

VIII. REPORTS

A. COUNCIL ON FINANCE AND ADMINISTRATION

The purpose of the Council on Finance and Administration (CFA) is “to develop, maintain, and administer a comprehensive and coordinated plan of fiscal and administrative policies, procedures, and management services for the annual conference” (§ 612.1, *2016 Discipline*). CFA takes this directive seriously.

CFA seeks to wisely discern available and potential resources that match with the vision and implementation of ministry. It is the council’s deepest hope to ensure funds and other resources are available for the Western North Carolina Conference to achieve its mission. As the current president of CFA, the Rev. Dr. Glenn Kinken, has said many times, “We are a council of possibilities, not a committee that always says NO.”

CFA believes that apportionments are solid pathways to tangible connectionalism. By joining together resources, our collective bonding achieves far more than we could ever accomplish alone. Yet, CFA acknowledges that local congregations are engaged in vibrant ministries in their communities. CFA therefore takes seriously the challenge to balance the needs of the local congregations and the needs of the annual conference.

Rather than regurgitate what your apportionment funds are realizing, CFA simply invites you to further explore and keenly discern what all the teams, committees, boards, agencies, institutions, and organizations are doing in Book of Programs and Reports.

It almost goes without saying that CFA urges every local church to support the fair share askings by paying 100% of its funds apportioned. It commends those churches in the conference who fully supported the connectional ministry of the church in 2018, sometimes at great sacrifice. In 2018, 80% of all congregations in the conference paid 100% of the total amount apportioned. Imagine if all congregations paid 100% of the apportioned funds, what a great fulfillment of the Lord’s Commission to which Christ calls us.

If local congregations follow the dictates of *The Book of Discipline*, the expectation is that each congregation pay 100% of the total monies apportioned through the district, conference, jurisdiction, and general church. Pastors and lay members of the Annual Conference are to interpret and promote 100% payment of apportionments. The Conference Treasurer’s office produces promotional material each year to assist in this effort. Anyone may visit the WNCCL website (www.wnccl.org/administration) and review apportionment allocations, payments, and descriptions of each of the funds. In the average congregation in the conference, based on 2018 statistical data, the total apportionment payment is about 8.4% of the total income from church members and friends. Congregations retain 91.6% of monies contributed. In using the biblical language of the tithe, apportionments come close but they do not represent a full 10% of the budgets of congregations.

To these ends, CFA commends to the Annual Conference the 2020 budget, which is focused on accomplishing the vision of the Conference with the ultimate focus of developing vital churches. At a total of \$16,271,284, the 2020 conference apportioned budget represents an increase of 0.65%. The degree to which the CFA accomplishes this goal depends upon local churches’ support of the conference budget. Receipts on all funds for 2018 were \$14,298,933, or 88.23% of the total apportioned, a very slight decrease of 0.04% over 2017 receipts.

Even with the minimal increase in the 2020 conference budget, the CFA is confident that it will be able to provide for growth in the ministries of the Conference. This budget represents the best efforts of the conference staff and ministry teams of the Western North Carolina Conference as a funding ministry plan to achieve the goal of making disciples of Jesus Christ for the transformation of our world.



Proposal: 2020 Conference Funds and Financial Policies**(Petition 1)** *Approved June 22, 2019*

The Council on Finance and Administration proposes:

1. That each of the funds described in the section of this report headed "Conference Funds for 2020" be approved and that the traditional decimal formula be used in determining the apportionments for 2020 for each chartered church/charge for these funds. (New church starts will participate in the apportionments in a "phasing" period):

District Operations Fund
 Equitable Compensation Fund
 Medical Leave Benefit Supplement
 Conference Support Fund
 Mission and Ministry Fund
 District Mission Engagement Fund
 District Benevolence Grants Fund
 District Church Vitality Fund
 Africa University Fund
 Black College Fund
 Episcopal Fund
 General Administration Fund
 Interdenominational Cooperation Fund
 Jurisdictional Administration Fund
 Ministerial Education Fund
 World Service Fund

The decimal formula shall be based on the average of the amounts paid by each mission or chartered church/charge during 2016, 2017, and 2018 on the following items:

Items from Table Two of the Year-end Statistical Reports

Total Conference Apportioned Funds Paid (29a)
 Pastor(s) Pension Premiums (39)
 Pastor(s) Health Insurance Premiums (40)
 Salaries, Housing, Utilities, Travel, and Other Cash Allowances Paid to Pastor and Associate(s) (41-44)
 Compensation of All Other Church Employees & Diaconal Ministers (45)
 Local Church Expenses for Program (46)
 Other Local Church Operating Expenses (47)

2. That the following policy be approved and observed:
 At the beginning of the calendar year, the Council on Finance and Administration shall determine which portions of the Conference Support Fund and the Mission and Ministry Fund are "fixed costs" (salaries, benefits, etc.) and shall thus be authorized to be paid at 100% of the approved budget. The District Operations Fund will be funded at 100% of the approved budget. On the basis of prior year receipts to these funds, CFA shall then determine a percentage of the approved budget to be authorized for expenditure in the remaining items of each budget, so that expenditures shall not exceed income.
 - a. Each church is expected to support all funds at 100% of the apportioned amount. (¶ 247.14 of *The 2016 Book of Discipline*)
 - b. The churches are requested to make payments thereon aggregately, with the understanding that the conference treasurer will allocate such payments according to the appropriate percentage due the fund according to the Conference Budget.
3. That an Unrestricted Fund Balance Account be maintained by the annual conference at a goal level of 30% of the current total of the Conference Funds and that any undesignated interest income plus unused balances in budget accounts be transferred to the undesignated fund balance at the end of the fiscal year.
4. That all apportioned funds, pension and health benefits costs, both receipts and disbursements, be managed through the office of the conference treasurer and that all districts, boards, agencies, committees, and commissions use the conference treasurer as fiscal agent.
5. That the group medical insurance plan be continued and that all churches be required to participate, based on the eligibility requirements of the plan, through the payment of premiums to the office of the conference treasurer.
6. That local churches should be aware that, for apportioned funds for bishops (Episcopal Fund), district superintendents (District Operations), and the Equitable Compensation Fund, the church has an obligation to observe the rule of proportional payment (¶¶ 622 and 639.4, *2016 Discipline*), and that ¶ 639.4(c) be observed by the statistician in reporting these apportionments. The rule of proportional payment requires that each local church/charge makes payments for these apportioned funds in the same proportion as payment for the support for the clergy appointed to the charge, i.e., if a church pays their clergy on a monthly basis, then these apportioned funds are to be submitted monthly.
7. That, for 2012 and beyond, the Conference Staff Relations Committee (CSRC) set the salary and benefits (including clergy housing allowances) for district superintendents, and district and conference staff within the approved total salary budget. The salary of the District Superintendents for 2020, as recommended by CSRC, is to be set at \$113,618.

8. That the amount of compensation designated as housing allowance for ordained staff members and district superintendents be set by an annual resolution of the conference Council on Finance and Administration after consideration of a statement of amounts to be used during the year.
9. That church-related travel expenses of all members of conference boards, agencies, committees, and commissions; conference and district staff; and local church clergy be paid by voucher on a mileage basis at the amount allowed by the Internal Revenue Service. This will be considered as a church-related business item and will not be factored into any compensation package by the Cabinet.
10. That the governing boards of:
 - Aldersgate United Methodist Retirement Community, Inc.
 - Arbor Acres United Methodist Retirement Community, Inc.
 - Givens Estates United Methodist Retirement Community, Inc.
 - Crossnore, Inc.
 - UMAR Services, Inc.
 - The United Methodist Foundation of Western North Carolina, Inc.
 - Methodist Youth Camp of Western NC Conference, Inc. (Camp Tekoa)
 - Guilrock United Methodist Camp, Inc.
 - Mount Shepherd Retreat Center
 - Bennett College for Women
 - Brevard College
 - Greensboro College
 - High Point University
 - Pfeiffer University
 - Western North Carolina Conference Brotherhood/Sisterhood
 - Western North Carolina Conference Historical Society
 - Sanctuary Counseling Group, Charlotte
 - Chrysalis Counseling Center, Greensboro
 - Disciple Bible Outreach Ministries of NC, Inc.
 - NETworX
 - New Faith Communities Fund, Board of Congregational Development
 - Campus Ministries to include: Appalachian State University, UNC-Asheville, NC A&T, UNC-Charlotte, UNC-Greensboro, Western Carolina University, Winston-Salem Wesley Foundation

be granted the privilege of soliciting and receiving funds from churches, individuals, and other sources (but not from conference-wide offerings except as indicated in the list which follows) in keeping with *The Book of Discipline*; no capital campaigns be approved for 2020; and that the following, and only the following, conference-wide offerings be approved for 2020:

Human Relations Day.....	General Conference
UMAR Sunday	Annual Conference
UMCOR Sunday.....	General Conference
Native American Awareness	General Conference
Medical Mission Teams.....	Annual Conference
Mother's Day (Aldersgate, Arbor Acres, Givens).....	Annual Conference
Disciple Bible Outreach.....	Annual Conference
Project AGAPE	Annual Conference
Peace with Justice	General Conference
Children's Home Sunday.....	Annual Conference
World Communion.....	General Conference
United Methodist Student Day.....	General Conference

11. That clergy be reimbursed for moving expenses in the following manner, effective upon adjournment of the 2019 conference session:
 - a. IN-CONFERENCE MOVES: The conference shall pay a moving allowance, plus \$2.50 per mile, one way, on those moves which are required from one appointment to a new appointment. If an appointment requires a move from one parsonage/home into another parsonage/home, the moving allowance will be set at \$500. If the appointment does not require a move from a parsonage/home, the moving allowance will be set at \$150.
 - b. MOVES INTO THE CONFERENCE: The conference shall pay on the same basis as in item 11a above. The moving allowance will apply to the number of miles on the most direct route traveled from the conference boundary to the pastoral appointment.
 - c. MOVING AT RETIREMENT: Retiring clergy, surviving spouses of active clergy who died during the year, and clergy who go on medical leave during the year shall receive a moving allowance of \$750, plus \$2.50 per mile, from the pastoral appointment to the retirement residence or the conference boundary. A retiree who moves to a parsonage and serves a pastorate in retirement is eligible for an in-conference moving allowance upon approval of the district superintendent.

- d. MOVES OUT OF THE CONFERENCE (moving to another conference, withdrawing from conference membership, leave of absence, or not receiving an appointment, etc.): No allowance will be paid.
 - e. SABBATICAL LEAVE: No allowance is granted when the leave begins; however, an allowance will be given when the leave is completed and the clergy person is again available for appointment by the bishop. The amount will be consistent with items 11a and 11b above.
 - f. In many instances, the moving allowance will not cover the total expense of the move. This reimbursement is given to help with the over-the-road cost of the move. Each church/charge receiving a new pastor is strongly urged to pay any out-of-pocket expenses incurred by the new pastor as a result of the move. The district superintendent will negotiate the request with the church/charge well in advance of moving day.
 - g. The district superintendent is asked to make a very special appeal for each church/charge to be especially sensitive to both parsonage families during this stressful time. The appeal should include assistance with meals, packing, unpacking, loading, and unloading where helpful and appropriate for the parsonage family.
 - h. Due to the Federal Tax Cuts and Jobs Act of 2017, clergy should continue to be aware of the provisions of moving reimbursements that may impact their tax situation and are urged to consult with their tax advisor
12. That the president, vice-president, and secretary of the conference Council on Finance and Administration, the chairperson of the Audit Review Committee, the conference treasurer-director of administrative services, a Cabinet representative, and one lay member of the CFA constitute the executive committee of the conference Council on Finance and Administration. The principal duties of the Executive Committee include: annual review, compensation and benefits of the Conference Treasurer, and review and recommendation to CFA all Statements of Relationship for ministries relating to the Conference.
 13. That the Council on Finance and Administration be authorized to appoint a conference auditor.
 14. That each local church make a very special effort to undergird the meal, transportation, and lodging expenses of annual conference members attending annual conference by adding a minimum of \$100 to the church budget for each lay and clergy delegate. The district superintendents are asked to encourage such support at each charge conference.
 15. That conference funds not be permitted to carry over unspent funds from one conference year to another unless specifically authorized by the Council on Finance and Administration. Agencies receiving funds from sources other than apportioned funds, such as fee-based events, may carry over such unspent funds into the next year.
 16. That 3:00 P.M., Tuesday, January 7, 2020, be the cutoff time by which all payments from local churches must be in the office of the conference treasurer in order to be applied to the 2019 year.
 17. That each conference board, agency, or institution receiving or disbursing funds not managed by the conference treasurer maintain adequate financial records and prepare and submit annual audit reports to the conference treasurer and the conference Council on Finance and Administration. All treasurers should be properly bonded.
 18. That the conference fiscal year begins on January 1, 2020, and ends on December 31, 2020.
 19. That the conference Council on Finance and Administration be responsible for designating depositories for conference funds.

P. Glenn Kinken III, President
R. Mark King, Treasurer



APPROVED BUDGET FOR 2020

Western North Carolina Conference Budget 2020						
Fund Name	2018 Approved	2018 Actual Receipts	2018 Actual Expenses	2019 Approved	2020 Proposed	
Conference Funds						
District Operations	\$ 2,516,130	\$ 2,247,359	\$ 2,469,086	\$ 2,559,478	\$ 2,592,405	1.29%
District Superintendents	1,138,467		1,140,987	1,179,015	1,201,946	
Salaries	863,125		863,125	890,344	908,945	
Related cost (including housing)	275,342		277,862	288,671	293,001	
District Administrative Personnel	737,663		688,099	740,463	750,459	
District Office Operations	640,000		640,000	640,000	640,000	
Intentional Interim Ministry	75,000	67,987	-	-	-	
Conference Support (Schedule 1)	4,039,586	3,596,409	3,496,839	4,109,460	4,089,414	-0.49%
Conference Services Support	677,600		315,630	688,350	634,405	
Conference Staff Support	2,494,986		2,480,662	2,661,410	2,573,024	
Conference Administrative Support	867,000		700,547	759,700	881,985	
Equitable Compensation	150,000	133,960	67,528	150,000	150,000	0.00%
Clergy Medical Leave Benefit Supplement	500,000	443,679	368,797	450,000	425,000	-5.56%
Mission and Ministry (Schedule 2)	2,940,000	2,601,579	2,503,929	2,996,640	3,005,847	0.31%
Total Conference Funds	10,220,716	9,090,973	8,906,178	10,265,578	10,262,666	-0.03%
General Church Funds						
Africa University	92,154	82,146	82,146	90,797	92,468	
Black College	411,777	360,926	360,926	405,715	413,180	
Episcopal Fund	905,121	793,565	793,565	891,794	908,204	
General Administration	362,921	312,132	312,132	357,578	364,157	
Interdenominational Cooperation	80,734	69,612	69,612	79,545	81,009	
Jurisdictional Conference Administration	46,890	48,401	48,401	46,980	46,980	
Ministerial Education	1,032,306	906,294	906,294	1,017,107	1,035,822	
World Service Fund	3,056,387	2,634,884	2,634,884	3,011,387	3,066,798	
Total General Church Funds	5,988,290	5,207,960	5,207,960	5,900,903	6,008,618	1.83%
Grand Total of all Conference- Apportioned Funds	\$ 16,209,006	\$ 14,298,933	\$ 14,114,139	\$ 16,166,481	\$ 16,271,284	0.65%
Increase (decrease) in budget from 2018 to 2019; 2019 to 2020				(42,525)	104,803	
				-0.26%	0.65%	
District Apportioned Funds						
District Mission Engagement	\$ 521,616	\$ 490,434	\$ 490,434	\$ 532,000	\$ 532,000	0.00%
District Benevolence Grants	735,831	591,461	591,461	641,800	641,800	0.00%
District Church Vitality	662,737	629,402	629,402	678,700	678,700	0.00%
Total District Funds	\$ 1,920,184	\$ 1,711,297	\$ 1,711,297	\$ 1,852,500	\$ 1,852,500	0.00%
Schedule One Conference Support						
Conference Services Support:						
Cabinet Support	55,000		62,662	55,500	56,055	
Archives and History	14,100		9,190	14,350	14,350	
Resource Center	55,000		39,115	54,000	52,000	
Committees Support	16,000		7,178	16,500	15,000	
Annual Conference						
Conference Sessions	87,500		89,239	102,000	102,000	
General & Jurisdictional delegate expenses	-		2,962	6,000	15,000	
Ministers Moving Fund	150,000		105,283	140,000	130,000	
Contingency	300,000		-	300,000	250,000	
Total Conference Services Support	677,600		315,630	688,350	634,405	-7.84%

APPROVED BUDGET FOR 2020, CONTINUED

Fund Name	2018 Approved	2018 Actual Receipts	2018 Actual Expenses	2019 Approved	2020 Proposed	
Schedule One						
Conference Support, Continued						
Conference Staff Support:						
Salaries	1,811,247		2,022,919	1,827,728	1,759,755	
Related costs (including housing)	683,739		457,743	833,682	813,269	
Total Conference Staff Support	2,494,986		2,480,662	2,661,410	2,573,024	-3.32%
Conference Administrative Support:						
Office Operations						
Episcopal Office	6,000		6,862	6,000	8,500	
Assistant to Bishop	5,000		1,694	4,000	3,800	
Treasury Services	17,000		12,495	20,000	10,000	
Communications	95,000		61,439	96,000	96,000	
Ministerial Services/Conference Secretary	18,000		16,550	19,000	17,250	
Information Technology	172,000		130,885	165,000	312,760	
General Support						
Liability & Property Insurance	65,000		41,841	38,200	30,000	
Legal	50,000		31,048	62,500	63,125	
Audit	80,000		61,743	80,000	75,000	
Staff Travel/Education	152,000		130,645	154,000	155,500	
Episcopal Residence	10,000		1,926	10,000	4,000	
Conference Office	197,000		203,421	105,000	106,050	
Total Conference Administrative Support	867,000		700,547	759,700	881,985	16.10%
Schedule Two						
Conference Mission and Ministry						
Connectional Table						
Connectional Table	7,000		5,698	7,000	7,000	
Connectional Ministry	\$ 92,500		\$ 78,039	116,760	96,000	
Conference Camping Ministries	108,000		88,507	100,000	100,000	
Youth Ministry	18,000		19,478	-	-	
WNCC Council on Campus Ministries	600,000		510,000	615,000	621,150	
Ordained Ministry	301,400		\$ 211,063	286,000	288,750	
Board of Laity	7,270		2,509	12,450	7,550	
Total Connectional Table	1,134,170		\$ 915,294	1,137,210	1,120,450	
Church Vitality						
Revitalization Ministry and Grants	125,000		106,172	-	-	
New Faith Communities Ministry and Grants	575,000		575,150	724,000	731,240	
Total Church Vitality	700,000		681,322	724,000	731,240	
Mission Engagement						
Ministry and Grants	125,000		65,265	170,250	170,250	
Mission Church Grants	250,000		243,010	250,000	250,000	
Mission Response Center	58,330		53,938	58,930	59,500	
Total Mission Engagement	433,330		362,213	479,180	479,750	
Leadership Development						
Ministry and Grants	375,000		307,527	352,000	345,000	
Total Leadership Development	375,000		307,527	352,000	345,000	
Justice and Reconciliation						
Ministry and Grants	147,500		125,073	164,250	189,407	
Total Justice and Reconciliation	147,500		125,073	164,250	189,407	
Mission/Ministry Grants						
Partnership Fund with WNCC-UMC Colleges, Retirement Communities, Crossnore and UMAR	150,000		112,500	140,000	140,000	
Total Mission & Ministry Grants	150,000		112,500	140,000	140,000	
Total Mission and Ministry Fund	\$ 2,940,000	\$ 2,601,579	\$ 2,503,929	\$ 2,996,640	\$ 3,005,847	0.31%

B. CONFERENCE MINISTRIES

1. CONNECTIONAL TABLE

PURPOSE: The Connectional Table (CT) is to connect the ministry and resources of the Annual Conference to increase and strengthen the number of vital congregations and conference entities and to coordinate, promote, and encourage the development of faithful disciples and fruitful leaders across the conference so that lives and communities are transformed by the power of God (from the Plan of Organization and Rule of Order and Procedure of WNCC). The CT is the governing body for the conference between the Annual Conference gatherings.

If the CT fulfills its mission, ministry in the WNCC—relevant, vibrant, and diverse, reflecting the faces of all God’s people across WNC—will develop faithful disciples and fruitful leaders across the conference so that lives and communities are transformed by the power of God.

The CT established a 2016–2020 Quadrennial Goal to implement a consistent budgeting process that engages all ministries of the WNCC.

In 2019, the CT continued to work with CFA and the WNCC to refine the budget process to meet its goal in 2020. The leadership group for 2018–2019 explored using The United Methodist Church Connectional Table model of the Logic Model approach to gather evidence of ministry success.

In 2020, the CT will focus on developing a budget and investing the funds received for ministries that transform the WNCC in order to “Follow Jesus, Make Disciples, and Transform Lives and Communities.” The CT will know that it is successful when the budget compiled within the parameters provided by CFA is a conference ministry budget rather than a ministry-delineated, siloed budget. The members of the conference will invest in one another and the communities the conference serves.

An implementation team has been named to lead the 2020 process. This team has accepted the responsibility to keep the CT on schedule and focused on its values; it will also monitor progress toward reaching the goal that a conference-wide budget reflecting what the conference values and imagines is in place by March 2020.

Caroline Wood and Jane Boatwright Wood, Co-Chairpersons

2. CHURCH VITALITY TEAM

The Church Vitality Team had three major areas of focus this conference year: New Church Starts, Fresh Expressions of Church, and the Transformation Journey.

The Church Vitality Team continues to hone the conference church planting system as the team seeks to launch more new church starts with greater opportunities for success. It is a pleasure to report that five new faith communities have launched this conference year and that the team expects five more churches to be launched this year. The church starts that have begun during this conference year are:

- Hope Fellowship, Appalachian District
- The Place, Metro District
- The Foundry, Yadkin Valley District
- Gastonia Mission, Catawba Valley District
- The Bridge, Smoky Mountain District

Two previous church starts ended this conference year: Reactivate, Metro District, and Connecting Road, Metro District.

During last year’s annual conference, the Church Vitality Team invited all churches to consider launching Fresh Expressions of Church and offered micro grants of \$500 to help churches get started. The response was overwhelming, and as of this writing, 86 new Fresh Expressions have been created this conference year, leading to a total of 126 Fresh Expressions in the Western North Carolina Conference. This success is due in large part to the leadership of the Rev. Luke Edwards, who serves as the Fresh Expression Coordinator.

In addition to planting new faith communities, the Church Vitality Team is also helping to strengthen existing congregations with a new initiative called Transformation Journey (formerly known as the Nehemiah Project during its pilot phase last year). The Transformation Journey is a three-year process of partnering with congregations to discern and live into God’s future for the church. Sixteen churches have been invited to participate in the Transformation Journey this year. Churches that participate in the Transformation Journey will receive up to five recommendations for their church’s future. More than 75 guides have been trained in this process and are prepared to partner with churches to help them fulfill their recommendations. The Rev. Dr. Nancy Rankin is the Transformation Journey Coordinator, and she is providing excellent leadership to this ministry initiative.

The Church Vitality Team encourages members and friends of the Western North Carolina Conference to continue to pray for our New Church Start Pastors, Fresh Expressions, and the churches embarking on the Transformation Journey.

Mike Fongemy, Chairperson
Dan Pezet, Director of Church Development

3. JUSTICE AND RECONCILIATION TEAM

The WNCC Justice and Reconciliation Team (J&R) Team functions in various ways with the 11 entities within this framework to include the ministries of:

- Social justice—Church and Society
- Environmental creation care—Earthkeepers
- Peace with justice
- Matters of religion and race (CORR)
- The ministries of the Commission on the Status and Role of Women (COSROW),
as well as supporting the North Carolina Council of Churches (NC COC)
and some of the work of Christian Unity and Interreligious Relationships (CUIR)

This framework also includes ethnic caucus ministries of:

- Native Americans
- African Americans
- Hispanic/Latino Americans
- Asian Americans

The J&R team continues to be strengthened as it works closely together sharing funding and resources while endeavoring to make whole the WNCC. It also seeks other collaborative partnerships with the United Methodist Women Social Action, United Methodist Men, United Methodist Youth, Board of Ordained Ministry, and the Board of Laity.

The team has been working over the past year more fully developing the Ministry Action Plan (MAP) with supporting MAP(s) from each entity of the Team.

Its vision: Empowered by Christ, the Justice and Reconciliation Team exists to repair that which has been broken. Its mission is to listen, evaluate, initiate, advocate, train, educate, offer grants, and celebrate through acts of God's love so that the whole church reflects the diversity of each community with an intentional effort to include all constituencies with respect and equity also being inclusive of the work of environmental and social concerns. Its core and aspirational values are to practice genuine listening, mindfulness, encouraging others to lean into discomfort, serving as a catalyst for equity in change by compassionate acts, practicing inclusive language with humility and discipline, speaking and receiving wholeness through Christ. Its near-term objective/top-level goal: The Justice and Reconciliation Team will work to build the voice, influence, access, resources, and spirit among caucuses and conveners so that the WNCC will reflect the diverse body of Christ.

Native American Ministries: Convener Joel Locklear lifts up The Native American Summer Conference at Lake Junaluska, sponsored by the Southeastern Jurisdiction Association of Native American Ministries (SEJANAM), beginning June 28–30, with the theme “Our Journey: Who we are, where we’ve been, and where we’re going.” The keynote speaker is Dr. Robin Gary Cummings, Chancellor, UNC Pembroke, and the Bible Study leader is Dr. David Lowry.

Health and Education Leaders Kayron Maynor and Dr. Reginald Oxendine will join the leadership of the Summer Conference, and the Mobile Medical Unit (Goshen Medical Center), a Federally Qualified Health Center, will be on-site the Saturday of the Conference in the Lambuth Inn parking lot with a licensed medical provider and support staff providing primary and urgent care services. ALL are invited to participate in this educational and enriching experience at Lake Junaluska.

African American Ministries: Convener the Rev. Ronnie Roseboro continues to move forward with the Vision of Strengthening the black churches in the conference through leadership development, revitalization and Christian/spiritual formation. The Mission is to use resources to train clergy and laity in the African-American context of what it means to be a vital church in the community and world to make disciples for the transformation of the world. A number of strategies include cohorts among all Ethnic Caucuses and Anglos that foster working relationships by holding multicultural activities and events, which teach and require engagement of cultures to promote inclusiveness within congregations.

Western North Carolina was represented by eight members in Atlanta, Ga., for the 52nd National Black Methodists for Church Renewal (BMCR) General Meeting held April 3–6, with the theme “BMCR: Reset to the Future.” This event included a panel discussion, worship, bible studies, workshops, fellowship, a gospel music extravaganza, seminary breakfasts and luncheons, as well as presentations by Ebony Bishops.

Clergy were supported to attend the Carolinas Black Clergy Leadership Retreat sponsored by the Annual Conferences of Western North Carolina, North Carolina, and South Carolina, May 20–24, with the theme “Navigating the Changing Landscape: A Fearless Dialogue – Prepared to Lead?” The retreat provided an opportunity to get away to a quiet place to be renewed, reconnected, refreshed, and refocused with praise, worship, learning, and retraining, using practical tools to help leadership teams begin where they are and work toward becoming healthy, vital, and moving to growth, even in a time of chaos and uncertainty.

A group of clergy and laity travelled to Atlanta, Ga., October 18–20, 2018, for the SEJ-BMCR Annual Meeting with the theme “An Epistle to the Black Church: The Black Paper!” undergirded by Psalm 137:4. This event included a Town Hall-style setting with a panel led by Bishop Woodie White, the Rev. Dr. Zan Holmes, and the Rev. Dr. William “Bobbie” McClain, followed by an insightful Q&A session.

The J&R Team supported BMCR youth to SEJ-Harambee held June 27–30, 2018, at Rust College, Holly Springs, Miss. With the theme “Won’t He Do it?” undergirded by 1 Thessalonians 5:24. The Rev. Dr. Otto Harris, pastor of St. Mark’s UMC, Charlotte, N.C., served as the plenary speaker. This conference helps youth develop their spiritual, leadership, and interpersonal skills as they build

meaningful relationships with God and each other, and explore the meaning of pulling together and working together in Christian love, hence the name of the conference: Harambee. Attendees also learn how to bridge the gap from generation to generation. WNC-BMCR Youth again claimed the award for the highest number of attendees.

Hispanic Latino Committee: Conveners the Rev. Susan Suarez-Webster and the Rev. Frank Ramos have continued to lead this caucus with regular meetings throughout the year to include worship and fellowship with the Vision “We are a united and diverse community that experiences God’s transformation through embracing our neighbors.” Values are “mutuality, commitment, love, hope, and empowerment” with the Mission being “to make disciples of Jesus Christ for the transformation of the world.” A pastors’ retreat for pastors serving the Hispanic/Latino Community was held April 29-May 1, at the Trinity Center in Pine Knoll Shores, NC, with the theme “Reflecting Together on Faith-Rooted Organizing” undergirded by Ephesians 2:10. The retreat leader was the Rev. Dr. Alexia Salvatierra, founder of the Faith-Rooted Organizing UnNetwork. Duke Divinity Hispanic House of Studies, the Western North Carolina Conference, and the North Carolina Conference sponsor this Sumérgete (Submerge oneself) Retreat.

Asian American Ministries: May Vang continues as convener. The regularly scheduled meetings include clergy and laity, Koreans, Hmong, Cambodians, African Americans, and Caucasians. At its fall 2018 meeting, this ministry area continued work on the Ministry Action Plan (MAP) with the Vision “to become a community that sees all the people,” and a near-term objective “to have a more vital presence in the WNCC.” The goals between spring 2019 and spring 2020 are “to Bridge, Build and to Become,” with specific strategies for each component of the goals. This ministry area will join in with the North Carolina Conference for the 2019 Summer Asian Convocation July 16-19, 2019, to be held at Trinity Center in Salter Path, N.C. The keynote speaker is the Rev. Dr. Elaine Heath (Former Dean of Duke Divinity School) with the theme “Missional Leadership & Spirituality in the Context of Cross-Cultural and Cross-Racial Ministry.”

Commission on the Status and Role of Women: This ministry area, led by convener Polly Pearson, continued having regular meetings through the year and developing its Ministry Action Plan (MAP) with the Mission “to work alongside the General COSROW advocating for full participation in the total life of The United Methodist Church, by helping the church to recognize every person – clergy and lay, women and men, adults and children – as full and equal parts of God’s human family.” It believes that a fully-engaged and empowered membership is vital to The United Methodist Church’s mission to “make disciples of Jesus Christ for the transformation of the world.”

Commission on Religion and Race: Convener the Rev. Dr. Emmanuel Boakye-Yiadom, serving the first half of this conference year, organized the planning team for the 2019 WNCC Martin Luther King Jr. Celebration. Through a collaborative effort of J&R Team members along with Hank Dozier, Pamela Shoffner, and members of WNC Black Methodists for Church Renewal, the theme selected was “Living Into The Dream: All of Gods’ Children!” with the highlighted scripture 1 John 4:7-11 shared in the different languages of the ethnicities represented. The celebration was held at University City UMC, with more than 300 in attendance. Thought-provoking videos with vintage footage of some of Dr. King’s most poignant speeches invited vigorous table discussions and action challenges. Youth involved in these table discussions and their reporting out of the groups gave special significance to the activities of the day. The keynote address by Bill Curry, inspirational speaker, author, and retired NFL Coach, connected with listeners and left a profound impression. Music was offered by the Livingstone College Gospel Choir and the Greensboro Korean UMC choir. The offering for this event benefited the disaster relief from the 2018 hurricanes in the Gateway District, North Carolina Conference UMC, the Rev. Kenneth Locklear, District Superintendent. The next celebration is scheduled to be held at St. Paul UMC in Winston-Salem, N.C., on January 18, 2020, with the keynote speaker, Clara Esther, retired UMW Deaconess.

Environmental Concerns and Efforts: Convener and WNCC-Earthkeeper, the Rev. Jonathan Brake, continues to partner with UMW District Social Action Coordinators in several districts to offer Climate Justice Workshops. Creation care is an essential part of discipleship as Christians. Earthkeepers are keenly aware of the ecological challenges in the world today and feel called to be part of a movement to transform the world. Jonathan beautifully weaves scripture Hosea 4:1-3, Matthew 7:12; 22:37-39 and Wesley’s *Three Simple Rules* into his presentation. He also offers many resources and opportunities for congregations to rediscover their call to tend the garden and become more loving. WNCC has three UMC Earthkeepers: Jonathan Brake in Reidsville, Jonathan Lemas in Morganton, and Kim Richmond in Winston-Salem. You may contact Jonathan at creationcarewncc@gmail.com.

