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Dear Sisters and Brothers in Christ,

Welcome to the 2018 North Georgia Annual Conference of The United Methodist Church. It is a gift to me to be on a journey together with you. I am anticipating a meaningful time together at this 152nd session of the Annual Conference as we worship, listen and learn from one another.

Our conference theme this year is “Moving Toward Perfection in Love” and our focus will be on spiritual disciplines. I chose this theme and focus because the foundation of our lives individually and as a community must be grounded in prayer and disciplined spiritual practices. The Holy Spirit moves through us when we listen.

In this session we will worship together and pray together. We will be inspired to deepen our prayer life in daily sessions on spiritual disciplines led by leaders from here in our conference. Extensive planning has gone into our four worship services. Those services will again be led by excellent practitioners from here in North Georgia.

We will collect a special offering to benefit our conference’s Ministerial Education Fund. Each of us benefits from the education of our clergy and together we can ease the burden of the expense of that education. Join the effort by giving generously to our special offering.

Please join me in praying daily for our time together. Pray for one another. We will be further along on our journey together if each of us arrives “prayed up”! I encourage you to read a book that will prepare us for our time together: Soul Feast: An Invitation to the Christian Spiritual Life by Marjorie J. Thompson. You are also invited to join our clergy in reading: Anatomy of Peace from the Arbinger Institute and Crucial Conversations by Ron McMillan, Kerry Patterson, Joseph Grenny, and Al Switzler.

In closing, I’d like to share with you a verse from scripture that I have been focused on this season. "As God’s chosen ones, holy and beloved, clothe yourselves with compassion, kindness, humility, meekness, and patience. Bear with one another and, if anyone has a complaint against another, forgive each other; just as the Lord has forgiven you, so you also must forgive. Above all, clothe yourselves with love, which binds everything together in perfect harmony. And let the peace of Christ rule in your hearts, to which indeed you were called in the one body. And be thankful.” —Colossians 3:12-15 (NRSV)

Grace and peace to you,
Dear Members of the 2018 Annual Conference,

On behalf of the Athens-Elberton District and host committee, welcome back to Athens! Our theme this year is “Moving Toward Perfection in Love.” Our time together begins with Laity Workshops and Clergy Executive Session at 10 a.m. **Tuesday, June 12,** and ends **Thursday, June 14.** Information about the conference is in this handbook. The information and a registration link are available on the conference website, www.ngumc.org. For those attending annual conference for the first time, orientation to Athens and the Classic Center will be held downstairs in the Grand Hall rooms 4 & 5, 9:00 a.m. Tuesday, June 12.

**Remember, each member to the 2018 Annual Conference is responsible for his or her own lodging arrangements.** A list of area hotels is on our website (see above). Lower rates come by mentioning that you are a part of the North Georgia UM Annual Conference. If you need housing assistance, contact the Athens Convention and Visitors Bureau at 706-357-4434. If you made reservations last year, confirm them and verify the nights of stay. **PLEASE** cancel any reservations you do not plan on using.

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

Athens is filled with a variety of restaurants within walking distance of the Classic Center. As in past years, breakfast and lunch vendors will be available at the Classic Center. Certain meal event reservations (Laity, Order of Deacons, Extension Ministers and Local Pastor) must be made online by June 5. Tickets will be distributed at a designated location at the Classic Center.

Our mission projects planned so far for this conference are a blood drive and a 5K race. The American Red Cross drive is Tuesday and Wednesday, June 12 and 13. A registration link will be on the Conference website, available mid-April. The 5K race, sponsored by the N. Georgia Conference Council on Youth Ministries, is set for Wednesday morning.

Again, welcome. May God’s will prevail as we attend to making disciples for the transformation of the world.

Brian Clark, District Superintendent
Leon Jourolmon and Dianne Morrison, Lay Co-Chairs
Chuck Hodges, Clergy Chair; Ray Cann, District Lay Leader;
Johnny Fowler, Host Committee Chair Emeritus
Annual Conference Theme and Logo
“Moving Toward Perfection in Love”

Our 2018 Annual Conference will celebrate and acknowledge that with God’s help, we are “Moving Toward Perfection in Love.” Our focus will be on an essential component of our Christian faith in our Wesleyan tradition – the practice of spiritual disciplines, including prayer, the study of scripture, fasting, worship, and molding of our souls in Christian community.

This year’s logo features the simple outline of a person in prayer representing each of us as we bow our heads humbly before God. Our prayers and our openness to follow the Holy Spirit enable us to put our faith and love into action as disciples of Jesus Christ and as United Methodists.

The bright colors signify hope and joy that come from our trust and assurance in God’s love and grace, even though our journeys include some gray skies. The design acknowledges our struggles through the depiction of a storm. These struggles range from grief and crisis in our personal lives to the challenges facing our denomination. The path is winding, but shows steady movement toward perfection in Christ and the promise of love that transcends our divisions and our own shortcomings.

Members of Annual Conference are invited to explore and learn more about the practice of spiritual disciplines. We will come to recognize that we do not journey alone, but that together we can move toward perfection in love so that we may be “one with Christ, one with each other, and one in ministry to all the world.”
Worship Opportunities at 2018 Annual Conference

Morning Communion & Morning Prayer—Empire Room, 7:30 a.m.
A brief service of Word and Table with music will be offered Tuesday and Wednesday mornings. Thursday morning will be a service of intercessory prayer, guided by words and images. Morning services will be offered in Empire Room of the Foundry Building led by the following clergy couples representing both orders of clergy, ministry in the local church, extension ministry, and ministry throughout the general church:
   Tuesday, June 12, 2018 – Frank Windom and Nora Colmenares
   Wednesday, June 13, 2018 – John Mattox and Katie Mattox
   Thursday, June 14, 2018 – John Moeller and Laurie Moeller

Central Altar Table in Grand Hall – The round Table in the center of the Grand Hall serves as both the Altar and the focus of our community of lay and clergy members of the North Georgia Annual Conference. You will notice that the aisles form a cross leading to the Altar. May these aisles represent all the different journeys that we as God’s people take in Moving Toward Perfection in Love. While spoken worship, music and the business of the conference are still located on the front stage in the Grand Hall, our hearts are invited to turn toward the round table and God, the source of all love and grace. We invite you to be respectful of the central Table Altar in our midst among God’s people.

Song Leader: Stephen Mitchell, Athens First UMC, ATHN
Accompanist: Dottie Hunt, Oak Grove UMC, AMRY

Worship Services

Opening Worship – Service of Word, Tuesday, 2:00 p.m., Grand Hall
Worship Planners: Eric Lee and Arturo Quintanilla,
Chapel Roswell Band, AROS
Preacher: Bishop Sue Haupert-Johnson, Resident Bishop
Music: Chapel Roswell Band

Service of Remembrance – Wednesday, 2:00 p.m., Grand Hall
Worship Planners: Bill Britt, Peachtree Road UMC, ACPK and Dana Everhart, Director Office of Ministerial Services
Preacher: Elaine Puckett, retired clergy, AMRY
Music: Peachtree Road UMC, ACPK
Service of Ordination, Commissioning, and Licensure –
**Wednesday, 7:30 p.m. - Theatre**
Worship Planners. Dana Everhart, OMS and Melodi Lovely, St. James UMC, Alpharetta, AROS
Preacher: Byron Thomas, Ben Hill UMC, ACPK
Music: St. James UMC, Alpharetta, AROS
Clergy Processional; Offering: Ministerial Education Fund
ASL Interpreters on floor near stage

Service of Commissioning for a Missionary –
**Thursday, 10:30 a.m. – Grand Hall**
Commissioning and sending missionaries is a tangible, visible witness of our joint response to God’s mission. The United Methodist Church has a great tradition of sending persons into mission. North Georgia is honored to share in commissioning Didier Monga Wa Shakapanga with Bishop Sue presiding and Amy Valdez Barker representing the General Board of Global Ministries.

Send Forth: Service of Sending Forth – Thursday, 2:30 p.m., Grand Hall
Worship Planners: Rodrigo Cruz, The Nett at Berkmar UMC, AMRY and Michael Cromwell, Hillside UMC, AMAR
Preacher: Rodigo Cruz
Music: Modern Worship Band, Hillside UMC

The Spirit always sends us forth to serve. As we conclude our week together, we will go forth enthused and ready to lead and participate in vibrant worship in our local settings.

The Annual Conference Worship Planning Team:
- Bishop Sue Haupert-Johnson
- Executive Assistant to the Bishop: Jane Brooks
- Conference Secretary: Donn Ann Weber
- Visuals: Cyndi MacDonald, Ellynda Lipsey, Deanne Lynch, and Pamela McCurdy
- Logistics/Production: Robert Gilleo
- Acolytes/Host Committee: Betsy Butler
- Worship Music Audio coordinator: Atticus Hicks
- Worship Coordinators: Dave Allen Grady and Susan Allen Grady
Visuals in Worship at 2018 Annual Conference

Throughout the business sessions and worship services, the visuals team endeavors to transform the Grand Hall and Theatre into Sanctuaries in which we have a sense of meeting God.

The Grand Hall Stage
In keeping with the annual conference emphasis on spiritual growth, the banners used on stage were created by the worship team under direction of team member Deanne Lynch. They represent the ancient discipline of praying the hours. In order as displayed on the stage, left to right, they are:

- Prayer at Sunrise
- Morning Prayer
- Noon Prayer
- Evening Prayer
- Prayer in the Night

The pulpit frontal and backdrop were made from prayers written on paper and cloth during the Clergy Women’s Day apart. They remind us that God can use broken and torn pieces to bring about wholeness, healing and hope.

The Grand Hall Floor
The altar table location has been moved from the stage to the center of the Grand Hall floor. This is a reminder of the transforming grace in our midst as we serve one another and share in the meal. It is our prayer that the Holy Spirit will use these times of conferencing and communion to make us one with Christ, one with each other, and one in ministry to all the world.

The center cross on the altar table was made by Hyo Kim, and was inspired by a cross created by Sung Hwan Kim. The original cross is made from two pieces of wood: one from Mount Baek Doo, a prominent mountain in North Korea, and one from Mount Han Ra, a prominent mountain in South Korea. Making the cross out of these woods was to symbolize the hope of these two countries being unified and reconciled. This cross reminds us to embrace one another despite our differences. For the annual conference cross, Hyo Kim used pine and oak wood, both native to North Georgia, to symbolize the need for unity and reconciliation in our diversity everywhere.

Two baptismal fonts are located at the entry ways, to remind us that we enter as God's baptized people. As you enter, you are invited to touch the water
and remember who you are and whose you are. As you walk by the fonts to exit, be reminded that your baptism sends you to witness, proclaim and serve. Prayer stations, provided by the youth, are located near each of the Grand Hall’s four corners. Look for flags with the youth symbol.

**Windows outside the Grand Hall**
The images in the hallway windows outside the Grand Hall are made from tissue paper and liquid starch. The images reflect the means of grace that are part of spiritual discernment and growth.

**Service of Remembrance**
During the Service of Remembrance, a laurel wreath will be on the altar in memory of each departed saint. With these wreaths, we celebrate the lives of those who have run with perseverance the race set before us and looked to Jesus the pioneer and perfecter of our faith (Hebrews 12:1-3). At the end of the service, the wreaths will be moved to the Atrium where families are invited to retrieve their loved one’s wreath as a gift of remembrance.

**Ordination Service**
The newest banners (gold) were created from t-shirts of those being ordained this year. These celebrate the outpouring of the Holy Spirit on all those called to proclaim the Gospel of Jesus Christ. We pray that they will carry with them the same Spirit that appeared as tongues of fire upon the Disciples at Pentecost.

**Prayer Room: Morning Holy Communion and Prayer – Foundry Building**
The banners and paraments support the overall themes of grace present when we gather for Holy Communion and prayer.

The altar frontal is a paper mosaic made from Christmas cards. The design is based on the mosaic in the Church of the Multiplication, at Tabgha, near the Sea of Galilee. Tradition locates Tabgha as the place in which Jesus fed a multitude with five loaves and two fish. The original mosaic, located under the altar table, depicts four loaves and two fish. The fifth loaf is on the altar table above the mosaic. The image suggests that God is still at work; God continues to nourish and feed in the Holy Communion meal.

**Prayer Room: Labyrinth and Stations of the Cross – Foundry Building**
The Prayer Labyrinth and Stations of the Cross are located in Empire Room of the Foundry Building.
The Stations of the Cross were created by churches throughout the annual conference. These prayer stations engage the participant in the scriptural story of Jesus’ last hours before his crucifixion.

We are thankful for John Rhodes of Harmony Grove United Methodist Church, Lilburn, for sharing the labyrinth and providing materials that encourage contemplative directed prayer.

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

2018 Visuals Team
Cyndi McDonald, Deanne Lynch, Ellynda Lipsey, Pam McCurdy

Special Offering

Bishop Sue Haupert-Johnson has named the Ministerial Education Fund as the 2018 Annual Conference Special Offering.

The Ministerial Education Fund has helped thousands of men and women become pastoral leaders in The United Methodist Church. Chances are seminary students from your congregation or the pastor of your church was a recipient of MEF. It is nurtured and funded by United Methodists to provide scholarships to seminary and undergraduate students, course-of-study for local pastors, and license to preach school.

Aligning with the theme of the 2018 Annual Conference, "Moving Toward Perfection in Love," this fund is one way United Methodists can show our support to those called to serve as clergy. Together we can help minimize debt of North Georgia United Methodists beginning in ministry.

"Receiving MEF in seminary meant that my conference cared about me and my development and training as a future clergy woman," said Joya Abrams, associate pastor at Decatur First UMC. "When your conference helps to fund your education, it means that a body of people believe in you. It helped to remind me of the depth of the connection." MEF is a general church apportioned fund of which 25 percent is retained by our conference. But 100 percent of the giving to the Annual Conference Special Offering will go to United Methodist seminary and course of study students in our Conference.

Churches are invited to collect the offering any time before Annual Conference 2018, but many choose the first Sunday in June. One person per church will present a check during the Service of Remembrance on Wednesday, June 13, at 2 p.m. and the Ordination Service on Wednesday, at 7:30 p.m.

Please give generously to the Annual Conference Special Offering.
Agenda

152nd Session of the North Georgia Conference
The United Methodist Church
June 12 - 14, 2018
The Classic Center - Athens, Georgia

Theme “Moving Toward Perfection in Love”

Location of reports within the agenda are subject to change
* designates order of the day

Sunday, June 10, 2018
8 am AAVS load in – Grand Hall
TBA Volunteer meeting – TBA
3:30 pm Cokesbury Ministry Resource Center set up – Oconee 2
4:00 pm IT set-up – Foundry Pre-Function
4:00 pm Assemble supplemental materials in tote bags – Ligotti Hall

Monday, June 11, 2018
8:00 am Prayer Room and labyrinth set up – Empire
8:00 am Cokesbury set up continues – Oconee 2
8:00 am Display Set up begins – Foundry
11:00 am Registration set up begins – Foundry Building
2-6 pm Cokesbury Ministry Resource Center – Foundry, Oconee 2
2-6 pm UMCOR Trailer – Foundry Parking Lot
3:00 pm Associate Conference Secretary Meeting – Olympia 2
TBA Training for Childcare workers – Young Harris Memorial UMC
3-6 pm On-Site Registration/Payment stations begin
   Laity – Cypress 1; Clergy – Ligotti Hall 1

Tuesday, June 12, 2018
7:30-10:30 am Quest Diagnostics – Oak Room
7:00 am Breakfast for Tuesday’s presenters – Parthenon 1
7 am-5 pm Prayer Room/Prayer Labyrinth – Empire
7:00 am-2 pm Concessions open – Atrium
7:30 am Service of Holy Communion – Empire
8 am-1:30 pm UMCOR Trailer – Foundry Parking Lot
8 am-5 pm Cokesbury Ministry Resource Center – Foundry, Oconee
   8:00 am On-Site Registration/Payment stations continue
      Laity – Cypress; Clergy – Ligotti Hall 1
8:30 am-5:45 pm Child Care – Young Harris Memorial UMC
Tuesday, June 12, 2018 - continued

8:30 am  Tellers meeting – Grand Hall 7-8
9:00 am  Newcomer Orientation to Classic Center – Grand Hall 4-5
9:00 am  Board of Ordained Ministry meeting – Parthenon 2
10:00 am  **Laity Break-out Sessions/Drop-in Visits**
          Leadership UMC – Grand Hall 3
          Scouting – Grand Hall 4
          UMW demo UMCOR hygiene kit – Grand Hall 7-8 Pre-function

10:00 am  **Clergy Executive Session – Theatre**

12-5 pm  Blood Drive – Athena G-H

1:45 pm  Pre-Service Music – Grand Hall

*2:00 pm  **Session One – Grand Hall**
          Opening Worship – Service of Word
          Preacher – Bishop Sue Haupert-Johnson
          Music – Eric Lee, Chapel Roswell Band, AROS
          Standing Break/Transition

**Opening of Conference – Grand Hall**
Call to Order – 152nd Session – Bishop Sue Haupert-Johnson
Welcome & AC Theme – Bishop Sue Haupert-Johnson
Prayer
Opening Hymn – “And Are We Yet Alive?”
Welcome by Host Committee
Organization of Conference
NGA MEF offering video
**Spiritual Disciplines - I**
Committee on Episcopacy
Delegation Report
Cokesbury Ministry Resources
Georgia United Methodist Foundation
Georgia UM Credit Union
Standing Rule – to present
Consent Agenda – to present
Conference Committee on Nominations –to present
Announcements
Prayer

5:15 pm  **Adjournment**
Tuesday, June 12, 2018, continued
5-6:00 pm  UMCOR Trailer – Foundry Parking Lot

No Evening Session

Wednesday, June 13, 2018
6:30 am  5K Fun Run – sponsored by Conference Council on Youth Ministries
6-9:30 am Quest Diagnostics – Oak Room
7:00 am  Bishop’s Breakfast for Wednesday’s presenters – Parthenon 1
7 am-6 pm  Prayer Room & Prayer Labyrinth– Empire
7:30 am  Rehearsal Ordination/Commissioning/Licensure Service – Theatre
         Group Photograph by classes with Bishop Sue Haupert-Johnson
7:30 am  Service of Holy Communion – Empire
7:30 am-4 pm Concessions open – Atrium
7:30 am-5:15 pm Childcare – Young Harris Memorial UMC
7:30 am-6 pm Displays – Foundry Building
8:00 am  On-Site Registration continues
8-6 pm  Cokesbury Ministry Resource Center – Foundry – Oconee 2

8:15 am  Gathering Music – Grand Hall
*8:30 am  Session Two – Grand Hall
Clergy and Lay members seated separately for distribution of voting devices
Call to Order – Bishop Sue Haupert-Johnson
Prayer
Electronic Voting orientation
Pension and Health Benefits
Treasurer
Statistician
Fresh Expressions video
Spiritual Disciplines – II
North Georgia Annual Conference Poll
Scouting video
Consent Agenda – remove any requested
Georgia Pastors School
Conference Board of Trustees
Action Ministries
GA Commission HE/Collegiate Min
Response to NGA Annual Conference Poll
Wednesday, June 13, 2018, continued

Board of Ordained Ministry
Culture of Call Introduction
Historic Examination for Admission into Full Connection
**Passing the Mantle Liturgy**
Recognition of Retirees video
Announcements
Prayer

12:15 pm Adjournment
Retiree group photograph

12-5 pm  
Blood Drive – Athena G-H

1:45 pm  
Gathering Music – Grand Hall
*2:00 pm  
Session Three – Grand Hall
**Service of Remembrance**
Preacher: Elaine Puckett, retired clergy
Music: Peachtree Road UMC, ACPK
Offering: Ministerial Education Fund
ASL Interpreters on floor
Standing Break as guests leave

Call to Order – Bishop Sue Haupert-Johnson
Prayer
Housing and Homeless Council
Equitable Compensation
UMW video
Connectional Ministries
**Spiritual Disciplines - III**
Congregational Development
United Methodist Men
Leadership UMC video
Announcements
Prayer

5:00 pm Adjournment

5:15 pm Laity Dinner – Athena A-F

6:45 pm Final Preparations and Robing for all Candidates –
Lower Theatre Lobby
6:45 pm Clergy Gathering for Procession –Pre-function overlooking Atrium
Wednesday, June 13, 2018, continued
7:00 pm Pre Service Music – Theatre

*7:30 pm Session Four – Theatre
Service of Ordination, Commissioning & Licensure
Preacher: Byron Thomas, Ben Hill UMC, ACPK
Music: St. James UMC, Alpharetta, AROS
ASL Interpreters on floor near stage

9:00 pm Reception Honoring those Ordained and Commissioned – Atrium

Thursday, June 14, 2018
6-9:30 am Quest Diagnostics – Oak Room
7:00 am Bishop’s Breakfast for Thursday’s presenters – Parthenon 1
7 am-4 pm Prayer Room/ Labyrinth – Empire
7:30 am Service of Holy Communion – Empire
7:30 am-2pm Concessions open – Atrium
7:30 am-2pm Displays – Foundry Building
7:30 am-4:45 pm Childcare – Young Harris Memorial UMC
8 am-12 pm Onsite Registration – Foundry Building
8-2 pm Cokesbury Ministry Resource Center – Foundry, Oconee 2
8:15 am Gathering Music – Grand Hall

*8:30 am Session Five – Grand Hall
Call to Order – Bishop Sue Haupert-Johnson
Prayer
Lay Servant Ministry
United Methodist Children’s Home
DART Report
CFA Report
Denman Awards
NGA Camp & Retreat Ministries
Spiritual Disciplines - IV
Commissioning of Missionary
Murphy Harpst Centers
Churches of Excellence in Outreach
Wesley Woods Senior Living, Inc.
Continuing the Conversation - One with Christ, one with each other, and one in ministry to all the world
Thursday, June 14, 2018, continued

Consent Agenda – to present any removed
Standing Rules Committee – to vote
Conference Committee on Nominations – to vote
Property Resolutions and Prayer for closed churches
Future Dates of Annual Conference
Moving Day
Monitoring Report
Journal/Handbook Committee
Recognitions
Announcements
Prayer

12:15 pm **Adjournment**

12:20 pm Worship rehearsal – Grand Hall

1:45 pm Gathering Music

*2:00 pm **Session Six**

Call to Order – Bishop Sue Haupert-Johnson
Prayer

**Fixing of the Appointments**

**Service of Word and Table and Sending Forth**
Preacher: Rodigo Cruz, The Nett UMC
Music: Praise Team, Hillside UMC

4:00 pm **Adjournment of 152nd Session**
**of the North Georgia Conference**
2018 Consent Agenda

The Consent Agenda is designed to expedite business during the annual conference session by adopting reports to be included in the Conference Journal without verbal action by the annual conference. The following reports indicated by number, name of agency and page will be offered as the 2018 Consent Agenda on Tuesday, June 12. Unless reports are removed from the Consent Agenda on Wednesday, June 13, 2018, all reports will be accepted and approved by consent of the annual conference at that time. Please read reports carefully prior to that session. Reports removed from the Consent Agenda will be presented for conference action on Thursday, June 14, during Session Five.

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Registration and Assistance Committee

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

Onsite registration:
- **Monday, June 11, 3-6 p.m.**
- **Tuesday, June 12, 8 a.m.-5 p.m.**
- **Wednesday, June 13, 8 a.m.-5 p.m.**
- **Thursday, June 14, 8 a.m.-12 noon.**

Registration is located in the Lower Level of the Foundry Building at the Classic Center: Laity – Cypress Room 1; Clergy – Ligotti Hall 1.

**Name badges categories with voting designations:**

There are five styles of name badges. Appropriate styles of North Georgia Conference name badges are necessary for participation within the Bar of the Conference. Badges list name and indicate voting status within the conference. We recycle the plastic name badge holders. Do not place stickers on holders.

1. **Top bar with cross and flame – eligible to vote on all matters.**
   a. Deacons in full connection, active or retired ¶32, ¶329.2
   b. Elders in full connection, active or retired ¶32, ¶334.1
   c. Leave categories eligible to vote: Voluntary Leaves of Absence (personal, family, transitional) ¶353.7, Sabbatical Leave ¶351; Maternity or Paternity Leave ¶355.2; Medical Leave ¶356.1
   d. Provisional members who have completed all their educational requirements and have been elected to provisional membership; deacons and elders who have been elected to provisional membership, but not yet commissioned, are eligible to vote ¶35
2. **Bottom bar with cross and flame – eligible to vote on all matters.**
   a. Local church lay members to annual conference ¶251.1; ¶32
   b. District at-large lay members (for equalization) ¶32
   c. Diaconal ministers, active or retired ¶32
   d. Active deaconesses under episcopal appointment within bounds of the annual conference ¶32
   e. Home missioners under episcopal appointment within bounds of the annual conference ¶32
   f. Members of annual conference by virtue of current conference or district position ¶32

3. **Top bar only – eligible to vote on all matters (including election of clergy delegates to General and jurisdictional conferences) except constitutional amendments and all matters of ordination, character/conference relations of clergy; not eligible to be elected as delegate to General and jurisdictional conferences**
   a. Associate members, active or retired ¶35, ¶321.1
   b. Local Pastors who have completed Course of Study or a Master of Divinity degree and have served a minimum of two consecutive years under appointment before the election may vote to elect clergy delegates to General and jurisdictional conferences ¶316.6

4. **Cross and flame only – eligible to vote on all matters except General and jurisdictional conference delegate ballots, constitutional amendments, character/conference relations of clergy:**
   a. Clergy on Involuntary Leave of Absence ¶354.8
   b. Local Pastors who do not meet the criteria listed above in Number 3.b ¶316.6

5. **Vertical bars – non-voting participants**
   a. Affiliate members – ¶344.4 voice without vote in the ac session
   b. Clergy on honorable location – ¶358.2 honorably located clergy shall not continue to hold membership in the annual conference
c. Clergy on administrative location – ¶359.3 administratively located clergy shall not continue to hold membership in the annual conference.
d. Clergy from other conferences /denominations serving in North Georgia – ¶346.1 clergy in such appointments may be granted voice but not vote
e. Lay members: local church reserve and district at-large reserve members
f. Guests: clergy spouses, including surviving spouses
g. Candidates for ordained ministry not under appointment in North Georgia during the 2017-2018 conference year
h. Agency, staff and other guests

Financial Assistance

Persons eligible for financial assistance must complete and submit a reimbursement form with receipts by 2 p.m., Thursday, June 14. Checks are issued approximately 30 days after annual conference. Reimbursement forms received after June 14 cannot be processed. Reimbursement forms are available in Clergy Registration.

A. Eligibility. Financial assistance is offered for the following:
1. Retired ministers not serving churches, retired clergy serving churches whose compensation does not exceed $6,000 per year.
2. Widows or widowers of clergy persons who are not married to persons designated in #1 above.

B. Assistance Procedures.
1. Eligible persons must complete reimbursement form and attach receipts.
2. Leave the forms/receipts for Meg Morrison at the Information Center at the top of the escalators. Deadline is 2 p.m., Thursday, June 14.
3. Mailed forms cannot be accepted.
4. Checks are issued approximately 30 days after annual conference.
5. Eligible persons may be reimbursed for up to $75.00 per day for a maximum of three (3) nights lodging and meals. Receipts must be attached for reimbursement.
2018 Information for Conference Members and Visitors

Annual Conference Registration
The online process helps conference members register for annual conference, pay the $30 Annual Conference registration fee and make reservations for meals and pre-pay for meals requiring payment. Pick up pre-paid meal tickets in the Lower Lobby of the Foundry Building.

**Online registration:** click on the orange registration button at this location: http://www.ngumc.org/ac2018register.

Onsite registration begins: **Monday, June 11, 3-6 p.m.** and continues **Tuesday, June 12, 8 a.m.-5 p.m.; Wednesday, June 13, 8 a.m.-5 p.m., Thursday, June 14, 8 a.m.-12 noon.** Registration is located in the Lower Level of the Foundry Building at the Classic Center: Lay – Cypress Room; Clergy – Ligotti Hall.

Pick up name badges at either lay or clergy registration sites listed above.

**Payment stations** for annual conference registration only accept cash, check or credit card and are available in both registration areas on **Monday, June 12, 3-6 p.m.; Tuesday, June 12, 8 a.m.-5 p.m.; and Wednesday, June 13, 8 a.m.-noon.**

Attending Annual Conference in Athens for the First time?
Newcomers can learn about the Classic Center buildings and the city of Athens at an orientation on Tuesday, June 12, 9-9:25 a.m., in Grand Hall 5 across from the Atrium.

Annual Conference Offering for 2018 – Ministerial Education Fund
Read more about this important special offering opportunity in this handbook. One person from each local church will present a check from their church during the Service of Remembrance on Wednesday, June 13, at 2 p.m. and during the Service of Ordination on Wednesday at 7:30 p.m.

Annual Conference Web Site
Information on the 2018 annual conference session is available on the North Georgia web site: www.ngumc.org/ac2018. Daily audio and video streaming is available from 2 p.m., June 12, through the close of conference on June 14.

5K Walk/Run for the Youth Service Fund. The 12th Annual North Georgia Conference 5K Walk/Run in historic downtown Athens will benefit youth
mission and service opportunities in the churches of our conference through the Youth Service Fund.

What is the Youth Service Fund? For decades, the Conference Council on Youth Ministries has raised funds to help support unique ideas that place emphasis on ministry with and for young people in local churches and their community. Our goal is to increase the awareness of this program and to encourage innovation as we move into a new decade of ministry with youth.

The race begins at 6:30 a.m. on Wednesday, June 14, on Washington Street near the Classic Center and follows a route through downtown Athens and along the river, ending behind the Classic Center’s Foundry Building.

Classic Race Services, a company with 26 years’ experience in managing races of various sizes is coordinating this year’s 5K Run.

Please help support our youth in this effort by joining us for the run or by making a donation so that this ministry may continue for decades to come.

Online registration will be open through June 5. Find race details at www.ngumc.org/5KYouthServiceFundRun. For information on how to become a sponsor, contact Chris Moss at 770-883-3095.

Blood Drive – Athena G-H
The Red Cross blood drive is scheduled 12 noon-5 p.m., Tuesday, June 12, and Wednesday, June 13 in Athena G – H. Call to make your appointment at 1-800-REDCROSS or online at www.redcrossblood.org and enter Sponsor Code: NGACONF.

Childcare at Young Harris Memorial UMC
Childcare is available by pre-registration only. Lay and clergy members of Annual Conference are invited to register their young children, ages 6 months through rising kindergarten, for childcare specifically for members of Annual Conference. Childcare will be at Young Harris Memorial UMC in Athens, near The Classic Center. The schedule coincides with morning and afternoon sessions. Lunch and snacks will be provided, except for infants. Transportation to and from The Classic Center will be the responsibility of the parent(s).

The program features age-appropriate activities designed with Christian formation in mind. The cost for childcare is $120 for the first child and $105 for the second child in a family. Child care workers have completed training and been background checked. For registration and additional information, visit the 2018 Annual Conference website at http://www.ngumc.org/childcareAC2018. Note there will not be a day camp at Young Harris Memorial UMC this year.
**Cokesbury Ministry Resource Center**

Join Cokesbury to experience the exciting Ministry Resource Center located in the Foundry Building Oconee 2. In our Ministry Resource Center you will find:
- Ministry Stations which will include curriculum for all ages, confirmation and youth ministry guides, small-group studies, United Methodist/Wesleyan resources, and more
- Hands-on review of new and popular items
- New and best-selling titles available for immediate purchase, plus free shipping on all in-stock orders placed during Annual Conference.

Store hours are: Monday, June 11, 2-6 p.m.; Tuesday, June 12, 8 a.m.-5 p.m.; Wednesday, June 13, 8 a.m.-6 p.m.; Thursday, June 14, 8 a.m.-2 p.m.

**Conference Journals 2018 – Print on demand**

Print copies of the 2018 North Georgia Conference Journal will be available to order online through a print-on-demand service this fall. There will be no pre-orders of the journal this year. Cost is expected to be comparable or less than previous print journals. This method will streamline the ordering process and promote better stewardship of Conference resources. The 2018 journal size will be 8½”x11”. A free pdf digital copy will be available following publication on the conference website. Watch for more information on the 2018 North Georgia Conference Journal!

**Concessions**

Concessions located in The Atrium open at 7 a.m. for breakfast. Lunch can be purchased 11 a.m.-2 p.m. in The Atrium.

**Displays**

Display tables are an extension of reports presented at the annual conference session. The displays interpret and celebrate the program ministries of the annual conference. Various conference boards, committees, commissions, councils, teams and related agency displays are located in the Foundry Building lobby, Oconee and Willow rooms. Maps of display locations are posted at the doors of the Foundry Building. Hours are: 7 a.m.-6 p.m. beginning Tuesday, June 12, and through Thursday, June 14, 2 p.m.

**Electronic Voting**

The members of annual conference will use an electronic voting system on Wednesday, June 13, 2018. The devices are programmed separately for lay and clergy members. Voting cards are distributed at registration. You must have your card to participate in the voting process. **Lay seating** is designated on the
left side of the room upon entering the Grand Hall. Clergy seating is designated on the right side of the room. Look for signs. This seating is for Wednesday only. Orientation to the voting devices is scheduled for Wednesday, June 13, at 8:30 a.m. It is each member’s responsibility to secure the voting card received at registration. It is recommended that members keep the voting card in their name badge holder along with their name badge which they will also need for voting.

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

Gluten-free Communion Elements
Gluten-free communion elements are available for worship.

Housing
Members make and confirm housing arrangements directly with hotels in the Athens area. Information is on the North Georgia Conference website http://www.ngumc.org/ac2018. Additional information is available from the Athens Convention/Visitors Bureau, 706-357-4410 or 800-653-0603, or on the website visitathensga.com.

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

Language Translation
Audio interpretation for Spanish and Korean is available in the Grand Hall. Please contact the appropriate person by Friday, June 1.
Spanish: Juan Quintanilla, 678-533-1388, jquintanilla@ngumc.org
Korean: Hyo Kim, 678-533-1448, hyokim07@gmail.com.
American Sign Language Translation
American Sign Language (ASL) is available near the left side of the stage in the Grand Hall for the Service of Remembrance on Wednesday, June 13, 2 p.m. ASL is also available for the Ordination Service on Wednesday, June 13, 7:30 p.m. near the right side of the stage on the lower level in the Theatre.

Meal Tickets
Members must pick up meal tickets that are purchased online before annual conference at the desk in the lower lobby of the Foundry Building near the lay and clergy registration areas.

Mission Project – UMCOR Hygiene Kits
Mission project is UMCOR Hygiene Kit collection. United Methodist Women will assemble kits in their local circles, units and districts before conference.

   Hygiene kit materials: 1 hand towel (15”x25” to 17”x27”), 1 wash cloth, 1 toothbrush (adult size in original packaging), 6 adhesive bandages (3/4” to 1” size), 1 bath-size soap (3 oz. and larger – do not remove original packaging, no Ivory or Jergens brands due to moisture content), 1 comb (sturdy and longer than 6” - no pocket combs), 1 metal nail file or nail clippers, 1 plastic bag (1 gallon sealable only), $1.00 for UMCOR to purchase toothpaste. Note all items must be new. Do not wash any of the items. Remove all packaging, unless specified above. Do not include any personal notes, money or additional material in the kits: this will delay shipment. Place $1.00 for toothpaste and $1.00 for shipping costs in a separate envelope and send along with the kit.

   Bring completed kits to the rear parking lot of the Foundry Building at the Classic Center. Unload kits at the UMCOR trailer located in the parking lot on Monday, June 11, 2-6 p.m., and Tuesday, June 12, 8 a.m.-1:30 p.m. and 5-6 p.m.

Monitoring at Annual Conference
The North Georgia Commission on the Status and Role of Women (COSROW), guided by the denominational commission, will provide monitoring during each session of the Annual Conference to collect data related to the gender and age range of those who provide leadership and speak from the floor of the conference. We are called to reflect God’s diversity and encourage opportunities for all God’s people to come to the table. Is the participation at Annual Conference reflective of our conference membership? Do these percentages reflect the numbers of different stakeholders in our pews and in our communities?
Monitoring will take place during this annual conference in order to help us see, understand and improve our inclusivity and recognition of diversity. With greater awareness and participation comes more faithful realization of our mandate to make disciples of Jesus Christ for the transformation of the world.

Name Badge Lanyards
The North Georgia Annual Conference thanks Wesley Woods Senior Living for providing the name holder/lanyards. The conference also thanks the registration volunteers for distributing the name badges. Please recycle the name badges.

Parking and Transportation
Parking:
1. Complimentary parking for delegates is available at the following parking decks: Classic Center, Court House and the UGA North Campus.
2. Only delegates with state handicap parking permits will be allowed on the bridge leading to the Classic Center parking deck. Annual Conference parking permits must be displayed so they can be seen in all parking spaces for free parking. The UGA North Campus parking deck will accept either a parking permit or a conference name badge.
3. The upper deck at the Classic Center will be reserved on Wednesday, June 14, for retirees. The bridge entrance will be closed to through traffic until noon on Wednesday only.
4. Level one of the Classic Center parking deck is limited to non-conference parking during annual conference.
5. The bridge to the parking deck is closed each evening after conference is adjourned beginning Tuesday night through Thursday evening.
6. Parking at the Classic Center is during the hours of the event. Overnight parking is not allowed. Your vehicle may be towed if left overnight.
7. Spaces are reserved for persons with handicap permits during registration on the flat lot behind the 130 Foundry Street building.
8. The spaces in front of the theatre will be reserved for church vans and emergency vehicles.
9. On-street parking is strictly enforced Monday through Saturday, 8 a.m. until 10 p.m. On-street parking rates are 75 cents per hour.
Transportation:
1. Church vans and Classic Center vans will be used to transport delegates to and from the UGA North Campus parking deck and the Classic Center as needed from 9 a.m. until 6 p.m. They will load and unload in front of
the theatre and the lower level of the UGA North Campus parking deck on North Thomas Street.

2. Anyone in need of transportation during the conference may go by the information center.

3. Foundry Street through traffic will be closed all week and a police officer will be on duty all day from Tuesday until the conference ends Thursday.

**Prayer Room/Labyrinth**
The Conference Prayer Room, located in the Foundry Building Empire Room, is open 7 a.m.-6 p.m. beginning Tuesday, June 12, and closes Thursday, June 14, 2 p.m. A labyrinth will also be available daily in the Conference Prayer Room for personal prayer and meditation following morning Holy Communion. The labyrinth is a path of prayer, a walking meditation, and a ‘watering hole for the spirit’ that has been used in the Christian church since the 4th Century. Thanks to Harmony Grove UMC, AMRY in Lilburn for providing the labyrinth.

The Stations of the Cross were created by churches throughout the annual conference. These prayer stations engage the participant in the scriptural story of Jesus’ last hours before his crucifixion. The exhibit will be on display in the Foundry Building Empire Room along with the Prayer Room.

**Quest Diagnostics Blueprint for Wellness® - Oak Room, Foundry Building**
Your conference Board of Pensions & Health Benefits invites all HealthFlex members to take the Quest Diagnostics Blueprint for Wellness® during annual conference. The screening is available in Oak Room, Foundry Building. Times available are: Tuesday, June 12, 7:30-10:30 a.m.; Wednesday, June 13, 6-9:30 a.m. and Thursday, June 14, 6-9:30 a.m.

You will be evaluated for heart disease, stroke, diabetes, kidney and liver disease, thyroid disorders, anemia or excess iron, and prostate cancer. Results will be mailed directly to you.

It is highly recommended to make on-line appointments by May 29, 2018. Limited walk-in appointments are available. Twelve hour fasting is requested. Bring your HealthFlex insurance ID card. Active participants and spouses can earn $100 each in HealthCash for taking the health screening.

**Registration Fee**
North Georgia Conference Standing Rule E.7 states that a $30 registration fee shall be assessed for each lay and active clergy delegate to the North Georgia Annual Conference. Retired clergy and youth members are exempt from the
assessment. Members may pay the registration fee online at www.ngumc.org/ac2018 or register onsite at lay and clergy registration in the Foundry Building.

**Request for Video Duplication**
Duplicated DVDs are not available for the 2018 Annual Conference Session. Please log on to www.ngumc.org/2018ACVIDEO for viewable and downloadable segments and celebrations of the 2018 annual conference.

**Safety**
Please be aware that Athens is an urban city. Use caution after dark, do not walk alone or leave valuables visible in parked and locked cars.

**Special Needs and Medical Care**
Direct special needs requests to the Information Center located in the Classic Center at the top of the escalators.

First aid and medical care is located in the lower level escalator lobby during sessions held in the Grand Hall. First aid is located in the Theater lobby main level for the evening service on Wednesday. Contact the Information Center for directions or assistance.

**2018 Annual Conference Session Survey**
The North Georgia Annual Conference Planning Committee would like to hear your feedback concerning your experience of the 2018 Annual Conference Session. Please take a few minutes to fill out a brief survey found at www.ngumc.org/session-survey.

**Tote Bags and Handbook Supplemental Reports**
Supplemental reports are provided in a packet of materials at registration. The North Georgia Conference thanks the United Methodist Children’s Home for providing tote bags for the 152nd annual conference session. The conference also thanks all the associate secretaries and volunteers for collating the materials for the tote bags.
2018 Room Directory for the North Georgia Conference

Blood Drive
Athena GH (12-5 p.m. Tues. & Wed.)

Board of Ministry
Parthenon 2

Business Sessions
Grand Hall 6-8 – lower level

Clergy Executive Session
Theatre – Tuesday

Clergy Registration
Foundry Building Ligotti Hall

Concessions 7:30 am-2 pm
Atrium
Concessions lunch 11am-2pm
Atrium
Cokesbury Resource Center
Foundry Building, Ocone 2
Conference Secretary/Support Displays
Olympia 2
Emergency Transportation Information Center-top escalators
First Aid – Daytime Grand Hall-lower level escalator
First Aid – Wed. Evening Theatre Lobby
Handicap parking with permit Classic Center Bridge-Thomas St. entrance
Health Kit Collection Lower Foundry Parking Lot
Information Centers Top of escalators and Lower Atrium
Labyrinth, Prayer Foundry Building, Empire
Lay Registration Foundry Building, Cypress
Leadership UMC – drop in Grand Hall 3 (10 a.m. Tuesday)
Lost & Found Information Centers-top escalators
Monitor Training Ligotti Hall 2
Morning Communion Foundry Building, Empire
Newcomer Orientation Grand Hall 4-5
Ordination Service Theatre (Wednesday night)
Ordination Reception Atrium
Parking Information Information Center - top escalators
Prayer Room Foundry Building, Empire
Processional Gathering Olympia Prefunction overlooking Atrium
Quest Diagnostics Foundry Building, Lower Level Oak Room
Race, 5K Display Foundry Building, Upper Level
Registration/Assistance Foundry Building, Lower Lobby
Scouting drop-in Grand Hall 4 (Tues. 10 am)
Shuttle Service to UGA Deck Front of Theatre or inquire Information Center
Teller Meeting Grand Hall 7-8 (Tuesday 9 a.m.)
Tote Bag Assembly Foundry Building, High Shoals (Sunday)
UMW UMCOR drop-in Grand Hall 7-8 Pre-function (Tues. 10 a.m.)
Worship Theatre (Wednesday) and Grand Hall
2018 Meals and Gatherings

Updated meals/locations are posted throughout the Classic Center

Monday, June 11, 2018
11:45 am Production/Worship Team Lunch – Grand Hall 2
6:00 pm Order of Deacons – Young Harris UMC

Tuesday, June 12, 2018
7:00 am Bishop’s Breakfast for Tuesday’s Presenters – Parthenon 1
7:30 am Wesleyan Renewal Breakfast – Grand Hall 3-4
7 am-2 pm Concessions – Atrium
8:00 am Extension Ministry Breakfast – Athena AB
8:30 am Clergy Brunch – Athena C-E
11 am-2 pm Lunch Concessions – Atrium
12:00 pm Production/Worship Team Lunch – Grand Hall 2
12:00 pm Cabinet Lunch – Parthenon
12:00 pm Clergywomen’s Lunch – Athena F
5:00 pm UM Ministers’ Fellowship – Athena A-E
5:15 pm Candler School of Theology Dinner – Parthenon 1-2
6:30-8:30 pm Young Adult Fest – location TBA – Watch social media!

