journal, page 373).

Recommendations to local congregations:

1. A. That clergy members of the Annual Conference (*Book of Discipline 2012* ¶602.1) under full-time appointment to local congregations shall receive one full month of vacation per calendar year. Vacation time shall include four (4) Sundays per year and shall be negotiated between the pastor and S/PPR Committee and may be taken in either segments adding up to one full month or as a whole.
- B. Part-time pastors under appointment should receive vacation time per calendar year in $\frac{1}{4}$ increments according to their salary structure.
2. Clergy members of the Annual Conference (*Book of Discipline 2012* ¶602.1) under full-time appointment should receive at least one personal day off per week. Changes to a set personal day off should be allowed due to unforeseen circumstances that may arise. This time should be carefully respected and guarded by the district superintendent and the congregation.
3. We encourage annual discussions between pastor/s and the S/PPR Committee where they are appointed concerning provisions for *Continuing Education and Spiritual Growth and Sabbatical Leave*, found in paragraphs 351 and 352 of the 2012 *Book of Discipline*.

II. Principles Governing Eligibility for Equitable Compensation Funds:

The clergy's base compensation is the responsibility of the charge; therefore, each charge of The North Carolina Annual Conference should be so arranged as to be able to assume full salary support. The Commission urges each charge receiving Equitable Compensation Funds, its pastor, and the district superintendent responsible for that charge, to administer the affairs of that charge to the end that it may move as rapidly as possible toward total self-support. To enable the Annual Conference, the Commission and the district superintendents to carry on their cooperative efforts in understanding, in harmony, and for the greatest good for all concerned, the following principles and procedures are set forth:

- A. Base Compensation:** In considering the base compensation for the charge, all income, including base compensation, bonuses, and other benefits not specifically excluded, are included as base compensation in determining appropriations from the Equitable Compensation Fund.

- B. Any Equitable Compensation Fund supplement will be terminated immediately** upon information that the pastor has taken full-time, secular employment. The supplement may be reinstated at the time the charge's appointed pastor returns to full-time or student status. Exceptions to this provision will be permitted only by the approval of the executive committee of the Commission on Equitable Compensation upon the recommendation of the district superintendent of the pastor seeking to be employed outside their ministerial responsibilities for emergency reasons.
- C. Disbursement of funds from Conference Treasurer's Office:** Equitable Compensation Funds are to be sent to charges that have applied for their use to provide their pastor with the minimum base compensation established by the Annual Conference. The monthly base compensation supplement checks sent by the Conference Treasurer's office are to be deposited by the charge treasurer into the charge/church bank account. *Checks shall not be endorsed nor cashed by the pastor.*
- D. Application for funds:** Churches or charges applying for Equitable Compensation Funds shall submit a request on the appropriate form which can be found online. The pastor, administrative council, and the district superintendent shall carefully review the request. The application form must have the signatures of the pastor and recording secretary of the charge conference, affixed to it, and receive the approval of the charge conference. Applications received that are not completed in full are not eligible for consideration by the Commission until such time that they have been completed and resubmitted.

Application Deadlines for Full time Pastoral Compensation Supplement:

1. Completed applications for the January – December calendar year are to be received by November 1 of the previous year.
2. Completed applications for the July – June appointment cycle are to be received by November 1 of the previous year.
3. The application deadline for those grants limited to superintendent/cabinet initiated applications for the immediate appointment year, providing funds are available, is May 15.

Application Deadlines for Mission-Based Supplement:

1. Completed applications for the July – June appointment cycle are to be received by November 1 of the previous year.
 2. The application deadline for those grants limited to superintendent/cabinet initiated applications for the immediate appointment year, providing funds are to be received by May 15.
- E.** The Commission on Equitable Compensation will not fund any charge that is also receiving funds from The Emerging Church Salary Fund. The Commission on Equitable Compensation is in consultation and study with other Conference boards and agencies to seek ways to more adequately provide for the temporal needs of our pastors and churches.
- F.** Consideration may be given to make funds available for the deacon when the primary appointment is to a local church. (*Book of Discipline 2012 ¶625.4*)

III. Policies Governing Use of Equitable Compensation Funds

A. Charges must be so arranged that no more than one third (1/3) of the total base compensation will come from the Equitable Compensation Fund on the first application of the charge.

1. **Charges seeking more than one third (1/3) supplement** shall provide specific information with their application, indicating the reasons for their inability to meet these guidelines. Information shall be made available to the Commission on Equitable Compensation and the district superintendent regarding the terms of Equitable Compensation support, giving the date of its inception and the present amount of support being received by the respective charges.
2. **When the division of a charge is desired**, Equitable Compensation funds will be used only upon the recommendation of the Bishop and the approval of the cabinet. In the division of a charge in which one church seeks to become a station, it is recommended that such a church shall assume total responsibility for base compensation and its proportionate share of all apportionments.
 - a. The remainder of the charge in such a division assumes full pastoral support and proportionate share of all apportionments. In no case will the Commission on Equitable Compensation provide more than one third (1/3) of the base compensation required for such a division.
 - b. When there is a division of a charge forming one or more student appointments, each newly created charge shall pay initially two thirds (2/3) of the pastoral support established by the division.
3. It is expected that each church receiving Equitable Compensation support will pay 100% of its financial responsibilities including apportionments, insurance, and pension benefits, etc.

B. Annual Reduction and Length of Time for Support:

1. Each charge which is receiving, or shall hereafter receive, Equitable Compensation Fund, is expected to reduce this aid by at least twenty-five percent (25%) of the original grant each year.
2. Commission on Equitable Compensation grants shall be made annually, renewable for each year, up to five years for mission or charge-support grants, and three years for grants based on *The Book of Discipline paragraph 213*.
3. At the beginning of the second and subsequent years of receiving grant renewal applications, an evaluation of the charge's progress toward reaching its own goals will be made by members of the commission following a site-visit and consultation with the charge's pastor, its leadership, and the district superintendent.

C. Supplementals to Base Compensation:

1. **Merit Grant Supplemental to Base Compensation:** Each full-time pastor, associate member, or member in full connection of The N.C. Annual Conference, serving full-time, and who, in the opinion of the cabinet and in consultation with the Commission on Equitable Compensation is rendering unusually effective service, may apply for a one-time grant in the

amount of \$400, when such clergy person's salary and utilities are equal to the Conference minimum base compensation.

2. Supplemental Compensation for Years of Service:

- a. Elders and Deacons who have served continuously as pastors in charge in the North Carolina Annual Conference, at conference established minimum salary, for five years or more, in the sixth year, may apply for this supplemental grant of up to \$400. With each annual application, the grant may increase incrementally by up to \$400 per year until the lifetime maximum of \$6,000 has been reached. No single year supplement may exceed \$2,000. Special attention shall be given to ethnic pastors serving ethnic ministries (*Book of Discipline 2008* ¶625.6). Receipt of this supplemental compensation may be subject to income taxation and will be reported as applicable.

3. **Extraordinary Grants:** These policies do not restrict the Commission on Equitable Compensation, upon the recommendation of the cabinet, from making additional grants in extraordinary circumstances.

IV. Compensation and Benefits Arrearage Policy

- A. In the event that a local church treasurer becomes aware that the church will be unable to provide to the pastor full payment of a regularly scheduled payroll or housing allowance installment, or to remit to the Conference Treasurer full payment for regular direct billed benefit payments such as pension and health care, the church treasurer shall immediately notify both verbally (within 24 hours) and in writing (within 3 days) the Pastor, the Lay Leader, and the Chairs of S/PPRC, Finance, Trustees, and the Administrative/Church Council of the impending arrearage. Upon receipt of such notice, the Chair of S/PPRC and/or the Pastor shall immediately (within 3 days) notify the District Superintendent of the impending arrearage. It is the pastor's responsibility to keep copies of all such written notifications, and to provide additional written confirmation to the District Superintendent when an arrearage has taken place. Failure to document salary or benefit arrearages may result in a loss of compensation and/or forfeiture of pension and benefits.
- B. Upon receipt of notice of a pending arrearage, the Chair of S/PPRC shall immediately (within 24 hours) call a meeting of the Pastor, Lay Leader, and Chairs of Finance, Trustees, and the Administrative/Church Council to discuss the financial situation and seek remedies to prevent an arrearage from occurring. Such remedies might include:
 - a. Drawing from invested funds
 - b. An emergency appeal for special giving from the congregation
 - c. Emergency grants from the District or Conference

According to the Book of Discipline ¶ 624, such remedies cannot include a reduction in the Pastor's compensation until the beginning of the next Conference year.

- C. If, after consultation among the Lay Leader and Chairs of S/PPRC, Finance, Trustees, and the Administrative/Church Council, it becomes apparent that the church may be facing a long term financial crisis, the Chair of S/PPRC shall notify in writing the Pastor and District

Superintendent that:

- a. An Equitable Compensation Subsidy Grant may be necessary to maintain compensation for the remainder of the Conference year and/or
 - b. A change in pastoral compensation or appointment may be necessary at the beginning of the following Conference year.
- D. If the local church becomes delinquent in the pastor's compensation (i.e. more than 30 days delinquent), then the District Superintendent shall notify the Commission on Equitable Compensation (CEC), which on its own initiative may do any or all of the following, but not limited to:
- a. Sending a representative from CEC to meet with the local church and pastor to seek resolution of the issue.
 - b. Developing with the local church a payment plan so that the pastor receives full payment of compensation by the end of the conference year.

The District Superintendent shall be invited to participate in this process.

- E. If the local church is already receiving a subsidy grant from the Commission on Equitable Compensation, the Commission may also:
- a. Determine if all subsidy grant funds allocated to the church were used to pay the pastor's salary
 - b. Examine the original subsidy grant application to determine if the amount requested to meet minimum compensation was reduced
 - c. Require an outside audit of all church funds in compliance with GCFA guidelines (www.gcfa.org)
 - d. Notify the District Superintendent of its findings and recommendations in writing
- F. If a local church becomes delinquent in the payment of the pastor's direct billed pension and benefits (i.e. more than 30 days delinquent), then the Conference Treasurer shall notify the Conference Benefits Office, the District Superintendent, and the Commission on Equitable Compensation. On behalf of the Conference, the Benefits Officer and/or District Superintendent shall develop a written payment plan with the local church so that the Conference receives full payment of pension and benefits by the end of the conference year.
- G. It is the responsibility of the pastor to provide evidence of an arrearage by providing documentation such as: Treasurer's Reports, Charge Conference reports of adopted salary and compensation, check stubs, W-2 forms, and a Certification of Payment Form (sample provided by Treasurer's Office staff) signed by the Pastor, S/PPRC Chair, Trustee Chair, Treasurer, and Administrative/Church Council Chair.
- H. The statute of limitations for filing a claim for funds from the Annual Conference (i.e., notification to the District Superintendent of the arrearage) for any salary arrearage is one year from the date of the initial arrearage. Once an appointment ends the Pastor no longer has claim on the local church for compensation funds (§ 342.4).

- I. An Administrative Complaint may be filed against a pastor who fails to report an arrearage according to the time lines established in this policy.
- V. The Commission reports that 11 (eleven) charges received grants for mission and compensation assistance for a total \$145,329.98 in the year 2014. The Commission has awarded grants for the calendar year 2015 for 15 (fifteen) charges for a total of \$132,582.
- VI. The Commission reports that 1 pastor has been awarded the Years of Service supplemental compensation for the appointment year 2014 for a total of \$400.
- VII. In the last year, in addition to full-time pastoral compensation requests, the Commission has received grant requests from congregations for additional staff to serve the area of Christian Education. The Commission requested supplemental funding to serve congregations that are in process of renewal, revitalization, and growth.

LaNella Smith, Chairperson

Insurance Committee

- I. The Insurance Committee is to be made up of representatives from the following boards and agencies: 2–Board of Pensions; 1–Board of Pensions Chair; 2–Board of Ordained Ministry; 2–Joint Committee on Clergy Medical Leave; 3–Lay Members appointed by the Commission on Laity; 5–At Large Members. The following members are without vote: 1–Conference Treasurer; 1–Controller; 1–Benefits Manager; 1–Director of Ministerial Relations. The representative should be elected at the organizational meeting of these boards and agencies. Once elected from its constituent groups at the beginning of each quadrennium, the Insurance Committee’s membership will remain established for the remainder of that quadrennium.

II. Group Term Life Insurance

- A. The current life insurance program is provided by MetLife.
- B. Our coverage is \$25,000 for active participants, \$12,500 for retired clergy up to age 72. Effective July 1, 2005 the coverage for retirees age 72 and over is \$5,000. Current spouse and child coverage is \$10,000 per person. The spouse’s life insurance terminates upon retirement of the subscriber.
- C. The active life insurance plan is non-contributory. Life insurance premiums are to be paid by the salary-paying unit.
- D. Supplemental Life insurance guidelines (voluntary individual enrollment):
 - 1. Participant must be enrolled in active Conference life insurance plan.
 - 2. Initial voluntary enrollment November 1 – 30, 2007 for an effective date of January 1, 2008.
 - 3. Premiums should be withheld by the salary-paying unit on an after tax basis. Premiums will be included on the monthly invoices issued by the Treasurer’s Office.
 - 4. Late applicants may apply for coverage during Open Enrollment and are subject to health questions.