Providing Support: The J&R Team gave financial support to the following, in addition to what has already been mentioned above:

- Hinton Rural Life Center to assist with Mental Health First Aid Training for Church Leaders to Erase the Stigma and Encourage Compassion;
- Brookstown UMC to provide assistance for construction materials for three phases of the *Bill Bloxham Tiny House Build* to offer sanctuary for displaced people who also need low-cost food;
- The Fresh Expressions component of ministry to faithfully respond to homelessness in the neighborhood;
- Central UMC to help provide assistance for dual language early childhood education to the community of East Charlotte for the inaugural school year 2018-2019, beginning to serve children at the *Children of the World Learning Center*;
- Forest Hills UMC-Concord, NC, to assist with childcare for events and necessary workshop supplies, giving women a place to gain confidence by entering into a safe place of support;
- Opportunity House Mission to provide a means of reconciling homeless and other marginalized groups with the established church for the continued work through Narrow Gate ministry;
- Boundless Impact to provide assistance through the General Board of Church and Society (GBCS) Ethnic Local Church Grant to expand training with racial equity and justice work through the TRUTH Café program which creates spaces for dialogue and deep listening, developing cultural humility and relationships and more.

- The J&R Team gives yearly financial support to the North Carolina Council of Churches (NC COC), which is a statewide ecumenical organization promoting Christian unity and working towards a more just society with the motto “Strength in Unity, Peace through Justice.” The Council enables denominations, congregations, and people of faith to individually and collectively impact the state on issues such as economic justice and development, human well-being, equality, compassion, and peace, following the example and mission of Jesus Christ. NC COC addresses social justice issues through a faith lens, some of which include: public education, immigration and the Sanctuary Coalition, the Opioid Crisis, North Carolina Interfaith Power and Light (NCIPL), and PHW. The WNCC continues to be a major judicatory member of the NC COC since its beginning in 1935.

Dismantling Racism Task Force: The Spirit-led goal of the Dismantling Racism Task Force of the J&R Team is to dismantle racism within the Western North Carolina Conference. This is vital and necessary. The J&R Team, along with task forces, will continue to continue to work toward developing a plan and proposal for mandatory anti-racism training for the Western North Carolina Conference. In the wake of the 2019 special session of the General Conference, the team recognizes that the Church is deeply broken and hurting on multiple levels. The complete ramifications of the 2019 General Conference are not yet fully understood, and as such the team deems it prudent to delay implementation of such a multi-year conference initiative. It decided to postpone bringing the legislation for mandatory training on racism for a later year. As children of the radically inclusive and loving king, the team is called to love one another as he loved us, and to work and live together in unity. The team stands with the WHOLE church, as we face this challenging time together in the name of our savior, Jesus Christ. The J&R Team is grateful for the work of the Dismantling Racism Task Force over the past two years under the leadership of the Rev. Dr. In Yong Lee.

Christian Community Development Association: The J&R Team Co-Vice Chairperson, the Rev. Brandon Wrencher, helped to lead a Christian Community Development Association (CCDA) planning retreat in the spring of 2018 held at Mt. Shepherd Retreat Center. All studies show that by 2040 ethnic minorities will comprise the majority of the US population. The J&R Team seeks to amplify this reality through a concerted effort toward organizing and promoting the missional ministry of under-resourced, ethnic minority, and ethnically diverse congregations and communities. Of the many models of such missional ministry, it believes that CCDA is a valuable partner that could help begin to fill this gap within the WNCC. For the past 25 years, CCDA and 1,000 associated organizations have been pursuing a common vision to see under-resourced communities holistically restored with Christians and the local church fully engaged in the process of transformation. In pursuing this vision, Christian Community Development practitioners have distilled the philosophy into eight Key Components. John Perkins, African American missionary, civil rights icon, and founder of CCDA, articulated the “three R’s” of Christian community development: relocation, reconciliation, and redistribution. Since Perkins’ early strategy, CCDA has added to these: local/indigenous leadership development, empowerment, holistic approach, church-based, and listening to the community.

In Loving Memory: The team said farewell this year to a giant of a forerunner in the person of the Rev. Dr. James W. Ferree, who led by example in the advocacy areas of much of this work for 46 years in the WNCC and prior to that in the Central (Black) Jurisdiction of the Methodist Church. Dr. Ferree was deeply committed to the cause of Christian unity, social justice, and peace. As his eulogist, the Rev. Donald Jenkins, shared at his service of death and resurrection, “the voice of Dr. Ferree may be stilled but never silenced.” The team will continue to be grateful and guided by exemplary service.

Pamela Shoffner, Chairperson

4. LEADERSHIP DEVELOPMENT TEAM

Society lives in a whitewater-paced world of change, and the Leadership Development Team (LDT) itself is not immune to change. This past year the LDT has redirected and refocused many of the team’s efforts around four key effectiveness measures for pastoral leadership. Effective leaders focus on developing, coaching, and mentoring to enable lay leadership to improve performance. Effective leaders influence the actions and behaviors of others to accomplish changes in the local church. Effective leaders propel the local church to set and achieve significant goals through effective leadership. Effective leaders inspire the congregation through preaching. The LDT offers multiple opportunities for professional church leaders, lay and clergy, to grow in these specific areas.

The LDT also keeps spiritual formation at the forefront of the team’s efforts to increase leadership capacity. Twice a year the LDT offers a menu of spiritual formation and retreat offerings. Participants of these specific programs are eligible for grant money to cover most of the cost.

Finding out about LDT offerings is easy. A complete list of current offerings is available on the WNCC web site, wnccumc.org. Click on the “Ministries” drop down menu, and select “Leadership Development.” Leaders can also get a daily dose of inspiration, best practices, and new ideas from the Facebook page, “Western North Carolina Conference Leadership Development.” Clergy and leaders across the conference also receive the monthly newsletter, eLEAD. The newsletter is centered around a theme and carries writing from many WNCC leaders.

What does it look like when the LDT is effective? When this team imagines answers to that question, several images come to mind: a leader making a tough but necessary decision; a leader setting a vision, building alignment, and managing change attendant to that vision; a leader enlisting and motivating others to perform tasks in a local church; a leader stating a clear and inspiring vision of the gospel; a leader adapting to change, and helping bring others along; a leader learning a new skill or competency as a result of a rapidly changing context for ministry; a leader in prayer.

Readers of this report have a 99.9 percent chance of being a leader themselves. Join us in spreading the word about these offerings. Envision, plan, and take steps to develop one’s own leadership capacity. Ask United Methodist sisters and brothers what they are doing to develop their leadership skills. Finally, stay in touch with the LDT. The LDT craves feedback (as do all good leaders).

Dan Hester, Chairperson

5. MISSION ENGAGEMENT TEAM

The WNCC Mission Engagement Team exists to equip the local church to be in the mission of God focusing on communication, resourcing, and collaboration.

In October 2018, Project AGAPE, a collaborative effort of the North Carolina and Western North Carolina Conferences and the Armenian Apostolic Church, celebrated 25 years of mission partnership. Serving the Kashatagh region, it is the sole humanitarian aid partnership licensed by the Republic of Artsakh (Nagorno-Karabakh) government. Long-standing, multi-layered conflict prevents any other humanitarian group from working with the people of this area, who struggle with this way of life. In more than two decades of ministry, Project AGAPE has shared the love of Christ by continuing early projects and adopting new efforts for and with the people of Armenia and Artsakh, as this ministry serves those in Kashatagh and in border villages.

The Committee on Relief is the humanitarian relief and development arm of the Western North Carolina Conference, relating directly to the United Methodist Committee on Relief (UMCOR) and the United Methodist Volunteers in Mission (UMVIM). Its mission is to alleviate human suffering and advance hope through humanitarian relief, sustainable development, and global missions. The Committee on Relief is comprised of three units:

Humanitarian Relief (also known as Disaster Response). This unit responds to disasters within and beyond conference boundaries through Early Response Teams that assist communities affected by natural disasters. A total of \$805,000 was collected by WNCC churches with a total of \$808,000 being dispersed.

Missions Operations offers preparedness and volunteer mission training, provides essential relief supplies through the Mission Response Center located in Terrell, and supports the long-term mission and sustainable development operations throughout the conference.

Global Missions equips the conference for global mission that alleviates human suffering.

During this past year, several communities in the conference were affected by tornadoes, floods, mud-slides, and the remnants of Hurricanes Florence and Michael. As a result, the Incident Command Team collaborated with each district and Volunteer Organizations Active in Disaster. Furthermore, the former Cole Memorial United Methodist Church was developed into a mission resource center, warehousing thousands of UMCOR cleaning buckets and other supplies, as well as becoming a centralized hub for volunteer outreach to Eastern North Carolina, in partnership with the campus ministry at the University of North Carolina at Charlotte.

Grants from the Committee on Relief aided Western North Carolina Conference volunteers throughout the southeast and in Puerto Rico. A number of volunteer teams were sent to assist the Methodist Church of Puerto Rico (MCPR) to rebuild after Hurricane Maria. Working alongside the Puerto Rico Methodist Church for relationship development through the rebuilding of homes and churches, teams sought to offer themselves sacrificially under the direction of United Methodist Volunteers in Mission (UMVIM) and the local church.

Currently the Western North Carolina Conference has Mission Connection Teams for Haiti, Guatemala, Puerto Rico and Armenia. WNCC churches already serving in a particular county or location are connected for the purpose of collaboration, communication and resourcing. Mission Connection Teams place emphasis on multiple local churches working together alongside native in-country partners to accomplish goals and tasks of the host culture.

A Mission Cohort pilot was launched in January 2019 for the purpose of shifting the missional imagination of the WNCC churches. A design team of mission leaders from across the conference have been meeting, planning, and dreaming for two years to prepare the curriculum, resources, best practices and spiritual formation components of the cohort. Recruitment for the first mission cohort will begin late summer and early fall 2019 with an official start date in early 2020.

Brian Mateer, Chairperson

Advance Specials for 2019-2020

(Petition 3) *Approved June 22, 2019*

Churches are at liberty to support Advance Specials according to the wishes of the individual churches. The following ministries have been vetted and are approved as Annual Conference Mission Specials:

Carolina Cross Connection
Congregations 4 Children
Missional Church Fund

Mission Response Center
Northern Haiti Mission Connection
Open Arms
Project AGAPE

VIM Mission Connection Teams
WNCC Committee on Relief
Youth Service Fund

Advance Specials may be found online at: <https://www.umcmmission.org>.

6. COUNCIL ON CAMP AND RETREAT MINISTRY

The goal of the conference Council on Camp and Retreat Ministry (CCRM) is to support, encourage, and resource the four camps of the Western North Carolina Conference. This year has brought small shifts that bring a new impact for the council as they support the camps in growing in their ministry of being sustainable, vital partners with the local churches. The shifts have included new members, more formal policies, and establishing the endowment fund that has come from the sale of several camp properties.

With the CCRM gaining recognition as a formal council of the Western North Carolina Conference, the conference nomination committee was able to nominate new members. The council welcomed four new members to serve alongside the current members. It already has been a fruitful addition as these members bring different experiences, connections, and passion for outdoor ministry.

An endowment fund has been established from the proceeds of three camp properties sold throughout the last year. The endowment fund is managed by the council members and the Conference Coordinator of Camp and Retreat Ministry. The earnings from the endowment fund each year will be used for camper scholarships, camp director continuing education aid, to help with camp initiatives throughout the year, and to provide training and workshops for the camp board of directors, among other things.

With these shifts, policies and procedures have had to be developed and clarified. The council now has clear policies and procedures for the camps to follow regarding funding requests for camp initiatives and camper scholarships. The council itself is also gaining clarity and moving towards organized classes and term limits.

The CCRM continues to work to help the camps live into their commitment to be places of sustainable and vital ministry. The CCRM also continues to be grateful for the support of the WNC United Methodist Churches and the local churches.

Carroll Harris, Conference Coordinator

Proposal: Boards of Directors for Western NC Conference Camps

(Petition 5) Approved June 22, 2019

Camp GuilRock

2019

Chris Gann
Tommy Matherly
Dennis Scheer
Doris Windsor

2020

Lori Buck
Bobby Jones
Mary Richardson
Doug Berlin

2021

Lenora Graves
Rhonda Lee
Stan Hollis

Ex-Officio Members

Director: Erin Hearn

WNC Coordinator of Camp and Retreat Ministries: Carroll Harris

Camp Tekoa/Tekoa Foothills

2020

John Fletcher
Dan Lyons
Kevin Osborne
Keys Pendleton

2021

Brad Cunningham
Kimberly Ward Jackson
Jimmy New
Bill Porter

2022

David Mitchell
Candis Walker

Ex-Officio Members

Executive Director: James Johnson; Assistant Director: John Isley; Business Manager: Karen Rohrer

WNC Coordinator of Camp and Retreat Ministries: Carroll Harris

Mt Shepherd Camp Retreat Center

2019

Cheryl Freeman
Katherin Robinson
Charlie Lyons

2020

Fred Jordan
Gifford Del Grande
Dennis Carroll
Jerry Bohnsack
David Blankenburg
Carla Freemyer
Patricia Jolly

2021

Ben Morgan

Ex-Officio Members

Executive Director: Josh Britton

WNC Coordinator of Camp and Retreat Ministries: Carroll Harris

Camp Directors' Reports Camp GuilRock

Camp GuilRock has continued to expand its day camp programming. Under the leadership of their new Director Eric Hearn, they are beginning the process of developing top tier programming not only for the campers but for the summer staff as well. The continued relationships with people and groups of all different backgrounds and denominations have allowed them to develop relationships that continue to introduce new and diverse groups to Christian camping. With these relationships, the camp director hopes to continue to raise the usage rate for the property and keep on the plan of being sustainable long term.

Eric Hearn, Camp Director

Camp Tekoa

The summer of 2018 is now complete, and together the camp celebrates the hearts touched by God's love, the lives changed through God's grace, and the thousands challenged to go out into the world and continue to share the light of Christ.

Highlights:

- 2018 summer camp enrollment: 2,401 campers for Camp Tekoa. Forty-nine campers for Tekoa Foothills (2017 Total numbers: 2,436)
- New construction projects completed in 2018: Forty-foot climbing tower with four routes. New maintenance facility/adventure storage (40x60). Lakeside Lodge at Tekoa Foothills is now open and ready for rental groups. The Lakeside Lodge project was started by Camp Loy White before Tekoa started managing the property. One of Tekoa's top priorities, after acquiring the camp, was to invest and complete the construction on Lakeside Lodge. Tekoa invested \$175,000 to finish the project.
- Tekoa Foothills: The mission camp, overnight camp, and day camp were all successful. It was beautiful to hear the positive feedback from all the groups that participated in Tekoa's first mission camp. It is even more affirming to know that more groups are interested in signing up for 2019. Several of the children who attended both the overnight and day camp had never been to camp before so it was a blessing to see all of them enjoying summer camp for the first time. All of the summer rental groups were pleased with the accommodations and staff hospitality
- In 2019, Tekoa will seek to employ a full-time director for Tekoa Foothills
- Camp Tekoa will celebrate seventy years of camp and retreat ministry in 2019! A 70th Anniversary weekend is scheduled for the weekend of September 13-15, 2019 along with 7K Trail Face and an Adventure Fun run for kids
- Tekoa continues to welcome the NOMADS (Nomads on a Mission Active in Divine Service - NOMADS provide volunteer labor for United Methodist organizations). In 2018, the nomads completed the following projects: new fence along the lake-front area, new storage loft in the maintenance building, cleaned and polished the wood panel walls in Laurel Lodge, and built new doors for the supply closets
- Assistant Director, John Isley, shares about one camper's transformative experience:
The final week of camp was awesome! It had been a challenging summer. But on the last day of camp, Thomas (a Family Group Leader) came up to me and asked about one of his campers being baptized. Gabe said he had, "found God at the campfire." The pastors of the week talked it through with the child and contacted the father for permission. He was excited and supportive. So after all of the campers left, the summer camp staff joined around the lake for a Service of Baptism, and Gabe professed his faith publicly. Then everyone sang his favorite camp song "If You Love Jesus! Nah, Nah, Nah Nah Nah..." and all of the staff jumped into the lake with Gabe to celebrate! This moment illustrates the unique place of ministry that Camp Tekoa holds. A camper who had not experienced much church life found God in this sacred space. Pastors who were serving with at the camp participated in the baptism. The staff surrounded this child with love and grace and jumped into the waters with him. It is a moment forever crystallized in the soul, and the staff is so thankful that God worked through this place to change Gabe's life!

Camper Gabe is just one of many personal examples of how God works through Camp Tekoa to make a difference in the life of a child.

James Johnson, Executive Director



Mount Shepherd Retreat Center

The ministry of Mount Shepherd is gaining momentum in 2019. The center has completed a strategic planning process, has enhanced staff capacity, and has set a new exciting course for the ministry.

The center is celebrating past ministry, and how God has been at work. The year 2018 saw an all-time high in utilization, including a 50 percent increase from the previous year. Thanks to generous gifts and faithful stewardship, Mount Shepherd experienced its best fiscal year in recent memory. The center welcomed a brand new ministry, Jovenes Para Cristo, a multicultural camp. The aim is to bring the ministry to Latino students in the community.

And still the best is yet to come. In 2020 Mount Shepherd will be experiencing a relaunch, with a new vision, a new mission statement and brand new programming offerings.

A full-time program director, Christina Gibbs, has been hired. Christina is receiving the Master of Divinity degree this year, and has extensive work in camps, youth ministry and adventure programming. In addition to staff enhancement, the board of directors continues to flourish. The center has expanded the on-site offerings with a brand new climbing wall, zip line and leap of faith. The ministry also invested in critical repairs to existing equipment. In the first part of 2019, the center is still experiencing significant growth.

Mount Shepherd is grateful for the ongoing support of the annual conference. The partnerships with the churches of WNCC are cherished, and the center looks forward to faithful ministry for years to come.

Josh Britton, Executive Director

C. CONFERENCE RESOURCE CENTER

The WNCC Resource Center is proud to be a free lending library for all churches in the Western North Carolina Conference. The mission of the Resource Center is to provide a deep well of engaging, relevant books and media supporting the mission of the local church in making disciples of Jesus Christ for the transformation of the world.

The Resource Center continues to purchase new, quality resources recommended by staff, pastors and laity for use by churches and individuals for the education, leadership training, and spiritual formation of children, youth and adults. The Resource Center's two 24-foot canvas labyrinths continue to be used often, especially during Lent.

As of January 2019, the Resource Center boasts 6,766 resources on its shelves, including books, DVDs, worship aids, Vacation Bible school starter kits, stewardship campaign programs, Stephen Ministry support, and curriculum for all ages and stages of life. New in 2018 is a partnership with The Youth Cartel. Contact the Resource Center for the promo code to receive FREE digital resources from The Youth Cartel.

Pastors and lay people alike can turn for help and guidance in selecting resources. Resource Center staff and volunteers are happy to recommend resources to meet specific needs. Stop by the Resource Center display during annual conference to set up a free patron account, update contact information, browse the catalog, and reserve resources today! Following annual conference, contact the Resource Center at resourcecenter@wnccumc.org or 704-535-2260.

Resource Center materials are managed and supported by Surpass, a system used in public schools and libraries. The online catalog, <http://wncc.mysurpass.net>, is open to all for browsing, but you must have a patron account to make reservations. The Surpass app for smart devices, Library Trek, makes the catalog even more accessible. Finally, be sure to "like" the Resource Center's Facebook page, <https://www.facebook.com/wnccresourcecenter>, for seasonal recommendations and to stay up to date on the newest resources as they are catalogued.

Havaleh Havelka, Training and Resource Specialist



D. HIGHER EDUCATION INSTITUTIONS OF WESTERN NORTH CAROLINA**1.a. BENNETT COLLEGE FOR WOMEN PRESIDENT'S REPORT**

I. Students (as of fall semester 2017)	
A. Full-time students	400
B. Part-time students	93
C. Full-time equivalent enrollment	440.5
D. Full-time North Carolina students	204
E. Full-time United Methodist students	6
This number may be higher considering that approximately 67% of full-time students chose not to disclose their religious preference. Furthermore, five students identified as Methodist and one identified as United Methodist.	
F. Resident students	282
G. Non-resident (day) students	211
H. Male students	2*
There are no male degree-seeking students. There were four male part-time non-degree seeking students.	
I. Female students	491
J. Foreign students	0*
This count does not include teaching assistants from our global studies program who are taking classes.	
K. Number of students receiving financial aid	401
II. Faculty (as of fall semester 2017)	
A. Number of full-time faculty	33
B. Number of part-time faculty	22
C. Full-time equivalent faculty	40
D. Degrees of full-time faculty:	
Doctorates	23
Masters	10
E. Average salary of full-time faculty	\$ 43,930
F. Average compensation of full-time faculty	\$ 54,913
III. Operating Finances (7-1-17 to 6-30-18)	
A. Operating income	\$ 15,403,356
1. Student fees	7,758,066
2. Endowment income (unrestricted)	162,796
3. Church sources	909,197
4. Auxiliary enterprises.....	2,401,504
5. Student aid (restricted).....	754,653
6. Other	3,417,140
B. Operating expenses	15,621,346
1. Instructional	4,901,307
2. Administrative and general	3,950,066
3. Library.....	139,919
4. Physical plant (included throughout other areas)	
5. Student aid.....	2,957,627
6. Auxiliary enterprises.....	1,931,559
7. Other.....	1,740,868
C. Operating deficit at beginning of 2017-2018	
E. Expenditures per student (2017-2018).....	31,686
D. Operating budget for 2017-2018.....	12,077,023
F. Amount per UM student provided by WNC Conference (2017-2018)	6,009
IV. Other Financial Information	
A. Market value of physical plant (7-1-18).....	\$ 93,339,256
B. Capital indebtedness at 7-1-18	26,858,633
C. Net increase in physical plant from preceding year.....	10,456
D. Market value of endowment at 7-1-18	13,114,789
E. Net decrease in endowment principal from preceding year	

1.b. BENNETT COLLEGE CHAPLAIN'S REPORT

Bennett College is eternally grateful for the continuous and generous support of the UMC through your prayers, presence, connectional opportunities, and donations that undergird its ability to provide its students with a holistic educational experience that positively impacts their families and communities. "God is not unjust; He will not forget your work and the love you have shown Him as you have helped His people and continue to help them" (Hebrews 6:10).

During the #standwithBennett Campaign, the Chaplain's Office developed a prayer calendar and coordinated the Bennett College Clergy Alumnae Prayer Connection to lead its sisters in weekly intercessory prayer on behalf of the institution. It continues to intercede for Bennett on a monthly basis. Also, the chaplain has had the occasion to offer prayers during campus and community gatherings, alumnae meetings, and for students, faculty, and staff as individuals and in groups.

The Campus Life Office established themed living-learning communities (LLCs). In partnership with the Faith Without Fear LLC, the Interfaith Dialogue Project provided a series of programs for student, faculty, and staff engagement. Events included:

- An initial interest meeting;
- Faces of Faith, Culture, and Tradition student-led conversation;
- A community service project, in partnership with a local congregation, that seeks to address the needs of homeless neighbors through winter clothing distribution, children's activities, community resources, and a meal;
- Sister's Table Interfaith Dinner and Dialogue;
- Participation in the NCCJ (National Conference on Community and Justice) Interfaith Tour and Discussion; and
- The Interfaith Open Mic and Meal.

Connectional opportunities: The Black College Fund selected United Methodist students to participate as Lina McCord Ambassadors and Interns. UMC Social Justice Interns will be serving in North Carolina and California. This scholarship program supports students in their efforts to offer support to various agencies within the local community and beyond. Local UMW hosted a scholarship information session with students and worked with Institutional Advancement to assemble luminaries for the candlelight concert.

Spirit of David Dance Ministry enjoyed multiple opportunities to minister during the academic year. The ministry planned a worship service featuring the Bennett College Choir and Pastor Shauntae Smith '08 as the preacher; over 100 persons attended. Pastor Smith also preached for the #standwithBennett Praise and Worship Celebration, a service of thanksgiving to God for touching the hearts of over 14,000 donors.

The Greensboro Pulpit Forum, a coalition of local ministers, led a fund-raiser during the Bennett College Choir's annual candlelight concert in which the dance ministry participated (<https://youtu.be/6SpXJ9fvDrs>).

Additional ministry opportunities for Spirit of David included The Sisterhood Soiree recruitment event organized by the Office of Admissions and the SGA-sponsored Ebony Soul Gospel Explosion showcasing Jessica Reedy, 2009 first runner-up for BET's "Sunday Best" gospel singing competition.

Belles of Harmony Gospel Choir and Student Christian Fellowship (SCF) collaborated to present the "Black History Month Celebration: A Selfless Fight" that featured dance, open mic, song, and dramatic performance. SCF also coordinated weekly prayer for the campus and our regular worship services. "S.I.S.—Sisters in the Spirit" was a worship experience designed to give students exploring the call to the preaching ministry the opportunity to exercise their gifts.

The weekly Academic Cultural Enrichment Series (ACES) presented 25 programs with an average participation of 182 students. The Series is structured for student development; they have regular occasions to enhance their cultural, social, intellectual, and spiritual growth through ACES.

The highlighted events were organized in addition to weekly Bible study, pastoral counseling for the campus community, small groups activities, and presence on the campus.

The Chaplain's Office is thankful for the outpouring of God's Spirit, which continues to sustain Bennett College, and it looks forward to the unfolding of God's plans for its future. It thanks the UMC for your ongoing support. Thank you for standing with Bennett!

Natalie V. McLean, Chaplain



2.a. BREVARD COLLEGE PRESIDENT'S REPORT

I. Students		
A. Full-time students.....	677	
B. Part-time students	21	
C. Full-time equivalent enrollment.....	684	
D. Full-time North Carolina students	377	
E. Full-time Methodist students.....	3	
F. Resident students	531	
G. Non-resident (day) students	146	
H. Male students	384	
I. Female students	314	
J. American Black	84	
K. Hispanic	42	
L. Native American	0	
M. Asian American.....	7	
N. Foreign	28	
O. Number of students receiving financial aid.....	668	
II. Faculty		
A. Number of full-time faculty	52	
B. Number of part-time faculty	51	
C. Full-time equivalent faculty.....	69	
D. Number of faculty and administrative staff representing ethnic minorities	9	
E. Degrees of full-time faculty:		
Doctorates (or other terminal degree)	42	
Masters	10	
F. Average salary of full-time faculty	\$ 45,606	
G. Average compensation of full-time faculty	\$ 46,303	
III. Operating Finances		
A. Operating income (total)	\$ 18,385,068	
1. Student fees	18,138,098	
2. Endowment income (unrestricted)	1,194,559	
3. Church sources	20,000	
4. Auxiliary enterprises	5,974,107	
5. Student aid.....	(\$8,638,648)	
6. Development funds.....	2,682,281	
7. Other.....	261,256	
B. Operating expenditures (total).....	18,020,745	
1. Instructional	5,374,764	
2. All institutional support services.....	3,590,505	
3. Library.....	333,452	
4. Physical plant	2,048,182	
5. Auxiliary services.....	3,870,240	
6. Student aid.....	1,226,585	
7. Other.....	0	
C. Operating indebtedness at beginning of current year	0	
D. Operating budget for current year.....	18,020,745	
E. Expenditures per student for current year.....	28,972	
F. Amount per student provided by Western North Carolina Conference	0.35	
IV. Capital Funds		
A. Value of physical plant at beginning of current year.....	\$ 31,724,097	
B. Capital indebtedness at beginning of current year	13,660,856	
C. Net increases to physical plant during preceding year	0	
D. Market value of endowment fund at beginning of current year	29,383,360	
E. Net increases to endowment principal during preceding year	1,657,537	

Brevard College is a four-year, experiential liberal arts college founded in 1853, and is the oldest college in Western North Carolina. The college is home to students from 30 states and eight foreign countries.

Brevard College's mission states, "Brevard College is committed to an experiential liberal arts education that encourages personal growth and inspires artistic, intellectual, and social action."

At Brevard College, education is much more than memorizing answers on a test. Faculty connect knowledge to direct experience, purposefully and intentionally. This experiential teaching and learning philosophy, led by expert faculty in small classrooms, develop students' ability to think, work in groups, reflect upon what they have learned, and then apply their knowledge to real world problems. Faculty cultivate marketable skills such as collaboration, problem solving, teamwork, and conflict resolution, to name a few. Students graduate Brevard College with more than a transcript and diploma. They graduate with an experiential resume full of undergraduate research they have conducted, real-world problems they have addressed, and in-class projects they have completed.

Brevard College is affordable. Students from North Carolina receive a Half-Tuition Scholarship when they receive offers of admission. The average cost for Brevard College for the Fall 2017-Spring 2018 academic year was \$12,500 for an on-campus student.

Brevard has 18 NCAA DIII sports teams and 3 non-NCAA teams including competitive cheerleading, rock climbing, and cycling.

David C. Joyce, President

2.b. BREVARD COLLEGE CHAPLAIN'S REPORT

The past year in spiritual and religious life at Brevard College was phenomenal, filled with profound experiences of engagement, discovery, and learning.

At the beginning of the academic year, Brevard College's Office of Spiritual and Religious Life invited leaders from the Muslim, Jewish, and Jain faith traditions to stand with the campus minister to offer a blessing during the college's first gathering of the year. Each leader gracefully shared their blessing in the language spoken by the original adherents of their faith traditions. It was a powerful moment of interfaith engagement, and the first time, according to many college stakeholders, that an interfaith blessing was given during the Brevard College convocation.

The following are among many inspiring moments in the college year:

Prayers Offered:

- 37 prayers shared during meetings, athletic events, or general Brevard College events
- 122 prayers shared with students, faculty, and staff
- Three prayers shared during Brevard City Council meetings

Visitations:

- Seven hospital visits
- 209 total office visits
- 19 Brevard College classes and athletic meeting visits

Counseling:

- 102 students
- 42 staff
- 21 faculty

Programs:

- 156 attended a showing and discussion on the documentary 13th. Event cosponsored with the Center for Spiritual Wisdom
- 43 students attended an Interfaith House of Worship Tour
- 109 total students have attended a weekly faith reflection group
- 26 students have expressed interest in a Religious Leader Program for aspiring religious leaders

Speaking Engagements:

- 28 sermon invitations outside of the campus
- Seven invitations to speak for a Brevard College class
- Five presentations at civic organizations
- Speaker for the Martin Luther King Jr. celebration at a local church

Courses Taught:

- Hebrew Bible / Old Testament (Fall 2018)
- New Testament (Spring 2019)

Social Justice Conversations:

- Wrote three open letters (in response to mass shootings of a mosque, synagogue, and church)
- Invited to speak at a prayer vigil for peace

Graduate School Aspirations:

- 4 students have shared their interest in attending seminary or some form of theological education upon graduating from Brevard College

Brevard College ministry remains exciting and God continues to be gracious.

Sharad Creasman, College Minister

3.a. GREENSBORO COLLEGE PRESIDENT'S REPORT

I. Students		
A. Full-time students.....	798	
B. Part-time students	232	
C. Full-time equivalent enrollment.....	798	
D. Full-time North Carolina students	835	
E. Full-time Methodist students.....	67	
F. Resident students	597	
G. Non-resident students	432	
H. Female students	551	
J. American Black	267	
K. Foreign Students.....	82	
L. Number of students receiving financial aid	902	
II. Faculty		
A. Number of full-time faculty	48	
B. Number of part-time faculty	110	
C. Full-time equivalent faculty.....	80.83	
D. Degrees of full-time faculty:		
Doctorates	31	
Masters	17	
E. Ethnic minorities employed on faculty and administrative staff:		
Full-time	15	
Part-time	27	
F. Average salary of full-time faculty	\$ 55,507.95	
G. Average compensation of full-time faculty	\$ 61,263.83	
III. Operating Finances		
A. Operating income (total).....	\$ 31,480,278	
1. Student fees	21,244,954	
2. Endowment income (unrestricted)	1,282,215	
3. Church sources	15,000	
4. Auxiliary enterprises	4,528,928	
5. Student aid (unrestricted)	2,076,797	
6. Development funds.....	2,045,279	
7. Other.....	287,105	
B. Operating expenditures (total).....	30,577,519	
1. Instructional	5,840,641	
2. Administrative and General.....	6,832,062	
3. Library.....	90,033	
4. Physical Plant	1,281,733	
5. Auxiliary Enterprises	4,482,065	
6. Student aid.....	12,050,982	
7. Other.....	0	
C. Operating deficit at beginning of current year.....	0	
D. Operating budget.....	18,098,543	
E. Expenditures per student	37,290	
F. Amount per student provided by Western North Carolina Conference	18	
IV. Capital Funds		
A. Value of physical plant at beginning of current year.....	\$ 40,570,487	
B. Net increases to physical plant during preceding year	14,932,649	
C. Market value of endowment fund at beginning of current year	1,632,745	
D. Net increases to endowment fund principal during the preceding year	23,905,620	
E. Net increase to endowment fund principal during preceding year.....	378,264	

Lawrence D. Czarda, President

3.b. GREENSBORO COLLEGE CHAPLAIN'S REPORT

The Greensboro College Religious Life office actively supports the spiritual life and faith development of students, faculty, and staff. Central to the life of the college is a weekly chapel service on Thursdays led by students, with music provided by the chapel band and gospel choir. This weekly service includes a variety of preachers from the campus and community.