Wednesday, June 13, 2018
7:00 am Bishop’s Breakfast for Wednesday’s Presenters – Parthenon 1
7:00 am UMW Breakfast – Athena A-E
7 am-6 pm Concessions – Atrium
11-2 pm Lunch Concessions – Atrium/overflow seating Grand Hall 3-5
11:30 am Production/Worship Team Lunch – Grand Hall 2
12:15 pm Cabinet Lunch – Parthenon
12:15 pm Retired Ministers Luncheon – Athena A-E
12:15 pm Fellowship of Local Pastors Lunch – Athena F
12:15 pm Youth Delegate Lunch – Athena IJ
4:30 pm Production/Worship Team Dinner – Grand Hall 2
5:00 pm Laity Dinner – Athena A-F
5:15 pm Reinhardt College Reception – TBA

Following Ordination Worship: Ordination Reception – Atrium
2018 Meals and Gatherings, continued

Thursday, June 14, 2018
7:00 am  Bishop’s Breakfast for Thursday’s Presenters – Parthenon 1
7 am-2 pm  Concessions – Atrium
11am-2 pm Lunch Concessions – Atrium/overflow seating Grand Hall 3-4
12:00 pm  Production/Worship Team Lunch – Grand Hall 1
12:15 pm  Cabinet Lunch – Parthenon
12:15 pm  CEF Luncheon – Georgian Hotel Arch Room
12:15 pm  Clergy Spouses Luncheon – Athena A-D
12:15 pm  Hispanic/Latino Luncheon – Grand Hall 5

Youth Meals. All youth are welcome and encouraged to join the youth delegation for meals during annual conference. With the exception of Wednesday lunch, we will gather at the youth delegation area, in front of the Grand Hall stage, at the beginning of each meal break before heading out for our meals.

Young Adult Gatherings. Check social media for lunch and other young adult plans during the annual conference session.

Additional meals and gatherings are scheduled by various groups. Please check directly with each sponsoring group for additional information.
Responsibility of the Clergy Member of the Annual Conference

Each clergy member has the responsibility to:
1) Attend pre-conference orientation session held in his/her district.
2) Attend all sessions of the annual conference and leave only under emergency conditions and with the knowledge of his/her district superintendent. Attendance is not optional. “Any such person unable to attend shall report by letter to the conference secretary, setting forth the reason for the absence.” (2016 Book of Discipline, ¶ 602.8.)
3) Become familiar with the organizational structure and existing programs of the annual conference, parliamentary procedure and the conference standing rules as printed in the 2017 Conference Handbook and discuss with his/her lay member(s).
4) Read pre-conference reports and become familiar with specific programs and items that might be presented during the sessions. Prior to annual conference, consult with his/her lay member(s) so that he/she might understand the various reports and their implication for the life of the Church. Keep in mind that the lay member(s) as well is/are obligated to express views and vote as each feels is best.
5) Participate fully at the annual conference and help in policy-making decisions.
6) Form his/her own opinions on issues and vote his/her convictions.
7) Serve as interpreter of the annual conference actions along with the lay member. (2016 Book of Discipline ¶ 251.2).
Responsibility of the Lay Members of the Annual Conference

It is an honor to be elected as a lay member to the North Georgia Conference. This is an assignment of great responsibility. By virtue of this office, he/she is also a member of her/his church’s council (¶ 252.5.g), finance committee (¶ 259.4), and the pastor-parish relations committee (¶ 258.2.a). (2016 Book of Discipline.)

Each member has the responsibility to:

1) Attend pre-conference orientation session held in his/her district.
2) Attend all sessions of the annual conference. When he/she must be absent from the conference every effort should be made to see that the alternate lay member is able to be present.
3) Become familiar with the organizational structure and existing programs of the annual conference, parliamentary procedure and the conference standing rules as printed in the 2017 Conference Handbook.
4) Read pre-conference reports in the conference handbook provided at the district pre-conference session and become familiar with specific programs and items that might be presented during the sessions. Consult with the pastor and church lay leader. While the lay member is obligated only to use his/her own best thinking in the conference, the dialogue with others ahead of time should prove helpful in clarifying issues.
5) Participate fully in the work of the annual conference policy-making decisions.
6) Form his/her own opinions on issues and vote his/her convictions.
7) Prepare a report for his/her local church. This report may be presented at a Sunday morning worship service and/or a more detailed report at a meeting of the administrative board/council. In either case it should be done as soon after annual conference as feasible, and “not later than three months after the close of the conference” (¶ 251.2, 2016 Book of Discipline). Consult with his/her pastor before conference about scheduling and time limit. The conference handbook, the North Georgia Conference web page, www.ngumc.org, handouts received at annual conference and personal notes on the sessions can be used as a basis for the report. Mention major issues raised and any action and how they might affect the local church. Refer to conference preachers and share highlights from worship services. Discuss the positive aspects of the conference and try not to dwell on trivia.
Parliamentary Guidelines for Participation at Annual Conference

1. **The presiding bishop is the “chair” of the conference.**

2. **To address the conference:** move to a microphone and raise your hand until recognized by the chair; state your name, the name of your local church and whether you are a lay member of your church, a district at large member, or clergy member.

3. **To request a conference committee review the business currently under consideration:** after recognition by the chair, state: “I move that the item currently before the conference be referred to …” (state the name of the committee to which you think the matter should be referred or request referral to a committee to be recommended by the chair).

4. **To request clarification of business being conducted:** after recognition by the chair, state: “I request a point of information/clarification regarding …” (state the specific clarification you seek).

5. **To change the wording of a resolution, or business item, that is before the conference:**
   a. Write down the specific wording of the proposed amendment/change, including handbook page and line number along with your name and church or district.
   b. Raise your hand for recognition. When recognized by the chair, state the reasons for your proposed amendment/change.
   c. After recognition by the chair, say, “I move to amend line_____, on page ___ by: (deleting or inserting) the following words: ...” Read only the exact wording proposed. **Have a written copy of the amendment ready for the conference secretary immediately after the motion is read.**
   d. The chair will ask for a second, state the motion and ask for discussion.
   e. Other persons may be recognized to discuss/debate the motion. The motion’s presenter is allowed a final chance to speak for the motion.
   f. After “the question is called” and discussion is closed, the motion is voted on by the conference.
2019 Lay Election General Information

The Conference Board of Laity (CBOL) establishes the rules for the election of lay delegates to General and Jurisdiction Conferences as well as the process through which persons will register with the Lay Election Committee of the CBOL to become an official lay candidate.

This committee is appointed by the CBOL and has specific responsibilities:

1. Sets forth the principles of the lay election process and oversees the implementation of the principles and guidelines.
2. Serves as the recipient for the official lay candidate applications.
4. Chairs the two candidate forums, and
5. Works with the Election and Balloting committees to facilitate a smooth and efficient election.

The CBOL and Lay Election committee provides advance notification to persons interested in becoming a lay candidate for election to the 2020 General and Jurisdictional conferences, including the requirements as outlined in Paragraph 36 of the 2016 *Book of Discipline* and the proper procedures for registering as a candidate.

A lay election page on the North Georgia Conference website will provide specific instructions for declaring one’s candidacy, a format for candidate information and the instructions for registering online.

The Candidate’s Registration Form and the necessary additional information required (300 word information sheet and photograph) are to be submitted no earlier than January 1 and not later than January 31, 2019, to the Lay Election Committee.

Lay applicants submitting all required candidate information will be identified as the official registered candidates for the 2019 Lay Election. Official registered candidates’ information will be posted on the Board of Laity page of the Conference web site. ONLY those officially registered candidates will have their candidate information appear in the 2019 Lay Candidate Handbook and be invited to participate in the two forums sponsored by the Conference Board of Laity (prior to the 2019 Annual Conference).

The first Candidate Forum will be held prior to Annual Conference 2019 (date, time and location to be determined by the Lay Election committee) and the second Candidate Forum will be held on Tuesday June 11, 2019 before the opening session of Annual Conference at the Classic Center in Athens, GA.
The official candidates are the only names that will appear on the first ballot of the 2019 Lay Election. The forms – along with specific instructions regarding application as a lay candidate – will be posted on the Board of Laity web site before January 1, 2019.

Proposal for Clergy Elections Procedures

The North Georgia Annual Conference clergy have responsibility to help shape the future of the United Methodist Church when electing delegates and to prepare its delegation for General and jurisdictional conferences. During the 2017 Clergy Session, a Clergy Elections Procedures Committee was selected and given approval to develop a self-nominating process for clergy elections. The Clergy Elections Procedure Committee has responsibility for identifying the most appropriate ways for the annual conference to participate in the spiritual journey to General and jurisdictional conferences by creating and implementing strategy that includes at least the following items:

a. Encourage clergy of the annual conference to attend General and jurisdictional conferences.
b. Encourage clergy to volunteer as pages and monitors for General and jurisdictional conferences.
c. Educate on the time and financial requirements for General and jurisdictional conferences. The financial and time requirements expected of those who serve is vast. The time requirements include the dates for General and Jurisdictional conferences and the regularly scheduled meetings of the delegation in advance of the General and Jurisdictional conferences. Time commitments also involve reading, studying and interpreting proposed legislation.
d. Encourage the annual conference to pray for the delegates.
e. Remain neutral throughout the process. No opinion shall be expressed about any candidate at any point during the process.

We, the Clergy Elections Procedures Committee, prayerfully approached this task over the course of the year and respectfully present the following clergy self-nominating process for approval by the Clergy Executive Session of the North Georgia Annual Conference.
Self-Nominating Process

All eligible clergy interested in serving as a delegate may follow the self-nominating procedures outlined below:

Anyone who desires to self-nominate may express their interest by accessing the nomination form on the North Georgia conference website, www.ngumc.org. The nomination form will be made available on February 1 preceding the annual conference session of delegate elections. The nomination form will remain open until March 4 at 11:59 p.m. In order to ensure that the deadline for submission is honored, there will be a date and time stamp for each final submission received.

Prior to March 4, each person who self-nominates will have the ability to revise his/her submission as often as desired. However, each person must officially submit their file prior to the deadline to ensure that the desired final version is received. If the individual does not officially submit the profile prior to the deadline, the submission will be considered incomplete and ineligible. In order to include the nominee’s biographical information and photograph in the conference handbook, the nomination form on the conference web site will not be available after March 4 at 11:59 p.m. preceding the annual conference session of delegate elections.

If an individual decides to withdraw his/her submission after the March 4 deadline, then the individual will have to submit a written request for the profile to be removed. Contact information and the deadline will be included on all communication, including the self-nomination form and the website.

The nomination form will request the following information: name; address; local church; order; district; race/ethnicity; confirmation about the ability to attend the required meetings prior to and during conference; and age bracket. The current clergy photo on file for each nominee will be used for the submission.

Nominees will be asked to answer, in 250 words or less, one of the following questions: “Why do you feel called to be a delegate to General Conference and jurisdictional conferences?” or “What is your vision for the United Methodist Church?”

The name, photograph, order, age bracket, gender, home city and statements of each self-nominee will be printed in alphabetical order in the Conference Handbook of the session of annual conference in which delegate elections occur.

All clergy in full connection are eligible for election and shall be listed on the ballot. (“The clergy delegates to General Conference and to jurisdictional or central conference shall be elected from the clergy
members in full connection.” (2016 Book of Discipline ¶35). Although members of the Clergy Election Procedures Committee are not eligible to self-nominate, they are eligible for election. This self-nominating process does not preclude other clergy from being nominated and elected. Therefore, the self-nominating section will be followed by an alphabetical list of all clergy in Full connection with an assigned number.

An alphabetical listing of those who self-nominate will also be placed on the conference web site along with the aforementioned details for each individual.

After the next election, the Clergy Election Procedures Committee will monitor and evaluate the process in order to recommend any necessary changes to the clergy executive session for consideration and approval.

Clergy Election Procedures Committee:
Local Pastors: Elvira Rogers, Winfred Pitts
Deacons: Steve Napier, Joseph McBrayer
Elders: Tonya Lawrence, Katy Hinman, Donald Reed
Tellers: Maria Bowers
Conference IT Director: Michael Murphy-McCarthy
Special Session of General Conference Timeline and Q&A

May 18, 2016: General Conference asks bishops to find a way forward.
October 24, 2016: Council of Bishops announces members of the Committee on a Way Forward.
January 23-26, 2017: First meeting of the Commission on a Way Forward is held in Atlanta.
April 29-May 4, 2018: Council of Bishops April/May Meeting. The Commission on a Way Forward presents its final report to the Council of Bishops.
May 14-17, 2018: Final Commission on a Way Forward Meeting.
May 18, 2018: The Council of Bishops sends its final report to the publisher for printing and translation.
May 23-25, 2018: The Judicial Council meets to discuss any issues that may arise from the Council of Bishops’ final report.
July 8, 2018: The final report will be sent to the Secretary of the General Conference by the Council of Bishops.
Fall 2018: North Georgia delegation continues to meet.
TBA: Listening session with North Georgia delegation.
November 4-9, 2018: Council of Bishops meeting.
February 23-26, 2019: Special Session of General Conference, St. Louis, MO

1. What is the Commission on a Way Forward? The Commission on a Way Forward (COWF) is a group of 32 United Methodists appointed by the Council of Bishops for the sole purpose of examining the *Book of Discipline* as it relates to matters involving human sexuality.
The COWF is guided by a specific mission, vision and scope that calls for the design of a way of being for the church that maximizes the presence of a United Methodist witness in as many places in the world as possible, allows for as much contextual differentiation as possible, and balances an approach to different theological understandings of human sexuality with a desire for as much unity as possible. The COWF’s ultimate goal is to provide recommendations for how the denomination can move forward in a way that preserves and strengthens the unity of the church.

Keep in mind that, although the COWF’s work is meant to inform deliberation across the whole church, the COWF reports to the Council of Bishops and not to the General Conference.

Additional information about the COWF can be found here: http://www.umc.org/who-we-are/commission-on-a-way-forward-about-us.

2. Who is on the Commission on a Way Forward?
The 32 members of the COWF were selected from all parts of the world where The United Methodist Church has membership. They are from all jurisdictions, nine nations and 15 states. They are an inclusive group of men and women, laity, clergy and bishops. They span generations and theological positions and views. We are proud that Jasmine Smothers, the senior pastor at Atlanta First United Methodist Church, was selected to be a member of the COWF.

Additional information about the members of the COWF can be found here: http://www.umc.org/who-we-are/commission-on-a-way-forward-members

3. What is the Commission’s role in this process?
The COWF’s role is to work diligently to study, explore and discern how The United Methodist Church can collectively move forward in a way that preserves and strengthens the unity of the denomination, both now and in the future. However, it is important to remember that the COWF will not issue a recommendation to the general church. The COWF reports only to the Council of Bishops.

4. What models are being considered?
The COWF spent considerable time building trust and listening to one another on various models and sketches of the future of The United Methodist Church, receiving input and guidance from the Council of Bishops along the way.

It appears as though there are two models that are currently driving the conversation. Keep in mind, however, that these models are being reviewed with a “pencil in one hand and an eraser in the other,” meaning that they are
guiding the discussion but aren’t necessarily the only models that are being considered. The COWF’s final report is due to be submitted to the Council of Bishops in May 2018.

5. When will the Council of Bishops issue a recommendation?
It is anticipated that the Council of Bishops will receive and review the work from the COWF in May 2018. The Council of Bishops will then submit its final report to the Secretary of the General Conference in summer 2018.

6. What do we know about the Special Session of General Conference?
The Book of Discipline requires a specific reason and stated agenda for a special session. The 2019 General Conference will be “limited to receiving and acting on a report from the Council of Bishops based on the recommendation of the Commission on a Way Forward.”

7. When will actions taken by the General Conference be implemented?
Just like any General Conference, changes could be made to the Book of Discipline and those changes could be implemented as soon as the following year. Because some changes may require constitutional amendments that must be ratified by Annual Conferences, it is difficult to project a timeline for implementation without knowing what has been decided.

8. Will there be an opportunity to hear from our North Georgia Conference delegation before the Special Session in 2019?
Yes. There will be a day for a listening session with the Delegation. Details on this listening session and opportunities to engage are forthcoming.

Note that these answers were prepared by the North Georgia Conference Communications Office in April 2018 using umc.org/cowf.

Additional resources:
UMC.org/cowf
UMCOM.org
United Methodist News Service: www.umc.org/umns
Formation of The United Methodist Church. On April 23, 1968, The United Methodist Church was created when Bishop Reuben H. Mueller, representing The Evangelical United Brethren Church, and Bishop Lloyd C. Wicke of The Methodist Church joined hands at the constituting General Conference in Dallas, Texas. With the words, "Lord of the Church, we are united in Thee, in Thy Church and now in The United Methodist Church," the new denomination was given birth by two churches that had distinguished histories and influential ministries in various parts of the world. Theological traditions steeped in the Protestant Reformation and Wesleyanism and relationships that dated back almost two hundred years facilitated the union.

On April 23, 1968, two bishops followed by two children, two youths, two adults, six ordained ministers, two church officers and finally all 10,000 people present joined hands and repeated in unison: "Lord of the church, we are united in thee, in thy church, and now in The United Methodist Church. Amen." With those words in a Dallas auditorium, the 750,000-member Evangelical United Brethren Church and the 10.3 million-member Methodist Church became one church. The merger also brought people together in another way: marking the official dissolution of the Methodist Church’s racially segregated Central Jurisdiction.

The year 1968 convulsed with assassinations, riots, war in Vietnam and student protests against that war. The Troubles revved up in Northern Ireland, and Soviet tanks rolled into Czechoslovakia. At a time when it seemed much of the world was violently splitting apart, a group of Wesleyan Christians peacefully and joyfully were coming together.

Amid tumult of 1968, a church came together. Amid a tumultuous year — just weeks after the assassination of the Rev. Martin Luther King Jr. — a new United Methodist Church was born. "It felt like the restoration of the Methodist movement," said Joseph Evers, a Methodist delegate to the 1968 Uniting Conference. He is now 91 and lives in Quincy, Illinois.

Reaching unity required years of effort and a commitment to address racism that remains a work in progress. Gilbert H. Caldwell, newly named as a district superintendent at the time, was among the demonstrators at the doorway to the Uniting Conference promoting integration. They held signs silently reminding delegates the church still had work to do. Caldwell's sign quoted the title of King's final book: "Where Do We Go from Here... Chaos or Community?" "We knew even though we eliminated the Central Jurisdiction, issues of race and racism were still there," he said.
As The United Methodist Church celebrates its 50th birthday, church historians see lessons for a denomination facing questions of unity anew.

The Evangelical United Brethren — following petitions from the church’s Illinois Conference — ultimately made abolishing the segregated institution a condition for union, said J. Steven O’Malley. He was an ordained EUB pastor at the time of the merger and now a professor at Asbury Theological Seminary in Wilmore, Kentucky. “This move reflects longstanding EUB opposition to segregation and, before that, slavery,” he said.

Four years before the union, Methodist conferences within the Central Jurisdiction began transferring to geographical jurisdictions. “By 1964 there were just so many of us who thought segregation was wrong and that the Central Jurisdiction was an anomaly in the Methodist Church because our theology didn’t support segregation,” said Evers, the Methodist delegate. “But it lasted too long.”

**Blessed be the ties.** The early leaders of what would become The United Methodist Church had close ties. They just took more than a century to bind. Philip Otterbein, the German-born co-founder of the United Brethren in Christ, was friends with Francis Asbury, Methodism’s pioneering bishop. In fact, Otterbein participated in Asbury’s ordination at the 1784 Christmas Conference, the event that marked the founding of the Methodist church in America. Jacob Albright, founder of what became known as the Evangelical Association, came to Methodism through a class meeting and began preaching and forming classes of his own among fellow German-speaking Americans. However, a lack of cooperation from English-speaking Methodists led both Otterbein’s and Albright’s followers to organize their own denominations.

Language differences weren’t the only source of division. U.S. Methodism during its first century saw a structural split about once every decade, wrote noted church historian, Russell E. Richey. Most dramatically, northern and southern Methodists ruptured over slavery in 1844.

By the early 20th century, John Wesley’s spiritual descendants had gone from breaking up to making up — but at great cost.

In 1939, three Methodist denominations reunited to form what was then the largest Protestant denomination in the U.S. But to make that union possible, Methodist Protestant clergywomen had to surrender their clergy rights.

Most notoriously, the Methodist Episcopal Church South required the creation of the Central Jurisdiction, which enshrined the segregation (and attendant second-class treatment) of African-Americans in the new denomination’s constitution.
The merger of the United Brethren and Evangelical Church in 1946 featured its own setback. While the United Brethren approved full clergy rights for women in 1889, the Evangelicals wanted to halt the ordination of women altogether. While never an official ban, women’s ordination slowed greatly in the resulting union.

Let’s get together. Nonetheless, members of both denominations continued to push for a church more in keeping with Jesus’ prayer in John 17:21 that believers “will be one.”

**Want to Explore More?**

Efforts to end the Central Jurisdiction date from its inception. Methodists and Evangelical United Brethren also began making movements toward union just months after the EUB formed.

“The mid-20th century marked a broad movement toward church unity,” said Thomas E. Frank, a historian of Methodism at Wake Forest University in Winston-Salem, North Carolina.

The path to The United Methodist Church wasn’t without roadblocks. Bishops from both denominations in 1957 identified possible impediments to union, noted Ted Campbell, church history professor at Southern Methodist University’s Perkins School of Theology in Dallas.

One issue was that the Methodist Church gave bishops life tenure while the Evangelical United Brethren had term limits. The list also included the size difference between the two churches, the manner of selecting district superintendents, overlapping church agencies, and finding a name that would honor the heritage of both denominations.

To make the union happen, the two denominations made compromises. United Methodists in the U.S. adopted the Methodist practice of life tenure for bishops. The Evangelical United Brethren’s Council on Ministries structure was adopted, and is still used to coordinate ministries at the local church and other levels of the denomination. The word United also became part of the new church’s name.

Forming a more perfect union. The Central Jurisdiction was not on the initial list of trouble spots, Campbell pointed out, but that came later.

In a reversal of what happened in prior mergers, the 1968 union also assured women the right to be ordained and have full clergy rights, said Patricia Thompson, the author of “Courageous Past — Bold Future: The Journey Toward Full Clergy Rights for Women in The United Methodist Church.” However, the church sometimes struggled to live up to its teachings. Retired
Bishop Susan W. Hassinger, who came out of the EUB tradition, was ordained in 1968. She waited two years for her first appointment, which was only part-time.

**Lessons from union.** Hassinger and other church leaders say the denomination can learn from its union. Those lessons seem especially relevant as the church prepares for a special General Conference in 2019 where delegates will face questions of whether attitudes toward homosexuality should be church-dividing.

“People had to listen to each other across differences and learn how to value the other,” said Hassinger, now bishop-in-residence at United Methodist Boston University School of Theology.

O’Malley thinks the church can benefit from its Evangelical United Brethren heritage by taking a more “irenic” approach to conferencing, church order and social principles — that is, an approach aimed at reconciliation and peace.

Ian Straker, a former Howard University School of Divinity professor who has researched both the church split over slavery and the Central Jurisdiction, has yet another lesson in mind. While uniting a church is hard, he said, breaking up is even harder. The split in 1844 was not as simple as the amicable declaration made at that year’s General Conference. “Stuff was tied up in litigation for decades,” he said. “It made a bunch of lawyers happy, but it was not neat and easy.”

*The above information was taken from the umc.org website.*

For more information on the 50th Anniversary of the United Methodist Church see the following websites:

- www.umc.org/umc50
- www.umc.org/who-we-are/formation-of-the-united-methodist-church
- www.umc.org/topics/the-50th-anniversary-of-the-united-methodist-church

*2016 Book of Discipline of The United Methodist Church, “A Brief History of The United Methodist Church,”* (pg 11)
Parking Permit
for Members of the
North Georgia Conference
The United Methodist Church
June 12-14, 2018
June 11, 2018 for early registration
Athens, Georgia

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To display: fold in half and place on dashboard of vehicle

This permit must be displayed for
Annual Conference Free Parking
AND
Special Rates at the
Annual Conference Pay Parking Decks
(See maps in Handbook)
100. 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 our founding in 1914, more than 10,000 students have graduated from Candler, where they have been shaped as thoughtful, principled and courageous Christian leaders dedicated to transforming the world in the name of Jesus Christ.

One of 13 official seminaries of The United Methodist Church, Candler has been included on a list of “Seminaries that Change the World” for five years running, and was recently named a “Bright Spot in Theological Education” by Auburn Seminary.

Candler is also one of seven graduate professional schools of Emory University, a top-tier research institution offering extensive resources and a demonstrated commitment to service. Our location in Atlanta provides a hands-on learning environment rich with opportunity: The General Board of Global Ministries is headquartered here, as are numerous public health, international development, and social service organizations. Simply put, 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 or social work. One of our newest degrees is a Doctor of Ministry that is 90 percent online, so students can remain in their places of ministry as they study and immediately apply to their context what they learn in class. Our Teaching Parish program allows eligible United Methodist students to serve as pastors in local churches while they’re 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 455, reflecting 49 percent women, 35 percent people of color (U.S.), and a median age of 30. Students represent 39 denominations, with half coming from the Methodist family. Eighty-two percent of students are seeking a degree to prepare them as ministry professionals.

Candler has a deep commitment to alleviating student debt and employs a multi-pronged approach to tackle this issue. In 2017-2018, we awarded $5.3
million in Candler scholarships, with 97 percent of MDiv students receiving aid and the average scholarship covering 75 percent of tuition. Plus, our comprehensive “Faith & Finance” program teaches money management skills that serve our students now and will continue to serve them—and the churches they lead—well into the future.

Half of Candler’s faculty are United Methodist and 58% come from traditions within the larger Methodist family. This year, we welcomed fellow United Methodist Helen Jin Kim to the faculty as Assistant Professor of American Religious History, and we sent best wishes along with our colleague Mary Lou Greenwood Boice as she retired after 25 years of remarkable service to Candler.

Candler draws considerable strength and inspiration from its relationship with The United Methodist Church. Our ability to fulfill our mission of educating faithful and creative leaders for the church’s ministries throughout the world depends upon your support, gifts and prayers. Thank you for the countless ways you advance this vital ministry in the life of our denomination. Visit us in person in Atlanta 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

101. 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 co-educational, 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 socio-economic 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: the Master of Divinity, the Master of Arts in Christian Education and the Doctor of Ministry. Admission is open to qualified men and women of the United Methodist Church.

The support of the North Georgia 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

102. General Board of Higher Education and Ministry (GBHEM)

GBHEM launched a new mission and vision in August 2017. The updated mission and vision simplify GBHEM’s role as the primary leadership development agency for The United Methodist Church. Mission: Build capacity for United Methodist lay and clergy leaders to discover, claim and flourish in Christ’s calling in their lives, by creating connections and providing resources to aid in recruitment, education, professional development and spiritual formation. Vision: Generations of thriving, diverse and compassionate Christian leaders for The United Methodist Church and the world.

Our work throughout 2017 and 2018:
The Office of Discernment and Enlistment at GBHEM hosted Exploration, a biennial event for young adults ages 18-26 to hear, discern and respond to God’s call to ordained ministry as a United Methodist deacon or elder. More than 350 attended the event in Portland, Oregon in November 2017.

The Young Clergy Initiative (YCI) funded 34 innovative projects across the church in 2017 to attract young people to ordained ministry. Since its inception, more than 100 projects have been funded through YCI.

GBHEM works with the Commission on Central Conference Theological Education (CCTE) to distribute grants for the theological education of pastoral leaders in the Central Conferences. In 2017, the CCTE awarded 67 grants totaling more than $1 million to the seven Central Conferences of The United Methodist Church.

The Publishing Ministry, established to engage, nurture and advocate for the intellectual life of The United Methodist Church, released 13 books in 2017, reaching more than 10,000 people.

In 2017, GBHEM’s Office of Loans and Scholarships awarded 2,000+ students with $4.1 million in scholarships and 350 students with $1.4 million in low-interest loans. More than $1.6 million was awarded to 200 recipients of the Excellence in Clergy Leadership Scholarship, which helps United Methodist clergy avoid excessive educational loan debt, minimize financial stress and build financial acumen.

To aid pastors in their ministry journey, GBHEM’s Candidacy Office introduced EM360. A formation guide to help pastors and congregations meet mission and ministry goals, EM360 is a tool to help clergy leaders identify and gauge pastoral effectiveness. In 2017, 1,438 candidates enrolled in UMCARES to seek certified candidacy for licensed or ordained ministry. A total of 589 candidates were certified.

The Black College Fund distributed more than $9.68 million in 2017 to the Historically Black Colleges and Universities related to The United Methodist Church for faculty development, infrastructure maintenance, academic programs and scholarships.

Clergy Lifelong Learning led African-American, United Methodist pastors who lead predominantly white churches in cross-cultural diversity training in South Korea in 2017. Continuing education and coaching opportunities are available through the innovative, multilingual platform, UMC Cyber Campus.

In 2017, Schools, Colleges, and Universities established the Siri S. Gadbois Fund in partnership with the National Association of Schools & Colleges of The United Methodist Church (NASCUMC) for mentoring among
institution leaders (kickoff in 2018). The Cutting-Edge Curriculum Award was created to recognize 10 exceptional faculty members who are building effective and innovative academic courses (winners announced at the end of 2018 spring semester).

In partnership with Discipleship Ministries, GBHEM provides e-readers to theological schools in remote areas of Africa and Asia, offering access to the latest textbooks and references books. The E-Reader Project distributed 667 e-readers in 2017 and nearly 2,500 devices to 22 theological seminaries since the program inception in 2013.

In 2017, GBHEM and the Association of United Methodist Theological Schools (AUMTS) hosted two academic theological colloquies. Initiated in service to the intellectual life of the church, the colloquies are intended to be a resource for the church. The first colloquy (March 2017) focused on human sexuality and church unity, the second (November 2017) reflected on the practice of Missio Dei. Both events produced a study guide and book.

103. Georgia Pastors’ School

The theme of our 2017 school was “The Discipling Church.” We learned about the breadth and depth of creating churches that effectively make disciples of Jesus Christ. We were taught by the leaders in this field. James Harnish, author of the well-known book, *A Disciple’s Path*, brought us innovative approaches to leading people to fulfill their membership covenant of prayers, presence, gifts, service and witness. Junius Dotson, general secretary of Discipleship Ministries, an international agency of the United Methodist Church, led us to think through inventive and ground-breaking approaches to discipleship.

We were introduced to the ongoing campaign to #SeeAllthePeople in which we are encouraged to stop trying to “fix our churches” and see the people who need to be reached with the love of Jesus Christ. Our worship was outstanding as Telley Gadson brought us spirit-filled preaching in worship each day and Chuck Bell moved our souls with stirring music.

Our 2018 theme is “Inside Out Church: Engaging Your Community in Mission.” One of the best ways we can move toward perfection in love is to engage our communities with the love and message of the good news of Jesus Christ. Once again this year, we are engaging with our denominational leadership, making the most of our connectional resources. The General Board of Global Ministries, the global mission agency of The United Methodist Church, its annual conferences, missionary conferences, and local
congregations, will lead us in our learning and worship this year. We will be led
with inspirational preaching from our resident bishops as well as from Rodrigo
Cruz, pastor of The N.E.T.T. Church (Nations Experiencing Transformation
Together), a new and intentionally diverse congregation in Gwinnett County.

The Board of Managers is working hard to ensure that the Georgia
Pastors’ School is an outstanding event for both clergy and their families. We
seek to be leaders in offering the best continuing education for our conferences’
clergy as well as a quality family experience for clergy families. We will once
again use the services of “Kid Care Everywhere” for infant through 5th grade
childcare. Our youth program will be led by Bill Culpepper.

Registration is available online at www.georgiapastorsschool.org and
room reservations can be made through www.epworthbythesea.org. Walkup
registrations are welcomed, but advanced registration helps us be best prepared.

We thank both conferences for your continued support.

Tony Crosby, SGC, Chair

104. Georgia United Methodist Foundation, Inc.

The Georgia United Methodist Foundation’s mission is empowering people to
change lives! We serve as a financial and stewardship resource to churches,
ministries and individuals within Georgia by providing the following services:

Ministries to Churches
- **Endowments and Legacy Ministry Training:** We teach church leaders
  how to establish and cultivate a permanent source of income to support and
  sustain a church’s ministry programs.
- **Wills Clinics:** We help churches by assisting their members in preparing
  wills and other healthcare and estate planning documents.
- **Investment Services:** We help churches manage and grow funds through
  socially responsible and sustainable investing.
- **Certificate Program:** We offer 1-, 2-, 3- and 4-year fixed rate investments
  which in turn provide funding for loans to churches.
- **Loans:** We offer loans to churches and ministries wishing to refinance debt,
  or build, expand or renovate facilities for sustaining ministry.

Ministries to Individuals
- **Planned Giving Strategies:** We offer free individual and group meetings to
  discuss ways to create a legacy for ministry and benefit your family.
• **Certificate Program:** We offer 1-, 2-, 3- and 4-year fixed rate investments which in turn provide funding for loans to churches.

• **Scholarships:** We offer scholarships to support United Methodist students within Georgia who attend United Methodist colleges, universities and seminaries through the United Methodist Dollars for Scholars program.

• **Clergy Financial Leadership Academy:** We train pastors in personal and financial church literacy. Pilot sessions are under development.

For assistance with your stewardship needs, please contact the Georgia United Methodist Foundation at 770-449-6726, 877-220-5664 or info@gumf.org or visit www.gumf.org.

William T. Daniel Jr., Board of Trustees Chair
Keith E. Lawder, President/CEO
Stephen A. Waldorf, Vice President of Development

105. United Methodist Connectional Federal Credit Union

Your Board of Directors’ primary job is to set direction for and manage the credit union, making sure it is operated in a sound and prudent manner and that all decisions are guided by the best interests of the members. During 2017 we continued to implement those strategies necessary to both maintain growth and preserve a strong financial picture. We believe in “Helping Our Members Afford Life” by continuing to provide inexpensive financial services and outstanding member service.

Our major achievements this year include:

• We increased our asset size by over 1%, added new members and increased loans to members.

• We improved our VISA Credit Card Program by adding ScoreRewards so that members get more value when using their credit card.

• We added a new car buying service so we are better able to help members purchase new and used vehicles in all three states that we serve.

• We continued to update technological enhancements for our products and services through a conversion to a new core system February 28, 2018.

Of course, all of this could not have been achieved without our staff, my fellow board members and other volunteers who helped make 2017 another great year for your Credit Union. Most importantly, however, I want to thank you, our members, for continuing to do business with your Credit Union.

James Mitchell, Chair
## 105.a. Financial Report

### Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>Summary as of 12/31/16</th>
<th>Summary as of 12/31/17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$320,264.41</td>
<td>317,351.48</td>
</tr>
<tr>
<td>Loans To Members</td>
<td>$17,361,756.01</td>
<td>$17,532,168.51</td>
</tr>
<tr>
<td>Loan Participation</td>
<td>$1,715,530.97</td>
<td>$1,803,879.44</td>
</tr>
<tr>
<td>Allowance for Loan Losses</td>
<td>-$60,828.76</td>
<td>-$102,332.86</td>
</tr>
<tr>
<td>Other Receivables</td>
<td>$0.00</td>
<td>$41.15</td>
</tr>
<tr>
<td>Investments</td>
<td>$9,110,076.21</td>
<td>$8,904,841.42</td>
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<tr>
<td>Accrued Income</td>
<td>$65,624.06</td>
<td>$73,943.81</td>
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<tr>
<td>Prepaid Exp &amp; Defer Charges</td>
<td>$37,187.77</td>
<td>$74,950.82</td>
</tr>
<tr>
<td>Fixed Assets</td>
<td>$490,209.91</td>
<td>$726,503.96</td>
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<tr>
<td>All Other Assets</td>
<td>$47,075.00</td>
<td>$47,075.00</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$29,086,895.58</strong></td>
<td><strong>$29,378,422.73</strong></td>
</tr>
</tbody>
</table>

### Liabilities

<table>
<thead>
<tr>
<th>Description</th>
<th>Summary as of 12/31/16</th>
<th>Summary as of 12/31/17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable</td>
<td>$16,039.18</td>
<td>$21,129.85</td>
</tr>
<tr>
<td>Dividends Payable</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Notes Payable</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Taxes Payable</td>
<td>$545.49</td>
<td>$383.26</td>
</tr>
<tr>
<td>Accrued Expenses</td>
<td>$26,954.49</td>
<td>$38,316.24</td>
</tr>
<tr>
<td>Deferred Credits</td>
<td>$0.00</td>
<td>$0.00</td>
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<tr>
<td>Other Liabilities</td>
<td>$914.45</td>
<td>$0.00</td>
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<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>$44,453.61</strong></td>
<td><strong>$59,829.35</strong></td>
</tr>
</tbody>
</table>

### Equity

<table>
<thead>
<tr>
<th>Description</th>
<th>Summary as of 12/31/16</th>
<th>Summary as of 12/31/17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shares of Members</td>
<td>$26,404,174.97</td>
<td>$26,626,946.57</td>
</tr>
<tr>
<td>Reserves</td>
<td>$682,937.04</td>
<td>$682,937.04</td>
</tr>
<tr>
<td>Undivided Earnings</td>
<td>$1,932,487.85</td>
<td>$1,955,329.96</td>
</tr>
<tr>
<td>Net Income</td>
<td>$22,842.11</td>
<td>$53,379.81</td>
</tr>
<tr>
<td><strong>Total Equity</strong></td>
<td><strong>$29,042,441.97</strong></td>
<td><strong>$29,318,593.38</strong></td>
</tr>
</tbody>
</table>

**Total Liabilities & Equity**

<table>
<thead>
<tr>
<th>Description</th>
<th>Summary as of 12/31/16</th>
<th>Summary as of 12/31/17</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>$29,086,895.58</strong></td>
<td><strong>$29,378,422.73</strong></td>
</tr>
</tbody>
</table>
### Income Statement

<table>
<thead>
<tr>
<th>Description</th>
<th>Summary as of 12/31/16</th>
<th>Summary as of 12/31/17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interest on Loans</td>
<td>$1,023,293.62</td>
<td>$1,079,687.53</td>
</tr>
<tr>
<td>Income on Investments</td>
<td>$83,960.01</td>
<td>$106,433.44</td>
</tr>
<tr>
<td>Fees &amp; Charges</td>
<td>$139,637.06</td>
<td>$175,610.92</td>
</tr>
<tr>
<td>Other Operating Income</td>
<td>$85,156.20</td>
<td>$120,565.84</td>
</tr>
<tr>
<td><strong>Operating Income</strong></td>
<td>$1,332,046.89</td>
<td>$1,482,297.73</td>
</tr>
</tbody>
</table>

#### Operating Expenses

<table>
<thead>
<tr>
<th>Description</th>
<th>Summary as of 12/31/16</th>
<th>Summary as of 12/31/17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Compensation</td>
<td>$531,265.94</td>
<td>$536,179.95</td>
</tr>
<tr>
<td>Employee Benefits</td>
<td>$163,597.52</td>
<td>$171,241.56</td>
</tr>
<tr>
<td>Travel &amp; Conference</td>
<td>$54,614.67</td>
<td>$49,418.62</td>
</tr>
<tr>
<td>Association Dues</td>
<td>$17,533.00</td>
<td>$17,438.00</td>
</tr>
<tr>
<td>Office Occupancy</td>
<td>$47,091.20</td>
<td>$47,171.81</td>
</tr>
<tr>
<td>Office Operations</td>
<td>$96,358.68</td>
<td>$97,801.43</td>
</tr>
<tr>
<td>Education &amp; Promotion</td>
<td>$37,586.83</td>
<td>$35,818.08</td>
</tr>
<tr>
<td>Loan Servicing</td>
<td>$52,507.37</td>
<td>$83,167.33</td>
</tr>
<tr>
<td>Prof &amp; Outside</td>
<td>$198,370.52</td>
<td>$203,756.85</td>
</tr>
<tr>
<td>Provision for Loan Losses</td>
<td>$0.00</td>
<td>$76,837.05</td>
</tr>
<tr>
<td>Member Insurance</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Federal Operating Fee</td>
<td>$5,029.80</td>
<td>$6,641.99</td>
</tr>
<tr>
<td>Interest on Borrowed</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Cash Short/Over</td>
<td>$9.95</td>
<td>$30.00</td>
</tr>
<tr>
<td>Annual Meeting</td>
<td>$3,269.37</td>
<td>$2,373.13</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>$6,440.47</td>
<td>$7,708.46</td>
</tr>
<tr>
<td><strong>Total Operating Expenses</strong></td>
<td>$1,213,675.32</td>
<td>$1,335,584.26</td>
</tr>
</tbody>
</table>

Income From Operations        | $118,371.57              | $146,713.47              |
Income Before Dividends       | $118,371.57              | $146,713.47              |
Dividends                     | $95,529.46               | $93,333.66               |

Gain/(Loss) on Assets         | $0.00                    | $0.00                    |

Net Income                    | $22,842.11               | $53,379.81               |
STUDENTS MATTER. With 5,000 students worshipping and engaging in discipleship groups on college campuses across Georgia, the UMCommission engages in ministry that is alive in Christ. Through the UMCommission, United Methodists in North and South Georgia have a longstanding commitment to serving students and making disciples of Jesus Christ. Our conferences support nine United Methodist colleges and universities, and 18 Wesley Foundations—and counting! Everything we do as a Commission seeks to serve our students across the state because we see lives transformed every day.

Students matter at every campus. As we expand the reach of our Wesley Foundations, we are able to connect with more students on more campuses, inviting them into a relationship with Jesus. In 2016 we added Wesleys at Coastal Georgia, Augusta State and Middle Georgia State. In 2017, we added the University of West Georgia and Georgia Gwinnett. In 2018, we are launching ministries at Columbus State and North Georgia Gainesville. Future plans include Albany State, Darton College, Berry College, Oglethorpe University and Agnes Scott. We have innovative ministries, such as the Foundry Coffee House in Savannah, intended to reach college students where they are.

Students matter in worship. Our worship attendance is up 43% across the state. Students are leading in worship and inviting their peers to come and hear the gospel with them. If Charles Wesley could step into worship at Wesleys throughout the state, he would hear what it sounds like to have 1,000 tongues singing our great Redeemer’s praise. The voices of these young men and women praising God together lets us know that we are alive in Christ!

Students matter in discipleship. Our discipleship groups are helping students navigate their daily choices that can bring them closer to Jesus. Our small groups and one-on-one discipling enable students to learn and grow in these small group settings. Freshley programs, designed for freshmen at Wesley, help students in that critical first year find who they are in Christ.

Students matter in outreach ministries, including mission trips and feeding programs, as the love of God overflows into love of neighbor. These students are transforming their communities through their faithful, caring witness.
Students matter in our nine colleges and universities in Georgia, where students receive an education that encourages growth both academically and spiritually. This year, UMCommission has increased funding directly to chaplains and religious life on campus to undergird their work.

Students matter because these young adults are making decisions about the direction of their lives and careers. At this key juncture, the United Methodist Church is there for them. God is raising up a generation of leaders who know how to lead in worship because they already doing that through our campus ministries. God is raising up leaders who have been in discipleship groups to grow in their own spiritual life, and have led others to know the Lord. God is raising up leaders who connect a heart strangely warmed, an engaged mind, and a commitment to love their neighbors.

Students matter because our student ministries are alive in Christ RIGHT NOW. They bode well for our future, as The United Methodist Church is engaging these young adults at a pivotal time in their lives. They are disciples, worship leaders and followers of Christ; some will feel a call to ordained ministry through their college experience. Students matter to God, they matter to The United Methodist Church, and they matter to our hope of a transformed world. Thank you for all you do across both conferences to support the UMCommission and student ministries across the state.

Rebecca Duke-Barton, Board President
The Board of Ordained Ministry (BOM) supports those on the journey toward ordination, coaches those in transition or in changing circumstances, and encourages clergy to fulfill their purpose and live their call meaningfully. In addition to interviewing potential candidates for ordained ministry, the BOM cultivates new candidates for ordination (see Young Clergy Initiative report) and provides structures for education and accountability for clergy.

At various times, the BOM emphasizes different aspects of its work. Continuing Education is a point of emphasis at this time. The North Georgia Conference requires full time, Full Connection Clergy to earn 6.0 CEUs per quadrennium. One CEU is awarded for every 10 hours of classroom instruction.

The Discipline requires that clergy continuing education include ethics training. The BOM provided Clergy Ethics training in 2018. The curriculum expanded previous sexual ethics training to include information about financial, social media, internet, boundaries, dating, transference and legal matters. The BOM expresses thanks to Terrilyn Lemons (Chair), Lindsay Geist, Joy Melton, Tom Camp, Dana Everhart, Nancy Long, Cynthia Vaughan and Michelle Levan for leading us in this monumental task.