Approval or denial is administered by MetLife.

E. Basic Life Insurance Claims Filed in 2014:

Total Claims Filed: 20

Total Benefit Paid: \$152,500

III. Health Insurance Benefits

A. Group Health

1. The Insurance Committee will provide the proposed benefits to the members immediately before each Annual Conference session. The committee considers the most current financial information that is available before adopting its recommendations.
2. Insurance companies who make inquiries, for the purpose of submitting proposals, will be notified of a \$200 processing fee. This fee will help cover the costs of preparation and processing of the information necessary for proposals.
3. The NC Conference health care plan has been amended as necessary to comply with federal Health Care Reform.

B. Policy and Rules

1. Effective January 1, 2004, the North Carolina Conference offered a Preferred Provider (PPO) health insurance plan administered by Blue Cross Blue Shield of North Carolina. Details may be obtained by contacting the Benefits Manager in the Treasurer's Office, 800-849-4433.
2. Effective January 1, 2012 the North Carolina Conference offers a PPO Base Plan for health insurance benefits with the option of a PPO Buy-Up plan for increased health insurance benefits.
3. Effective January 1, 2014 benefits will include life insurance, health, pharmacy, and mental health services. Optional benefits available will include supplemental life, dental coverage, medical reimbursement, and dependent care accounts. Funding for all optional coverages will be the responsibility of the participant.
4. Medical Reimbursement and Dependent Care Accounts must be established during Open Enrollment (November 1 – 30), for an effective date of the following January 1. If you do not claim these funds prior to March 31 for the preceding plan year (plan year being the previous calendar year plus a 75 day grace period of the current year), these funds are forfeited. Participation in the Medical Reimbursement and Dependent Care accounts is contingent upon participation in the health insurance plan.
5. A change of life circumstances (birth, marriage, divorce, death, loss of spousal coverage) will allow a mid-year change. When there is a change in family status, or a change of address, it is the insured's responsibility to notify the Treasurer's Office within 30 days. The toll free number to the Methodist Building in Garner is 1-800-849-4433 where staff persons continue to provide personal attention to insurance matters.
6. Effective January 1, 2004, health insurance for the subscriber may continue for 18 months after employment is terminated provided that full payment of the monthly premiums is made in advance. The continuation of life insurance beyond the termination of employment is not

permitted by the life insurance carrier. Conversion of the life insurance may be possible by contacting MetLife at 1.877.275.6387 or solutions@metlife.com.

7. Adding new family members must be completed within 30 days of the qualifying event or 60 days if the eligible change is related to the Children's Health Insurance Program (CHIP).
8. Effective January 1, 2014, participants will no longer be subject to the pre-existing conditions clause under federal healthcare reform. Children under the age of 19 are not subject to preexisting conditions.
9. Effective January 1, 2004, the Conference health insurance plan will be the primary carrier for active participants who continue to work past the Medicare eligibility age, and are enrolled in the Conference health plan.
10. Pre-Certification of all in-patient admissions is required. Effective January 1, 2004, call Blue Cross Blue Shield of NC at 800-214-4844. Mental Health benefits should be pre-certified through Magellan Behavioral Health at 800-359-2422
11. Denial of claims or incorrect processing of claims should be appealed through Blue Cross Blue Shield of NC. There are two levels of appeal.
12. Payment for the church's portion of the insurance programs must be made by the church/charge treasurer. Personal checks cannot be accepted due to IRS regulations governing Section 125 cafeteria plans. The personal portion of insurance premiums must be withheld from the participant's salary by the salary-paying unit on a pre-tax basis.
13. Premiums for health and life insurance may be paid in ADVANCE on a monthly, quarterly, semi-annual, or annual basis.
14. Lay persons or clergy on maternity/family medical leave may continue their insurance coverage, as long as the premiums are paid.
15. The Insurance Committee may terminate the coverage for non-payment of premiums. Insurance payments which are 60 days late (from the date of the bill) will result in termination of benefits. Termination will take place on the last day of the month in which the 60th day has occurred. Benefits may be reinstated without lapse in coverage if full payment is made within 30 days of the termination date. Thereafter, insurance coverage may be reinstated upon full payment and coverage will be effective the first day of the following month. Children under the age of 19 are not subject to preexisting conditions.
16. In case of termination of coverage, the church is responsible for the premium until the Treasurer's Office is notified in writing of such termination.

IV. Statement of Intent

The NC Annual Conference established a Life Insurance Plan with the intent of providing coverage for the active and retired clergy and a Group Health Plan with the intent of providing coverage for active clergy. However, the Annual Conference reserves the right to terminate the health and life contracts, in whole or in part, at any time. The Annual Conference, at any time or from time to time, may amend any or all of the provisions of the health or life plan without the consent of individual participants.

V. Eligibility Policies of Non-Retired Participants

- A. If you enroll in the Conference insurance plan, you are eligible for your coverage to begin on the first day of the month following the date of hire, or appointment. Coverage is not automatic. Completion of an enrollment form on a timely basis is required (within 30 days of original eligibility).
- B. You must work a minimum of 30 hours per week to be eligible for the Conference insurance plans.
- C. Health insurance and life insurance through the Conference groups will be available to the following:
 1. Clergy who are members in full connection of the Conference, probationary and commissioned probationary members, associate members, student local clergy, full-time and part-time local clergy, serving full-time or part-time under appointment in:
 - a. One of the churches or charges of the NC Conference.
 - b. One of the institutions or agencies of this Conference receiving financial support from the Conference.
 - c. An institution or agency established to provide a ministry or service provided that
 - i. Clergy shall elect in writing within 30 days after the appointment to continue the coverage. If the coverage is discontinued, a one year waiting period for pre-existing conditions may apply.
 - ii. The institution shall be responsible for payment of all insurance premiums by the due date.
 2. Clergy eligibility for insurance is based on the following three criteria:
 - a. Serving half-time or greater appointment.
 - b. Making one-half of minimum salary as determined by the Clergy Compensation Worksheet line 7.
 - c. Working at least 30 hours per week.
 3. Clergy on Leave of Absence, provided a written request to retain benefits is submitted to the Benefits Manager within 30 days of the appointment of Leave of Absence. The participant is responsible for the entire monthly rate (church portion and personal portion) by the due date.
- D. Post Retirement Benefits
 1. Eligibility for post retirement benefits may be viewed in detail in the Board of Pensions Report Section B.
 2. Post retirement health plan funding eligibility for clergy newly licensed, commissioned or ordained effective July 1, 2009 (or later), under Episcopal appointment to a NC Conference responsible appointment (i.e. eligible for enrollment in the Conference Insurance plan) will be based on total months enrolled in the Conference Insurance Plan. A minimum of 180 months total enrollment is required for funding eligibility.

3. Effective January 1, 2014 funding for post retirement health benefits will be established by the Conference Board of Pension via a Health Reimbursement Account (HRA). Post 65 retirees may purchase individual health care plans with the assistance of Towers Watson or on their own. Individual HRA balances can be used to reimburse retirees for qualified expenses. Funding of the individual HRA will be based on the accrued years of credit as outlined in the Board of Pension Report.

E. Clergy Couple Appointments

1. Clergy couples will be enrolled in the life insurance program separately. This affords the clergy couple with the maximum life insurance benefits available. Clergy couples are not permitted to cover each other under the provisions of the life insurance. Eligible dependents may only be covered by one member of the clergy couple.

F. Clergy Medical Leave Leave Appointments

1. Clergy placed on Clergy Medical Leave can remain covered under the Conference insurance plans, provided they were enrolled and covered in the Conference plan immediately preceding the approval date of Clergy Medical Leave.

G. Clergy eligible for life and health insurance through the North Carolina Conference benefits under option V. A - C (above) are entitled to these benefits.

H. Lay Employees:

1. An insurance administrator must be appointed at each church/charge to manage insurance policies dealing with lay staff. It is the responsibility of each local church/charge and its officers to be apprised of the parameters of the Conference insurance plan.
2. Each local church must have at least 75% participation of the eligible lay employees to participate in the Conference plan.
 - a. As of January 1, 2007, churches who currently have less than 75% participation will be allowed to continue the current participation of their lay employees under the Conference plan.
3. The employee must work a minimum of 30 hours weekly and must be enrolled in the period specified for initial enrollment.
 - a. This period being within 30 days of date first eligible, or be added as a late applicant during Open Enrollment.
4. Persons appointed as Interim Supply are enrolled as lay employees.
5. The Committee recommends that the church provide this benefit to lay employees with the same premium payment policy as recommended for clergy.
6. All churches providing post-retirement benefits to retired lay employees will be billed in full for the funding of the post retirement HRA or life insurance premiums associated with retirement insurance benefits. The Annual Conference is not responsible for the funding of local church retired lay staff benefits.

I. Continuation of Benefits

1. The participant may be eligible to continue health insurance for up to 18 months following the loss of employment or appointment.
2. Written requests for continuation should be submitted to the Conference Benefits Manager within 30 days of the termination of employment or loss of appointment.
3. The life insurance cannot be continued. Conversion of the life insurance may be possible by contacting MetLife at 1.877.275.6387 or solutions@metlife.com.
4. Flexible Spending Accounts are not available to terminated participants, as they are no longer receiving salary from which to with-hold these funds. Funds already contributed must be claimed within 90 days of the termination date.

J. Open Enrollment

1. Open Enrollment for active participants is held each year from November 1 through November 30.
2. During Open Enrollment, an active employee or appointee may enroll in the Conference insurance plan.
3. Flexible Spending Accounts must be established for the upcoming year during Open Enrollment. If the participant does not establish a new account during each Open Enrollment, they cannot participate in the Flexible Spending Accounts for the upcoming year.

K. The Insurance Committee continues to explore eligibility options for future benefit plans and questions of church participation.

L. Participants enrolled in the Conference health and life insurance plans may continue to be enrolled in the Conference benefits as long as they are Episcopally appointed, employed as lay staff, meet the qualifications of Continuation as defined in Section G above, and meet the required eligibility rules and regulations.

VI. Historically, the Insurance Committee has developed rates based on maximum actuarially projected claims.

VII. The Insurance Committee strives diligently to present the best possible health and life insurance coverage available to the North Carolina Annual Conference. Careful consideration is given to benefits and rates that are proposed each year.

VIII. 2016 Proposed Health, Dental and Life Insurance Monthly Rates

Basic Life Insurance* *paid by church	Single \$14.50	Family \$18.75
Health Insurance	BASE Plan	BUY-UP Plan
Church	\$1,056.33	\$1,056.33
Personal Single	\$ 171.98	\$ 199.62
Personal Parent/Child	\$ 318.34	\$ 369.49
Personal Family	\$ 438.15	\$ 508.57
Dental Insurance		
Personal Single	\$ 35.10	
Personal Parent/Child	\$ 63.08	
Personal Family	\$ 99.10	

(Personal portions for health and dental are withheld from salary on a pre-tax basis.)

The Committee wishes to thank the members of the Annual Conference for their support.

Alan Swartz, Chairperson

Pension, Board of

Report A – General Information

I. We recommend special appropriations for the following persons in the indicated amounts:

A. To be paid by the General Board of Pension and Health Benefits:

Ministers:

1. Rev. Luis “Lucho” Reinoso, an amount equal to \$858 per month as a missional special grant effective 7/1/08 plus health and life insurance premiums less the minimum retiree contribution. The surviving spousal missional special grant will be reduced by 25%.

Surviving Spouses:

1. Doris Dellinger Reynolds, build up to 20% of the denominational average compensation for 1982 with 2% annual increase.

B. To be paid from the Pension support Fund:

Surviving Spouses:

1. Charlotte Calloway Dingus, total annual benefit \$385.00, paid in 12 monthly payments.
2. Mary Frances Ham Evans, total annual benefit of \$3,240.00, paid in 12 monthly payments, plus premiums for group health insurance.
3. Sarah O. Meadows, \$150 per month toward health insurance premiums.

4. Nancy Terry Traynham, \$150 per month toward health insurance premiums.
5. Ruby A. Phillips, \$150 per month toward health insurance premiums.