Each week there are a variety of small groups, Bible studies, and structured times for prayer. A weekly Bible study is also provided for faculty and staff. In conjunction with the Wesley-Luther campus ministry at UNC-G, a Sunday night worship service for college students is provided in the area. The Religious Life office continues to collaborate with the Wesley-Luther Campus Ministry, Catholic Campus Ministry, Episcopal Campus Ministry, Ukirk (Presbyterian) Campus Ministry, and Hillel Campus Ministry in Greensboro. Methodist students have the ability to attend the weekly gatherings with these ministries.

As a recipient of the Young Clergy Initiative from the General Board of Higher Education and ministry, Greensboro College Religious Life has implemented an internship program to help students discern their call to ministry. Students have the experience of being an intern at local United Methodist and Lutheran Congregations to learn about ministry and ways in which they can serve the church as lay leaders and ordained clergy. Students also have the opportunity to attend a conference.

In December, Greensboro College held the 54th annual Festival of Lessons and Carols in its Finch Chapel. This spring the 56th annual Ward Lecture on Christian education was held with speaker Dr. John Fea, from Messiah College, who presented a talk on "The Evangelical Road to Donald Trump." In April the college also hosted the 11th Annual Schleunes Lecture on the Holocaust and Genocide with Barry Trachtenberg from Wake Forest as the speaker. The public is invited to attend any of these events and the website is the best place to find upcoming dates: www.greensboro.edu.

Greensboro College is also excited to be in the first year of its new Master of Arts program in Theology, Culture, and Ethics.

The Religious Life office also provides service opportunities on campus and in the community. It works closely with the Boys and Girls Club of Greensboro, providing events on its campus for their members each semester. It also sponsors an Alternative Spring Break trip. Students also sustain and support a community garden on campus to feed the hungry in the community.

In the fall Greensboro College announced its tuition realignment. For the coming year, it realigned tuition so that it is now \$18,500 before financial aid and scholarships. This makes Greensboro College affordable and accessible to more students to receive an education rooted in the United Methodist tradition of joining together "knowledge and vital piety." The Religious Life office does this through its classes, chapel services, lectures, and community service events so that its students might be faithful and informed citizens of the world.

Robert Brewer, Chaplain



4.a. HIGH POINT UNIVERSITY PRESIDENT'S REPORT

I. Students (as of fall semester, 2017-2018)	
A. Full-time students.....	4,844
B. Part-time students.....	107
C. Full-time equivalent enrollment.....	4,885
D. Full-time North Carolina students.....	1,240
E. Full-time Methodist students.....	314
F. Resident students.....	4,203
G. Day (commuter students and adult learners).....	748
H. Male students.....	1,994
I. Female students.....	2,957
J. American black students.....	315
K. International students.....	152
L. Number of students receiving financial aid.....	3,961
II. Faculty (as of fall semester, 2017-2018)	
A. Number of full-time faculty.....	305
B. Number of part-time faculty.....	157
C. Full-time equivalent faculty.....	357
D. Degrees of full-time faculty:	
Doctorates and other terminal.....	290
Masters 149	
E. Number of ethnic minorities employed on faculty and administrative staff.....	57
F. Average salary of full-time faculty.....	\$ 70,494
G. Average compensation of full-time faculty.....	\$ 86,708
III. Operating Finances (for 2016-2017 fiscal year)	
A. Operating income (total).....	\$ 195,623,005
1. Student fees.....	121,804,599
2. Endowment income.....	596,654
3. Church sources.....	24,844
4. Auxiliary enterprises.....	65,781,886
5. Gifts and grants.....	6,205,477
6. Investment income.....	0
7. Other \$ 1,209,545	
B. Operating expenditures (total).....	156,459,731
1. Instructional.....	43,173,504
2. Administrative and general.....	51,647,336
3. Library 1,328,511	
4. Physical plant.....	20,035,581
5. Auxiliary enterprises.....	40,274,799
6. Student aid.....	36,446,497
C. Operating indebtedness at beginning of 2018.....	0
D. Operating budget for 2018.....	176,885,145
E. Expenditures per student for 2018.....	39,598
F. Amount per student by WNC Conference.....	5.56
IV. Capital Funds	
A. Value of physical plant (with depreciation) at beginning of 2018.....	\$ 535,219,625
B. Capital indebtedness at beginning of 2018.....	150,644,038
C. Net increases to physical plant during 2017.....	63,209,538
D. Market value of endowment fund at beginning of 2018.....	56,668,533
E. Net increase to endowment fund principal during 2017.....	3,343,186

Nido R. Qubein, President

4.B. HIGH POINT UNIVERSITY CHAPLAIN'S REPORT

Chapel and Religious Life Highlights:

- **Interfaith Vigil for Pittsburgh.** The Interfaith Leaders, with the leadership of Hillel, the Jewish student group, led a solemn yet beautiful vigil for the shooting at the Tree of Life Synagogue in Pittsburgh this past fall. This interfaith leadership witnessed to the solidarity of the interfaith community to support and be in solidarity with one another in good and in sorrowful moments.
- **MLK Day Worship Service.** The 2019 Martin Luther King Jr Worship Service on January 21st in Hayworth Chapel was once again a huge success. The guest preacher was the Rev. Dr. Otis Moss III, Senior Pastor at Trinity United Church of Christ in Chicago. He was recently recognized by Baylor University as one of the "12 Most Effective Preachers in the English-Speaking World."
- **Holocaust Remembrance Day Speaker.** Hosted by the Jewish Life Office, Hank Brodt, Holocaust survivor, told his story of perseverance, loss, survival, and hope to a standing-room-only audience in Hayworth Fine Arts.
- **Social Entrepreneurship: Angel Tree Project.** The Board of Stewards with the help of the wider High Point University community supported 151 children this year through the Salvation Army Angel Tree project. This is one-fourth of the High Point children the Salvation Army supports through the Angel Tree project. The students make a considerable impact for the betterment of the High Point community.
- **Leslie's House.** Because of the faithful work of the Board of Stewards, an anonymous donor has committed a matching gift of \$6,000 to the Board of Stewards spring philanthropy project. They are raising potentially \$12,000 for West End Ministries to hire a cook for the women of Leslie's House.
- **6th Annual Black Heritage Service.** Chapel and Religious Life partnered with the historic black organizations and the Office of Multicultural Affairs on campus to host this service to celebrate Black History Month. Brittani Hunt was the guest speaker for this service.

Upcoming Highlights:

- **Hayworth Chapel Renovation.** This past fall David Hayworth and his foundation committed to making a \$500,000 gift to High Point University to renovate Hayworth Chapel. This renovation marries together the tradition of that space with a vision for the future. The vision is at once traditional and forward looking, providing Hayworth Chapel the state-of-the-art audio, video, and lighting capabilities that will allow for a variety of worship services.
- **God in the City.** Over Spring Break, the Rev. Andria Williamson (Manager of Chapel Programs) is taking 12 students to New York City for a week-long immersion trip to explore the ways faith communities are serving the most marginalized in the city.
- **Jewish Life Flourishing.** With the addition of Amy Epstein as Jewish Life Coordinator, Jewish life programming and students have been supported immensely. As of writing this, there are 50 identified Jewish students who have been admitted and have made deposits for fall 2019. There are 188 other identified Jewish students who have been admitted. Ms. Epstein is reaching out to them to inform them of Hillel and Jewish Life programming.
- **Interfaith Engagement.** Interfaith Dinner Club continues to be a success with more than 20 students gathering monthly to grow in interfaith leadership skills and knowledge, while also engaging in difficult topics to build bridges across religious, cultural, racial, and economic lines. Four interfaith leaders represented High Point University at this year's Ripple Interfaith Conference at Elon University.
- **Social Media Outreach and Growth.** Online participation with streamed and recorded Weekly Chapel continues to grow. Weekly Chapel sees more than 500 people engage online each week. The most participation was for the opening service this academic year with 2,500 unique viewers. See HPUCHapel on the following sites:
 - ♦ [Facebook.com/hpuchapel](https://www.facebook.com/hpuchapel)
 - ♦ [Instagram.com/hpuchapel](https://www.instagram.com/hpuchapel)
 - ♦ twitter.com/hpuchapel

Preston Davis, Minister to the University



5. PFEIFFER UNIVERSITY PRESIDENT'S REPORT AND CHAPLAIN'S REPORT

The biggest news out of Pfeiffer this year is the ground-breaking for the University's Graduate Health Science facility in downtown Albemarle. The building will house the upcoming graduate programs in Physician Assistant Studies and Occupational Therapy. Construction will be complete in June 2020.

Demographic Information

Pfeiffer topped its own record with an even larger entering class in Fall 2018 with 366 new undergraduate students. That was 36 more than in Fall 2017, which was the largest entering class in more than 30 years. The entering class was 42.7 percent male and 57.2 percent female; 32.3 percent Baptist, 36.3 percent Unaffiliated and 12.1 percent United Methodist; 82.4 percent came from North Carolina; 59.6 percent were white, 38.6 percent were members of minority populations; and 17 students were from other countries. In the Fall of 2019, Pfeiffer will begin its Global Sport Management graduate program, and by the 2020 annual conference, two additional graduate programs in Occupational Therapy and Physician Assistant Studies will be underway on the new Albemarle campus.

Across the University

- Several honors were received this year, including: Recognition as a Most Affordable Online Master's in Forensic Accounting program; \$4.3 million Teacher Quality Partnership Grant from the United States Department of Education; and receipt of an international honor society charter from Delta Mu Delta for Pfeiffer's business programs.
- Pfeiffer continues its vocational exploration and Pfeiffer Journey programs with the assistance of a NetVUE Program Development Grant. Promoting the idea of vocation as one's call across the university helps Pfeiffer to live into its mission to prepare servant leaders for lifelong learning.
- Pfeiffer's Outreach into its communities continues with programs such as STEM Winter Wonderland, held in cooperation with the Stanly County Family YMCA; the Stanly County Quiz Bowl; the Math 24 Competition; overwhelming opportunities for service; the Montford Park Community Organization; and community mental health outreach by the Pfeiffer Institute Reach. The Francis Center for Servant Leadership and Faith Formation has formed Pfeiffer's first official chapter of Habitat for Humanity, continues its service outreach in the general central park district of North Carolina and continues to provide opportunities for Pfeiffer students to dive deep into societal issues with participation in activities such as the North Carolina Summit on Homelessness and Poverty. More than 650 Pfeiffer faculty, staff and students participated in 76 separate volunteer opportunities with the Francis Center this year, and another 15 opportunities were sponsored by other departments, classes and clubs.
- Pfeiffer is now fully engaged in its move into NCAA Division III athletics, with continued success in the USA South Athletic Conference, which includes competition against seven other United Methodist-related colleges. Because of the transition, Pfeiffer competes in post-season championships in the Eastern College Athletic Conference, where the Indoor Track and Field program brought home national honors, following the national success of Pfeiffer's softball team this past spring. When the transition to NCAA Division III is complete, Pfeiffer will begin playing in the postseason in NCAA tournaments.

Update from the Chaplains Office at Pfeiffer

The Francis Center for Servant Leadership and Faith Formation continues to thrive at Pfeiffer. This design allows students to explore and practice their emerging beliefs and values as well as engage in servant leadership opportunities on campus and in the broader community.

- As an ecumenical community, Pfeiffer Chapel is designed as a sacred space for students to explore and develop their beliefs and values through worship, conversation, and experiential learning. This year, students engaged in traditional, contemporary, and fresh expressions of worship as well as deliberate discussions about their faith within in the context of their local and global communities. Chapels have included: small group discussions on interfaith dialogue, experiential learning that connects the gospel to hunger relief and homelessness, panel discussions on disaster relief, ecumenical guest speakers, and intentional traditional services honoring important events within the liturgical calendar.
- Campus Ministries at Pfeiffer continue to thrive and support students in their spiritual formation. In honor of the college's relationship to The United Methodist Church, many programs are designed specifically for Christian students. This year's programming included: Christians Engaged in Faith Formation, Athletic Ministries at Pfeiffer, CRU, Praise Karaoke & Gospel Choir.
- Beliefs and Values programming continues to grow at Pfeiffer. This initiative welcomes students of all religious and philosophical backgrounds with a goal to build a community based on the principles of mutual respect, understanding, and dialogue. This year the chaplain's office created a monthly interfaith speaker series entitled "Soul Food," inaugurated a student-led Beliefs and Values Council, created and facilitated a religious diversity training for students, faculty, staff and community members and implemented Art and Spirituality programming for students who are spiritual but not religious. Students on the Beliefs and Values Council attended "Ripples," an interfaith conference at Elon University, and began creating and implementing their own, student-led, interfaith programming.
- Dr. Kevin Taylor, along with Rev. Ben Sloan, continue the popular monthly theological round table, Café-chesis, and manages theologycast.org, a podcast that focuses on discussions in theology, academics and pop culture. Tune in for fun, engaging and thoughtful dialogue.

Clergy Health Institute

Pfeiffer continues its work with the Clergy Health Institute, welcoming four female clergy in the 2018 cohort. These female leaders participated in an eight-day retreat on Pfeiffer University's Misenheimer campus where a holistic health approach was provided:

nutrition, cardiovascular health, healthy grocery shopping, exercise sessions, cognitive effects of exercise, bone health, work/life balance, stress management, healthy sleep, spiritual health, leadership development, and art therapy among them. At the three- and six-month follow-up session, all reported positive health outcomes including significant weight loss for some. The 2019 Clergy Health Retreat will welcome both a male and female cohort with space for ten additional clergy to participate. If interested, contact Dr. Dana Martin at dana.martin@pfeiffer.edu.

Youth Theological Institute ... or PFEIFFER YeTI

This Lilly-funded program began Summer 2017 with three cohorts coming together for two weeks for one life-changing experience. Over the past two summers, YeTI has welcomed 33 students into its high school youth theology institutes; 27 students in ongoing or year-long activities (such as mentoring, retreats or workshops); and 33 students in one-time or occasional activities. There are 29 congregations represented by the high school participants; 17 Pfeiffer students involved in the high school youth institute as mentors; seven faculty or staff involved; one seminary involved; and 31 faith-based organizations participating, including mission trips. Participants, mentors and leaders engaged in activities and discussion that served to expand the participants' understanding of ministry and invited them to consider their future in ministry. Immersion experiences took groups to an Intentional Community in Asheville, to study social justice in Washington, D.C., and sports ministry in Charlotte. Registration is now open for YeTI 2019, so spread the word.

Homecoming is set for October 4-5, 2019. Current and former Falcons and those just wanting to experience Pfeiffer are encouraged to attend! Remember [#pfeifferishome](https://twitter.com/pfeifferishome).

Colleen Perry Keith, President
colleen.keith@pfeiffer.edu • www.pfeiffer.edu

Proposal: College and University Trustees

(Petition 6) *Approved June 22, 2019*

Trustees of Brevard College

Term Trustees: Timothy J. Bailey, Betsy O. Barefoot, John S. Boggs, Douglas Brinkley, Ronald Burgees, Richard T. Gardner, James T. Harris, Reginald D. Heinitsh Jr., Charles Henley, Barbara A. Hulsey, J. Phillip Jerome, Peter Johnson, A. Edwin Jones, W. Brandon Lakeson Jr., Kathi L. Levine, Linda Martinson, Barbara M. Nesbitt, Jack Parker, Alfred F. Platt Jr., David E. Shi, Connell Stafford, Jerry Stone, Elizabeth O. Taylor, Dona D. Vaughn, W. Heathley Weldon, Gilbert West

Lifetime: C. Harley Dickson Jr.

Emeriti: Ralph L. Abernethy, Jr., Douglas W. Booth, Leonard S. Bullock, Tommie L. Cassady, Robert I. Dalton Jr.,

F. Crowder Falls, Bernard R. Fitzgerald, Dyeann B. Jordan, Robert (Bob) S. Lawrence, Lizette Lewis Pryor, Ray N. Simmons
Ex-Officio: David C. Joyce, Mark Lemel, Davis Whitfield-Cargile

(Petition 7) *Approved June 22, 2019*

Trustees of High Point University

Term Trustees: Elizabeth H. Aldridge, L. Paul Brayton, Michael Brown, Teresa B. Caine, Richard D. Callicutt II, Earl E. Congdon, Christine B. Cottrell, David F. Couch, Edward H. Covington, Robert G. Pulp III, John L. Finch, Shirley T. Frye, Christopher L. Henson, Thomas E. Ingram, Miriam O. Kimsey, Peter A. Mahler, Katherine Kearns Maynard, Adnan M. Mjalli, Kevin P. Norton, Jeff Patterson, Anne K. Walker, J. Alexander Ward Jr., Mark A. Webb, Douglas S. Witcher, Molly Millis Young

Ex Officio: A. B. Henley, Paul Leeland, Nido R. Qubein, Kristin Li-Barber, Hope Morgan Ward

Honorary: Jacob C. Martinson, Thomas B. Stockton

Lifetime: Robert J. Brown, Richard P. Budd, Thayer Coggin, Floyd T. Craven, David L. Francis, Thomas S. Haggai, Donald W. Haynes, David R. Hayworth, Ron L. Jones, Gene C. Kester, William V. Kester Jr., Meredith P. Michener, J. Robert Stout, Robert E. Stroupe, Richard F. Vert, Fred E. Wilson, W. Vann York

E. BOARD OF HIGHER EDUCATION AND CAMPUS MINISTRY

Formerly: Council on Campus Ministry

The purpose of the WNC Council on Campus Ministry is to empower those responsible for ministry on campus so that students will become “disciples of Jesus Christ for the transformation of the world.” The council seeks to develop, guide, and serve as advocates for campus ministry in the WNCC.

In the last year the Conference Council on Campus Ministries worked diligently to ensure the growth of its seven campus ministries that serve across 12 campuses (not including the conference's five United Methodist colleges and universities, which operate independently from the council). Those campus ministries are Appalachian State Wesley Foundation, UNC-Asheville Wesley Foundation, Western Carolina Wesley Foundation, Wake Forest Wesley Foundation, NC A&T State University Wesley Foundation also known as REAL (Reaching Every Aggie in Love), Wesley-Luther at UNC-Greensboro (an ecumenical campus ministry between the United Methodist Church and the Evangelical Lutheran Church in America), and Niner United at UNC-Charlotte (an ecumenical campus ministry between the United Methodist, Episcopal, Lutheran, and Presbyterian churches). By supporting these ministries with prayer and advocating on their behalf for apportionment funding, a new generation of students is being inspired to “Follow Jesus, Make Disciples, and Transform the World.”

In the fall, the council facilitated a meeting between Bishop Leeland and the campus ministers to hear the hopes and dreams of the bishop for campus ministry in Western North Carolina. The council also facilitated a meeting with Mark King, Conference Treasurer, to discuss how campus ministers can set up their pension plans with Wespath.

In January, the WNC Council hosted an event called "Listening and Learning: Campus Ministry in 2019 and Beyond." This gathering was designed as a time for members of the Council on Campus Ministry, Campus Ministers, and College Chaplains to learn from one another and to discern the best direction for Campus Ministry in the Western North Carolina Conference. The gathering was facilitated by Claire Bowen, a consultant from the North Georgia Conference. During the gathering, participants discussed ways the council and campus ministries could do more to partner together and support one another in their work. The council hopes to have more gatherings like this in the future.

In March, the council hosted training for local campus ministry boards at the Catholic Conference Center in Hickory. At the training Rev. Kim Ingram, Conference Secretary and member of the Western NC General Conference delegation, shared about the action taken by the 2019 General Conference and its potential impact on campus ministry. Susan Cothorn, Director of Ministry Services at the United Methodist Foundation, led a workshop on ways campus ministries could reach out and maximize their fund-raising efforts, and Luke Edwards shared about Fresh Expressions and how that can be a model for campus ministry. Members of each local board took the opportunity to meet together in small groups to discuss their learnings and to create a plan of practice to implement what was learned during the training. The Council on Campus Ministry is charged with providing training that will equip local campus ministry boards to support local campus ministers.

Thanks to the generous support of the conference, Campus Ministry is alive and well on campuses in Western North Carolina. The council is committed to its mission and looks forward to what God has in store for the future of campus ministry in WNC.

John F. Howard Jr., Chairperson

Proposal: Campus Ministry Boards

(Petition 8) *Approved June 22, 2019*

Appalachian Wesley Foundation Board of Directors

Class of 2020: Andrew Davis (Alumnus), Matt Mize (Boone UMC, Alumnus), Gwen Stevens (Boone UMC, parent)

Class of 2021: Susan Boyer (West Jefferson UMC), Marshall Boyer (West Jefferson UMC), Katherine Christie (FaithBridge, Alumnae)

Class of 2022: Dodie Glowa (Boone UMC), Lawrence Caviness (Deerfield UMC), Jeannie Caviness (Deerfield UMC)

Student Members: Emma Aldridge, Sam Carbone, Logan King

Pastor of Local United Methodist Church: Ben Floyd (Blackburn's Chapel)

Ex officio: Carl Arrington (Appalachian District Superintendent)

Campus Minister: Brad Farrington

Asheville Wesley Foundation

Class of 2020: Kayln Wiley (Chairperson), Andrea Lingle

Class of 2021: Dianne Johnston, John McCullough (Treasurer)

Class of 2022: Hannah Neitzey, Selena Hilemon

Student Member: Megan Odom, Tess McCaleb

Ex officio: Beth Crissman (District Superintendent)

Campus Minister: Jeff McCumber

Niner United at UNC Charlotte

Trey O'Quinn (Chairperson), Lyn Holt, Beth Hardin, Beth Whitaker, Sandra Cline, Taylor Simmons, Olanda Carr, Ian Binns, Anne Brown, Mike Hoffman, and Ethan Smith.

Ex Officio: Stephen Cheyney (Campus Minister)

Wesley Foundation at East Market (North Carolina A&T State University)

Class of 2019: George Coates, Dottie Troxler

Class of 2020: Ron Cooper, Andrea Ofori

Class of 2021: William Waddell

Student Members: Jaala Harrison, Jovan Lawless

Ex Officio: Beverly Copley (Northern Piedmont District Superintendent), Ellis Carson, Diron Chloe (Director of Campus Ministries)

Wesley Luther at UNC Greensboro

Jessica Gregory (College Place UMC), James Esterline (Centenary UMC), Jill Alventosa-Brown (West Market UMC, Council on Campus Ministry), Tom Herin (retired UM pastor), Jay Hilbinger (First Lutheran Church), Don McCrickard (Christ UMC), Terry Dorsey

(ELCA Synod), Carolyn Miller (Trinity Lutheran Church), Catherine Sevier (West Market UMC), William Parish (St. Timothy UMC, Director Elliot University Center), Morris Brown (Christ UMC), Paul Freeman (Mt. Pleasant UMC), Mary Ann Vinson (Christ UMC)

Ex Officio: Beverly Copley (Northern Piedmont District Superintendent), Beth Bernhardt (ELCA Synod Committee on Campus Min)

Students: Hannah York, Olivia Biro, Josh Fowler

Director of the Wesley-Luther Campus Ministries: Andrew Mails (College Place UMC)

Associate Director of Wesley-Luther Campus Ministries: Emily Saine (College Place UMC)

Western Carolina Wesley Foundation

Class of 2019: Beckie Barber, Drew Carnes (Chairperson), David Dunaway

Class of 2020: Mike Poston (Financial Secretary), Bill Ogletree (Vice Chairperson), Brittany Anderson

Class of 2021: Ryan Pless, Ashley Kairis (Secretary), Callie Moore

Student Representatives: Sarah Woods, Adam Mottershead, Zack Georgopoulos, Rachel Gibby

Ex-Officio: Linda Kelly (Smoky Mountain District Superintendent), David Reeves (Senior Pastor at Cullowhee UMC), Jay Hinton (Director of the Wesley Foundation at WCU), Hannah Van Hooser (Associate Director), Scarlette Pless (Associate Director),

Winston-Salem Wesley Foundation

Roger Echols (Chairperson), Christy Buchanan (Secretary, Mt. Tabor, Winston-Salem), Elinor Starling (Maple Springs, Winston-Salem), Steve Felts (Ardmore, Lewisville), Jonathan Philpot (Personnel Committee Chairperson, Assurance, Charlotte), Nicklaus Ashburn (Advancement Chairperson, Hillsdale, Winston-Salem), Ryan Angi (Charlotte), Rachel Langley (President, Wake Forest Wesley Foundation), Lamar Parker (Ardmore, Winston-Salem), Sara Miller (Treasurer, Winston-Salem), Grace Gach (Treasurer, Wake Forest Wesley Foundation), Wesley Todd (WFU Residence Life and Housing, Ardmore, Winston-Salem), Melanie Crossen (First, Huntersville)

Ex Officio: Michael Bailey (Yadkin Valley District Superintendent)

Campus Ministry Reports**Appalachian Wesley Foundation**

It has been a wonderful and busy year in campus ministry serving the campuses of Appalachian State University and Caldwell Community College - Watauga campus. Highlights for this year include the Fall Break Asheville mission trip, Hurricane Relief mission trip, Spring Break Washington DC mission trip, and the annual beach retreat where the end of the school year and the graduating seniors are celebrated. The foundation is currently renovating parts of the campus ministry facility as the game room is converted into a coffee/study lounge. The foundation looks forward to the fall semester of this year to officially launch a new coffee bar ministry. Even with these renovations, a major accessibility issue with the campus ministry facility exists. Since the foundation does not have a lift or elevator, students who are not able to use the stairs are unable to worship on Wednesday nights since the main worship space is on the second floor. Though the expense for a new lift or elevator is tremendous, the foundation hopes to raise sufficient funds to provide for this need in the near future. The foundation is thankful for all alumni, parents, local churches, and friends for their support of the campus ministry. The foundation is always thankful to serve as a thriving extension ministry of the Western North Carolina Annual Conference and believes that making disciples of Jesus on campus will change the world. Thank you for helping the Appalachian Wesley Foundation live into that God-given conviction year after year!

Brad Farrington, Director

Wesley Foundation at UNC Asheville

Asheville Wesley Foundation is celebrating another academic year of growth and transformation on the campus at UNC Asheville. The 2018-2019 academic year weekly attendance has doubled as well as small groups and outreach opportunities. Students are continually engaged and encouraged in their faith walks as they seek to connect with God, each other, and the world. Since relaunching the ministry in 2015, the ministry is at an established place and part of the student body culture at UNC Asheville. Many students are familiar with the organization and see it as a Christian community that is willing to go deep and to step out in the name of love and justice. Asheville Wesley is known as the campus ministry on campus that is genuinely seeking to be an authentic community that is accepting, affirming and open to all God's children. As the campus ministry continues to grow, the ministry is continually adjusting to help create opportunities for student leadership. Students have been bold in stepping up through serving on the Leadership Team and serving as Student Ministry Interns. As Asheville Wesley prepares itself for a change of leadership in the campus minister position in July, student leadership has been critical in helping maintain identity and stability for the ministry. The incoming campus minister and current campus minister are working on ways to ensure that there is a smooth transition and the ministry will continue growing and impacting UNC Asheville's campus.

Jessica Dayson, Director

Niner United at UNC Charlotte

A common mission unites Cooperative Christian Ministry at UNC Charlotte: to help students discover abundant life in Jesus Christ by equipping them to live faithful lives. UNC Charlotte is the largest and fastest growing university in the Western North Carolina Conference. The Fall 2018 semester officially kicked-off with the opening worship on Sunday, August 19. Over 250 freshmen, plus many other students attended. Continuing through both fall and spring semesters, every Wednesday Holy Eucharist is offered, and on Thursdays, a midday prayer is followed by lunch. Also weekly opportunities were provided for students with service and outreach, including organizing the conference's disaster relief efforts from the Cole Center. Moreover, each week many small groups are provided spiritual growth and faith formation. The 2018-2019 was dedicated to immersing everyone in the Gospel of Mark with a year-long series called Trust this Good News. Also, for both spring and fall, a monthly program for the campus community called Live Kind was established bringing in a distinguished keynote speaker each month. Additionally, Niner United continues the partnership with the Lilly Endowment as part of the prestigious Campus Ministry Theological Exploration of Vocation Initiative. In March, for spring break, 54 UNC Charlotte students and six non-student advisors went to Puerto Rico for Hurricane Maria relief. In May, 22 UNC Charlotte students and eight non-students traveled to the Holy Land. By the end of the year, the ministry had successfully reached 2,354 Class of 2022 students; 1,096 Class of 2021 students; 1,201 Class of 2020 students; and 223 Class of 2019 students. This year \$175,000 beyond apportionments was raised to support the dynamic and comprehensive student ministry. In February, the campus ministry awarded William Pfishner, M.D., the Loy Witherspoon Distinguished Service Award.

Steve Cheyney, Director

Wesley Foundation at East Market at North Carolina A&T State University

WFEM is the Wesley Foundation to North Carolina A&T State University. Over the past year WFEM has started three discipleship opportunities that have reached an average of 38 people on a regular basis to fulfill the mission of making disciples of Christ. Additionally, a worship team regularly worships with Metropolitan (Greensboro). There have been two new student-led worship services. WFEM is continuing its relationship with Metropolitan (Greensboro) and developing more relationships with the faculty and staff of NC A&T State University.

Diron Chloe, Director

Wesley-Luther at UNC Greensboro

Each year our Wesley-Luther students gather together for a Thanksgiving meal to cook, eat, and make sure that everyone connected to the program experiences a real family celebration of God's goodness. This year, 143 students came together for the meal. More than 20 students pitched in to cook deep fried turkey, ham, vegan casserole, green beans, corn, corn bread, rolls, fresh strawberry salad, and a host of pies and cakes. Some of those students cooked more than 12 hours to make the event come together, and the meal reflected the diversity of the campus. Many of the students in attendance struggle with regular access to food and are regular users of UNCG's Spartan Open Pantry, which Wesley-Luther created and operates, or are participants in weekly meals on Monday and Wednesday. Others are part of weekly worship, devotions, or Bible studies. Still others work in the community gardens or with other weekly service events. An incredible variety of people could be seen around the tables and throughout the room. Several tables had conversations entirely in ASL. The Dean of Students attended, remarking on how broad a section of the student body was present, and how radically welcoming the students were to one another. One student neighbor who has been a long-time user of the pantry said, "It is things like this that remind me that God is still a part of my life." The hundred hours of work that students put in to make that meal happen, and the thousands of hours of service Wesley-Luther students undertake to build these bridges, is still somehow less impressive than their ability to welcome so openly and with so much love. The greatest Gospel moments are sometimes in the simplest things, when the students lift hearts and hands to cook and share a table with a radically diverse group of people and are reminded that God is still at work in their lives and that the greatest thanksgiving for grace can be made by slowing down, laughing, eating wonderful food, and truly seeing the Christ in another.

Andrew Mails, Director

Wesley Foundation at Western Carolina University

The Wesley Foundation at Western Carolina University is grateful for all the support it received from the Western NC Conference, the Smoky Mountain District, local churches, its board of directors, and all the friends and alumni. This academic year the ministry helped college students connect with each other and the world around them in many ways. Students spend time with each other daily at the ministry and at Cullowhee United Methodist Church. They participated in thousands of hours of service work over the year including splitting and delivering over one hundred loads of firewood to local residents and delivering meals weekly via the Department on Aging Meals on Wheels program. Students also planned and implemented the 10th Annual Wesley Haunted House which raised over \$2,500 for mission work (in Fayetteville this May) and reached out to over 600 college students and local residents. Each week during the school year the student worship team and Wesley staff plan and hold worship for college students. Wesley staff help college students learn how to plan and give a sermon almost every week of the school year. They also provide opportunities for small group participation, worship, fellowship, and study with Cullowhee UMC members. The Wesley Foundation at WCU staff planned their first ever student trip to the Holy Land which took place in May 2018. There were three staff, six students, three alumni, and eight Cullowhee UMC church members who attended. This academic year Wesley staff started planning their next trip for December 2020. Next year the staff plans to increase their focus on in-depth student leader development, board development and student involvement, increased intentional student outreach, and student worship training. All of this would not be possible without the generous grant from the WNCC, the Smoky Mountain District, friends and alumni of the Wesley Foundation, and their own fund-raising efforts.

Jay Hinton, Director

Winston-Salem Wesley Foundation

The Winston-Salem Wesley Foundation has had another great year of ministry. Primarily serving this past year on the campuses of Wake Forest University and Salem College, it has held weekly large group fellowship meetings where a free dinner, worship, preaching, prayer circle, and fellowship occur. At Wake Forest, student-led Bible studies take place weekly; the director and the Wesley intern (from Wake Forest University's Divinity School) led the weekly Bible study at Salem College. Wake Forest Wesley has also had four spiritual retreats, social outings, intramural teams, and a very meaningful spring break mission trip in the Florida Keys doing Hurricane Irma relief under the auspices of the Disaster Relief Agency of the Florida Conference. The director meets regularly with over 30 students a week for mentoring sessions and "crisis" meetings as needed. One new emphasis this year was the WF Wesley's outreach efforts at home football games; water bottles were printed with a Scripture verse and the Wesley logo to give out to all people who passed by the tent at the home football games. This outreach is important primarily to assist students who might need water for various reasons and, secondarily, to promote the presence of the Wesley Foundation. The foundation also made a point to reach out to the Muslim Student Association in sympathy after the recent horrific attack on Muslim communities in New Zealand. Fund-raising is also a very important part of the Winston-Salem Wesley Foundation's ongoing work; with the Conference supplying about 60 percent of its budgetary needs, fund-raising from parents, alumni, and local churches is very important. Additionally, the graduated Wesley student who has been traveling the world on her gap year has been accepted at Duke Divinity School (and a host of other schools).