The 2016 General Conference mandated that each conference implement an Eight Year Assessment (EYA) Program. BOM interviews are normative. Annual ministry evaluations are formative. The EYA will be restorative. EYA will help clergy find renewal for mind, body and spirit with little cost to the participants. Each conference must have a plan in place by the end of 2019.

An exciting new educational initiative of the Annual Conference is the ACE(2) [pronounced ACE-Squared]: Academy of Clergy Excellence, an alternate continuing education program. Using the highly effective model created by the Institute on Clergy Excellence (ICE), ACE(2) will award grants to self-selected, peer learning groups. Groups must be comprised of 6-8 North Georgia Full Connection clergy or FTLP who have completed Course of Study. Groups will design a creative, two-year continuing education plan. Plans cannot include pre-packaged seminars. Grants will range from $1,500-$3,000 per participant, per year. Groups that include expressions of diversity (age, theology, gender, race, geographical and others) are eligible for higher grants. Interested groups must apply by July 27, 2018. The groups will be assigned a coach at a mandatory orientation retreat September 17-19 at Callaway Gardens. In addition to the grants, participants must secure additional funding of $500, preferably through continuing education funds provided in the participant's
appointment. For more information, contact the ACE(2) Conference Coordinator, Leigh Martin, at leigh.martin@ngumc.net.

The BOM continues to introduce Leadership Development into the interviews for Provisional Membership and Full Connection in addition to Theology and Doctrine, Practice of Ministry and Called and Disciplined Life. Leadership Development evaluates practical examples of group leadership skills. Candidates discuss examples of their leadership, and BOM members review references from colleagues, supervisors and faculty members. Provisional Members also create and implement a personal leadership development plan during residency.

The BOM and Cabinet work cooperatively to establish the content of the annual ministry reviews. Our conference has intentionally experimented with several formats in the previous four years. In 2017, the conference began phasing in the Lewis Pastoral Leadership Inventory (LPLI), a 360 degree leadership assessment instrument. The feedback on the LPLI was mostly positive, and the Office of Ministerial Services will provide more detailed instructions on how to create performance goals and clearly define the role of senior pastors in evaluation of associate pastors.

The BOM expresses thanks to Dana Everhart, Director of the Office of Ministerial Services and Spiritual Formation, and to Michelle Levan, Assistant Director of the Office of Ministerial Services and Spiritual Formation.

Glenn Ethridge, Chair

200.a. North Georgia Fellowship of Local Pastors and Associate Members

The purpose of the Fellowship of Local Pastor and Associate Members is to provide support, love and encouragement to each other through the promotion of self-care and spiritual growth, and to create a sense of unity and fellowship. The fellowship will serve all local pastors and the Board of Ordained Ministry as an advisory resource group on needs and issues of Local Pastors and Associate Members. It will serve as a voice for Local Pastors and Associate Members in the North Georgia Annual Conference, will sponsor retreat time, and will encourage small group participation with all clergy on the district level. 2017-2018 has been a year to re-engage with our Local Pastors. In an effort to better support our LLPs, and to serve as guided by the 2016 Book of Discipline, the Conference Fellowship Board of Local Pastors and Associate Members has been working to initiate a mentoring process for all Licensed Local Pastors who...
have not completed Course of Study. We are also working for better support to
those LLPs with multiple charges and new, first time LLPs, to assist wherever
they find themselves in need. It is our desire in 2018-2019 to continue to refine
the mentoring process and to assist more LLPs to serve their congregations and
the North Georgia Conference.

The Fellowship is proud to announce that during 2017-2018 our
Conference has received the following Licensed Local Pastors from Course of
Study graduation or the completion of their Masters of Divinity:

Leah Cunningham      Jim Schlicht
Jody Brock            Joe Condra
Britt Madden          Jeremy Noffsinger
Kevin Days           Sandy Skinner
Henry Bush            Jorge Henao

It is the desire of the membership of the Fellowship of Local Pastors and
Associate Members to continue to serve North Georgia Conference with quality
pastoral leadership in all the churches to which we are appointed. We thank the
North Georgia Conference for our opportunities to serve you.

Joel Miller, Chair

200.b. Order of Deacons

Deacons connect the church and the world through word, service, compassion
and justice. The Order of Deacons exists to support and hold accountable its
members for the sake of the life and mission of the church. One of the strengths
of our connectional system is the recognition that we are called to different
purposes and equipped with different gifts.

Deacons serve in a variety of appointments that represent the breadth and
depth of our callings and gifts. You will find North Georgia Deacons appointed
to local churches, non-profit organizations, the U.S. Bankruptcy Court, college
campuses, hospitals, Connectional Ministries, Global Ministries and more.

Over the past year Deacons have met for fellowship and education. In the
fall of 2017 we met at Sandy Springs UMC for our Day Apart to focus on
leadership development and Soul Care. In March of 2018 we toured the Biblical
History Center in LaGrange, Georgia and participated in a Seder meal.

The Executive Committee has been active in learning from Deacons in
other conferences. A Southeastern Jurisdiction Conference retreat is being
planned for all SEJ Deacons in the Fall of 2019.

Shannon Karafanda, Chair
200.c. Order of Elders

The Order of Elders exists to support and hold accountable its members for the sake of the life and mission of the church. As we strive to live in a covenant of mutual care and accountability we are exploring ways to provide support and fellowship for the Order.

This year representatives from the order worked with the task force regarding the election of delegates to General and jurisdictional conferences. We also met to identify ways to enhance the determination of pastor/parish compatibility to aid in the appointment process. We will continue this work in the coming conference year. Additionally, we explored ways we could best encourage camaraderie among elders.

It is our belief that covenant relationship among colleagues strengthens the life and ministry of the church and aids in the nurturing of our relationship with God. To that end we will continue to work to discern meaningful ways to come together for support, encouragement, vocational and spiritual growth.

Yvette Massey, Chair

200.d. Young Clergy Initiative

Due to the shortage of young clergy, the General Board of Higher Education and Ministry (GBHEM) is funding grants for the purpose of assisting young adults and students to discern their calling. The North and South Georgia Conferences have been made joint recipients of this grant to further our mission. The conferences are offering paid ministry internships, exploration weekends, and campus ministry connection for high school students.

Our first year has been successful, and we aspire to continued growth in our events and programs. The exploration event will be held on October 19-21 at the Calvin Center. Titled “Discovered,” this weekend event is aimed towards college students and young adults.

College students that are interested in the ministry internships, should contact the Office of Ministerial Services. Interns have been selected for the 2018-2019 academic year; however, internship opportunities will be available the following academic year. Please promote these offerings to your students and young adults at your local church.

Ashley Jenkins
200.e. Office of Ministerial Services & Spiritual Formation

The Office of Ministerial Services & Spiritual Formation functions to support the Bishop, cabinet and the Board of Ordained Ministry on conference and district appointment consideration and the credentialing of candidates – provisional, ordained and licensed. Along with this primary purpose is the responsibility for professional certifications, counseling, training, workshops for all under appointment and the guidance of mentors. We serve as the recruitment agency of the Annual Conference as we connect with all seminaries and students as well as oversee licensing and course of study school.

We serve as the connecting link with all clergy on a variety of leaves of absence. We seek to provide quality continuing education and spiritual formation programs for all clergy and candidates for licensed or ordained ministry.

We also work with the legal agencies regarding immigration and Naturalization Service. We provide interpreters, materials and support for those whose first language is not English.

We offer support for the Board of Ordained Ministry as those who administer the fiscal affairs of the Board, coordinate interviews and work with all district committees on Ordained Ministry, which are sub-sets of the Board of Ordained Ministry. We provide yearly support for the Annual Conference and Clergy Executive Sessions.

Finally we maintain all the personnel and supervisory records of all candidates and clergy of every order.

Goals:
In 2018 and 2019 our focus will continue on all that we have in place already, bringing it to the next level of excellence. Along with that will be the implementation of the Culture of Call for the Annual Conference. We will be working to develop a culture in our congregations where the call to ordained ministry will be lifted up in a powerful way in 2018 and thereafter. Materials will be developed and recruitment will be tripled as we seek to encourage children, youth, young adults and others to consider the call of the Holy Spirit for ordained ministry. Every approved seminary will be visited, as will the majority of our Wesley Foundations and Fellowships on an annual basis.

The General Conference mandated the Eight Year Ministry Review to begin in 2019. We will work to develop a full and comprehensive plan for review for every clergy person on the anniversary of their eighth year ordination, every eight years. This will be a very large endeavor and will
require a new team and financial support. Mandates from the GBHEM are not known at this moment.

Attention will be given to the process for ordained and licensing ministry offering the best support and coaching as women and men move through the process to full ordination or associate membership.

Offering continuing education that is exciting and engaging will be a priority as we begin to offer in partnership with Connectional Ministries and Congregational Development on-line educational opportunities. Instructure, INC (contractual consulting firm) is working with our ministries to offer quality-learning experiences, Academy for Clergy Excellence (Alternative Continuing Education) and M-Lab.

Cultural diversity in all areas will be a priority from recruitment to continuing education of all clergy. We will be investing in the training of every Residency In Ministry Group forward with a retreat to deal with the issue of cultural inequality and the need for a fully diverse Church.

Finally it is the desire of the Office of Ministerial Services and Spiritual Formation to bring about a complete standardization of all materials dealing with our office and the Board of Ordained Ministry. This will also mean coming in line with the standards of the general church working hand in hand with GBHEM.

I am grateful for Michelle Levan, associate director of Office of Ministerial Services, who is gifted and knowledgeable in so many ways. I have great appreciation for Jane Brooks for her previous work in this office and for her support in this transitional year.

Dana A. Everhart, Director

201. Conference Communications Office

The conference communications office facilitates and leads our North Georgia Conference communications, marketing and public relations efforts.

Using the conference website, e-newsletters, social media, videos and our mobile app, and serving in a consultative role to conference offices, districts, agencies and local churches, our broad goal is both excellence and effectiveness in all areas of communications.

Our communications priorities are set by our mission as United Methodists, considering the needs of local churches, conference departments and ministry areas.
With more than 30,000 visits each month, the conference website (www.ngumc.org) is the place to turn for news, event registrations, the conference calendar and resources.

Church leaders are encouraged to subscribe to our Conference newsletters. Just as the name implies, the “re:Vision” e-newsletter features stories regarding vision and highlights clergy and laity taking risks, innovating and trying new ideas in ministry. “Weekly Conference Update” is e-mailed on Thursdays and includes the week’s news plus a look at upcoming events. There are several other valuable e-newsletters aimed at youth leaders, disaster responders, and there are excellent district e-newsletters as well. Check them out by clicking “Subscribe Now” at ngumc.org.

In 2017 North Georgia social media accounts saw more than one million impressions. Thousands of North Georgia United Methodists are part of the community on Facebook (www.facebook.com/ngaumc), Twitter (@connectNGUMC), Instagram (@NGUMC) and YouTube (NGUMC).

Each of the tools – from the information on the website, to articles in newsletters, to social media posts – are available for congregations to use. Unless otherwise directed, your church may simply credit the source and writer and use the content in your church’s context.

The conference communications director is available when a church experiences a media crisis or potential crisis—in other words, something that threatens the reputation of the church, the denomination or the members. The communications office can help craft a response plan and offer support.

With a focus on our mission, your conference communications office is here to tell the story as we “Move Toward Perfection in Love.”

Sybil Davidson
Conference Communicator

202. Committee on Episcopacy

Our Episcopacy Committee feels blessed to have Bishop Sue Haupert-Johnson lead our Conference. This past year our committee met three times to support her in her efforts. Four of the many highlights of Bishop Sue’s leadership from the past year include: (1) making strategic pastoral appointments to foster growth in our local churches, (2) helping our conference have crucial conversations about diversity, racism and sexism inside and outside the church, (3) encouraging creative worship in churches to engage and grow our
congregations, and (4) nurturing spiritual disciplines as a critical aspect of the spiritual life. These efforts support our mission to make disciples of Jesus Christ.

Bishop Sue and her cabinet’s appointments from 2017 are bearing fruit. Eleven of our conference’s 25 fastest growing churches in average worship attendance in 2017 were churches with new pastors appointed by Bishop Sue. In her spiritual discernment of appointments she and the cabinet paid close attention to the needs of churches, surrounding demographics and pastoral gifts. Considering these three needs has proven critical to fruitful appointments.

Bishop Sue has helped our conference have conversations that are hard, but crucial. Our committee supports these efforts, as they will help our conference on all levels address our own sin in order to witness more faithfully for the future. She underscored the expectations of all clergy to participate in clergy ethics training. She has fostered discussions on race. One poignant example included her having the cabinet participate in an intense diversity training in conjunction with the Commission on Religion and Race. Bishop Sue has also helped nurture dialogues on race between churches within our Conference. We support her as she leads us in more crucial conversations, including our Bishop’s Days apart as a means of fostering understanding, healing and hope.

At 2017 annual conference, Bishop Sue launched creative worship as a conference-wide emphasis. Dynamic worship teams throughout North Georgia led our worship times and included interviews and teaching moments with the leaders. We believe her continued efforts on worship in the future will help our congregations and institutions bear fruit.

Lastly, Bishop Sue has impressed upon clergy and laity the importance of spiritual disciplines. She has reminded us there is a “method” to our Methodism. Habits of Biblical reflection, prayer and service will guide Jesus’ church into the future. To launch this emphasis on spiritual disciplines, she and the annual conference planning team have chosen the theme of "Moving Toward Perfection in Love," a three-day focus on spiritual disciplines.

Our committee supports our Bishop’s direction for our conference. There’s a fresh and strong wind blowing throughout our churches and agencies thanks to her leadership and her attunement to the Holy Spirit’s guidance.

Will Zant, Chair
203. Statistician Team

For the pastors and churches of the North Georgia Annual Conference, the month of January is the season for completing the End-of-Year Report. This year the season ran from January 3-January 31. Once all the information was entered, saved, submitted and verified, the report was compiled.

This data provides the conference valuable information as to how the annual conference has done numerically during the previous year, and answers to specific questions are used to calculate apportionments for the churches. This report is based on data each pastor is responsible to gather and record with integrity to the best of their ability and knowledge.

The 2017 End-of-Year report summary indicates the North Georgia Conference continues to trend downward in average worship attendance.

- The highest number of members was reported in 2013 at 364,102. This number for 2017 was 357,015, which reflects a net loss of 3,756 or a decrease of 1% as compared to 2016.
- The highest average in worship attendance was reported in 2006 to be 133,680. The number for 2017 was 107,203, which is a decrease of 5,179 as compared to 2016 and is a 4.6% decrease.
- The highest number of professions of faith was reported in 2008 to be 7,816. The number for 2017 from all categories was 4,627. This reflects a decrease of 341 as compared to 2016 or a 6.8% decrease.
- There are pockets of growth such as the number of persons served by community ministries for outreach, justice and mercy. In this question we have an increase in 2017 of 32,338 as compared to 2016.

The completed 2016 statistical report is available for each church, each district and the North Georgia conference as a whole, at www.ngumc.org/eoy. The entire statistician team is grateful for the leadership Darris Baker provided our team for the past six years. We wish for him only the best. Additionally, the team is grateful for the support of the conference treasurer, controller, director of IT, support specialist of IT, district superintendents and each appointed pastor who completed their reports in an accurate and timely fashion.

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

The Council awards grants twice a year to churches and non-profit agencies across North Georgia who provide housing and other essential services to persons experiencing homelessness and poverty. From 1990 through 2017, the HHC has awarded grants totaling $4,855,726. Council members conduct a site visit to applicants and make recommendations to the Council for funding.

The theme of the 2017 Homeless Offering was “A Place at the Table”, and was collected on February 26, 2017. 100% of the Homeless Offering goes to ministries serving those experiencing poverty and homelessness. Total 2017 offering receipts were $172,696. The Housing Trust Fund, held with the Georgia United Methodist Foundation, ended the year with a value of $1,482,006.00. Most of the administrative expenses of the Housing and Homeless Council are paid from this fund, which allows us to allocate 100% of the offering to our grants.

During 2017, the HHC awarded grants in total of $185,980. ($130,200 in capital and $55,780 in operational). Homeless Offering funds which come in after grants are distributed in November are added to the next year’s grants.

We are so grateful to the many congregations who support the Homeless Offering. Your generosity allows us to support ministries both large and small across North Georgia, all of whom are doing daily work of serving our neighbors in need. We continue to be inspired by the countless ways both clergy and lay in our conference are ministering to those living in poverty, and we appreciate your continued support of their efforts.

Roger Vest, Chair
Laura Rappold, Director

Housing and Homeless Council Capital Grants 2017

<table>
<thead>
<tr>
<th>Organization</th>
<th>Amount</th>
</tr>
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<tbody>
<tr>
<td>Abba House</td>
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<tr>
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<tr>
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<td>Essence of Hope</td>
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<tr>
<td>2</td>
<td>Habitat for Humanity of Catoosa County</td>
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<tr>
<td>3</td>
<td>Habitat for Humanity Coosa Valley</td>
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<tr>
<td>4</td>
<td>Habitat for Humanity Greene County</td>
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<tr>
<td>5</td>
<td>Habitat for Humanity Griffin Area</td>
</tr>
<tr>
<td>6</td>
<td>Habitat for Humanity Gwinnett County</td>
</tr>
<tr>
<td>7</td>
<td>Habitat for Humanity Hall County</td>
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<tr>
<td>8</td>
<td>Habitat for Humanity – N Central GA (Cherokee)</td>
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<td>Habitat for Humanity- N Central GA (Forsyth)</td>
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<td>10</td>
<td>Habitat for Humanity Southern Crescent</td>
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<td>11</td>
<td>Habitat for Humanity Towns Union</td>
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<td>12</td>
<td>HOPE Through Divine Intervention</td>
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<td>13</td>
<td>Interfaith Hospitality Network of Athens</td>
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<td>Isaiah House, Inc.</td>
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<td>Metropolitan UMC</td>
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<td>Shepherd’s Staff Ministries</td>
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<td>25</td>
<td>Square Foot Ministry</td>
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<td>26</td>
<td><strong>Housing and Homeless Council Operational Grants 2017</strong></td>
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<td>27</td>
<td>Action Ministries Athens</td>
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<tr>
<td>29</td>
<td>Action Ministries Covington</td>
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<td>Action Ministries Feed the Hungry</td>
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<td>Action Ministries Gainesville</td>
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<td>Augusta Urban Ministries</td>
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<td>36</td>
<td>Bethlehem First UMC</td>
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<td>37</td>
<td>Bridging the Gap</td>
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<tr>
<td>38</td>
<td>Brookhaven UMC</td>
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<tr>
<td>Organization</td>
<td>Amount</td>
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<tr>
<td>Warren Temple UMC</td>
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</tbody>
</table>

77
The Conference Board of Trustees (CBOT) continues to work diligently to provide oversight of properties and other assets that are entrusted to us for the benefit of the Annual Conference.

We continue to live into and refine the property management process that was approved at AC 2017. Norton Commercial has proven to be an excellent partner in this venture. Norton has facilitated the sale of two properties since July 1, 2017. As of March 20, 2018 we have 11 listed properties for sale with an aggregate “Broker’s Opinion of Value” (BOV) of $10,419,500. Of those 11 properties, six are currently under contract with an aggregate contract value of $7,496,000.

The Trustees continue to provide the oversight of the Wesley Campership Fund. For 2017, the Wesley Campership Fund used $66,696 for camperships for children in North Georgia by the North Georgia Camp and Retreat Ministries. The trustees have approved an increased expenditure of $110,000 from the Wesley Campership Fund by North Georgia Camp and Retreat Ministries for 2018. The fund balance as of 12/31/2017 in the Wesley Campership Fund was $2,680,565.

We have engaged the services of an architect/planner, Jim Winer, to provide consultation and counsel to the Trustees regarding locating and developing a permanent location for the UM Center upon the termination of the lease in March 2023. We have named a “Relocation Committee” to work directly with Mr. Winer as we plan for the future space needs and requirements of the Resident Bishop, the Conference and the Conference staff. Members of this committee include Jane Brooks, executive assistant to the bishop, chair; CBOT representatives Julie Childs and Bert Neal; John Pinson, district superintendent appointed by Bishop Sue Haupert-Johnson; Bill Martin, conference lay leader; and Jim Winer, consultant.

The Trustees have named a “Windfall Committee” which will work collaboratively to make recommendations to the CBOT for the use of proceeds from sales of properties. Committee members are Sean Taylor, chair of CFA, Keith Cox, Phil Schroeder, John Simmons, and Jane Brooks. As part of this work, the CBOT will review and may recommend changes to the Council on Finance and Administration (CFA) as to the current method of distribution of proceeds from most sales - which results in 75% of net proceeds being returned to the district with the balance being invested in the Barnes Church Development Fund. Given the disparities in real estate valuations within the
Conference, the potential exists for some districts to accumulate large sums of investable assets. This committee will make a recommendation to the Trustees and then consult with CFA regarding potential changes to the current proceeds distribution methodology before making a recommendation to the annual conference.

As a result of the change in Standing Rule E.4 last year and the change in the Policy Regarding Cemeteries Related or Connected to Churches Abandoned or Closed by Conference Action, the CBOT is proposing a resolution to annual conference to clarify the disposition of cemeteries related to property of closed or abandoned churches.

The Trustees continue to provide oversight of the E.R. Park Medical Mission Fund and the E.R. Park Eye Fund. The E.R. Park Medical Mission Fund can be accessed through the Conference Director of Administrative Services. We have requested our Director of Connectional Ministries to develop a simple application for and assume management of the fund in the future. While both of these funds are underutilized, the Park Eye Fund is particularly. The fund needs to be used and it can be explained and accessed through our Conference Benefits Officer by making application at http://www.ngumc.org/parkeyefund.

Thank you for the trust you have placed with us as we strive to be good stewards of a portion of our Conference’s resources.

John Simmons, Chair
206.a. North Georgia Conference Board of Pension and Health Benefits

The Conference Board of Pension & Health Benefits works closely with Wespath Benefits & Investments (formerly known as the General Board of Pension & Health Benefits) to provide pensions, welfare plans and health insurance. Since 1982 clergy pension and welfare plans have been denominational plans as directed by General Conference. Health insurance is provided at the discretion of the annual conferences.

The North Georgia Conference (NGC) elects to cover clergy appointed half time or greater in the Clergy Retirement Security Plan (CRSP), the current denominational pension plan. Active and retired clergy may be covered by CRSP, the Ministerial Pension Plan (MPP), and/or the Pre-82 plan, depending on when their service in the pastorate occurred. As a result of 2016 General Conference action we now cover appointed ordained clergy at ¾ time or greater in the Comprehensive Protection Plan (CPP), the denominational welfare plan, which provides both disability coverage and death benefits. Churches or employers with clergy covered by these plans are direct billed monthly by the NGC for the cost of these plans.

For active full-time clergy and full-time conference lay employees, the NGC mandates participation in the HealthFlex Exchange offered by Wespath. This exchange consists of six medical plans, three dental plans, and three vision plans; attendant health reimbursement accounts or health savings accounts, as applicable; medical reimbursement accounts; and dependent care accounts. Wespath provides robust wellness initiatives and decision support tools to help participants make wise choices.

Active health coverage is direct billed to churches monthly. For 2019 the cost of the “B1000” PPO plan will increase 4%. Those participants choosing the B1000 plan will be responsible for that incremental cost. **All other plans’ premium costs will remain unchanged from 2018.**

The Board is recommending that the annual conference approve the “Auto enrollment with auto escalator” feature of UMPIP to help insure that all our clergy take advantage of the benefits of the UMPIP program.

Eligible retired clergy and conference lay employees receive a health reimbursement account administered by ViaHealth (formerly OneExchange), a product of Willis Towers Watson. Participants may buy Medicare Part B supplements and Part D plans through ViaHealth. The NGC provides a graduated annual amount for reimbursement based on service years. This arrangement has helped reduce retiree medical costs while providing flexibility.
and security for clergy. Health Reimbursement Account (HRA) rates are as follows:

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Tier</th>
<th>Rate</th>
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</thead>
<tbody>
<tr>
<td>35+ years</td>
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<td>25-34</td>
<td>80%</td>
<td>$2,880</td>
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<tr>
<td>15-24</td>
<td>60%</td>
<td>$2,160</td>
</tr>
<tr>
<td>10-14</td>
<td>40%</td>
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</tr>
</tbody>
</table>

Please note that the funded status of our benefits plans, as of 12/31/2017 is very sound, with both the pre-1982 pension plan and the retiree medical plan reflecting “fully funded” status. Further, our ongoing benefits programs for active participants (CRSP, CPP, Healthflex) remain funded on a current year basis via the direct billing to churches.

We have recommended, and the Conference Council on Finance and Administration has included in its recommended 2019 budget, an apportionment for pre-1982. Why? Because ups and downs in the investments markets, combined with variances in actual mortality experience versus actuarially estimated mortality experience, can affect the funded status of that plan. We want to, and intend to, maintain the “fully funded” status.

The number of clergy on medical leave with disability benefits continues to rise, as reflected in the increasing budgets for disability premiums. We have 17 clergy receiving CPP benefits with more applying. The CPP plan pays 70% of plan compensation plus CRSP DC pension contributions. The conference pays for the medical plan and CRSP DB pension benefit. While the conference board is tasked with caring for these folks, we would ask that you reach out to those in your community, and pray for those who are not.

Please review the Comprehensive Benefits Funding Plan available at annual conference.

Charles F. Darden, Chair
206.b. 2018 Recommendations of the North Georgia Conference Board of Pensions and Health Benefits

Recurring Recommendations

1. That the 2019 annuity rate for each year of service rendered by our clergypersons prior to 1982 (the PSR) be set at $716.
2. That the Annual Conference approves the 2018 Comprehensive Funding Plan recommended by the Board of Pensions and Health Benefits.
3. That the Clergy Retirement Security Program (CRSP) Adoption Agreement with the Wespath Benefits & Investments cover clergy appointed ½ time or greater for 2019.
4. That the Comprehensive Protection Plan (CPP) Adoption Agreement with Wespath Benefits & Investments cover provisional and ordained clergy at ¾ time or greater for 2019.
5. That the Defined Contribution for HealthFlex Exchange employer contribution remain the same.
6. That the “ViaBenefits” (formerly OneExchange) Health Reimbursement Rates for retired clergy remain the same (see 2017 Journal p. 100).
7. That the $10,000 benefit payment for the death of full-time active clergy covered by CPP remain in effect for 2019.
8. That the annual conference adopt the Resolution Related to Rental/Housing Allowances for Retired or Disabled Ministers of the Conference, so as to designate the 2019 pension and disability payments as a rental/housing allowance for income tax purposes, within the limits of the Internal Revenue Code (see Resolution).

New for 2018:

1. That all participant premiums for the HealthFlex private exchange health insurance program be established as follows:
   - B1000 plan-limited to 4% increase versus 2018
   - All other options - no increase versus 2018
   (The limitation on changes in rates will be absorbed by the “Current Benefits Reserve”, which is $10,100,000 as of 12/31/17. Total expenses absorbed by the reserve from this recommendation will be approximately $275,000)
2. That the Conference implement the UMPIP “Auto enrollment with auto escalation” features of the WesPath UMPIP program for clergy.
3. That clergy ordained in the North Georgia Conference who are appointed to another Annual Conference pursuant to the 2016 *Book of Discipline* ¶346.1 be eligible, upon retirement, to participate in the North Georgia Conference’s Via Benefits programs. Further, the funding amounts (see 2017 Journal p. 100) for these returning clergy will be predicated solely on their number of years’ service while appointed to: UM churches, district offices, or UM Center ministries in the North Georgia Episcopal area, and/or agencies related to the North Georgia Conference, as specified by formal Statements of Relationship published in the Annual Conference *Journal.*
# North Georgia Conference (711)
## 2019 Comprehensive Benefit Funding Plan

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conference Benefit Officer (or equivalent)</td>
<td>Karen Fullerton</td>
<td>04/06/2018</td>
</tr>
<tr>
<td>Conference Treasurer</td>
<td>Keith Cox</td>
<td>04/06/2018</td>
</tr>
<tr>
<td>Conference Board of Pension Chair</td>
<td>Charles Darden</td>
<td>04/10/2018</td>
</tr>
<tr>
<td>Council on Finance and Administration Chair</td>
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### Wespath

**Opinion on North Georgia Conference 2019 Comprehensive Benefit Funding Plan**

The funding plan meets the standards for a Pre-82 funding plan as established by Wespath Benefits and Investments and the favorable opinion requirements for a funding plan. Note: The statement above and any written opinion provided by Wespath do not imply any representation as to the ability or probability of the applicable plan sponsor to fulfill the obligations included in the funding plan.

---

**Wespath Benefits and Investments**

Wespath Benefits and Investments  
1901 W Chestnut Ave  
Glenview, IL 60025
North Georgia Conference (711)
2019 Comprehensive Benefit Funding Plan

This funding plan incorporates, to the best of our understanding, the plan sponsor’s obligations and funding of the benefits provided to clergy and laity, as noted below.

It is understood by the signees that defined benefit plan liabilities [Pre-82 Plan, Ministerial Pension Plan (MPP) and Clergy Retirement Security Program Defined Benefit (CRSP DB) and other sponsored defined benefit plans] continue until the last benefit is paid to participants and their surviving spouses irrespective of the funding level of the plan. That is, even if the assets in the plan are larger than the liabilities in the plan, the plan sponsor still has a liability (obligation) and potential future contribution due to the plan.

Benefit Obligations Summary

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<th>Plan Contributions for 2019</th>
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<td>Pre-82 Plan (Pre-82)</td>
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<td>Other Defined Contribution (DC) Obligations</td>
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<td>Other Defined Benefit (DB) Obligations</td>
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<td>Health—Additional Sponsored Coverage</td>
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<tr>
<td>Post-Retirement Medical (PRM)</td>
</tr>
<tr>
<td>Comprehensive Protection Plan (CPP)</td>
</tr>
</tbody>
</table>

Ongoing Funding Contributions

| Pre-82 Plan (Pre-82)                                            | $0         |
| Post-Retirement Medical (PRM)                                  | $916,696   |
North Georgia Conference (711)
2019 Comprehensive Benefit Funding Plan

Pre-82 Plan (Pre-82)

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

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

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

The number of years of service with pension credit is multiplied by the PSR, and the product is the minimum annual benefit payable to those clergy eligible for Pre-82 Plan benefits. In certain situations, the benefit received from the Pre-82 plan may vary based on the applicability of what is referred to as Defined Benefit Service Money (DBSM), which is the defined contribution feature of the Pre-1982 Plan. At the time that a participant retires, the DBSM account is converted to a life-based benefit. At that point, the clergy's benefit is the greater of the PSR benefit or DBSM benefit. If the conference increases the PSR, the clergy’s benefit is recalculated; however the DBSM-based benefit does not change.

Elections and Estimates

<table>
<thead>
<tr>
<th></th>
<th>Final</th>
</tr>
</thead>
<tbody>
<tr>
<td>Past Service Rate (PSR)</td>
<td>$716</td>
</tr>
<tr>
<td>Estimated PSR cost-of-living increase</td>
<td>1.00%</td>
</tr>
<tr>
<td>Contingent Annuitant Percentage (CA%)</td>
<td>75 %</td>
</tr>
<tr>
<td>Discount rate</td>
<td>6.6250%</td>
</tr>
<tr>
<td>Minimum contribution for 2019</td>
<td>$0</td>
</tr>
<tr>
<td>Advanced funding contribution for 2019 payable in 2018</td>
<td>$0</td>
</tr>
</tbody>
</table>

Rationale for each change

We do NOT recommend a PSR change for 2019. Please reflect PSR of $716.
North Georgia Conference (711)
2019 Comprehensive Benefit Funding Plan

**Funding Plan Contribution**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Funding plan liability as of 1/1/2017</td>
<td>$(41,470,479)</td>
</tr>
<tr>
<td>Total of in-plan and outside assets</td>
<td>$37,860,228</td>
</tr>
<tr>
<td>Funded status</td>
<td>$-3,610,251</td>
</tr>
<tr>
<td>Funded ratio</td>
<td>91%</td>
</tr>
<tr>
<td>Funded status projection as of 12/31/2018</td>
<td>$2,456,679</td>
</tr>
<tr>
<td>Proposed ongoing funding contribution for 2019</td>
<td>$0</td>
</tr>
</tbody>
</table>

**Funding strategy**

Source of funds-
1. Out of plan deposit account;
2. CPP Holiday 2018 and 2019.
3. Ongoing $250,000 apportionments

**Pre-82 Denominational Information as of 1/1/2017**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total plan liability</td>
<td>$(2,138,287,569)</td>
</tr>
<tr>
<td>Total plan assets</td>
<td>$2,203,789,443</td>
</tr>
<tr>
<td>Total plan funded status</td>
<td>$65,501,874</td>
</tr>
<tr>
<td>Total plan funded ratio</td>
<td>103%</td>
</tr>
</tbody>
</table>

*Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September, 2017.*
North Georgia Conference (711)
2019 Comprehensive Benefit Funding Plan

Post-Retirement Medical (PRM)

Valuation
The most recent actuarial valuation was provided by Willis Towers Watson as of 12/31/2017.
Per The Book of Discipline, your next PRM biennial actuarial valuation is required as of 12/31/2019.

PRM Actuarial Valuation as of 12/31/2017

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valuation report (in-plan) assets</td>
<td>$1</td>
</tr>
<tr>
<td>EPBO net plan sponsor cost</td>
<td>$48,474,899</td>
</tr>
<tr>
<td>APBO net plan sponsor cost</td>
<td>$40,788,836</td>
</tr>
<tr>
<td>Service cost net plan sponsor cost</td>
<td>$916,696</td>
</tr>
<tr>
<td>Annual plan benefit cost</td>
<td>$1,808,873</td>
</tr>
<tr>
<td>Intention regarding PRM</td>
<td>Retain current plan benefit</td>
</tr>
</tbody>
</table>

Participant counts by category

<table>
<thead>
<tr>
<th>Category</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Active participants</td>
<td>613</td>
</tr>
<tr>
<td>Active dependents</td>
<td>433</td>
</tr>
<tr>
<td>Retirees</td>
<td>315</td>
</tr>
<tr>
<td>Surviving spouses</td>
<td>98</td>
</tr>
<tr>
<td>Dependents of retired</td>
<td>182</td>
</tr>
<tr>
<td>Total participants</td>
<td>1,641</td>
</tr>
</tbody>
</table>

Key actuarial assumptions

<table>
<thead>
<tr>
<th>Description</th>
<th>Assumption</th>
</tr>
</thead>
<tbody>
<tr>
<td>Census date</td>
<td>01/01/2018</td>
</tr>
<tr>
<td>Discount rate</td>
<td>3.45%</td>
</tr>
<tr>
<td>Expected return on assets</td>
<td>0.00%</td>
</tr>
<tr>
<td>Valuation year medical trend or inflation</td>
<td>6.25%</td>
</tr>
<tr>
<td>Ultimate medical trend or inflation</td>
<td>5.00%</td>
</tr>
<tr>
<td>Fiscal year for ultimate medical trend</td>
<td>2023</td>
</tr>
</tbody>
</table>
207. Commission on Equitable Compensation Guidelines

207.a. Summary Report – 2018 Commission on Equitable Compensation

The report of the Commission on Equitable Compensation recognizes the importance of the work of clergy and the necessity of dependable remuneration, especially for clergy appointed to positions of minimum compensation. Our call is from God, and as leaders in our churches it is appropriate that guidelines for both compensation and housing be clearly defined for both the church and the clergy so that we can work together and without confusion in our responsibilities for and to each other.

During our past two annual conference reports we noted that minimum salaries in the North Georgia Conference were 8% - 11% below the Southeastern Jurisdictional average for minimum salaries. This is the final year of a three year process we proposed to rectify this inequity. In 2019 we propose a 4% increase for 2019 as the third and final increase that will bring our conference in alignment with other conferences in our jurisdiction. Monitoring of salaries will be done on an ongoing basis going forward to avoid this issue in the future. Detailed numbers for each category of clergy may be found in the full report.

The Commission on Equitable Compensation acknowledges that many churches have elected to maintain and in some cases reduce the salary levels of both their clergy and lay staff, however current trends indicate the economy to be strengthening. The commission recommends churches consider a salary increase of at least 2.5% for their clergy in 2019.

One of our primary areas of focus is to award grants to churches that assist in funding clergy compensation for churches that are experiencing difficult times. Going forward we will also be paying special attention to those missional churches that provide either a unique ministry or a United Methodist presence otherwise lacking in the community.

In addition to these direct grants, we continue to monitor and identify those churches that receive grant funding because they are not fully funding their pastor’s compensation due to less than full payment of their pastor’s pension and insurance premiums in the previous calendar year. Once again we remind all churches to please fund these items before submitting their apportionment payments as this exacerbates an arrearage situation.

All churches affected either by direct grant or arrearage situations are listed in the detailed report to the annual conference.

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

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

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

90
The Commission on Equitable Compensation proposes that the North Georgia Annual Conference approve the following Arrearage Policy in accordance with ¶624.2 and ¶625.2.d of *The 2016 Book of Discipline*.

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

Further, churches or charges with full-time clergy which are in arrears to the annual conference with respect to benefits payments (pension and insurance) will be reported in the annual conference *Handbook and Journal* as “churches receiving equitable compensation.” These specific churches or charges will be reported based on the following methodology:

1. If the total balance due as of December 31 of the current year is greater than the total balance due as of December 31 of the previous year by an amount exceeding a two months invoice amount, said church or charge will be reported as a church or charge having received Equitable Compensation Funds.

2. The amount recorded in the report will equate to the total difference between this year's total balance due and last year's total balance due.

3. Churches with benefits arrearage who pay their pastor(s) above minimum cash compensation have 18 months from January 1, 2018 to pay their previous year's benefits in full or reduce base salary to the conference minimum cash compensation.

**207.e. Conference Pastors Payment**
For many years the Commission on Equitable Compensation has recommended that our pastors be paid in advance. In 2017 this became a requirement to alleviate undue hardship on pastors and their families from a salary delay when appointed to a new appointment. Furthermore, any payment(s) due to the conference office or other designated office(s) for the pastor(s) pension and insurance is to be paid at the first of each month so as to be in compliance with paragraph 624.1 and the conference's arrearage policy. Since pension payments and insurance premiums are part of the financial support package, these should be paid prior to the payment of conference apportionments in the event the church financial condition will not allow for full payment of both.
207.f. Conference Standards for Pastoral Support
The following items are to be included in the definition of full clergy financial support for 2019:

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

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

207.g. Minimum Compensation
The Commission recommends the following minimum compensation for the annual conference in the year 2019.

<table>
<thead>
<tr>
<th>Category</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>(<em>) (</em>**) Full Connection</td>
<td>$38,800</td>
<td>$40,000</td>
</tr>
<tr>
<td>(<em>) (</em>**) Associate Member</td>
<td>$36,700</td>
<td>$37,800</td>
</tr>
<tr>
<td>(<em>) (</em>**) Provisional Member</td>
<td>$36,700</td>
<td>$37,800</td>
</tr>
<tr>
<td>(<em>) (</em>**) Full Time Local Pastor</td>
<td>$33,800</td>
<td>$34,815</td>
</tr>
</tbody>
</table>

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

** Full Connection refers to both elders and deacons.

*** The Commission on Equitable Compensation is charged with attempting to balance the needs of the clergy, the churches and the annual conference. As we looked at the minimum salaries across the Southeastern Jurisdiction, it was learned the minimum salaries in North Georgia conference are 8% - 11% below the jurisdictional average for minimum salaries. This 4% increase for 2019 is the third and final year of a multi-year strategy to rectify this inequity.
The Commission on Equitable Compensation acknowledges that over the past several years many churches have elected to maintain and in some cases reduce the salary levels of both their clergy and lay staff. The commission recommends churches consider a salary increase of at least 2.5% in 2019.

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

207.i. Continuing Education and Spiritual Growth
The local church shall budget sufficient funds to meet the pastoral continuing education expectation of the Pastor (Staff)-Parish Relations Committee as outlined in The 2016 Book of Discipline in ¶258.2g(8). This amount shall be no less than $800 annually.

The 2016 Book of Discipline ¶350 deals with continuing education and spiritual growth. The Commission would like to emphasize that this paragraph in the Book of Discipline states that each clergy’s continuing education and spiritual growth program should include at least one week each year and at least one month during one year of every quadrennium. Additionally, such leaves shall not be considered as part of the minister’s vacations. For more information on this subject please refer to The 2016 Book of Discipline ¶350, page 293.

207.j. Vacation Recommendations
The Commission recommends that all churches/charges of the conference provide their pastor(s) annual vacation periods of at least the following schedule and make necessary financial arrangements for pulpit supply during the pastor’s absence from the pulpit. Guidelines for vacation periods shall be based on the credited years of service as indicated in the Directory and Service Record published annually in the conference journal:
Credited Years of Service Vacation Recommendation

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

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

207.k. 2018 Equitable Compensation

The Commission recommends the following items be included in the Annual Conference Equitable Compensation Plan for 2018.

Estimated Costs associated with a Full Connection Deacon or Elder:

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum Total Compensation</td>
<td>$38,800</td>
<td>$40,000</td>
</tr>
<tr>
<td>Minimum Housing allowance</td>
<td>$17,600</td>
<td>$17,600</td>
</tr>
<tr>
<td>Pension</td>
<td>$9,400</td>
<td>$9,820</td>
</tr>
<tr>
<td>Health Insurance</td>
<td>$13,500</td>
<td>$13,500</td>
</tr>
<tr>
<td>Continuing Education</td>
<td>$800</td>
<td>$800</td>
</tr>
<tr>
<td>Total Estimated Cost</td>
<td>$80,100</td>
<td>$81,720</td>
</tr>
</tbody>
</table>

(1) May be broken out between gross base salary, other cash compensation, utilities allowance and parsonage-related allowances as identified on the Clergy Financial Support Worksheet in sections I & II.

(2) Where parsonage is not provided. See Guidelines and Standards for Housing Allowance and Parsonage for further explanation.

(3) Actual cost may vary. The amount listed is an estimate from the conference benefits office.

(4) This is the amount charged to a church with 100-200 members.

(5) This amount is the minimum as set by the annual conference. The basis for this recommendation is found in ¶258.2g(8) and ¶350.4 of The 2016 Book of Discipline.

207.l. Equitable Compensation Fund

The Commission on Equitable Compensation administers the Equitable Compensation Fund to assure each pastor receives a minimum compensation approved by the annual conference (¶625.3 The 2016 Book of Discipline). The Commission will make disbursements from the Equitable Compensation Fund in accordance with The 2016 Book of Discipline, ¶342, ¶624 and ¶625.
All full-time clergy appointed to serve as pastor-in-charge are eligible to receive grants from the Equitable Compensation Fund under the North Georgia Annual Conference Equitable Compensation Plan.

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

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

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

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

The Commission shall report to the annual conference the charges and the clergy members receiving Equitable Compensation Funds or who have received disbursements from the Equitable Compensation Fund during the past calendar year, including the number of years such funds have been disbursed to the charge and the clergy member.
207.m. Evangelism / Stewardship Seminar
Any church or charge receiving Equitable Compensation Funds from the annual conference will be required to attend a seminar dealing with, but not limited to, stewardship and evangelism. The pastor(s) will be required to be in attendance, with other key leaders of the church or charge. This seminar will be conducted by the Office of Connectional Ministries in conjunction with the Commission on Equitable Compensation.

207.n. Guidelines and Standards for Housing Allowance and Parsonage
Every church must provide adequate housing for its pastor. The church or charge may meet this need by means of a parsonage or by providing a housing allowance sufficient to buy or rent a home in the area served by the church. The minimum housing allowance for 2019 is $17,600. Any exceptions to this minimum must be approved by the district superintendent. The allowance should respect the Internal Revenue Service regulations and rulings. The housing allowance should be clearly established, recorded in the charge conference minutes and excluded from Box 1 but listed in Box 14 in the W-2 form provided to the pastor. It is recommended that if a pastor has any questions concerning his/her compliance with the IRS regulations, he/she should consult a professional tax consultant or a certified public accountant.

207.o. Minimum Standards for Church-provided Parsonages
These guidelines are intended to offer direction and goals for local church leaders in decisions regarding the construction of new parsonages and/or the upgrading and maintenance of existing parsonages. While the Commission understands that many parsonages within the annual conference do not meet these minimum standards, it is expected that measures will be taken by the local church to bring their parsonage(s) within these standards by 2016. In addition to these standards, it is expected that everything in the parsonage will be in working order.