II. We concur with the following ministers for Clergy Medical Leave:

- A. Vernon Brown – Continued, Effective April 1, 2010
- B. Stephen Compton – Continued, Effective July 1, 2011
- C. John Marshall Crowe - Continued, Effective July 1, 2003
- D. James Harold Daniels – Continued, Effective September 1, 2013
- E. Victor Louis Galipi - Continued, Effective March 1, 2002
- F. David William Girod – Continued, Effective July 1, 2007
- G. Larry Stephen Grady - Continued, Effective March 1, 2004
- H. Robert Michael Hammond – Continued, Effective July 1, 2009
- I. Lawrence Clayton Higgins - Continued, Effective February 1, 2005
- J. Teresa Lawrence – Continued, Effective December 1, 2007
- K. Ronda Lee-Torres - Continued, Effective December 1, 2001
- L. Carolyn Wilkins Lucas - Continued Effective October 1, 2006
- M. Hector Manuel Millan - Continued, Effective July 1, 2004
- N. Cynthia D. Powell – Continued, Effective December 1, 2014
- O. William W Snotherly, Jr – Continued, Effective February 1, 2014
- P. Clinton William Spence - Continued, Effective September 1, 2000
- Q. Debra Starling Watson - Continued, Effective November 1, 2001
- R. William Joseph Wilburn – Continued, Effective December 1, 2014

We recommend the following pastors to be placed on Clergy Medical Leave for the first time:

- William Joseph Wilburn, Effective December 1, 2014
- Cynthia D. Powell, Effective December 1, 2014
- David Wade, Effective July 1, 2015

Who have been placed on Clergy Medical Leave since the last Annual Conference?

- William Joseph Wilburn, Effective December 1, 2014
- Cynthia D. Powell, Effective December 1, 2014

Who have had their Clergy Medical Leave terminated since the last Annual Conference?

- Ronald J Snider
- Tommy Lewis Evans

Who are to be removed from Clergy Medical leave at this Annual Conference?

- Lon William Miller
- William Rickman Pinner
- Alison B Hocutt

III. Claimants removed from responsibility roll by death:

- A. Ronald James Snider – July 8, 2014
- B. Fred Falls, Jr – July 28, 2014
- C. Donald Lee Harris – August 17, 2014

- D. George Robert McKenzie, Jr – August 25, 2014
- E. Wesley Paul Aitken – August 28, 2014
- F. Robert Franklin Pierce, Jr – September 1, 2014
- G. M. Randall Baker – October 28, 2014
- H. Jack Manly Hunter – November 2, 2014
- I. Glenn Bates Everett – October 29, 2014
- J. Peleg D Midgett III – November 19, 2014
- K. Henry W Lee – December 1, 2014
- L. John Gilbert Olive – December 3, 2014
- M. Clarence Garner – December 10, 2014
- N. James Milan Waggoner – December 14, 2014
- O. Amos Henry Stone – January 18, 2015
- P. Frank Owen Fitzgerald, Jr – February 10, 2015
- Q. Leland Jan Fogleman – February 7, 2015
- R. Haywood W Gillikin – February 18, 2015
- S. Leon D Fowler – February 19, 2015
- T. James Collins P Brown – March 15, 2015
- U. Gerald Rudolph Massey – March 11, 2015
- V. Jean Livingston Hood – March 16, 2015
- W. John Martin Bowman – March 19, 2015
- X. Tommy Lewis Evans – March 27, 2015
- Y. Charles Cooper Smith – April 4, 2015
- Z. William R Crowder, Jr – May 30, 2015
- AA. Lois A Wood – July 2, 2014
- BB. Vivian P Mitchell – July 7, 2014
- CC. Anna E. G. Collins – September 1, 2014
- DD. Inez S Nickens – October 14, 2014
- EE. Irene H Mullikin – October 20, 2014
- FF. Wanda Hamilton Dodson - October 25, 2014
- GG. Julia Rogers May – December 15, 2014
- HH. Betty Hamilton – January 20, 2015
- II. Fleeta C Edwards – January 18, 2015
- JJ. Jean P Jerome – February 17, 2015
- KK. Christine Crawford Winberry – February 19, 2015
- LL. Lucy Jefferson Tyson – January 31, 2015
- MM. Virginia Lupton – August 22, 2014
- NN. Paul Bottari – September 14, 2014
- OO. Alexanne Clarke – November 30, 2014
- PP. Dorothy Poulk – April 19, 2015
- QQ. John Thomas Smith – April 30, 2015
- RR. Frankl L. Alexander – May 1, 2015
- SS. Robert Harris – May 2, 2015
- TT. Howard M Wilkinson – May 29, 2015

IV. New Claimants:

- A. Kathryn Ann Snider – July 8, 2014
- B. Emma Harris – August 17, 2014
- C. Frances Tuttle McKenzie – August 25, 2014
- D. Ruth Ellen Aitken – August 28, 2014
- E. Kathy Weaver Pierce – September 1, 2014
- F. Freda Baker – October 28, 2014
- G. Wilma Holt Hunter – November 2, 2014
- H. Patricia Everett – October 29, 2014
- I. Carol W Midgett – November 19, 2014
- J. Elgie U Garner – December 10, 2014
- K. Margaret J Waggoner – December 14, 2014
- L. Mary Owens Bell Fitzgerald – February 10, 2015
- M. Neva Ruth Fowler – February 19, 2015
- N. Jenny C McIntosh – February 18, 2015
- O. Martha P Brown – March 15, 2015
- P. Fayette Smith Bowman – March 19, 2015
- Q. Andrea Jill Williams Smith – April 4, 2015
- R. Edith Mae S Crowder – May 30, 2015
- S. James Glen Lupton – August 22, 2014
- T. Rosario V Bottari – September 14, 2014
- U. William Thomas Clarke – November 30, 2014
- V. Judy Harrell Smith – April 30, 2015
- W. Mildred Alexander – May 1, 2015
- X. Jo Elaine Harris – May 2, 2015
- Y. Virginia S Wilkinson – May 29, 2015

V. Ministers retiring this year (Years of Service listed are according to service history as found in the GBOPHB and NC Conference records):

- A. Par. 358.1 (Mandatory Retirement – Age 72)
 - STEWART A. CRANK** (Age 72, 21.0 years under appointment towards retirement eligibility with 0.0 years of North Carolina Pre-82 credit, 12.5 years of MPP credit, 7.0 years of 2007-2013 CRSP credit, 1.5 years post-2013 CRSP credit)
 - LELAND M. HEATH** (Age 72, 16.0 years under appointment towards retirement eligibility with 0.0 years of North Carolina Pre-82 credit, 7.5 years of MPP credit, 7.0 years of 2007-2013 CRSP credit, 1.5 years of post-2013 CRSP credit)
 - RONALD W. SCOTT** (Age 72, 1.0 year under appointment towards retirement eligibility with 0.0 years of North Carolina Pre-82 credit, 0.0 years of MPP credit, 2.25 years of 2007-2013 CRSP credit, 0.5 years of post-2013 CRSP credit) *effective July 1, 2014*
 - NINA PAUL VINSON** (Age 72, 7.5 years under appointment towards retirement eligibility with 0.0 years of North Carolina Pre-82 credit, 7.5 years of MPP credit, 0.0 years of 2007-2013 CRSP credit, 0.0 years of post-2013 CRSP credit)

B. Par. 358.2a (Early Retirement – 20 or more years under appointment)

NONE

C. Par. 358.2b (Retirement with Actuarially Reduced Benefits – Age 62 or 30 years under appointment)

ROGER D. COPE (Age 64, 37.0 years under appointment towards retirement eligibility with 3.5 years of North Carolina Pre-82 credit, 25.0 years of MPP credit, 7.0 years of 2007-2013 CRSP credit, 1.5 years of post-2013 CRSP credit)

RICK A. MOSER (Age 63, 39.0 years under appointment towards retirement eligibility with 5.5 years of North Carolina Pre-82 credit, 25.0 years of MPP credit, 7.0 years of 2007-2013 CRSP credit, 1.5 years of post-2013 CRSP credit)

GEORGE R. PATTON (Age 62, 38.0 years under appointment towards retirement eligibility with 4.5 years of North Carolina Pre-82 credit, 25.0 years of MPP credit, 7.0 years of 2007-2013 CRSP credit, 1.5 years of post-2013 CRSP credit)

D. Par. 358.2c (Regular Retirement – Age 65 or 40 years under appointment)

SALLY G. BATES (Age 65, 19 years under appointment towards retirement eligibility with 0.0 years of North Carolina Pre-82 credit, 10.5 years of MPP credit, 0.0 years of 2007-2013 CRSP credit, 0.0 years of post-2013 CRSP credit)

EDWARD M. GUNTER (Age 66, 43.0 years under appointment towards retirement eligibility with 9.5 years of North Carolina Pre-82 credit, 25.0 years of MPP credit, 7.0 years of 2007-2013 CRSP credit, 1.5 years of post-2013 CRSP credit)

EILENE Z. BISGROVE (Age 67, 12.0 years under appointment towards retirement eligibility with 0.0 years of North Carolina Pre-82 credit, 3.5 years of MPP credit, 0.0 years of 2007-2013 CRSP credit, 0.0 years of post-2013 CRSP credit)

JO ELAINE HARRIS (Age 67, 7.0 years under appointment towards retirement eligibility with 0.0 years of North Carolina Pre-82 credit, 1.5 years of MPP credit, 3.5 years of 2007-2013 CRSP credit, 0.0 years of post-2013 CRSP credit)

STEVEN A. HICKLE (Age 64, 42.0 years under appointment towards retirement eligibility with 8.5 years of North Carolina Pre-82 credit, 25.0 years of MPP credit, 5.5 years of 2007- 2013 CRSP credit, 0.0 years of post-2013 CRSP credit)

WAYNE M. HICKS (Age 66, 29.0 years under appointment towards retirement eligibility with 0.0 years of North Carolina Pre-82 credit, 13.5 years of MPP credit, 7.0 years of 2007-2013 CRSP credit, 1.5 years of post-2013 CRSP credit) [Baltimore-Washington 7.0 years]

STEPHEN N. LITTLE (Age 65, 37.0 years under appointment towards retirement eligibility with 0.0 years of North Carolina Pre-82 credit, 22.5 years of MPP credit, 7.0 years of 2007-2013 CRSP credit, 1.5 years of post-2013 CRSP credit) [Kentucky 6.0 years]

DONALD T. MILLER (Age 65, 9.0 years under appointment towards retirement eligibility with 0.0 years of North Carolina Pre-82 credit, 1.5 years of MPP credit, 6.5 years of 2007-2013 CRSP credit, 1.5 years of post-2013 CRSP credit)

LON W. MILLER (Age 65, 31.0 years under appointment towards retirement eligibility with 0.0 years of North Carolina Pre-82 credit, 13.5 years of MPP credit, 7.0 years of 2007-2013 CRSP credit, 1.5 years of post-2013 CRSP credit) [West Virginia 9.0 years]

WILLIAM R. PINNER (Age 65, 47.0 years under appointment towards retirement eligibility with 13.5 years of North Carolina Pre-82 credit, 25.0 years of MPP credit, 7.0 years of 2007-2013 CRSP credit, 1.5 years of post-2013 CRSP credit)

BETTYE D. POOLE (Age 71, 0.0 years under appointment towards retirement eligibility with 0.0 years of North Carolina Pre-82 credit, 0.0 years of MPP credit, 0.0 years of 2007-2013 CRSP credit, 0.0 years of post-2013 CRSP credit)

SANDY SCHALLER (Age 67, 13.0 years under appointment towards retirement eligibility with 0.0 years of North Carolina Pre-82 credit, 4.5 years of MPP credit, 7.0 years of 2007- 2013 CRSP credit, 1.5 years of post-2013 CRSP credit)

PATRICIA A. SMITH SYKES (Age 66, 16.0 years under appointment towards retirement eligibility with 0.0 years of North Carolina Pre-82 credit, 7.5 years of MPP credit, 6.25 years of 2007-2013 CRSP credit, 0.0 years of post-2013 CRSP credit)

JESSE C STATON, JR. (Age 67, 40.0 years under appointment towards retirement eligibility with 7.0 years of North Carolina Pre-82 credit, 24.5 years of MPP credit, 7.0 years of 2007- 2013 CRSP credit, 1.5 years of post-2013 CRSP credit)

HOPE A. VICKERS (Age 66, 20.0 years under appointment towards retirement eligibility with 0.0 years of North Carolina Pre-82 credit, 11.5 years of MPP credit, 7 years of 2007-2013 CRSP credit, 1.5 years of post-2013 CRSP credit)

E. Par 358.2d Ad Interim Retirement

- a. Par. 358.2a (Early Retirement – 20 or more years under appointment)

NONE

- b. Par. 358.2b (Retirement with Actuarially Reduced Benefits – Age 62 or 30 years under appointment)

FRANK B. ALLEN (Age 58, 32.25 years under appointment towards retirement eligibility with 0.0 years of North Carolina Pre-82 credit, 24.5 years of MPP credit, 7.0 years of 2007-2013 CRSP credit, 0.75 years of post-2013 CRSP credit) Retired October 1, 2014.

JOY R. MACVANE (Age 63, 7.25 years under appointment towards retirement eligibility with 0.0 years of North Carolina Pre-82 credit, 6.0 years of MPP credit, 0.5 years of 2007-2013 CRSP credit, 0.0 years of post-2013 CRSP credit) Retired January 1, 2015.