Larry Jones, Director

F. HEALTH AND HUMAN SERVICES

1. ALDRSGATE UNITED METHODIST RETIREMENT COMMUNITY, INC.

Aldersgate's mission, "We honor elders and are committed to creating and fostering diverse, caring communities where everyone has a voice and value," is the solid bulwark for its vision, to "... strive to give the elders we serve their best possible day, each day, by creating fulfilling life experiences while partnering with others to form vibrant communities." Together, these drive the strategic planning process, aligning closely to Aldersgate's core values of living in faith, practicing stewardship, serving with compassion, striving for excellence, respecting independence, embracing diversity and inclusion, and building meaningful connections.

Priority initiatives include:

- build and sustain Independent Living occupancy to 95%;
- establish home care off-campus;
- continue implementation of person-directed care initiatives;
- develop master site plan;
- increase philanthropy;
- touch the lives of more people through the Aldersgate mission;
- fulfill standards of excellence to maintain Eagle and CARF accreditations;
- evaluate/establish corporate structure to ensure Aldersgate UMRC, Inc. and other entities are operating most effectively from legal, financial, and missional perspectives;
- continue diversity and inclusion journey;
- evaluate integrate and expand capabilities through stronger offerings in technology;
- advance legislative agenda around elders' issues.

One of the most significant achievements of 2018 was the achievement of becoming a Platinum SAGE Certified community. This designation took a joint effort between Aldersgate's Chief Diversity and Inclusion Officer and the entire management team to get over 500 employees trained. The positive impact of this certification means that Aldersgate can now serve the LGBT Elder population. Additional diversity and inclusion achievements include a wide-reaching service project focused around Martin Luther King Jr and the implementation of a series called Faith and Friends where residents learn about faiths different from their own. In Mission Advancement, the Urban Farm at Aldersgate spanning 6.7 acres that addresses food access concerns for neighboring immigrant and lower income communities is fully underway. Also, a partnership was formed with Camino Community Center to bring Charlotte's second free clinic and mental health services to East Charlotte and the Aldersgate site. Lastly, the after-school immigrant program called Our Bridge for Kids remains successfully integrated into the campus along with strong inter-generational programming. There is continued progress of the Gateway Expansion, including opening a new addition called the Commons that created a centralized meeting and gathering location for residents and guests. Also, three new Independent Living apartment villas are underway, giving Aldersgate the ability to serve 100 additional residents. Aldersgate at Home has continued to serve clients who live off-campus in Mecklenburg County. Finally, the most exciting expansion is underway: Aldersgate has signed a letter of intent in partnership with Shalom Park and the Jewish Community Center to construct and manage a life plan community set to open in 2022.

Suzanne Pugh, President and CEO

**Proposal: Boards of Directors of
Aldersgate Life Plan Services, Inc.,
Aldersgate United Methodist Retirement Community, Inc.,
and Aldersgate at Home, Inc.**

(Petition 9) *Approved June 22, 2019*

The board of directors of Aldersgate United Methodist Retirement Community, Inc., proposes that the following persons be confirmed as members of that board. Note the addition of the Board of Directors for Aldersgate Life Plan Services, Inc., is due to the addition of the parent company as its own entity. (*denotes resident member):

(9a) Board of Directors of Aldersgate Life Plan Services, Inc.

Mary E. Wilson, Thomas R. Lawing Jr., William K. Springs, Patricia Garrett, David J. Guilford, Blake Morris, Stanley Watkins, Robert Dee Vaughn Jr., Christopher W. Davis, Fred Longiette, Billy Maddalon, Kevin McKane, Irene Vogelsong, Martha D. Jones*, Richard (Jerry) Gaudet*

(9b) Board of Directors of Aldersgate United Methodist Retirement Community, Inc.

Mary E. Wilson, Thomas R. Lawing Jr., William K. Springs, Patricia Garrett, David J. Guilford, Blake Morris, Stanley Watkins, Robert Dee Vaughn Jr., Christopher W. Davis, Fred Longiette, Billy Maddalon, Kevin McKane, Irene Vogelsong, Martha D. Jones*, Richard (Jerry) Gaudet*

(9c) Board of Directors of Aldersgate at Home, Inc.

Mary E. Wilson, Thomas R. Lawing Jr., William K. Springs, Patricia Garrett, David J. Guilford, Blake Morris, Stanley Watkins, Robert Dee Vaughn Jr., Christopher W. Davis, Fred Longiette, Billy Maddalon, Kevin McKane, Irene Vogelsong, Martha D. Jones*, Richard (Jerry) Gaudet*

2. ARBOR ACRES UNITED METHODIST RETIREMENT COMMUNITY, INC.

Through excellence, innovation, caring and beauty, Arbor Acres cultivates community, comfort and well-being for Senior Adults.

The Board of Directors, the residents, and staff of Arbor Acres are pleased to submit this annual report of this ministry's activities to the Western North Carolina Conference of The United Methodist Church. It is a pleasure to be joined through a common mission and ministry of extending the gospel of Jesus Christ to those we serve.

After over a year of time dedicated to thoughtful learning which focused on the changes and trends within the senior living market, Arbor Acres' Board of Directors approved a strategic road map to guide the organization over the coming years. The plan focuses on six main areas:

- *Enhancing Customer Service:* Improve Arbor Acres' ability to competently and consistently deliver care and services that embody the organization's culture and meets the expanding expectations of current and future residents.
- *Strengthening Community Engagement:* Enhance Arbor Acres' reputation not only as a high quality, person-centered provider, but also as a recognized leader in aging services.
- *Workforce:* Attract, train and retain a workforce that is committed to the organization's mission and consumers through effective instruction, recognition and assurance that the workforce's individual and team contributions are valued.
- *Technology:* Deploy effective technologies and up-to-date research in order to provide higher quality of life for those served.
- *Financial Strength:* Preserve and enhance the financial strength of Arbor Acres through efficient and effective operations while extending the mission in creative ways to ensure the continuation of the mission.

The organization's leadership is excited about rising to the challenge of turning these broad goals into concrete actions that will support the continuation of the mission of Arbor Acres and meet the needs of those served.

In 2018, Arbor Acres received its off-campus residency license through the North Carolina Department of Insurance. This program, known as Arbor Acres Advantage, allows individuals who wish to remain in their private home in the larger community access to many of Arbor Acres' services and benefits.

Arbor Acres had an extraordinary year in 2018. All philanthropic goals were surpassed and fund-raising efforts for the Resident Assistance Fund resulted in an all-time high of \$452,861. During the year, two separate \$1 million gifts were received – one to be used in promoting Arbor Acres' wellness program in perpetuity and the other designated to offset debt. Both gifts were unexpected. In 2018, the residents chose to work with Crossnore School and Children's Home to raise funds to repair roofs on three barns housing animals used for therapeutic healing. Over \$119,000 was raised, surpassing the goal of \$109,000. In 2018 Arbor Acres provided \$1,774,913 of community benefit, an amount equal to 5.5% of resident revenue.

Arbor Acres is grateful for the continued relationship in the active ministry in the name of the Western North Carolina Conference of The United Methodist Church.

Andrew W. Applegate, President/CEO
Susan Schwartz, Chairperson

Proposal: Board of Directors of Arbor Acres

(Petition 10) Approved June 22, 2019

	Class of 2020	
Welborn E. Alexander Jr.	David C. Hinton	Drewry H. Nostitz
Pamela H. Ball	Kathryn A. Nelson	James M. Ruffin
Scott J. Gerding	Danny R. Newcomb	William F. Sayers
	Class of 2020	
Marsha E. Bledsoe	Susan C. Elster	Steven L. Reeder
Dudley C. Chandler	Kaye P. Lambert	Susan S. Schwartz
Florence P. Corpening	William J. McGuinn	John W. Willingham
	Wanda S. Merschel	
	Class of 2021	
Arthur L. Bloom	Mark R. Dunnagan	J. Hill Stockton
Courtney H. Douglas	Cynthia S. Graham	Wendy Walker-Fox
	Ex Officio	
Paul L. Leeland	Michael F. Bailey	Dale E. Driscoll
Resident Bishop	Yadkin Valley District Superintendent	Immediate Past Chairperson
	W. Hampton Lefler	
	President, Resident Council	

3. CHRYSALIS COUNSELING AND CONSULTATION CENTER

Chrysalis is the Methodist counseling and consultation resource serving all the Districts of the Eastern part of the conference. It is a nonprofit, 501(c)(3), fee-based center providing mental health services for individuals, couples, families, and children who are experiencing emotional and spiritual issues.

It believes that healing and wholeness is a fundamental part of serving God in all its relationships. It provides quality confidential counseling for ministers and their families at an affordable cost. It also serves clergy as a referral source for congregants experiencing a range of emotional problems including anxiety disorders, addiction, depression, marital conflict, and relationship issues.

2018 was a year of transitions. In May 2018, the beloved and longtime Board President, the Rev. Brian C. Allen, was reassigned to Fair View UMC in Mooresville, N.C. In July, its founder, the Rev. Harry H. Long, LMFT, Emeritus, passed away. In August, the newly elected Board President Billy Crumley moved away from the Piedmont area. At year end, Chrysalis received notice that its landlord, Cone Hospital, had plans to demolish the building it has resided in for over 40 years. Spring 2019 will be the search and transition to a new home base. Its satellite location at Covenant UMC in High Point will remain in place with its steady growth under Chrysalis counselor Cathy Cole, LPC.

Despite the adversity, Chrysalis continues to serve as an invaluable resource for those seeking affordable, professional counseling and consultation services. In 2018, Chrysalis reduced total fees by \$32,565 for its clients. It also maintains the Chrysalis Samaritan Fund for those who have limited income and are without mental health insurance coverage. It is proud of this figure and the spirit of our mission that it represents.

Chrysalis appreciates its Board members.

Since 1980, Chrysalis Counseling and Consultation Center has provided services to individuals and families in its faith communities. It thanks you for your trust in its efforts over the years to make a difference in the lives of people. It appreciates all financial support as it moves forward to meet the growing demands of the future! Please visit its website at chrysaliscenters.org to learn more about the Chrysalis ministry.

Gary L. Kling, D. Min., NCLPC, Executive Director

Proposal: Board of Directors of Chrysalis Counseling and Consultation Center

(Petition 14) Approved June 22, 2019

Amanda Kirby, M.S. Ed.S., LPC, NCC (Vice President)
William "Bill" Heintzelman, B.A., MBA, CFP
Jackie Selman, B.S., M.Ed.

Mary Lu Harmon, B.S., MBA (Secretary)
Clarinda Crawford, D.Min.
TBA (President & Treasurer)

Ex Officio

Gary L. Kling (executive director)

Cathy G. Cole, LPC (Staff Counselor)

Leigh Loftin (office assistant)

4. CROSSNORE SCHOOL & CHILDREN'S HOME

Crossnore School & Children's Home has a 212-acre campus opened in 1909 in the heart of Winston-Salem, NC, an 86-acre campus opened in 1913 in Crossnore, NC, and a satellite office opened in 2018 in Hendersonville, NC. The mission of Crossnore School & Children's Home is to grow healthy futures for children and families by providing a Christian sanctuary of hope and healing. Crossnore's programs include residential foster care, community-based foster care and adoptions, outpatient clinical services, educational services, and transitional living services for children aging out of foster care. Today, the organization is serving more than 1,200 children across all locations.

Brett A. Loftis, J.D., Chief Executive Officer of Crossnore School & Children's Home, directs an executive team of six chief officers: based on the Winston-Salem campus, Jenny Taylor, Chief People Officer; and, Meribeth Robinson, Chief Clinical Officer. Based on the Crossnore campus, Caroline Hart, Chief Advancement Officer; Teresa Huffman, Chief Financial Officer; Angelina Giampocaro Spencer, Chief Program Officer; and, Kenny Cook, Chief Facilities Officer. Each officer leads a team of talented directors and staff who are committed to the mission of Crossnore School & Children's Home. The board of trustees is led by Katheryn Northington, Board Chairperson; Bick Cardwell, Jr., Vice-Chairperson; Marilyn Williams, Secretary; and Ted Laporte, Treasurer.

Crossnore utilizes The Sanctuary Model®, a trauma-informed model of care, in all locations and was re-certified in the model for 2018. Crossnore is one of only six organizations nationwide that have been certified three times by The Sanctuary Institute. By utilizing the most current science about brain development and decades of research about the impact of trauma on the brain, Sanctuary transforms organizations into healing communities. Sanctuary is implemented worldwide in more than 300 organizations, and it is the only organizational model that is recognized by the National Child Traumatic Stress Network. Put simply, Sanctuary changes an organization's essential question from, "What's wrong with you?" to, "What happened to you?" When implemented with fidelity in an organization, research shows that children and adult clients make better and faster progress, and the staff members serving clients are protected from the dangerous impacts of vicarious trauma and toxic stress. Crossnore currently has 40 employees who are trained as Sanctuary trainers providing ongoing training for staff and community-based foster families.

Crossnore opened the Center for Trauma Resilient Communities in 2018 to provide training in trauma and building resiliency to communities across the United States. Faculty of the center offer customized training to meet the needs of groups, teams, churches, businesses, or organizations. These sessions range from half-day workshops in the basics of trauma-informed care to three-day intensives that delve deeper into effectively responding to those who have experienced trauma. Two of Crossnore's trainers provided

training on trauma-informed Christian ethics at the 2018 Western North Carolina Conference Clergy Ethics Training. As part of a five-year, five-million-dollar grant awarded to the city of Louisville, Kentucky, the Center for Trauma Resilient Communities will provide training to caregivers in Louisville as they seek to build resiliency in the entire community.

Crossnore School & Children's Home's residential program is growing on the Winston-Salem campus. Six cottages have been refurbished or renovated and are now home for up to 54 children. Hanes Cottage is undergoing renovation with a completion date of Summer 2019, which will become home for an additional nine children. Hanes Cottage will also house a new cafeteria for group meals and a commissary where cottage parents pick up their weekly groceries. Combined with the 14 cottages on the Crossnore campus, 125 children are living safely on campuses and are cared for by Crossnore's professional cottage parents. Many of the children live with their siblings and all receive the therapeutic, medical, and educational support services they need. Spiritual life has grown on both the Winston-Salem and Crossnore campuses to include 20 cottages whose residents attend churches in their local communities, a community garden on the Crossnore campus, weekly chapel services, monthly Young Life and Jungle Life clubs for the children, and small group studies for staff.

Crossnore's Clinical Services is providing outpatient therapy to approximately 372 children in Winston-Salem, Crossnore, and Hendersonville. In Winston-Salem, Crossnore's day treatment program has grown to accommodate the Winston-Salem/Forsyth County Schools expansion of Kingswood School to include Kindergarten through 12th grade in 2018. The day treatment program at Kingswood is currently serving 48 children. Crossnore's Clinical Services is also a provider in the Winston-Salem/Forsyth County Schools and Henderson County Public Schools and are currently serving 129 children in 21 elementary, middle, and high schools in these districts.

Foster care and adoption services have expanded to Crossnore's three locations. Foster children are living safely in one of Crossnore's 63 licensed traditional family foster and/or therapeutic foster homes. Another 20 families are currently in the foster care licensing process. Additional staff has been hired in Crossnore and Hendersonville to facilitate recruitment and support of these families.

To support the expansion of community-based foster care and adoptions, Crossnore has received a three-year \$817,000 grant from The Duke Endowment. With this funding, Crossnore has created Fostering Communities, an initiative designed to educate, guide, and support local churches as they answer God's call to serve foster children and families in their own communities. Crossnore partners with local churches to create a Fostering Community and provides a dedicated point of contact, education on the impact of trauma and how to build resiliency, development of a sustainable support structure to meet the needs of foster children and parents, training and licensure for families who are interested in becoming trauma resilient foster families, support with ongoing coaching and consultations, and overseeing a smooth process for any foster placement that may become a forever home for a child through adoption. For more information about the Fostering Communities initiative, please email fosteringcommunities@crossnore.org.

For more than a century, Crossnore School & Children's Home has worked to transform the lives of thousands of children in need of hope and healing. With two campuses, professional and dedicated staff, and the support of many donors and volunteers, Crossnore School & Children's Home will become the premier provider of children's services in Western North Carolina.

Holly Solomon, Director of Communications
336-721-7600 | hsolomon@crossnore.org
www.crossnore.org

Proposal: Crossnore School & Children's Home

(Petition 11) *Approved June 22, 2019*

The UM Board members for the class of 2019: Redge Hanes, and Iris Sunshine; class of 2020: Saribeth Dozier.

5. GIVENS COMMUNITIES

Construction of the final phase of Givens Gerber Park was completed in July 2018, and the 262 apartments in this wonderful community are fully occupied with healthy waiting lists, which is a testimony to the need and demand for quality affordable housing in western North Carolina. There was significant interest in this project prior to and during construction. Residents moved in ahead of projections, and early indication is they are adjusting well to their new homes and neighbors. The attention and focus has shifted to making this a vibrant and lively campus, providing wonderful quality of life as well as support services to enable residents to gracefully age in their new homes. Socialization is the cornerstone of resident life with a particular emphasis on nutritious meals, food insecurities, navigating a complex and complicated health system, accessing community-based services, and mental, physical and spiritual wellness. Residents are collaborating with staff and taking responsibility for making Gerber their home. Two meals are available each day in the GO Café. The café is a partnership between Givens and Green Opportunities to provide at-risk young adults a kitchen-ready experience that will translate into permanent and meaningful employment. A partnership with Western Carolina University provides nursing students experience in a residential setting. The medical clinic is a partnership with Blue Ridge Health and will provide residents on-site access to primary care at the lowest cost to the residents.

Gerber Park is an example of partnerships and collaborations by many who believe in providing quality residential living with support services. The goal is to empower residents to age in the community regardless of income and assets. This is especially true of The Duke Endowment, who provided \$750,000 for phase one and \$4,000,000 for phase two. There are 180 HUD and tax credit apartments for persons with incomes less than \$25,800 per year. Thanks to the endowment, there are 82 apartments for those who have one dollar too much income to qualify for HUD and tax credit housing but not enough income to qualify for market-rate senior housing. Because of the endowment's support, Givens was able to adjust the rents for the residents according to their income with no HUD and tax credit limitations.

The Givens Board of Directors approved comprehensive master plans for Givens Estates and Givens Highland Farms. The plans will be phased in over ten years and will be flexible, with the opportunity to adapt to market demand, the environment and the economy. For Estates, the first phase includes renovations of Oxford Commons and 81 new apartments in Friendship Park. Future phases include renovating the nursing care, new state of the art assisted living, renovations of Asbury Commons, and new Oxford Commons apartments. For Highland Farms the first phase includes The Cottages, which will be 16 new cottage homes nestled on a beautiful seven-acre site on campus. Future phases include an apartment building with kitchen, dining and activity areas, apartments tethered to the dining, state of the art nursing care, and an apartment building with apartments designed with a Black Mountain vernacular. The comprehensive master plans are significant investments in the residents and communities.

Givens Estates went through re-accreditation successfully for the fifth time and Highland Farms went through accreditation successfully for the first time. Therefore, both of these Life Plan Communities are accredited by CARF. Givens Estates has two five-star rated health care facilities, which is the highest rating for nursing homes, and two four-star rated assisted living facilities, the highest rating for assisted living facilities. Their Fitch Ratings was upgraded to a BBB+ with a Positive Outlook.

Givens LifeMinistries, their faith and community-based outreach program is thriving and continues to impact the local churches and communities. LifeMinistries enables congregations to share their gifts and talents in addressing health and wholeness needs with those who are hurting, the frail, and the un-churched. LifeMinistries areas of focus include Welcome Tables (meal sites), BEAR Closets (baby equipment and resources), medical equipment loan closets, MY Meds (medication assistance), wellness education, and a community nurse program addressing the needs of lower-income seniors.

Givens Communities continues to be an exciting organization with an abundance of opportunities serving seniors in Western North Carolina. Givens remains enthusiastic about their Life Plan Communities and their emphasis on keeping residents independent for as long as possible. Givens continues to be enthusiastic about affordable housing with supportive services and partnerships designed to enable residents to age in community. Givens remains enthusiastic about outreach programs designed to work collaboratively with local churches in an effort to promote socialization, health and wellness. Givens also remains enthusiastic about being a responsible employer in which team members are welcomed, respected and appreciated.

Kenneth M. Partin, Chief Executive Officer
Sharon E. Vine

Proposal: Board of Directors of Givens Communities

(Petition 12) *Approved June 22, 2019*

It is proposed that the following be elected as members of the Board of Directors of Givens United Methodist Senior Ministries:

Class of 2020

Kathryn M. Atkinson
Donna A. Broadwell
Jane H. Fuller
Kenneth M. Hughes
Horace S. Jennings
Dorothy J. Johnson
Josephine C. Pyatt
Florence E. Schwein

Class of 2021

Ann H. Aldridge
Suzanne E. Landis
Connie B. Martin
Joseph B. McGuire
Clifton B. Metcalf
Kenneth W. Swayze, Jr.
G. Edward Towson, II
Charles Pine

Class of 2022

Grace Allen
Annette P. Coleman
Adam Ennis
Charles Fredrick
Ronald C. Leatherwood
Rob McKown
Chris Taylor
David C. Whilden

Ex Officio

William B. Cagle (Honorary Life)
Robert E Shepherd (Honorary Life)
Hal F. Starnes (Honorary Life)
Alfred J. Whitesides Jr. (Honorary Life)

Miles K. Hoffman (GHF Resident Corp. Rep.)
Marjorie Tucker (GE Resident Council Rep.)
Lucian C. Rice (Medical)

Clergy

Robert M. Blackburn Jr
R. Keith Turman

W. Michael Holder

W. Mark Ralls
Christopher M. Westmoreland

Paul L. Leeland, Resident Bishop
Elizabeth M. Crissman, Blue Ridge Superintendent

6. SANCTUARY COUNSELING GROUP (SCG)

Sanctuary Counseling Group (SCG) is an agency that offers counseling and psychotherapy, consultation to individuals, clergy, congregations, and districts on a variety of issues, clergy assessments and testing, and educational programs for church groups as well as congregations and districts. SCG is a specialized ministry extending the ministry of local congregations to persons who seek hope in the midst of their despair, light in their darkness, and God's healing grace. SCG provides certified pastoral counselors who meet persons where they are on their journey through life. In a high-tech society, its pastoral counselors bring a personal touch. While psychiatrists offer pills to treat life's problems, and psychologists offer limited sessions due to managed-care restrictions, SCG pastoral counselors offer a relationship that will last as long as the process of healing takes and at considerably less cost.

SCG serves as an important referral source for pastors, who often do not have the time or the specialized training to work with persons in local congregations who are hurting. Having qualified, respected pastoral counselors makes referral for parishioners much easier. With an awareness that cost is sometimes a barrier to obtaining help, SCG has a Client Assistance Fund that allows

its clinicians to adjust the fee of those with limited means, so that they can get the help that they need. Over \$42,000 was raised in Client Assistance Funds and over \$42,000 was disbursed to persons in need.

The SCG area of service now encompasses the Catawba Valley, Metro, Northern Piedmont, and Uwharrie districts that cover a 13-county area. Two new sites have been added, one in Charlotte at St. Francis UMC and the other in High Point at Wesley Memorial UMC. In the past year, SCG provided 10,443 hours of individual, marital, family, and group therapy. It provided 256 hours of consultation with congregations and individuals, conducted 83 hours of workshops and educational events for congregations, and conducted 192 hours of psychological assessments. SCG donated over \$165,000 back to the various communities where there are satellites in dollars of service provided at either a reduced or no cost basis. SCG has a website that is updated monthly, and which can be accessed at www.sanctuarycounselinggroup.org. SCG is a service center that is accredited by both the American Association of Pastoral Counselors (AAPC) and the Samaritan Institute.

SCG wishes to thank Martha Rick, who has helped steer this organization as it charts its path into the future. She stepped down as chairperson of the board in late 2018 but left a legacy of forward-thinking leadership; Heidi Starnes takes over as chairperson of the board. Referring to licensed pastoral counselors who are able to provide caring, compassionate, and quality ministry provides a sound basis for helping and healing others through this arm of the annual conference.

To learn more about the clinical services and sites, workshops, and consultations, as well as to make contributions to the Samaritan Client Assistance Fund to aid persons without the financial means who seek professional pastoral counseling, visit the SCG website at www.sanctuarycounselinggroup.org.

Heidi Starnes, Chairperson
John V. Arey Jr., Executive Director

7. UMAR SERVICES, INC.

UMAR is grateful for the partnership in ministry to adults with developmental and intellectual disabilities from members across the Western North Carolina Conference. Districts, churches, and individuals welcomed UMAR into their hearts and sanctuaries. They provided inclusive opportunities for spiritual development, worship, volunteerism, needed items, and social interaction. 100 percent of UMAR residents participated in a worship service or sponsored activity in the past year.

Within the Western NC Conference, 96 churches modeled the inclusion that all would hope to see in the larger society, living out the Social Creed of the United Methodist Church to be committed to the rights of people with disabilities. Without the advocacy and support of these faithful members, UMAR would be unable to provide the quality services families rely upon.

As a mission and ministry, UMAR promotes community inclusion, independence, and growth for adults with intellectual and developmental disabilities through residential, employment, and cultural enrichment opportunities. UMAR provides vital services for adults with a wide range of physical, mental, and emotional disabilities. The mission easily translates into “live, work, and thrive” as lives are transformed through the following services:

- **Live (Residential Services)** – UMAR operates 22 homes, nine apartments and one duplex. Dedicated, trained staff provide residents with 24/7 support, meals, transportation, activities, and other quality of life enhancements – all while fostering independence and responsibility in a family-like setting.
- **Work (Vocational Services)** – UMAR helps adults with disabilities secure and maintain competitive employment with skills assessment, job coaching, placement, training, and support for as long as the individual is employed.
- **Thrive (Day Programs/Arts)** – UMAR Day Programs focus on art, social, and independent living skills. Because vocational services may not be appropriate for everyone, day services ensure meaningful activities that foster learning and growth. With Art Centers located in Charlotte, Lincolnton, and Reidsville, community partnerships inspire a variety of art forms such as painting, pottery, culinary, horticulture, and more. Artists earn a 40 percent commission for every piece sold.

As an outreach ministry, congregations can be engaged in the work of UMAR through hands-on mission, donations, and volunteering with participants. For more information on programs or to get involved visit UMARinfo.com.

Celebrations from 2018:

- 391 people were supported in their own community, with 907,022 miles driven in service to participants.
- Assisted residents with 3,255 medical appointments, showing a commitment to preventative care and resident health.
- UMAR Arts in Charlotte, Lincolnton, and Reidsville continued to increase community partnerships and class offerings, which allowed artists to increase their skills, involvement, income, and artistic expression.
- The Commission on Accreditation of Rehabilitation Facilities (CARF) awarded another three-year accreditation for excellence in community housing, supported living, community integration, job development, job supports, and job-site training.
- Launched the ALL IN Campaign to raise awareness of adults with IDD, the financial challenges facing UMAR, and the opportunities for growth while bridging the gap in cost of quality care.
- Expanded community/periodic services to provide support to individuals not living in a UMAR home.

Goals for 2019:

- Continue the ALL IN campaign to reach goals for financial stability and capacity building projects.
- Train personnel in geriatrics and disease management to better assist our aging population.
- Invest in a nurse and nutritionist to oversee complex medical issues, dietary restrictions and health of residents.
- Transition to an electronic medication administration records program and enhance human resources technology.

Marilyn Garner, President and CEO

Proposal: Trustees of UMAR Services, Inc.**(Petition 13)** *Approved June 22, 2019*

It is proposed the following be elected as members of the Board of Trustees of UMAR-WNC, Inc.

Class of 2019/20Donna Frye
Parks Hunter**Class of 2020/21**Mike Bailey
Patricia Mirabelli
Billy Morton**G. BOARD OF LAITY**

There are 30 members of the WNCC Board of Laity (BOL), whose positions include elected WNC conference leader, eight district lay leaders, UMW, UMM, lay servant ministries, prayer advocates, and at-large members. The mission of the board is to “model, assess, and advocate for lay leadership and engagement so that laity assume their role as active partners in fulfilling the WNC Conference’s mission to make disciples for Jesus Christ for the transformation of the world.”

The Board continues to report to you on the progress toward its 2016–2020 quadrennial focus to increase the opportunities for growth and training for lay engagement across the conference. The BOL has implemented its plan in the following way:

- In 2017, the board began an intensive focus on Accountability Groups. Understanding that there cannot be engagement in and beyond the local church without fully equipped disciples, the Wesleyan principle of holding each other graciously accountable as we move together into deeper relationship with God formed the foundation of the BOL’s work. Led by a task force, this project established a baseline number and type of accountability or covenant groups then existing in WNCC. Through education, resources, and mentors strategically located across the conference, the BOL continues to progress toward its quadrennial goal to have 80% of its churches with one or more active accountability groups. Since the project began, the BOL has seen a 28% increase in the number of groups and an increase of 1,800 people in 2018 alone.
- In 2018, the BOL answered the Bishop’s challenge to develop a Certified Lay Minister program as part of the training offered for the WNCC. The interest has been overwhelming and, after overcoming the challenges to incorporate the new certification smoothly into the lay servant ministry and leadership development processes of the conference, in 2019 the BOL is pleased to transition this initiative to its sister conference committee, Lay Servant Ministry Committee, for oversight.
- The final year’s focus is on establishing a Continuum of Lay Engagement and Leadership Training. The BOL has begun to explore ways first to document the amazing variety of training, mission, and affinity group experiences available to the lay members of the WNCC, and then to create a conference-wide repository of resources for you to easily access and participate. Next steps will include discerning and filling gaps in the current offerings with new innovative resources to move toward a more fully equipped, engaged, and impactful laity—disciples of Jesus Christ inviting new disciples to join them as together we transform our churches, communities, and the world

Finally, this is a transition year when the next WNCC Board of Laity is appointed by the conference Nominating Committee to lead the WNCC laity in the 2020–2024 quadrennium. If you discern a call to service, please let the BOL know by emailing jane.boatwright.wood@gmail.com.

Your Board of Laity asks that you pray for us as we pray for you.

Jane Boatwright Wood, Conference Lay Leader and Chairperson

H. UNITED METHODIST MEN

The Western North Carolina Conference United Methodist Men goal is “Help Men to Grow in Christ so that Others May Know Christ”. Their vision is to support the ministry of all men in all the local churches in the WNCC.

The WNCC United Methodist Men are committed to building relationships and encouraging one another. The 2019 year will have the Conference UMM holding a presentation in each of the eight districts of the WNCC to more effectively connect and fellowship with local and district members. They will present information about their emphases such as scouting in which the United Methodist Church is one of the largest supporters of scouting in the United States, Upper Room Ministries and Prayer Line for which the WNCC UMM gave \$2200 and received an award as the number one contributor in the United States for 2018, Ministerial Scholarships for Second Career Pastors for which the UMM give on average \$5000 every year, Disaster and Building Team Support.

The WNCC United Methodist Men are very strong advocates against Domestic Violence and the week of August 4 – 9 they will ask everyone to observe a Week of Prayer against Domestic Violence and also Pray for Strong Loving Family Relationships.

The United Methodist Men are closely working with Kingdom Man Ministries of the Catawba Valley District to present on October 12th 2019 an event called “Kingdom Man” to be held at the Hickory Convention Center in Hickory, NC which will be a spirit filled and enlightening day.

The WNCC UMM are proud of the faithfulness and hard work of the local UMM units in each district that sponsor projects to build relationships and encourage members of their communities by, for example, supplying food for pantries to feed the hungry and building accessibility ramps for individuals in need of them.

The United Methodist Men of the WNCC are leaders among the General Commission of United Methodist Men with their continuing to have the highest number of life members of UMM, the second highest percent of churches with a charter and second highest number of charters. Their focus is not inward, concentrating only on those who attend a set meeting, but outward to all men, assisting them to engage the process of spiritual growth.

William Waddell, President

I. UNITED METHODIST WOMEN

The highlight of the year was Assembly 2018 in Columbus, Ohio. More than 6,000 members and supporters from 10 countries around the globe gathered at the site of the first Assembly in 1942. The theme, “The Power of BOLD,” was woven throughout the scriptural enactment of Mary, consecration of new deaconesses and home missionaries, the experience hall, and sessions on quadrennial priorities. The reenactment of the wedding at Cana and communion closed the meeting.