1. **Bedrooms:** The parsonage shall have three or four bedrooms of at least 120 square feet each with ample lighted closets in each. The master bedroom shall have its own bath. It is recommended that the master bedroom be located on the main level. At least one bedroom and bath shall be on the main level.
2. **Bathrooms:** There shall be at least two full baths in the house.
3. **Kitchen:** The kitchen shall be large enough for family eating space or a breakfast nook as well as built-in cabinets, double sink, cooking range,
self-cleaning oven, and frost-free refrigerator with a large freezer and ice maker.

4. **Climate control:** Central heat and air are required, along with insulation to meet present day building codes. Energy efficient windows and doors are to be provided in order to conserve energy. Screens must also be provided for all windows.

5. **Office:** An office with adequate office equipment and furniture shall be provided either at the parsonage or at the church.

6. **Living/Dining Area:** There shall be common living space consisting of a living room, family/recreational room, and dining room for entertaining.

7. **Floor coverings:** The church shall provide proper floor coverings in the parsonage with either carpeting or hardwood flooring in living spaces and tiled or vinyl flooring in the kitchens and bathrooms.

8. **Window treatments:** The church shall provide blinds or shades for all windows. Curtains may be provided but are not required.

9. **Telecommunications:** The parsonage shall have connections for cable or satellite television, telephone and high-speed internet. If these services are desired and activated by the pastor, the fees for such services shall be paid by the pastor.

10. **Utility area:** There shall be an indoor utility area to include an automatic clothes washer and dryer provided by the church.

11. **Wiring/Plumbing:** All wiring and plumbing must conform to present day codes and are to provide for present and future needs in order that all appliances and computer equipment may be used safely. All receptacles must be properly grounded.

12. **Security and Safety:** The church shall provide smoke alarms and fire extinguishers. Carbon monoxide detector/alarms should be installed near the furnace, kitchen and water heater areas and sleeping areas if said appliances use gas. All exterior doors shall have dead bolt locks. It is recommended that the church also provide a security system for the parsonage with the pastor paying for the monitoring services.

13. **Parsonage grounds:** Parsonage grounds should have foundation shrubbery, shade trees and adequate yard space for children. It is recommended that the church provide lawn maintenance service for the parsonage; if not, a powered lawn mower must be provided for the parsonage. The mower should be a riding mower if the yard is larger than ½ acre. Maintenance of the mower is the responsibility of the church. A fenced play area is recommended.
14. **Garage/Carport and storage:** A two-car garage or covered carport shall be provided and a minimum of 120 square feet of outdoor storage space shall be provided.

15. **Insurance:** An amount of insurance equal to at least 80% of the replacement value of the parsonage and church-owned contents should be carried by the church (fire and extended coverage). The pastor must carry adequate insurance to cover the pastor and the pastor’s family’s personal belongings and furnishings. The church does not insure the pastor’s personal belongings either at the parsonage or the church building.

16. **Parsonage Updates:** All parsonages shall be updated or renovated to conform as nearly as possible to the suggested minimum standards in these guidelines. Please note, all parsonages are expected to be in compliance with the minimum standards by 2016.

17. **Any parsonages not meeting the standards must be approved for usage by the district superintendent on an annual basis.**

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207.p. **General Guidelines for Parsonages**

**Guidelines for Privacy:**
Although the parsonage is the property of the church, it must be understood that it is also the private home of the parsonage family. Courtesy dictates that the parsonage be visited only upon invitation by the parsonage family. Even the annual mandatory parsonage review and parsonage committee meetings must be scheduled with the parsonage family with at least a two week notice.

**Guidelines for Care of Property:**
The parsonage family shall take care of the house, furnishings and property, making it a policy to leave them in good condition. Best results will be obtained as the parsonage family and parsonage committee work together, feeling free to discuss the needs with each other. It is understood that there will be a natural depreciation of property and contents which calls for repairs and replacements periodically.

**Guidelines for Parsonage Upkeep:**
1. It is recommended that the church’s annual budget include a parsonage fund equivalent to at least 3% of the value of the property for the purpose of repairs, maintenance, pest control and insurance. Unused yearly funds should be placed in an interest bearing account to be used for capital expenses of the parsonage to include the future purchase of a new
parsonage where the current does not meet minimum parsonage standards.

2. The parsonage family shall be consulted in the selection of color schemes, window treatments and equipment.

3. The parsonage shall be kept well painted inside and out.

4. Every parsonage shall have a parsonage file. The parsonage file is to be maintained by the parsonage family and shall include all guarantees, repair parts lists, instructions for use of equipment, and an inventory of all church-owned contents. The file shall also include a maintenance log which will list when and from whom items were purchased, who to call for repairs, when and by whom improvements were made, and any other information helpful to future parsonage families. A pictorial record, preferably in video format, should be taken as soon as possible on or after each moving day. This record will be invaluable for insurance purposes in case of fire or other catastrophe. It also would serve as a record of the parsonage’s initial condition. An extra copy of the pictorial record and the parsonage file shall be updated and stored in a secure place away from the parsonage.

Guidelines for Pets and Guide or Service Animals:
Keeping animals outside the parsonage is recommended. It is understood, however, that family pets, guide or service animals kept inside the home bring much comfort and joy. Therefore, if they are kept inside the parsonage, the following guidelines must be met:

1. The church trustees must be kept informed of any pet inside or outside the parsonage.

2. Only a domestic pet, which will be defined as a small dog, cat, caged bird or aquarium fish can be kept in the parsonage. Guide and service animals are not to be considered pets. Any other animal requires the approval of the church trustees. Also, more than one indoor pet or service animal requires the approval of the trustees.

3. All damages incurred by any pet or service animal will be the responsibility of the pastor and will be reported to the church trustees and assessed. Payment for repairs should be immediate, but no later than moving day. Flea and tick treatment is required.

4. Upon the change of the parsonage family, if animals have been kept inside, the parsonage family must make an extra effort to thoroughly clean the entire parsonage to eliminate any evidence of the animals having been present, which includes fleas, ticks, pet hair, pet dander,
stains, excrements, etc. This cleaning would include having all carpet /
rugs professionally cleaned.

**Guidelines for Smoking:**
There shall be no smoking inside the parsonages.

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

1. Any unusual damages caused by the parsonage family shall be reported
to the district superintendent.

2. Unusual damages caused by the parsonage family shall be paid for by the
pastor involved. Various approaches for repayment of damage repair
expenses may be necessary, including but not limited to the following:
   a. Creating a repayment schedule which may follow the pastor to
      his/her next appointment.
   b. In every case, the handling of such matters must be done in
      consultation with the supervising district superintendent.

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

**Mandatory Parsonage Review Guidelines:**
1. A meeting concerning the parsonage will be conducted each year prior to
   charge conference.
2. This meeting will be held in the parsonage and will include a mandatory
   review of the entire parsonage—inside and out.
3. The attendance of the following individuals is expected: the pastor, the
   trustee chairperson, the parsonage committee chairperson, and the
   chairperson of the pastor/staff relations committee (see *The 2012 Book of*
Discipline, ¶2533.4). If the pastor has a spouse, he/she should also be included.

4. The specific date can be set any time during the year, but it must be set at least two weeks prior to the church’s annual charge conference with all parties agreeing to the date set.

5. Even though this mandatory meeting takes place to satisfy a disciplinary requirement, it is recommended that other parsonage committee meetings be held to consider parsonage improvements and other concerns.

6. A parsonage report detailing the findings and recommendations made during the meeting will be completed and signed by all in attendance at the parsonage review. This report will be submitted to the district superintendent during the charge conference. One copy of the report shall be placed in the parsonage file at the parsonage and a second copy shall be kept at the church or away from the parsonage grounds.

7. Any concern by either the pastor or church may be addressed at a later meeting. The district superintendent may become involved, if deemed necessary by either party.

8. Continual patterns of parsonage abuse will be documented and stored in each pastor’s file.

Check lists when a parsonage is being vacated:
A check list shall be completed when a parsonage family is moving away from parsonage. It is the responsibility of the parsonage family to thoroughly clean the parsonage and grounds. It is not the responsibility of the church to clean. The checklist when vacating a parsonage shall include checks for:

1. Windows cleaned inside.
2. Window blinds/shades cleaned.
3. Rugs and carpets vacuumed (shampooed if needed, professionally cleaned if pets or service animals were kept in the parsonage).
4. All hard surface floors cleaned.
5. All appliances cleaned.
6. All cabinets cleaned inside and out.
7. Basement, closets and shelving cleaned.
8. Light bulbs replaced as necessary.
9. Bathrooms thoroughly cleaned, including fixture, tile grout, shower doors/curtains, medicine cabinets, walls and floors.
10. Garage, carport and outside buildings swept and left orderly. The lawn shall be left in a well-maintained order.
11. All trash is properly disposed. (It is recommended that the church provide an extra refuse container during move week.)
12. A list of all items needing the attention of the parsonage committee. The checklist when moving into a parsonage shall be used by the incoming pastor to rate items on the move out list as excellent, satisfactory or poor.

207.q. Summary statement for parsonages
The parsonage is a witness of the church, and it is a symbol of the stewardship of the congregation; the parsonage should, therefore, receive the same kind of care as the church building. An occasional open house is suggested as a means of the church and the parsonage family sharing this witness and as a means of enhancing the relationship between the congregation and the parsonage family.

207.r. Pastors Receiving Equitable Compensation Jan-Jun 2018 (figures are annualized)

<table>
<thead>
<tr>
<th>Clergy Eq. Comp.</th>
<th>Received</th>
<th>Classification</th>
<th># Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hubert Brown</td>
<td>$36,900</td>
<td>FE</td>
<td>21</td>
</tr>
<tr>
<td>William B Burch</td>
<td>$28,492</td>
<td>FE</td>
<td>1</td>
</tr>
<tr>
<td>Robert Crawford</td>
<td>$33,500</td>
<td>FE</td>
<td>15</td>
</tr>
<tr>
<td>Deborah Holloway</td>
<td>$40,844</td>
<td>FE</td>
<td>3</td>
</tr>
<tr>
<td>Ronald Johnson</td>
<td>$24,270</td>
<td>FE</td>
<td>9</td>
</tr>
<tr>
<td>Paul (Skip) Johnson</td>
<td>$41,047</td>
<td>FE</td>
<td>1</td>
</tr>
<tr>
<td>Robert Lawrence</td>
<td>$59,144</td>
<td>FE</td>
<td>1</td>
</tr>
<tr>
<td>Karen Lyons</td>
<td>$30,364</td>
<td>FE</td>
<td>4</td>
</tr>
<tr>
<td>Sungwon Nam</td>
<td>$42,218</td>
<td>PE</td>
<td>2</td>
</tr>
<tr>
<td>Moses Woodruff</td>
<td>$41,144</td>
<td>FE</td>
<td>6</td>
</tr>
</tbody>
</table>

207.s. Churches/Charges Receiving Equitable Compensation in 2017-2018

<table>
<thead>
<tr>
<th>Church</th>
<th>District</th>
<th>Eq. Comp</th>
<th># Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Redemp Comm &amp; Poplar Spgs</td>
<td>ACPK</td>
<td>$33,550</td>
<td>6</td>
</tr>
<tr>
<td>Hapeville</td>
<td>ACPK</td>
<td>$59,144</td>
<td>1</td>
</tr>
<tr>
<td>Flat Shoals</td>
<td>ADOX</td>
<td>$36,900</td>
<td>14+</td>
</tr>
<tr>
<td>Clarkston</td>
<td>AMRY</td>
<td>$30,364</td>
<td>4</td>
</tr>
<tr>
<td>Brookhaven</td>
<td>AMRY</td>
<td>$41,047</td>
<td>2</td>
</tr>
<tr>
<td>Bentley Hill</td>
<td>GRFN</td>
<td>$24,270</td>
<td>7</td>
</tr>
</tbody>
</table>
Riverdale FUMC  GRFN $41,144 6 1
Korean Church of Newnan LAGR $42,218 2 2
Warren Temple LAGR $40,844 1 3
Hope UMC ROCA $28,492 1 4

207.t. Churches receiving equitable compensation due to less than full payment of their pastor’s pension and insurance premiums in 2017:

<table>
<thead>
<tr>
<th>Church</th>
<th>District</th>
<th>Amount</th>
<th>% Paid by Conf</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leland</td>
<td>AMAR</td>
<td>$16,182</td>
<td>100%</td>
</tr>
<tr>
<td>Fort Street</td>
<td>AMRY</td>
<td>$8,792</td>
<td>100%</td>
</tr>
<tr>
<td>Korean Church of Sugar Hill</td>
<td>GNSV</td>
<td>$27,876</td>
<td>100%</td>
</tr>
<tr>
<td>Jones Memorial</td>
<td>GRFN</td>
<td>$14,759</td>
<td>85%</td>
</tr>
<tr>
<td>Faith</td>
<td>GRFN</td>
<td>$20,320</td>
<td>93%</td>
</tr>
</tbody>
</table>

207.u. Statistics to assist Staff Parish Relations Committees in establishing a fair and equitable package for their pastor(s)

Salary and Housing Data for "pastors-in-charge" appointed to a church at minimum salary or above
(Does not include associate pastors)

<table>
<thead>
<tr>
<th>Total Members</th>
<th>Number of Churches</th>
<th>Avg Salary + Utilities</th>
<th>Avg Housing Allowance</th>
<th># of Churches with Housing Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>4500 plus</td>
<td>10</td>
<td>$150,575.20</td>
<td>$37,625.25</td>
<td>8</td>
</tr>
<tr>
<td>2500-4499</td>
<td>18</td>
<td>$127,854.67</td>
<td>$30,286.00</td>
<td>15</td>
</tr>
<tr>
<td>1500-2499</td>
<td>25</td>
<td>$100,166.68</td>
<td>$26,389.89</td>
<td>19</td>
</tr>
<tr>
<td>1000-1499</td>
<td>29</td>
<td>$80,670.45</td>
<td>$23,118.00</td>
<td>22</td>
</tr>
<tr>
<td>750-999</td>
<td>28</td>
<td>$83,697.46</td>
<td>$21,863.71</td>
<td>14</td>
</tr>
<tr>
<td>500-749</td>
<td>37</td>
<td>$66,080.46</td>
<td>$21,693.20</td>
<td>20</td>
</tr>
<tr>
<td>300-499</td>
<td>81</td>
<td>$54,779.53</td>
<td>$19,195.34</td>
<td>44</td>
</tr>
<tr>
<td>200-299</td>
<td>47</td>
<td>$48,586.79</td>
<td>$18,864.80</td>
<td>25</td>
</tr>
<tr>
<td>100-199</td>
<td>53</td>
<td>$45,440.02</td>
<td>$19,393.13</td>
<td>16</td>
</tr>
<tr>
<td>99 and less</td>
<td>6</td>
<td>$40,856.00</td>
<td>$17,100.00</td>
<td>4</td>
</tr>
<tr>
<td>District</td>
<td>Avg Salaries and Utilities</td>
<td>Number of Churches</td>
<td></td>
<td></td>
</tr>
<tr>
<td>--------------------------</td>
<td>----------------------------</td>
<td>--------------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Atlanta Districts</td>
<td>$66,372.64</td>
<td>220</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non Atlanta Districts</td>
<td>$60,936.07</td>
<td>227</td>
<td></td>
<td></td>
</tr>
<tr>
<td>All Districts</td>
<td>$63,611.79</td>
<td>447</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>District</th>
<th>Avg. Housing Allowance</th>
<th>Number of Churches</th>
</tr>
</thead>
<tbody>
<tr>
<td>Atlanta College Park</td>
<td>$22,370.64</td>
<td>25</td>
</tr>
<tr>
<td>Atlanta Decatur Oxford</td>
<td>$19,472.73</td>
<td>22</td>
</tr>
<tr>
<td>Augusta</td>
<td>$20,758.71</td>
<td>21</td>
</tr>
<tr>
<td>Atlanta Marietta</td>
<td>$23,514.65</td>
<td>34</td>
</tr>
<tr>
<td>Atlanta Emory</td>
<td>$21,736.60</td>
<td>43</td>
</tr>
<tr>
<td>Atlanta Roswell</td>
<td>$24,569.83</td>
<td>46</td>
</tr>
<tr>
<td>Athens Elberton</td>
<td>$21,751.80</td>
<td>15</td>
</tr>
<tr>
<td>Gainesville</td>
<td>$21,495.24</td>
<td>21</td>
</tr>
<tr>
<td>Griffin</td>
<td>$21,347.25</td>
<td>16</td>
</tr>
<tr>
<td>LaGrange</td>
<td>$20,948.50</td>
<td>18</td>
</tr>
<tr>
<td>Northwest</td>
<td>$17,534.73</td>
<td>11</td>
</tr>
<tr>
<td>Rome Carrollton</td>
<td>$20,988.33</td>
<td>12</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>District</th>
<th>Avg Housing Allowance CONFERENCE-WIDE</th>
<th>Number of Churches</th>
</tr>
</thead>
<tbody>
<tr>
<td>Atlanta Districts</td>
<td>$22,659.12</td>
<td>170</td>
</tr>
<tr>
<td>Non Atlanta Districts</td>
<td>$20,850.71</td>
<td>114</td>
</tr>
<tr>
<td>All Districts</td>
<td>$21,933.21</td>
<td>284</td>
</tr>
</tbody>
</table>
### 207.v. Equitable Compensation Breakouts by District

(Figures are annualized)

<table>
<thead>
<tr>
<th>District</th>
<th>Pastor</th>
<th>Church</th>
<th>Total Package</th>
<th>Pd by charge</th>
<th>Annual Eq Comp</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACPK</td>
<td>Robert</td>
<td>Redemption</td>
<td>$78,900</td>
<td>$45,400</td>
<td>$33,500</td>
</tr>
<tr>
<td></td>
<td>Crawford</td>
<td>Community</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Poplar Springs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Robert</td>
<td>Hapeville</td>
<td>$81,144</td>
<td>$22,000</td>
<td>$59,144</td>
</tr>
<tr>
<td></td>
<td>Lawrence</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOX</td>
<td>Hubert</td>
<td>Flat Shoals</td>
<td>$78,900</td>
<td>$42,000</td>
<td>$36,900</td>
</tr>
<tr>
<td></td>
<td>Brown</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>AGST</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>AMAR</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>AMRY</td>
<td>Karen</td>
<td>Clarkston</td>
<td>$81,144</td>
<td>$50,780</td>
<td>$30,364</td>
</tr>
<tr>
<td></td>
<td>Lyons</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Skip</td>
<td>Brookhaven</td>
<td>$61,570</td>
<td>$20,523</td>
<td>$41,047</td>
</tr>
<tr>
<td></td>
<td>Johnson</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>AROS</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ATHN</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GNSV</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRFN</td>
<td>Ronald</td>
<td>Bentley Hill</td>
<td>$63,070</td>
<td>$38,800</td>
<td>$24,270</td>
</tr>
<tr>
<td></td>
<td>Johnson</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Moses</td>
<td></td>
<td>Riverdale</td>
<td>$81,144</td>
<td>$40,000</td>
<td>$41,144</td>
</tr>
<tr>
<td>Woodruff</td>
<td></td>
<td>FUMC</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LAGR</td>
<td>Sungwon</td>
<td>Korean Church</td>
<td>$78,918</td>
<td>$36,700</td>
<td>$42,218</td>
</tr>
<tr>
<td></td>
<td>Nam</td>
<td>of Newnan</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>NWST</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-----------------------</td>
<td>-----------------------------</td>
<td>-----------------------</td>
<td>-----------------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Deborah Holloway</td>
<td>Warren Temple</td>
<td>$79,644</td>
<td>$38,800</td>
<td>$40,844</td>
<td></td>
</tr>
<tr>
<td>William B Burch</td>
<td>ROCA</td>
<td>$122,352</td>
<td>$93,860</td>
<td>$28,492</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>$806,786</td>
<td>$428,863</td>
<td>$377,922</td>
<td></td>
</tr>
</tbody>
</table>

2018 Conference Budget-CEC $310,000

Estimated Collection Rate 94.00%

Estimated Collections $291,400

Est Budget Variance-2018 ($86,522)
North Georgia Conference apportionment payment percentage remained at 94.7%, tying the highest percentage since 2001. This continues a trend of solid support from our churches, which results at least in part from the combined effects of maintaining or reducing the apportionment budgets and solid structural economic conditions. Total apportionment payments were $20,852,286, an increase of $56,222 from 2016. Payments to Conference and General Advances, and to special offerings, totaled $2,337,278 compared to $1,757,134 in 2016.

The North Georgia Conference paid a total of $6,334,488 in General Church apportionments in 2017, which reflects a payment rate of 92.5%. We remain the largest payer of General Church apportionments.

The Atlanta-College Park District achieved the highest percentage of apportionments paid, 99%. Gainesville was a close second at 98.6%. The Atlanta-Marietta District achieved the highest percentage increase year over year, 3.8 percentage points. 84.12% of our churches paid 100% of their apportionments in 2017!

The Treasury and Benefits Offices continue to emphasize the provision of up-to-date financial administration information for local churches, including information from various government agencies. We focus on providing information on administrative best practices and benefits information via our website, while also interpreting applicable statutes and regulations and answering questions specific to individual churches, laity and clergy. In 2018, we are continuing and increasing the provision of brief instructional videos on topics that have engendered interest and inquiry from local church staff over many years.

The IT Department continues initiatives to automate processes when appropriate. We automated the “Clergy Financial Support Worksheet” in 2017 and are almost finished testing an automated Equitable Compensation request and approval process. We will continue to develop automated systems as appropriate.

The annual conference audit and the district office reviews will be substantially concluded prior to Annual Conference session. The conference audit for 2016 is posted on the North Georgia Conference website, and the 2017 audit will be posted upon completion.
208.b. Investment Summary

Conference funds are invested strictly in accordance with the Investment Guidelines approved by the Annual Conference in 2016 and published on pages 59-63, volume I, 2017 Annual Conference Journal. The Conference Investment Committee, comprised of members from both CBOP and CFA, confers to review the investment performance and to insure compliance with the policy. Investment maturities and rates of return vary based on projections of cash needs, as well as on market fluctuations.

Gain on invested balances in 2017 was approximately 16.1% (primarily unrealized).

Total investments at December 31, 2017 were $71,286,333 of which $50,328,291 represents investments designated for health and pension benefits programs.

Thanks to Treasury and Benefits Staff!

Staff from the Treasury, Benefits and Information Technology departments consistently perform excellent work and strive to provide great service to our churches and members. I want to thank in particular Peggy Freniere, who has announced her retirement effective April 2019. She has been an excellent employee for over 17 years, and we’ll miss her!

Beth Barnwell
Bruce Cooper
Peggy Freniere
Karen Fullerton

Keeancha Hawkins
Valerie Henry
Michael Murphy-McCarthy
Judy Woodall

Thanks to our great staff for their diligence and thanks to the members of the Annual Conference for your ongoing support.

Keith M. Cox
Conference Treasurer and
Director of Administrative Services
# 208.c. Exhibit 1: Comparative on Receipts

## Office of the Treasurer

**Exhibit 1: Comparative on Receipts**  
(YTD Through December 31, 2017)

<table>
<thead>
<tr>
<th>District</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>North Georgia Conference</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ministerial Support</td>
<td>$2,681,227</td>
<td>$2,365,629</td>
<td>96.0%</td>
<td>$2,854,774</td>
<td>$2,641,304</td>
<td>95.7%</td>
</tr>
<tr>
<td>Routed Ministers Pension &amp;</td>
<td>$4,295,005</td>
<td>$604,557</td>
<td>96.0%</td>
<td>$4,197,000</td>
<td>$552,897</td>
<td>95.5%</td>
</tr>
<tr>
<td>Insurance Benefits</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conference Administration</td>
<td>$2,605,019</td>
<td>$285,495</td>
<td>95.9%</td>
<td>$1,708,639</td>
<td>$224,920</td>
<td>95.6%</td>
</tr>
<tr>
<td>Conference Benevolences</td>
<td>$2,466,791</td>
<td>$346,543</td>
<td>95.8%</td>
<td>$2,451,705</td>
<td>$310,932</td>
<td>95.6%</td>
</tr>
<tr>
<td>Capital Funding</td>
<td>$35,011</td>
<td>$4,358</td>
<td>95.5%</td>
<td>$30,005</td>
<td>$38,911</td>
<td>95.0%</td>
</tr>
<tr>
<td>Higher Education</td>
<td>$1,283,092</td>
<td>$179,440</td>
<td>95.8%</td>
<td>$1,283,092</td>
<td>$180,355</td>
<td>95.5%</td>
</tr>
<tr>
<td>Church Development</td>
<td>$2,543,711</td>
<td>$300,771</td>
<td>95.9%</td>
<td>$2,535,008</td>
<td>$331,517</td>
<td>95.6%</td>
</tr>
<tr>
<td>Simpsonwood Conference and</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retreat Center</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Group Sub-Total</strong></td>
<td>$5,310,757</td>
<td>$2,154,794</td>
<td>95.9%</td>
<td>$5,231,217</td>
<td>$1,990,615</td>
<td>95.6%</td>
</tr>
<tr>
<td><strong>General Church</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Black College Fund</td>
<td>$464,058</td>
<td>$23,194</td>
<td>92.3%</td>
<td>$474,576</td>
<td>$26,521</td>
<td>95.1%</td>
</tr>
<tr>
<td>Ministerial Education Fund</td>
<td>$1,163,322</td>
<td>$165,306</td>
<td>92.3%</td>
<td>$1,192,751</td>
<td>$150,167</td>
<td>94.9%</td>
</tr>
<tr>
<td>Interdenominational</td>
<td>$91,013</td>
<td>$11,110</td>
<td>92.0%</td>
<td>$93,048</td>
<td>$11,616</td>
<td>92.6%</td>
</tr>
<tr>
<td>Cooperation Fund</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>World Service Fund</td>
<td>$3,286,876</td>
<td>$452,753</td>
<td>91.8%</td>
<td>$3,522,494</td>
<td>$469,157</td>
<td>91.7%</td>
</tr>
<tr>
<td>Africa University Fund</td>
<td>$1,03,877</td>
<td>$11,747</td>
<td>94.9%</td>
<td>$105,207</td>
<td>$13,086</td>
<td>95.4%</td>
</tr>
<tr>
<td>Episcopal Fund</td>
<td>$1,692,313</td>
<td>$147,026</td>
<td>91.4%</td>
<td>$1,043,165</td>
<td>$136,297</td>
<td>91.6%</td>
</tr>
<tr>
<td>General Administration Fund</td>
<td>$409,104</td>
<td>$52,983</td>
<td>91.8%</td>
<td>$418,275</td>
<td>$56,544</td>
<td>91.8%</td>
</tr>
<tr>
<td><strong>Group Sub-Total</strong></td>
<td>$8,712,174</td>
<td>$640,100</td>
<td>91.6%</td>
<td>$8,047,494</td>
<td>$605,375</td>
<td>92.5%</td>
</tr>
<tr>
<td><strong>Southeastern Jurisdiction</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SE'S Mission and Ministry Fund</td>
<td>$52,847</td>
<td>$6,741</td>
<td>94.9%</td>
<td>$55,362</td>
<td>$7,029</td>
<td>95.0%</td>
</tr>
<tr>
<td><strong>Group Sub-Total</strong></td>
<td>$52,847</td>
<td>$6,741</td>
<td>94.9%</td>
<td>$55,362</td>
<td>$7,029</td>
<td>95.0%</td>
</tr>
<tr>
<td><strong>Sub-Total</strong></td>
<td>$22,675,578</td>
<td>$3,045,835</td>
<td>94.7%</td>
<td>$22,134,073</td>
<td>$2,903,219</td>
<td>94.7%</td>
</tr>
<tr>
<td>Special Offerings</td>
<td>$842,557</td>
<td></td>
<td></td>
<td>$855,946</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conf. Advance Specials</td>
<td>$49,500</td>
<td></td>
<td></td>
<td>$519,451</td>
<td></td>
<td></td>
</tr>
<tr>
<td>General Advance Specials</td>
<td>$434,077</td>
<td></td>
<td></td>
<td>$1,221,881</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$22,653,159</td>
<td></td>
<td></td>
<td>$23,289,503</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

INCREASE (DECREASE) IN TOTAL FUNDS COMPARED TO PRIOR YEAR: $636,344
208.d. Exhibit II: Apportionment Payments by District

### Office of the Treasurer
#### Exhibit II

**Apportionment Payments by District**
(Through December 31, 2017)

<table>
<thead>
<tr>
<th>District</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
<th>2016</th>
<th>2017</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Athens-Clarke County</td>
<td>$1,452,045,000</td>
<td>$1,452,411,000</td>
<td>100.0%</td>
<td>$1,459,724,000</td>
<td>$1,408,667,000</td>
<td>98.6%</td>
</tr>
<tr>
<td>Atlanta College Park</td>
<td>$2,132,213,000</td>
<td>$2,117,657,000</td>
<td>99.3%</td>
<td>$2,188,464,000</td>
<td>$2,148,347,000</td>
<td>99.0%</td>
</tr>
<tr>
<td>Atlanta Decatur Oxford</td>
<td>$1,461,734,000</td>
<td>$1,333,638,000</td>
<td>91.2%</td>
<td>$1,469,608,000</td>
<td>$1,197,260,000</td>
<td>80.4%</td>
</tr>
<tr>
<td>Atlanta Dunwoody</td>
<td>$2,066,247,000</td>
<td>$2,487,509,000</td>
<td>92.6%</td>
<td>$2,029,989,000</td>
<td>$2,451,229,000</td>
<td>93.2%</td>
</tr>
<tr>
<td>Atlanta Marietta</td>
<td>$2,876,286,000</td>
<td>$2,673,834,000</td>
<td>89.5%</td>
<td>$2,887,675,000</td>
<td>$2,694,539,000</td>
<td>93.3%</td>
</tr>
<tr>
<td>Atlanta Roswell</td>
<td>$3,072,023,000</td>
<td>$2,967,059,000</td>
<td>98.6%</td>
<td>$3,102,700,000</td>
<td>$3,048,583,000</td>
<td>98.3%</td>
</tr>
<tr>
<td>Augusta</td>
<td>$1,579,286,000</td>
<td>$1,505,126,000</td>
<td>97.3%</td>
<td>$1,578,226,000</td>
<td>$1,486,862,000</td>
<td>94.2%</td>
</tr>
<tr>
<td>Bainbridge</td>
<td>$1,799,017,000</td>
<td>$1,757,055,000</td>
<td>97.7%</td>
<td>$1,628,336,000</td>
<td>$1,603,226,000</td>
<td>95.6%</td>
</tr>
<tr>
<td>Griffin</td>
<td>$1,238,845,000</td>
<td>$1,202,177,000</td>
<td>97.0%</td>
<td>$1,257,121,000</td>
<td>$1,223,208,000</td>
<td>97.3%</td>
</tr>
<tr>
<td>LaGrange</td>
<td>$1,365,087,000</td>
<td>$1,267,605,000</td>
<td>82.9%</td>
<td>$1,328,305,000</td>
<td>$1,269,500,000</td>
<td>95.7%</td>
</tr>
<tr>
<td>Northeast</td>
<td>$1,210,040,000</td>
<td>$1,141,701,000</td>
<td>94.4%</td>
<td>$1,202,103,000</td>
<td>$1,096,623,000</td>
<td>91.2%</td>
</tr>
<tr>
<td>Rome Corridor</td>
<td>$1,202,135,000</td>
<td>$1,069,342,000</td>
<td>95.0%</td>
<td>$1,202,522,000</td>
<td>$1,125,925,000</td>
<td>93.6%</td>
</tr>
<tr>
<td><strong>Conference Totals</strong></td>
<td>$22,075,578,000</td>
<td>$20,889,064,000</td>
<td>94.7%</td>
<td>$22,134,073,000</td>
<td>$20,952,266,000</td>
<td>94.7%</td>
</tr>
</tbody>
</table>

*Increase (Decrease) in Apportion Payments (2016 vs. 2017)*

- Increase: $56,222
- Percent Change: 0.3%
208.e. Net Assets as of 12/31/16 and 12/31/17

North Georgia Conference
Fund Balances
As of 12/31/2016 and 12/31/2017

<table>
<thead>
<tr>
<th>Unrestricted Undesignated</th>
<th>Fund Balances 12/31/2016</th>
<th>Fund Balances 12/31/2017</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>CFA Reserve</td>
<td>$2,715,208</td>
<td>$3,012,609</td>
<td>$297,401</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Unrestricted Designated</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Connectional Ministries</td>
<td>251,070</td>
<td>286,806</td>
<td>35,736</td>
</tr>
<tr>
<td>Board of Ordained Ministries - Transitioning</td>
<td>146,399</td>
<td>152,222</td>
<td>5,823</td>
</tr>
<tr>
<td>Conference Ministerial Education Fund</td>
<td>284,777</td>
<td>317,925</td>
<td>33,148</td>
</tr>
<tr>
<td>Church Development</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Liquid</td>
<td>1,924,585</td>
<td>2,293,779</td>
<td>369,194</td>
</tr>
<tr>
<td>Non-liquid</td>
<td>150,221</td>
<td>122,651</td>
<td>(27,570)</td>
</tr>
<tr>
<td>Total Church Development</td>
<td>2,074,806</td>
<td>2,416,430</td>
<td>341,624</td>
</tr>
<tr>
<td>Disaster Response</td>
<td>35,142</td>
<td>48,820</td>
<td>13,678</td>
</tr>
<tr>
<td>Benefits Programs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current Benefits Reserve</td>
<td>8,520,741</td>
<td>10,129,147</td>
<td>1,608,406</td>
</tr>
<tr>
<td>Pre - 1982 Pension</td>
<td>5,201,400</td>
<td>3,026,226</td>
<td>(2,175,174)</td>
</tr>
<tr>
<td>Future Retiree Medical Reserve</td>
<td>(5,406,317)</td>
<td>(3,586,944)</td>
<td>(8,993,261)</td>
</tr>
<tr>
<td>Total Benefits Programs</td>
<td>8,315,824</td>
<td>16,742,317</td>
<td>8,426,493</td>
</tr>
<tr>
<td>Board of Trustees - Methodist Ctr, Episcopal Res.</td>
<td>2,787,406</td>
<td>3,384,413</td>
<td>597,007</td>
</tr>
<tr>
<td>Board of Trustees - Still Waters Ch and Personage</td>
<td>6,212,304</td>
<td>6,250,000</td>
<td>37,696</td>
</tr>
<tr>
<td>Total Board of Trustees</td>
<td>8,999,710</td>
<td>9,634,413</td>
<td>634,703</td>
</tr>
<tr>
<td>Board of Deity</td>
<td>151,911</td>
<td>168,356</td>
<td>16,445</td>
</tr>
<tr>
<td>Housing and Homeless Council</td>
<td>1,427,356</td>
<td>1,559,441</td>
<td>132,085</td>
</tr>
<tr>
<td>Charles Barnes Fund for Church Development</td>
<td>989,547</td>
<td>1,234,247</td>
<td>244,700</td>
</tr>
<tr>
<td>Simpson Bequest Fund</td>
<td>481,233</td>
<td>567,773</td>
<td>86,540</td>
</tr>
<tr>
<td>Camp Wesley Campership Fund</td>
<td>2,330,170</td>
<td>2,680,565</td>
<td>350,395</td>
</tr>
<tr>
<td>All Other Unrestricted Designated (a)</td>
<td>213,445</td>
<td>186,320</td>
<td>(27,125)</td>
</tr>
<tr>
<td>Total Unrestricted Designated</td>
<td>25,701,390</td>
<td>35,995,635</td>
<td>10,294,245</td>
</tr>
</tbody>
</table>

| Total Temporarily Restricted (b)           | 2,741,865                 | 2,989,279                | 247,414 |
| Total Permanently Restricted (c)           | 165,638                   | 194,285                  | 28,649  |
| Total Fund Balances                        | $31,324,099               | $42,191,808              | $10,867,709|

(a) Episcopal Office, Archives & History

(b) Millsaps Sustentation, Park Eye Fund, Park Medical Missions Fund, Retiree Needs, Pastor Sustentation, Butler Fund, Myrtle Black Home Mission Fund, Golden Cross, Peace with Justice, Youth Service Fund, Board of Mission Fund, Annual Conference Offerings, Christian Education Sunday, Native Am Awareness

(c) Superannuation Fund, Culpepper Fund

(d) Based on February 2018 actuarial valuation
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Area I</td>
<td>$2,694,543</td>
<td>$2,524,607</td>
<td>$2,568,108</td>
<td>$2,486,252</td>
<td>$2,681,234</td>
<td>$2,654,781</td>
<td>$3,144,550</td>
<td>$3,417,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Area IV</td>
<td>$1,630,015</td>
<td>$1,325,143</td>
<td>$1,829,112</td>
<td>$2,071,164</td>
<td>$2,039,648</td>
<td>$2,466,795</td>
<td>$2,451,795</td>
<td>$2,346,295</td>
<td>$2,396,295</td>
<td></td>
</tr>
<tr>
<td>Area XII</td>
<td>$1,091,761</td>
<td>$952,232</td>
<td>$1,019,087</td>
<td>$1,099,586</td>
<td>$1,199,997</td>
<td>$1,284,000</td>
<td>$1,284,000</td>
<td>$1,453,000</td>
<td>$1,520,000</td>
<td></td>
</tr>
<tr>
<td>Area XIX</td>
<td>$2,033,999</td>
<td>$1,930,992</td>
<td>$1,920,795</td>
<td>$2,100,014</td>
<td>$2,264,502</td>
<td>$2,533,604</td>
<td>$2,535,000</td>
<td>$2,544,800</td>
<td>$2,187,100</td>
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</tr>
<tr>
<td>Total</td>
<td>$7,450,318</td>
<td>$6,732,974</td>
<td>$7,337,062</td>
<td>$7,878,864</td>
<td>$7,990,339</td>
<td>$8,975,723</td>
<td>$9,028,576</td>
<td>$9,488,645</td>
<td>$9,520,395</td>
<td></td>
</tr>
<tr>
<td>Total Conf Line Items</td>
<td>$17,793,637</td>
<td>$16,835,542</td>
<td>$17,100,116</td>
<td>$17,109,817</td>
<td>$16,229,719</td>
<td>$15,310,728</td>
<td>$15,231,235</td>
<td>$14,840,095</td>
<td>$14,803,820</td>
<td></td>
</tr>
<tr>
<td>Ministry %</td>
<td>41.87%</td>
<td>39.99%</td>
<td>42.68%</td>
<td>46.05%</td>
<td>49.08%</td>
<td>58.62%</td>
<td>59.26%</td>
<td>63.94%</td>
<td>64.31%</td>
<td></td>
</tr>
</tbody>
</table>
208.g. Apportionment History 2009-2018

North Georgia Conference
Apportionment History 2009 - 2018

<table>
<thead>
<tr>
<th>Year</th>
<th>Apportionments</th>
<th>Paid</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>26,252,000</td>
<td>22,610,043</td>
<td>86.1%</td>
</tr>
<tr>
<td>2010</td>
<td>25,910,000</td>
<td>22,983,171</td>
<td>88.7%</td>
</tr>
<tr>
<td>2011</td>
<td>25,295,042</td>
<td>22,778,152</td>
<td>90.0%</td>
</tr>
<tr>
<td>2012</td>
<td>24,042,979</td>
<td>22,165,590</td>
<td>92.2%</td>
</tr>
<tr>
<td>2013</td>
<td>24,036,372</td>
<td>22,426,752</td>
<td>93.3%</td>
</tr>
<tr>
<td>2014</td>
<td>23,994,762</td>
<td>22,394,927</td>
<td>93.3%</td>
</tr>
<tr>
<td>2015</td>
<td>23,101,144</td>
<td>21,645,161</td>
<td>93.7%</td>
</tr>
<tr>
<td>2016</td>
<td>22,075,556</td>
<td>20,896,665</td>
<td>94.7%</td>
</tr>
<tr>
<td>2017</td>
<td>22,134,096</td>
<td>20,950,579</td>
<td>94.7%</td>
</tr>
<tr>
<td>2018</td>
<td>22,010,804</td>
<td></td>
<td></td>
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</tbody>
</table>

208.h. Apportionment Distribution History

<table>
<thead>
<tr>
<th>Year</th>
<th>N Ga Conf</th>
<th>%</th>
<th>General Church</th>
<th>%</th>
<th>SEJ</th>
<th>%</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>$18,615,548</td>
<td>70.9%</td>
<td>$7,284,077</td>
<td>27.7%</td>
<td>$352,375</td>
<td>1.3%</td>
<td>$26,252,000</td>
</tr>
<tr>
<td>2010</td>
<td>$18,312,388</td>
<td>70.7%</td>
<td>$7,288,497</td>
<td>28.1%</td>
<td>$309,115</td>
<td>1.2%</td>
<td>$25,910,000</td>
</tr>
<tr>
<td>2011</td>
<td>$17,793,637</td>
<td>70.3%</td>
<td>$7,191,405</td>
<td>28.4%</td>
<td>$310,000</td>
<td>1.2%</td>
<td>$25,295,042</td>
</tr>
<tr>
<td>2012</td>
<td>$16,835,542</td>
<td>70.0%</td>
<td>$6,897,437</td>
<td>28.7%</td>
<td>$310,000</td>
<td>1.3%</td>
<td>$24,042,979</td>
</tr>
<tr>
<td>2013</td>
<td>$17,190,116</td>
<td>71.5%</td>
<td>$6,588,951</td>
<td>27.4%</td>
<td>$257,305</td>
<td>1.1%</td>
<td>$24,036,372</td>
</tr>
<tr>
<td>2014</td>
<td>$17,109,817</td>
<td>71.3%</td>
<td>$6,741,997</td>
<td>28.1%</td>
<td>$142,948</td>
<td>0.6%</td>
<td>$23,994,762</td>
</tr>
<tr>
<td>2015</td>
<td>$16,279,719</td>
<td>70.5%</td>
<td>$6,725,092</td>
<td>29.1%</td>
<td>$96,333</td>
<td>0.4%</td>
<td>$23,101,144</td>
</tr>
<tr>
<td>2016</td>
<td>$15,310,728</td>
<td>69.4%</td>
<td>$6,712,179</td>
<td>30.4%</td>
<td>$52,649</td>
<td>0.2%</td>
<td>$22,075,556</td>
</tr>
<tr>
<td>2017</td>
<td>$15,231,235</td>
<td>68.8%</td>
<td>$6,847,497</td>
<td>30.9%</td>
<td>$55,364</td>
<td>0.3%</td>
<td>$22,134,096</td>
</tr>
<tr>
<td>2018</td>
<td>$14,840,095</td>
<td>67.4%</td>
<td>$7,124,709</td>
<td>32.4%</td>
<td>$56,000</td>
<td>0.3%</td>
<td>$22,020,804</td>
</tr>
<tr>
<td>2019</td>
<td>$14,803,820</td>
<td>67.5%</td>
<td>$7,060,831</td>
<td>32.2%</td>
<td>$56,000</td>
<td>0.3%</td>
<td>$21,920,651</td>
</tr>
</tbody>
</table>
208.i. Investment Schedule

North Georgia Conference United Methodist Church
- Investment Schedule -

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Investment - General Board of</td>
<td>$38,359,881</td>
<td>$33,808,143</td>
</tr>
<tr>
<td>Investment - GA UM Foundation</td>
<td>30,795,174</td>
<td>25,000,228</td>
</tr>
<tr>
<td>Investment - GA UM Foundation CD Program</td>
<td>1,545,172</td>
<td>1,513,286</td>
</tr>
<tr>
<td>Investment - United Methodist Development</td>
<td>518,228</td>
<td>513,969</td>
</tr>
<tr>
<td>Investment - Vanguard/Wellington Trust</td>
<td>67,878</td>
<td>63,081</td>
</tr>
<tr>
<td><strong>Total Investments</strong></td>
<td><strong>$71,286,333</strong></td>
<td><strong>$60,898,707</strong></td>
</tr>
</tbody>
</table>

208.j. Investment Policy Statement
North Georgia Annual Conference REVISED-9/21/16

Definition and Purpose

In recognition of its fiduciary responsibilities and the mandate of the Book of Discipline (¶613.5) the North Georgia Annual Conference has developed the following Investment Policy Statement (IPS). This IPS shall comply with the policies related to conflict of interest and investment management of annual conference pension and pension related funds under ¶1508 of the Book of Discipline. This IPS applies to the assets of the following entities:

- Conference Board of Pension and Health Benefits (CBOPHB);
- Conference Board of Trustees (CBT); Conference Council on Finance and Administration (CFA); and other conference agencies.
- Address: 1700 Century Circle NE, Suite 100, Atlanta, GA 30345
- Contact person authorized to conduct business on behalf of the Investment Committee or Council: Keith M. Cox, Conference Treasurer
The purpose of this policy is as follows:

- to establish the responsibilities of the Investment Committee (Committee), as well as those of the service providers hired to help implement the Investment Policy;
- to clearly define investment goals and other operational guidelines;
- to establish asset allocation parameters, risk tolerance and an investment strategy that is consistent with the investment goals and guidelines;
- to establish effective communication procedures between the Committee and the investment managers; and
- to create a formal review process for reviewing this Investment Policy Statement.