ALVESTER I. GALES (Age 62, 30.5 years under appointment towards retirement eligibility with 0.5 years of North Carolina Pre-82 credit, 25.0 years of MPP credit, 0.0 years of 2007-2013 CRSP credit, 0.0 years of post-2013 CRSP credit) Retired December 1, 2014.

- c. Par. 358.2c (Regular Retirement – Age 65 or 40 years under appointment)

DAVID A. ARGO (Age 70, 17.5 years under appointment towards retirement eligibility with 0.0 years of North Carolina Pre-82 credit, 9.5 years of MPP credit, 7.0 years of 2007-2013 CRSP credit, 1.0 years of post-2013 CRSP credit) Retired January 1, 2015.

RICHARD D. SHANNONHOUSE (Age 65, 39.75 years under appointment towards retirement eligibility with 6.0 years of North Carolina Pre-82 credit, 25.0 years of MPP credit, 0.0 years of 2007-2013 CRSP credit, 0.0 years of post-2013 CRSP credit) Retired March 1, 2015.

F. Par 358.2 Local Pastors retiring this year

- a. Par. 358.2a (Early Retirement – 20 or more years under appointment)

NONE

- b. Par. 358.2b (Retirement with Actuarially Reduced Benefits – Age 62 or 30 years under appointment)

WILLIE F. ALLEN (Age 71, 15.0 years under appointment towards retirement eligibility with 0.0 years of North Carolina Pre-82 credit, 13.5 years of MPP credit, 1.5 years of 2007-2013 CRSP credit, 0.0 years of post-2013 CRSP credit)

LINDA H ROWE (Age 66, 7.5 years under appointment towards retirement eligibility with 0.0 years of North Carolina Pre-82 credit, 7.5 years of MPP credit, 4.0 years of 2007-2013 CRSP credit, 0.0 years of post-2013 CRSP credit)

GERTRUDE N. WILDER (Age 68, 0.0 years under appointment towards retirement eligibility with 0.0 years of North Carolina Pre-82 credit, 0.0 years of MPP credit, 1.25 years of 2007-2013 CRSP credit, 0.0 years of post-2013 CRSP credit)

- c. Par. 358.2c (Regular Retirement – Age 65 or 40 years under appointment)

NONE

VI. We recommend that the expense account of the Board of Pension and such independent consultation expense as necessary during 2015-2016 be paid from funds designated as Administrative Expense in the Board of Pension Budget.

VII. Recommendations regarding service credit:

- A. The Conference Board of Pension voted at its April 27, 2015, meeting to recommend granting one-quarter (0.25) years of credit for insurance purposes only to C. Keith Sexton.

Report B – Recommendations for the Pension Program and Post-Retirement Benefits

I. Funding Plan for Supplement One of the Clergy Retirement Security Program

A. Defined Plan Benefits: Supplement One of the Clergy Retirement Security Program (Pre-82 Plan) provides defined benefit pension benefits to participating retired clergy for all service rendered to the North Carolina Conference through December 31, 1981. This plan will continue until all pastors with past service benefits and their surviving spouses are deceased and is administered by the General Board of Pension and Health Benefits (GBOPHB).

B. Current Past Service Rate: For many years, the Book of Discipline has defined Pre-82 Plan defined benefits as a fixed payment per year of past service. This fixed payment is the Past Service Rate (PSR). The benefit goal is stated to be a PSR of 1% of the Conference Average Compensation (CAC). The 2015 CAC for the North Carolina Conference is \$71,154. The 2015 PSR is \$683 or 0.96% of the CAC. Our Conference Board would like to maintain a PSR of at least 0.9% of CAC. North Carolina CAC has increased by an average of 2.21% per year over the past 10 years. We estimate future PSR increases to average approximately 2.5% each year.

C. Funded Status: The Conference is required to fund all future benefits of the Pre-82 Plan by December 31, 2021. Funded Status (previously called unfunded liability) is the difference of the current assets held by the GBOPHB for future benefits of North Carolina participants and the total present value of all future benefits to be paid under the plan at the approved PSR. The GBOPHB values assets and liabilities of the plan every two years and projects data to current years based on the increase in PSR and investment earnings. For the 2015 Funding Plan, GBOPHB and the Conference use an assumed earnings rate of 7.0%.

The General Board of Pension and Health Benefits has determined that the portion of the pre-82 plan liability attributable to North Carolina Annual Conference is \$40,730,472 with a 2.5% PSR increase assumption based on a 2015 PSR of \$683. Plan funds currently held with the General Board of Pension and Health Benefits have a value of \$15,384,945 as of January 1, 2013 (for 2015 funding plan).

The difference between the total plan liability and current plan funding is \$25,345,527. This represents the unfunded plan liability and will be provided through apportionments and non-plan funds that are held in various investment sources. The Conference intends for contributions to be made within the 7-year period, ending December 31, 2021. The minimum annual contribution due December 31, 2015 is currently estimated to be \$3,445,187.

D. Funding Plan for 2015: Our conference pays for plan benefits through several potential funding sources. Both the interest and principal of non-plan funds may be available for retirement funding needs. Below is a description of the non-plan assets available to pay the present value of future contributions. Our Conference expects to utilize annual apportionments from the local churches as the primary source for pre-82 pension funding. Our Conference expects to receive annual apportionments in an amount of \$3,300,000 for 2015 through 2016. The present value of the expected apportionments is \$5,966,460. This apportionment funding was originally approved by the 1991 Annual Conference with revisions approved by the 2013 Annual Conference.

The Conference maintains a General Deposit Account with the General Board of Pension and Health Benefits that has a value of \$17,164,588 as of January 1, 2015. Both the interest and principal from this account are available to meet future contribution requirements.

The Conference maintains and manages various liquid asset accounts that are available for Supplement One of the Clergy Retirement Security Program funding. The current value of these accounts are \$2,919,441 as of January 1, 2015. Both the interest and principal from these sources are available to meet future contribution requirements.

The Superannuate Endowment fund has a value of \$541,979 as of January 1, 2015. All of it is available except for the original balance of \$87,195.39, from which interest only is available.

The 2015 funding plan as of January 1, 2013 is summarized below:

Supplement One of the Clergy Retirement Security Program funding Liability:

Assuming a PSR Increase of 2.5%	\$40,730,472
Current Plan Funding as of 1/1/13	\$15,384,945
Unfunded Plan Liability as of 1/1/13	\$25,345,527
Projected Unfunded Plan Liability as of 1/1/15	\$22,114,400

Additional Plan Assets:

Present Value of Future Apportionments	\$5,966,460
General Deposit Account (GBOPHB)	\$17,164,588
Conference Managed Liquid Asset Accounts	\$2,919,441
Conference Superannuate Endowment Fund (GBOPHB)	\$454,784
Total Additional Plan Assets	\$26,505,273

Proposed Past Service Rate: The 2016 CAC for the North Carolina Conference is \$71,523.

We propose that the past service rate beginning January 1, 2016 be increased to \$700 per service year, or 0.98% of the CAC. Assuming 2.5% future PSR increases and 7.0% investment earnings, this increase creates an unfunded liability of \$22,908,691. The minimum annual contribution due December 31, 2016 is currently estimated to be \$3,557,772.

II. Ministerial Pension Plan (MPP) (effective through December 31, 2006)

Guidelines for the Ministerial Pension Plan and the Comprehensive Protection Plan are contained in the plan document. A copy of the summary plan document is available on request by contacting pension services in the treasurer's office.

- A. Service on and after January 1, 1982 through December 31, 2006 was funded on a defined contribution basis. This plan is basically deferred salary, and creates no unfunded liability because it builds an account of funds for a specific minister as his/her salary is paid.
- B. These contributions were placed in the individual minister's Church Account to be available for benefits when the minister becomes eligible for payment in the retired relationship.
- C. Each minister who is eligible for benefits will be required to designate beneficiaries for the benefits he/she is qualified to receive.

III. Clergy Retirement Security Program (CRSP) (Effective January 1, 2007)

Guidelines for the Clergy Retirement Security Program and the Comprehensive Protection Plan are contained in the plan document. A copy of the summary plan document is available on request by contacting pension services in the treasurer's office. Service on and after January 1, 2007 will be funded on a combined defined contribution/defined benefit basis.

- A. Defined Benefit (Effective January 1, 2007 – December 31, 2013)
 1. The Defined Benefit will be 1.25% of the Denominational Average Compensation (DAC) according to the plan document.

2. The Defined Benefit portion will be funded based on a percentage of Plan Compensation calculated on a yearly basis using up to the normal cost rate provided by the General Board of Pension and Health Benefits factoring in the annual interest rate. The current assumed interest rate is 7.0%. The funding percentage rate through 2013 is 10.4% of Plan Compensation.
- B. Defined Benefit (Effective January 1, 2014)
1. The Defined Benefit will be 1.0% of the Denominational Average Compensation (DAC) according to the plan document.
 2. The Defined Benefit portion will be funded based on a percentage of Plan Compensation calculated on a yearly basis using up to the normal cost rate provided by the General Board of Pension and Health Benefits factoring in the annual interest rate. The current assumed interest rate is 7.0%. The funding percentage rate for 2014 is 8.8% of Plan Compensation.
- C. Defined Contribution
1. Benefits will be provided based on the participant's account balance at their actual retirement date.
 2. The Defined Contribution portion funding is based on three percent (3%) of Plan Compensation.
 3. Of the 3% funding, a 2% non-matching contribution will be made to the participant's Defined Contribution account with 1% matching if the participant makes a contribution of at least 1% to their United Methodist Personal Investment Plan (UMPIP) account.
 4. Any funds remaining from a pastor's non-participation in the matching component will be redirected to fund the liabilities of other components of the pension plan.
- D. Plan Compensation is calculated by the GBOPHB according to the plan document:
1. Vouchered travel and utilities paid directly to utility companies are not used in Plan Compensation calculations since this is considered by the General Board of Pension and Health Benefits to be a local church expense.
 2. Clergy couples housing:
 - a. When only one of the spouses is furnished a parsonage, the one furnished the parsonage includes the housing allowance.
 - b. When one spouse is furnished the parsonage and the other a cash allowance, the one furnished the parsonage will use the 25% housing allowance and the other will report the actual cash housing paid.
 - c. When two parsonages are furnished each spouse claims a housing allowance.
 - d. When neither is furnished a parsonage, the actual cash housing allowance may be counted by the person/or persons receiving the allowance.
 3. In accordance with the plan document, the housing allowance for those furnished housing is 25% times the cash salary.
 4. Those furnished a cash housing allowance will report the actual amount in accordance with the plan document.

- E. The Clergy Retirement Security Program contribution from the local church is to be paid monthly by the Church or Charge Treasurer to the Conference Treasurer's Office.
- F. The Defined Contribution portions are placed in the individual minister's Church Account to be available for benefits when the minister becomes eligible for payment in the retired relationship.
- G. Each minister who is eligible for benefits will be required to designate beneficiaries for the benefits he/she is qualified to receive.

IV. Comprehensive Protection Plan (CPP)

- A. This part of the program contains provisions for a death benefit and disability income. In addition to the provisions of a death benefit for the pastor, there is a death benefit on the life of the spouse and dependent children under age 18 or who are dependent because of disability. The Comprehensive Protection Plan also includes educational benefits for the children of a deceased minister. This part of the plan is only available to those ministers covered under the CPP, whose charges are paying at least minimum full-time salary.
 1. Effective January 1, 2002, the disability benefit equals 70% of plan compensation, with plan compensation capped at 200% of the DAC. (The DAC for 2015 is \$66,259 and for 2016 is \$67,333) The disability benefit is reduced by any disability benefits payable under the Social Security Act. This revised benefit applies only to eligible clergy whose disability effective date, as determined by the General Board of Pension and Health Benefits, is on or after January 1, 2002.
 2. The Comprehensive Protection Plan contribution from the local church is to be paid monthly by the Church or Charge Treasurer to the Conference Treasurer's Office. (Effective November 1, 2004)
 3. Pastors who have been approved for a leave of absence for military service and who were enrolled in the CPP prior to the date of their leave will continue to be enrolled in the CPP under optional Conference enrollment.
 4. Death Benefits provide \$50,000.00 as the benefit paid on the death of an eligible active participant.
- B. Death Benefits in retirement prior to January 1, 2013
 1. For participants who retire prior to January 1, 2013, the death benefit payable upon the death of the clergyperson is \$19,877.70 for the year 2015 and \$20,199.90 for 2016. This is 30% of the DAC. The death benefit payable upon the death of a spouse of an active or retired participant is \$13,251.80 for 2015 and \$13,466.60 for 2016. This is 20% of the DAC. The death benefit payable upon the death of a surviving spouse of a deceased active or retired participant is \$9,938.85 for 2015 and \$10,099.95 for 2016. This is 15% of the DAC.
- C. Death Benefits in retirement after January 1, 2013
 1. For participants who retire after January 1, 2013, death benefits payable upon the death of the clergyperson will be fixed at \$20,000. The death benefit payable upon the death of a spouse of an active or retired participant will be fixed at \$15,000. The death benefit payable upon the death of a surviving spouse of a deceased active or retired participant will be fixed at \$10,000.