Conference events began 2018 with a Spiritual Growth Retreat at Lake Junaluska. The Rev. Dr. Suzanne Michael was the keynote speaker with the theme of “Glory Gifts,” and the Lake Junaluska Singers treated the group with a performance. The 547 in attendance included 24 first-timers.

Mission U studies on the Pfeiffer University Misenheimer campus included spiritual growth study “Embracing Wholeness—An Earth Perspective for Covenantal Living”; issue study “What About Our Money—A Faith Response”; and geographic study “Missionary Conferences of the UMC in the US.” Again, a full-time youth camp was held, studying “Is It Just Money? Our Dollars, God’s Economy.” Participants ranged from full-time on-campus and commuters to one-day overviews. Additional activities included chair aerobics, a workshop for leaders of children’s study, and “A Way Forward—UMW Responds” session.

For the safety of the participants, Hurricane Florence forced Annual Celebration to be rescheduled; then, Hurricane Michael took its toll on October attendance. Estella Wallace, National United Methodist Women Chairperson of Finance, led the sessions with the theme “The Power of BOLD.”

In October, conference officers gathered to offer training to district officers that would be shared with counterparts on the local unit level. Much information was available and the hands-on project benefited the J. Iverson Riddle Developmental Center.

Young Adult United Methodist Women (YAUMW), led by Molly Welch, continued to explore meeting styles, programs, and projects that appeal to the 18–35 age group. These women are the future of the organization.

The 20,784 WNCC members, in 661 units, sponsored mission projects in their churches and communities, around the USA, and in over 100 countries around the world. Focus continued to be on quadrennial priorities of maternal and child health, economic equality, mass incarceration and criminalization of communities of color, and climate justice, but education is still a major mission focus as it has been since the beginning. Scholarships totaling \$20,850 were awarded to five students attending Bennett College, Brevard College, High Point University, and Pfeiffer University.

As the 150th anniversary approached on March 23, 2019, WNCC UMW led the nation in Legacy Fund donations. This is an endowment, with a \$60M goal, that will supplement members’ regular Mission Giving to ensure UMW exists for another 150 years and beyond, providing projects, support, opportunity, and resources for women and children who have no voice. The Legacy Fund is now at \$24M; \$251,745 is from WNCC UMW.

Eight districts are actively promoting mission projects. Member pledges and Mission Giving channels totaled \$689,797. An additional \$71,920 was received for designated projects such as UMCOR, UMAR, and scholarships. Hands-on UMCOR kits and Project AGAPE Shoe Boxes for the Mission Resource Center had a value of \$100,881.50. Even though the reports are in dollars, the importance is what those dollars can do for so many around the world to develop programs and partner with agencies to make a real difference. United Methodist Women are compassionate, giving, daring, courageous, and BOLD, ever since the beginning 150 years ago on that rainy day in Boston.

Julia A Willis, President
jawillis1@aol.com
www.wnccumw.org

J. CONFERENCE COUNCIL ON YOUTH MINISTRIES (CCYM)

The 2018–2019 Conference Council on Youth Ministries (CCYM) is composed of approximately 32 youth and 10 adults from various districts in the conference. They are high school freshman, sophomores, juniors, and seniors that are leaders in their schools, faithful servants in their churches, and engaged partners in their communities. The goal of CCYM is to build leadership experience, grow in faith, and encourage youth of the conference to follow Jesus. The CCYM also seeks to fulfill the conference vision to “Follow Jesus, Make Disciples, and Transform the World” in all its activities. This year’s theme of the CCYM was transformation. The CCYM believes transformation needs to be embraced around the conference, whether that transformation has religious, racial, ethnic, education, age, gender identity, or cultural origins. Transformation allows a group of people to work together to serve others and make the world a better place in which to live. Because of this need for transformation, the CCYM found it to be an important focus for the year. To guide the CCYM in celebrating transformation, it embraced Philippians 4:13, “I can do all things through Christ who strengthens me.” This passage guided the CCYM through planning events and making decisions throughout the year.

The CCYM strives to be a representation of all eight districts in the Western North Carolina Conference. Each district is responsible for executing a mission project during the year. The goal of the mission projects is to make disciples and promote discipleship in the youth across the conference. This past year, the projects included collecting bibles for homeless individuals, creating homeless outreach kits, collecting necessary clothing items for the underprivileged, and promoting district-wide youth programs. These projects had a positive effect on the youth within the CCYM and served those in need.

Throughout the year, the CCYM helped to plan and execute two retreats: SpiritUs and IgniteUs. In August 2018, 800 students attended SpiritUs, a weekend retreat at Fort Caswell in Oak Island, NC. The students and staff in attendance grew closer to God through the theme “Spiritus: Keeping the Streak Alive” and the service project of packing medical bags for Sole Hope. IgniteUs occurred in May 2019 at Camp Tekoa in Hendersonville, NC. The theme, “Mountain Movers,” promoted faith and strength for the middle school students who attended. Joey Yokeley was the speaker for the weekend. He promoted “Mountain Movers” by focusing on the selected scripture Matthew 17:20: “He replied, ‘because you have so little faith. Truly I tell you, if you have faith as small as a mustard seed, you can say to this mountain, “Move from here to there,” and it will move. Nothing will be impossible for you.’”

On behalf of the CCYM, thank you for your continued support of youth ministry. The CCYM is growing leaders of today and the next generation to transform the church and the world into a community that accepts and loves all of God’s children. This is its hope for The United Methodist Church. Join the CCYM and rise to the challenge to transform your church, your community, and the world. If it is true and if you believe that we can do ALL things through Christ who strengthens us – then let’s do it!

Ashlee A. Hand, President

K. BOARD OF ORDAINED MINISTRY

The Board of Ordained Ministry supports the mission of the Western North Carolina Conference by developing, implementing, overseeing, and evaluating programs that focus on recruiting, training, certifying, examining, recommending, and supporting clergy leadership for the conference and denomination. The board is a diverse group of 70 persons that are clergy and lay from across the conference. The Director of Ministerial Services and the Associate Director of Ministerial Services serve as staff to the board along with two district superintendents who serve as cabinet representatives.

The members of the board volunteer many hours. In January they began reading papers submitted by persons who had applied for ordination as full connection deacons or elders. Board members were discerning effectiveness in ministry. They were discerning how these applicants had integrated the fundamentals of the faith and United Methodist doctrine and polity with the daily practice of ministry. Board members spent two days together in February interviewing these candidates. The board is recommending 16 persons to be ordained in 2019.

This same process was repeated for interviews in March for persons who had applied for commissioning as provisional deacons or elders. In these interviews, the focus was discerning readiness for ministry. The board is recommending nine persons for commissioning in 2019.

The board studied the book *Canoeing the Mountains: Christian Leadership in Uncharted Territory*. The culture is changing and with that change the board is looking at leadership characteristics and skills needed to lead the churches through these changing times. In the October meeting the Rev. Kim Ingram led a morning discussion on leadership characteristics and skills. Bishop William Willimon shared some thoughts in the afternoon on some practical ways a Board of Ordained Ministry might organize to discern and prepare future leaders. That work is ongoing.

A good relationship with the bishop and cabinet is important to the work of the board. The responsibilities of the board and the bishop and cabinet remain distinct but cooperation and respect are evident. The executive committee of the board meets with the bishop and cabinet to maintain and enhance this relationship.

Recognizing that the work is kingdom work, the board is guided by prayer, a deep dependence on the Holy Spirit, a love for Christ’s Church and a commitment to a vital United Methodist Church.

Donald Jenkins, Chairperson

1. LOCAL PASTORS COMPLETING COURSE OF STUDY DURING THE 2018-2019 CONFERENCE YEAR

The Board of Ordained Ministry wishes to recognize those local pastors who have completed the Course of Study since the last annual conference session:

- John William Clements, Sr., Bethany (Fairview), Blue Ridge District, COS–The Divinity School, Duke University
- Warren Jack Lunsford, Little Laurel-Pleasant Valley-Sutherland, Appalachian District, COS–The Divinity School, Duke University
- Santosh Niroula, Fountain Hill (Peachland)-Mount Moriah (Marshville), Uwharrie District–The Divinity School, Duke University
- James Scott Simonds, White’s Chapel (Liberty), Northern Piedmont, COS–The Divinity School, Duke University
- Mark Alexander Smith, Ebenezer (Elkin)-Maple Springs (Ronda), Appalachian, COS–The Divinity School, Duke University
- Ellen LaJune Spruill, St. John’s (Greensboro) Assistant, Northern Piedmont, COS–The Divinity School, Duke University
- Susan Suarez Webster, Central (Charlotte) Assistant for Multi-Cultural Ministry, COS–The Divinity School, Duke University

2. SEXUAL AND PROFESSIONAL MISCONDUCT POLICY FOR MINISTERIAL LEADERSHIP

The current policy is published online at www.wnccumc.org/clergyethics.

L. BOARD OF PENSION AND HEALTH BENEFITS

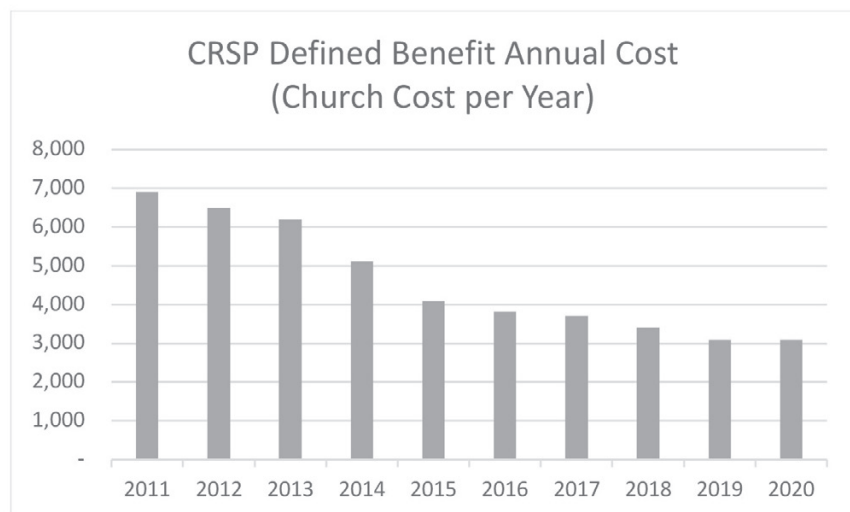
Pension Program and Policies

The Board of Pension and Health Benefits, Inc., Western North Carolina Conference, The United Methodist Church, acting as an auxiliary to Wespath Benefits|Investments, is charged with caring for the work of providing for and contributing to the support, relief, assistance, and pensioning of clergy and their families in the Western North Carolina Conference.

In 2020, the Conference Board of Pension and Health Benefits will send invoices monthly to the churches for clergy appointed in accordance with the Clergy Retirement Security Program (CRSP) adopted by The United Methodist Church. Through December 31, 2016, CRSP covers all US United Methodist Church clergy, including elders, local pastors and deacons, appointed within the annual conference, subject to the time designations described below with the effective date of January 1, 2014.

Since the implementation of direct billing for pension and health benefits in 2007, the Conference Board of Pension and Health Benefits has been investing the net proceeds from these billings in various investment vehicles with the United Methodist Foundation. Over these last eight years, these investments have provided better than projected earnings for the conference. As a result, the board has approved the sharing of these resources with the local church by reducing the cost of pension benefits (*without reducing any pension benefits to the pastors*) by \$2,358 per full-time pastor in 2020, invoicing \$3,093 to the local church. The actual cost invoiced to the conference for the CRSP DB full-time benefit will be \$5,451. This is the eighth year of reductions in the CRSP defined benefit pension billings to each local church for each full-time pastor as shown in the table below:

2011	\$ 6,903
2012	\$ 6,504
2013	\$ 6,200
2014	\$ 5,118
2015	\$ 4,092
2016	\$ 3,824
2017	\$ 3,713
2018	\$ 3,402
2019	\$ 3,093
2020	\$ 3,093



The Board rejoices in the ability to share these resources with the local church so that more of their resources may be used for ministry within their communities.

As published in the report in 2013, new provisions of the Clergy Retirement Security Program (CRSP), enacted at General Conference 2012, became effective *January 1, 2014*, as follows:

- **Eligibility:** Full-time clergy are eligible to participate and earn benefits. Annual Conferences may elect to cover clergy who are appointed as three-quarters or one-half time. Clergy who are appointed one-quarter time are no longer eligible to earn CRSP benefits. Any benefits already earned through *December 31, 2013*, remain in place.
- **Benefit Formulas:** The formula for determining the defined benefit (DB) component was reduced for the multiplier from 1.25% to 1% to be applied to Denominational Average Compensation (DAC) per year of service beginning *January 1, 2014*. Additionally, for the defined contribution (DC) component, the local church will contribute 2% of the clergy's compensation, reduced from 3% in 2013. If the clergyperson contributes up to 1% of his/her plan compensation, the local church will also contribute an additional 1% amount as a dollar-for-dollar match of the UMPIP contributions, up to 1%.
- **Surviving Spouse Benefits:** Beginning *January 1, 2014*, participants may designate a disabled adult child as a secondary contingent annuitant. After the participant and his or her spouse die, the disabled adult child would continue to receive DB benefits for life. The initial participant benefit would be reduced to pay for this extra benefit.
- **Disabled Adult Child Benefits:** Beginning *January 1, 2014*, participants may designate a disabled adult child as a secondary contingent annuitant. After the participant and his or her spouse die, the disabled adult child would continue to receive DB benefits for life. The initial participant benefit would be reduced to pay for this extra benefit.

The Conference Board of Pension and Health Benefits, in consensus with the Cabinet of the Western North Carolina Conference, recommends that the annual conference approve the continuation of eligibility of those clergy who are appointed to three-quarter or half-time designations.

Based on the above, invoices will be prepared using the following criteria:

- A. Pension Plan Compensation (PPC) is the total annual compensation reported by the charge conference for 2019; included in the PPC is the housing component. The housing is either 25% of the aforementioned annual compensation, if a parsonage is provided, or the cash paid in lieu of a parsonage.

- B. Clergy Retirement Security Program – In 2020, the Core Defined Contribution Part (CRSP-DC) is 3% of PPC. Continuing from 2014 (the effective date of this change) CRSP-DC will continue to be invoiced at 3% of PPC, with 2% being an employer contribution and 1% as a matching contribution to the pastor's United Methodist Personal Investment Plan (UMPIP).
- C. Clergy Retirement Security Program – Core Defined Benefit Part (CRSP-DB) is an actuarially determined normal cost provided by Wespath. For 2020, the cost is \$3,093 for each full-time clergy. For those clergy appointed $\frac{3}{4}$ and $\frac{1}{2}$ time (based on the eligibility approved by this session of the annual conference), the cost is that percentage times \$3,093. Wespath has provided that the conference's actuarially determined normal cost contribution due December 31, 2020 will be \$4,074,313. Effective January 1, 2014, as approved by General Conference 2012, clergy appointed to $\frac{1}{4}$ time positions will **not** be eligible to earn benefits under the CRSP – DC plan and will not accrue benefits in the CRSP – DB plan after that date (all previously earned benefits will remain in place). The Conference Board of Pension and Health Benefits of Western North Carolina highly recommends that any local church which is served by a clergyperson appointed to a $\frac{1}{4}$ time position sponsor the United Methodist Personal Investment Plan (UMPIP) and provide an employer contribution on behalf of the clergyperson under appointment.
- D. Comprehensive Protection Plan (CPP) is the death and disability program administered through Wespath. In 2013 and prior years, premiums of 3% of PPC have been required to be paid for full time clergy. The premium is 3% of PPC to a maximum amount of 200% of Denominational Average Compensation (DAC). General Conference 2016 approved a change that would permit Annual Conference Boards of Pension to enroll clergy appointed to $\frac{3}{4}$ time and full-time positions in the CPP. GC 2016 also changed the minimum compensation to 25% of DAC. For the year 2020, the CPP premium will be invoiced to the churches with full-time and $\frac{3}{4}$ time clergy at the rate of 2.50% of PPC, and the remaining 0.50% will be funded from conference board reserves.

The Clergy Retirement Security Program (CRSP) provides that the Past Service Annuity Rate (PSR) for service years prior to 1982 will increase 2% per annum. The conference board is proposing that the 2020 PSR be set at \$806.00 (2020) per service year, which represents the aforementioned 2% increase and is greater than 1% of Conference Average Compensation as provided by Wespath for the Western North Carolina Annual Conference.

Paragraph 1506.6 of *The Book of Discipline, 2016*, requires each annual conference to develop, adopt and implement a formal comprehensive funding plan or plans for funding all of its benefit obligations. Such funding plan must be submitted to Wespath Benefits|Investments for review in order to obtain a favorable written opinion from Wespath. Under this requirement, the Conference Board of Pension and Health Benefits has developed, adopted, and implemented such formal comprehensive funding plan upon obtaining a favorable written opinion from Wespath. By approval of the Conference Board of Pension and Health Benefits and inclusion of a summary of the Comprehensive Funding Plan, with the favorable written opinion received, this plan is deemed to be approved by the Annual Conference of Western North Carolina.

Proposals Related to Pension Programs and Policies

(Petition 2a) Approved June 22, 2019

The conference Board of Pension and Health Benefits proposes:

1. That the basic cost of pastor's pension be invoiced to churches in 2020 as pension responsibility to support the Clergy Retirement Security Program.
2. That supplemental funds for the cost of the Clergy Retirement Security Program – Core Defined Benefit Part (CRSP-DB) for clergy appointed on medical leave be included in the 2020 conference budget at Fund 507, named "Clergy Medical Leave Benefits." The 2020 budget request for the CRSP – DB pension component for clergy on medical leave is \$125,000.
3. That the Past Service Annuity Rate for service years prior to 1982 be set at \$806.00 per service year, effective January 1, 2020, and that the eligibility for the Clergy Retirement Security Program be determined to include clergy appointed for full, $\frac{3}{4}$ and $\frac{1}{2}$ time positions. That the eligibility for the Comprehensive Protection Plan be determined to include clergy appointed for full and $\frac{3}{4}$ time positions earning a minimum of 25% of the DAC in pension plan compensation (PPC).
4. That the following resolution be adopted for calendar year 2020:

Resolution Relating to Rental/Housing Allowances for Retired, Disabled, or Former Clergypersons of the Western North Carolina Conference

The Western North Carolina Conference (the "Conference") adopts the following resolution 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 the appropriate organization to designate a rental/housing allowance for Clergypersons who are or were members of this Conference and are eligible to receive such deferred compensation; now, therefore, be it

Resolved:

THAT an amount equal to 100 percent of the pension or disability payments received from plans authorized under *The Book of Discipline of The United Methodist Church* (the “*Discipline*”), which includes all such payments from Wespath, the Western North Carolina Conference Superannuate Endowment Fund, and The Duke Endowment during the period January 1, 2020 through December 31, 2020 by each active, retired, terminated or disabled Clergy person 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 Clergy person; and

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 Wespath and from a commercial annuity company that provides an annuity arising from benefits accrued under a Wespath plan, annuity, or fund authorized under the *Discipline*, that result from any service a Clergy person rendered to this Conference or that an active, a retired, a terminated or a disabled Clergy person 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 Clergy person 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 Clergy person’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 Clergy person’s gross income in any year for federal income tax purposes is limited under Internal Revenue Code section 107(2) and regulations there under to the least of: (1) the amount of the rental/housing allowance designated by the Clergy person’s employer or other appropriate body of the Church (such as this Conference in the foregoing resolution) for such year; (2) the amount actually expended by the Clergy person 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. Retired Clergy are encouraged to consult their tax advisor concerning this resolution.

Clergy Debt Reduction Peer Program

The Conference Board of Pension and Health Benefits is working in partnership with the United Methodist Foundation of Western North Carolina, Inc. (the Foundation) on a Clergy Debt Reduction Peer Program. The program is sponsored and funded by the Conference Board of Pension and Health Benefits, and administered by the Foundation. The impact the program is having already on participants is exciting, with many possibilities for improving general welfare and well-being of clergy. As of December 31, 2018, loans outstanding for clergy debt reduction and refinancing totaled \$2,216,473.

Balances Due from Churches

Beginning in 2007, direct clergy benefit costs were invoiced to each local church. According to conference action, recorded in the 2004 journal, page 234, “Non-payment of direct clergy benefit costs (pension and health benefits) result in a default recorded against the church (see ¶639.4, *The Book of Discipline 2016*). While individual clergy will not lose benefits, the church will incur a liability to the conference Board of Pension and Health Benefits. The default will be reported by the conference benefits officer to the district superintendents, and the church will be led to correct this situation.

The following is the 2018 list of churches with balances as of May 14, 2019, resulting from non-payment of direct clergy benefit costs:

District	Church	2018 Balance	District	Church	2018 Balance
Appalachian	Wesley Chapel (Elkin)	\$431.34	Metro, Cont’d	North Davidson (Charlotte)	1,000.00
Blue Ridge	Addie’s Chapel (Marion).....	16,545.00		Plaza (Charlotte)	1,542.75
Catawba Valley	Bollinger’s Chapel.....	993.24	N. Piedmont	FaithWalk	3,302.00
	Clover Hill	6,099.00		Mt. Tabor (Greensboro)	1,580.07
	Mount Pleasant (Morganton).....	270.83		Proximity (Greensboro).....	109.33
	Mundy’s Chapel.....	1,299.00	Uwharrie	Marshville.....	1,528.50
	Tucker’s Grove (Iron Station).....	21,660.11		Prospect	3,744.32
Metro	Epworth (Concord).....	1,954.25	Yadkin Valley	Stanford.....	105.75
	Hunter’s Chapel (Cornelius).....	8,512.00		Total	\$ 70,677.49

Health Benefits Committee

The Health Benefits Committee serves as a sub-committee of the Board of Pension and Health Benefits (BOPHB), with responsibility in two specific areas: health benefits and group term life insurance.

The committee is composed of at least 12 members appointed by the board to quadrennial terms, as follows: three from BOPHB, one serving as chairperson of the committee, one being an officer of BOPHB, and one being the cabinet representative to BOPHB; one from the conference Board of Ordained Ministry; one from the conference Council on Finance and Administration; two retired clergypersons; and five professional persons involved in the insurance industry. Typically, there are six lay members and six clergy members. The various agencies represented nominate their representatives to BOPHB for appointment.

Group Life Insurance

Wespath, through the Comprehensive Protection Plan, provides a death and disability benefit for eligible clergy, along with death benefits for members of clergy families. In addition to this coverage, the conference offers basic life insurance coverage of \$10,000 for active clergy enrolled in the conference group health plan, with premiums for this coverage collected through the insurance apportionment. Clergy members may elect to increase their coverage by enrolling in additional coverage in the amounts of \$25,000, \$50,000, or \$75,000. As an added benefit, a clergy member may elect to enroll his/her spouse and dependent children. This

additional coverage is available from a group policy secured by the committee for a quarterly premium to be collected by the insuring company. The continuation of this optional benefit is dependent on normal participation of those eligible. Newly eligible clergy will receive information about this coverage from the Treasury Services Office. To obtain coverage without evidence of insurability, enrollment must be made within 30 days of eligibility.

Enrollment Deadlines for Health and Life Insurance

Responsibility rests with the individual to make application in writing for the group health insurance and the group life insurance. In addition, any changes in dependents' status must also be submitted in writing. The effective date of coverage for new applicants is July 1 following the session of annual conference. Applications must be made within 30 days of appointment at annual conference. Anyone seeking to apply following the 30-day grace period will have a 12-month waiting period for all pre-existing conditions.

Health Benefits Continuation Policy

The conference benefits plan provides for group members and eligible beneficiaries to continue coverage if they become ineligible for the plan. The policy is available from the plan administrator.

Premium Collection Policy

Payment of the medical/health insurance premiums for pastors is the responsibility of the local church(es). This premium payment is invoiced monthly. For churches with more than one pastor on the staff, the church is responsible for the payment of the insurance premium for each eligible pastor. It is the responsibility of the pastor to pay the premium costs for dependents.

The Health Benefits Committee requires the conference treasurer to notify dependent accounts which are delinquent by sixty (60) days or more that their coverage is immediately subject to termination. If full payment is not made by thirty (30) days after the delinquency, coverage will be terminated.

2018 Financial Summary of Health Benefits Plans through December 31, 2018

	Fund 575 Active	Fund 125 Retirees
Sources of Funds		
Premiums -		
Active - Church Contributions	8,241,836	0
Active - Clergy/Dependent/Conf. Personnel	2,873,004	0
Retiree Contributions	0	814,488
Cole Foundation	0	99,573
Other -		
Stop-Loss Claims	322,604	0
Drug Rebates/Misc.	39,277	0
Clodfelter Trust	0	0
Retiree Stabilization Fund	0	908,702
Total Sources	11,476,721	1,822,763
Uses of Funds		
Benefit Payments	13,985,130	1,041,780
Wellness program	64,924	0
Administrative Charges	362,868	196,334
Stop-Loss Fees	368,801	0
Life Insurance Premium	39,189	0
Operating Expenses	7,032	6,632
ACA Fees	4,180	0
Change in Claims Incurred but not received	-109,540	0
Claims - Medical Leave	29,032	0
Miscellaneous	42	18,003
Total Uses	14,751,658	1,262,749
Sources less Uses	-3,274,937	560,014
Fund Balance, January 1	1,650,585	116,362
Transfer in from CBOPHB	<u>2,000,000</u>	0
Fund Balance, December 31	375,648	676,376
Retiree Stabilization Fund		
Beginning Balance, January 1	\$ 9,162,478	
Investment Income	\$ -605,805	
Grant Payment	<u>\$ -908,702</u>	
Current Balance, December 31	<u>\$ 7,647,971</u>	

Conclusion

The fine spirit in which subscribers and local churches are supporting the work of the Health Benefits Committee is appreciated. The committee seeks continuing support as it makes every effort to provide a health benefits program that meets particular needs. Members of the committee are: Frank A. Stith III (chairperson), Sandra McNeil, Lori Wilson, Al Jones, Marvin Melton, Rey Rodriguez, J. Zachery Christy, Phillip B. Cole, W. Greg Light, Winifred Helton, Andrea Conder, Ken Poe, and Beverly Coppley, Cabinet Representative, R. Mark King, Conference Treasurer, Dale C. Bryant, Benefits Administrator, and M. Lynne Gilbert, CBOPHB Treasurer.

Proposal: Health Benefits Program and Policies

(Petition 2b) *Approved June 22, 2019*

The Health Benefits Committee proposes:

1. That the Board of Pension and Health Benefits be authorized to secure a hospital/medical insurance contract for 2020 that will be advantageous in terms of coverage, premium rates, and administrative costs.
2. That the hospital/medical insurance program be continued for all eligible persons working 30 hours or more per standard workweek.
3. That each local charge and eligible pastor be expected to participate in the conference program of hospital/medical insurance by contributing an amount equal to the pastor's coverage premium for each eligible pastor appointed to that charge and that these premium payments be remitted to the conference Treasury Services Office rather than to the pastor or other insurance carrier. The participant participation schedule should be used to calculate the eligible pastor's portion.
4. That premium cost information is made available to local churches and pastors immediately after the 2020 plan has been determined and rates established.
5. That a pastor may exclude himself/herself from coverage by signing a written waiver, releasing the conference and any local church from legal or moral responsibility for medical or accident claims.
6. That, in the discussion of salaries and benefits for 2020 and all succeeding years, local church committees on staff-parish relations consider designating a portion of compensation for dependents' health care coverage.
7. That medical/hospital coverage be provided for persons terminated from the plan for not more than a 12-month period, with the premium costs to be paid by the person terminated.
8. That continued endorsement be given to the optional life insurance program provided by a top-quality life insurance company as supplemental coverage for active clergy.
9. That the following Retired Clergy Medical Plan, which became effective on January 1, 2003, and was amended at the special session of the conference on February 2, 2008, be continued:
 - a. *Benefit Design:* The basic benefit design for all participants has benefits similar to Medi-gap Plan E, as approved by the Medicare Administration (complete benefit description available from the conference Treasury Services Office). This plan does not include prescription drugs.
 - b. *Funding Design:*
 - (1) Creation of the Retiree Security Supplement Fund, which was created December 31, 2008. This Restricted Fund shall be vested with a minimum of \$5,000,000. Subsequently, additional contributions to this Fund (corpus or principal) shall be made of all free reserve available at year-end. Free reserve is defined as the fund balance in excess of the Claims Reserve required by the Plan. The Claims Reserve is 25% of the prior year's claims paid.
 - (2) The purpose of the Retiree Security Supplement Fund is to secure the retiree medical benefit by contributing 4% of the fund balance (which consists of corpus or principal and earnings from dividends, interest and appreciation) each year to the Retired Clergy Medical Plan. The Fund's contribution will reduce the Net Estimated Claims Cost of the Retired Clergy Medical Plan to the Base Estimated Claims Cost.
 - (3) Net Estimated Claims Cost is defined as Total Estimated Claims Costs (including administration, stop-loss insurance and other operating expenses), less all contributions from other charitable trusts, foundations or individuals, such as The Cole Foundation.
 - c. *Premium Design:*
 - (1) Participants enrolled *prior to January 1, 2003* will contribute the Base Estimated Claims Cost.
 - (2) Participants enrolled in the retiree plan *on or after January 1, 2003*, will contribute based on "years enrolled in the Active Health Benefits Plan." The contribution will be based on a percentage of the plan year's Net Estimated Claims Cost, as follows:
 - (a) 1-10 Years: 100% of the Net Estimated Claims Cost.
 - (b) Beginning in the 11th year, the contribution will decline approximately 1% per year to an amount equal to the Base Estimated Claims Cost.
 - (c) All of the years prior to 2003 that a clergyperson has been appointed to a local church or conference position will be considered "years enrolled in the Active Health Benefits Plan"
 - (d) Participants must be enrolled in Medicare Parts A & B to be eligible for the Retired Clergy Medical Plan.
10. That each participant electing dependent coverage be required to remit premium payments in the method established by the Health Benefits Committee and that dependent coverage remain in effect only when premium payments are current.
11. That each participating participant be required to remit premium payments in the method established by the Health Benefits Committee and approved by the 2009 Annual Conference and coverage remain in effect only when premium payments are current. The current participating participant method is a progressive scale percent of premium based on salary.
12. That sufficient funds for hospital/medical coverage be included in the appropriate 2020 apportioned funds to pay premiums for district superintendents and administrative, program, and support staff members of the conference headquarters.

13. That supplemental funds for insurance for clergy on medical leave be included in the 2020 conference budget at Fund 507, "Clergy Medical Leave Benefits". The 2020 budget request for the health benefit component for clergy on medical leave is \$300,000.



The Board of Pension and Health Benefits expresses its gratitude and that of the conference to Dale C. Bryant, benefits administrator since October 1998.

Questions dealing with pension, health insurance or group life insurance should be directed to Bryant at 704-535-2260 or 800-562-7929; e-mail dbryant@wnccumc.org.

Michael Watson, President of the Board
Lynne Gilbert, Treasurer of the Board
R. Mark King, Conference Benefits Officer

M. CONFERENCE BOARD OF TRUSTEES, INC.

The Board of Trustees, Western North Carolina Conference, United Methodist Church, Inc., is a chartered nonprofit corporation under North Carolina law, in accordance with *The Book of Discipline of The United Methodist Church*, and is subject to the instructions of the annual conference and its officers.

Investments

- A. The Jesse Spencer Bell Fund, under trustee management, is invested through The United Methodist Foundation of Western North Carolina, Inc.
- B. Earnings during 2018 were distributed to the following designated beneficiaries:
- | | |
|--|-------------|
| Western North Carolina Conference Board of Pensions | \$3,882.86 |
| Western North Carolina Conference United Methodist Women | \$2,190.89 |
| Brevard College | \$4,772.23 |
| Total Distribution | \$10,845.98 |

Conference Memorial Center

The conference vacated the memorial center upon completion of the new conference center in late July of 2018. The building was emptied of all contents and turned over to Aldersgate Retirement Community at that time.

New Conference Center

- *Construction*
Thanks to the hard and persistent work of Wesley Community Development, the project manager for the new conference center, it was completed in July 2018, and the conference moved in at the end of that month. A ribbon-cutting and building consecration service was held on February 16, 2019.
- *Sustainability*
In January 2019, the trustees were informed that the building had received LEED (Leadership in Energy and Environmental Design) gold certification. In addition, solar panels on the roof of the building were installed to generate power that will feed the WNCC offices resulting in a direct impact to operating costs.
- *Property Management*
The trustees have utilized the services of A. Anthony Corp., a global facilities management company, to assist with property inspection, management, and preservation, including repairs, maintenance, emergency services, and special projects. In conjunction with A. Anthony, the religious and educational real estate group of Foundry Commercial provided real estate broker services such as appraisals, sales, marketing, on-site tours, and broker's price opinions. Foundry also brokered the sales of Camp Elk Shoals in West Jefferson, Camp McCall in Bostic, and the Northern Piedmont district parsonage. On May 1, 2019, the board of trustees will transfer all conference property management and broker services from A. Anthony and Foundry Commercial to Wesley Community Development, a nonprofit that helps North Carolina churches develop or repurpose real estate to best meet church and community needs.
- *Leasing*
Wesley Community Development is assisting the conference in negotiations with interested lessees. The trustees continue to be committed to passing along neither the costs of the new building nor the debt service to the conference through apportionments. Potential rental income from spaces on the first floor would more than offset the debt service requirement.