The intent of this IPS is to provide guidelines that are specific enough to be meaningful but also flexible enough to take into account practical considerations. This IPS should be reviewed by the Investment Committee at least annually, or in circumstances where projected spending needs or investment circumstances change materially. The standard of care when making decisions is the Prudent Expert Standard, defined as:

“… the care, skill, prudence and diligence under the circumstances then prevailing that a prudent person acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims.”

Delineation of Responsibilities

(1) The Conference Council on Finance and Administration (CFA) is responsible for establishing principles, policies, standards and guidelines for the investment of all monies, assets and properties of the conference.

(2) The Investment Committee shall perform all operational functions and make recommendations for changes to this investment policy to the CFA for approval.

(3) The CFA is ultimately responsible for the financial integrity and oversight of the Annual Conference financial resources. Under this IPS all operational and implementation of policy decisions are delegated to the Investment Committee.
The Investment Committee will report to the CFA, and the CBOPHB, at least semi-annually. Any significant deviations from the goals determined by the Investment Committee shall be reported to the Investment Committee and CFA.

**Organization of the Investment Committee**

The Committee members shall number **seven** and be headed by a chairperson voted on by the Committee and approved by the CFA and CBOPHB. The members’ individual terms shall not exceed **eight years** and shall be staggered to provide for continuity and experienced leadership. Committee membership shall consist of a representative each from the CFA and CBOPHB.

Responsibilities of the **Investment Committee** are as follows:

- to define **and develop investment goals, and other operational guidelines**;
- to designate the investment managers and to discharge investment managers;
- to require all portfolios be managed with appropriate consideration to the social principles of The United Methodist Church;
- to monitor and evaluate the performance results and risk posture of the investment manager(s);
- to establish effective communication procedures between the Committee, the Council, the staff and the outside service providers;
- to monitor and control investment expenses;
- to delegate the execution and administration of certain Committee responsibilities as appropriate to the Conference Treasurer who serves as its staff;
- to carry out any other duties required for the legal operation of the investments, including but not limited to hiring outside vendors to perform various services.

**Statement of Purpose and Financial Requirements**

The purpose of the investments is to provide financial resources that support the objectives of the **Funds** for which they were created. The responsible board or agency is accountable for the use of the funds as designated by the annual conference or restricted by the donors. To illustrate:
• the Board of Trustees Funds shall be used to provide for the care, maintenance or acquisition of the real property of the Annual Conference;
• the Board of Pension and Health Care Funds shall be used to provide for ongoing pension and health benefits obligations of the North Georgia Annual Conference;
• Program Funds shall be used to advance the ministries of the North Georgia Annual Conference.

Investment Managers and Benchmarks

To achieve its investment objectives and ensure alignment with United Methodist Social Principles, the Funds shall be allocated among one or more funds managed by Wespath, a division of the General Board of Pension and Health Benefits; and, the IPS shall adopt the published investment performance benchmarks for these funds.

Target Asset Allocations and Rebalancing Guidelines

The purpose of allocating among asset classes is to ensure the proper level of diversification and risk for each portfolio. The primary considerations in the asset allocation decision process are:
• maintaining inflation-adjusted purchasing power;
• growing the corpus of the funds to meet future obligations;
• achieving a minimum return in excess of inflation but with minimal annual fluctuations in the corpus; and,
• maintaining the longevity of the assets and their distributions while taking into consideration that there may be no additional contributions.

The following table outlines the names of the accounts with target allocation and the minimum and maximum allocation limits of each asset class:

### General Fund

<table>
<thead>
<tr>
<th>Asset Class</th>
<th>Minimum</th>
<th>Target</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equities of all types</td>
<td>35%</td>
<td>65%</td>
<td>70%</td>
</tr>
<tr>
<td>Fixed Income Securities</td>
<td>30%</td>
<td>35%</td>
<td>40%</td>
</tr>
<tr>
<td>Cash and Cash Equivalents</td>
<td>0%</td>
<td>0%</td>
<td>35%</td>
</tr>
</tbody>
</table>
**Deposit Account**

<table>
<thead>
<tr>
<th>Asset Class</th>
<th>Minimum</th>
<th>Target</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equities of all types</td>
<td>35%</td>
<td>65%</td>
<td>70%</td>
</tr>
<tr>
<td>Fixed Income Securities</td>
<td>30%</td>
<td>35%</td>
<td>40%</td>
</tr>
<tr>
<td>Cash and Cash Equivalents</td>
<td>0%</td>
<td>0%</td>
<td>35%</td>
</tr>
</tbody>
</table>

**Healthcare Deposit Account**

<table>
<thead>
<tr>
<th>Asset Class</th>
<th>Minimum</th>
<th>Target</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equities of all types</td>
<td>35%</td>
<td>65%</td>
<td>70%</td>
</tr>
<tr>
<td>Fixed Income Securities</td>
<td>30%</td>
<td>35%</td>
<td>40%</td>
</tr>
<tr>
<td>Cash and Cash Equivalents</td>
<td>0%</td>
<td>0%</td>
<td>35%</td>
</tr>
</tbody>
</table>

**Equities**

The Manager should maintain the equity portion of the portfolio at a risk level roughly equivalent to that of the equity market as a whole. Equity holdings may be selected from the Dow Jones 30 Industrials, Standard and Poor’s 500 Index and the Russell 2000 Stock Index, and other equities listed on the New York Stock Exchange and/or the NASDAQ markets.

The securities should be aimed at appreciation potential and/or income generation. The Manager is prohibited from investing in private placements, letter stocks, options, short sales and margin transactions. No assets shall be invested in securities whose issuers have filed a petition for bankruptcy or hedge funds.

**Fixed Income**

Investments in Fixed Income securities will be managed actively to pursue opportunities from a variety of sources. The Manager may select from appropriate obligations guaranteed by the U. S. government and its agencies, foreign government, utility stocks, preferred stocks, municipal obligations and corporate obligations. No funds may be invested in collateralized debt obligations, auction rate securities or credit default swaps.
Mutual funds, commingled funds and funds in general

When mutual funds or commingled funds are used as an investment vehicle, then it is understood the Investment Committee has adopted the specific investment policies of the Fund.

Socially Responsible Investment Guidelines

As an Annual Conference of The United Methodist Church we are committed to implementation of the socially responsible investment policies in *The Book of Discipline*.

“Socially Responsible Investments”—It shall be the policy of The United Methodist Church that all general Boards and agencies, including the General Board of Pension and Health Benefits, and all administrative agencies and institutions, including hospitals, homes, educational institutions, annual conferences, foundations and local churches, shall, in the investment of money, make a conscious effort to invest in institutions, companies, corporations or funds whose practices are consistent with the goals outlined in the Social Principles; and shall endeavor to avoid investments that appear likely, directly or indirectly, to support racial discrimination, violation of human rights, sweatshop or forced labor, gambling, or the production of nuclear armaments, alcoholic beverages or tobacco, or companies dealing in pornography. The Boards and agencies are to give careful consideration to shareholder advocacy, including advocacy of corporate disinvestment.”

Communication and Responsibility

The Investment Committee shall provide semi-annually to the CFA and CBOPHB a written account of the investment results, accounting summary and significant developments, if any.

The CFA and CBOPHB shall at least once per year review the investment policy, the effectiveness of the Investment Committee and the overall results of the investments, and will acknowledge in writing that they have done so.

The investment manager shall provide the Investment Committee:

- Quarterly or as necessary:
  - a report of the portfolio’s holdings; and
  - a review of the investment performance
❖ a commentary of investment results in light of the current investment environment and the goals and guidelines;
❖ a review of the key investment decisions and the rationale for these decisions;
❖ a discussion of the manager’s outlook and what specific decisions this outlook may indicate;
❖ any recommendations as to changes in goals and guidelines in light of material and sustained changes in the capital market; and
❖ any significant change in the manager’s investment outlook, ownership or key employees;
❖ a report of current investment mix and variance from target (if any);
❖ a report on changes in target allocation.

Records

The CFA, CBOPHB and the Investment Committee shall keep a proper and prudent paper trail of all important documents, meeting minutes and other information relating to the management of the Fund. They shall be available at:

Address: 1700 Century Circle Ste 100
Atlanta, GA 30345

Custodian of the Records: Conference Treasurer

The recommendations and approved changes to the investment policy may be incorporated directly into the policy as a revision and restatement or noted in the addendum until such time as the investment policy is revised and restated.
208.k. Council on Finance and Administration Report

The work of the Council on Finance and Administration (CFA) to develop a fiscally sound and responsive budget for the North Georgia Conference is both a blessing and a challenge. The prayerful consideration of our local churches who continue to demonstrate the strengths of our connectional system through their faithful response in giving is a definite priority. Likewise, the ministry needs of our annual conference and global work, which are a similar priority, demand we carefully examine the many deserving requests for funding which inevitably stretch the conference’s revenue expectations. The work of CFA this year started on February 19, 2018 as we began to receive 2019 budget requests.

Financial prudence and spiritual balance combine to produce a responsible recommended budget that increases the budget percentage allocated to ministry and decreases the percentage of institutional costs. The members of CFA were able to achieve that goal. We were able to recommend an increase in program budgets, with Conference Benevolences, Higher Education/Campus Ministry and OMS and Equitable Comp (each “Area I”) receiving recommended increases. The recommended 2019 budget is $21,920,651 or $100,153 (0.5%) less than the 2018 budget. The summary is as follows: Conference mission/ministry percentage of the budget is up, institutional/legacy costs are down, and General Church line items decreased by 0.9%.

CFA believes that we need to continue to plan for a future that includes the ability to fully fund our obligations and support ministry initiatives without unduly burdening the future operating budgets of our local churches. As a part of this, we recommend the continuance of establishing reserves for matters such as retirement obligations, future campus / rental needs of the UM Center and general budgetary reserves. Our recommended budget includes these planning matters.

In 2015, CFA recommended, and the annual conference approved, implementing a representative committee whose purpose was to study district office administration to ensure that best practices are being utilized. That committee, the District Administration Review Team (DART), has made some substantive recommendations this year, which CFA unanimously endorsed in its March 13, 2018 meeting. (Jeff Adams, chair of DART and a member of the Conference Board of Trustees, will make a separate report to the annual conference this year).

North Georgia, like much of the denomination, continues to experience a declining number of churches and a declining Average Worship Attendance, which highlights the need to focus on starting new congregations as well as to
revitalize existing ones through various initiatives, including a focus on leadership development.

Our conference’s balance sheet remains strong, our faith remains unshakeable, our outlook positive, our attitude joyous and our giving worthy of celebration! Together, we will continue to work in all ways and in all places to be obedient to the mission of the United Methodist Church: To Make Disciples of Jesus Christ for the Transformation of the World. Thank you for all you do for Christ through our partnership in the UMC.

Sean Taylor, Chair

208.1. 2018 Council on Finance and Administration Recommendations

1. We recommend that each district continue to be responsible for funding of conference expenses for its at-large delegates. Funding levels will be at the discretion of the respective district superintendent.

2. We recommend that lay volunteers serving on Annual Conference committees and task forces be reimbursed their mileage costs at the prevailing IRS employee rate.

3. We recommend in addition to those observances set by the General Conference (defined in 2016 Book of Discipline ¶263), the following special days, with offerings but without quotas, be observed in 2019: Homeless Offering (last Sunday in February), Mother’s Day Offering for Wesley Woods Senior Living (Mother’s Day, second Sunday in May), Murphy-Harpst (third Sunday in July), Golden Cross (third Sunday in August), United Methodist Children’s Home Offering (third Sunday in September), Aldersgate Homes (fourth Sunday in October), Action Ministries (first Sunday in December).

4. We recommend that each of the following be permitted to have one direct mail appeal for funds in 2019: the United Methodist Children’s Home; Action Ministries; Aldersgate Homes, Inc.

5. We recommend the adoption of the apportionment formula approved at Annual Conference 2006, and used each year since, as described in the 2018 Recommended Budget Interpretation, which is attached.
6. We recommend that all churches and conference-related agencies ensure that their internal control systems are adequate to safeguard their assets as well as to insure compliance with completing an annual audit pursuant to 2016 Book of Discipline ¶258(4)(d). For churches whose operating budgets are less than $500,000, we recommend that those churches consider utilizing the “Local Church Audit Guide” to fulfill their audit obligation.

7. We recommend that local churches institute or update risk management practices and procedures to protect church assets, employees and volunteers. This includes expeditiously moving to comply with practices defined in the “Safe Sanctuaries” program and to monitor compliance with that program.

8. We recommend that all clergy either living in church-owned parsonages and/or that maintain personal belongings in a church-owned office, seek counsel from their insurance agent about securing insurance coverage for their personal property.

9. We recommend that all key third party providers of professional services be reviewed by the appropriate department/ministry for efficacy every three years. The review(s) will be forwarded to CFA for its input. (For those who have recently been reviewed, one will not be necessary until no later than 6/30/22).

10. We recommend, pursuant to the recommendation from the District Administration Review Team (DART), that the District Work Funds of all districts be managed and accounted for by the Conference Treasurer’s office effective 1/1/2019. Further, we recommend that DART continue its work to study district office administration and investment management with the goal of ensuring that best practices are utilized. We further recommend that a report be made to Annual Conference about the results of its ongoing work during Annual Conference session 2019.

11. We recommend that Cabinet and extended Cabinet clergy appointed to the UM Center have housing-related allowances for 2019 designated as follows: housing allowance (in lieu of parsonage)-$32,749 per year; utility allowance-$5,000 per year. (These are the same levels as the last 10 years). For non-Cabinet clergy appointed to the UM Center, housing-related allowance shall be at a level no lower than the minimum recommended by the Commission on Equitable Compensation, but may be higher, as determined by the respective supervisor.
<table>
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<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>I. Min Support &amp; Eq Comp</td>
<td>2,654,781</td>
<td>2,795,666</td>
<td>105.3%</td>
<td>3,144,650</td>
<td>3,417,000</td>
<td>621,444</td>
<td>22.2%</td>
<td>272,450</td>
<td>8.7%</td>
</tr>
<tr>
<td>II. Ret Min Pension &amp; Ins</td>
<td>3,912,000</td>
<td>3,635,731</td>
<td>98.1%</td>
<td>3,355,000</td>
<td>2,795,000</td>
<td>(1,530,731)</td>
<td>-27.1%</td>
<td>(540,000)</td>
<td>-16.2%</td>
</tr>
<tr>
<td>III. Administrative Budget</td>
<td>1,743,659</td>
<td>1,756,303</td>
<td>100.7%</td>
<td>1,741,450</td>
<td>1,901,425</td>
<td>145,122</td>
<td>8.3%</td>
<td>159,975</td>
<td>9.2%</td>
</tr>
<tr>
<td>IV. Conference Benevolences</td>
<td>2,451,795</td>
<td>2,322,360</td>
<td>94.7%</td>
<td>2,348,295</td>
<td>2,396,295</td>
<td>73,305</td>
<td>3.2%</td>
<td>50,000</td>
<td>2.1%</td>
</tr>
<tr>
<td>V. Capital Funding</td>
<td>300,000</td>
<td>290,257</td>
<td>96.8%</td>
<td>275,000</td>
<td>337,000</td>
<td>62,400</td>
<td>16.1%</td>
<td>82,000</td>
<td>22.5%</td>
</tr>
<tr>
<td>VI. Higher Ed &amp; Campus Ministry</td>
<td>1,234,000</td>
<td>1,322,100</td>
<td>95.5%</td>
<td>1,453,000</td>
<td>1,520,000</td>
<td>197,900</td>
<td>13.0%</td>
<td>67,000</td>
<td>4.6%</td>
</tr>
<tr>
<td>XII. Congregational Development</td>
<td>2,536,000</td>
<td>2,247,704</td>
<td>88.7%</td>
<td>2,294,800</td>
<td>2,187,100</td>
<td>(860,600)</td>
<td>-2.7%</td>
<td>(107,700)</td>
<td>-4.7%</td>
</tr>
<tr>
<td>Continency Reserve</td>
<td>250,000</td>
<td>236,750</td>
<td>94.7%</td>
<td>250,000</td>
<td>13,250</td>
<td>0</td>
<td>0.0%</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Total North Georgia Conference</td>
<td>16,231,235</td>
<td>14,606,761</td>
<td>97.2%</td>
<td>14,340,035</td>
<td>14,603,820</td>
<td>(2,541)</td>
<td>0.0%</td>
<td>(36,275)</td>
<td>-0.2%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>General Church</th>
<th></th>
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<th></th>
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<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>VII. Black College Fund</td>
<td>474,576</td>
<td>451,435</td>
<td>95.1%</td>
<td>493,788</td>
<td>489,361</td>
<td>37,592</td>
<td>8.4%</td>
<td>(4,427)</td>
<td>-0.9%</td>
</tr>
<tr>
<td>VIII. Ministerial Education</td>
<td>1,189,738</td>
<td>1,277,171</td>
<td>94.8%</td>
<td>1,237,903</td>
<td>1,226,805</td>
<td>98,088</td>
<td>8.0%</td>
<td>(1,918)</td>
<td>-0.9%</td>
</tr>
<tr>
<td>IX. Interdenominational Coop</td>
<td>93,046</td>
<td>86,116</td>
<td>92.6%</td>
<td>96,813</td>
<td>95,848</td>
<td>9,029</td>
<td>11.4%</td>
<td>(883)</td>
<td>-0.9%</td>
</tr>
<tr>
<td>X. World Service Fund</td>
<td>3,522,504</td>
<td>3,229,872</td>
<td>91.7%</td>
<td>3,665,107</td>
<td>3,632,247</td>
<td>403,075</td>
<td>12.5%</td>
<td>(32,680)</td>
<td>-0.9%</td>
</tr>
<tr>
<td>XI. Africa University</td>
<td>106,208</td>
<td>101,303</td>
<td>95.4%</td>
<td>110,508</td>
<td>109,617</td>
<td>8,214</td>
<td>8.3%</td>
<td>(911)</td>
<td>-0.9%</td>
</tr>
<tr>
<td>XIV. Episcopal Fund</td>
<td>1,043,157</td>
<td>955,200</td>
<td>91.6%</td>
<td>1,085,338</td>
<td>1,075,656</td>
<td>120,466</td>
<td>12.3%</td>
<td>(9,732)</td>
<td>-0.9%</td>
</tr>
<tr>
<td>XV. General Church Administration</td>
<td>416,268</td>
<td>383,844</td>
<td>91.8%</td>
<td>435,202</td>
<td>431,300</td>
<td>47,256</td>
<td>12.4%</td>
<td>(3,902)</td>
<td>-0.9%</td>
</tr>
<tr>
<td>Total General Church</td>
<td>8,847,497</td>
<td>8,334,487</td>
<td>92.5%</td>
<td>7,124,709</td>
<td>7,060,831</td>
<td>725,862</td>
<td>11.5%</td>
<td>(63,678)</td>
<td>-0.9%</td>
</tr>
</tbody>
</table>

| XVI. Southeastern Jurisdiction | 55,364          | 53,421       | 98.5%               | 56,000              | 56,000                  | 56,000                         | 4.8%                          | 0                              | 0.0%                          |
| Grand Total            | 22,134,056         | 21,944,669   | 95.8%               | 22,020,604          | 21,920,651              | 725,862                        | 3.4%                          | (100,153)                      | -0.5%                         |
The recommended Conference budget for 2019 is $21,920,651, a decrease of $100,153 versus the approved 2018 budget. Conference direct mission and ministry budgets (Areas I, IV, VI and XII) comprise 64.31% of the Conference portion of the budget versus 62.25% in 2018.

**CONFERENCE FUNDS:**

**AREA I. MINISTERIAL SUPPORT**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Episcopal Residence/Office/Discretionary</td>
<td>$ 290,000</td>
</tr>
<tr>
<td>District Superintendents' Compensation</td>
<td>1,923,000</td>
</tr>
<tr>
<td>District AA Pension/Ins</td>
<td>90,000</td>
</tr>
<tr>
<td>Equitable Compensation Fund</td>
<td>425,000</td>
</tr>
<tr>
<td>Board of Ordained Ministry</td>
<td>689,000</td>
</tr>
<tr>
<td><strong>Total Area I</strong></td>
<td><strong>$ 3,417,000</strong></td>
</tr>
</tbody>
</table>

The Episcopal Residence and Office Fund provides the conference share of financial support for the office and residence expense for North Georgia's Resident Bishop. (In 2018, the General Church share of residence support is $10,000, while the General Church's share of office support is $84,558).

District Superintendents' Compensation line item represents salaries, health insurance and pension benefits for the twelve (12) district superintendents of our conference.

The Equitable Compensation Fund enables our conference to ensure all appointed clergy will receive Conference minimum compensation. The increase is due primarily to the designation by the Cabinet of specific “missional congregations.”

The Board of Ordained Ministry coordinates, with the Cabinet, deployment and credentialing of clergy. Additionally, it coordinates the provision of support for conference clergy through myriad services, continuing education activities, seminars and counseling support, which is essentially a clergy-specific expanded EAP Program subsidized by the Annual Conference. This ministry enables our conference to meet the high standards and expectations of local
church congregations. Note that the increase in 2019 is due primarily to specific initiatives, including ACE and LPLI.

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

- Retired Minister Insurance Premiums $2,250,000
- Disability Premiums 295,000
- Retirees' Past Service Pension (Pre-1982) 250,000
- **Total Area II** $2,795,000

Retired Minister Pension/Insurance reflects “fully funded status” as of 12/31/2017 (unaudited) for both the OneExchange (now ViaHealth), defined contribution funding for the Health Reimbursement Account for retired/eligible clergy and Conference staff, as well as the pre-1982 plan. The premiums noted for Retired Ministers insurance are based on claims expenses passed on to the Conference by WesPath (formerly known as the General Board of Pension and Health Benefits). The benefit per claimant is currently capped at $3,600/annum. The small apportionment for pre-1982 is recommended to ensure continued funded status despite vagaries in both the investment markets as well as actual mortality data versus estimates based on mortality tables.

The disability premiums are increasing because, quite simply, there are more clergy filing for and being granted disability status.

**AREA III. ADMINISTRATIVE FUND**

- Annual Conference Session/Journal/Handbook $ 265,000
- This line item represents total direct Annual Conference session production expenses including documentation. Note that the increase is due to an extra day to accommodate voting and the attendant expense for the voting system.

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

- **Office of Treasurer/Benefits/Admin/IT Services** $ 960,000
- This office develops, maintains and administers a comprehensive plan of fiscal and administrative policies, and benefits systems/processes and provides services for all the Conference's administrative ministries. Additionally, the office provides information through various media for clergy and laity who serve as church treasurers, financial secretaries, business administrators and finance committee chairpersons. This office administers all conference
databases and computer equipment. The increase is due to the retirements of two key employees, and the attendant cost of replacement and an “overlap” staffing for training and orientation.

**Office of Ministerial Services and Spiritual Formation**  $ 371,425
This office provides for the many needs of those who have dedicated their lives to God's service through the church, including maintenance of clergy service records/files. This department also provides for credentialing and support of all conference clergy.

**BOT/"New" Methodist Center Operating Expenses**  $ 110,000
This represents net operating expenses for the conference offices, including insurance and telephone service for the new leased space.

**Council on Finance and Administration**  $ 115,000
This includes conference and district audit fees, legal fees and meeting expenses for CFA.

**Cabinet Expenses**  $ 80,000
This represents expenses for Cabinet members related to Cabinet meetings, including Annual Conference session and Pastor's School.

Total Area III  $1,901,425

**AREA IV. CONFERENCE BENEFICIALS**

**Connectional Ministries:**
- Administrative Support & Staff  $ 765,495
- Program/Ministry Teams  287,000
- Camp and Retreat Ministries  361,800
- Conference Leadership Development  30,000

Sub Total Connect. Ministries  $1,444,295

The **Connectional Ministries** functions are responsible for equipping and training local church leaders for effective ministry.

**Communications**  $ 297,000
This function is responsible for providing comprehensive internal and
external communications on behalf of the Conference. While budgeted in Area IV, its historical functional “home,” note that the administrative oversight is now provided by the Episcopal Office. The increase in this area is due to the anticipated additional communications efforts necessitated by the called General Conference Session.

**Action Ministries**  
$600,000  
This ministry continues the transformation of communities by counteracting social issues such as poverty, hunger and homelessness.

**Housing and Homeless Council**  
$10,000  
This line item will partially fund staffing and office expenses.

**Ministry of the Laity**  
$45,000  
The Conference Board of Laity fosters awareness of the role of laity both within the local congregation and through their ministries, develops and promotes stewardship, provides for training of lay members, provides support and direction for ministry of the laity and provides organization, direction and support for the development of local church leaders.

**Total Area IV**  
$2,396,295

**AREA V. CAPITAL FUNDING**

**CAPEX**  
$37,000  
This represents funding for office equipment and computers.

**UM Center Replacement Reserve**  
$300,000  
This is included in order to build a reserve fund to either continue leasing the UM Center after lease expiration, or to have funding to consider building.

**Total Area V**  
$337,000

**AREA VI. HIGHER EDUCATION AND CAMPUS MINISTRY**

**Total Area VI**  
$1,520,000  
This line item represents support to the nine United Methodist colleges (7 in NGA) and 18 Wesley Foundations (12 in NGA) on college campuses in Georgia. The balance goes to support office expenses and capital funding.
AREA XII. CONGREGATIONAL DEVELOPMENT

Total Area XII $2,187,100

This budget includes funding for the following activities:

The Office of Congregational Development and Staff - The salaries, benefits and expenses for personnel in the Office of Congregational Development.

New Church Salary and Support - These funds are used to underwrite the compensation packages of our new church pastors and also to provide some start-up funding.

Market Research - These funds are used to maintain a contract with a demographic consultant and to provide partnership opportunities with districts to develop district strategies.

CONTINGENCY RESERVE $250,000

SUB TOTAL 2019 Recommended CONFERENCE BUDGET $14,803,820

GENERAL CHURCH FUNDS:

AREA VII. BLACK COLLEGE FUND

Total Area VII $489,361

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

AREA VIII. MINISTERIAL EDUCATION FUND

Total Area VIII $1,226,805

This ministry provides our churches financial support for the recruitment and education of our future pastors and bishops. Please note that our conference retains 25% of the fund balance for use in our conference. The retained fund balance as of 12/31/2017 is $317,925. Scholarship grants can total $1,000 per semester for undergraduate studies (certified candidates only) and $3,000 per semester for seminary students with a lifetime maximum per student of $26,000.
AREA IX. INTERDENOMINATIONAL COOPERATION FUND

Total Area IX $ 95,945

This fund enables United Methodists to have a presence in the activities of ecumenical organizations, and provides our United Methodist share of the basic budgets of those organizations which relate to the ecumenical responsibilities of the Council of Bishops and the General Commission on Christian Unity and Inter-religious Concerns. Included in this fund in 2019 is support for:

National Council of Churches $29,300
World Council of Churches $25,680
World Methodist Council $22,700
Pan-Methodist Commission $1,170
Ecumenical Office and Travel $12,605
Interreligious Relations $1,760
Other $2,730

AREA X. WORLD SERVICE FUND

Total Area X $3,632,247

The World Service Fund enables our denomination to strengthen its evangelism efforts, stimulate church growth, expand Bible studies and enrich spiritual commitment. This fund allows us to share in a worldwide ministry, including support for missionaries.

AREA XI. AFRICA UNIVERSITY

Total Area XI $109,517

This fund supports the development of the first private university for young men and women from all over Africa. Courses of study include agriculture, theology, medicine and dentistry, education, technology and management.

AREA XIV. EPISCOPAL FUND

Total Area XIV $1,075,656

This fund pays the annual salaries (approximately $155,000) and benefits of active bishops worldwide and some support for the retired bishops worldwide, funds the majority of the expenses related to episcopal offices and a portion of episcopal residence expenses. It also funds episcopal travel and moving expenses. Jurisdictional and Central Conference bishops receive support from this fund.
AREA XV. GENERAL ADMINISTRATION FUND

Total Area XV $431,300

This area funds those General Church activities that are specifically administrative in nature, such as the General Council on Finance and Administration, General Conference session, Archives and History and Judicial Council.

SUBTOTAL 2019 GEN CHURCH BUDGET $7,060,831

For more information on the General Church Budget go to:

AREA XVI. JURISDICTIONAL MISSION & MINISTRY FUND

Total Area XVI $56,000

This area supports the administrative functions of the Southeastern Jurisdiction.

GRAND TOTAL Recommended 2019 BUDGET $21,920,651
208.o. How Are Apportionments Computed?

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

**Step 2:** At calendar year-end, the local church completes the Local Church Report to the Annual Conference. (For the 2019 recommended budget, the latest available reports are the 2017 year-end reports.)

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

**Step 4:** The Treasurer's Office totals the local church operating expenses for ALL 830+ North Georgia United Methodist churches. For year end 12/31/2017, this total was $194,236,808 (an **increase of 2.06%** over 2016).

**Step 5:** We determine "the decimal." This is the conference budget divided by total church operating expenses (from step four). The decimal for 2019 (recommended budget) is .113, or 11.3%. This is a **reduction of 0.1 percentage points** from the 2018 approved budget. **This means that the Conference budget, expressed as a percentage of local church expenditures, in aggregate, is down 0.8% versus the 2018 budget (0.1/11.4).**

**Step 6:** We multiply an individual church's operating expenses by the decimal, arriving at the total gross apportionment. We then prorate the gross apportionment to 15 individual apportionment line items.

**Step 7:** Churches above 1000 members will have a "reasonableness test" applied to their apportionments (see formula below), and the Cabinet might
adjust the computed apportionments for certain churches within that size range. This methodology was approved at AC 2006.

**Step 8:** We sum the apportionment for each individual district and send this information to the district offices. District superintendents review the apportionments as calculated, **and may make adjustments to the calculated amounts.** Such adjustments should be made only after discussion with the church’s senior pastor. Note that the district’s aggregate apportionments cannot be changed.

**Step 9:** *(Based on DART Recommendation):* We will add the District Work Fund (DWF) apportionment to each church based on information provided by the district offices.

**Step 10:** District superintendents notify local churches of their apportionment amounts. This information is provided to the pastors via "Local Church Apportionment Reports" at the summer/fall district set-up meetings.

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

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

In order to assure that our apportionment computation and allocation system is as equitable as possible, we recommend that a "reasonableness test" be implemented, which will work as follows:

a. Existing apportionment formula and rules for year-end report completion remain unchanged.

b. After the apportionments have been computed for all churches, three (3) comparative groups will be established - churches with membership from 1000-1999; 2000-2999; 3000+
c. The aggregate apportionments for each group will be divided by the aggregate membership of each group in order to calculate an average apportionment/member for each group.

d. Any church whose apportionment/member falls below the average for its group will be referred to the Cabinet for discussion about possibly being moved up to the group average over a three (3) year period. Group average calculations will occur each year based on the latest reported membership statistics.

e. The Cabinet will review the apportionments for the churches in all three groups and will, as a body, discuss and might make adjustments to each church whose apportionment is below the average for its size range.

f. Apportionments added to the affected churches will not be offset by reductions in other churches, and will be applied to conference-specific apportionment line items ONLY and will NOT be added to General or Jurisdictional line items.

**Information Only**

Note: Information reported by our churches on the year end “Table III” report, which is a report of revenues, indicates the following-

Total “normal” giving (from 2017 aggregate Table III Report) - $273,971,502

The 2019 recommended Conference budget, expressed as a percentage of aggregate “normal” revenues, is 8.0%.
HOW THE 2019 RECOMMENDED CONFERENCE APPORTIONMENT BUDGET WAS DEVELOPED

North Georgia Conference Budget

UMC General Agencies and SEJ

Higher Ed and Action Ministries

Connectional Programs and Ministries

Local Church

Local Church

Local Church

Local Church
NORTH GEORGIA CONFERENCE
COUNCIL ON FINANCE AND ADMINISTRATION

HOW THE 2019 CONFERENCE APPORTIONMENT BUDGET WAS DEVELOPED

1. The "General Church" sets priorities and develops programs at the General Conference Session for a four (4) year period (the quadrennium). The new quadrennium began in 2017 and runs through 2020.

The financial support for those worldwide ministries is apportioned to the annual conferences, which, in turn, apportion those amounts to the local churches. The 2019 General Church Apportionments are $7,060,831 or 32.2% of the 2019 total recommended Conference budget. This is based on the budget approved by General Conference for the new quadrennium ($604M).

The United Methodist Church is a worldwide, connectional denomination and every United Methodist church has the opportunity to support, via apportioned giving, the denomination’s worldwide ministries.

2. Conference-based and conference-subsidized programs and ministries requested funding based on their plans and priorities for the upcoming year. These plans are developed by program "conferencing" via staff as well as those serving on boards and committees, such as the Board of Church Development, the Board of Laity, the Board of Pension and Health Benefits, the Board of Ministry, Action Ministries, et.al.

Representatives from several programs/ministries and their board chairpersons, if applicable, presented their requests to CFA via email and/or in person. CFA reviewed these requests on February 19, 2018.

Those requests were then put in the draft budget.

3. On March 13, 2018 CFA met to review the draft budget. During this meeting, CFA made very minor adjustments to the draft budget based on several factors, including budget changes compared to change in local
church expenditures; departmental fund balances, apportionment collection
rates from prior years; feedback from the local churches, the Cabinet and
other members of the Annual Conference; CFA made a decision to slightly
reduce the Conference portion of the budget. However the percentage
allocable to mission and ministry initiatives continues to increase. The total
recommended budget for 2019 is $21,920,651, a decrease of $100,153
(-0.5%) from the approved 2018 budget. This follows a 0.5% decrease in
last year’s budget also.

This decrease was effected primarily as a result of a reduction in
postretirement benefit funding requirements for both pre-1982 pension and
the retiree HRA program (ViaHealth, formerly OneExchange).

4. Through a series of district "pre-Conference briefings," district
superintendents, utilizing instructional videos prepared by conference staff,
will brief delegates (members) to annual conference on highlights of the
recommended budget.

5. During Annual Conference Session, the recommended budget will be
presented to members of annual conference, who represent all local
churches.

After the recommended budget is approved, conference staff will
calculate the local church apportionments, which represent each church's
"share" of the conference and world-wide ministry and mission, using the
apportionment calculation methodology described the "Budget
Interpretation."

Note that recommendations from the “DART” Committee and CFA
will provide for the inclusion of a specific line item for District Work
Funds (DWF) in the 2019 Conference Apportionment Remittance
Form. DWF will continue to be determined by the districts, but the
accounting for same is expected to move to the Conference
Treasurer’s office 1/1/19.

The apportionments will be provided to each district superintendent,
who may alter individual apportionments within his/her district, but not
the total amount for the district. It is expected that the DS will have
conversations with the affected churches about any changes in the calculated apportionments.

Final apportionments are distributed, by church, by the DS at his/her appointed district setup meeting in late summer/early fall.

The Conference Treasurer's Office will NOT communicate apportionments to any church, nor post the 2019 apportionments on the conference website until after the 2018 district set up meetings are concluded! (Once the set up meetings have concluded, 2019 apportionments will be posted on the conference website.)

208.q. District Administrative Review Team (DART)

The 2015 Annual Conference approved the following recommendation from the Conference Council on Finance and Administration (CFA): “We recommend that CFA, CBOT, CPPPC and the Cabinet jointly study district office administration with the goal of ensuring that best practices are utilized.”

The 2016 Annual Conference approved the following CFA recommendation: “We recommend that a joint committee of CFA, CBOT and the Cabinet continue to jointly study district office administration with the goal of ensuring that best practices are utilized. We further recommend that a report be made to Annual Conference about the results of the study during Annual Conference session 2017.”

The 2017 Annual Conference approved a similar CFA recommendation, number 11, which authorized the continued work of DART. Current members of DART: cabinet- Bernice Kirkland, Doug Thrasher (Vice-Chair), Susan Gary-Landry; trustees-Jeff Adams (Chair), JoEllen Wilson; CFA-Ellen Shepard, Harold Tarpyley; CFA Personnel-Jill Irvin, Deborah Marshall; staff resource-Keith Cox.

The work of the committee began in earnest in the late fall of 2016 and has continued through 2018 to date. In late 2017, DART requested CFA reserve funds to engage the services of two professional consultants to assist us in our research. Their work included interviewing every district AA and visiting every district office. They concluded their work with a comprehensive report which was shared with DART in February. On March 14, 2018, DART met to develop
specific recommendations for the upcoming year. DART was unanimous in making the following four recommendations to the annual conference:

The first recommendation is to transition bookkeeping of the district work funds (DWF) to the conference treasurer’s office, effective 1/1/2019. This means that apportionments for district support will be consolidated to a specific identified line item as part of the conference remittance system. DWF bills will be paid by the conference staff and all district superintendent (DS) reimbursements will be processed from the conference office. The attendant costs of the current independent CPA review of the district financial statements will be reduced and ultimately eliminated. The conference treasurer’s office will work with the district superintendents to address specific needs in connection with this transition.

Second, DART recommends that district superintendents be encouraged to consider using the expertise of the conference investment committee and investment policy as a resource in investing the investment assets held by the districts. Ultimately, centralized management of investable assets may be a worthy goal. Balance of investments as of 12/31/2016 was $3,632,321. Please note that this number is very likely to grow as more churches are closed and proceeds for sale of those churches continue to be, in large part, returned to the districts in which the closed churches were located.

Third, DART recommends that a conference liaison be established to work with district administrative assistants with the goal of improving communication between the conference and the districts. Regular meetings with the district AAs as well as regular e-mail correspondence are encouraged to facilitate better communication.

Fourth, DART recommends that annual performance evaluations of district office personnel be conducted by the district superintendents only. Merit increases for the district AAs would be based on these evaluations.

DART has also recommended to CFA that DART continue its work for the next conference year to consider additional suggestions from the consulting team as well as feedback from CFA and other stakeholders. Future subjects for consideration and study may include: development of an equitable pay scale to begin to address discrepancies in district AA salaries; development of specific job descriptions of district AA roles (with attendant evaluation of same); and the changing needs of the role of the district superintendents as “missional strategists” with respect to staff support.

Jeff Adams, Chair
300. Connectional Ministries

300.a. Archives and History

Archives and History continues the important work of supporting the “ministry of memory.” We offer churches guidance and training in how they should properly preserve artifacts of the past. Though we do not hold local church, district or conference records, we are able to help churches and individuals identify agencies, offices and repositories that might have the historical records they seek.

North Georgia Annual Conference Standing Rule D.8 provides the following: “The depository for archival records of the North Georgia Conference shall be the Candler School of Theology of Emory University through its Pitts Theological Library.”

We encourage local churches to apply for our Ministry of Memory recognition. This recognition is granted to churches that are celebrating quarter, half, three quarter and century anniversary years and have completed the application process. The application is available on the conference website.

Hugh Hendrickson, Archives and History Representative

300.b. Children’s Ministry

Ministry with children is a priority for the North Georgia Conference. Intentional faith formation opportunities, such as these listed below, equip clergy, laity, families and those who are called to champion the youngest of our disciples in weekday and weekend ministry to ‘grow in wisdom and stature, and in favor with God and men.’ (Luke 2:52)

During the 2017 annual conference, a Heroes Eat Dessert First reception was held at Athens First UMC honoring children’s ministry heroes throughout North Georgia. The first Clergy Parents & Children’s Day Apart with Bishop Sue took place at Camp Glisson in September 2017 where clergy families gathered for fun, fellowship and connection. The Atlanta-Marietta District piloted a KidMin Intern Program in the summer of 2017 for students aging out of the ELI Program (Camping Ministry’s Experiential Learning Institute) to explore a call to Children’s Ministry. Third-sixth grade children attended the Alive fall weekend retreat at Camp Glisson over two weekends in September learning and practicing the tools of worship through the liturgical
calendar year. A fifth grade *Rock Solid* overnight retreat was held in February where the children of North Georgia learned and practiced the holy habits Jesus engaged in as preparation for their next milestone of attending middle school.

Hundreds of children’s ministry champions met at the 2018 *Done In A Day* which took place on a March Monday evening providing childcare at six locations throughout North Georgia to learn the art of Holy Listening. *Done In A Day* has grown to be an annual educational event to equip anyone serving children in their context with developmentally appropriate faith formation practices.

The North Georgia Conference UMC Preschool Directors Association (UMCPDA) includes weekday ministry directors of multiple denominations providing quality training experiences and offering direction for best practices in the areas of management, recruiting, staffing, finances and innovative ideas to foster great programs in faith-based preschools. The UMCPDA also offers a plan for preschools to become certified as a Preschool Program of Excellence.

Debby Fox has served as the NGUMC Connectional Ministry leader providing leadership and resources for local churches. She has been incredibly effective in connecting clergy and laity through the organizing of the above events, actively visiting churches seeking direction, and has gathered ‘dream teams’ of seasoned and new Christian education professionals to anticipate the needs and resources necessary for churches to remain vital in the years and decades to come.

Through the NGUMC Children’s Ministry Facebook page we are daily reaching 448 champions (as of this writing) for ministry with children and resourcing local churches through networking groups which meet monthly in all districts. For more information, please see www.ngumc.org/childrensministries or contact children’s ministry representative at dedereilly@comcast.net.

DeDe Reilly, Children’s Ministry Representative
300.c. Christian Unity and Inter-Religious Relationships

The Commission on Christian Unity and Inter-Religious Relationships for the North Georgia Conference is in conversation with Glenn United Methodist Church to host a panel discussion in the late summer or early fall of 2018. This panel will include leaders of the Islamic community and will serve as a way of educating our Christian community about their faith.

Part of the commission’s mission is a vision of unity and renewal in the context of respectful dialogue with people of different faith communities.

Pamela C. Duncan, Representative

300.d. Conference Commission on Religion and Race (CCORR)

The Conference Commission on Religion and Race (CCORR) is an inclusive group from all over the conference who are Asian, Black, Latino, white, US citizens, immigrants, lay persons, local pastors, provisional and full connection deacons and elders, retired clergy and a district superintendent.

Over the past year and a half, CCORR has been engaged in the important ministry of assessing where the North Georgia Conference is on meeting the disciplinary mandates calling all annual conferences to racial reconciliation and to be racially inclusive. We have concluded that racial reconciliation is a process that seeks to restore broken relationships after any form of racial injustice. It is not a singular act. It is a process by which the participants with injustice and the endurers of injustice come together to do the work of bringing about restoration of the relationship with God and with one another.

That process includes at least the following:

**Resistance** – that those who endure racial injustice and those who stand with them stand firm in resisting powers of injustice and any forms of racial oppression that work against the kingdom of God. Resistance is a refusal to be complicit with the injustice.

**Recognition** – that those who have knowingly or unknowingly participated in perpetuating racial injustice must learn about the injustice and also acknowledge the injustice and their complicity and/or participation with it.

**Repentance** (and forgiveness) – that the participants in injustice repent to God and to those who have endured the injustice, while the endurers work to forgive.
Repair (and/or repay, replace, restitute) – that the participants in injustice must work to repair damage, repay what was lost, replace what was taken, or restitute for harms committed.

Reconstruction – that there is no true reconciliation when the structures that caused the injustice do not change. New structures should be constructed in ways that dismantle the unjust power structures and rebuilds structures that are more just and equitable.

Repeat – that the process is repeated so that relationships are restored and nurtured in a way that (a) shows a commitment to never allowing the injustice to return and (b) allows the relationship to be evaluated continuously by revisiting the reconciliation process.