D. Effective January 1, 2007, the cost of the Comprehensive Protection Plan (CPP) will be funded by billing up to the calculated percentage to fund the CPP each year using the rate required by the General Board of Pension. For 2015 the cost is a total of 3% of the actual Plan Compensation up to 200% of the Denominational Average Compensation (DAC). The pastor shall be required to pay 1% of Plan Compensation (up to 1% of 200% of DAC) on an after tax basis and the church or charge shall pay 2% of the Plan Compensation (up to 2% of 200% of DAC). ¶1506.15 in *The Book of Discipline 2012*.

V. Implementation of the Program

The benefit program adopted by your Conference Board of Pension seeks to provide a wider range of support for the minister's family through death benefits for every member of the family, disability income for the minister in time of great stress, educational benefits for children of deceased ministers, minimum annuity benefits for surviving spouses, and clergy benefits based on the Denominational Average Compensation (DAC).

A. Costs of the Clergy Retirement Security Program/Comprehensive Protection Plan will be borne by the local charge as an item of ministerial support according to the Plan Compensation of the minister and the category of the charge.

1. Effective January 1, 2007

FULL TIME (Conference Member/Local Pastor) – 10.4% of Plan Compensation for CRSP – Defined Benefit portion and 3% of Plan Compensation for CRSP - Defined Contribution portion and 2% of Plan Compensation for CPP (up to 2% of 200% of the DAC)

STUDENT (Conference Member/Local Pastor) 10.4% of Plan Compensation for CRSP – Defined Benefit portion and 3% of Plan Compensation for CRSP - Defined Contribution portion

LESS THAN FULL TIME (Conference Member/Local Pastor) 10.4% of Plan Compensation for CRSP – Defined Benefit portion and 3% of Plan Compensation for CRSP – Defined Contribution portion

INTERIM OR RETIRED SUPPLY no pension responsibility

2. Effective January 1, 2014

FULL TIME (Conference Member/Local Pastor) – 8.8% of Plan Compensation for CRSP – Defined Benefit portion and 3% of Plan Compensation for CRSP – Defined Contribution portion and 2% of Plan Compensation for CPP (up to 2% of 200% of the DAC)

LESS THAN FULL TIME (Conference Member/Local Pastor/Student Pastor) – 11.8% of Plan Compensation for United Methodist Personal Investment Plan (UMPIP). Of the 11.8% funding, a 10.8% non-matching contribution will be made to the participant's UMPIP account with 1% matching if the participant makes a contribution of at least 1% to their UMPIP account. Any funds remaining from a pastor's non-participation in the matching component will be redirected to fund the liabilities of other components of the pension plan.

INTERIM OR RETIRED SUPPLY no pension responsibility

B. Effective January 1, 2007 Deacons and Probationary Deacons serving in Episcopal appointments to a local church or other entity that falls under the pension plan sponsorship of the Conference shall be enrolled in the plans according to the plan document.

- C. The pastor will make regular monthly payments to the Conference Treasurer's Office through the local church treasurer for his/her 1% of Plan Compensation (up to 1% of 200% of the DAC) on an after tax basis for CPP.
- D. It is recommended that the pastor make regular monthly payments through the local church treasurer for his/her personal tax paid or tax deferred contributions to the UMPIP of at least 3%.

(The following, Item VI, was approved by the 1997 Annual Conference to be placed in effect at the conclusion of the Session of the Annual Conference, Year 2000)

VI. Policies Related to Life and Health Insurance

- A. The 2017 budget needed to fund health and life insurance, pension grants, administration, etc., is \$2,200,000. The 2017 budget to be allocated toward post-retirement health benefit obligations is \$500,000.
- B. Eligibility Policies
 1. Clergy persons who retire from the North Carolina Annual Conference with twenty or more full time years of earned pension credit in the North Carolina Annual Conference may receive life and health insurance benefits when the clergy person attains age 62 and receives pension benefits or retires with thirty (30) years of service and receives pension benefits provided at least twenty (20) of the thirty years of pension credit is in the North Carolina Annual Conference. The North Carolina pension credit record used to determine insurance funding for retiring Deacons in Full Connection shall consist of eligible North Carolina earned pension credit years in both the lay and clergy pension plans.
 2. Effective July 1, 2007, clergy persons who retire at age 59 ½ with 20 or more years may remain on the Conference insurance plan, provided written notification of this intent is provided to the Conference Benefits Manager. The clergy person will be responsible for 100% of the applicable monthly premium until the attainment of age 62 (Report B Section VI B2). At the attainment of age 62, the monthly premium will be adjusted according to the retirement rules in place at the time of retirement. Monthly premiums will then be calculated at the applicable percentages as defined in Report B Section VI D and E.
 3. All retired clergy, spouses and surviving dependents must enroll in Medicare part A and part B when first eligible.
 4. Effective August 1, 1992, Pastors who discontinued ¶314.1, or Probationary Members, ¶327.6, as well as Conference Members who are retired involuntarily, ¶358.3, who are granted Honorable Location, ¶359; who withdraw to unite with another denomination, ¶361.1; who surrender the ordained ministerial office ¶361.2; who withdraw under complaints or charges, ¶361.3; and Conference Members who are placed on Administrative Location, ¶362 are ineligible to receive retirement health or life insurance benefits when payments from the General Board of Pension and Health Benefits begin. [Paragraphs noted are from *The Book of Discipline*, 2012]

C. Retirement prior to January 1, 2004

(Subject to plan changes effective 1/1/2014, section VI.H)

Clergy persons who retire prior to January 1, 2004 from the North Carolina Annual Conference will be subject to the current rate policy as outlined below. Effective January 1, 2004, there will be a minimum monthly contribution of \$10 per participant (for all surviving dependents and retirees with a clergy retirement date prior to January 1, 2004).

Effective January 1, 2012 the minimum monthly contribution as defined above will be increased to \$20 per month.

The following policies apply:

1. Before the retired clergy person and/or spouse reach the age of Medicare eligibility (currently 65 years of age), the retired clergy person will pay the amount of premium that he/she paid in the year in which he/she retires. The Conference Board of Pension will pay the difference between the clergy person's payment and the costs of his/her health insurance. The retired clergy person must continue to pay the amount of premium that he/she paid in the year of retirement until both the retired clergy person and his/her spouse reach the age of Medicare eligibility. Billings will be made monthly from the Treasurer's Office.
2. If a clergy person who, prior to retirement, has been covered as a single individual for the purposes of health insurance, wishes at the time of retirement to add family members to his/her health care plan, he/she must pay the premium applicable to that type of coverage for the year in which he/she retired. The retired clergy person must continue to pay that amount of premium until both the retired clergy person and his/her spouse reach the age of Medicare eligibility.

A clergy person who retires from the North Carolina Annual Conference with less than twenty (20) full-time years of earned pension credit in the North Carolina Annual Conference may receive life and health insurance benefits when the clergy person attains age 62 and receives pension benefits or retires with thirty-five (35) years of service and receives pension benefits provided at least twenty of the thirty-five years of pension credit is in the North Carolina Annual Conference. Retired clergy persons and/or dependents with less than twenty years of earned pension credit in the North Carolina Annual Conference will be responsible for the monthly insurance premiums as described in #1 above, with the remaining monthly portion shared by the retired clergy person and/or dependents and the Conference Board of Pensions, based on the following formula:

Years of Pension Credit	Individual Contribution	Board of Pension's Contribution
1	95%	5%
2	90%	10%
3	85%	15%
4	80%	20%
5	75%	25%
6	70%	30%

7	65%	35%
8	60%	40%
9	55%	45%
10	50%	50%
11	45%	55%
12	40%	60%
13	35%	65%
14	30%	70%
15	25%	75%
16	20%	80%
17	15%	85%
18	10%	90%
19	5%	95%
20	\$10 Minimum	Remaining Premium

This payment formula remains in effect throughout the participant’s lifetime (clergy person or surviving dependent).

D. Retirement after January 1, 2004

(Subject to plan changes effective 1/1/2014, section VI.H)

(Eligibility policies can be found in Report B, section VI B)

Effective January 1, 2004 the following schedule(s) will apply to all retired clergy and their eligible dependents, whose retirement date is January 1, 2004 or later.

1. Medicare Eligible (retiree and/or dependents)

Years of NC Pension Credit	Individual Contribution	Board of Pension Contribution
0-4	Not Eligible	Not Eligible
5-9	80%	20%
10-14	70%	30%
15-19	60%	40%
20-24	50%	50%
25-29	40%	60%
30-34	30%	70%
35-39	20%	80%
40 or more	10%	90%

2. Age Less than Medicare Eligible (retiree and/or dependents)**

Years of NC Pension Credit	Individual Contribution	Board of Pension Contribution
0-4	Not Eligible	Not Eligible
5-9	80%	20%
10-14	70%	30%
15-19	60%	40%
20-24	50%	50%
25-29	40%	60%
30-34	30%	70%
35-39	20%	80%
40 or more	10%	90%

3. **The minimum monthly premium billed to the individual will be no less than the active monthly personal portion of the premium for the applicable coverage type.

E. Retirement after January 1, 2007 (revised June 2008)

(Subject to plan changes effective 1/1/2014, section VI.H)

(Eligibility policies can be found in Report B, Section VI B.)

1. Effective January 1, 2007 the Conference Board of Pension will fund only the % above as applied to the Medicare Companion plan rate. Retirees and/or dependents not yet Medicare eligible age will be responsible for the difference between the funded amount as calculated based on the above table(s) and the remaining cost of full coverage.
2. The above % of the Medicare Companion plan premium will be applied to the total active family rate until both the retiree and spouse attain the Medicare eligibility age.
3. Participants who retired under provision E1, (2007 rule) will have their rates re-calculated effective July 1, 2008 to comply with the new E2 provision.

F. Retirement after July 1, 2009

(Subject to plan changes effective 1/1/2014, section VI.H)

(Eligibility policies can be found in Report B, Section VI B.)

Clergy under appointment as of June 30, 2009

1. Post retirement insurance plan eligibility for clergy who are licensed, commissioned, or ordained under NC Episcopal appointment to a NC Conference responsible appointment (i.e., eligible for enrollment in the Conference Insurance Plan) as of June 30, 2009 will be determined using years of NC pension credit/pension eligibility accrued through June 30, 2009. Effective July 1, 2009, accrual of future year's credit toward post retirement benefits will be determined by months of enrollment in the Conference insurance plan with a minimum of 60 months immediately preceding retirement.
2. The retiree must participate in the NC Insurance Plan for 60 consecutive months immediately prior to the date of retirement.
3. In order to maintain insurance benefits after retirement, the retiree must be enrolled in the applicable coverage immediately preceding the date of retirement.

4. Clergy with 60 months of participation in the NC Insurance Plan immediately prior to retirement, but less than 180 months in the plan (over the course of career) will have access to the NC Conference Insurance Plan and contribute the full cost of the applicable coverage of the plan.
5. The retiree may only cover dependents that are covered at the time of retirement.
6. Funding will be based on the chart printed below:

Years of NC Pension Credit/Years in NC Insurance Plan	Individual Contribution	Board of Pension's Contribution
0-4	Not eligible	Not eligible
5- 14	100%	0%
15-19	60%	40%
20-24	50%	50%
25-29	40%	60%
30-34	30%	70%
35-39	20%	80%
40 or more	10%	90%

G. Newly appointed Clergy (licensed, commissioned or ordained receiving first time appointment) effective July 1, 2009

(Subject to plan changes effective 1/1/2014, section VI.H)

1. Post retirement insurance plan eligibility for clergy newly licensed, commissioned or ordained effective July 1, 2009, under Episcopal appointment to a NC Conference responsible appointment (i.e. eligible for enrollment in the Conference Insurance plan) will be based on total months enrolled in the Conference Insurance Plan with a minimum of 180 months total enrollment with 60 consecutive months enrollment immediately preceding the date of retirement for funding eligibility.
2. Participants who meet the 60 consecutive months enrollment but do not meet the 180 months minimum will have access to the plan with no funding from the Conference Board of Pensions. The participant will be responsible for 100% of the applicable premiums.
3. Credited enrollment in the insurance plan, once earned, will not be reduced or terminated due to breaks in enrollment.
4. Funding will be based on the following:

Years in NC Insurance Plan	Individual Contribution	Board of Pension's Contribution
0-4	Not eligible	Not eligible
5-14	100%	0%
15-19	60%	40%
20-24	50%	50%
25-29	40%	60%
30-34	30%	70%