Episcopal Residence

The Episcopal Residence Committee cares for the conference-owned Episcopal Residence, constituted according to the provisions of *The Discipline*. The trustees send a representative to this committee. Bishop and Mrs. Paul Leeland live in the Episcopal Residence located at 3416 Maryhurst Lane, Charlotte, NC 28226.

Duke Endowment Grant for the Church Legacy Initiative

Among other duties, the trustees look after discontinued and abandoned churches. The Church Legacy Initiative, with a staff of four persons, is continuing to assist local churches with discerning possible paths forward. This project has completed the third of a five-year grant from the Duke Endowment. The trustees affirm the benefits of this transition team, and gratefully thank the cabinet, The Duke Endowment, and The United Methodist Foundation for their endeavors in this area.

Discontinued Churches

Please note that ¶2548.4 of *The Book of Discipline* specifies that all deeds, records, and official and legal papers of a discontinued church shall be deposited for permanent safekeeping with the Commission of Archives and History of the Annual Conference. The central repository is currently housed at Pfeiffer University in Misenheimer, NC. The following churches have been discontinued: Big Spring UMC in Charlotte, Clarksbury UMC in Thomasville, Cole Memorial UMC in Charlotte, Dana UMC in Dana, Fairview Sharon UMC in Fairview, Mount Carmel UMC in Concord, Mountain Valley UMC in Barnardsville, New Hope UMC in Iron Station, Piney Grove UMC in Ronda, Purcell UMC in Charlotte, Trinity UMC in Lansing, Warlick's Chapel UMC in Connelly Springs, Wesley's Chapel UMC in Elkin, Zion UMC in Gold Hill

Vehicle Leasing

The current lease of 11 vehicles for many of the conference staff expired in March 2019. Because of the cost effectiveness of this practice, the trustees worked again with Vann York Auto Mall in High Point, N.C., to secure new 39-month leases of 11 vehicles (eight Honda CRVs, two Honda HRVs, and one Accord). These vehicles are used by the district superintendents, bishop, bishop's assistant, and director of church development.

Insurance Matters

The Book of Discipline requires local church trustees to annually review and report on the adequacy of local church property and liability insurance coverage "to ensure that the church, its properties, and its personnel are properly protected against risks." In an effort to assist local church trustees with this requirement, GCFA guidelines for minimum insurance policies and coverage limits are available on the conference administrative website (www.wnccadmin.org) under "Publications" and are recommended for comparison with existing local church policies.

Liability coverage for sexual misconduct has been eliminated, altered, or only provided under separate policies by many insurance companies. The trustees continue to admonish all churches to confirm that required Safe Sanctuaries policies and procedures are in place, and to reevaluate all insurance programs with their insurance agents.

The board of trustees works with the conference insurance provider, Church Mutual Insurance Company, a nationally recognized and specialized provider of property and casualty insurance to churches and religious organizations, to provide a new cost-effective program for Worker's Compensation for WNCC churches. WNCC congregations now have the option to participate in the Church Mutual program at a reduced rate as well as to save on the expense constant fee.

Robert Wilhoit, President

N. CHURCH LEGACY INITIATIVE

The Church Legacy Initiative (CLI) is a ministry of the Western North Carolina Conference of The United Methodist Church, supported by a grant from The Duke Endowment. The purpose of the CLI is to assist churches in assessing their current and future potential for ministry and leading them through next steps so that they may provide a legacy that will help to make disciples in this and future generations. CLI team members and the districts they serve are:

- The Rev. Charlotte Brendel – Appalachian, Blue Ridge, and Smoky Mountain districts
- The Rev. Renee Easter – Northern Piedmont, Yadkin Valley, and upper Uwharrie districts
- The Rev. Angela Hollar – Catawba Valley, Metro, and lower Uwharrie districts

The Western North Carolina Conference has a large number of churches that have declined significantly in vitality and worship attendance during the previous decade. Congregations faced with declining membership and diminishing resources have significant challenges in fulfilling their call both to develop faithful followers of Jesus within the church and to make new disciples and provide meaningful ministry to those outside the walls of the church. These churches struggle to sustain even the most essential work of the church, and often are focused more on survival than making disciples.

The ministry of the Church Legacy Initiative is to work with the pastor and congregants of struggling churches and provide support as they follow a faithful path. This journey includes important conversations and commitments by churches, but they can know they will be supported by CLI personnel each step of the way.

CLI works collaboratively with district superintendents to determine the churches with which CLI will work and to discern next steps. CLI plays an important role in the vitality efforts of the Western North Carolina Conference as churches purposefully discern the faithful path God is calling them to follow, either for intentional revitalization of their own church or to provide a legacy that will assist with the renewal of other churches and the creation of new faith communities. Through loving faithfulness in this ministry, the Church Legacy Initiative will provide the WNCC with greater opportunities to fulfill its mission of following Jesus and making disciples who will transform our communities and the world.

Lyn Sorrells, Team Leader

O. COMMISSION ON ARCHIVES AND HISTORY

The Commission on Archives and History continues its work of collecting, recording and preserving the story of the people called Methodists in The Western North Carolina Conference. The commission agrees with the Rev. Fred Day, General Secretary of the General Commission on Archives and History, that the commission is a "Ministry of Memory so the conference may continue to learn from the past and anticipate the future."

The commission continues to oversee the work of the conference archives, which has been relocated to the G. A. Pfeiffer Library at Pfeiffer University in Misenheimer, NC. Highlights this year include:

- The Rev. James Pyatt became the part-time Conference Archivist and oversaw the successful move from the former Conference Center in Charlotte. The conference also plans to hire an archival assistant to work on a part time basis.
- In light of Dr. Nancy Andersen's 19 years of dedicated service as conference archivist, the commission voted to bestow on her the title of Archivist Emerita.
- The archives houses documents and information available to those wishing to conduct research. Research requests increased during 2018, indicating that people are aware of the archives and are making use of the resources. The commission encourages this growth and is working to make the archives more visible and accessible.
- Working with librarians at Duke Divinity School, the commission is planning for the digitization of some resources to make them available and searchable in electronic format.
- Currently the archives are open on Tuesdays and Wednesdays only, and by appointment. Those who wish to do research are encouraged to make contact in advance to ensure that someone will be there to help them.

Another function of the commission is to provide a clergy grave marker upon the passing of any clergy member of the conference. Between July 1, 2017 and February 1, 2018, markers were presented to nine of 12 affected families. Continuing this service on behalf of the conference is anticipated.

In 2016 the annual conference approved a recommendation that each district offer training opportunities for local church historians during this quadrennium.

- Since the 2018 annual conference, commission members have led training sessions for local church historians (and other interested persons) for the Catawba Valley, Northern Piedmont, Uwharrie and Yadkin Valley Districts.
- The Metro District held two sessions in early 2018.
- Members of the commission are ready and willing to facilitate training events, and other districts are encouraged to host similar sessions before the end of this quadrennium. The Appalachian, Blue Ridge and Smoky Mountain Districts are now the commission's top priority in this effort.
- The commission is also asking for assistance in identifying significant sites in the conference which can then nominate for designation as historic sites of The United Methodist Church.

The Commission on Archives and History continues its tradition of recognizing those churches within the conference who are celebrating significant anniversaries this year. A special display highlighting the life and ministry of these congregations can be seen at the commission's display and in a video presentation to be shown between sessions of the annual conference.

- Those identified as celebrating sesquicentennial anniversaries this year (at the time of this writing) include Shiloh (Catawba County), Brooks Chapel (Cleveland County), Philadelphia (Cleveland County), Bethesda (Davidson County), Morris Chapel (Forsyth County), St. Luke (Randolph County) and Mitchell's Chapel (Yadkin County).
- Churches celebrating their centennial anniversaries are Midway (Cabarrus County), Trinity (Gaston County), Cross (McDowell County), Alexander (Rutherford County), Avondale (Rutherford County), and Spindale (Rutherford County).
- A more complete list of churches celebrating significant anniversaries will appear in the 2019 Conference Journal.

The Southeastern Jurisdiction (SEJ) Commission on Archives and History met at Lake Junaluska in November of 2018.

- The Rev. Pyatt serves as chairperson, and Sandra Williamson, chairperson of the conference commission, serves as an at-large member.
- The SEJ Commission will host a heritage preservation workshop at Lake Junaluska November 8 and 9, 2019.
- The SEJ Historical Society will meet at Emory University, July 9-12, 2019. Registration information and a full calendar are available through the SEJ Heritage Center or by contacting Nancy Watkins, Director of the Heritage Center, at nhwatkins@sejcah.org.
- The General Commission on Archives and History will meet in Delaware, Ohio, in September of 2019.

God is at work in and through the people called United Methodist in western North Carolina. This commission pledges to continue to collect the documents, preserve the materials, equip local historians, and tell the story.

Sandra Williamson, Chairperson
Charles Curtis, Vice Chairperson
James Pyatt, Archivist

P. CHRISTIANS ENGAGED IN FAITH FORMATION

Christians Engaged in Faith Formation (CEF) is an association of leaders connected to one another and to God, energized for the work of faith formation, guided by Acts 2:42, and exists to promote and strengthen faith formation and Christian education in local churches, districts, and the Western North Carolina Conference.

The WNCC CEF continues to go through some transformation and is re-envisioning its purpose to serve both tenured and new leaders within the church. CEF is investigating and encouraging new ways for continuing education opportunities. Webinars, podcasts, seminars, day apart, and retreat opportunities will be communicated throughout the year and into next year.

The WNCC CEF had a presence at the National CEF Conference in Des Moines, Iowa, October 9-12, 2018. "Curious Church: Don't you want to know". The conference focused on connections, learning, worship, and discovering new ways to engage church members and others.

In addition, CEF continues to partner with the Conference Discipleship Ministries Office to update and strengthen Safe Sanctuary policies and offer educational and training opportunities for local churches within the conference.

WNCC CEF is for lay and clergy, full-time and part-time, professionals and volunteers, and anyone who participates in any form of Christian Education, Youth Ministry, Children's Ministry, Adult Education, and areas of faith formation. CEF members enjoy the additional benefits of connections within CEF and the church, receiving discounted registration to CEF events, Facebook connections, frequent e-news updates, and scholarship opportunities for seminars and conferences. CEF also provides a support system of and for those who have unique experiences in Christian Education ministries. Learn more about the CEF community and what it can offer for Christian Education and disciple formation at www.wnccumc.org/CEF.

Dana Hanlon, President

Q. COMMISSION ON COMMUNICATIONS

The primary work of the commission is to support and communicate the annual conference's mission of "Follow Jesus, Make Disciples, Transform the World." The commission strives to do this by "Building relationships through communication, the commission will help create space for people to interact and have conversation in safe spaces. It will share the stories of how God is at work among United Methodists in Western North Carolina, that in turn shares the Good News of Jesus Christ."

Traditionally, the Commission on Communications provides leadership for the Western North Carolina Conference in communications, public relations, social media, and promotional awareness of the funds and programs of the conference. The commission assists with managing the image of the conference, as well as working to provide resources for the districts and local churches. Whether in the form of training, sharing news, or crisis management, the commission exists to equip and encourage the ministry efforts of local churches, districts, and the annual conference to achieve identified goals.

In the past year, the communications and IT departments have been involved in several projects and collaborations. They have worked to make the move of the annual conference's offices to its new location in Huntersville smooth from an IT perspective. Under the guidance of the Director of Web and Database Administration, Chris Hampton, the clergy and church databases have been transitioned to BrickRiver, a website company that specializes in websites and databases for United Methodist annual conferences. This has allowed for better integration of the collection of data and reports for better access, as well as to combine the various websites that are maintained.

Director of Communications Melissa McGill has led the conference in developing a Crisis Communications Plan, provided media training for the cabinet and workshops for crisis communications to local church communicators, in partnership with United Methodist Communications. Melissa has also provided media and social media relations coaching for local churches. The commission has added a conference Instagram account (@WNCCUMC) to its social media offerings. It continues to strive to innovate and find new ways to reach constituents with the Good News of what Christ is doing among United Methodists in Western North Carolina.

The commission will be assisting with the communications efforts at the annual conference gathering as it has in past years with photography and story writing.

The officers for the quadrennium 2016-2020 are Burt Williams, chairperson, Walter Vaughan, vice-chairperson, and Juston Smith, secretary.

J. Burton Williams, Chairperson

R. CONFERENCE STAFF RELATIONS COMMITTEE

The Conference Staff Relations Committee is part of the support system for the conference office staff and the staff of the district offices. The committee assists staff members by providing needed resources that enable them to fulfill their mission of developing and supporting vital congregations.

The committee met at the conference center in Huntersville on December 6, 2018. Newest committee member Nancy Dozier was welcomed to the group.

Gloria Hughes and Robert Parsons, Church Vitality Strategists, made presentations to the committee. Gloria indicated that she worked closely with Superintendent Carl Arrington to provide services to churches in the Appalachian District that need her assistance. Two of the services rendered are assistance with mergers and working with churches that have participated in the Church Legacy initiative.

Robert works closely with Superintendent Elizabeth Crissman of the Blue Ridge District on the implementation of a district strategy involving lay and clergy members. The strategy is to discern how the Spirit is working in churches in the district. Robert also works with the missional networks, encouraging cooperative endeavors.

Bishop Paul Leland met with the committee, to provide information on how he is positioning the district superintendents to work with the church vitality strategists to create a disciple-making system that would include fresh expressions, new leadership, and new places of worship.

Conference staff members have completed their annual performance evaluations, and salary increases have been approved, well within the budget set by annual conference. The conference IT has been outsourced to Acumen. Acumen will be placing an on-site employee in the conference office at the beginning of January.

Robert D. Upchurch, Chairperson

S. COMMITTEE ON THE EPISCOPACY

“Visioning Forward”

The Committee on Episcopacy (COE) continues to fulfill its role of serving, supporting, and upholding the work of Bishop Leeland for the Western North Carolina Conference. This committee is made up of 17 servant leaders: clergy and laity who work together and abide by the disciplines of its covenant, “Prayer, Participation, Faithfulness, Accountability, Confidentiality, and Spiritual Discernment.” The members of the committee continue to give their unwavering support and service to each other and to Bishop Leeland.

Since the last Western North Carolina Annual Conference, the committee celebrated the opening and full operation of its new Western North Carolina Conference offices in Huntersville, N.C. It is a wonderful state-of-the-art facility for the staff and all who serve in the Conference.

Bishop Leeland continues to immerse himself in the work of the Conference. His work is guided by transparency, consistency, trust, and encouragement. These principles help guide members of the Conference in their work to make disciples for the transformation of the world.

The Bishop continues to build alignment around mission, vision, and values with conference staff and district superintendents to be always making disciples and creating disciple-making systems. The Western North Carolina Annual Conference set a goal to start 50 new “Fresh Expressions” for this conference year. As of this date, the COE has started 79. In addition, the “Comprehensive Plan of Inclusiveness” is coming together; the Rev. Dr. Otto Harris is the coordinator for this initiative.

The “Bishop’s Emerging Leadership Initiative,” created for the ongoing development of Christ-centered leaders that move the church into the ever-changing future, is doing well. There were 72 clergy leaders in the first cohort and 80 more clergy entered this year into the program beginning January 2019. The Bishop is also working closely with The United Methodist Foundation, which is investing in Lay Leadership Development.

In March and April of this year, Bishop Leeland and his staff gathered with the districts for a time of worship, communion, and holy conferencing following the decisions made at the called session of the General Conference in February 2019. Many of the decisions and issues that came out of this will continue to be examined and discussed moving toward General Conference 2020.

The COE continues to work on the evaluation process outlined by the Southeastern Jurisdiction Committee on Episcopacy as it prepares to enter the last year of Bishop Leeland’s appointment with the Western North Carolina Conference.

Bishop Leeland continues to have a healthy balance in his work and personal life as he leads the Conference in the work of Christ for Western North Carolina. As he reminds the Conference, in the words of The United Methodist Foundation of Western North Carolina, we are building the Church for generations to come.

Please be in prayer with the committee on Friday mornings to continue holding Bishop Leeland, his family, his work, the Conference, and the Church in prayer.

Wanda Musgrave, Chairperson
Sandy Giles, Vice-chairperson
Sarah McKinney, Secretary

T. EPISCOPAL RESIDENCE COMMITTEE

The Episcopal Residence Committee is pleased to report that Bishop and Mrs. Paul Leeland have been comfortably using and enjoying the residence at 3416 Maryhurst Lane in Charlotte. The residence endowment reserve now stands at \$42,983.80 (as of December 31, 2018). For 2020, the amount of \$4,000 will be included in the apportioned Conference budget. The committee, in consultation with Bishop and Mrs. Leeland, will continue to monitor expenses and request funding as is appropriate and necessary.

Phillip B. Cole, Chairperson

U. COMMISSION ON EQUITABLE COMPENSATION

Policies and Guidelines for Administering the Equitable Compensation Fund (Calendar Year 2020)

1. Policies Pertaining to the Commission on Equitable Compensation:

¶¶ 342 and 625 of *The Book of Discipline 2016*, direct the Commission on Equitable Compensation (CEC) to recommend a minimum level of pastoral compensation for clergy serving as local church pastors under episcopal appointment and to administer the Equitable Compensation Fund (ECF) as a source of funding of last resort for pastors-in-charge in order to maintain a living, equitable level of compensation for these itinerant ministers.

a. Executive Committee:

During each quadrennium, at its organizational meeting, the CEC shall elect an executive committee consisting of a chairperson, a vice-chairperson, a secretary, and additional members from the full commission as needed, so that the executive committee consists of an equal number of clergy and lay persons. The assistant to the bishop and a cabinet representative will serve as ex-officio members of the executive committee.

b. Definition of Compensation:

As used by the CEC, the term “compensation” includes the annual amount designated as cash salary for service rendered, additional insurance premiums over and above the conference-approved program of individual medical insurance for clergy, accountable professional expenses, household expenses paid by the local charge, and other fringe benefits. Compensation does not include housing allowance in lieu of parsonage to the extent of actual housing, fair market value of supplied

parsonages, reimbursement for parish-related travel expenses paid by the local charge to the extent of actual travel expenses or use of an automobile for parish travel purposes, funds provided for continuing education to the extent they are used for that purpose, bona fide gifts or honoraria for special services, allowances for moving expenses paid by the annual conference or local church, or individual medical insurance premiums in the amount of the conference-approved program of insurance for clergy.

2. Types of Grants

Two categories of support are available from the ECF: emergency sustentation grants and regular grants.

- a. Emergency sustentation grants are available under the provisions of ¶ 626, which states that each church or charge has an obligation to pay in full compensation, as approved by the charge conference, to its pastor(s). If it becomes apparent that a church or charge will be unable to so provide the compensation approved by the charge conference, the church or charge shall immediately notify the district superintendent and may request consideration for a short-term emergency grant from the Equitable Compensation Fund (cf. also ¶ 625).
- b. Regular grants are available for those churches or charges which, at their annual charge conferences, determine that they will be unable to provide compensation at the minimum level set by the annual conference. In cooperation with the bishop and cabinet, the CEC offers grants, on a declining schedule, totaling no more than 30 percent of the appropriate minimum pastoral compensation for a period of three or fewer years. In the first year, a church or charge may receive up to 100 percent of the maximum available grant; in the second year, up to 70 percent; in the third year, up to 40 percent. During this period, the church or charge must adopt and follow a plan, approved by the district superintendent, that eliminates the need for this assistance. After the third year, a church or charge will not automatically be eligible for a regular grant. Representatives of the CEC shall consult with the district superintendents about any clergy person or church that has received equitable-compensation grants for five consecutive years.

3. Definitions and Classifications of Pastors

- a. Full-Time Pastors: Subject to these policies and guidelines, pastors appointed to full-time service under ¶ 338.1 or ¶ 318.1 shall have a claim upon the ECF and shall not receive less than the minimum compensation specified in the current schedule (¶ 342).
- b. Pastors Serving Less Than Full-Time: Subject to these policies and guidelines, elders and provisional members serving as pastors appointed to less than full-time service under the provisions of ¶ 338.2 shall have a claim upon the ECF in one-quarter-time increments of either $\frac{3}{4}$, $\frac{1}{2}$, or $\frac{1}{4}$ time as negotiated by the district superintendent at the time of the appointment, receiving not less than this percentage of the minimum compensation specified in the current schedule.
- c. Pastors Attending School: Subject to these policies and guidelines, a pastor appointed to a church or charge who is enrolled in good standing in a college or seminary for a minimum of nine hours per semester or equivalent in fulfillment of the requirements for conference affiliation and who is not otherwise gainfully employed shall have a claim upon the ECF in an amount based upon the one-quarter-time increments as negotiated by the district superintendent at the time of the appointment, which shall not exceed $\frac{3}{4}$ time. In determining the compensation for a pastor attending school, grants received for educational expenses shall not be considered as part of compensation. Pastors who discontinue or complete their studies and intend to be considered as serving full-time shall be compensated at that level only after certification by the CEC.
- d. Part-Time Local Pastors and Retired Supply Pastors: Since the ECF is designed to support those in full-time services as pastors of local churches, those charges utilizing part-time local pastors or retired supply pastors shall not have a claim upon the ECF.
- e. Pastors Engaged in Continuing Education: Inasmuch as continuing education is required of all ordained clergy, no pastor engaged in a program of continuing education under ¶ 351 shall by reason of such study leave be denied the minimum compensation support as specified in the current schedule, except that in cases of educational leave in excess of one month, the supplement shall be adjusted as negotiated by the district superintendent and the CEC.
- f. Deacons in Full Connection: As provided in ¶ 331.10b, deacons in full connection serving within the local church "shall receive a salary from the local church, charge, or cooperative parish not less than the minimum salary established by the equitable compensation policy of the annual conference for full-time and part-time pastors," although these entities should be reminded that they are fully responsible for the compensation of these individuals. If the bishop and cabinet appoint a deacon in full connection to a position as pastor-in-charge of a local church or charge, that individual shall have a claim upon the ECF and shall not receive less than the minimum compensation specified in the current schedule for elders in full connection..

4. Request Procedures

Regular grants from the CEC must be requested by a formal action of the charge conference, supported by a written grant application, using the CEC form available through the conference web page, and signed by the district superintendent, the pastor, and the secretary of the charge conference. Requests must be completed in full and be accompanied by all required documentation in order to be processed by the CEC. Required documentation must include, but is not limited to: written plan for decreasing reliance on equitable compensation, letters of support from pastor, church leadership, and district superintendent. The more information the CEC has about a local church situation the better equipped the CEC is to provide support. Requests must be made at least 30 days prior to the month when the assistance is to commence. In these cases, the local church or charge must pay at least 70 percent of the minimum applicable to its pastor.

For emergency sustentation grants, the district superintendent is responsible for submitting documentation to the cabinet and CEC executive committee for immediate processing, approval, and payment authorization.

5. Guidelines for Recommending Minimum Compensation

The CEC desires to recommend minimum pastoral compensation that is equitable for both churches and pastors. It is acknowledged that economic conditions vary across the annual conference. To be equitable, therefore, there must be awareness of the financial impact of these recommendations upon the local churches in order to not make pastoral support an excessive burden, while providing clergy with fair, living, and equitable compensation.

In making these recommendations, the CEC refers to changes in the North Carolina per capita Income (NCPCI), as maintained by the United States Bureau of Economic Analysis, on a two-year-lag basis (the earliest time for which data are obtainable). The NCPCI offers a true measure of the underlying economy in which congregations exist and is independent of Western North Carolina Conference actions. Additional consideration is given to the two-year-lag Conference Average Compensation (CAC) and other measures of the health of churches and the economy as deemed necessary, segmenting the minimum compensation levels into the following categories:

- Elders and Deacons in Full Connection;
- Provisional/Associate Members;
- Local Pastors who have completed the Course of Study/M.Div.;
- Local Pastors who have not completed the Course of Study.

Neal Jones, Chairperson

Proposal: Equitable Compensation Policies and Guidelines

(Petition 15) *Approved June 22, 2019*

The CEC proposes the adoption of these policies, definitions, and classifications for administering the ECF and these guidelines and schedules for recommending minimum compensation for 2020.

A. Allocation of Requested Equitable Compensation Fund Budget for 2020:

Regular Grants	\$97,000
Emergency Sustentation Grants	\$25,000
Expenses of the Commission	\$3,000
Total	\$125,000

B. Schedule of 2020 Minimum Compensation for Clergy Serving Full-Time Appointments:

Elders and Deacons in Full Connection.....	\$43,260
Provisional/Associate Members	\$38,934
Local Pastors who have completed the Course of Study/M.Div.....	\$36,230
Local Pastors before completion of Course of Study	\$34,608

V. COMMITTEE ON NOMINATIONS: 2016-2020 AD INTERIM CHANGES**Justice & Reconciliation Team**

Religion & Race Convener: Tamara Ingram

Board of Laity, Cont.

CCYM Vice President: Richard Whitfield

Board of Ordained Ministry

Joseph Beaman, Jr.

James Graves

Thomas Jones

Board of Laity

AP Lay Leader: Kenneth Bumgarner

NP Lay Leader: Kim Eller

Kylie Rose Frye

Casey Habich

Tim Hoffman

Mary Umbarger

W. DISCIPLE BIBLE OUTREACH MINISTRIES OF NORTH CAROLINA, INC.

In America, there are 2.2 million people in prison. In North Carolina alone, more than 37,000 inmates live in state prison facilities. When including those on probation and post-release parole this number climbs to more than 133,000. This does not include federal inmates and juvenile offenders. It is said that the NC criminal justice system affects one out of every four persons in the state, and that number continues to grow.

Disciple Bible Outreach Ministries of NC, Inc. (DBOM) was founded in 1999 to minister to those in prison and provide a Christian response to need. DBOM recruits, trains, and sends local church volunteers to prisons, jails, and youth development centers to teach God's word. Thousands of NC inmates participate annually. DBOM's model of ministry has gone national with affiliates operational in Virginia, Tennessee, Louisiana, Illinois, and Texas.

None of this would be possible without assistance. A primary source of DBOM's funding comes from the annual special offering taken in August. In 2019, the offering will be received on August 25. Offering envelopes are being provided to each charge. DBOM is always seeking new volunteers and new ways to minister. Those interested in joining the DBOM prison leadership team may contact the office.

DBOM appreciates the support and prayers for its ministry in both prison and pew.

Members from the WNCC are: Alvin Battle, Ed Campbell, David Christy, Randy Harry, Diane Ezzell, William Waddell, Jeoff Williams

Disciple Bible Outreach Ministries • PO Box 358, Oak Island, NC 28465 • 336-689-1443 • mhicksdbom@gmail.com • www.disciplebibleoutreach.org

Mark Hicks, Executive Director DBOM of NC / President, DBOM National
Charles Crutchfield, DBOM of NC Board Chairperson

X. THE EUGENE M. COLE FOUNDATION

The Cole Foundation was established by the Will of Eugene M. Cole in 1944 to provide benefits for retired ministers and surviving spouses of the Western North Carolina Conference. In 2015, the foundation directed monthly payments to the conference treasurer to supplement the cost of health care benefits to retired ministers and spouses. The Trustees also sponsor a breakfast for retired clergy and spouses at annual conference.

The foundation is governed by three trustees elected by the annual conference: James C. Windham Jr., chairperson; Anthony Orsbon, vice-chairperson; and Rebecca Douglas, secretary.

James C. Windham Jr., Chairperson

Proposal: Trustee of Cole Foundation

(Petition 16) *Approved June 22, 2019*

The Trustees of the Eugene M. Cole Foundation propose that James C. Windham, Jr., whose term as trustee expires in 2018, be re-elected for another three (3) year term, expiring in 2021.

Y. UNITED METHODIST FOUNDATION OF WESTERN NORTH CAROLINA, INC.

The United Methodist Foundation of Western North Carolina, Inc., continued to live into its mission of building the church for generations to come as it entered its 33rd year of active ministry in the Western North Carolina Conference on July 1, 2018. Although volatile markets brought about challenges in the fourth quarter, the foundation's investment options, which adhere to The Social Principles of The United Methodist Church, performed well relative to their benchmarks. By year end, total assets surpassed the \$200 million mark as reported on the year-end balance sheet, placing it as one of the top United Methodist Foundations in the United Methodist Connection. Total assets of this magnitude enable the foundation to offer ministries that strengthen the church. The foundation gives thanks for the faith that has been placed in it and is committed to continue the work it set out to do so long ago.

As is often the case, the foundation experienced changes in its ministry team during the year. In July Chief Operating Officer Reverend Dr. Elizabeth Coppedge-Henley departed to accept an appointment to Harrison United Methodist Church in Pineville, North Carolina as the senior pastor. The foundation is thankful for the fruitful ministry Elizabeth provided while on staff and celebrates the ways God is using her gifts for ministry in new and exciting ways beyond the foundation. Former Director of Client Relations Susan Cothorn assumed Elizabeth's position with the new title of Director of Ministry Services. Tammy Lehman, Chief Financial Officer, also assumed a new position with a secular investment institution. Brad Crossley, the former controller, assumed the newly titled position of Director of Financial Services. The foundation also welcomed Reverend Amy Burton, an ordained deacon in the Western North Carolina Conference, as the Director of Client Relations. In addition, two new staff members joined the team: Donna Johnson as senior accountant and Susanne Matthews as Senior Administrative Assistant. In July, Caroline Cox became the Director of Reynolds Ministries. With these changes and additions, the team is complete and well positioned to serve its partners in ministry throughout and beyond the conference.

Several ministries of special note beyond that of the investment ministry include:

- UMHEF Quadruple Your Dollars for Scholars Program provided \$20K in scholarship monies for United Methodist students attending United Methodist colleges and universities.
- Excellence in Clergy Leadership Scholarships totaling \$22K were distributed to Western North Carolina students pursuing ordination in the conference.
- Reynolds Ministry Fund grants, through the generosity of Royce and Jane Reynolds, provided monies in excess of \$400K to fund ministries throughout the world that make disciples of Jesus Christ.
- Clergy Debt Reduction Loan Program, in partnership with the Western North Carolina Conference Board of Pension & Health Benefits and The Duke Endowment, surpassed \$2.7MM in low-interest loans to Western North Carolina clergy to help relieve educational and consumer debt.
- UMF Development Fund & Loan Program deposits surpassed the \$24MM mark with \$15MM in loans outstanding.
- CheckPoint, a program partially funded in partnership with the Lilly Endowment, was created and will be offered in 2019 to clergy nearing retirement.

The ministries noted above provide a snapshot of the ministries the foundation provides. To learn more about these ministries as well as other ways the foundation is available in partnership, visit the website at www.umfwnc.org or stop by the ministry tent located on the grounds between Harrell Center and Stuart Auditorium. The foundation prayer is in keeping with The United Methodist Church's mission of making disciples of Jesus Christ for the transformation of the world as it helps build the church for generations to come.

G. Thomas (Tom) Jordan, Chairperson
David A. Snipes, President

Z. RFD CDC

RFD CDC seeks to serve communities, congregations, and individuals. The focus is rural, but the service extends to include both suburban and urban areas. In the Metro district, RFD celebrates with Mt. Zion UMC for their \$30 million senior housing development for the greater Cornelius community, and with Light of Christ for their nearly \$2 million expansion as Phase 2. RFD is available for consultation for senior, transitional, and veterans housing, community facilities (such as commercial kitchens) and congregational facility expansion. Contact information is available at the website: www.rfdcdc.org.

Individuals are served through NETworX® in many counties in North Carolina and five other states as well. Over the past year, 420 persons reported outcomes of significant progress in terms of wellbeing, financial stability, and major decrease in reliance upon public assistance. With gratitude, NETworX individuals in North Carolina and each of the sites celebrate the support received from the WNCC. More information about NETworX is available at the website www.networxusa.org.

Members of the RFD CDC board are as follows:

Lucy Robbins, President, Pastor Biltmore UMC
 Carol Goehring, Vice President, Corridor District Superintendent, NCC
 Gil Wise, Secretary/ Treasurer, Beacon District Superintendent, NCC
 Amy Coles, Assistant to the WNCC Bishop
 Laura Early, Senior Minister All God's Children UMC
 Tom Lambeth, Retired Executive Dir., Z. Smith Reynolds Foundation
 Ken Locklear, Gateway District Superintendent, NCC

Joe Mann, Duke Divinity School
 Mattie Patterson, Blue Ridge Community Action, Inc.
 Connie Marie Stutts, Pastor Beech Grove-Rhems Charge
 Steve Taylor, Outreach Team Coordinator, NCC
 Jeremy Troxler, Pastor Spruce Pine UMC
 Randy L. Wall, Retired, and Pastor Ann Street UMC
 R. A. (Alan) Rice Jr., Executive Director and COO

R. A. (Alan) Rice Jr., Executive Director
 Anna Baucom, President

AA. WESLEY COMMUNITY DEVELOPMENT

It has been a year of growth and change for Wesley Community Development. A highlight of 2018 was the completion of the new conference center, only the second building in the state to accomplish LEED Gold under the new LEED version four. As developer, Wesley oversaw the installation of a rooftop 85KW solar array that generates renewable energy for the center and sells excess power back to the grid, reducing the demand for fossil fuel energy production. With the first tenant now in lease negotiations, the conference center will be self-sufficient financially. Wesley is appreciative of the confidence the trustees placed in its ability to deliver this new project.