CCORR has focused its attention on the “recognition” phase and has started our work with the bishop, extended cabinet and the Board of Ordained Ministry (BOM) to begin to recognize the racial imbalances within the annual conference so that they may be partners in our mission to create a culture of intercultural competence within the North Georgia Conference. This work has included the following:

- Bishop Sue, members of the cabinet, members of CCORR, and the executive committee of the BOM traveled around Atlanta to the King Center, Historic Ebenezer Baptist Church, and the Center for Civil and Human Rights in a two-day experience that concluded with open and candid conversation about race and racism. (January 2017)
- Listening sessions were held with First Native pastors, Asian pastors, Black pastors, Latino pastors, and pastors serving cross-racial appointments or in multiracial ministry. Bishop Sue has also held her own listening sessions with many of the above groups. (March – May 2017)
- CCORR vetted several groups and organizations that specialize in intercultural competency workshops and trainings. (March – May)
- Partnered with Ministerial Services and Connectional Ministries to plan a two-day intercultural competency experience for first year provisional clergy. (February 2017) This sort of experience will be provided to each class of provisional clergy at some point during their residency in ministry program.
- Bishop Sue, 11 of 12 superintendents, the extended cabinet, members of CCORR, and the chair of COSROW met together over three days for an intensive intercultural competency experience. (September 2017)
- Organized a prayer service for Korea and the US in response to escalations between the United States and North Korea. The service was
held at the Korean Church of Atlanta and was in the Korean prayer
tradition. (January 2018)

- Presented workshops on racial reconciliation to the School for
  Congregational Development, UMM Retreat, Black Ministers
  Fellowship, one district lay and clergy cluster group, and multiple local
  churches. (fall 2017 and winter of 2018)

- Partnered with Bishop Woodie W. White, Candler School of Theology,
  Clark Atlanta University, Cascade UMC, Ben Hill UMC, Glenn
  Memorial UMC, Peachtree Road UMC, and Action Ministries to gather
  more than 200 lay and clergy from North Georgia to go with the SCLC
  WOMEN on their annual Evelyn G. Lowery Civil Rights Heritage Tour.
  The tour includes stops at 16th Street Baptist Church, Coretta Scott
  King’s birth place, Montgomery, and Selma and it concludes with a
  historic march across the Edmund Pettis Bridge with thousands of others
  in commemoration of the historic marches in 1965 that led to the Voting
  Rights Act. (March 2018)

- A team of four CCORR members, the director, connectional ministries,
  two superintendents and three pastors attended the Facing the Future
  Conference by GCORR on CR/CC appointments and hope to build from
  that experience to create a team of trainers to walk with congregations
  who are or may engage in cross-racial ministry. (May 2018)

- In order to accomplish these goals and actions, CCORR has been meeting
  bi-monthly to work together to ensure that our annual conference is
  meeting the standards put forth in the Book of Discipline as well as those
  given to us by Bishop Sue.

Our plans for the next conference year include:

- Training members of the CCORR to lead intercultural competency
  workshops so that we may offer it more broadly throughout the
  conference in the near future (¶ 643.3b).

- Each member of CCORR is currently looking at options for providing
  opportunities in “recognition” in their local contexts within the next year
  (¶ 643.3b).

- Intercultural competency with provisional clergy in the fall of 2018 (¶
  643.3b).

- Work with the BOM and assist in providing them with an intercultural
  competency experience (¶ 643.3c).

- Work with the conference committee on nominations towards more racial
  inclusivity on conference boards and committees (¶ 643.3d).
• Training a team to assist the conference with its mandate to prepare congregations for cross-racial/cross-cultural appointments (¶ 643.3e).
• Help to establish more local church CORRs as mandated (¶ 252.2b and ¶ 643.3e).
• Commit to meet annually, as mandated, in a joint session with the executive committee of the BOM, cabinet, and CCORR (¶ 643.3f).

CCORR is grateful for the leadership and continued support from Bishop Sue Haupert-Johnson. We feel that the future of the North Georgia Conference is bright and will be more interculturally competent and inclusive.

Brian A. Tillman, Chair; Susan Landry, Cabinet Representative; Gigi Warren, GCORR board member; Francisco Artley; Aida Beltran-Gaetan; David Brewer; Minho Chung; Titus Constantine; Kevin Murriel; Carolyn Poling; Derek Porter; Chris Rapko; Ronald Reed, Etta Reid; Melanie Stanley-Soulen; Kelly Van; Bridgette Young-Ross

300.e. Evangelism Team

The Evangelism Team has remained committed to educating and encouraging the church to share our faith in the community and in the world. Faith sharing through “telling your story” has proven to be a powerful witness to the “calling of all believers” to bring others to Jesus Christ and to practice a faithful life of discipleship. The North Georgia Annual Conference also continues its effective tradition of faith sharing through soliciting nominations for the Denman Evangelism Award.

Additional resources for equipping laity and clergy leadership teams are available on the conference website. While we are Moving Toward Perfection in Love, we believe God is calling us to greatly impact, beyond measure, the sharing of the Good News of Jesus Christ.

Joyce E. Banks Gross, Chair
The family ministries team began seeking new inspiration for serving families and communities in North Georgia. This process began by taking a critical look at the makeup of families in our ministry area.

The perceived view of a family as 2.4 kids, a dog, and a white picket fence is no longer applicable in many of our ministry settings. The erosion of the family in culture contributes greatly to the breakdown of society. Churches strive to offer meaningful ministry to families, yet in reality, many facing crises fear they do not match the paradigm of what is believed constitutes a family. Real transformative ministry emerges when everyone casts aside the “masks” worn as a way to hide the pain and disappointment of life, so everyone can be transparent and find the common ground of needing the grace of God in Jesus Christ.

The family ministries team began the process of identifying cultural phenomena that contributes to the erosion of the family unit. Some of these include divorce, addiction, poverty, abuse, neglect, incarceration and hunger, among others. As the team considered these contributing factors, everyone agreed that the United Methodist Church belongs on the front lines of bringing hope where it is needed most.

The family ministries team solicited input and assistance from the United Methodist Children’s Home since it is on the front lines of working with families and children impacted directly by these conditions. David Allen Grady and Mark Jordan began identifying leaders in the annual conference who are working within these areas, many already serving in various foster care ministries. A roundtable was conducted at the connectional ministries conference room on March 6, 2018, to begin the process of identifying issues facing families, and working on resources and strategies for addressing them.

The primary focus of the family ministries team in this conference year is to help strengthen and equip foster and adoptive families, as they are working to care for those who are most vulnerable. From there, the team will work to provide resources and support for common challenges facing these families; for example, discipline, finances and meeting basic needs such as cooking, cleaning and yard work during times of transition. Our belief is creating these systems to provide support where it is needed most will also help local churches identify families that are potentially moving toward a moment of crisis. From triage to prevention, the family ministries team wishes to help bring hope and healing to families and faith communities alike in the name of Jesus Christ.
As we gather for the convening of the North Georgia Annual Conference, the family ministries team is working to plan and prepare resources and events that coincide with our conference theme: *Moving Toward Perfection in Love*. We strongly believe that the Wesleyan approach to grace, and response in social holiness, is the salve needed to meet families in their authentic conditions. The ministry strategy is designed to all families, churches and organizations join in the mission to make disciples of Jesus Christ for the transformation of the world. Please join us in prayer for this mission, and help bring hope to all families in North Georgia and throughout the world.

Mark S. Jordan, Family Ministries Team Leader

300.g. Missions

North Georgia Conference and churches continue with a range of mission partnerships from our local neighborhoods to distant lands. These vital mission collaborations include our long-term conference partnerships, ranging from our historic in-state mission allies to the newer conference-to-conference Bridges, allowing congregations more opportunities than ever to develop a strong mission portfolio. We are rediscovering exciting opportunities in best mission practices, especially as we apply what we have learned from international mission here at home in our own churches and communities, and as our congregations find stronger focus as the Body of Christ. Many congregations are finding mission to be a driver of renewal and vitality as we help the church get out of the building and grow in relationship with our neighbors.

This last year has been an extremely active time for hurricanes and disaster response ministries. Our NGA churches added action to our prayers including:
- Over $2.2 million given to UMCOR for disaster response by NGA churches, groups, and individuals!
- Thousands upon thousands of cleaning buckets, kits and UMCOR supplies collected by NGA churches!
- We have grown from three disaster response trainers to nine, and expect to add 12 more to that number in an UMCOR trainers’ class in late June! We continue to seek to grow our capacity for response anywhere in North Georgia and beyond with this increased leadership.
- Adding more trainers has allowed us to offer 18 disaster response classes and train or renew over 300 people for Early Response Team ministry!
This has helped us develop more “disaster ready” congregations with leaders prepared to respond to local and district disasters and conference needs, as well as teams needed in nearby UMC conferences that request NGA assistance.

Another noteworthy milestone has been the development of the new partnership with Impact Church to offer an NGA disaster response warehouse. We continue to be grateful for this significant partnership which allowed us to move out of storage units and into a warehouse! Matt Murphy is the key contact to coordinate drop-off at our part-time warehouse. The delivering church should bring enough workers to unload their shipment.

NGA disaster response protocol and contacts may be found at https://www.ngumc.org/disasterresponseministry. All churches should be advised that UMCOR only receives cleaning buckets, hygiene kits and school kits. http://www.umcor.org/UMCOR/Relief-Supplies/Relief-Supply-Kits. It should be noted that we also encourage ongoing partnership with local emergency management and Red Cross so that congregations are part of both the local and regional disaster response and part of a system before the day a crisis hits.

During this year we have also continued to deepen partnership with our UMC Global Ministries in Atlanta. Many of you have visited the new Global Ministries headquarters. Many of our congregations have hosted missionaries-in-training. Our North Georgia cabinet has continued conversations with the GBGM cabinet. Dunwoody UMC hosted a national event with the Day of Health in March 2018. Look for continued developments in partnership with Global Ministries in the coming years. Your congregation may want to consider how you will celebrate 200 years of Methodist mission, with focus on your church, as that bicentennial will be a major emphasis in 2019-2020. See http://methodistmission200.org/ for more information.

The ongoing needs in communities – and with sister conferences and churches – affected by disasters in our region over the last few years should be a primary consideration for every church as your mission portfolio is developed for the coming year. Please don’t overlook Florida, Puerto Rico, North Carolina, South Carolina and Alabama as you send mission teams in our region. Each annual conference will have the best information on their conference website for coordination or see a cumulative contact list at http://umvim.org/go/disaster_response/disaster_response_projects.html. I am grateful that Lynette Brown, mission director at Northside UMC, has agreed to serve as our conference coordinator for UMVIM. She can assist you with mission leader training and ideas.
We are encouraging congregations to do strong evaluations of missional partnerships so that our praying, giving and going isn’t merely activity based, but part of a strategic missional plan that equips and engages every member of a congregation and community in God’s mission. Such a congregational movement in mission will engage every “age and stage” in the church, will seek to train and mobilize in order to take the church out of the building into the community, and will lean more into who the church is becoming rather than merely bound by past mission practices. Developing a mission portfolio, with a range of mission experiences, can be a dynamic way for the church to connect with the Kingdom of God in the community and become a “sent” church that doesn’t merely rely on attractional worship and programming to engage the neighbors. Scott Parrish is available to your congregation in this sort of consultation. He has assisted hundreds of congregations with this sort of dynamic strategy which combines mission and ministry, tailors to the context and next best steps of a congregation, and helps launch your church to be part of God’s mission as you come to life in your community.

We continue to lift up the North Georgia Conference Church of Excellence as a good format for helping a church develop a mission portfolio as it can be easily adjusted for the church context and scale. Use this standard, or a similar mission portfolio, as a way to find focus as a congregation in connectional mission. https://www.ngumc.org/churchofexcellenceinoutreach

Thank you for all you have done in God’s mission! It is with great anticipation that we enter into another year of witness together.

Scott Parrish, Associate Director, Connectional Ministries

300.h. Native American Ministries

Let us begin by thanking the North Georgia Conference for their continued financial support of CONAM.

Delegates to General Conference 2016 overwhelmingly approved a resolution calling on United Methodist agencies to raise awareness about the harm caused by sports teams that use mascots or symbols that disrespect Native Americans. The petition that passed May 19 had been amended in the Discipleship Committee, deleting language that would have called on United Methodist groups not to have meetings in cities that have sports teams with such mascots or symbols. There was a failed effort during plenary to return to the original petition. This may sound like a good idea but it does nothing to
change the attitudes within the church. Rather, focusing on sports mascots is a good way to distract the church from dealing with the way Native Americans are treated within the church. Therefore, we would encourage General Conference to “take the log out of the church before we try to remove the splinter outside the church.”

Meeting in cities with demeaning sports team mascots gives the denomination and Conference an opportunity to witness the love and acceptance of Christ to people in those cities. The North Georgia Conference Committee on Native American Ministries is opposed to boycotting cities because a segment of the city participates in behavior we may find objectionable. Our CONAM feels the real justice issue is found within the church, not sports teams. We would encourage the North Georgia Conference to oppose spending time, effort and resources on challenging Native American mascots and deal with deeper issues that will help Native Americans.

We challenge our denomination to stop focusing on issues that will not help resolve our problems but rather, to focus on how we, as the church, can overcome the past mistreatment of Native Americans. It is difficult to evangelize Native Americans in North Georgia because there remains an underlying culture of misunderstanding, resentment and prejudice against Native Americans in the State of Georgia. “We potentially have the opportunity to change the course of history by creating a future that does no harm but rather affirms and creates an environment of respect, mutuality and equality” between the church, the State, and indigenous peoples. Yet, our people who are marginalized by indifference and status quo continue to be invisible to those in authority, especially within the church.

Two gatherings are held each year in which we fellowship and worship Christ with a Native American style. Native American Elders share in worship leadership. Of course, we also share a “gifted” lunch meal. Sharing the stories of the past provides a visible path forward for our people. North Georgia has many different tribes but we work together as one people. At our Gatherings, we typically have many tribal representatives from the Southeast – Abernathy, Cherokee, Muscogee (Creek), Chickasaw, Seminole, Choctaw, Arawak – and from outside our area – Apache, Odawa, Powhatan and Blackfoot. We have also been blessed with African Americans and European Americans attending our Gatherings.

We encourage churches to receive the annual Special Sunday Offering authorized by the General Conference for Native American Ministries. The main emphasis is on seminary scholarships and GBHEM has some college funds available for Native scholars. Because Georgia has no federally
recognized reservations, our North Georgia CONAM provides a scholarship to qualified NGA UMC applicants. A love offering is received during the annual gatherings for those applicants.

Our gathering is for all peoples, not just Native Americans. It is for those who know or have heard they have Native American ancestry; those who (like John Wesley) have a heart for ministry with Native Americans; and those who are curious to see a Native American Christian worship service. We welcome all to our gathering and ask delegates to come by our display table during Conference. Information cards will be at the display table for anyone desiring to receive email updates and invitations to our activities.

The Southeastern Jurisdiction Agency on Native American Ministries is part of the North Georgia Connectional Ministries budget.

Rebecca D. Jones, Chair

300.i. North Georgia Camp and Retreat Ministries, Inc.

Practice. Musicians do it. Dancers do it. Athletes do it. That time before their skills are on public display during which performers explore, discover and hone their gifts to be shared with the world.

Where do disciples practice their faith and servant leadership?

The Camp and Retreat Ministries of our North Georgia Conference have been providing environments for the formation of the Christian faith and leadership through practice for 93 years. We blend experiential faith formation with the safe environment of intentional Christian community – in the stillness of God’s creative presence – making personal and corporate spiritual transformation more likely. And for a society whose members are increasingly alienated from one another, young people accomplished at participating in and creating conditions for Christian community are “…disciples for the transformation of the world.”

In 2017 North Georgia Camp and Retreat Ministries, Inc. implemented a number of initiatives designed to better serve our new ministries. The departure of Glisson Director/Manager Bradley McEntyre in March gave the opportunity to restructure our staff team. We replaced the Glisson Director/Manager position with the new position of Director of Business Operations for all our NGCRM ministries. Anne Horton, formerly Director of Camp and Retreat Ministries for the Susquehanna Conference, assumed this new position in May.
The NGCRM Board of Directors launched an Inclusion Task Force in the fall to ensure that our congregations who underutilize conference camp and retreat ministries feel welcome and are well-served. A new online presence launched in September with new websites for all our ministries.

The NGCRM Board of Directors engaged Coxe Curry and Associates in October to study the feasibility of a capital campaign to continue implementation of Glisson’s master plan and to provide for continued expansion of the NGCRM ministries. The campaign under consideration would support continued NGCRM efforts to fulfill the annual conference vision to double the number of summer campers we serve by the year 2020. The board anticipates making a decision about the campaign by mid-2018.

GLISSON – In 2017 Glisson Camp and Retreat Center set a new record summer camp enrollment for the fifth year in a row. The 3,222 summer campers served was 99% of Glisson’s 2017 capacity! And the Outpost program served 601 of those campers, its first time serving over 600 campers. Campers loved Outpost’s new hammock cabin site. Partially built by volunteers, the 48 “beds” in this new Frontier site facilitated Outpost’s continued growth. Glisson’s year-round retreat ministry continues to grow, offering Christian hospitality to our conference children and youth retreats, our conference congregations, and many other churches and non-profits.

GROW – After rapid expansion for the past four years, Grow Day Camps reduced the number of sites it served to 28 in 2017. This was a strategic move to allow for the launch of Shoreline Camps, a new program that will leverage Grow’s experience as a travelling day camp program in its format as a travelling residential camp. With its reduced number of sites, Grow still served 839 campers last summer, an anticipated reduction, but an increase in campers served per site. While Grow will continue to support the launch of Shoreline in 2018, it anticipates resumption of service at 32 sites next summer.

ELI - The Experiential Leadership Institute (ELI) was developed to offer high school juniors and seniors an intensive week of discovering their gifts for leadership and of training in understandings of leader theory, group process and casting vision. ELI participants then put their learning to use as counselors for Grow Day Camps, practicing their newly acquired skills as they move toward mastery. In 2017 ELI continued its growth, serving 74 participants in 2017. ELI sponsoring organizations in 2017 included the NGA Conference Board of Laity, LaGrange College and Young Harris College. Young Harris College hosted the ELI training week in 2017 and LaGrange College hosting in 2018.

SHORELINE – Shoreline Camps piloted its first travelling residential program in 2017, holding two weeks of camp at Frank G. Lumpkin Boy Scout
Camp in LaGrange. Leveraging Grow and ELI’s understandings of travelling camps and leadership development, Shoreline works with adult volunteers from local congregations to develop their skills in faith formation with children and students. Thirty-seven campers participated in the Shoreline pilot weeks. Plans are underway for 2018, with Shoreline open to all conference congregations.

Ron O. Davis, Chair
C. Russell Davis, Executive Director

300.j. North Georgia Camp and Retreat Ministries, Inc.
Board of Directors
By-laws Amendment

Summary Report
The NGCRM Board may, on occasion, find itself in a unique and unanticipated situation such as entering into a capital campaign or a change in key leadership. This Amendment provides a method for the Board to provide leadership continuity in the Chair position in those unforeseen circumstances.

By-law Amendment to be voted on by the North Georgia Annual Conference
2.2 …Any director who serves two (2) consecutive full terms shall be precluded from thereafter serving on the board for the next succeeding four (4) consecutive years, with limited exceptions. Notwithstanding said election requirements and term limitations, a person serving as Chair shall be eligible for an additional one (1) consecutive year of board service beyond the limit of two (2) consecutive four (4) year terms, upon express consent of the Board and being re-elected as Chair pursuant to Article Four. Upon completing the consented upon additional consecutive year of board service as Chair beyond the two consecutive terms, the Chair shall be precluded from thereafter serving on the board for the next succeeding four (4) consecutive years.

C. Russell Davis
Executive Director, NGCRM, Inc.
300.k. North Georgia Young Adult Ministry

Like the Apostle Paul encouraged his mentee Timothy, the North Georgia Young Adult Ministry seeks to encourage, connect and provide resources for young adult ministries and churches so that Christians from 18-35 can answer their call to follow and serve Jesus Christ in exciting, relevant ways.

In 2018 the young adults of North Georgia want to emphasize the importance of spiritual disciplines in all aspects of life. If you visit our display table in the Foundry building, you’ll see we have an LED candle sitting on it. In January, one of our young adults, Rachel Black, a member of Hickory Flat UMC in Canton and a member of the young adult council, died by suicide.

The council feels that now more than ever, everyone must take time for their mental, physical and spiritual health. Spiritual disciplines are a great way to begin taking proper care of yourself. In taking care of ourselves, we are then able to care for and move on to perfection in love with others. Through prayer, worship, serving, and fasting, we are able to take a step back or a deep breath and consider all options. If you or others around you are struggling with suicide, call 1-800-273-8255 or reach out to a professional.

Looking for young adults in your district? Contact Rachel Fullerton at fullerton.rachel@gmail.com or Robert King at robert.king@ngumc.net.

Look out for events coming to your district and the conference through social media. We would love to connect with you!

Make sure you follow us on social media:
Facebook-NGUMC Young Adults
Twitter-@umcyaya
using the hashtag: #ngumcyoungadults
or email us at ngumcyoungadults@gmail.com

Join us as we help young adults answer God’s call and change the world!

Rachel Fullerton and Robert King, Co-Presidents

300.l. Youth Ministries

The conference youth ministries has focused on enabling local church and district youth ministries so that they might better embody Jesus and the love of God to the youth in those communities, helping youth and congregations experience what it means to be a disciple of Jesus Christ.
The youth leadership in the conference (that is, teenagers who recognize a call to lead) continue to meet regularly to plan and evaluate ministry events, beginning with a planning day in August. These youth and adults, from all over the annual conference, meet to discuss how they can be a support to the youth ministries in their areas and how we can support leadership training events for congregations. One of these groups is the CCYM (Conference Council on Youth Ministries), coordinated by Lisa Springer, the Director of Youth Ministry at St. Andrew UMC (Marietta), and Shanna Jackson, a youth from Grace UMC in Covington who has been the CCYM president. Another group of such youth leadership is the Spiritual Life Retreat team, coordinated by Hannah Stubblefield, Youth Minister at Acworth UMC.

Similar discussions and guidance is offered by the Youth Ministry Advisory Board, comprised of 15 area youth ministers of varying experience and from different size churches. The purpose of the board is to be the ears and eyes in the conference around youth ministry and the needs of teenagers and congregations, communicating ways they see that the conference can be supportive and an answer to those needs. A number of exciting new ministries have developed from the Board, including some currently in the planning stages.

Our year began last year at annual conference as the youth continued with the leadership of the yearly 5K Fun Run. As with each year, we are looking forward to continuing to offer the social and fund raising opportunity to support the Youth Service Fund and continue this tradition in the annual conference events each year.

Conference youth continue to participate in The Bahamas Bridge. Many congregations have embraced a connection with the Bahamas Bridge either through the conference summer mission trips or through their own connections with Bahamas Methodist Habitat. This bridge is a focus of the youth ministries in our conference, as it is closer than many locations and offers security for those who visit. Throughout the year we have had many churches plan and carry out a trip to The Bahamas. We have not felt a need to plan a conference sponsored mission trip as in past years, since churches have been able to keep this bridge active on their own.

Confirmation resourcing was offered to churches through the Conference Confirmation Retreats, held at Glisson Camp and Retreat Center. One retreat was held in the fall (October) and a separate retreat was offered in the spring (March). The fall retreat focuses on group building and helping youth and adult participants share their faith stories with their groups. It also studies grace, especially explaining John Wesley’s understanding of prevenient grace.
The retreat in the spring explored our vow to support the church with “prayers, presence, gifts, service and witness,” helping youth to understand the meaning and weight of such a commitment. The retreat also focused on the unique blessing we as United Methodists have in our connectional system. The retreat team from this past spring’s retreat was led by Zach Plants from Rome First UMC, Elizabeth Pollard (Youth Minister at Ben Hill UMC) and David Burchett (Youth Minister at Duluth UMC). We are grateful to all the leadership in our conference who have spoken and offered guidance to our new students on these faith experiences.

Churches also found the conference spring retreat - the Spiritual Life Retreat - and the fall retreat - the Rooted Retreat - to be resources for the spiritual growth and teaching of their youth. Youth and adults in the conference serve on the design team and on staff for three weekends at Camp Glisson in early spring and two in the fall, helping participants understand ways to plan and carry out our faith development. The youth staff also has served an important role in leadership at the two weekends of the Children's Retreat (also in the fall). As stated earlier, the retreat team for the Spiritual Life Retreats this past spring was led by Hannah Stubblefield, and the design team for the Rooted Retreats was led by Aaron Talbot, youth minister at Thomson UMC.

Adult training through the Youth Ministry Institute has helped 15 youth ministers in intensive youth ministry development since last August. These participants from local congregations find coaching, training and powerful insight through a choice of three cohorts designed for their individual needs in youth ministry. A grant from the conference has provided substantial help for congregations for this year-long commitment. Nikki Hobus, the youth minister at Kennesaw First UMC, offers her leadership and expertise as dean of YMI.

A new retreat resource we have added this past spring was the Campus Crawl Retreat. This is a retreat for high school students which went “on the road” to tour nine college campuses in Georgia (and included additional presentations from four more). We took 31 youth and six adults to discover United Methodist affiliated campuses as well as active UM campus ministries. This event was planned by Leigh Martin and the Georgia Commission of Higher Education and Ministry and was made possible through funding from a sizeable grant through the Young Clergy Initiative. Thanks to the grant and help from each campus we were able to offer the Thursday through Sunday event for only $75. We are already planning next year’s Campus Crawl Retreat to add three more campuses in the tour.

We are grateful for the leadership from so many youth and adults in our conference who have willingly allowed themselves to be used by God in
showing the love of Christ to other youth. We are also thankful for the congregations that support our conference leaders. It is through congregations that such a calling is nurtured and offered.

We will continue to support and enable local youth ministries, helping churches and districts experience the blessings of our connectional church.

Sam Halverson, Director

300.m. Office of Connectional Ministries

As the North Georgia Conference continued to live into the process of assessing and aligning North Georgia’s mission and ministries with the denomination’s Four Areas of Focus and the Southeastern Jurisdiction’s Six Missional initiatives in 2017, the staff of Connectional Ministries continued to focus on connecting with local churches all across the conference to identify, equip and inspire leaders who will step outside of their sanctuaries and engage their communities in ways that bring the hope and joy of Christ to those who do not yet know Christ as Savior and Lord.

One of the most effective ways we connect with, equip and inspire leaders is through the conference’s ministries with children, youth and young adults. Debby Fox and Sam Halverson are well known throughout the general church for their commitment to connecting and equipping lay leaders in churches and districts across the conference who are passionate about sharing the good news of Christ with children, youth and young adults in our local churches.

In partnership with Camp Glisson, Sam and Debby hosted nearly 3,000 campers and 240 adult leaders during our fall and winter/spring retreat seasons. I am so very grateful for the lay leaders out of every district, for the various worship bands and worship leaders from across the conference and the administrative support staff of the conference office - Pam Higgins and Beth Barnwell - who offer their gifts and skills so that every child, youth and young adult has an opportunity to encounter the living Christ while they are on one of our seasonal retreats.

While North Georgia Camping and Retreat Ministries (NGCRM) will offer a report apart from this, I cannot overstate how important NGCRM is to the work of Connectional Ministries. We are all indebted to the Board of NGCRM, to Russell Davis and the excellent staff of Camp Glisson for the many ways they support and collaborate with Connectional Ministries
As part of the work of equipping the local church to engage their immediate communities in the Mission of God, Scott Parrish has expanded the number of disaster response trainers from three to nine and expects to add 12 more in the coming year. By expanding the team of trainers and offering more training classes across the conference we now have 300 people who are trained to respond and assist local authorities in emergency situations and be the hands, feet and heart of Christ. In addition, Impact UMC in the Atlanta-College Park District now serves as a storage and staging site for the supplies needed by UMCOR when it mobilizes a response to natural disasters and other emergencies.

Finally, as 2017 became 2018 Connectional Ministries hosted round table conversations with laity and pastors passionate about important issues in their communities that have led to exciting initiatives intended to equip local churches to connect with and to care for the community outside the walls.

There are currently four initiatives that are gaining momentum from passionate laity and clergy. The first is an initiative to educate and equip churches to connect with and love people and for whom physical or emotional disabilities are a daily reality. This group of passionate people are developing resources to equip churches to address the needs – mental health, legal, spiritual, relational, employment – of community members of “all abilities” who have special needs. If you are interested in knowing more about this initiative, please contact Stephen Taylor at Mt. Pisgah UMC and he will be glad to invite you into the conversation.

The second initiative gaining momentum is focused on encouraging and equipping local churches to connect with individuals or families for whom adoption or foster parenting is a daily reality or a longed for hope. In partnership with The United Methodist Children’s Home, this group of passionate lay people and pastors, out of their own joy and challenges with adoption and foster parenting, aspire to inspire and equip churches to connect with, equip and serve the needs of the adopting and fostering parents. If you are interested in learning more, please contact Mark Jordan at The Well UMC and he will be glad to invite you into this conversation.

The third initiative is focused on the issue of aging adults. As the number of aging and retiring “boomers” continues to grow, so too do the opportunities for the church to be in ministry with this highly educated and skilled part of our North Georgia community, who are still passionate about making a difference in the world for the sake of Christ. Working
with Wesley Woods Senior Living, Connectional Ministries has been in conversation with interested laity and clergy about developing and collecting resources to inspire and equip churches to engage the aging adults in their communities in ways that witness to the love of Christ. If you’re interested in being a part of the conversation, please contact Julie Wright at Peachtree Road UMC.

As our beloved denomination wrestles with a multitude of issues concerning its future, Connectional Ministries – in partnership with the laity and clergy of the local churches in the conference – have found a source of hope and peace in the work that God has called us to be about. The Holy Spirit lives in us when we equip local churches to be loving and faithful witness to the neighbors and the strangers around us. There is no more powerful connection than the connection the church builds between Christ and the World.

Herzen Andone, Director

300.n. 2017-2018 Connectional Ministries Grants & GAP Grants

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$36,510.00
300.o. The Four Areas of Ministry Focus

The Four Areas of Focus express the vision and yearnings of the people of The United Methodist Church. Narrowing our focus to these four areas allows churches to use their resources effectively as they live out God’s vision for the church.

Engaging in Ministry with the Poor

Christ calls us to be in ministry with the poor and marginalized. Our emphasis is on “with” – standing with those who are regarded as “the least of these,” listening to them, understanding their needs and aspirations, and working with them to achieve their goals. It also means addressing the causes of poverty and responding in ways that lift up individuals and communities. United Methodists believe working side by side with those striving to improve their situation is more effective long term than top-down charity. One of the four areas of mission focus for the church is Ministry with the Poor. In the gospel of Matthew, Chapter 25, we hear the biblical mandate to care for those in need: "Truly, I say to you, as you did it to one of the least of these, you did it to me."

United Methodists seek to improve the quality of life and opportunities for all God’s people. As John Wesley did, we also seek to change conditions that are unjust, alienating and disempowering.

The church engages in ministries to eradicate poverty by partnering with, and empowering, those in need. The Board of Global Ministries of The United Methodist Church leads the way as the whole church works to be relationship-driven rather than resource-driven.

Improving Global Health

Knowing that poverty and health are intertwined, The United Methodist Church has become a key player in fighting diseases such as malaria and AIDS and promoting initiatives that improve well-being. The church is nearing its goal of raising $75 million by 2016 to provide education, infrastructure, communication and prevention measures to defeat malaria. In the space of about five years, the death rate from malaria in Africa has been cut in half, thanks to international efforts such as the denomination’s Imagine No Malaria campaign. This fight can be won. As United Methodists, we care about the health and well-being of all people. In the Wesleyan tradition, the Christian faith is not a solitary journey. We are part of a larger community — our church families, our neighborhoods, and the world.
The Global Health Initiative is a major area of focus for the ministry of The United Methodist Church, which aims to combat diseases of poverty such as malaria, HIV/AIDS and tuberculosis as well as provide health education, advocacy and infrastructure. We have long been a key player in the fight against malaria through the hospitals, clinics and missions centers we have operated across Africa for more than 160 years.

**Developing Principled Christian Leaders**

The church needs leaders rooted in Christ, who have a vision for changing the world. Today’s young people have fearless hearts, vibrant ideas and a passion for ministry. Their talents should be nurtured to shape the church’s path into the future. The church must recruit young people — including women and people of color the world over — for ministry, equip them to be effective leaders and be open to where they want to lead us. We also must strengthen lay members, who are ministering at every level of the church. All Christians are called to a ministry of sharing God’s love in the world. Some have the vocation of leading the church in its work of forming disciples and equipping congregations to live out God’s mission in the world.

The United Methodist Church recognizes the critical importance of developing new leaders to guide the church through changing times. Principled, visionary and effective ordained and lay leaders help United Methodists grow in faith and in sharing God’s love with others.

The United Methodist Church is focusing on inviting and preparing young people, including women and people of color, to become clergy who lead the church in world-transforming ministry.

Training and sending laypeople is another focus. The early Methodist movement grew through the efforts of laity who led small groups, taught Bible study, provided outreach ministry and led the administrative life of the church. Developing and nurturing strong lay leaders is another important component of creating a church fully engaged in the work of making disciples for the transformation of the world.

**Creating New and Renewed Congregations**

Around the world, United Methodists are innovating with what it means to be the church, planting new congregations and revitalizing faith communities in every kind of setting. United Methodists seek to re-evangelize the world so that we can reach more people, especially the young and those from diverse backgrounds. By being relevant and vital, United Methodists will touch more lives and draw more people to Christ. If we are to remain faithful to our
commitment to transform the world, we will reach out with genuine hospitality to people wherever they are. We will make them feel welcome as we start new faith communities, seek to renew existing ones and inspire faithful discipleship.

300.p. A Missional Initiative of the Southeastern Jurisdictional Conference

From The Southeastern Jurisdictional College of Bishops

The Bishops of the Southeastern Jurisdiction recognize the unique strengths, characteristics, and challenges of our Episcopal Areas. As leaders of the Church in the SEJ, we see a timely opportunity to increase our strategic thinking and action with regard to our context in the Southeast.

Further, it is our hope to continue to focus on the mission of making disciples of Jesus Christ for the transformation of the world.

In Article V Paragraph 27.1 of the constitution of the 2012 Book of Discipline, the jurisdictions are given responsibility to: Promote the evangelistic, educational, missionary, and benevolent interests of the Church and to provide for interests and institutions within their boundaries.

To that end, the Bishops of the SEJ recommend the following: Forming a Southeastern Jurisdictional Missional Initiative for the purpose of focusing on the following:

1.) new forms of church beyond the walls,
2.) children and poverty,
3.) unity and human sexuality,
4.) making disciples,
5.) structure, finance and the future church,
6.) racism.

At the 2017 College of Bishops meeting in January, we will collaborate with the Conference Lay Leaders, the Committee on Episcopacy, and Directors of Connectional Ministries on this initiative.

It is our hope that our collaboration will offer input to the commission being formed by the Council of Bishops. We also will connect this work to the Four Areas of Focus for the United Methodist Church.

We will assign a bishop and appropriate lay leaders to convene and guide the work of these five initiatives. We hope to then invite every delegate here this week to a gathering which will be held within the next 18 months where recommendations will be received from the leadership of the Initiative.
Expenses will be the responsibility of individual delegates. We encourage each conference to provide scholarships as needed.

The Southeastern Jurisdictional College of Bishops
July 2016
301. Office of Congregational Development

The Congregational Development Team seeks to create new places for new people by supplying resources and training for local churches and our districts. In addition to starting new churches like New Church West Georgia (ROCA) and Connections at Metropolitan (ACPK/ADOX), both Vital Mergers, we are working with local churches to start second campuses such as Wesley West in Evans (AGST) or to adopt second campuses such as the Missional Merger of Smyrna First UMC and Tillman Memorial UMC (AMAR). We invite your church to consider how to expand the Kingdom through an additional campus.

Fresh Expressions are taking root across the Annual Conference like Dinner Church in Douglasville (ROCA) or Wing Church in LaGrange (LAGR). Our first Pioneer Learning Community for those leading Fresh Expressions was launched this year. We invite each church in the annual conference to consider how they can create a Fresh Expression that does not meet on their campus but reaches new people in their community for Jesus Christ. For more information please go to the Fresh Expressions-US web-site: https://freshexpressionsus.org/.

The Nett UMC, a multi-ethnic church, was started to create a church as diverse as the schools in Gwinnett County. This church worships in the building three Sundays a month then spends one Sunday a month in mission to the community. This year, The Nett merged with Berkmar UMC to create The Nett at Berkmar. Together, they renovated the building and now seek to create a “Nett-Work” of diverse churches. We are committed to helping churches serve the diversity present in their communities, so we have worked with several churches to create associate or assistant positions to help them better reflect the communities they are trying to reach.

Our Black Church Incubator program designed to create more positions at large churches for our newest African American pastors to learn in large church settings continues to grow. We completed our first round of those at St. James, Alpharetta (AROS) and Wesley Chapel, McDonough (GRFN).

We have found that events inform but process transforms. So, beyond informational events, like the Single Board Model Trainings at Decatur First, and in the Northwest and Augusta districts, our team has sponsored on-going coaching for pastors seeking to break attendance barriers. Quest UMC in Grovetown (ASGT) has seen average attendance growth of over 175 persons through this coaching process. Other coaching includes coaching for pastors following a new church planter and for pastors in multi-ethnic settings. The newly redesigned NExT Leadership Academy, under the direction of Ben
Cathey and Shannon Karafanda, helps pastors and staffs to discern their call to starting new things. We finished this year with over 30 participants, including eight Candler students from another year in partnership with the Candler School of Theology.

2017-2018 Accomplishments in Congregational Development:

- Facilitated the Vital Merger of Henry M. White UMC and Bowen UMC to form Connections at Metropolitan UMC. Under the leadership of Jeffrey O’Neal and Robert Manley, this new church has moved to the building that once housed the Stewart Avenue UMC (ACPK/ADOX)
- Facilitated the Vital Merger of the St. Andrew UMC and the West Georgia Wesley Foundation to form New Church West Georgia under the leadership of Sam Dawkins. In partnership with the Georgia Commission on Higher Education, we plan to create more partnerships with college campuses and local churches (ROCA)
- Worked with the LaGrange District, Daniel Kim, and the Callaway Foundation to move the Korean Church of LaGrange to their own building (LAGR)
- Coordinated the merger of The Nett UMC and Berkmar UMC to form The Nett at Berkmar. Easter attendance topped 375. Average attendance is over 200 each Sunday (AMRY)
- Helped Dacula UMC to purchase a Food Truck to do innovative ministry in their community while also providing food for teams working in disaster response (AMRY)
- Worked with the Augusta District and Wesley UMC in Evans to purchase 15 acres of land off Washington Road near Riverwood in Evans for a second campus. 270 people attended Easter worship in the school where they currently gather (AGST)
- Co-sponsored a Fresh Expressions Vision Day at Lewis Memorial UMC for the Augusta District (AGST)
- Worked with the partnership of Jefferson First UMC and Ebenezer UMC to launch an off-campus worship service at Jackson County High School called Outpost Church in January 2018. They launched with 355 in attendance and had 268 for Easter (GNSV)
- Assisted Conyers First UMC to hire an African American assistant pastor to connect with the diversity of Rockdale County (ADOX)

Faithfully Seeking to Create New Places for New People.

Phil Schroeder, Director
301.a. Committee on Black Congregational Development

Black Congregational Development Mission and Vision Statement:

The Mission of the Black Congregational Development Committee is to strengthen all existing predominantly Black congregations and to grow and develop new predominantly Black congregations within the North Georgia Conference.

Our Vision is to identify, train and develop new and existing pastors and laity who seek to lead predominantly Black congregations to become healthy and growing vital congregations within the North Georgia Conference.

The Black Congregational Development Team is pleased to report that we have accomplished the following:

• Initiated the seven-point strategic plan to identify, train and develop current and future leaders.
• Graduated 11 BCD interns in April 2018.
• Selected 22 individuals to participate in the second class of BCD interns and began a new cohort training in April 2018.
• Initiated and launched our Summer Intern Program.
• Initiated our Incubator Church Program which identifies vital congregations to train, develop and deploy future leaders for the Black Church.
• Successfully graduated two candidates from our Incubator Church Program.
• The 2018 calendar and budget were approved.
• Planned and are preparing to host our first district-wide Black Church Summit as we emphasize training and developing our local pastors.

In closing, the Black Congregational Development Team continues to be excited and hopeful in the upcoming months and years of truly strengthening the North Georgia Conference by strengthening predominantly Black congregations here in North Georgia.

Michael T. McQueen, Chair
301.b. Committee on Hispanic/Latino Congregational Development

“You have nothing to do but to save souls. Therefore, spend and be spent in this work. And go not only to those that need you, but to those that need you most.”

John Wesley

One of the biggest challenges we face today is a growing Hispanic/Latino population. Approximately 17% of the total United States population (55 million people) are Hispanic, forming the second largest ethnic group after non-Hispanic white Americans. In Georgia alone, Hispanics constitute 9% of the population and represent a growth of more than 923,000 people. Currently we have 18 missions around the North Georgia Conference.

In 2017, the Latino Committee focused on three objectives:

1. Lay Ministry Training: The Hispanic Leadership Academy, in partnership with the United Theological Seminary, is a three-year training program for laity. Online courses are available as well. Six students graduated in January 2018 and received a Certificate of Ministry. Currently, two of the graduates are serving missions in Carrollton, Austell and Young Harris.

2. New Hispanic Ministry: A new Hispanic ministry was started at Young Harris Memorial UMC in Athens.

3. Ten workshops were conducted at Mount Pisgah UMC with the objective of training laity. Eighteen members of laity from five different Latino churches in the North Georgia Conference graduated.

We provided support for most of the missions through small grants for programming, including grants for ESL training.

Many Latino families have been affected by the new polity of cancellation of work permits for immigrants from Honduras, Nicaragua and Salvador, and the termination of DACA. There are 24,100 recipients in the state of Georgia alone. The Committee on Hispanic/Latino Congregational Development continues to work with the Undocumented Partnership Task Force to help educate churches on the struggles our undocumented neighbors face and the biblical and theological foundations that encourage us to partner with them for their betterment. We plan to conduct three workshops on immigration in 2018.

Juan Quintanilla, Associate Director
Dorcas Rodriguez, Chair, Hispanic Latino Committee
As a way of strengthening Korean/Asian churches and mission, a Korean pastor was appointed to Mt. Bethel UMC in Marietta, in partnership with the Office of Congregational Development, as an associate pastor. The appointment will help revitalize Immanuel Korean UMC by providing staff and other resources from a large and healthy congregation.

The Korean Church of LaGrange has grown to acquire its own building. The church was constituted and celebrated the consecration of the new building through the help of the Office of Congregational Development, OCD, LAGR district, UM Foundation, LaGrange First UMC, and Calloway Foundation.

Through the support of Congregational Development, the Korean Church of Newnan has been able to meet the growing needs of the children and youth by hiring an education pastor.

The Chinese mission at McKendree UMC relocated to Rock Springs UMC in continuing its mission. Since its relocation, the mission holds several joint worship services to increase the awareness of multi-cultural importance. During the World Communion Sunday at Rock Springs UMC, the worship service was held in English, Vietnamese, Chinese and Korean languages. In addition seven other languages were spoken to invite smaller groups of people to the Table.

The Vietnamese mission continues to reach its population through a Senior Gathering Outreach program every Tuesday. Most of these people are non-Christians. This outreach program lays a good foundation to share the gospel of Jesus Christ with these unchurched people within the Vietnamese community.

Within the Korean community, it was not easy for female pastors to be in charge of serving the Korean-American churches; however, this year, the first Korean female pastor has been appointed as pastor in charge to the Korean Church of Norcross in continuing its ministry focusing on young adults and campus ministries.

These were possible because of your support, prayers and willingness to take the risks as we try to make disciples of Jesus Christ for the transformation of the world. Thank you very much.

Hyo Shik Kim, Associate Director
Action Ministries mobilizes communities to address the challenges of poverty by focusing on hunger relief, housing and education. As a historic domestic bridge partner for the North Georgia Conference of the United Methodist Church, Action Ministries has served as a first call partner for people of faith seeking opportunities to serve their neighbors in need since 1963.

Now operating from 15 program locations and covering 56 counties, we serve over 120,000 people each year. Action Ministries relies on a network of over 11,000 volunteers and 2,000 community partners to address the needs of families seeking our assistance. From LaGrange to Augusta, Rome to Gainesville, Athens down to Covington, and all over Metro Atlanta, Action Ministries serves the entire North Georgia Conference.

Action Ministries provides our church partners with a unique and valuable perspective on the faith community’s call to serve. We understand the power that service has in your faith walk, and are ready to help you get started in your community. We are grateful for our important partnership with the North Georgia Conference, and remain committed to finding innovative ways to be a resource to its connected congregations.