35-39	20%	80%
40 or more	10%	90%

- H. Effective January 1, 2014 retirees and covered spouses age 65 or older will be required to obtain their Medicare secondary coverage through the open market with the help of a Conference designated vendor. Funding for the purchase of coverage will be established through the use of a Health Reimbursement Account (HRA) based on the applicable retirement rules listed above. Retiring clergy and spouses under age 65 will remain in the Conference active plan until their attainment of the Medicare eligibility age or their request to be removed from coverage. The recommended maximum HRA amount for 2016 is \$3,400 with a 3% future increase assumption.
- I. Life Insurance – A clergy person must have been covered under the conference active life insurance plan in order to retain life insurance benefits after retirement. The Board of Pension does not provide life insurance for dependents of retired clergy.
- J. Clergy Couples Insurance
1. When one member of a clergy couple retires, medical and life insurance will be paid for the retiree according to the schedules and rules previously listed.
 2. Funding of health insurance will be provided for the spouse and eligible dependents of the retired clergy partner according to the rules and schedules previously listed.
 3. Each member of a clergy couple would receive credit for the years they were covered under the plan.
- K. Surviving Spouses
- Surviving spouses of active participants:
1. Must be enrolled in the health insurance plan at the time of the participant's death in order to receive health insurance benefits under the current health insurance plan.
 2. The Conference Board of Pensions will pay the health insurance premiums for surviving spouses and eligible dependents for up to six months following the death of the active clergy person.
 3. Premiums thereafter will be determined by the retirement rules in place on the date of death.
 4. When surviving spouses are employed and provided health insurance by their employer, the plan of the Board of Pensions will be the secondary carrier.
 5. If the surviving spouse remarries, the conference health insurance will terminate. Future benefits under the conference health insurance plan are waived.
- Surviving spouses of retired participants:
1. Surviving spouses of retired clergy must be enrolled in the conference HRA plan at the time of the retired clergy's death in order to receive health insurance funding under the current conference HRA plan.
 2. Surviving spouses currently enrolled who married the clergy person after the clergy person's retirement, can receive funding for Conference sponsored health benefits. The Board of

Pension will grant a flat rate of \$150.00 monthly towards the funding of the Health Reimbursement Account (HRA) for the surviving spouse.

3. Surviving spouses of retired clergy who married the clergy person prior to the clergy person's retirement are subject to the funding schedule applicable prior to the death of the clergy person.
4. Effective January 1, 2001 retired clergy persons may not add new dependents to the health insurance funding plan.

VII. Intent

The North Carolina Annual Conference established health, dental, and life insurance plans with the intent of providing coverage for the active pastors. However, the Annual Conference reserves the right to terminate the health, dental, and life contracts, in whole or in part, at any time. The Annual Conference, at any time or from time to time, may amend any or all of the provisions of the health or life plans without the consent of the individual participants.

VIII. Special Provisions

The North Carolina Annual Conference Board of Pension is hereby authorized, at its discretion, to arrange with the General Board of Pension and Health Benefits for active participation in the CRSP and/or CPP by persons who are eligible under special rules but not automatically included as active participants. (CRSP Plan Document Section 3.3 and CPP Plan Document Section 3.2.)

IX. Conclusion

Our constant aim is to provide our retired families with their needs for an adequate income to purchase essentials for living as well as to insure adequate care in case of illness. To these ends our recommendations are directed, and their satisfaction is found in the acceptance of the North Carolina Conference and its membership.

Report C – Housing Exclusion Allowance (For Income Tax Purposes Only) Resolutions Relating to Rental/Housing Allowances for Retired, Disabled, or Former Clergypersons of the North Carolina Conference

The North Carolina Conference (the "Conference") adopts the following resolutions relating to rental/housing allowances for active, retired, terminated or disabled clergypersons of the Conference:

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

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

WHEREAS, pensions or other amounts paid to active, retired, terminated and disabled

Clergypersons are considered to be deferred compensation and are paid to active, retired, terminated and disabled Clergypersons in consideration of previous active service; and

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

NOW, THEREFORE, BE IT RESOLVED:

1. THAT an amount equal to 100% of the pension, severance or disability payments received from plans authorized under The Book of Discipline of The United Methodist Church (the "Discipline"), which includes all such payments from the General Board of Pension and Health Benefits ("GBOPHB"), any amounts received from the Minister's Transition Fund (MTF) and including amounts received in this respect from the Duke Endowment, during the year 2013 and 2014 by each active, retired, terminated or disabled Clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergyperson; and
2. THAT the pension, severance or disability payments to which this rental/housing allowance designation applies will be any pension, severance or disability payments from plans, annuities, or funds authorized under the Discipline, including such payments from the GBOPHB and from a commercial annuity company that provides an annuity arising from benefits accrued under a GBOPHB plan, annuity, or fund authorized under the Discipline, that result from any service a Clergyperson rendered to this Conference or that an active, a retired, a terminated or a disabled Clergyperson of this Conference rendered to any local church, annual conference of the Church, general agency of the Church, other institution of the Church, former denomination that is now a part of the Church, or any other employer that employed the Clergyperson to perform services related to the ministry of the Church, or its predecessors, and that elected to make contributions to, or accrue a benefit under, such a plan, annuity, or fund for such an active, a retired, a terminated or a disabled Clergyperson's pension, severance, or disability plan benefit as part of his or her gross compensation.

NOTE: The rental/housing allowance that may be excluded from a Clergyperson's gross income in any year for federal (and, in most cases, state) income tax purposes is limited under Internal Revenue Code section 107(2) and regulations thereunder to the least of: (1) the amount of the rental/housing allowance designated by the Clergyperson's employer or other appropriate body of the Church (such as this Conference in the foregoing resolutions) for such year; (2) the amount actually expended by the Clergyperson to rent or provide a home in such year; or (3) the fair rental value of the home, including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year. Each clergyperson or former clergyperson is urged to consult with his or her own tax advisor to determine what deferred compensation is eligible to be claimed as a housing allowance exclusion.

Please Note: There is no place on your 1040 Tax Form to list this Housing Exclusion. The General Board of Pension and Health Benefits has provided a sample statement to be used: "I received \$ _____ from the General Board of Pension and Health Benefits, Incorporated in Missouri; and/or from a commercial annuity company that provides an annuity arising from

benefits accrued under a GBOPHB plan, annuity, or fund authorized under the Discipline and \$_____ from the Duke Endowment and \$_____ from the Ministers' Transition Fund (total \$_____) as reported on the attached 1099 - R's. I did not include that amount on Line 16b because \$_____ * has been excluded under provisions of IRC Section 107 of the Internal Revenue Code as a rental allowance exclusion. As a retired clergyperson, I am entitled to take this rental allowance exclusion." (*In this blank put the least of the 3 amounts on your Housing Exclusion Worksheet.)

Attach this note to your 1099-R forms.

Report D – Ministers' Transition Fund

I. The Principles of the Fund – The Ministers' Transition Fund of the North Carolina Conference of The United Methodist Church (the "Fund") was established effective November 20, 1937, to assist the minister to more easily make the transition from the active relationship in which a furnished parsonage has usually been provided, to the retired relationship in which the minister provides his or her housing. The Fund has been established by apportionments to each local church in the Outreach Ministries-Fair Share Apportionments and by assessments to each minister who has membership in the Fund. Since all churches have contributed to this Fund, it is the desire of the North Carolina Annual Conference of The United Methodist Church that all ministers participate in the Fund. The Conference does not interpret the churches' support of the Ministers' Transition Fund as an additional benefit for their ministers, but as a benefit for all ministers of the Conference. Therefore, the only funds to which a minister can make personal claim are those that he or she contributed to the Fund.

The Conference vigorously emphasizes that the purpose of this Fund is to assist the minister's retirement transition and not to be an emergency fund available for any other purpose. All participant elections available shall be irrevocable. The Fund is intended to be a church plan within the meaning of section 414(e) of the Internal Revenue Code of 1986, as amended (the "Code") which has not made the election under section 410(d) of the Code and is also intended to meet the requirements of a retirement income account under section 403(b)(9) of the Code. The Plan shall be interpreted, wherever possible, to comply with the applicable terms of the Code and all applicable formal regulations and rulings issued under the Code.

II. The Conference Treasurer – The Treasurer of the North Carolina Conference (the "Conference Treasurer") shall serve as Treasurer and custodian of this Fund. He or she shall promote this work, receive funds from pastors and charges, and keep permanent records of assessments received and benefits paid.

III. Eligibility for Membership – Membership in this Fund is not mandatory. Each ministerial member of the North Carolina Annual Conference (associate, full, probationary, or full-time local pastor) who is serving full time in a charge or as a district superintendent, a Conference ministerial staff person, or others who are appointed to serve at a North Carolina Annual Conference Institution (Methodist Retirement Home, Inc.; Methodist Home for Children, Inc.; Louisburg College; Methodist College; North Carolina Wesleyan College) or other Episcopal appointment of the North Carolina Annual Conference shall be eligible to join.

In order to remain an active, participating member, the ministerial member of the North Carolina Annual Conference (associate, full, probationary, or full-time local pastor) must continue to serve full time in a charge or other appointment. A full-time local pastor may continue as a member of the Fund only during the time he or she is serving under episcopal appointment. Students under episcopal appointment who have previously served full time and who intend to return to full time service are eligible to continue. Those ministerial members on disability leave, leave of absence, or Conference members with less than full time service, may continue to be active, participating members by meeting the provisions discussed hereafter.

Ministerial members who transfer into the Conference or new ministers receiving appointments for the first time are eligible to join the Fund in January of the year following the Annual Conference session in which their credentials were recognized. Ministers in these categories applying for membership will be assessed on the basis of their total salary and utility allowances for the six months between July 1 and December 31 computed to a twelve-month amount.

Each new member of the Fund shall file an application form. Upon filing of application for membership and paying the recommended assessment for one year, his or her membership becomes effective. The deadline for enrollment for all ministers is January 31 of each year.

IV. Apportionments and Assessments

- A. Conference Contributions** – Funds shall be placed in the Annual Conference budget annually as approved by the Annual Conference. This budgeted amount will be apportioned to charges on the same basis as all other Conference budget items. Funds may also be placed in the fund through special contribution by Annual Conference boards or committees. All such budget or other contributions shall become part of the Fund.
- B. Minister Contributions** – Each minister in a pastoral appointment who participates in the Fund shall be assessed and pay into the Fund on an after-tax basis one percent (1%) of all salary and utility allowances he or she receives each year from the charge he or she is serving and/or Conference sources. (Salary also includes Equitable Salary Fund payments, Duke Endowment Funds, and missionary sources.) Such contributions may be paid in monthly installments by check or electronic bank drafts.
- C. District Superintendent and Conference Ministerial Staff Contributions** – District superintendents and Conference ministerial staff shall be assessed and pay into the Fund on an after-tax basis one percent (1%) of their salary and utility allowances.
- D. All Other Ministers** – All other ministers who participate in the Fund shall be assessed and pay into the Fund on an after-tax basis a sum equivalent to one percent (1%) of their annual salary and utility allowances or one percent (1%) of the Conference Average Salary and Utilities, whichever is greater.

V. Deadline For Receipt of Assessment – The plan (fiscal) year of the Ministers' Transition Fund shall be the same as that of the Annual Conference fiscal year, January 1 through December 31. No later than November 1 of each year, the Conference Treasurer shall notify all members their assessment is due. Each member of the Fund shall submit payment for the required assessment no later than January 31 of each year. Such contributions may be paid in monthly installments

by check or electronic bank drafts. Assessments received after January 31 will be returned to the minister. If he or she has been a member less than ten (10) years, this lack of payment extends the period for one additional year before dividends can be received. If the minister has been a member over ten (10) years, he or she will receive no dividends for the year involving lack of payment. If any member of the Fund fails to pay his or her required assessment for three consecutive years, he or she shall be required to withdraw from membership in the Fund.

VI. Base Benefits – Base benefits shall be paid to retired members of the Transition Fund as follows:

If retired at the end of one year of membership	\$200.00
If retired at the end of two years of membership	300.00
If retired at the end of three years of membership	400.00
If retired at the end of four years of membership	500.00
If retired at the end of five years of membership	600.00
If retired at the end of six years of membership	700.00
If retired at the end of seven years of membership	800.00
If retired at the end of eight years of membership	900.00
If retired at the end of nine years of membership	1,000.00
If retired at the end of ten years of membership	1,100.00
If retired at the end of eleven years of membership	1,200.00
If retired at the end of twelve years of membership	1,300.00
If retired at the end of thirteen years of membership	1,400.00
If retired at the end of fourteen years of membership	1,500.00
If retired at the end of fifteen years of membership	1,600.00
If retired at the end of sixteen years of membership	1,700.00
If retired at the end of seventeen years of membership	1,800.00
If retired at the end of eighteen years of membership	1,900.00
If retired at the end of nineteen years of membership	2,000.00
If retired at the end of twenty years of membership	2,100.00
If retired at the end of twenty-one years of membership	2,200.00
If retired at the end of twenty-two years of membership	2,300.00
If retired at the end of twenty-three years of membership	2,400.00
If retired at the end of twenty-four years of membership	2,500.00
If retired at the end of twenty-five years of membership	2,600.00

VII. Allocation of Dividends After Ten Years of Membership – After ten years of membership, and beginning with the eleventh year, the base benefit to be paid is increased by dividends credited to the members account.