In January 2019, Wesley broke ground on two new housing developments representing nearly \$19M investment in safe and affordable housing in Western North Carolina. These two new projects represent Wesley's seventh and eighth housing communities, bringing the total value of Wesley's development work since its inception to over \$75M in housing, church, and office development.

Seeds of Change, the Wesley program that walks churches through thinking about how they can best use their facilities and land to serve their mission, continues to expand. This program introduces real estate options that can support churches as they change and grow in new directions.

In 2019, Wesley Community Development has transitioned into a fully licensed real estate firm. This allows the organization to handle all real estate issues including brokerage, asset management, development, and project management. This new licensing and a newly expanded staff will allow Wesley to serve churches fully in working through their real estate usage and needs. In addition, Wesley is excited to collaborate in the reposition and disposition of assets with the Conference Board of Trustees. This new chapter in the evolution of Wesley Community Development is made possible by a \$2.5M grant from The Duke Endowment, continuing a long-standing relationship of between the two organizations. This grant will allow Wesley to take a much harder look at how properties can be repurposed to have a lasting impact on the communities in which they are located. Wesley is grateful for the support and encouragement of The Duke Endowment as it moves forward in these new areas.

Joel A. Gilland, President
 Randolph H. Harry, Chairperson, Board of Directors

Proposal: Wesley Community Development Board of Directors

(Petition 4) Approved June 22, 2019

Randolph Harry
 George Coates
 Richard (Dick) Woods

David Hiatt
 Philip Jones
 Mark King

Willetta Ar-Rahmaan
 Joseph (Ricky) Lefft
 Don Pettigrew

BB. BROTHERHOOD/SISTERHOOD OF WESTERN NORTH CAROLINA

The Brotherhood/Sisterhood is an affiliate ministry of the WNCC in which clergy and laity members honor our connection by mutually sharing our love and compassion for the families of clergy members when they die. When the BH/SH receives the news of a clergy member's death, their family members receive a pastoral visit and a financial gift that is available for their immediate use. A call notice providing pertinent information about the death is issued to our members.

Beneficiary membership in the BH/SH is open to all clergy members of the Annual Conference, including full and provisional members and local pastors. Older clergy who join are expected to compensate the BH/SH for all assessments issued from the time of their 35th birthday. A non-interest-bearing promissory note may be signed for this purpose.

The election of the members of our Board of Directors and its officers, the approval of our annual budget and our proposals to the Annual Conference, and all other official business of the BH/SH is conducted at our Annual Meeting. The Annual Meeting is held on the site of the Annual Conference and is open to all members.

The following proposals were approved at the Annual Meeting at 1:30pm on Friday, June 21, in Room 213 of the Terrace Hotel, Lake Junaluska:

1. That, effective July 1, 2019, the clergy assessment rate increases to \$15 per call, that laity are encouraged to contribute \$6 or more per call, that the registration fee for new clergy members remains at \$10, and that the basic amount of the death benefit increases to \$10,000.
2. That each local church will be asked to observe Brotherhood/Sisterhood Sunday on February 16, 2020 or on another Sunday more conveniently available.

Joseph Westfall, President
 Donnell FitzJefferies, Vice-President
 Sarah Kalish, Secretary
 Roland Barnhardt, Executive Director

Brotherhood/Sisterhood Statement of Cash Receipts and Disbursements: 2018 - 2019
Revenues, Gains, and Other Support, Unrestricted

Calls from Clergy	\$ 69,925
Calls from Laity.....	31,622
Clergy Application Fee.....	70
Investment Interest.....	6,839
Other Contributions.....	23,901
Total Revenues.....	\$ 132,357
Expenses	
Death Benefits Paid (15)	\$141,693
Salaries/Payroll Taxes.....	37,713
Accounting/Contract Services.....	450
Banking/Insurance	3,221
Office Expenses.....	8,902
Travel/Mileage Expenses.....	3,990
Total Expenses	\$ 195,969
Deficit.....	\$ - 63,612
Balance Accounts on Hand.....	\$ 405,856
Balance Clergy Promissory Notes	\$ 454,064

Brotherhood/Sisterhood Membership Roll as of July 1, 2019

Adams, H.C.	Bingham, K.W.	Champion, B.J.	Davenport, J.P.	Ervin, B.N.	Glahn, P.L.	Hartsell, C.J.	Howard, J.C.
Adams, S.L.	Bishop, S.B.	Chaney, B.J.	Davis, E.V.	Evans, J.H.	Glass, B.D.	Hatherly, K.L.	Howard, J.F. Jr.
Adams, T.D.	Blair, C.S.	Chaney, E.	Davis, G.M.	Evensen, H.D.	Godfrey, C.B.	Hawk, J.H.	Howard, J.F., Sr.
Aldridge, J.M., Jr.	Blalock, J.F., Jr.	Chaput, P.G.	Davis, J.	Everett, A.	Golden, J.B., Jr.	Hawkins, G.L.	Howard, K.L.
Allen, A.	Blanton, W.N., Jr.	Childers, D.W.	Davis, J.B.	Ewing, S.H.	Goode, M.H.	Hawkins, W.T.	Howard, T.K.
Allen, C.W.	Boggan, R.E., Jr.	Childers, W.H., Jr.	Davis, J.E., Jr.	Farabow, M.S.	Gordon, A.F., Jr.	Haynes, D.W.	Howell, J.C.
Allen, D.R.	Boggs, J.S.	Choplin, P.P.	Davis, S.W.	Felts, R.D.	Gordon, G. B.	Haynes, J.O.	Howe, R.A.
Allen, F.A.	Bost, D.W.	Christy, D.H.	Davis, T.A.	Ferguson-Allen, L.L.	Gordon, M.B.	Haywood-Baxter, A	Huffman, L.B.
Allen, G.C., Jr.	Bowen, J.E.	Christy, J.C.	Davis, W.G.	Ferree, J.K.	Gosnell, A.P.	Headfner, J.P.	Huffman, R.E.
Allen, T.L.	Bradley, E.F.	Christy, J.P.	Dawkins, H.C.	Few, J.F.	Gottula, K.W.	Headfner-Heun, S.A.	Humphries, J.
Alventosa-Brown, J.	Brake, J.L.	Christy, J.Z.	Day, A.P.	Fitzgerald, J.C.	Gould, R.J.	Hedgpeeth, E.H.	Humphries-Bivens, P.
Amason, J.D.	Branton, T.R.	Cirksena, R.J., Jr.	Dean, E.E., Jr.	Fitzgerald, L.E.	Graves, J.H.	Heermans, E.D.	Hunter, C.R.
Andrews, H.F.	Briggs, L.T.	Clanton, R.A., Jr.	DeBerry, P., Jr.	FitzJefferies, H.D.	Gray, M.D.	Heermans, J.P.	Hunter, B.V.
Andrews, W.M.	Brittain, T.B.	Clifton, L.B.	Dickens, J.G.	Flack, C.A.	Greene, D.S.	Hege, J.A.	Hunter, T.R.
Arnold, C.L.	Brown, A.W., Jr.	Clodfelter, B.C.	Dickson, C.H.	Fleming, H.D.	Greene, L.W.	Helsabeck, O.W.	Hutchings, C.R.
Ashe, D.W.	Brown, H.A.	Clodfelter, J.P., Jr.	Demorest, D.	Forbes, V.L.	Grice, F.W.	Herbin, F.L.	Ingram, B.A.
Auman, T.L.	Brown, M.W.	Clough, R.C., Jr.	Dingus, W.H.	Ford, A.G.	Griffis, T.L.	Herbin, T.J.	Ingram, F.E.
Auten, L.H.	Brown, W.A., Jr.	Cole, P.B.	Donahue, C.E.	Foust, W.N.	Griffiths, G.S.	Herold, J.W.	Ingram, R.M., Sr.
Autrey, S.L.	Burnette, K.H.	Coles, A.L.	Donnell, S.S.	Fox, D.B., Jr.	Griswold, N.K.	Herron, R.C.	Ingram, T.
Bailey, D.A.	Burton, G.A.	Collins, G.D.	Doub, R.D.	Franklin, J.K.	Groome, J.	Herron, V.E.	Ireson, C.H.
Bailey, M.F.	Burton, J.M., Jr.	Collins, G.K.	Doucette, K.C.	Freeman, G.D.	Guy, C.R.	Hiatt, J. D.	Ireson, S.W.
Banyai, P.D.	Burton, M.K., Sr.	Collins, K.	Dowdle, J.O., Jr.	Freeman, G.M.	Guy, D.A.	Hileman, J.L.	Isenhour, O.B.
Barbee, W.L.	Burton, M.J.	Collins, M.W.	Dowdy, A.M.	Freeman, P.	Gwyn, B.L.	Hilley, D.E., Jr.	Ison, F.H.
Barden, B.J.	Byers, R.T.	Collins, S.C.	Dowling, R.E.	Friddle, G.H., Jr.	Hacklander, P.K.	Hilton, R.D., Sr.	Ivey, H.D.
Barden, L.E.	Caldwell, L.B.	Colson, J.D.	Dukes III, L.S.	Fritts, R.E., Jr.	Hahn, R.J.	Hinson, H.L.	Jackson, C.E.
Barden, M.L.	Cameron, D.	Combs, J.F.	Duncan, A.L.	Fry, K.H.	Haines, S.D.	Hinton, B.T.	James, S.D.
Barnes, S.E.	Camp, G	Combs, S.R.	Duncan, D.J.	Fulk, J.M., Jr.	Haire, E.R.	Hinton, M.A.	Jeffries, W.T.
Barnhardt, R.T.	Campbell, D.J.	Compton, H.R.	Duncan, G.M.	Furr, J.C.	Hall, J.T.	Hitch, G.C.	Jessup, B.J.
Barr, C.B.	Campbell, R.H.	Conder, A.R.	Dunker, C.F.	Gaddy, D.W.	Hall, L.B.	Hobson, B.G.	Johnsen, J.W.
Barringer, G.R.	Campbell-Robinson,	Conder, T.E., Jr.	Durham, D.B.	Galloway, J.W.	Hall, R.O.	Hochmuth, D.E.	Johnson, J.S.
Bartley, E.J.	H.	Conover, A.C.	Duvall, J.A.	Gibbons, C.F.	Hamlyn, D.M.	Hockett, D.C.	Johnson, K.M.
Bartz, J.	Carlton, H.M.	Conover, C.H., Jr.	Dye, M.J.	Gibbs, D.W.	Hammill, T.L.	Hodgens, R.H.	Johnson, L.N.
Baxter, D.L.	Carr, M.A.	Cook, D.A., Jr.	Easter-Bayne, K.L.	Gibbs, L.C.	Hamrick, J.M.	Hodnett, M.E., Jr.	Johnson, R.B.
Beall, T.M.	Carter, E.K.	Cook, E.A., Jr.	Edwards, F.H.	Gibbs, R.L.	Hand, D.M.	Holland III, A.R.	Johnson, S.T.
Beam, D.W.	Carter, R.L., Jr.	Cornell, K.V.	Eggers, L.A.	Gibert, A.S.	Hand, S.M.	Holland, J.W.	Jolly, T.G.
Beck, B.R.	Cartner, J.D.	Crady, B.M.	Eller, K.R.	Gibson, T.L.	Harrelson, C.G.	Hollar, A.B.	Jones, B.M.
Berry, W.F.	Cash, D.R., Sr.	Craig, P.A., Jr.	Ellis, L.D.	Gilbert, D.W.	Harrill, M.B., Jr.	Holliday, B.M.	Jones, K.R.
Beverly, A.E.	Cash, L.W.	Cranfill, K.R.	Ellison, W.B.	Giles, S.L., Jr.	Harris, B.V.	Hood, R.L.	Jones, R.R.
Biggers, E.L.	Cassady, T.L.	Crotts, D.L.	Emory, M.J.	Giles, S.S.	Harris, M.L.	Horn, K.A.	Jordan, D.M.
Billings, J.W.	Cauble, R.L.	Crowder-Stanley, A	Epps, J.F.	Gilland, J.C.	Harris, O.D.	Houser, E.H.	Jordan, N.F., Jr.

Joyce, S.D.	Lovelace, W.E.	Miller, D.V.	Parker, B.J.	Rintz, J.W.	Sisk, C.W.	Taylor, T.K.	Welch, P. P.
Joyner, M.E.	Lovyer, P.D.	Miller, D.W.	Parker, M.J.	Roach, R.E.	Smith, D.E.	Thie, R.B.	Wensil, T.D.
Judy, K.W.	Lowe, J.H.	Miller, J.C.	Parker-Reece, B.L.	Roberson, G.W.	Smith, D.S.	Thomas III, J.H.	Westfall, J.M.
Kalish, S.B.	Lowe, M.D.	Miller, L.	Patterson, J.S.	Roberts, J.A.	Smith, H.D.	Thomas III, W.P.	Westmoreland, C.M.
Kaser Odor, K.E.	Lowe, V.W.	Miller, M.R.	Patzfahl, R.L.	Roberts, K.H.	Smith, J.E.	Thompson, P.B.	Westmoreland, J.R.
Kayler, C.J.	Lucas, J.C.	Milleson, B.W.	Payne, A.D.	Roberts, T.K.	Smith, J.R.	Thompson, C.S.	White, C.D., Jr.
Keaton, J.C.	Lunsford, C.K.	Mills, A.	Peeler, A.O.	Rochester, N.L., Jr.	Smith, K.H.	Thore, W.C.	White, J.K.
Kelley, D.R.	Lunsford, W.J.	Mills, R.W.	Pegram, J.P.	Romanat, M.M.	Smith, M.S.	Thurman, J.M.	White, J.L.
Kelly, L.M.	Luther, J.D.	Montgomery, G.G.	Pegues, W.	Romanello, R.E.	Smith-Pitts, S.L.	Tisdale, J.K.	Whitley, A.L.
Key, J.T.	Lynn, E.R.	Moore, J.A.	Pendleton, K.S.	Rorie, D.M.	Snider, N.T.	Tomlinson, D.W.	Whitlock, D.E., Jr.
Key, M.J.	Lyons, D.J.	Moore, S. H., Jr.	Penley, C.C., Jr.	Rose, G.W.	Snipes, D.A.	Towery, J.B. Jr.	Whitman, S.D.
Kilbourne, K.H.	Lytle, R.J.	Moore, T.S.	Penry, C.K.	Roseboro, R.E.	Snow, P.T.	Troutman, G.D.	Williams, E.W.
Kim, Tae	Macon, F.K.	Morgan, C.J.	Perdue, J.R.	Rosenquist, V.B.	Spencer, A.Y.	Turman, D.W.	Williams, G.E.
King, R.M.	Mandelstamm, W.	Morgan, L.S.	Perkins, P.F., Sr.	Routh, D.W.	Spencer, R.L.	Turman, T.C.	Williams, J.B., Jr.
Knoespel, J.W.	Manning, C.C.	Morris, S.A.	Perrell, S.J.	Royals, G.C.	Spivey, A.C.	Turner, C.M., Jr.	Williams-Gilbert, C.
Krall, N.M.	Margarita, D.S.	Morrison, A.C.	Peterson, M.L.	Sailors, R.R.	Stanton, D.S.	Turner, S.C.	Wilson II, C.W.
Kurtz, M.D.	Marlowe, A.R.	Morrison, D.G.	Petree, J.R.	Salata, R.R.	Staples, L.W., Jr.	Tuttle, R.B.	Winstead, M.E.
Lair, R.E., Jr.	Marlowe, J.D.	Morrison, H.L.	Petree, R.E.	Sanders, J.K.	Starnes, T.P.	Tyson, C.E.	Witherington III, B.
Lambert, A.E.	Martin, D.G.	Morrow, W.L.	Peurifoy, R.C.	Scandale, N.A., Jr.	Steagald, T.R.	Van Meter, A.R.	Wood, F.J.
Lancaster, W.H.	Martin, S.L.	Moss, A.W.	Peurifoy, V.B.	Scarborough, S.C.	Steed, R.G., Jr.	Van Wieren, W.	Woodard, L.H.
Langford, S.O.	Mason, D.M.	Moss, O.R.	Pharr, P.A.	Schnitzlien, T.H.	Stein, J.C.	Vaughan, A.R.	Wooten, M.B.
Langford III, T.A.	Mason, D.O.	Mosteller, J.B.	Plott, T.G.	Schwantes, H.E.	Stephenson, W.E.	Vickers, M.N.	Worley, E.
Lanier, R.S.	Mayo, B.B.	Murray, J.D.	Plowman, E.L.	Scott, J.A.	Stevens, C.B.	Vredenburg, Y.L.	Worthy, C.M., Jr.
Latimer III, C.T.	McClellan, M.D.	Murrow, M.C.	Plummer, C.M.	Scott, L.	Stinson-Wesley, J.T.	Wachs, W.R.	Wright, C.S.
Lear, W.J.	McCleskey, J.L.	Myers, G.L., Jr.	Porter, T. R.	Scott, S.	Stith III, F.A.	Walker, P.B.	Wyant, D.A.
Leatherwood, J.M.	McClintick, H.E.	Myers, J.L.	Portis, M.S.	Settle, C.E.	Stockton, T.B.	Wall, C.W.	Wyman, W.C., Jr.
Lee, D.J.	McCombs, J.A.	Newell, J.K.	Powell, D.N.	Setzer, P.H.	Stokes, E.B.	Wall, R.L.	Wynn, N.W.
Lee, E.D.	McConnell, J.T.	Newman, B.M.	Powell, T.A.	Setzer, R.D.	Strange, L.H.	Wallace, E.L.	Yarbrough, J.B.
Lee, H.J.	McCoy, D.E.	Newman, D.A.	Pyatt, J.L.	Shepherd, B.K.	Suggs, D.L.	Ward, J.A., Jr.	Yates, W.G.
Lee, In-Yong	McIntosh, M.D.	Nolan, D.C.	Queen, H.	Sheriff, J.H.	Suggs, P.K.	Ward, J.R.	Young III, C.S.
Lee, S.T.	McIntyre, A.B.	Northcraft, S.B.	Raines, J.A.	Sherrill, C.G.	Sullivan, D.L.	Ward-Brown, M.J.	Young, H.C., Jr.
Lemons, E.M.	McKelvey, W.H.	Northrup, P.B.	Rainey, S.K.	Sherrill, H.D., Jr.	Summey, R.C.	Warner, S.B.	Yount, P.W., Jr.
Lemons, J.B.	McKim, D.A.	Noyes, D.C.	Ramsey, G.L.	Sherrill, H.M.	Swaim, B.G.	Webb, J.S.	Yow, J.L.
Leonard, D.B.	McKinney, E.D.	O'Ferrell, L.R.	Randolph, R.D.	Sherrill, K.C.	Sweeney, J.A.	Webb, J.T., Jr.	
Lewis, M.W.	McNiel, S.L.	Ollis, J.P.	Rankin, N.B.	Sherrill, R.N.	Sweezy, N.N.	Webb, N.S.	
Lewis, P.A.	Medlin III, W.T.	Orrell, E.H.	Reavis, E.A.	Shives, H.D.	Swofford, M.K.	Webb, S.F.	
Lindquist, C.A., Jr.	Melton, L.M.	Overcash, R.A.	Reece, E.A.	Shoaf, C.H.	Talbert, D.D.	Webb, S.S.	
Lindsey, C.R.	Mendenhall, J.R.	Owen, P.S., Jr.	Reeves, J.R.	Short, D.N.	Talbert, T.R.	Weekley, J.M.	
Lloyd, I.D.	Michael, R.B.	Owens, N.B.	Rhinehart, J.B.	Shuford, M.A.	Tate, J.P.	Weeks, T.W.	
Locke, D.A.	Michael, S.G.	Owens, W.N.	Rice, R.A., Jr.	Sides, S.H.	Taylor, J.L., Jr.	Weiler, M.L.	
Lookadoo, D.G.	Miller, B.R.	Park, P.W.	Riggs, E.R.	Sills, M.R.	Taylor, P.J.	Weisner, R.D.	

CC. CONVOCATION & PASTORS' SCHOOL AT DUKE DIVINITY SCHOOL

The 2018 Convocation & Pastors' School, "Neighboring in a Post-Christendom World," considered the question: *What does it mean for Christians to be a neighbor in a culture that is rapidly changing, where many have little knowledge or interest in religion?* Attendees explored how one can practice and communicate Christian faith, spirituality and hospitality with missional imagination, connecting with the steadfast mission of God. The two-day conference helped pastors and church leaders gain insight and energy to build and strengthen Christian community with renewed integrity.

Held October 8-10, 2018, at Duke Divinity School, the event featured the following presenters:

- L. Gregory Jones, dean of Duke Divinity School;
- Christine Pohl, professor emeritus of Christian Ethics, Asbury Theological Seminary;
- Ian Douglas, bishop diocesan of The Episcopal Church in Connecticut;
- David Goatley, research professor of Theology and Black Church Studies, Duke Divinity School;
- Barbara Brown Taylor, author, teacher, and Episcopal priest; and,
- Cynthia Hale, founder and senior pastor, Ray of Hope Christian Church served as the preacher.

Attendees also participated in worship and their choice of 13 seminars led by faculty, church leaders, and practitioners on topics ranging from "Bible Study for Christian Neighbors" to "Making Room for One More" to "Preaching to Save the Soul of a Nation."

The next Convocation & Pastors' School, "Life That Really Is Life: Cultivating Thriving Communities," will take place October 7-8, 2019. Christian congregations, led by gifted clergy, are crucial to the vitality of thriving communities. When congregations and pastors are faithful and focused on God's dreams, they can be exceptional catalysts, conveners, and curators, drawing people together across diverse sectors, generations, and neighborhoods. They are integral to the formation of thriving communities that are marked by an acknowledgment of the fragility of human life, rooted in issues of suffering and sin, finitude and brokenness, yet that simultaneously nurture hope and wisdom to pursue what 1 Timothy 6:19 calls "the life that really is life." Through this way of living, people of character nurture trust and a vision for the common good, bearing witness to a holistic understanding of human beings and the fullness of the Reign of God.

Confirmed featured presenters include:

- David Brooks, author, op-ed columnist for The New York Times and commentator;
- Anne Snyder Brooks, director of The Character Initiative at The Philanthropy Roundtable;
- Kate Bowler, associate professor of the History of Christianity in North America at Duke Divinity School; and,
- Ralph West, pastor, The Church Without Walls.

Pastors serving churches eligible for grants from The Duke Endowment, current divinity school students, and 2019 graduates of Duke 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 Conferences, and it advises and works with Duke Divinity School to offer a quality continuing education event annually.

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

2016-2020	2017-2021	2018-2022	2019-2023
Terry L. Matthews Joshua Sherfey*	Lauren Anderson Kelley Groce	Heidi Campbell-Robinson Avery White	Darryl Dayson Sue Anne Morris
	*2019-2020 chairperson		

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

Laura Johnson (NC Conference), Chairperson

DD. THE DUKE ENDOWMENT

The Duke Endowment was formed in December of 1924 by the industrialist and philanthropist James B. Duke, who famously said that if it were not for his father and the Methodist Church he would not have amounted to anything. When forming his Endowment, Duke named four areas of focus: higher education, health care, child welfare, and rural United Methodist churches in North Carolina. For 94 years, the Endowment has engaged with rural churches to strengthen their ministries across the conference and state. Formed by the grace and love of God, and led by the Spirit, rural churches understand what it means to “love their neighbors.” Theirs are powerful and faithful stories, which you may experience at the Rural Church Development website: <http://dukeendowment.org/program-areas/rural-church>. In 2018, the Rural Church program area of the Endowment made 42 new grants totaling over \$20.5 million. Grants were made in three work areas: Clergy Leadership, Rural Church Development, and Congregational Outreach.

The vision of the Clergy Leadership work area is to strengthen United Methodist churches by improving the quality and effectiveness of congregational leaders. Much of this is done through three major efforts:

1. The Clergy Health Initiative (CHI), based at Duke Divinity School, advises and informs the conferences, the denomination, and others on issues of clergy well-being. From 2010–2014, the CHI offered Spirited Life, a holistic wellness program, to over 1,000 United Methodist pastors in North Carolina. As a result, significant physical health gains were achieved. CHI has recently rolled out a new effort called *Spirited Life: Selah* aimed at bolstering pastors' ability to thrive in the midst of stressful circumstances.
2. The Thriving Rural Communities Initiative (TRCI) is a collaborative effort among the Endowment, the two conferences in North Carolina, and Duke Divinity School. The program forms and networks strong pastors, dubbed “Rural Fellows,” for service to rural congregations. This year, Joel Bartz and Nina Miller will graduate from Duke Divinity School as a Rural Fellow and begin their ministry under appointment in the Western North Carolina Conference.

The Hispanic House of Studies at Duke Divinity School develops pastoral and congregational capacity for engagement with Latino populations, one of the fastest-growing demographic groups in our state. Interested pastors should contact the Rev. Ruiz-Millan at irmillan@div.duke.edu.

Through the Rural Church Development area of work, the Endowment builds the capacity of United Methodist churches to help address community-wide issues at their roots. This happens primarily through system-level grants to the conferences and other entities who aid congregations in enhancing ministry and mission. With an intentional move away from making building grants, the Endowment now seeks to create the conditions for congregations to thrive and to impact their communities in new and vital ways through grants that support multiple churches engaging in creative ministry.

With the Congregational Outreach area, the Endowment engages already-thriving congregations in programs that serve their communities through specific, outcomes-based food ministries and summer literacy programs. The program is currently seeking highly functional rural (TDE-eligible) congregations to consider implementing six-week summer reading camps that follow a set of Guiding Principles identified as essential for the effort. Churches that are interested in joining this pilot program may reach out Kristen Richardson-Frick, Associate Director of the Rural Church program area.

If you are interested in applying for a grant for a ministry that fits within any of the above work areas, please begin by exploring the website at <http://dukeendowment.org/rural-church-apply-for-a-grant>. There, you will find information about the application process. Please check this website frequently, as grant application and award cycles may shift from year-to-year.

Finally, in August, the Endowment will once again host the Convocation on the Rural Church. With a theme of healing, the Convocation will be led by Dr. Warren Kinghorn and Dr. Melanie Dobson, as well as formative worship leaders and powerful workshop leaders. If you can't be present August 5–7 for Convocation, consider exploring Study Leave, which is available throughout the year at Duke Divinity School and is offered at a significant cost reduction for Endowment pastors. Study Leave allows you to design your own week of learning and gives you access to faculty. If you're interested in learning more, please visit the Endowment's website.

Robb Webb, Director, Rural Church

EE. THE NORTH CAROLINA COUNCIL OF CHURCHES

With 18 denominations representing over 6,200 congregations in N.C., the Council provides incarnational evidence of Christian Unity. By creating unity without expecting uniformity, member bodies collaborate on matters that contribute to the flourishing of God's creation. The Council is grateful to WNCC for their support and for the leadership on its Governing Board provided by Renee Hayes, Trinity, N.C., and Robb Webb, Charlotte, N.C.

Currently the staffed program areas are:

- Ecumenical Immigrant Alliance (EIA), which includes the N.C. Sanctuary Coalition, a collection of faith communities across N.C. who offer public sanctuary sites or collaborating support for immigrants at risk of deportation. Additionally, EIA provides education and advocacy for immigrants in the state through webinars, teach-ins, and online resources. It continues its long-standing work with farmworkers. If your congregation is interested in becoming a sanctuary site or learning more about this work with immigrants or farmworkers, please contact rachel@ncchurches.org.
- N.C. Interfaith Power and Light (NCIPL), which is the only N.C.-based statewide organization that works on addressing the ecological and justice issues of climate change as a faith-based initiative. Efforts include energy efficiency and conservation, increased renewable energy use, and collective low-carbon lifestyle changes. NCIPL programs encourage congregations, clergy, and denominations to know about and speak to the moral dimensions of climate change and environmental justice from a faith perspective. For more information, contact susannah@ncipl.org.
- Partners in Health and Wholeness, which provides tools to help faith communities form healthy habits including exercise, healthy eating, mental health awareness, and smoking cessation. Staff members in Asheville and Charlotte are available to help your congregation. The Council also has a staff member dedicated to education and advocacy around the opioid epidemic. For more information, contact michelle@ncchurches.org.
- Legislative advocacy and interfaith outreach, which helps faith communities connect the needs of their local communities with state policies and laws and, when necessary, empower communities to advocate for positive change. To become engaged with this work, contact lindsay@ncchurches.org.

Over the course of this year, the Governing Board approved the following policy statements, which can be found on our website:

- Statement of Opposition to Constitutional Amendments (September 18, 2018)
- Statement Affirming the Ministry of Sanctuary by Congregations (March 8, 2018)

The Council crafts these statements in keeping with its interpretation of the prophetic witness of the Old Testament and the gospel message of the New Testament.

Currently, other areas of emphasis include public education, gun violence prevention, living wage promotion, criminal justice reform, Medicaid expansion, and redistricting reform. Resources are available online and dedicated staff are available to help your congregation address any of the myriad concerns that arise in this contemporary setting.

Jennifer E. Copeland, Executive Director
www.ncchurches.org

FF. THE GENERAL BOARD OF HIGHER EDUCATION AND MINISTRY

As the leadership development agency of The United Methodist Church, the General Board of Higher Education and Ministry's (GBHEM) mission is to build capacity for United Methodist lay and clergy leaders to discover, claim, and flourish in Christ's calling in their lives. GBHEM creates connections and provides resources to aid in recruitment, education, professional development and spiritual formation. Every elder, deacon, and licensed local pastor benefits from its training and candidacy programs. Many young adults find help in clarifying their vocation and God's call in their lives through its leadership and discernment programs.

GBHEM helps the Western North Carolina Conference by providing scholarships for undergraduate and graduate students, consultation and training for Boards of Ordained Ministry as they credential clergy, orientation training for new district superintendents, special events and resources to help young adults discern a call to clergy ministry, developmental consultation and gatherings for campus ministry, and much more.

Accomplishments in 2018: GBHEM solidified plans to establish a center for leadership development and spiritual formation, as affirmed by its board of directors in March. The Rev. Dr. Kim Cape, GBHEM's general secretary, observed that the agency's work is "to be the balcony view for the denomination's leadership formation and development, and then resource our denominational leadership process with the end in mind. I see our role as being on the balcony for the whole denomination, keeping the church connected in its diversity, as we hold the tension between connectional and contextual." GBHEM is actively determining the competencies that leaders of today and tomorrow will need, based on extensive research. It is exploring ways of providing these services through a range of means, such as face-to-face training, online conferencing, consulting, and recommending resources and experts.

The Office of Loans and Scholarships announced an increase in the maximum amount of money United Methodist students can borrow to pursue their education. Students can now borrow up to \$10,000 per calendar year (January through December) with a lifetime maximum of \$40,000. On average, the agency distributes \$5.5 million in scholarships annually. The scholarships shape today's and tomorrow's leaders.

GBHEM's primary goals for 2019: Following up on its decision to establish a leadership development and spiritual formation center, GBHEM's focus in 2019 will be to enhance its capacity to serve as the denomination's primary resource for the development and spiritual formation of leaders. Research on United Methodists' needs and on future trends will inform the new ways that the agency will prepare leaders for the church and the world in 2019 and beyond. A significant initiative will be "The Awakened Life," a book and practices for collegiate ministers as they help students tend to their emotional well-being (one of the greatest health issues for students). For conferences as they identify and form new clergy and identify district superintendents, the agency developed EM360, a process for evaluating clergy and helping pastors and churches shape and follow a mission and ministry plan.

Watch for a redesign of GBHEM's web site to appear this summer: www.gbhem.org. The design aims to make the site easier to navigate.

Victoria Rebeck, Director of Public Relations
1001 19th Ave S, Nashville, TN 37212

GG. HINTON RURAL LIFE CENTER

Hinton Center in Hayesville, N.C., is a retreat and missions outreach agency of the Southeastern Jurisdiction (SEJ), with the mission statement “Inspired by Jesus Christ, Hinton Rural Life Center’s purpose is to engage individuals, congregations, and communities in transformation through retreat ministry and missional outreach.”

“Don’t just go to church. Be the Church.” Like a church, Hinton Center’s campus is a physical place where people come to worship, learn, and serve, as well as to retreat, reflect, and renew. But Hinton is more than just a place. Through its ministries and missions outreach opportunities, Hinton engages individuals, groups, churches, and organizations—both local and from across the jurisdiction—in ways that impact its rural Appalachian community, improve quality of life, and give hope. Hinton focuses on loving God and loving neighbor, in the hope that everyone who connects with Hinton—guest, volunteer, workshop participant, local homeowner, or business owner—experiences God’s transforming love.