Did you know…1 in 4 children have no idea where they will get their next meal? We need your help to end hunger for over 3,000 children next year! Did you know…Georgia ranks 11th in the nation for homeless families? We need your help to end homelessness for over 1,200 families next year! Did you know…25% of children are reading 1-3 levels behind by 4th grade? We need your help to distribute up to 40,000 books each summer!

Over the past three years, demand for our programs has resulted in an increase of 100% in total clients served. To meet the growing need for community-based solutions, our outlook is directly linked to success in three key areas:

1. Expanding opportunities for volunteerism and partnership.
   Increasing our volunteer network of “Life-Changers” from nearly 11,000 over the past year to 30,000 by 2020, with a focus on the volunteer experience, and flexible creativity with our partner churches.

2. Increasing financial and in-kind resources to sustain service needs.
   Through the launch of our “Giving Hope Faith Initiative,” year round service opportunities now exist for churches who want to develop local mission initiatives.

3. Innovation focused on outcomes and community engagement.
Action Ministries is re-tooling our delivery models to create “scalable” opportunities for groups of all sizes to source locally, build locally and serve locally!

Thank you to our existing partners who have joined us in service to our brothers and sisters throughout North Georgia. If your church is ready to serve, but doesn’t know where to start…give us a call, and let our experience help you to get started.

Together WE SERVE, and together we make a difference! For more information about our services or volunteer opportunities visit www.actionministries.net.

S. Kelley Henderson, CEO

401. Aldersgate / Collinswood

Last year was a year of change for Aldersgate and Collinswood as we rejoiced in 26 years of ministry in the North Georgia Annual Conference with persons with developmental disabilities. These 26 years have provided opportunities to grow in our involvement with persons with disabilities, their families, friends and congregations. This growth includes a new office space provided by the graciousness of Snellville UMC.

The previous year Aldersgate and Collinswood had two of our most influential supporters leave their positions. The retirement of Marian Wilder as president of the board after 25 years of service and Becky Bocian after 12 years as executive director has led to new leadership. Gue’ Hudson, a long-time board member and strong advocate for persons with disabilities, has assumed the position as president of the board. Her leadership has provided a time for updating the focus on Collinswood and opportunities to support individuals living in the community. She is a member of Decatur First UMC and a retired VP of Agnes Scott College.

Anne Hansen was hired as the executive director last June. Anne brings years of experience working with older adults and individuals with disabilities to the position. She previously worked in the state system and has a vast knowledge of resources for families. She also serves as clergy in the Athens-Elberton District. Anne has also been an advocate and served on boards throughout the state.

Aldersgate/Collinswood Board is excited about the future with development of respite weekend retreats for adults with developmental
disabilities who live at home. The agency will also be assisting with apartment set-up for individuals transitioning to independent living. We look forward to partnering with churches in the conference on these new endeavors. As always, we look forward to new opportunities to be involved in the life of the conference through advocating for and with the disabilities community.

We encourage church groups to visit and enjoy the wide range of activities available at Camp Collinswood in a setting that is universally accessible. All persons can enjoy the cottages, dining/meeting hall, pavilion, lake front boat house, gazebo and dock. Consider using this beautiful and unique site on Lake Oconee for your next church retreat. This is a new day for the Aldersgate / Collinswood ministry and we invite your involvement and support. “Camp Collinswood on Lake Oconee offers a place for rest, retreat and recreation for all people, especially those with mobility issues.”

Anne Hanson, Executive Director

402. Methodist Foundation for Retired Ministers

In its 79th year of existence, the Methodist Foundation for Retired Ministers continues to carry out its mission of assisting retired clergy, their spouses and their dependent children. Since making a four million dollar gift to help the Annual Conference become fully funded (in 2016) in its Pre-’82 Pension liability, the resources of the Foundation are (as of our February meeting) at a 3.2 million dollar level.

We continue to own one house (from the superannuate homes for retired clergy and spouses which the Annual Conference voted to sell when they became vacant). This home is inhabited by a surviving clergy spouse.

The Foundation assists with an annual gift to help fund the Retiree Medical Supplement provided to retired clergy and spouses by the Conference. Since many of our clergy and their spouses and widows live at one of the Wesley Woods communities, a gift of $1 million was spread over several years to help make necessary improvements and repairs and to provide some financial assistance where needed by residents.

The officers and directors of the Foundation are well aware that the future holds many opportunities for service. Our commitment is to find ways to better the lives of our clergy and spouses who have now retired.

Bill McKoy, Chair
Ed Tomlinson, Executive Director
Murphy-Harpst serves Georgia’s most vulnerable children, the majority of whom have a history of abuse, neglect and abandonment. Many have been exposed to drugs, experience homelessness, and some have been involved in human trafficking. Due to the severity of the abuse our children have experienced, the work we do is critical and can be extremely challenging.

Our vital partnership with the United Methodist Women, as well as the North Georgia Conference has allowed us to serve children for 94 years and counting. Unique therapeutic approaches, such as equine therapy, art therapy, recreational therapy, spiritual development and individualized counseling services allow us to provide a safe space where children feel good about who they are and discover who they can become.

In 2017, Murphy-Harpst:
- Served 219 individual children and youth through our continuum of care
- Moved 75% of discharged residential youth to less-restrictive settings
- Reunited 9 birth families and facilitated 7 adoptions through foster care
- Invested 7,726 hours of staff training
- Provided 8,589 hours of individual therapy to children and youth.

In 2017 we began a strategic planning process; allowing us to lean further into our mission of providing life and hope for children. Under the direction of Coy Hinton, Chair of the Steering Committee, nearly a year’s worth of surveys, research and analysis was presented to our Board of Directors in March 2018. This strategic plan will shape the direction of our organization for many years to come, empowering us to serve even more children and youth in need.

At Murphy-Harpst, we strive to provide life and hope for children. Through our new Trust-Based Relational Intervention model, we are actively showing our children what it feels like to feel safe and to feel loved. This methodology is challenging our volunteers, supporters and staff to embody this year’s theme of Moving Toward Perfection in Love. We cherish your prayers and our partnership with the North Georgia United Methodist Church, and invite you to visit our campus to see the difference you are making in the lives of these children!

Michael “Scott” Merritt, President & CEO
404. United Methodist Children’s Home

In 2017 The United Methodist Children’s Home stood before the body of the North Georgia Annual conference and asked congregations, clergy and laity, to “say yes, answer the call.” And answer you did!

Because you said yes:
• 245 children were placed into loving, compassionate, nurturing foster homes
• 51 new families were approved for foster care
• 52 young adults were guided towards success through Transitional Living & Independent Living programs
• 17 families were lifted from homelessness through our family housing program
• 19 children were adopted from foster care

In order for your United Methodist Children’s Home to say yes to more children and families in more places, we have had another year of great and exciting change:
• In August of 2017, we formally launched foster care ministry in Augusta. This could only happen because of the strong partnership and collaboration with congregations in the area. Our church engagement efforts in Augusta are led by Lindsey Solomon.
• Also in August 2017, we were privileged to receive April McGlothin-Eller, a deacon from the Detroit Annual Conference, as your church engagement staff member based out of the Newnan office.
• In October, we relocated our administrative offices to Tucker as we concluded the sale of the Decatur campus. This transformational event now allows The Children’s Home to be able to work with more children and families in Georgia.
• The sale of the campus, along with restructuring of our budget, allows 100% of all contributions from churches and individuals to fund ministry with children and families.
• Our new Tucker offices allow for the continuation of the Flea Market, which now occurs on the third Saturday of every month.
• Related to the sale of the Decatur campus, plans are already underway to perform historic preservation to Moore Chapel, of which The Children’s Home retains ownership and responsibility for care.
• In 2018 we have already expanded our ministry to places where we have not been before. We’re currently recruiting and training foster families in places like Griffin, Douglasville and LaGrange. We have also seen our first families
trained in communities like Cleveland in White County and Athens in Clarke County.

- We also partner with congregations that have existing foster care ministries such as Gainesville First UMC, Simpsonwood UMC, Oak Grove UMC, Kennesaw UMC and Mt. Pisgah UMC. Through these relationships we also learn and share best practices with congregations, equipping congregations to launch a foster care ministry that supports foster families in their church and community.

In 2018-2019, we will continue to find new and creative ways to partner with churches in our shared ministry to children and families. As our capacity grows to care for more kids, we also pause to grieve and pray. There are now 14,000 children in state care. We long for the day when this number will stop climbing and start decreasing. Until then, we continue to live into the charge given to us by this annual conference 116 years ago—to provide a home to children needing one.

Dave Allen Grady, Director of Church Relations
On behalf of the ministry and staff of The United Methodist Children’s Home
Hal Jones, CEO and President

405. Wesley Woods Senior Living, Inc.

By 2035, older adults are projected to outnumber children for the first time ever in our history. Consequently, the need to assure our beloved older adults have the highest quality of life possible is of vital importance to them and to society and is a critical tenet of our faith.

Wesley Woods’ vision is a world where all can age with grace, dignity and purpose, living thriving lives surrounded by compassion and love in a caring community – regardless of their income. All that we do is focused on assuring that the senior adults we serve live independently – and well – as long as possible.

Of the over 1,800 residents we serve annually, many people are surprised to learn that fully 75% of them need financial assistance to remain in their homes and almost half live on very limited means, below the poverty level. Wesley Woods is truly a ministry, serving people not the bottom line, and one that would not be possible without the long history of partnership and support of the North Georgia United Methodist Conference. By the very nature of serving so many older adults of low and moderate means, providing them the lives and communities they both desire and deserve is only possible through
generosity like that of the annual Mother’s Day Offering and the other many, caring gifts made by NGUMC churches and congregation members. Thank you!

Through your support, you have helped make the following possible:

- 101 older adults, who through the gift of a long life have now outlived their financial resources, received vital benevolence care in 2017.
- Wellness programming that specifically addresses the reasons why an older adult declines and loses independence: falls, chronic disease, and poor nutrition and fitness. This past year, Wesley Woods resident participants achieved important strides in their health outcomes (in fact, they beat the stats for the population in total!): 37% lost weight, 30% lowered their blood pressure, and 90% improved their mobility, strength or balance. They are truly living well!
- Pastoral care programming: senior adults often face greater issues of loss and loneliness and as they advance in years, may grapple with spiritual questions related to death and dying. This program will provide United Methodist ordained clergy at each community. We are thrilled to announce the recent generous $3.3M gift from the O. Wayne Rollins Foundation to endow the O. Wayne Rollins Director of Pastoral Care. The director will be responsible for building the program; hiring the community chaplaincy staff; and developing a key component of the program: connect local surrounding church congregations in ministry outreach with our older adult residents.

At Wesley Woods, we often say: “this is the happy side of aging” and that is only a reality because of the blessings you of the North Georgia Conference bestow on these beloved seniors through your service, gifts and prayers. We – and they – appreciate all you do to give hope and peace to older adults.

Terry Barcroft, CEO, Wesley Woods Senior Living
Tracy Crump, CEO, Foundation of Wesley Woods
Ministry of the Laity

500. Conference Board of Laity

The Conference Board of Laity provides the vision and resource for our laity to lead at every level of the annual conference. The commitment of the laity of North Georgia to further the gospel through new and exciting expressions of church continues to be an inspiration.

Leadership UMC (LUMC) operates as the premier training program for laity throughout the connection. LUMC provides a framework for new and emerging lay leadership to be introduced to topics which will strengthen their abilities and talents. The 2018 LUMC graduating class will number 46. Simpsonwood UMC has been a gracious host to LUMC and we are thankful for our long relationship. The 2018-2019 session will be moving to Oak Grove UMC and we are excited about our new location.

Lay Servant Ministries (LSM) equips laity in a wide spectrum of leadership areas. This year LSM has undertaken the task of moving some of their course offerings online. This will allow them to expand their reach throughout the conference and train more servant ministers to lead in the local church.

The North Georgia Scouting Ministry has a strong presence throughout the annual conference and has hosted several events to promote scouting through the local church. Their second annual United Methodist Academy of Scouting (UMAS) helped Scout leaders of all faith groups learn ways to develop or enhance their Scout programs. Our Bishop’s Scout Luncheon, hosted by Bishop Sue Haupert-Johnson, was another strong outreach event to highlight the active role that scouting plays in the local church.

Moving forward, the Conference Board of Laity is seeking creative ways for the laity of North Georgia to impact the communities we serve. I am honored and humbled to participate in this endeavor.

Bill Martin, Conference Lay Leader
501. Conference United Methodist Women

Turning faith, hope and love into action on behalf of women, children and youth around the world is the vision of United Methodist Women. The vision to continue the work which started almost 150 years ago is carried out throughout the world by members engaged in learning and advocating for social justice issues. The North Georgia Conference United Methodist Women members are “Moving Toward Perfection in Love” with active engagement with others.

“The Power of Bold” is the North Georgia Conference United Methodist Women theme along with the scripture: II Corinthians 3: 11-12 (NLT): So, if the old way, which has been replaced, was glorious, how much more glorious is the new, which remains forever! Since this new way gives us such confidence, we can be very bold.

We are taking the time to learn and advocate around the four quadrennial social justice issues: Maternal and Child Health, Economic Inequality, Climate Justice and Criminalization of People of Color-Mass Incarceration. In addition, we continue to pray and advocate on the issue of Human Trafficking.

Dedicated, devoted, purpose-minded and charitable members have spent numerous hours engaged in service with others. Some of the ways:

- **Rise Against Hunger** - 10,152 meals prepared by Griffin District members
- **Diapers for Shelters** - 10,790 diapers collected and distributed to shelters by Atlanta-College Park District members
- **Linen Shower** - for Murphy Harpst Children’s Center over 300 towels, wash cloths and twin bedsheet sets donated by Atlanta-Decatur-Oxford members
- **UMCOR Kits** - 2,100 layette and health kits with a value of $67,000 were collected for the 2017 Annual Conference project
- **United Methodist Disaster Relief Christmas Shoeboxes** - 12,695 shoeboxes distributed to Methodist missionaries in nine countries. North Georgia Conference United Methodist Women members collected 1,381 shoeboxes. Honduras missionaries delivered shoeboxes to children of incarcerated parents.
- **Interfaith Children’s Movement (ICM)** - United Methodist Women members, along with other faith communities, collaborated for "ICM Day at the Capitol." Attendees met with their senators and House representatives to advocate for Georgia’s children in the way of Education Reform (ending the school to prison pipeline), Anti-Human Trafficking, Juvenile Justice Reform, Children’s Health Care, Child Poverty and Strengthening Families.

Tryphenia Speed, Conference President
502. United Methodist Men – *Uniting Ministry and Men*

We are *Inviting* and *Encouraging* Men to be *Engaged* in *Service* and *Fellowship* with the purpose of *Developing Disciples* of Jesus Christ!

United Methodist Men continues to promote and grow Men’s fellowship through vibrant local ministries across the Conference. We offer men the opportunity to know Jesus through Service, Faith, Worship, Leadership, Learning and Fellowship. We are increasing our efforts to reach and connect with congregations, both large and small, while intentionally reaching out to men of all ages in inviting participation in the ministries of the church. We are actively visiting and connecting in person with men and providing discipleship, leadership training support and material to support our men in congregations all over the conference!

We actively seek new and exciting methods and approaches to engage younger men in our ministry in North Georgia, the Southeastern Jurisdiction and the United States. We are embracing, supporting and engaging younger men in roles that have been traditionally filled by more senior faithful. By year end, the United Methodist Men of North Georgia expects to have an active, trained, energized and vital district president in each district.

**Younger men are taking the lead.** We fully expect that half of the 12 district presidents in North Georgia to be less than 50 years of age. That is inspiring and exciting for the future of this ministry. In April 2018, Tony Watson from Ousley United Methodist Church became the president for the Atlanta-Decatur-Oxford District under the leadership of Quincy Brown. UMM leadership is developing orderly succession planning to repurpose the experience that has perpetuated this proud legacy to more advisory and support roles.

North Georgia was actively involved with the Southeastern Jurisdiction’s Young Men’s Ministry Think Tank. That initiative was designed to provide leadership for increasing the presence and impact of Young Men 18-40 in this ministry. What was once an aspiration evolved into a vital men’s ministry in the Southeastern Jurisdiction. It has become the template for other jurisdictions around the U.S. These young visionaries are important leaders in our ministry today and we are excited for the fresh approaches they bring to this ministry. The North Georgia Director of Young(er) Men’s Ministry is Odell Horne.

As we reported last year at this time, Augusta was our target district for reconnection and renewal. We are making good on that promise. This year we visited Augusta churches, partnered with the DS, and identified a prospective
district president. We plan to commission that individual in our annual UMM business meeting in July in Atlanta.

We are utilizing and perfecting telecom technology and social media to facilitate and coordinate a series of online and in-person meetings, trainings and fellowship events. Our focus on connected ministry has resulted in a substantial uptick in the services we provide both domestically and globally. We are partnered with global ministries in the Caribbean, South America, Liberia and the Republic of the Congo.

Here is a little of what we do to impact lives as disciples of Jesus Christ and how we encourage men to be active in their contemplation of God:

**We demonstrate our commitment to growth and spiritual development of God’s children.** UMM takes the responsibility for developing young people through Boy Scouts, Girls Scouts, Big Brothers and Big Sisters very seriously. We are put our money, our time and our hearts where are mouths are. North Georgia scouting leadership sets a high bar for scouting excellence. This team is recognized every year as the “Best of the Best” and we thank God for them. We acknowledge our love for Larry Coppock on his retirement for his dedicated contribution to this ministry.

**We serve God’s children in need.** Our men distributed over 40,000 pounds of produce from the Society of St. Andrew. We continue to support food banks and soup kitchens throughout the conference. Each holiday season our men serve God’s people in need in every district in the conference. In Griffin we serve nearly 500 people with food and clothing and other provisions at Forest Park UMC. UMM recently sponsored a father/child campout at Camp Glisson with Peachtree Road and Andrews Chapel UMC with nearly 100 campers where we held a service event as well. This was a real testament to God’s glory where we demonstrated how we are indeed one in the spirit. We intend to expand this pilot to invite many more churches over the next several years. We know that God is capable of so much more.

**We honor God by our love in action.** Our men have sponsored Habitat for Humanity missions through McEachern UMC. We promoted Early Response Training (ERT) around the conference through UMCOR. We provided manpower to the disaster response effort in Houston, Florida and elsewhere. The LaGrange District held shoe drives. In Powder Springs, we manned car repair centers and car giveaways to needy parishioners. In the Northwest, the UMM provides firewood for heating the homes of those in need. In Griffin, Atlanta-Decatur-Oxford and elsewhere in the conference we support veterans in need who have suffered debilitating injury and have a problem registering for the benefits they have earned with their sacrifice. Our brothers in College Park
lead the charge for the Bikes and Bibles mission and that raised over $20,000 to provide transportation to clergy on the continent of Africa.

**We worship and celebrate God through learning and social action.**

UMM contributes to the Upper Room Prayer Line and train our Prayer Advocates. We are steady in our commitment to prison ministry partners through organizations such as Kairos. This ministry works to reduce prisoner recidivism and heal families. We oppose domestic violence and work with AMEND Together, a ministry that works to eliminate domestic violence and abuse of women. We oppose street violence and speak against civil injustice. Through our outreach efforts, we deliver Strength for Service and New Testament devotionals to active military and first responders.

Our men are delivering and receiving training to carry out our mission. Our leadership development team strives to deliver updated local and district leadership training hosted at churches around the conference. We provide on-site training from the GCUMM deployed staff to develop disciples including *Missions and Visions, Understanding Men’s Ministries,* and *Lead like Jesus.*

**We show up wherever there is need.** Our ministry equips and supports domestic and international mission teams who bring the Gospel to indigenous peoples in their own language. Men across the conference support their local churches, communities and regions around the world. Our men prepare, serve and deliver meals to the hungry, maintain the church and community facilities, build wheelchair ramps, engage men through car maintenance ministries, spiritual growth retreats, bible studies, Sunday school, prayer meetings and myriad other service areas.

Recently the UMM completed the organizational requirement to establish the Atlanta affiliate of Mobility Worldwide. We are indeed out of the concept phase and on our way to becoming the Atlanta-based flagship plant that assembles and ships Personal Energy Transportation (PET) carts to people in need. Mobility Worldwide-Atlanta will be producing carts in North Georgia in 2018 under the leadership of our immediate past UMM president, Cary Loesing. Our goal is four locations in North Georgia where we invite local churches to become active contributors to this life-changing mission.

In memoriam, the United Methodist Men of North Georgia salutes our dear brother Robert H McMichael III who passed on February 19, 2018, after decades of leadership and service to the United Methodist Church and to the Men in North Georgia. He was worship consultant for the North Georgia Conference, and assistant pastor of Worship Arts and Mission Ministries at Atlanta First UMC. We pray God’s blessing on his family and will present a resolution to them in his honor.
Join us for our 2018 *UMMen Igniting Faith Retreat* at Johns Creek United Methodist Church on Friday, August 24, and Saturday, August 25. Our theme is *Finding Freedom in Faith*. Speakers are Richard Vance, director of Men’s Ministry at the General Commission of the UMC; Richard Winn, Griffin District Superintendent and UMM Cabinet Representative; and keynote speaker our own Bishop Sue Haupert-Johnson.

Finally, each day we strive to respond quickly and decisively to the call for help from men looking for service, resources and leadership. We respond by leveraging every tool and resource at our disposal. If you need something to grow your ministry, our promise is in a quote from Gil Hanke, CEO/General Secretary of the GCUMM: “If we have it, you can get it. If we don’t have it, we will find it. If we can’t find it, we will build it.”

Although we seldom discuss it, the UMM is a financially self-supporting ministry and we encourage each of you to support this ministry and its mission.

Louis D. Johnson, Conference President
503. Scouting Ministry

The Scouting Ministry of the United Methodist Church includes Boy Scouts, Girl Scouts, Big Brothers Big Sisters and Camp Fire USA. In the North Georgia Conference, the Scout Ministry team is called UMCOS (United Methodist Committee on Scouting) and has increased in size over the past three years to support churches and scout programs throughout most of the conference. UMCOS now has 20 members living in eight districts and is working actively to expand programs, training and service throughout the conference.

The mission of the UMCOS is to sprinkle seeds of Christ in front of youth and families in our scout ministry programs by focusing on two key aims: (1) help churches start new packs, troops, crews and programs associated with the official youth partners above and (2) help the scout programs at our churches incorporate the Duty-to-God component of scouting into its programs.

New Units: The UMCOS reports that over the most recent 10-month trackable period (July 2017-April 2018), five new Boy Scout packs and troops have been started and that the committee was talking with 15 additional churches about starting new units as of mid-April. With Bishop Sue hosting a Bishop’s Scout Lunch on April 28 at Peachtree Road UMC, expectations were that there would be many additional churches interested in starting new Boy Scout and Girl Scout units this coming fall.

Building Duty-to-God: One of the most visible ways we can tell if we are spreading the Word of God to our scout youth is by offering a God & Country (P.R.A.Y.) Program at our churches. The UMCOS reports that at least 13 churches – impacting 40 units – offered a program over the same 10-month period. We believe there may be that many other programs offered we are not aware of.

The UMCOS would like to start 20 new scout units and conduct P.R.A.Y. programs at 30 or more churches over the coming 12 months.

Chris Karabinos
Conference Scout Coordinator
Other Reports

600. Duke Divinity School

Under the leadership of Elaine A. Heath, dean and professor of missional and pastoral theology, Duke Divinity School has continued to work on our strategic planning process. The committee anticipates a strategic plan submitted for approval in November 2018.

This year we launched several new programs to equip laypeople and to support students. The Neighborhood Seminary is a partnership with the Northern Piedmont District of the Western North Carolina Conference. We also launched a new academic support program to help incoming students learn how to think and write theologically. The Refresher and Intensive for Scholarly Enrichment (RISE) program began with a two-day pre-orientation workshop for new students this August.

This year we welcomed students from a range of backgrounds who are called to serve God and the church. In 2017, total enrollment was 606 students: 369 in the M.Div. degree program; 58 in the M.T.S.; 10 in the Th.M.; 46 in the Th.D.; 83 in the D.Min.; 23 in the M.A.C.P.; 4 in the M.A.C.S.; and 10 who are special students or auditors. Thirty-seven percent of our students are United Methodist, with an additional three percent from other Wesleyan traditions, and 46 percent of our M.Div. students are United Methodist.

Three new certificates were approved this year: the Certificate in Missional Innovation, the Certificate in Theology and the Arts and the Certificate in Theology and Health Care.

In 2017, the Duke Forward comprehensive campaign concluded, having raised critical endowment and expendable funds to support the people, programs and activities of the university. Duke Divinity School raised $114.1 million, 143 percent more than the goal of $80 million.

Our faculty continue to provide exemplary service in the classroom, for the church, and to the wider culture. Edgardo Colón-Emeric, assistant professor of Christian theology, continues the Duke Divinity tradition of Methodist engagement in ecumenical initiatives. Colón-Emeric has also been actively involved in Methodist churches and seminaries in Latin America, including an effort to train lay pastors in Guatemala.

A number of efforts and programs at Duke Divinity School this year have sought to further our commitment to supporting and learning from students and communities that have been too-often marginalized. Our Convocation & Pastors’ School featured professors, pastors and activists who addressed ways
that the church can dismantle bias and hate. The Center for Reconciliation had a
conversation series on navigating conflict that was open to the public; a
pilgrimage to significant sites in Durham; and participation in reconciliation
events in East Africa and Northeast Asia. Duke Divinity School received a
grant to help develop leadership for the Black church within the UMC through
mentorships, funded field education placements with experienced Black
pastors, and attendance at the Convocation for Pastors of Black Churches. Dean
Heath has met regularly with the leaders of the Black Seminarians Union and a
team of faculty and staff to address concerns.

We remain deeply grateful for the relationships among the United
Methodist Church, this annual conference and Duke Divinity School. We look
forward to working with you in the task of preparing men and women for
Christian ministry. To learn more about Duke Divinity School, please visit our
website at www.divinity.duke.edu.

Office of Dean Elaine A. Heath

601. Professional Administrators of the
United Methodist Connectional Structure

At the 2017 Annual Business Meeting of the National PAUMCS Annual
Conference in Chicago, the body approved a name change for the organization
from Professional Association of United Methodist Church Secretaries to
Professional Administrators of the United Methodist Connectional
Structure. This change had been discussed for many years, but has finally
become a reality. The main purpose behind the name change is an effort to be
more inclusive and open up membership to a wider range of employees. While
the term “secretary” can be considered misleading and not representative of
many of our members, the new name should encompass a much broader base.

The PAUMCS organization was established in 1982 under the direction of
the General Council on Finance and Administration. The organization has
always been open to secretaries, administrative assistants, office managers,
financial secretaries and any other administrative professionals at United
Methodist churches, extension ministries, agencies or annual conferences and to
any retired persons who maintain their PAUMCS certification. The purpose of
the organization is to provide members a supportive base for unity and
fellowship and to promote individual growth, professional development,
continuing education and spiritual enrichment. PAUMCS continues to fall
under the authority of the General Council on Finance and Administration
(GCFA) of The United Methodist Church. We are a connectional part of United Methodism. *Book of Discipline* (¶807.18.)

The Georgia Chapter of PAUMCS, which includes the North and South Georgia conferences, publishes a newsletter and has a networking “enews” set up for questions and answers to allow administrative assistants to stay connected. We also stay connected through our social media outlets, posting information on training in the North and South GA conferences and other trainings as related to our ministries, as well as employment opportunities within the United Methodist Church.

The Georgia Chapter holds a conference each year. We rotate our conference events between the North and South Georgia conferences, and this year the 2018 Annual Conference of GA PAUMCS will be held in the South Georgia Conference at Christ UMC of Warner Robins, August 23-26. Provided will be a variety of workshops and worship experiences. This is an opportunity to earn one continuing education credit (CEU). For more information, visit our website at ga-paumcs.org.

Jackie Powers, President, GA PAUMCS

602. Wesley Theological Seminary

Wesley Theological Seminary, located in Washington, D.C., continues to equip the next generation of Christian leadership for the church and the world. As a United Methodist seminary, we form students to lead innovative ministries while remaining grounded in our biblical and theological traditions. Here are a few ways Wesley can help you grow in faith, wisdom and ability.

**Expand your leadership skills.** Sign up at www.churchleadership.com.

The Institute for Community Engagement at Wesley continues its innovative online Health Minister Certificate Program from Heal the Sick to prepare congregations for public health work in their parishes.

Wesley also offers opportunities for individual study without pursuing a degree. For more information, visit www.wesleyseminary.edu/fpli.

A Certificate in Wesleyan Studies is available. More information can be found at www.beadisciple.com/wesley/.

**Take your ministry to the next level.** Wesley continues to be a leader in Doctor of Ministry programs, offering practical and spiritually renewing tracks in theological education. www.wesleyseminary.edu/doctorofministry/.
Wesley’s Master of Divinity degree can now be completed via online, weekend, short-term intensive, and weeknight courses in five years.
http://www.wesleyseminary.edu/admissions/try-a-class-3/

The new African American Church Studies Master of Divinity, the Public Theology specialization, 36-hour Master of Arts and a 60-hour Master of Theological Studies: Contact us admissions@wesleyseminary.edu.

Enrich your congregational outreach and explore new dimensions of ministry. www.wesleyseminary.edu/wesley-innovation-hub/.

In a time of polarization, the Center for Public Theology, continues to equip pastors, seminarians, people of faith and the media to create spaces for civil dialogue at the intersection of religion and politics. For more information, visit http://www.wesleyseminary.edu/ice/programs/public-theology/.

The Luce Center for Arts and Religion remains the only seminary-based program uniting arts and theology. www.luceartsandreigion.org.

Stay connected Ready to join in our mission? Find out more about how you can be part of the future of Wesley at www.wesleyseminary.edu/support/.

Sign up for our electronic newsletter www.wesleyseminary.edu/ecalling.

We look forward to continuing to serve you and your community as we seek to live into God’s dream together.

David McAllister-Wilson, President

603. Young Harris College

In the fall of 2017, Drew Van Horn, Ph.D., joined Young Harris College as the 23rd president. Since his arrival, the college has formed the Commission on the Future of Young Harris College, revised its Mission Statement, and applied to the Southern Association of Colleges and Commission on Colleges for approval to add master’s degrees and 49% or more of a degree program online.

The Commission on the Future of YHC consisted of faculty, staff, alumni and board members, and the charge of the Commission was to gather data on academic programs and offerings needed in the area and region over the next ten years. The Commission held listening sessions with educational leaders, government entities and the business community of northern Georgia and western North Carolina to gather data. The final report of the Commission will be shared with the Board of Trustees in late April, and it will outline next steps for the college to fulfill its newly revised mission. The revised Mission of the College was approved by the Board of Trustees in March 2018, and reads as follows, “In a world of continual change, Young Harris College educates
students in the liberal arts and professional programs, serves both the region and
the world and empowers its graduates to create and define service, successes
and meaning throughout their lives.”

The college currently has more than 1,100 students across five
divisions—Education, Fine Arts, Humanities, Mathematics and Science, and
Social and Behavioral Sciences. The college is an active member of NCAA
Division II and remains a fierce competitor in the prestigious Peach Belt
Conference. YHC is among fewer than 300 colleges and universities nationwide
named to the 2017-2018 list of Colleges of Distinction and is listed as a “Best
National Liberal Arts College” by U.S. News & World Report. For more
information, visit yhc.edu.

Drew Van Horn, President
700. Guidelines for Submitting Resolutions to Annual Conference

The Committee on Resolutions (the committee) processes all resolutions presented to the annual conference that are not submitted through programmatic committees through dialogue with the submitter and all agencies of the annual conference affected by the resolution. The Resolution committee’s job is to ensure that resolutions presented are in compliance with the Book of Discipline and the standing rules of the annual conference and are properly before the annual conference for a vote as part of the Resolutions committee’s report.

A. The committee may take the following actions on resolutions:
   1. Accept the resolutions as presented with no changes;
   2. Accept the resolutions after amending it to comply with the Standing Rules or Book of Discipline;
   3. Refer the resolution to another annual conference committee for inclusion in that committee’s report. (If the committee to which a resolution is referred does not choose to include it in their report, then that resolution is included in the Resolution Committee’s report). Members of the Resolutions Committee vote concurrence or non-concurrence on each resolution and the committee’s decision is included along with the resolutions in the report to Annual Conference

B. The following persons may submit a resolution before the North Georgia Annual Conference:
   1. Any clergy member (full connection, provisional, or local pastor including retired pastors) of the conference;
   2. Any lay member of the conference;
   3. Any layperson who is a member of a local church within the conference and whose church council (or similar governing body) has endorsed their resolution.

C. To submit a resolution for consideration by the 2019 annual conference, please send properly formatted resolutions to chair, resolutions committee using the following guidelines:
   1. Each resolution must address only one issue if the Discipline is not affected; if the Discipline is affected, each resolution must address only one paragraph of the Discipline, except that, if two or more paragraphs in the Discipline are so closely related that a change in
one affects the others, the petition may call for the amendment of those paragraphs also to make them consistent with one another.” (¶ 507.2. The Book of Discipline)

2. The resolution is to be written in the following format: “whereas, whereas, whereas … therefore be it resolved” structure and submitted in 14 point, Times New Roman font, single spaced, with the following margins: top 1.25”; bottom 1”; left 1”; right 1.25”.

3. The name, title phone number, and email address of the author/originator must be included with the resolution.

4. **Resolutions which require implementation will include:**
   a. the financial impact to the conference;
   b. name of the implementing organization or persons;
   c. if communication or referral is required, will designate the person or persons responsible for the communication or referral.

5. If the committee on resolutions determines a resolution involves the potential legal rights or obligations of the conference, or its agencies, the committee on resolutions will request an opinion or comment from the conference chancellor. Before the debate of any such resolutions, the conference chancellor, or his/her designate, will speak before the conference and share his/her legal opinions concerning the resolution(s).

6. If the committee on resolutions determines a resolution involves the work of a conference agency, the committee on resolutions will request an opinion or comment from the respective agency or agencies. Before the debate of any such resolutions, the respective agency will be entitled to speak before the conference and share its opinions and comments concerning the resolution(s).

The deadline for submitting resolutions to appear in the annual conference handbook is February 1. Resolutions requiring additional research may preclude inclusion in the handbook. **A resolution may be submitted after the February 1 deadline only if the issue of the resolution arose after the deadline. If the committee on resolutions decides the resolution was properly submitted after the deadline, Resolutions submitted after February 1 will be processed by the committee; then, upon notification by the committee, the resolution will be copied by the author (3,000 copies paid for by the submittter), and delivered to the secretary of the annual conference for inclusion in the delegate packets prior to annual conference. Resolutions submitted after the deadline for assembly of delegate packets can be received no later than 48
hours prior to the scheduled report of the resolutions committee during annual conference. Resolutions submitted at this time will be processed by the committee-approved by the resolutions committee to be submitted after the deadline will be copied by the author, and given delivered to the annual conference secretary, and to be properly distributed to members of the annual conference at least 24 hours before the resolution committee report.

Since the Resolutions Committee must process all resolutions before they are official and properly before the body, copies of late resolutions shall not be produced prior to committee processing and notification.

Resolutions adopted by the annual conference will be valid for the lesser of: one year; or until they are specifically rescinded, amended or superseded by action of subsequent sessions of annual conference. If the intent of the resolution is to be binding upon the annual conference for more than one year, then the resolution must be referred to the standing rules committee.

The committee on resolutions will determine the order in which resolutions are debated before the annual conference.

Rationale: The revision of the Guidelines for Submitting Resolutions to Annual Conference brings alignment with the Book of Discipline and Standing Rules for the Annual Conference. Submitted by chair, committee on resolutions.
701. Resolutions Relating to Rental/Housing Allowances for Retired, Disabled, or Former Clergypersons of the North Georgia Annual Conference

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

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

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

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

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

NOW, THEREFORE, BE IT RESOLVED:

***See NOTE below for IRS limitations

THAT an amount equal to 100% of the pension, severance or disability payments received from plans authorized under The Book of Discipline of The United Methodist Church (the “Discipline”), which includes all such payments from Wespath Benefits & Investments (“Wespath”), during the period January 1, 2019 through December 31, 2019 by each active, retired, terminated or disabled clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such clergyperson; and

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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 clergyperson rendered to this Conference or that an active, a
retired, a terminated or a disabled clergyperson of this Conference rendered to
any local church, annual conference of the Church, general agency of the
Church, other institution of the Church, former denomination that is now a part
of the Church, or any other employer that employed the clergyperson to
perform services related to the ministry of the Church, or its predecessors, and
that elected to make contributions to, or accrue a benefit under, such a plan,
annuity, or fund for such an active, a retired, a terminated or a disabled
clergyperson’s pension, severance or disability plan benefit as part of his or her
gross compensation.

***NOTE:*** The rental/housing allowance that may be excluded from a
clergyperson’s gross income in any year for federal (and, in most cases, state)
income tax purposes is limited under Internal Revenue Code section 107(2),
and regulations thereunder, to the least of: (a) the amount of the rental/housing
allowance designated by the clergyperson’s employer or other appropriate body
of the Church (such as this Conference in the foregoing resolutions) for such
year; (b) the amount actually expended by the clergyperson to rent or provide a
home in such year; or (c) the fair rental value of the home, including furnishings
and appurtenances (such as a garage), plus the cost of utilities in such year.
Each clergyperson or former clergyperson is urged to consult with his or her
own tax advisor to determine what deferred compensation is eligible to be
claimed as a housing allowance exclusion.
WHEREAS, the Board of Trustees of the North Georgia Conference ("the Conference") have studied the many complexities surrounding cemeteries (free-standing and adjoining the property of local congregations); and,

WHEREAS, many cemeteries are located on property held by local United Methodist churches of the Conference in trust for The United Methodist Church; and,

WHEREAS, The United Methodist Church maintains a long tradition of treating cemetery property with respect so as to honor the memories of deceased persons; and,

WHEREAS, the Conference, in partnership with local United Methodist churches, have a duty to be good stewards of all property within its boundaries entrusted to The United Methodist Church, including cemetery property; and,

WHEREAS, when a local United Methodist church of the Conference is abandoned or closed by action of North Georgia Annual Conference there is the potential for a cemetery previously maintained by given church to be forgotten and ultimately not properly maintained; and,

WHEREAS, when a local United Methodist church of the Conference is abandoned or closed by action of the North Georgia Annual Conference there arises the potential need to make provision (including sale) for the long-term care and maintenance of any cemetery property previously maintained by that church;

NOW THEREFORE, BE IT RESOLVED, that it is the policy of the Conference to treat cemetery property with respect so as to honor the memories of deceased persons; and,

BE IT FURTHER RESOLVED, that it is the policy of the Conference to be a good steward of all property entrusted to it, including cemetery property, with excellence and in compliance with the policy outlined in this Resolution; and,

BE IT FURTHER RESOLVED, that it is the policy of the Conference to carefully consider, when determining whether a local church should be abandoned or closed by the action of the North Georgia Annual Conference the
impact and effect, if any, such action would have upon cemetery property
related or connected to that church or its congregation; and,

BE IT FURTHER RESOLVED, that it is the policy of the Conference to
take all reasonable steps to insure local control, included but not limited to the
proper maintenance, of all cemeteries related or connected to churches
abandoned or closed by the action of the North Georgia Annual Conference
within the boundaries of the Conference, including, where applicable:

• providing counsel to local leaders regarding establishing locally
controlled cemetery association, and/or
• providing counsel to local leaders to establish a cemetery association in
partnership with the Georgia United Methodist Foundation, and/or
• working with local leaders to secure (at their expense) adequate liability
insurance coverage on the cemetery property, and/or
• assigning such maintenance duties to a nearby United Methodist church,
and/or
• selling or otherwise conveying the cemetery property to a cemetery
association or other responsible person or entity, and/or
• contracting with another religious organization for its use of the cemetery
property in exchange for its covenant to maintain the cemetery property; and,

BE IT FURTHER RESOLVED, that the Conference Board of Trustees by
the adoption of this Resolution, hereby charges the respective district
superintendent with insuring that these policies are carried out; and the
Conference Board of Trustees may, in extenuating and unusual circumstances,
provide funds necessary for those purposes;

BE IT FURTHER RESOLVED, that the Conference Board of Trustees will
monitor the compliance with the provisions of the Discipline relating to
cemeteries;

BE IT FURTHER RESOLVED, that this Resolution, upon adoption,
replaces all previous actions of the Conference concerning cemeteries, and;

BE IT FURTHER RESOLVED, that the North Georgia Conference Board
of Trustees hopes that a similar Resolution Concerning Cemeteries will be
adopted by the Board of Trustees of the South Georgia Annual Conference of
The United Methodist Church.
**A. Introduction**

“The annual conference, for its own government, may adopt rules and regulations not in conflict with the Discipline of The United Methodist Church.” (¶ 604.1) The standing rules of the conference expand and clarify these structures and their modes of operation. (All references to the 2016 Book of Discipline hereafter shall be designated by the paragraph number.)


**A. 2. Amendments** - These standing rules may be amended by a two-thirds (2/3) vote of the conference no fewer than twenty-four (24) hours following their presentation to the conference; provided, a written copy of the proposed amendment(s) shall be submitted to the conference secretary before being read to the conference. Amendments shall take effect upon passage, except the number of districts can only be changed at least one (1) year in advance.

**B. Standing Committees of the Annual Conference**

The primary function of standing committees is to provide support that enables the session of the North Georgia Annual Conference to operate efficiently. These on-going committees do not have programmatic responsibilities throughout the year other than preparing for the annual conference session.

**B. 1.** There shall be a committee on standing rules composed of ten (10) persons, nominated by the annual conference committee on nominations, plus the conference chancellor. The committee on standing rules is charged with the annual task of addressing the submission of new rules and maintaining the standing rules of the annual conference in the following ways: to receive requests for amendments, assure rules maintain internal consistency, make editorial changes as needed, present changes to the conference and review revised standing rules for publication in the conference journal. The committee is also charged with the quadrennial task of examining the rules of the annual conference for consistency with the new Book of Discipline and to recommend any editorial changes to bring about that consistency.

**B. 2.** There shall be a committee on registration and assistance composed of ten (10) persons, nominated by the annual conference committee on nominations. The primary functions of the committee on registration & assistance are to
conduct registration, along with the host committee, certify delegates and to
issue badges accordingly. Using guidelines to verify eligibility, the committee
helps retired pastors receive financial assistance, and during the week of annual
conference, the committee maintains a table to assist visitors with nametags and
other needs. The registration and assistance committee is responsible for
working with the host committee to organize and recruit volunteers.

B. 3. There shall be a committee on journal and handbook composed of ten
(10) persons, nominated by the annual conference committee on nominations.
The journal and handbook committee is responsible for certifying daily
proceedings at the annual conference session; assuring the journal meets
disciplinary guidelines; organizing journal sales at the annual conference
session; assisting the conference secretary and journal editor in the production
of the handbook and journal as needed; assisting in proofreading the handbook
and journal as needed before publication; organizing to invite advertising for
handbook and journal if/when that is used.

The committee on the handbook and journal works with the conference
secretary as needed to set the standards for the submission of information for
the handbook and journal. The committee works with the conference secretary
to ensure that the official records of the annual conference shall be kept in
accordance with ¶ 606.3.

B. 4. There shall be a committee on resolutions composed of ten (10) persons,
nominated by the annual conference committee on nominations. The charge of
the resolution committee is to process all resolutions presented to the annual
conference that are not submitted to the programmatic committees through
dialogue with the submitter and all agencies of the annual conference affected
by the resolution. This committee makes sure that, with occasional exceptions,
resolutions submitted by the deadline of February 1 of the Annual Conference
year are included in the handbook.

The resolutions committee is responsible for reviewing each resolution to
determine if it can properly come before the annual conference, making
revisions as needed in consultation with the submitter of the resolution,
ensuring consistency with The Book of Discipline and North Georgia Standing
Rule/Guidelines, submitting to the conference secretary by the deadline for the
conference handbook, and presenting resolutions to the conference.

C. Annual Conference Session and Related Committees

C. 1. Annual Conference Committee on Nominations - There shall be an
annual conference committee on nominations whose duty shall be to nominate
all lay and clergy members of the boards, councils, teams, commissions, committees, and other agencies of the north Georgia conference. The committee shall be composed of the bishop, who shall be the chairperson, the district superintendents and extended cabinet, the conference lay leader and associate conference lay leaders, the district lay leaders, the commission on religion and race representative, the conference presidents of United Methodist Men and of United Methodist Women, the chairpersons of the conference young adult organization and the council on youth ministry, and not more than five (5) members-at-large who shall be named by the bishop for inclusiveness. The committee shall make its nominations not later than the second morning of the annual conference.