Any funds, except as provided below, including apportionments, assessments, forfeitures and earnings thereon, remaining after benefits have been paid to eligible members for the plan year shall be divided into equal parts, in the case of members who remained members through the year, and portions of such equal parts in the case of members who have retired during the year and who are entitled to a part-year allocation, as described below, and credited to the accounts of those who have been participating members for more than ten years and are not in arrears for the previous year.

A reserve equal to ten percent of the members' payments and dividend fund balances as of December 31 each year shall be maintained. Unrealized gains on investments shall be reserved and are not generally eligible to be distributed as annual dividends. The Hearing Committee may supplement the annual dividend from such reserves to maintain the declared dividend in an amount consistent with previous year levels when such action is deemed appropriate considering current investment returns and current economic conditions. The purpose of maintaining these reserves is to insulate the members in any year from market fluctuations and preserve the ability of the fund to consistently provide for housing needs in their retirement.

In the event a member retires during a year after completing ten years of membership, such member may elect to submit payment to the Fund of that portion of their assessment for the year equal to the product of (1) the assessment the member would have paid had the member not retired, and (2) a fraction, the numerator of which is the number of whole months in the year prior to the date the member retires, and the denominator of which is 12. If a member pays the assessment described in the preceding sentence, the account of the member shall also receive as an allocation of dividends for such year an amount equal to the product of (1) the amount of dividends which would be credited to the account of such member had the member not retired during such year, and (2) a fraction, the numerator of which is the number of whole months in the year prior to the date the member retires, and the denominator of which is 12.

VIII. Limitations on Contributions Pursuant to the Internal Revenue Code

A. In General – The contributions for any calendar year allocated to a member's account under Articles VI and VII on behalf of a member under all Qualifying Retirement Plans in which the member participates shall not exceed the member's Limit on Annual Additions as determined in subsection B of this Article VIII. The provisions of this Article VIII are intended to provide the limit on the amount of contributions to this Fund which are excludable from the gross income of the member pursuant to Code section 415, and shall be interpreted in a manner consistent with that Code section.

B. Limit on Annual Additions Under Code Section 415

1. A member's Limit on Annual Additions shall for any calendar year be an amount equal to the lesser of:
 - (a) 100% of the member's includible compensation within the meaning of Code section 415(c)(3)(E) in such calendar year, or
 - (b) \$53,000, or such greater amount as is permitted under Code section 415(c) as adjusted under Code section 415(d)(1)(B).

For purposes of determining a member's Limit on Annual Additions, in the case of a member who has more than 50% control of an employer (a "Controlled Employer") within the meaning of Code section 415(h), contributions to a plan of the Controlled Employer that constitute annual additions (as defined in Code section 415(c)(2)) to the member shall be treated as contributions to this Plan.

2. A member's "includible compensation" for purposes of paragraph (1), above, shall mean the amount of compensation received from an employer within the meaning of Code section

403(b)(3) and 414(e) which is includible in gross income, computed without regard to Code section 911 for the most recent period ending not later than the close of the taxable year which is counted as a one year period of service as defined under paragraph (3) below. Such term shall not include any amount received by a former member after the fifth taxable year following the taxable year in which such member was terminated, or utilities to the extent such amounts are not includible in compensation pursuant to Code section 107.

3. A member's "period of service" for purposes of paragraph (2) above shall be expressed as a number equal to the member's number of full years of service plus one-twelfth for each one month period of service in addition to his or her full years of service. Part-time service of a member shall be taken into account as the percentage of such service that is equal to the percentage of full-time service served.

Notwithstanding any provision of this Article VIII.B to the contrary, the Limit on Annual Additions of a member who has made an election under Code section 415(c)(7) shall be determined under such Code section and the regulations issued thereunder.

- C. Prohibition on Before-Tax Salary Reduction Contributions - Before-tax contributions under a salary reduction agreement shall not be permitted under this Fund.

IX. Death Benefits – When a participating member of the Fund dies, the Treasurer shall pay to his or her designated beneficiary or beneficiaries, otherwise to his or her estate, the full amount of the base benefit payments plus the dividends, if any, added to his or her account. In the event that a minister dies prior to the eleventh year of membership, the designated beneficiary or beneficiaries, or otherwise the estate, shall receive the full amount of the base benefit payments plus the assessments contributed by the participating member. In no case would the beneficiary, beneficiaries or estate receive less at the time of the ministers death than the member's assessments plus simple interest credited annually at the rate of The United Methodist Foundation, Inc., cumulative dividend yield for the most recent four quarters prior to the date of death.

X. Designation of Beneficiary – Each member shall provide the Conference Treasurer the name(s) of the beneficiary or beneficiaries to whom the death benefits described in Article IX are to be paid in the event of death. The designation shall be indicated on a form provided by the Conference Treasurer. A designation shall not be effective unless such form has been duly completed and filed with the Conference Treasurer. In the absence of a designated beneficiary, benefits shall be paid to the member's estate.

XI. Irrevocable Election Regarding Distribution of Funds – Members actively serving must make, prior to attaining age 59 1/2, an irrevocable election to either terminate from the Ministers' Transition Fund beginning with the Annual Conference following the attainment of age 60 or to defer termination from the Fund until retirement, as defined in the *Book of Discipline, 2012*, ¶¶358.1, 358.2a, 358.2b, 358.2c. Such irrevocable election is the responsibility of the member and must be made in writing to the Conference Treasurer by age 59 1/2. Forms can be obtained upon request from the Conference Treasurer. Should the member fail to make the irrevocable election, the member will not terminate from this Fund until retirement.

XII. Payment of Benefits

A. In General – At retirement or early termination from the Fund, members who have accrued the same number of years of service credited under the Fund (during the same calendar years) will have exactly the same accrued benefit and will receive exactly the same benefit regardless of their total individual contributions. Notwithstanding any other provision of this Fund, all payments under this Fund must be made at least as rapidly as required under section 401(a)(9) of the Code and any proposed or final regulations thereunder, including but not limited to the incidental death benefit requirements of Code section 401(a)(9)(G).

In no case would the member receive less at retirement than the member's assessments plus interest computed at the United Methodist Foundation, Inc. cumulative dividend yield for the four most recent quarters prior to the retirement date.

- 1. Ministers With Less Than Ten (10) Years.** For ministers retiring between January 1 through Annual Conference, and who retire or terminate from this Fund with less than ten (10) years credit in the Fund shall be paid in a single lump sum immediately following the session of the Annual Conference at which he or she retires or terminates. For ministers retiring between Annual Conference and December 31, payment shall be paid between January 1 and January 10 of the year following the year in which the minister terminates or retires. The benefit shall be the base benefit as prescribed in the table for retired members under Article VI plus minister contributions.
- 2. Ministers With Ten (10) or More Years.** A minister who retires or terminates from this Fund with ten (10) or more years credit in the Fund must make an irrevocable election to receive benefit payments under one of the following options. This irrevocable election must be made no later than ninety days prior to the retirement month or month of termination due to early retirement or disability. For either option selected, total benefit payments shall be the base benefits as prescribed in the table plus the dividends credited. Interest will accrue on the principal balance beginning on the later of the retirement date or July 1 of the retirement year and will continue until the account is paid in full. The interest rate will equal the United Methodist Foundation, Inc. cumulative dividend yield for the four most recent quarters. All payments excluding the payment of member assessments shall be subject to income tax.
 - (a) Two payment option:** The first payment shall be equal to the cumulative amount that the member has paid in assessments. The second payment shall be the remainder of dividends and base benefit payment earned during their membership and interest accrued.
 - (b) Six payment option.** The first payment shall be equal to the cumulative amount that the member has paid in assessments. The remaining payments shall be five equal annual installments of the remaining dividends and base benefit payment earned during their membership and interest accrued. The six payment option shall not be available to a member following attainment of age 70.

For ministers retiring between January 1 and Annual Conference, under either option, the first payment shall be paid within 15 working days following the adjournment of the Annual Conference following the ministers' retirement or termination from the Fund. The second and

subsequent payments shall be paid annually between January 1 and January 10 of each year following the year in which the minister terminates or retires until the account is paid in full.

For ministers retiring between Annual Conference and December 31, the first payment and second payment for either payment option shall be paid between January 1 and January 10 of the year following the year in which the minister terminates or retires. Unless the minister selects the six payment option, the account shall be disbursed in full in the first January after retirement. If the six payment option is selected, the four remaining installments shall be paid annually between January 1 and January 10 of each subsequent year until the account is paid in full.

B. Direct Rollovers

1. This Article XII.B applies to distributions made on or after January 1, 1993. Notwithstanding any provision of the Fund to the contrary that would otherwise limit a distributee's election under this Article XII.B, a distributee may elect at the time and in the manner prescribed by the plan administrator, to have any portion of an eligible rollover distribution paid directly to an eligible retirement plan specified by the distributee in a direct rollover.
2. **Definitions:**
 - (a) **Eligible rollover distribution:** An eligible rollover distribution is any distribution of all or any portion of the balance to the credit of the distributee, except that an eligible rollover distribution does not include: any distribution that is one of a series of substantially equal periodic payments (not less frequently than annually) made for the life (or life expectancy) of the distributee or the joint lives (or joint life expectancies) of the distributee and the distributee's designated beneficiary, or for a specified period of ten years or more; any distribution to the extent such distribution is required under section 401(a)(9) of the Code as made applicable by section 403(b)(10) of the Code, any amount that is distributed upon hardship, and the portion of any distribution that is not includible in gross income (determined without regard to the exclusion for net unrealized appreciation with respect to employer securities).
 - (b) **Eligible retirement plan:** An eligible retirement plan is an individual retirement account described in section 408(a) of the Code, an individual retirement annuity described in section 408(b) of the Code, an annuity contract described in section 403(b) of the Code (including custodial accounts described in section 403(b)(7) of the Code and retirement income accounts described in Section 403(b)(9) of the Code), a qualified plan described in section 401(a) or 403(a) of the Code, or an eligible plan under section 457(b) of the Code which is maintained by a state, political subdivision of a state, or any agency or instrumentality of a state or political subdivision of a state which agrees to separately account for amounts transferred to such 457(b) plan from this Fund, that accepts the distributee's eligible rollover distribution
 - (c) **Distributee:** A distributee includes an employee or former employee. In addition, the employee's or former employee's surviving spouse and the employee's or former employee's spouse or former spouse who is the alternate payee under a qualified domestic relations order, as defined in section 414(p) of the Code, are distributees with regard to the interest of the spouse or former spouse.

(d) Direct rollover: A direct rollover is a payment by the plan to the eligible retirement plan specified by the distributee.

3. Within a reasonable time before making an eligible rollover distribution from the Fund, the Conference Treasurer shall provide or cause to be provided the written explanation to the distributee required by Code section 402(f).

XIII. Disability Leave – A minister who is approved for and placed on Disability Leave granted by the Conference may elect to:

- A. Continue as an active member and pay one percent (1%) of the disability pay received from all sources. Should Disability Leave be granted between sessions of Annual Conference, 1% of the disability pay received from all sources computed to a 12 month amount shall be paid.
- B. Be treated the same as a transferring member.
- C. Receive benefits the same as a retiring member.
- D. Terminate from the Fund and receive all benefits within thirty (30) days following the granting of Disability Leave.

The minister shall notify the Conference Treasurer in writing of his or her choice of option within ten (10) days following the granting of Disability Leave. In no case would the member receive less than the member's assessments plus interest, determined as described in Article IX.

XIV. Leave of Absence – A minister who is approved for and placed on Leave of Absence by the Conference may elect to:

- A. Continue as an active member by paying 1% of the Conference Average Salary and Utilities while on leave.
- B. Be treated the same as a transferring member under Article XVI.

XV. Less Than Full Time Service – A Conference member who is approved for less than full time service by the Conference may elect to:

- A. Continue as an active member for no more than three years by paying 1% of the Conference Average Salary and Utilities (within the meaning of Article XIV) while serving less than full time.
- B. Withdraw from the Fund according to the provisions of Article XVII.

XVI. Membership Transferring – Any ministerial member who leaves the North Carolina Conference by transfer to another annual conference of The United Methodist Church cannot make any further payment to the Fund. He or she may leave his or her account (including dividends, if any) in the Fund until retirement. If this is done, the benefit under this Fund will be computed as of the date of transfer from the North Carolina Conference with interest determined in the manner described in Article IX, determined from the date of transfer to the date of retirement. If the account is left, and the minister returns to the North Carolina

Conference, he or she may reinstate his or her payments and dividend earnings, effective at the time of transfer back into this Conference.