Guided by its 2016 Quality of Life Study, Hinton Center has made homes safer and healthier, encouraged understanding of mental health and substance use, and promoted community-wide volunteer opportunities. Hinton has been awarded numerous grants and has continued to strengthen its ministries both on and off campus. Hinton’s 2018 ministry highlights include:

- Received over \$575,000 in grants, including funding for:
 - Youth and adult leadership programs, funded by a grant from the The Duke Endowment.
 - Mental Health First Aid training, through the Evergreen Foundation; Hinton staff have trained educators in the Clay County and Cherokee County school systems, as well as community members in the three-county area served.
 - Young Clergy Initiative funding, from the United Methodist General Board of Higher Education and Ministry; this funding supported a leadership training event for high school youth interested in serving as future summer mission outreach staff.
- Served 334 families through its Firewood, Christmas Cares, and Safe and Healthy Home Repair ministries.
- Completed 237 home repair projects for 29 homes.
- Hosted 51 church mission teams, with 46 from the SEJ.
- Completed its Lakeside Worship Center, with significant help from the NOMADS team led by Jim and Mary Jo Reeves; began hosting an annual Easter Sunrise Service there.
- Launched a regional Volunteer Center promoting ministry through service in the community, with over 25,000 volunteer hours in 2018.
- Produced 785 pounds of food from the Hinton garden, used in its dining services and distributed to food programs in the community.

In 2019 Hinton Center launched two initiatives to promote, throughout the SEJ, its resources and missions opportunities:

- The Hinton Ambassadors Ministry equips 10 clergy from different annual conferences in the jurisdiction to represent Hinton and serve as an information resource in their annual conferences. They include: David Fuquay (Fla.); Laura Plaster (Holston); Ed Trimmer (Tenn.); Adlene Kufarimai (N Ala.); Shannon Boaz (Ky.); Joshua Goocey (N.C.); Rebekah Ralph (W N.C.); Ed Archer (N Ga.); Bill Culpepper (S Ga.); Jonathan Tompkins (S.C.).
- Hinton is helping to sponsor FCF Confirm confirmation retreats at Lake Junaluska. Hinton’s presence at these retreats is introducing a new generation of United Methodists to Hinton Rural Life Center as a place where they can go to retreat and serve . . . and BE the Church!

Jacqueline Gottlieb, President and CEO
(828) 389-8336 | info@hintoncenter.org | www.hintoncenter.org

HH. LAKE JUNALUSKA ASSEMBLY, INC.

The leadership at Lake Junaluska is happy to report that it continues to live into its mission “to be a place of Christian hospitality where lives are transformed through renewal of soul, mind, and body.”

During the past year, it has developed a vision “to become known as the most welcoming and inviting place for personal renewal in the United States.” Great strides have been made by improving infrastructure that positions the Conference Center to continue meeting the needs of all guests, accomplishing its mission and building a sustainable model for the future to improve guest satisfaction and overall excellence.

Under the leadership of the Director of Programming, the Rev. Mitzi Johnson, Lake Junaluska has seen a revitalization of its youth ministry as it continues to strive to be a place that connects more youth to Christ through meaningful ministry, recreation, and education programs. In the past year, almost \$1.5 million in charitable giving has been dedicated to youth ministry, allowing for improvements to youth housing and Shackford Hall, a more modern worship environment, new technology, increased staffing, access to a consultant, and improved outreach to youth groups. Lake Junaluska is also excited to announce that it will soon begin a major renovation of the youth dining facilities.

Lake Junaluska continues to experience transformation through reinvestment back into its facilities and grounds. Its commitment to transformation manifested in 2018 with more than \$5 million in improvements, including a \$3.2 million interior renovation to Lambuth Inn, the historic inn perched high over Lake Junaluska near Inspiration Point. Other improvements included the completion of restoration to the bridge over the dam, the installation of beautiful Tennessee flagstone on the Labyrinth path, renovation of the boat pier, and construction of a new meditation and fishing pier along the Walking Trail at the south end of the Memorial Chapel parking lot.

The leadership and staff invite you to visit Lake Junaluska for a conference, a retreat, or a vacation. The lake and surrounding mountains will provide the perfect setting for you to be transformed and renewed.

Ken Howle, Executive Director

II. UNITED METHODIST SCHOOLS OF THEOLOGY AND UNIVERSITIES

1. BOSTON UNIVERSITY SCHOOL OF THEOLOGY

Greetings from Boston University School of Theology (BUSTH) to the Western North Carolina Conference.

Breaking News:

- Students: The school continues to increase and celebrate diversity in the student body, creating remarkable opportunities for in-depth exchanges and fruitful collaboration.
- Faculty: Two amazing new faculty members started this year: Shively Smith as Assistant Professor of New Testament, and Nicolette Manglos-Weber as Assistant Professor of Religion and Society.
- Online Lifelong Learning: A new Online Lifelong Learning Program will soon launch at the school, offering webinars, workshops, and reading groups for professional enrichment.
- Scholarships: Free tuition to UMC registered candidates for ordained ministry continue to be offered, and building student scholarships and housing remains a central campaign priority. New scholarships include the Korean Student and African Student Scholarships, and leadership fellowships for promising leaders: Raíces Latinas for Latinx leaders, Sacred Worth for leaders in the LGBTQIA+ community, Howard Thurman for African-American leadership, and Indigenous Studies Fellowships.
- Faith and Ecological Justice Program: This new student program undertakes initiatives to increase ecological awareness, education, and activism in ecological justice.
- Theology and the Arts Initiatives: Recent exhibits and events include “Moments in Time” and “Transcending Conflict.”
- Grants: Henry Luce Foundation has awarded a three-year grant to support the Educating Effective Chaplains Project. The grant supports work with other seminaries to develop models that can better prepare chaplains for effective ministry.
- Website: After several years of planning, a new school website will launch fall semester 2019.

Partnering for Ministry and Transformation:

Preparing students for ministry means meaningful partnerships with the local spiritual community.

- Creative Callings: This vocational project is an exciting partnership with local churches, seeking to create “a culture of call.” It is sponsored through a grant from the Lilly Endowment.
- Engagement with the UMC: Many of the school’s students were delegates, project leaders and assistants, and class participants in General Conference 2019.
- Congregational courses: The Continuing Scholar program offers current BUSTH courses to alums and local clergy as continuing education credit for a small fee per course.
- Doctor of Ministry: The D.Min. in Transformational Leadership is soaring, with lively student cohorts that are broadly ecumenical, culturally diverse, and global. The model includes intensives, online courses, and faculty mentoring.
- Religion and Conflict Transformation Clinic: The clinic provides internships and workshops that foster justice and peace-building.
- Travel seminars: These courses engage students with immersion journeys to the Arizona-Mexican border, Israel and Palestine, Argentina, and other sites of learning and ministry. Attendees from the recent Serbia and Croatia Seminar presented to the 2018 Parliament of the World’s Religions in Toronto, Canada.
- Ecumenical partnerships: The school continues to build robust Communities of Learning with the Episcopal Church and United Church of Christ, and will develop new communities with the Unitarian Universalist and Baptist Churches.
- Partnership with Hebrew College: The school is enriching interreligious learning through joint courses and public events, and also co-sponsor The Journal of Interreligious Studies and State of Formation cohort of emerging leaders.

Taking Action Globally and Locally:

- Campus action: Work to improve accessibility and sustainability. BUSTH is the first certified Green School in BU, and participates actively in the Green Seminary Initiative. It has also been named as one of the “Seminaries that Change the World” for the second consecutive year.
- Internships in global service and peacemaking: Internships that support students who engage in ministry with churches and service organizations across the world are provided.

Commitment to Justice:

Celebrating differences while joining in action.

- Faculty and students: Both have led and participated in UMCOR; support efforts with victims of hurricanes and fires; protests on behalf of Puerto Rico, Texas, and Florida; protests of white supremacist movements; services with immigrants and DACA young people; and ecumenical and interreligious witnesses for justice in the city of Boston.
- Student-led Town Hall meetings: The community has had deep conversations on issues that divide (including theological differences). The school seeks to foster respectful listening that builds community life and communal action.

Other Notable News:

- 2019 marks the 180th year of the School of Theology, originally founded as the Newbury Bible Institute in 1839.
- Major development campaign for BUSTH will end in September 2019, and the school continues working toward grand success for the future and the vitality of ministries.

As BUSTH looks to the future, it celebrates transformational leaders of The United Methodist Church, who keep the word of Jesus Christ alive.

bu.edu/sth • sthcomm@bu.edu • 617-353-3052

Mary Elizabeth Moore, Dean
Kimberly Macdonald, Manager, Marketing and Communications

2. CANDLER SCHOOL OF THEOLOGY

For more than 100 years, Candler School of Theology at Emory University has prepared real people to make a real difference in the real world. Since the founding in 1914, more than 10,000 students have graduated from Candler, where they have been shaped as thoughtful, principled, and courageous leaders dedicated to transforming the world in the name of Jesus Christ.

This is especially important to note amid the current uncertainty in the Methodist denomination. It is an honor and a privilege for Candler to be one of 13 official seminaries of The United Methodist Church. Yet true to the Methodist tradition of ecumenical openness, Candler has enthusiastically welcomed the entire Wesleyan family to the community for generations. Faculty, staff, and students from the AME Church, the AMEZ Church, the CME Church, Free Methodists, Nazarenes, and others have worked, worshiped, learned, and prayed alongside United Methodists, and have been a vital part of shaping Candler and the mission. This diversity has been a wonderful gift and a rich blessing. As Candler moves forward from the Special Session of General Conference, the school will continue to invite and welcome wholeheartedly those from all expressions of the Wesleyan tradition and continue to welcome all those who follow Jesus Christ.

Candler is also privileged to be one of seven graduate professional schools of Emory University in Atlanta. With the resources of a top-tier research institution and the reach of a global city, our students benefit from a rich academic and hands-on learning environment: The General Board of Global Ministries is in Atlanta, as are numerous public health, international development, and social service organizations. Candler's intentional involvement with the surrounding community has contributed to the inclusion on a list of "Seminaries that Change the World" for six years running. In short, there is no better place to prepare for ministry that engages our major denominational priorities: developing leaders, starting and growing churches, ministry with the poor, and improving global health.

In order to keep pace with the needs of the church and the world, Candler offers 16 degrees: six single degrees and ten dual degrees pairing theology with bioethics, business, international development, law, public health, and social work. The Doctor of Ministry degree is 90 percent online, so students can remain in their places of ministry and immediately apply to their context what they learn in class. The Teaching Parish program allows eligible United Methodist students to serve as pastors in local churches while they are enrolled—they earn a salary as they earn course credit and pastoral experience, plus they are mentored by an experienced United Methodist elder.

Candler's student body continues to reflect the diversity and breadth of the Christian faithful, with an enrollment of 453, reflecting 51 percent women, 39 percent people of color (U.S.), and a median age of 27 among M.Div.s. Students represent 44 denominations, with half coming from the Methodist family.

Candler has a deep commitment to alleviating student debt and promoting financial literacy. In 2018-2019, we awarded \$5.8 million in Candler scholarships, with 100 percent of M.Div. students receiving aid. Plus, our comprehensive "Faith & Finance" program teaches money management skills that serve students now and will continue to serve them—and the churches they lead—well into the future.

Candler draws considerable strength and inspiration from its relationship with The United Methodist Church. Our ability to fulfill the mission of educating faithful and creative leaders for the church's ministries throughout the world depends upon prayers, partnership, and support. Thank you for the countless ways you advance this vital ministry in the life of the denomination. Visit the school in person or online at candler.emory.edu to see firsthand how Candler prepares real people to make a real difference in the real world.

Jan Love, Mary Lee Hardin Willard Dean and Professor of Christianity and World Politics

3. DUKE DIVINITY SCHOOL

In August of 2018, L. Gregory Jones, the Ruth W. and A. Morris Williams Jr. Distinguished Professor of Theology and Christian Ministry, began serving as dean following Elaine Heath's departure. Jones, who earned M.Div. and Ph.D. degrees from Duke, was previously dean of Duke Divinity from 1997–2010. Jones was asked to lead the school in enhancing its ties with church constituencies, strengthening its academic credibility, attending to cultural challenges, and addressing financial challenges. As he assumed the role of dean, Jones noted, "We need to build bridges across various divides in the church, the academy, and across society. Christian faith can play a significant role in this bridge building." This academic year Duke Divinity School has been working steadily on these tasks.

Admissions: Duke Divinity School welcomed an entering class of approximately 200 new students from 30 different states and several countries, including China, South Korea, the UK, and Zimbabwe. The Master of Divinity program remains central to the school's identity, enrolling 112 students. The Master of Theological Studies and Master of Arts in Christian Practice programs received enrollments of 24 students and 14 students, respectively. The Master of Theology (nine students), Doctor of Ministry (22 students), and Doctor of Theology (four students) programs all had strong enrollment. The new Certificate in Theology and Health Care saw enrollment double this year to eight students. The ages of students enrolled in the M.Div. program range from 21 to 69, with a median age of 23, and students from minority groups comprised more than 22 percent of incoming M.Div. students, with Black students making up 15 percent. Across all degree programs at the Divinity School, 32 percent of the incoming class identified as a race/ethnicity other than White (an increase from 26 percent last year). Black students made up 18 percent of all students; Hispanic students, two percent; Asian students, seven percent; and Native American students, one percent. For the first time, the majority of students entering the Doctor of Ministry program identify as an ethnic group other than White. Female students made up 51 percent of incoming M.Div. students, while males were 49 percent. It was only the second time in school history that the incoming cohort of M.Div. students had a female majority (2005 being the other year). Across the degree programs, 42 percent of

students in the incoming class were female, and 58 percent were male. There were 23 denominations represented in the M.Div. entering class, with 55 percent affiliated with The United Methodist Church (up from 41 percent last year). Nondenominational students made up 17 percent of the new M.Div. students; Baptists, eight percent; and Anglican-Episcopal, three percent.

New Faculty: Several new faculty members joined the Divinity School community in July 2018, demonstrating Duke Divinity School's ongoing commitment to the church, the academy, and the church's witness in the world.

- Christopher Beeley, the Jack and Barbara Bovender Professor of Theology, Anglican Studies, and Ministry and director of the Anglican-Episcopal House of Studies, is an Anglican priest and a founding member of the Episcopal Gathering of Leaders. He has ministered in parishes in Texas, Indiana, Virginia, and Connecticut. Prior to joining the Duke faculty, Beeley taught for 16 years at Yale Divinity School.
- David Emmanuel Goatley, research professor of theology and Black church studies and director of the Office of Black Church Studies, is ordained in the National Baptist Convention, USA, and serves in leadership capacities with the NAACP, Lott Carey Baptist Foreign Mission Society, and the Baptist World Alliance and the World Council of Churches. He was the executive director of the Lott Carey Baptist Foreign Mission Society for 23 years.
- Jan Holton, associate professor of the practice of pastoral theology and care, is an ordained elder in the Virginia Annual Conference of the United Methodist Church. Holton most recently served in an extension ministry with Integrated Refugee and Immigrant Services (IRIS) in New Haven, Conn., and was a member of the faculty at Yale Divinity School from 2006 to 2015.
- Patrick T. Smith, associate research professor of theological ethics and bioethics and a senior fellow at the Kenan Institute for Ethics at Duke University, is also associate faculty with Trent Center for Bioethics, Humanities, and the History of Medicine. Smith is licensed and ordained with the National Baptist Convention, USA, and comes to Duke from Gordon-Conwell Theological Seminary and Harvard Medical School.

United Methodists: Professor Kate Bowler's memoir, *Everything Happens for a Reason: And Other Lies I've Loved*, made *The New York Times*' hardcover nonfiction bestseller list and received significant national recognition in mainstream and Christian media. The related podcast, "Everything Happens with Kate Bowler," returns for a second season with new episodes on how people have faced dark times in their lives. Bowler, Sujin Pak, and Edgardo Colon-Emeric, all United Methodist faculty members, received tenure and promotion to the rank of associate professor in recent months. On July 1, 2018, Pak began serving as vice dean of academic affairs and Colon-Emeric started as director of the Center for Reconciliation. Jeff Conklin-Miller began serving as director of the Methodist House of Studies at the same time. Beginning February 1, 2019, Lacey Warner fills the new role of associate dean for Wesleyan engagement.

Looking to the Future: The Divinity School continues to discern fresh strategies to respond faithfully and wisely to the changing dynamics of the church, the academy, and the world. An example of its strategic work is a new focus throughout the school on Thriving Communities. Through this focus it is concentrating on the centrality of healthy congregations and gifted pastors in cultivating thriving communities. This approach offers opportunities to build on Duke Divinity School's traditional strengths, but in a new key. The school looks forward to cultivating even stronger synergies among its work with the Clergy Health Initiative, Thriving Rural Communities, Hispanic House of Studies, and a revised Field Education program (all generously supported by The Duke Endowment), alongside longstanding commitments to the Office of Black Church Studies, the Anglican-Episcopal and Baptist Houses of Study, and initiatives in Leadership Education, Theology and the Arts, and Theology, Medicine, and Culture.

Duke Divinity School is grateful for the strong ties that bind "the people called Methodist," and it looks forward to serving together to bear witness to God's future with hope.

L. Gregory Jones, Dean

4. GAMMON THEOLOGICAL SEMINARY

Gammon Theological Seminary, located in Atlanta, Ga., is the United Methodist constituent member of the Interdenominational Theological Center (ITC), a consortium of historically African-American theological schools. Gammon/ITC is a coeducational professional graduate school of theology. Its faculty personifies vigorous scholarship, rigorous academic discipline, and significant research in the service of the church and other communities in the world. Gammon/ITC is the world's premier resource for Black church scholarship and faith-based solutions to the spiritual and socioeconomic challenges confronting the African-American community and beyond.

Founded in 1883 by the Methodist Episcopal Church and with assistance from the Freedman's Aid Society, today Gammon Theological Seminary is one of the 13 theological schools of The United Methodist Church. The faculty and administration of Gammon/ITC create an environment in which critical thinking, investigative reflection, decision making, and responsible action are fostered. Gammon/ITC is a member of the Atlanta University Center Complex, the world's largest enterprise of African-American higher education. It is also a member of The University Center of Georgia and the Atlanta Theological Association. The school is fully accredited by the Association of Theological Schools and the Southern Association of Colleges and Schools.

Gammon/ITC offers the following degree programs: Master of Divinity, Master of Arts in Christian Education, and Doctor of Ministry. Admission is open to qualified men and women of The United Methodist Church.

The support of the Western North Carolina Annual Conference helps Gammon/ITC students carry on a proud tradition. They are taught to think independently and communicate effectively. They are also challenged to become involved in finding solutions to problems that affect the human condition, and to become active in the community beyond this campus. Additionally, graduates of this institution are encouraged to maintain a lifelong desire for intellectual growth, spiritual development, and the acquisition of skills for the practice of ministry.

Gammon/ITC has had a very exciting and busy year living out its mission, which is to recruit, support, and educate pastors and leaders for The United Methodist Church. Gammon Theological Seminary is extremely grateful to this Annual Conference for your support of theological education, and for your commitment to ensuring that God's church will be served by persons who are called and trained to lead us forward.

Ken J. Walden, President-Dean
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5. METHODIST THEOLOGICAL SCHOOL IN OHIO

Full-tuition pledge extended to those pursuing United Methodist candidacy

MTSO has announced a groundbreaking full-tuition pledge to every prospective student who is pursuing United Methodist candidacy as an elder or deacon. The school's financial-aid experts will assist the prospective student in locating and applying for scholarships from numerous sources. If scholarships from those sources don't cover the full tuition, MTSO and its donors will make up the difference, leaving the student with no out-of-pocket tuition expense. This pledge is extended to qualified prospective students who apply by July 1 for the 2019-20 academic year. The MTSO admissions staff is happy to answer questions at 800-333-6876 or admissions@mtso.edu.

Master of Arts in Social Justice program launched

In August of 2019, MTSO will welcome the first students pursuing the school's new Master of Arts in Social Justice degree. This 39-hour, two-year professional master's degree takes full advantage of MTSO's unique ethos. The MASJ offers an interdisciplinary core curriculum combining ethics, theology, public leadership, sacred texts and spirituality. Students also will choose from among social justice-oriented elective courses to sharpen their focus in areas of interest such as race, immigration, human sexuality, climate, disability and labor exploitation. MASJ core classes include on-campus and online learning. All on-campus core classes will meet on Monday and Wednesday evenings. Coursework includes a cross-cultural immersion trip and a customizable 280-hour internship.

Ohio Northern and MTSO announce 3+3 M.Div. program

Ohio Northern University and MTSO have teamed up to offer incoming college students a unique 3+3 program leading to a Master of Divinity degree. The program is the only one of its kind in Ohio and one of only a few in the country. The typical path to an M.Div. requires seven years of undergrad and graduate study. Through the 3+3 program, students will save time and money by completing the degree in six years. Starting the program at ONU in Ada, they may choose one of three majors: religion, youth ministry, or religion and ecology. The next step is three years of study at MTSO. After the first year at MTSO, 3+3 students will complete a Bachelor of Arts degree from ONU. After completion of seminary coursework, each will earn an MTSO M.Div

Danny Russell, Director of Communications

6. UNITED THEOLOGICAL SEMINARY

459 men and women are being equipped as faithful, fruitful pastors and Christian leaders for the Church:¹

292 Masters Students
167 Doctoral Students

Third largest United Methodist seminary in the United States²

Founded nearly 150 years ago by Bishop Milton Wright, father of famed aviators Wilbur and Orville Wright, United has continued that spirit of innovation through:

Online degrees:

- 98% of master's students have taken one or more course online while studying at United.
- United students live in 39 different states.
- Week-long intensives fulfill UMC residency requirements.

Live Interactive Virtual Education (LIVE):

- New grant brings the latest technology in virtual education.
- Participate in on-campus courses via webcam and enjoy live lectures and real-time discussion with faculty and peers.

Doctor of Ministry Degree:

- Become a doctor for the Church, addressing a real problem or challenge in your church or community.
- Study under a mentor who is an expert in their field and learn alongside a small group of dedicated peers.
- 3-year program that allows you to complete project as you go, leading to a 78% program graduation rate in 2017 (vs. 54% average among other seminaries)³

Practical education designed to resource the Church:

- The majority of United faculty have pastored churches.
- 91% of entering United students are already serving in ministry, bringing that context to the classroom.

A focus on Church Renewal:

- 165 Course of Study students⁴
- 42 students in the Hispanic Christian Academy (3-year Spanish online course of ministry program for Hispanic lay pastors and leaders)^v
- Certificates in Church Planting, Disability Ministry, and Supervision

Academic and Spiritual Growth:

- 95% of students say the United community supports both the academic and spiritual growth.⁵

Diverse Christian Views:

- Over 30 different denominations
- 19 international students from 15 different countries
- 96% of students feel their views are respected in the classroom/seminary community and say they have been taught to respect the views of others.
- 47% of students who reported are African-American, 43% Caucasian and 10% represent other ethnicities

The seminary thanks God for the men and women coming to United because God has called them to serve the least and the lost. The seminary also prays as the Lord Jesus instructed his disciples saying, “The harvest is plentiful, but the laborers are few; therefore ask the Lord of the harvest to send out laborers into his harvest” (Luke 10:2).

Kent Millard, President

(Endnotes)

- 1 Data represents Fall 2018 headcount enrollment, unless otherwise specified.
- 2 ATS 2017-2018 Annual Data Tables. Data represents Fall 2017 headcount enrollment.
- 3 ATS 2017-2018 Strategic Information Report for United Theological Seminary. Graduation rates represent the percentage of students who were able to complete their chosen degree within a specified period of time which approximates two times the normal length of the degree.
- 4 Data represents unduplicated headcount enrollment in the 2017-2018 academic year.
- 5 United Theological Seminary 2017-2018 Student Satisfaction Survey, in which 30% of students responded.

7. WESLEY THEOLOGICAL SEMINARY

Celebrating its 60th year in Washington, D.C., Wesley Theological Seminary has equipped Christian leadership for nearly 150 years. Wesley prepares students to lead innovative ministries while remaining grounded in biblical and theological traditions. President David McAllister-Wilson writes in his new book, *A New Church and a New Seminary*, “Leadership requires a seminary to foster both wisdom and courage.”

Wesley’s faculty is chosen to prepare these kinds of leaders. In the past year, the seminary welcomed Academic Dean Phil Wingeier-Rayo, Ph.D., plus two new faculty, the Rev. Lorena Parrish, Ph.D., Associate Professor of Urban Ministries and Director of the Community Engagement Institute, and the Rev. Anna Petrin, Ph.D., Associate Professor of Worship and Chapel Elder. Learn more about all the remarkable scholars on Wesley’s faculty at <https://www.wesleyseminary.edu/faculty-2/>.

Whether one is clergy or laity, an alumnus or a prospective student, looking for master’s or doctoral work, continuing education or simply deeper knowledge, Wesley stands ready with support for a current or future call to ministry. Here are a few ways Wesley can help grow the wisdom of the faith and the courage to lead.

Wesley offers an 81-hour Master of Divinity, a 36-hour Master of Arts, and a 60-hour Master of Theological Studies. Wesley equips all those called to serve for ordained Elder and Deacon ministries, or to other ministries beyond the pulpit.

Some are able to take advantage of Wesley’s modern and affordable on-campus housing and food service as full-time residential students, living in an exciting international capital. But the seminary understands the struggle to balance life, family, ministry, and finances. So Wesley’s Master of Divinity degree can now be completed via online, weekend, short-term intensive, and weeknight courses in five years, designed for those with busy ministry, work, and family lives. Check out upcoming flexible course offerings for Summer and Fall 2019 at <http://www.wesleyseminary.edu/admissions/try-a-class-3/>.

In partnership with Shenandoah University, Wesley’s 3+3 Fast Track B.A./M.Div. program lets students enter ministry with less debt after earning their degrees in six years. Learn more at www.wesleyseminary.edu/3+3degrees.

Wesley provides more than \$2 million annually in scholarships thanks to the consistent support of graduates, congregations and friends. The new Generación Latinx Scholarship joins the many merit-based scholarships that enable students to afford seminary education. The Community Engagement Institute at Wesley embraces a vibrant vision to be the premier learning center for churches and faith-based organization who seek to innovatively engage their communities. Wesley’s Community Engagement Fellows program prepares students to engage in entrepreneurial ministry. Generous stipends are available for each Fellow while they complete their M.Div. degree. Students can focus their fellowship on Public Theology, Urban Ministry or Missional Church. Meet Wesley’s current Fellows at <https://www.wesleyseminary.edu/admissions/community-engagement-fellows/>.

Wesley is a leader in Doctor of Ministry programs in specialized tracks that can include international study. Their 2020 tracks will include Church Leadership Excellence, offered in conjunction with Wesley’s internationally respected Lewis Center for Church Leadership and Life Together: Spirituality for Transforming Community, and a track designed for military chaplains. Find out more or apply at www.wesleyseminary.edu/ice/programs/public-theology/public-life.

Wesley also offers opportunities for individual study without pursuing a degree. The Certificate in Faith and Public Life explores the foundations of public theology, religious freedom, and civil discourse through graduate courses. For more information, visit www.wesleyseminary.edu/ice/programs/public-theology/public-life/.

A Certificate in Wesleyan Studies is available online via the Wesley Theological Seminary Lay Academy. Topics include United Methodist identity, early church history, Christian ethics, interfaith relations, and the intersection of faith and science. The courses can also be taken for personal education and enrichment. More information can be found at www.beadisciple.com/wesley/.

The Lewis Center for Church Leadership continues to be on the leading edge of research for the local church. The Lewis Center's Leading Ideas e-newsletter is now the go-to source for over 20,000 people in ministry each week. This resource also launched a new podcast – Leading Ideas Talk. Sign up or listen at www.churchleadership.com/. Be sure to look for new practical online courses at lewisonlinelearning.org.

From their new location at The Methodist Building on Capitol Hill, the Center for Public Theology, under the leadership of Distinguished Professor of Public Theology Mike McCurry, equips pastors, seminarians, people of faith, and the media to create spaces for civil dialogue at the intersection of religion and politics. In its second year, the Center's Faith and Public Life Immersion for undergraduates offers a week-long experience of study and encounters with public theologians and those advocating for justice in Washington. For more information, visit <http://www.wesleyseminary.edu/ice/programs/public-theology/>.

The Luce Center for the Arts and Religion is the only seminary-based program uniting arts and theology. The Luce Center offers regular classes and workshops with visiting artists. For information on past and upcoming opportunities visit www.luceartsandreligion.org.

The innovative online Health Minister Certificate Program prepares congregations for public health work in their parishes. Contact Tom Pruski at tpruski@wesleyseminary.edu for more information or to register for future certificate classes.

The African American Church Studies Master of Divinity specialization gives contextual preparation for the opportunities and challenges future leaders may encounter in African American churches, while the Public Theology specialization allows master's degree students to gain community leadership and advocacy skills. Learn more at <https://www.wesleyseminary.edu/admissions/african-american-church-studies/> or <https://www.wesleyseminary.edu/ice/programs/public-theology/>.

Through the Wesley Innovation Hub, a research project funded by the Lilly Endowment, the seminary is working with 20 local congregations to design innovative ministries as models for ministry by and for young adults. Follow the work and connect with resources at www.wesleyseminary.edu/wesley-innovation-hub/.

Contact Wesley at (202) 885-8659 or admissions@wesleyseminary.edu about how Wesley's degree programs can equip students for their next step in ministry.

Ready to join in Wesley's mission? Find out more about how to be part of the future of Wesley at www.wesleyseminary.edu/support/. Join the Wesley Community online via Wesley's social media, www.facebook.com/wesleyseminary/, on Instagram [@wesleyseminary](https://www.instagram.com/wesleyseminary/), and on Twitter at WesleyTheoSem or sign up for the electronic newsletter, eCalling, at www.wesleyseminary.edu/ecalling

David McAllister-Wilson, President
www.wesleyseminary.edu



8. AFRICA UNIVERSITY

Africa University thrives in ministry because of the steadfast support of local congregations of The United Methodist Church. Africa University is grateful to the leaders and members of the Western North Carolina Conference for prioritizing its ministry with the contribution of 89.15 percent of the asking to the Africa University Fund (AUF) apportionment in 2018. The students, faculty, and staff value every gift and thank the conference for its generosity in opening doors and equipping young people to be difference-makers. The Africa University community is especially humbled by the sacrifices that are being made as the Western North Carolina Conference strives to establish a tradition of 100 percent support for the AUF.

Through its investment in the Africa University Fund, the Western North Carolina Conference continues to affirm the university's core mission of nurturing leaders who help communities to know Jesus Christ, and to experience peace, sustainable livelihoods, food security, and abundant health. Thank you, Western North Carolina United Methodists, for the steadfast commitment and strong support.

Institutional Update:

- Africa University remains a top choice for African young people who are seeking a relevant and life-changing educational experience. In 2018, Africa University enrolled more than 700 new students and maintained an overall enrollment of around 2,000 students. Students from 25 African countries comprised the student body. Women made up 53 percent of the student population, which is almost twice the average for African higher education institutions.
- Throughout 2018, Africa University weathered the challenges of Zimbabwe's depressed and uncertain socio-economic environment with creativity and prudence. The university delivered teaching, learning, and community service activities of high-quality without interruption, while also renewing and expanding its infrastructure. Key enhancements in 2018 included the refurbishment of three residence halls for women students and the full implementation of an ERP software system to integrate and manage all facets of the university's operations.
- For the first time in five years, there is new construction on the Africa University campus thanks to a 25th anniversary gift from Highland Park United Methodist Church in Dallas, TX. In December 2018, work began on the foundation for a new residence hall. The university subsequently broke ground for the construction of phase two of its Student Union and Cafeteria building. Both projects are progressing well and are expected to be fully in use by August 2020.
- With conflict, poverty, and the impact of climate change persisting as the key drivers of food insecurity and the rise in internal displacement, migration, and refugee-hood in Africa, the university consolidated its position as a trailblazer by offering new graduate training and research opportunities. Africa University has also continued to provide scholarships for refugee women so that their experiences, talents, and ideas are integrated into the search for sustainable solutions.
- Africa University delivered critical data for reducing malaria deaths in southern Africa and controlling the spread of insect-borne diseases world-wide. AU's insectary—a laboratory for rearing and studying live insects, such as mosquitos—shares its findings through the Southern Africa Centers of Excellence for Malaria Research. This data informs regional policies, practices, and malaria control efforts.

The students, faculty, administrators and trustees of Africa University thank the members of the Western North Carolina Conference for their prayers and support, which continue to grow and sustain this ministry. Thank you for all that the conference has sown into Africa University over the past 27 years. As Africa University and the Western North Carolina Conference move forward together in missional engagement, trust in God's unending grace for the increase.

James H. Salley, Associate Vice Chancellor for Institutional Advancement
www.support-africauniversity.org