XVII. Withdrawing from the Fund Prior to Retirement – If a member desires to withdraw from the Fund prior to retirement, upon a written request to the Conference Treasurer, he or she shall receive the amount he or she has paid into the Fund, plus interest determined in the manner described in Article IX each year he or she was participating in the Fund. Amounts in the members account in excess of the amount determined under the preceding sentence shall be forfeited and reallocated as dividends for the year of forfeiture pursuant to Article VII.

Each member whose membership is terminated in the Fund in any way will provide the Conference Treasurer with a statement indicating that he or she has received the funds for which he or she is eligible, and that he or she is no longer a member of the Fund. Any minister leaving the North Carolina Conference to join another denomination other than The United Methodist Church will be required to withdraw from the Fund and payment will be made to the minister according to the formula set forth in the first paragraph of this Article XVII.

XVIII. Reinstatement – A member who has withdrawn from the Fund may not be reinstated, but is required to begin anew as though he or she were a new member. A minister shall not be permitted to rejoin the Fund more than two (2) times during his or her ministerial career.

XIX. Hearing Committee

A. The Committee – A Hearing Committee consisting of the Board of Pensions Executive Committee, Conference Treasurer, Director of Ministerial Relations, Conference Controller, and the Conference Insurance Group Administrator shall have authority to act on behalf of the Board of Pensions between Annual Conference sessions concerning matters that relate to, but are not specifically covered by, this constitution of the Ministers' Transition Fund. The Plan Administrator for the Fund for other plan administrative matters and matters delegated by the Hearing Committee shall be the Conference Insurance Group Administrator. Determinations by the Hearing Committee, the Board of Pensions or the Plan Administrator shall be conclusive and binding on all persons and shall be afforded the maximum deference permitted by law.

B. Claims Procedure - If a claim is wholly or partially denied, the Hearing Committee shall furnish the member or beneficiary with written notice of the denial within sixty (60) days of the date the original claim was filed. This notice of denial shall provide:

1. The specific reason or reasons for denial;
2. Provide specific reference to pertinent plan provisions on which denial is based;
3. A description of any additional information needed to perfect the claim and an explanation of why such information is necessary; and
4. An explanation of the plan's claims procedure.

The member or beneficiary shall have sixty (60) days from receipt of denial notice in which to make written application for review by the Hearing Committee. The Hearing Committee shall issue a decision on such review within sixty (60) days after receipt of an application for review as provided in the preceding sentence. Such decision on review shall be made in writing and shall include specific reasons for the decision written in a manner calculated to be understood by the claimant. All decisions and denials of claims by the Hearing Committee shall be afforded the maximum deference permitted by law.

XX. New Rules and Constitutional Provisions – The rules and guidelines of this constitution supersede all previous Conference legislation regulating this Fund. The Annual Conference, at any time or from time to time, may amend any or all of the provisions of this constitution without the consent of individual members of the Fund. No amendment shall have the effect of modifying any benefit election of any member in effect at the time of such amendment or modifying the benefit of any member who retired prior to the date of such amendment, unless the amendment expressly so provides. The Annual Conference established this Fund with the intent that it will be maintained for an indefinite period of time. However, the Annual Conference reserves the right to terminate the Fund, in whole or in part, at any time. No amendment, modification or termination of the Fund shall adversely affect the members benefits accrued for his or her retirement at the time of termination of the Fund.

XXI. Miscellaneous Provisions

- A. Prohibition Against Diversion** – Subject to Code section 414(p), there shall be no diversion of any portion of the assets of the plan other than for the exclusive benefit of members and their beneficiaries.
- B. Delegation of Authority** – The Board of Pensions, Conference Treasurer and the Hearing Committee may authorize any agent or agents to carry out their duties, and may employ such counsel, auditors, and other specialists and such clerical, actuarial and other services as it may require in carrying out the provisions of the Fund.
- C. Notification of Mailing Address** – Each member and other person entitled to benefits hereunder shall from time to time file with the Conference, in writing, such persons post office address and change of post office address. Any check representing any payment due hereunder, and any communication forwarded to a member of beneficiary at the last known address as indicated by the records of the Conference shall constitute adequate payment to such person and be binding on such person for all purposes of the plan. The Conference, Board of Pensions, Conference Treasurer and Hearing Committee shall not be under any obligation to search for or ascertain the whereabouts of any such person.
- D. Unclaimed Benefits** – If any benefits payable to, or on behalf of, a member are not claimed within a reasonable period of time from the date of entitlement, as determined by the Hearing Committee, and if the member cannot be located at his or her last provided mailing address, such member shall be presumed dead and the post-death benefits, if any, under this plan shall be paid to his or her beneficiary if he or she is then living and can be located. If the member's beneficiary is not then living or cannot be located, or if no beneficiary was effectively named, the member's account shall be forfeited and treated as dividends pursuant to Article VII.

- E. Facility of Payment** – Whenever, in the Hearing Committees opinion, a person entitled to receive any payment of a benefit under the plan is under a legal disability or is incapacitated in any way so as to be unable to manage such person’s financial affairs, the Hearing Committee may, to the extent permitted by law, make payments directly to the person, to the person’s legal representative, or to a relative or friend of the person to be used exclusively for such person’s benefit, or apply any such payment for the benefit of the person in such manner as the Hearing Committee deems advisable. Any benefit payment (or installment thereof) made in accordance with the provisions of this shall completely discharge the obligation for making such payment under the plan.
- F. Commingling of Assets** – The assets of the Fund may be commingled in a common fund made up of such accounts or in a common fund with other amounts exclusively devoted to church purposes, provided that the part of such fund which equitably belongs to the plan shall be separately accounted for and cannot be used for or diverted to purposes other than for the exclusive benefit of employees and their beneficiaries. The reasonable costs of administering an account may be charged against the account. Such costs may include the reasonable costs of administering a retirement income program of which the account is a part, including costs associated with informing employees and employers of the availability of the program.
- G. Governing Law** – This plan shall be administered, and its validity, construction, and all rights hereunder shall be governed by the Book of Discipline of The United Methodist Church, and by the laws of the State of North Carolina to the extent not in conflict with such *Book of Discipline*. If any provisions of the plan shall be held invalid or unenforceable, the remaining provisions hereof shall continue to be fully effective.
- H. Limitations on Liability** – The Conference, Conference Treasurer, Board of Pensions and members of the Hearing Committee shall not be liable to any person or entity for any of their acts carried out hereunder in good faith and based upon the information available at the time.

Report E – Resolution for Less Than Full Time Ministerial Pension Plan (MPP) Years Credit for Retirement And Less Than Full Time Years Credit Under MPP and Clergy Retirement Security Program (CRSP) for Health and Life Insurance Credit

WHEREAS, the General Board of Pension and Health Benefits (GBOPHB) counted less than full time years for pension years credit for retirement years until 2009; and

WHEREAS, the North Carolina Annual Conference reported such years to participants; and

WHEREAS, allowing these years for those who wish to retire under ¶358.2a of *The Book of Discipline, 2012* with twenty years of service regardless of age, and ¶358.2b of *The Book of Discipline, 2012* with thirty years of credit regardless of age; and

WHEREAS, it has been our practice to include MPP credit for less than full time years from January 1, 1982 – December 31, 2006;

THEREFORE, be it resolved that the less than full time years be counted for pension years credit for MPP years beginning January 1, 1982 – December 31, 2006.

AND BE IT FURTHER RESOLVED, that we will continue to count MPP credit for less than full time years from January 1, 1982 – December 31, 2006 to compute credit for service years under Health and Life insurance for post-retirement insurance benefits;

AND THEREFORE, BE IT FURTHER RESOLVED, that less than full time years under the Clergy Retirement Security Program be used for computing health and life insurance credit from January 1, 2007 – June 30, 2009 since health and life insurance credit is linked to pension credit until June 30, 2009 at which time credit for post-retirement benefits is determined by enrollment in the insurance plans.

Cashar Evans, Chairperson

Trustees, Board of

The Board of Trustees of the Annual Conference is charged with responsibilities vital to the mission and ministry of the Conference as defined in paragraphs 2512-2516 of the *2012 Book of Discipline*. These include holding legal title and managing Conference property; receiving and holding bequests and donations; receiving and managing closed or abandoned churches and other property; recommending action to the Annual Conference regarding sale, lease or acquisition of property to serve the Conference interests and mission; and intervening to protect Annual Conference interests.

The United Methodist Building

The United Methodist Building was relocated to the current location in Garner in June 2010. The facility has had only a few minor maintenance issues throughout the year and remains in excellent condition.

Closed Churches

- Andrew's Chapel – Gateway District – sold February 2015.
- Grace – Corridor D istrict – closing 2015.
- Hamilton – Beacon District - sold December 2014.

The Board of Trustees continues to receive local church property as they are closed in compliance with the Discipline. The Trustees are working in partnership with the United Methodist Real Estate Foundation for the care of closed church properties. The goal of this partnership is to provide more efficient service for the care, utilization and potential disposition of the properties. The Trustees are thankful for the ways we are able to work with our affiliated institutions for the benefit of ministry of The United Methodist Church in our conference.

Conference Parsonages and Episcopal Residence

The Board of Trustees currently provides funding for three Conference staff positions with housing allowances in lieu of parsonages. Funding available to pay the staff housing allowances is provided through the Conference budget. In 2013, investments from prior conference parsonage sales were added to the funding generated through district parsonage sales to furnish housing allowances to district superintendents. Funding needed for district superintendent housing allowances is to be generated from earnings on the investment of the sale proceeds from conference and district parsonages. Assets remaining to be used to fund staff housing allowances total \$134,895.32 as of December 31, 2014.

The Episcopal Residence is maintained by the Board of Trustees and funding provided by the conference apportionments and the Episcopal Fund, which is managed by the General Council on Finance and Administration. The residence, obtained in 2004, still needs minimal maintenance at this time. Budget requests have been recommended to begin to reserve funding for future capital repairs of the residence in addition to current year operating expenses.

Frederick and Closs Peace Wardlaw Bequest

In August of 2002, the Trustees received a bequest from the estate of Frederick and Closs Peace Wardlaw with the stated preference of providing a retreat or renewal location for clergy of the Conference. The trustees continue to hold a lot at Somerset Plantation at Kerr Lake purchased from bequest property sale proceeds. The property will be held for resale until property market proves prime for sale and is expected to be placed on the market in 2015.

The Trustees entered into a partnership with the NC United Methodist Camp and Retreat Center Ministries, Inc., (NCUMCRCM) in 2011 to use funding from the Wardlaw bequest to construct a clergy retreat center on the property of Camp Don Lee. The retreat center was completed in December 2012 and is available for use for clergy renewal, as desired by the Peace Wardlaw family.

The NCUMCRCM board and staff own the cottage and provide oversight for clergy retreat opportunities. The Conference Trustees encourage all clergy to use this facility to its fullest to fulfill the wishes of the generous donors and provide a place for renewal of our clergy.

The Trustees have agreed to work with NCUMCRCM over the next year in the development of a second clergy retreat center at Camp Chestnut Ridge. The remaining funds of the Wardlaw bequest continue to be invested with the United Methodist Foundation and have a market value of \$387,388.39 as of December 31, 2014.

Property Insurance

The Book of Discipline provides that one of the responsibilities of local church Trustees is to review insurance annually in order to ensure that the church, its properties and its personnel are properly protected against risks. In evaluating these levels of protection, the Conference Trustees recommend the following types and levels of coverage as guidelines for property and casualty insurance coverage:

- Building and business personal property insurance at full replacement cost,
- General liability coverage at \$1,000,000,
- Physical abuse and sexual misconduct liability coverage at \$1,000,000,
- Pastoral professional liability coverage at \$1,000,000,
- Employee dishonesty and crime coverage at levels adequate to cover assets held by the church – each church needs to evaluate this coverage independently,
- Directors and Officers liability coverage at \$1,000,000,
- Umbrella policy coverage at \$1,000,000, and
- Workers' Compensation coverage at \$1,000,000 for all employees whether or not the church meets the minimum requirements under North Carolina law.

Property insurance for the NC Annual Conference property is insured through the denominational insurance provider, United Methodist Insurance (UMI). UMI provides coverage options at competitive costs for local churches that meet all of the recommended coverage levels provided above. The Trustees are excited about the coverage opportunities now available to local churches through the UMI program and see this next step in the development of the program as favorable to the NC Conference churches in the areas of property and liability coverage.

Board of Trustees

The Conference Board of Trustees seeks to be faithful stewards of the assets of the North Carolina Conference. All financial activities and assets held by the Conference Board of Trustees are included in the audit of financial records of the Conference. Full reports of this activity are available from the Conference Treasurer's Office. We will continue to manage property of the Conference to the best of our ability in compliance with the Discipline and welcome the suggestions, ideas and input of every person in this Conference. We thank you for your faithful support of the work of the Conference and seek your prayers for the work that is given to us.

Ferrell Blount, President