The executive committee of the annual conference committee on nominations, composed of the bishop, the conference lay leader, the director of connectional ministries and three (3) other members of the annual conference committee on nominations named by the bishop, will coordinate the comprehensive nominations process of identification, recruitment, training, selection and evaluation for the annual conference. Where vacancies in essential elected positions occur between annual conference sessions, the executive committee may fill the positions until the next annual conference elects. Task forces may be used in keeping with the directions stated in standing rule H.1.

C. 2. District Committee on Nominations - There shall be a district committee on nominations, composed of five (5) clergy and six (6) lay members. One (1) clergy member shall be the district superintendent, who shall serve as the chairperson. One (1) of the six (6) lay members shall be the district lay leader. The district committee on nominations shall assist in identifying, recruiting and recommending potential leaders to the conference committee on nominations.

C. 3. Quadrennial Boards, Teams, Councils, Commissions, Committees - The membership of quadrennial boards, councils, teams, commissions, committees, and other agencies shall be limited to twenty-seven (27) persons plus ex-officio members. This rule shall not apply to standing committees or to any board, council, team, commission, committee, or other agency whose membership is otherwise determined by the conference or by The Book of Discipline.

All committees, boards, teams, councils, commissions and agencies of the annual conference shall be composed of equal numbers of clergy and lay unless The Book of Discipline provides otherwise.

No person shall be eligible for election to membership on the same board, council, team, commission or committee or agency for more than eight (8) consecutive years and after serving eight (8) years may not be later elected.
to the same board, commission, team, council, committee or agency for more
than eight (8) years except as allowed by *The Book of Discipline*, for a lifetime
total of sixteen (16) years maximum on the same board, council, team,
commission, committee or agency. No person shall be nominated to serve
concurrently on more than one (1) quadrennial board, council, team,
commission or committee, except as an ex-officio member. However, one (1)
exemption may be allowed for those serving on the board of laity, episcopal
committee, congregational development, nominations, and the standing
committees of the annual conference session (acknowledgments, registration
and assistance, journal and handbook, resolutions, and standing rules). No
district superintendent may be nominated as an elective member of any program
agency or team of the conference. Persons nominated shall have agreed in
advance to serve if elected.

When quadrennial boards, councils, teams, commissions and committees
are elected, they shall receive training, information and support for their
responsibilities within sixty (60) days following the annual conference session,
except in a year of episcopal transition when the window will be one hundred
twenty (120) days. Chairpersons shall be nominated by the annual conference
commitee on nominations and elected by the annual conference. Under the
direction of their respective chairpersons, each board, council, commission and
committee shall elect a vice-chairperson and secretary. All team officers shall
be nominated by the committee on nominations.

All district committees and conference boards, councils, teams,
commissions and committees shall include members which ensure balance,
continuity, expertise and inclusiveness in keeping with the spirit and guidelines
of *The Book of Discipline*, Part IV Section VI, (¶ 140).

C. 3. a. For Persons Holding Chairs:

C. 3. a. 1) Chairpersons are expected to maintain a yearly calendar of
scheduled and announced meetings for planning, budgeting, and evaluation;

C. 3. a. 2) Chairpersons are expected to plan meetings at such times and
locations that encourage and allow for maximum attendance of the elected
membership, giving particular mind to the academic schedules of youth and
young adults.

C. 3. a. 3) Chairpersons are to submit proper budgets with supporting
rationale and any other requested reports in a proper and timely manner.

C. 3. a. 4) Chairpersons are expected to provide consistent
communication with members of their committee or board regarding agendas,
time/date/locations/ and related information that impact a member’s ability to
serve well.
C. 3. a. 5) Chairpersons are expected to attend all called meetings of the committee or board for which he or she is responsible. Missing (2) two consecutive called meetings of his or her committee or board with no excuse, or missing (3) three consecutive called meetings of his or her committee or board with good excuse, shall be the minimum guidelines for attendance.

C. 3. a. 6) Inability to meet the minimum guidelines of attendance will prompt a letter from the conference nominations executive committee, releasing the individual from his or her position (this will not negatively impact subsequent nominations or committee service) so the conference nominations executive committee can immediately fill the vacated position.

C. 3. b. For Committee and Board Members:

C. 3. b. 1) Elected members are expected to attend all called meetings of the committee or board on which they are serving. Missing (3) three consecutive properly called meetings of his or her committee or board with no excuse, or missing (4) four consecutive properly called meetings of his or her committee or board with good excuse, shall be the minimum guidelines for attendance.

C. 3. b. 2) Inability to meet the minimum guidelines of attendance will prompt a letter of notification from the conference nominations executive committee, releasing the individual from his or her position (this will not negatively impact subsequent nominations or committee service) so the conference nominations executive committee can immediately fill the vacated position.

C. 4. Annual Conference Planning Committee - There shall be an annual conference planning committee responsible for setting the agenda for sessions of the annual conference, recommending the site of the conference annually, and overall coordination of annual conference. Applications to host the conference shall be for a period of four consecutive years in one site. The application shall be submitted to the bishop not less than two and one-half years before the proposed invitation date and must include adequate data to satisfy the planning committee of the suitability of the proposed site, with special attention to housing, food service, seating, congregating areas, parking and all standard public services necessary to accommodate large numbers of people. All facilities must meet ADA Accessibility Guidelines. All applications to host the conference must include an itemized account of anticipated expenses. The site must provide seating for all members of the conference, both clergy and lay, and for visitors and guests.

The annual conference planning committee shall select one site for four years and must reconfirm the site selected for each of the four years of the
approved application. When for unforeseen circumstances related to finances, logistics or other compelling reasons the annual conference is not able to hold annual conference at the agreed upon site, the annual conference planning committee is authorized to work with the conference council on finance and administration to secure an appropriate alternate site.

The annual conference planning committee shall consist of the following persons: the bishop; the annual conference lay leader; the associate conference lay leader(s); the conference secretary; the dean of the cabinet; the conference presidents of United Methodist Women, United Methodist Men, conference youth organization, conference young adult organization and the conference young adult committee representative; the chairpersons of the conference worship team, the conference committee on registration and assistance, and the board of ordained ministry; the director of connectional ministries; the director of ministerial services, executive assistant to the bishop, the chairperson of the conference council on finance and administration; the conference treasurer; and other persons selected by the bishop to assure proper representation of persons related to the work of the committee, such as the host district superintendent and the host pastor. The bishop or his/her designee shall be the chairperson of the annual conference planning committee.

C. 5. Conference Handbook & Information Packets - Material for publication in the conference handbook shall be submitted annually to the conference secretary not less than ninety (90) days prior to the opening date of the annual conference. Other material may be distributed to the members of the conference, at the discretion of the conference secretary, in a packet of supplementary materials. All printed materials requiring action by the annual conference shall be available in large print.

C. 6. Pre-Conference Briefings - Not more than twenty-five (25) days prior to the opening session of the annual conference, each district superintendent, in consultation with the district lay leader, shall convene, at such time and place as the two (2) of them together shall determine, the conference members residing in the district, both clergy and lay, for the purpose of examining the published reports and recommendations of the boards, councils, teams, commissions, committees and other agencies of the conference.

C. 7. Consent Agenda - In order to expedite the business of the conference, the consent agenda committee, composed of the conference secretary, the chairperson of the committee on standing rules, the director of connectional ministries, and the conference lay leader or his/her designee, in consultation with agencies or individuals presenting reports, recommendations or resolutions, may present in the conference handbook a written list of items
which shall be known as the consent agenda. Items on the consent agenda shall be considered as adopted by consent of the annual conference unless they are removed from this list at a time set aside for this purpose on the second day of conference. Individual items may be removed from the consent agenda to be placed on the regular agenda by a motion to remove supported by a second from two (2) voting members of the annual conference. When an item has been removed from the consent agenda, it shall be placed on the regular agenda at an appropriate time as determined by the conference secretary.

**C. 8. Reports** - Reports shall be in writing, and an original, signed copy of the same shall be in the hands of the conference secretary before being read on the floor of the conference. When twenty-five (25) percent or more of the membership of a board, council, team, commission, committee or other agency shall request the privilege of presenting a minority report to the annual conference, the chairperson of said board or other agency shall appoint a committee to draft a minority report and shall submit the said minority report along with the majority report to the conference.

**C. 9. Committee on Resolutions** - There shall be a committee on resolutions, nominated and elected under the provisions of the standing rules. (B.4) Any resolution coming to the floor of the annual conference which has not been before an official board, commission or agency of the annual conference, or a resolution not previously printed in the conference handbook, shall be referred to the committee on resolutions for study before the resolution is considered by the annual conference.

**D. Administrative Procedures of the Annual Conference**

**D. 1. Publication of Names and Addresses of Lay Members** - The names and email addresses of lay members of the annual conference, arranged by districts and by charges, shall be published in the conference journal, and they shall be compiled and made available to members of the conference, both lay and clergy, as early as feasible following their election.

**D. 2. Lay Member Equalization Plan** - The lay membership of the annual conference shall be equal in number to its clergy membership. Lay members shall be elected by each charge conference as directed by the Constitution of The United Methodist Church, Division Two, Section VI, Article I (¶32). The following are designated by the Constitution, (Loc. Cit.), to be members of the annual conference: the diaconal ministers, the active deaconesses, and home missionaries under Episcopal appointment within the bounds of the annual conference, the conference president of the United Methodist Women, the
conference president of United Methodist Men, the conference lay leader, district lay leaders, the conference director of lay servant ministries, conference secretary of global ministries (if lay), the president or equivalent officer of the conference young adult organization, the president of the conference youth organization, the chair of the annual conference college student organization, and one young person between the ages of twelve (12) and seventeen (17) and one young person between the ages of eighteen (18) and thirty (30) from each district to be selected in such a manner as may be determined by the annual conference.

If the lay membership shall number less than the clergy membership, the following lay persons shall also be members of the annual conference: the associate conference lay leaders, the district directors of lay servant ministries, the district presidents of United Methodist Women and United Methodist Men, and the district presidents or equivalent officers of the district young adult organization and the district youth organization, four (4) young persons 18 years and under and five (5) young adult persons 18 years of age to 35 years of age.

Additional members shall be elected from each district by the district board of laity to achieve equalization of the number of lay and clergy members of the annual conference.

The conference secretary shall advise the district superintendents annually, not later than November 1, of the number of additional lay members required to achieve equalization. The district superintendents shall assist the district board of laity to elect the necessary persons, to notify them of their election, and to forward their names and addresses to the conference secretary by January 1 of each year.

D. 3. Moving Day and Expenses - Moving Day for pastors shall ordinarily be Thursday of the week following the regular session of the annual conference; provided, if unusual circumstances prevail, the cabinet may change the date to a more suitable one; provided, further, the secretary of the cabinet shall have notice of the change published on the North Georgia website not less than thirty (30) days prior to the convening of the annual conference. Departing clergy shall vacate their parsonages by one o'clock on the afternoon of Moving Day. District superintendents shall encourage the pastoral charges to pay moving expenses for newly assigned clergy moving within the bounds of the North Georgia Conference.

D. 4. Care of Parsonages - Clergy shall use care to maintain cleanliness and good housekeeping of the parsonages in which they reside. In addition to the annual inspection of the parsonage, Part VI, Chapter Six, Section VI (¶ 2533.4),
at a time of change in pastoral appointment, there shall be an inspection of the parsonage by the pastor and the pastor/parish relations committee to determine the condition of the parsonage.

It is the responsibility of the parsonage family to thoroughly clean the parsonage and grounds. It is not the responsibility of the church to clean. A checklist when vacating a parsonage shall include checks for: 1) Windows cleaned inside. 2) window blinds/shades cleaned. 3) Rugs and carpets vacuumed (shampooed if needed, professionally cleaned if pets or service animals were kept in the parsonage). 4) All hard surface floors cleaned. 5) All appliances cleaned. 6) All cabinets cleaned inside and out. 7) Basement, closets and shelving cleaned. 8) Light bulbs replaced as necessary. 9) Bathrooms thoroughly cleaned, including fixture, tile grout, shower door/curtains, medicine cabinets, walls and floors. 10) Garage, carport and outside buildings swept and left orderly. The lawn shall be left in a well-maintained order. 11) All trash is properly disposed. (It is recommended that the church provide an extra refuse container during move week.) 12) A list of all items needing the attention of the parsonage committee. The checklist when moving into a parsonage shall be used by the incoming pastor to rate items on the move out list as excellent, satisfactory or poor.

Where there has been obvious abuse, replacement and/or repair shall be at the pastor's expense. Any disagreement concerning liability shall be addressed by a mediation committee to determine the ratio of responsibility. The decision of the mediation committee shall be binding on all parties. The mediation committee shall be composed of the district superintendent, a person of the church’s (charge’s) choice, a person of the pastor's choice, and a neutral person selected by the district superintendent.

Additional information regarding parsonages can be found in the report from the Commission on Equitable Compensation in the Guidelines and Reports sections.

**D. 5. Number of Districts** - There shall be twelve (12) districts in the North Georgia Conference.

**D. 6. Service Year** - The conference service year shall be July 1 through June 30.

**D. 7. Local Church Reports** - Pastors shall submit their annual reports as directed by the conference statistician. The conference statistician shall reconcile the financial reports with the records of the conference treasurer.

**D. 8. Archives** - The depository for archival records of the North Georgia Conference shall be the Candler School of Theology of Emory University through its Pitts Theology Library.
E. Finance and Property

E. 1. Budget Development - All requests for appropriations shall be submitted to the conference council on finance and administration, in writing, not less than ninety (90) days prior to the opening session of the annual conference. Requests shall include a detailed financial statement. Any persons or group presenting a proposal to the annual conference for a program or activity which is not included in the conference budget shall at the same time, present a financial analysis including estimated cost and plans for funding. Before final action by the annual conference, the conference council on finance and administration shall review the financial aspects of the proposal and make its recommendation to the conference regarding the proposal. Budgets submitted to the conference for approval shall include itemized comparative figures for the previous year, except in the case of new programs.

E. 2. Fiscal Regulations - The conference fiscal year shall be January 1 through December 31. All monies for conference and district items shall be remitted by December 31. The books of the conference treasurer and the district treasurers shall be closed at the end of business on the fifth (5th) working day following January 1. The conference treasurer shall make final settlement and disburse all funds to the annual conference boards, councils, commissions or other agencies within fifteen (15) days following the end of the fiscal year. The conference treasurer shall report by districts and by charges all payments for equitable salaries, mission appropriations and the temporary general aid fund. The conference treasurer shall report monthly to the district superintendents all conference askings paid by each local church in the district.

E. 3. District Superintendents' Financial Support - The support of the district superintendents, including their salaries, pensions, and insurance (subject to the same insurance rules for other clergy), shall be provided by the annual conference, through the conference council on finance and administration. Housing, utilities, office expenses, travel and district work funds shall be provided by the respective districts. Expenses related to cabinet meetings will be funded by the conference budget.

E. 4. Church Property - Each district superintendent shall furnish the conference secretary annually, no later than February 1 of each year, for publication in the Conference Journal, a list of the real property situated within the district, belonging to but not currently in use by The United Methodist Church. Each district superintendent shall supplement said list in the event the district superintendent shall determine that the action of a charge conference in
its district prior to the end of Annual Conference will result in the closing of a local church and the need to dispose of that local church’s property. In the event of an ad interim procedure, as set out in 2016 BOD ¶2549.3, the Conference Board of Trustees shall supplement the list with that information. The compilation of those lists shall be transmitted by the Conference Secretary to the Annual Conference Board of Trustees no later than February 15 of each year and supplemented as herein set out. The Conference Board of Trustees shall review said list and add or subtract properties based on its knowledge of the current status of properties not in use. The Conference Board of Trustees shall report the most current information regarding unused property, including properties to be discontinued, along with recommendations to the Annual Conference with recommendations for disposition. To assist it in managing and disposing of unused properties, the Conference Board of Trustees may employ professional management personnel or entities. Funding for such assistance shall be retained from the sale or rental of any properties within the authority of the Conference Board of Trustees.

E. 5. Salary Supplements - All supplementation of pastoral salaries from whatever source shall be administered by the commission on equitable compensation in accordance with guidelines developed by the commission and approved by the annual conference, except that the conference board of congregational development shall be authorized to administer salary supplementation for pastors of new and redeveloping congregations, in keeping with guidelines developed by the committee and approved by the annual conference.

E. 6. Charters - Charters authorized by the North Georgia Conference shall be reviewed by the conference chancellor before being filed with the Georgia Secretary of State.

E. 7. Annual Conference Registration Fee – A registration fee of $30.00 shall be assessed for each lay and active clergy delegate to the North Georgia Annual Conference. Retired clergy and youth members are exempt from the assessment.

F. Conference Common Table (CCT)

F. 1. There shall be a Conference Common Table with responsibility to focus and guide the mission and ministry of The United Methodist Church within the boundaries of the North Georgia Annual Conference. It shall give leadership and guidance in setting the vision and priorities of the annual conference and in conducting an on-going process of refining and revising that vision.
F. 2. The director of connectional ministries, in consultation with the resident bishop, shall chair the Common Table, which shall be composed of the following persons: resident bishop, director of connectional ministries, district superintendents, director of ministerial services, executive assistant to the bishop, director of congregational development, chairperson of the board of congregational development, conference treasurer, chairperson of the council on finance and administration, chairperson of the board of ordained ministry, secretary of the annual conference, conference chancellor, conference lay leader, the four associate conference lay leaders, conference president of United Methodist Women, conference president of United Methodist Men, president of the conference youth organization, the co-presidents of the conference young adult organization, chairperson of conference personnel practices and policy committee, chairperson of the board of connectional ministries, vice-chair of the board of connectional ministries, conference staff person assigned to missions, chairperson of the order of deacons, chairperson of the order of elders, chairperson of the fellowship of local pastors and associate members, the heads of most recently elected lay and clergy delegations to general conference, and such at-large members as the bishop shall nominate to provide for diversity and inclusiveness as regards race/ethnicity/national origin, age, and gender. The Common Table’s membership shall be limited to fifty persons. The eligibility limitations of standing rule C.3. shall not apply to the Common Table.

F. 3. There shall be an executive committee of the Common Table composed of the bishop, the director of connectional ministries, the conference lay leader, the dean of the cabinet, the chairperson of the board of connectional ministries, and the chairperson of the council on finance and administration.

F. 4. The Common Table could be called into session at such time as the chair, in consultation with the bishop, deems it necessary for the benefit of the conference’s work, and may report each year to the annual conference regarding stewardship of the conference’s vision and its commitment to the mission and ministry of The United Methodist Church.

G. Connectional Ministries

G. 1. There shall be a director of connectional ministries who, in partnership with the bishop and cabinet, shall have the following primary responsibilities: To serve as steward of the vision of the annual conference, including the development, clarification, interpretation, and embodiment of the conference’s vision; to serve as leader of the continuous process of transformation and renewal necessary for the annual conference to be faithful to our Christian
identity in a changing world; to ensure alignment of the total resources of the conference to its vision; and to ensure the connections among the local, district, annual conference, and general church ministries for the purpose of networking, resourcing, and communicating their shared ministry.

**G. 2.** The director of connectional ministries shall serve as an officer of the annual conference, and shall sit with the cabinet when the cabinet considers matters relating to coordination, implementation, or administration of the conference program, and other matters as the cabinet and director may determine.

**G. 3.** The director of connectional ministries shall supervise the conference staff related to the office of connectional ministries, coordinate the recruitment and training of conference program leaders, provide oversight and leadership in the conference’s program and ministry, and serve as chair of the Common Table and as executive officer of the board of connectional ministries.

**H. Board of Connectional Ministries**

**H. 1.** There shall be a board of connectional ministries responsible for the ministry programming of the annual conference. The board of connectional ministries shall have authority to form committees as the *Discipline* may require or for carrying out its responsibilities. The board of connectional ministries may enlist additional persons to assist in its work, and may also form time-limited task forces to address particular issues or emphases. The board of connectional ministries shall be accountable to the director of connectional ministries for oversight and budget.

**H. 2.** The board of connectional ministries shall be composed of not more than forty (40) duly elected members. These shall include the board officers (chairperson, vice chairperson, and secretary), who shall be nominated by the conference committee on nominations and elected by the annual conference. Ex-officio members shall include a cabinet representative, a youth named by the conference youth organization, the chairperson or other representative of the conference board of laity, the four conference associate lay leaders, and any other member of a corresponding general board or agency who is a member of or related to our annual conference. These shall be included but not counted against the forty (40) member limit. To ensure continuity of experience and leadership, members of the connectional ministries board shall be grouped in classes so that normally no more than one-fourth will rotate off in any given year.
H. 3. There shall be representatives on the board of connectional ministries with responsibilities for the following program areas: evangelism (¶ 630.3), worship (¶630.4), stewardship (¶630.5), archives and history (¶ 641.1), small membership churches (¶ 645), global ministries (¶ 633), global ministry secretaries (¶ 633.3), disaster response (¶ 633.4.b.22), refugee resettlement (¶ 633.4.b.20), health and welfare ministries (¶ 633.4.b.27), Bridges, Christian unity and interreligious relationships (¶ 642.1), church and society (¶ 629), creation care, disability concerns (¶ 653), ethnic local church concerns (¶ 632.1), Native American concerns (¶ 654), peace with justice (¶ 629.2), religion and race (¶ 643.1), status and role of women (¶ 644), education (¶ 630.2), adult and family ministries (to include older adult (¶ 651.1), co-leaders - one lay and one clergy - of the young adults (¶ 650.1), and children’s ministries (¶ 630.1.g)), youth ministries (¶ 649.1), higher education and campus ministries (¶ 634.1), camp and retreat ministries (¶ 630.1.b), spiritual formation (¶ 630.1.b), safe sanctuaries, and faith formation.

H. 4. There shall be a conference youth organization as provided by ¶ 649.1. It shall relate to and be answerable to the connectional ministries board.

H. 5. The staff of the connectional ministries office will serve as members of the connectional ministries board, and will not count against the forty (40) person limit. The director of connectional ministries shall be the executive officer of this board.

I. Ministry of the Laity

I. 1. Conference Board of Laity - There shall be a conference board of laity which shall provide for the ministry of the laity related to the objectives of the General Board of Discipleship as set forth in ¶¶ 1101-1126. The purpose of the conference board of laity shall be as outlined in ¶ 631.2. Funding for the board shall be provided through the conference budget.

I. 2. Membership of Conference Board of Laity - The following shall comprise the membership of the board: the conference lay leader, associate conference lay leaders, the district lay leaders, the conference director of lay servant ministries, the presidents and two representatives elected by each of the conference organizations of United Methodist Men and United Methodist Women, the presidents of the conference young adult organization and the conference youth organization; and in addition, the conference scouting coordinator, the lay chair or lay vice-chair of the general conference delegation and up to four at-large members elected by the board, in consultation with the annual conference committee on nominations as needed from time to time for
inclusiveness and/or operations; and as ex-officio, a district superintendent designated by the cabinet, the director of connectional ministries and the presiding bishop. Task forces may be utilized in keeping with the directives stated in Standing Rule H.1.

I. 3. Election of Conference Lay Leader and Associate Conference Lay Leaders – The conference lay leader and no more than four (4) associate conference lay leaders shall be elected quadrennially by the annual conference on nomination of the conference committee on nominations after consultation with the board of laity. The conference lay leader shall serve as chair of the conference board of laity. No person may serve as the conference lay leader for more than eight (8) consecutive years. No person may serve as the associate conference lay leader for more than eight (8) consecutive years. The conference lay leader and the associate conference lay leaders shall be members of the board of laity by virtue of their election to the offices they hold. Years of service as an associate conference lay leader shall not be considered in determining the eligibility of a person to serve as conference lay leader.

I. 4. Conference Committee on Lay Servant Ministries – There shall be a conference committee on lay servant ministries, which shall relate to the conference board of laity as specifically provided for in ¶ 631.6. The committee shall be structured by the conference board of laity and shall include as a minimum the conference director of lay servant ministries, the district directors of lay servant ministries, the conference lay leader and one or more associate conference lay leaders. Up to four (4) at-large members may be elected by the conference board of laity as needed for inclusiveness and/or operations from time to time. The conference director of lay servant ministries shall be elected for a four-year term by the conference board of laity after consultation with the conference committee on nominations. No person may serve as the conference director of lay servant ministries for more than eight (8) consecutive years.

J. Board of Congregational Development

J. 1. There shall be an annual conference board of congregational development. The annual conference board of congregational development shall be charged with the responsibility of developing, implementing and continually updating a comprehensive plan for planting new churches and working with existing churches to create other new places for new people within the bounds of the North Georgia annual conference. The responsibilities shall specifically include establishing, nurturing, supporting and guiding new faith communities from conception through birth and until the district superintendent, the new church
and the office of congregational development agree that the support is no longer necessary.

J. 2. The board of congregational development shall work with the bishop, cabinet and district strategic growth teams to determine locations for new places of worship. It shall also have responsibility for the training, assessing and recommending persons to the bishop and cabinet for appointment as necessary.

J. 3. The board of congregational development shall encourage local churches to partner with the annual conference board of congregational development to birth new places of worship.

J. 4. The board of congregational development shall serve as liaison with jurisdictional and general conference board and agencies related to the work of congregational development.

J. 5. The board of congregational development shall work with the North Georgia Conference board of trustees for the purpose of managing, buying, selling, and holding developmental properties owned by the annual conference.

J. 6. The board shall develop an annual budget for presentation to the annual conference Council on Finance and Administration to support the work and ministry of the board of congregational development.

J. 7. The director and chair of the board of congregational development shall sit on the Conference Common Table. The director shall serve as an officer of the annual conference and shall be a member of the bishop’s extended cabinet.

J. 8. The annual conference board of congregational development shall be composed of four (4) at large lay persons recommended by the director of the board of congregational development and approved by the nominations committee; four (4) clergy recommended by the director of the board of congregational development and approved by the nominations committee; chairperson of the committee on black congregational development, chairperson of the committee on Latino congregational development, chairperson of the committee on Korean/Asian congregational development, and an advocate for multi-cultural/multi-ethnic congregational development; cabinet representatives to the three committees of the board of congregational development as appointed by the bishop; one cabinet representative to the board of congregational development; a council on finance and administration representative; director of connectional ministries; conference treasurer; director of congregational development; and associate directors of congregational development or staff liaison for that specific area. This totals 23 persons.

J. 9. The chair, vice-chair and secretary of the board of congregational development shall be recommended to the bishop and cabinet by the director of
congregational development and submitted to the annual conference committee on nominations for inclusion in their report to the annual conference for election.

**J. 10.** The board of congregational development shall be organized with a chair, a vice-chair and secretary. The term of office shall be one quadrennium, but each may be elected for one additional term, provided no one shall hold the same office for more than 8 years. The board of congregational development shall meet at least quarterly and may meet more often at the request of the director of congregational development or the chair of the board.

**J. 11.** There shall be a committee on black congregational development composed of a chairperson (recommended by the director of congregational development in consultation with the cabinet representative and approved by the annual conference or conference nominations team ad interim per Standing Rule C.1), 7 or more lay and clergy members with specific attention to age, gender and district balance as pursuant to ¶610.5 and ¶605.3 and including at least one small membership black congregation representative (recommended by the director of congregational development in consultation with the chairperson of the committee and the cabinet representative and approved by the annual conference or conference nominations team ad interim per Standing Rule C.1). The ex-officio membership of the committee shall include: a cabinet representative, the congregational development or connectional ministries staff person for black congregational and leadership development, the conference commission on religion and race representative and the conference ethnic local church concerns representative. This committee shall make recommendations to the executive committee with regard to persons and places for the planting of new black congregations and strengthening existing black congregations. The committee shall collaborate with each of the district strategic growth teams advocating on behalf of black church congregational development needs. It shall also be responsible for any training and resourcing needs that are important from a cultural perspective in planting new and strengthening existing black churches. The committee shall also be responsible for partnering with the office of connectional ministries, the board of ordained ministry and the office of ministerial services to ensure the implementation of a comprehensive black church leadership development plan. It shall request funds necessary for this training to be included in the board of congregational development budget. This committee shall meet at least quarterly and may meet more often at the request of the director of the board of congregational development, the committee staff person, or the chairperson.
J. 12. There shall be a committee on Latino congregational development composed of a chairperson (recommended by the director of congregational development in consultation with the cabinet representative and approved by the annual conference or conference nominations team ad interim per Standing Rule C.1), 3 or more lay and clergy members with specific attention to age, gender and district balance as pursuant to ¶610.5 and ¶605.3 (selected by the director in consultation with the chairperson of the committee and the cabinet nominations team ad interim per Standing Rule C.1), a cabinet representative and approved by the annual conference or conference and the staff person for Latino congregational development. This committee shall make recommendations to the executive committee with regard to persons and places for the planting of new Latino congregations and strengthening existing Latino congregations. The committee shall collaborate with each of the district strategic growth teams advocating on behalf of Latino church congregational development needs. It shall also be responsible for any training needs that are important from a cultural perspective in planting new Latino churches. It shall request funds necessary for this training to be included in the board of congregational development budget. This committee shall meet at least quarterly and may meet more often at the request of the director of the board of congregational development or the chairperson.

J. 13. There shall be a committee on Korean/Asian congregational development composed of a chairperson (recommended by the director of congregational development in consultation with the cabinet representative and approved by the annual conference or conference nominations team ad interim per Standing Rule C.1), 3 or more lay and clergy members with specific attention to age, gender and district balance as pursuant to ¶610.5 and ¶605.3 (selected by the director in consultation with the chairperson of the committee and the cabinet representative and approved by the annual conference or conference nominations team ad interim per Standing Rule C.1), a cabinet representative and the staff person for Korean/Asian congregational development. This committee shall make recommendations to the executive committee with regard to persons and places for the planting of new Korean/Asian congregations and strengthening existing Korean/Asian congregations. The committee shall collaborate with each of the district strategic growth teams advocating on behalf of Korean/Asian church congregational development needs. It shall also be responsible for any training needs that are important from a cultural perspective in planting new Korean/Asian churches. It shall request funds necessary for this training to be included in the board of congregational development budget. This committee
shall meet at least quarterly and may meet more often at the request of the
director of the board of congregational development or the chairperson.

K. Administrative Agencies of the Annual Conference

K. 1. There shall be a board of ordained ministry composed of up to seventy-five (75) persons nominated by the bishop as outlined in ¶ 635.1, including those who serve by virtue of their office.

K.1.a. Purpose. There shall be a Committee on Clergy Effectiveness which shall be a resource to the Bishop and Cabinet to assist clergy who are having significant difficulty with effectiveness in ministry. To assist the Bishop in carrying out the responsibilities of ¶ 334.3 and ¶ 359.1b, the committee will meet with the referred clergy person to identify concerns and design collaboratively a corrective plan of action for a return to more effective ministry.

K.1.b. Membership. There shall be eight members who shall be appointed by the Executive Committee of the Board of Ordained Ministry. The members of the committee shall not be members of the Conference Board of Ordained Ministry. The majority of the committee shall be clergy, and at least one member shall be a layperson. In addition, the Director of the Office of Ministerial Services and a district superintendent appointed by the bishop shall be ex-officio members without vote. In the event the district superintendent of the referred clergy person is an ex-officio member of the committee, that district superintendent shall recuse himself or herself, and the bishop shall appoint another district superintendent to sit on the committee for that case only. In the event any member of the committee is appointed to or attends the same local church as the referred clergy person, that member of the committee shall recuse himself or herself, and the bishop shall appoint another clergy person or layperson to sit on the committee for that case only.

K.1.c. Terms of Service. The committee membership shall be divided into two classes of four years each. To promote continuity, four of the initial members shall be elected for two year terms, and four of the initial members shall be elected to four year terms. Notwithstanding conference rules of longevity regarding total length of service in an elected position, members may not be appointed to serve two consecutive terms on the committee.

K.1.d. Officers. The committee shall elect a chair and a secretary every two years.

K.1.e. Referrals. The Bishop and the Cabinet shall refer to the committee those clergy who are experiencing a pattern of diminished effectiveness in their
ministry. The committee shall meet with the referred clergy person and his/her
district superintendent, and shall develop a plan to enable and support the
restoration of effectiveness. The committee shall continue to meet with the
referred clergy person until such time as he or she has established a pattern of
effectiveness, or, in the opinion of the majority of the members of the
committee, until the committee determines that the referred clergy person is not
making sufficient progress. The committee shall report its conclusions to the
Bishop and Cabinet.

K.1.f. Method. The committee, the referred clergy person, and his/her
district superintendent together shall develop a plan for the attainment of agreed
upon goals that will demonstrate renewed effectiveness for ministry. The work
of the committee may include psychological testing, health screening, random
or directed drug testing, retreats, counseling, mentoring, educational
opportunities, or other programs as needed to assist the clergy person in
attaining effectiveness in ministry. A letter detailing the agreed upon goals and
plan of work shall be sent to the referred clergy person from the Office of
Ministerial Services immediately following the meeting in which the plan is
developed. Progress shall be demonstrated and documented at each meeting.

K.1.g. Meetings. The committee shall meet at least two times per year
and the chair shall give reasonable notice of the meeting dates to all members as
well as to the Bishop and Cabinet.

K.1.h. Financial Support. The committee shall determine its financial
needs in order to be effective, and shall submit any request for funding to the
Office of Ministerial Services to be included in its budget.

K. 2. There shall be a commission on equitable compensation as provided by ¶
625.1, composed of twenty (20) persons with one (1) representative from each
district. Members shall be nominated by the annual conference committee on
nominations.

K. 3. There shall be a board of pensions and health benefits as provided by ¶
639.1 composed of twenty-four (24) persons arranged in classes and serving a
term of eight (8) years to include representatives of both lay and clergy,
nominated by the annual conference committee on nominations.

K. 4. There shall be a board of trustees of the annual conference, elected as
indicated in ¶¶ 640 and 2512.1, composed of twelve (12) persons, nominated by
the annual conference committee on nominations, serving in four (4) year
terms, except for the first board. It is recommended that it be composed of one-
third (1/3) clergy, one-third (1/3) lay women, and one-third (1/3) lay men.

K. 5. There shall be a council on finance and administration (CFA) as provided
by ¶¶ 611-618, composed of five to twenty-one (5-21) persons, with one (1) lay
person more than clergy included on the council. The council shall designate an audit committee comprised of one lay CFA member, one clergy CFA member and a CPA who is not a member of CFA. The council shall designate a personnel committee, whose responsibilities will include those defined in ¶613.13. The personnel committee shall be comprised of two (2) clergy CFA members, one lay CFA member, two lay human resources professionals who are not members of CFA and the conference lay leader. Members with voice and no vote are the conference treasurer and the cabinet representative. Members shall be nominated by the annual conference committee on nominations.

K. 6. There shall be a committee on episcopacy as provided by ¶ 637.1, composed of fifteen (15) persons. It is recommended that it be composed of one-third (1/3) clergy, one-third (1/3) lay women, one-third (1/3) lay men, provided that one (1) lay person be the conference lay leader. One-fifth (1/5) of the membership shall be appointed by the bishop. The lay and clergy members of the jurisdictional committee on episcopacy shall be ex-officio members.

K. 7. There shall be an episcopal residency committee as provided by ¶ 638.1.

K. 8. There shall be a committee on investigation consisting of four (4) clergy in full connection, three (3) professing members, and six (6) alternate members, three of whom shall be clergy in full connection and three of whom shall be a professing members. The committee shall be nominated by the presiding bishop in consultation with the board of ordained ministry (for clergy members) and the conference board of laity (for lay persons) and elected quadrennially by the annual conference. If additional members or alternates are needed, the annual conference may elect members to serve for the remainder of the quadrennium. Committee members shall be in good standing and should be deemed of good character. The committee should reflect racial, ethnic, and gender diversity ¶ 2703.

K. 9. There shall be a North Georgia Loan Guarantee Committee, comprised of two (2) members of the cabinet, the chair and the director of the board of congregational development, two (2) members of the council on finance and administration, one (1) lay and one (1) clergy and two (2) members representing areas of expertise appointed by the bishop in consultation with the chancellor, conference lay leader, executive director of the conference board of church development and the chairperson of the council on finance and administration.

K. 10. There shall be a diaconal committee on investigation as provided by ¶ 2703.2.

K. 11. There shall be an administrative review committee as provided by ¶ 636.
K. 12. There shall be a North Georgia United Methodist housing and homeless council which shall be composed of no more than 36 persons nominated by the conference committee on nominations and elected by the annual conference. Each district shall be represented by no fewer than two members, one of whom shall be a clergy member in that district and one of whom shall be a lay person who shall be a member of one of the churches in the district that they represent. In addition, the following other persons shall be members: a district superintendent designated by the cabinet; a member of the connectional ministries staff designated by the director of connectional ministries; the director of the council, who shall be a non-voting member; representatives of Persons in Poverty and Resettlement.

L. Districts

L. 1. District Conference Membership - The membership of the district conference shall consist of (a) all active and retired clergy and diaconal ministers serving appointments or holding charge conference membership within the district and (b) all local church elected, at-large, and ex-officio, lay members of the annual conference from the district.

L. 2. District Board of Laity – There shall be in each district of the annual conference a district board of laity composed of the district lay leader who shall serve as chair, the associate district lay leaders, the district superintendent, the chair of district connectional ministries or equivalent, the district presidents of United Methodist Women and United Methodist Men, one (1) youth and one (1) young adult named by the youth and young adult groups respectively, the district director of lay speaking and such other persons as the district lay leader and the district superintendent together may select. The district board of laity shall elect annual conference at-large delegates from the districts.

L. 3. Election of District Lay Leader and Lay Leadership – The district lay leader, the district associate lay leaders and the district director of lay speaking shall be elected annually, on nomination of the district nominating committee, after consultation with the district board of laity, by the membership of the district conference at the district orientation meeting before the annual conference session. It is recommended these officers will serve quadrennially and will be elected for their first term at the district orientation meeting immediately preceding the start of the new quadrennium. Replacements for these positions shall be elected at the annual district orientation meeting as needed.
M. Conference Related Agencies

M. 1. There shall be a Georgia United Methodist Foundation, Inc., board of trustees, nominated by the Foundation to be confirmed or denied confirmation by the annual conference.

M. 2. There shall be a Methodist Foundation for Retired Ministers Board of Trustees, nominated in accordance with its Constitution and By-Laws, to be confirmed or denied confirmation by the annual conference.

M. 3. There shall be an Action Ministries, Inc., board of directors, nominated in accordance with its Constitution and By-Laws, to be confirmed or denied confirmation by the annual conference.

M. 4. There shall be an Aldersgate Homes board of directors, nominated in accordance with its Constitution and By-Laws, to be confirmed or denied confirmation by the annual conference.

M. 5. There shall be a United Methodist Children's Home board of trustees, nominated in accordance with its Constitution and By-Laws, to be confirmed or denied confirmation by the annual conference.

M. 6. There shall be a Wesley Woods, Senior Living, Inc., board of trustees, nominated in accordance with its Constitution and By-Laws, to be confirmed or denied confirmation by the annual conference.

M. 7. There shall be a board of North Georgia Camp and Retreat Ministries, nominated in accordance with its Constitution and By-Laws, to be confirmed or denied confirmation by the annual conference. North Georgia Camp and Retreat Ministries, Inc. is the entity through which camping ministry for children and youth shall be carried out. The director of North Georgia Camp and Retreat Ministries is accountable to the conference director of connectional ministries.

N. Joint Ministries of North and South Georgia Conferences

N. 1. There shall be a Georgia United Methodist Commission on Higher Education and Collegiate Ministry. The commission shall have twenty-three (23) voting members, ten (10) elected by the North Georgia Conference and eight (8) elected by the South Georgia Conference. Proposed members shall be nominated by the Committees on Nominations from the two annual conferences after receiving input from the commission regarding possible nominees. Half of the elected members from each annual conference shall be laypersons. The presiding bishop of each annual conference shall designate one district superintendent from that annual conference to be a voting member of the commission. The director of Connectional Ministries of each annual conference
shall designate one staff member from the Office of Connectional Ministries to be a voting member of the commission. The executive director of the commission shall be a voting member of the commission.

Presidents and chaplains (or position equivalent to chaplain) of United Methodist colleges and universities in Georgia, the Dean of Oxford College, and the directors of Wesley Foundations/Fellowships in Georgia shall all be ex officio members of the commission without vote. Members of the Division of Higher Education from the North and South Georgia conferences, if any, shall be ex officio members of the commission without vote.

Leadership positions of the commission shall be held by members from both annual conferences.

N. 2. There shall be a Georgia United Methodist Pastors' School board of managers, composed of persons by virtue of office and at-large members named by the annual conference committee on nominations. The purpose of the Georgia United Methodist Pastors’ School shall be to provide an annual school for continuing education for United Methodist clergy of the North and South Georgia annual conferences, while modeling and promoting a spirit of cooperation and goodwill between the two annual conferences and members thereof. The Georgia Pastors’ School shall be governed by a board of managers composed of 30 clergy from both annual conferences. The members shall be named to the board of managers according to nominating guidelines established by each annual conference. The officers are nominated and elected from the board of managers. The chairperson and dean of the pastors’ school shall rotate between the two annual conferences from quadrennial to quadrennial.

O. United Methodist Related Institutions of Higher Education

O. 1. There shall be boards of trustees of United Methodist related schools, nominated in accordance with their Constitution and By-Laws, to be confirmed or denied confirmation by the annual conference.

O. 2. There shall be boards of directors of Wesley Foundations, nominated in accordance with their Constitution and By-Laws, to be confirmed or denied confirmation by the annual conference.
800.a. Proposed Amendment to Standing Rule B.3.

B. 3. There shall be a committee on daily proceedings journal and handbook composed of ten (10) persons, nominated by the annual conference committee on nominations. The daily proceedings journal and handbook committee is responsible for certifying the written record of the annual conference and reporting to the annual conference on the committee’s review of the material. ; assuring the journal meets disciplinary guidelines; organizing journal sales at the annual conference session; assisting the conference secretary and journal editor in the production of the handbook and journal as needed; assisting in proofreading the handbook and journal as needed before publication; organizing to invite advertising for handbook and journal if/when that is used.

The committee on daily proceedings the handbook and journal works with the editor of the conference journal/conference secretary as needed to ensure compliance with Disciplinary standards in ¶ 606.3. and for clarification of the written record of the annual conference session. to set the standards for the submission of information for the handbook and journal. The committee works with the conference secretary to ensure that the official records of the annual conference shall be kept in accordance with ¶ 606.3.

Rationale: With the change in production to “print on demand,” journals will no longer be sold onsite at annual conference. This reduces the significant amount of staff, editorial and volunteer time required to manage the sales, addresses and publisher coordination. The editorial team is responsible for final editing of the journal in consultation with report authors.

Submitted by Donn Ann Weber, Conference Secretary
All committees, boards, teams, councils, commissions and agencies of the annual conference shall be composed of equal numbers of clergy and lay unless *The Book of Discipline* provides otherwise.

No person shall be eligible for election to membership on the same board, council, team, commission or committee or agency for more than eight (8) consecutive years and after serving eight (8) years may not be later elected to the same board, commission, team, council, committee or agency for more than eight (8) years except as allowed by *The Book of Discipline*, for a lifetime total of sixteen (16) years maximum on the same board, council, team, commission, committee or agency. The Board of Ordained Ministry shall be one of those exempted from this standing rule. Paragraph 635.1 of *The Book of Discipline* states that the membership of the Board of Ordained Ministry shall be as follows: “An elected board member may serve a maximum of three (3) consecutive four (4) year terms.” No person shall be nominated to serve concurrently on more than one (1) quadrennial board, council, team, commission or committee, except as an ex-officio member. However, one (1) exemption may be allowed for those serving on the board of laity, episcopal committee, congregational development, nominations, and the standing committees of the annual conference session (acknowledgments, registration and assistance, journal and handbook, resolutions, and standing rules) and the Board of Ordained Ministry. No district superintendent may be nominated as an elective member of any program agency or team of the conference. Persons nominated shall have agreed in advance to serve if elected.

**Rationale:** Amendment submitted by Dana Everhart, Director of Ministerial Services and Spiritual Formation at the request of Bishop Sue Haupert-Johnson
800.c. Proposed Amendment to Standing Rule D.4.

D. 4. Care of Parsonages - Clergy shall use care to maintain cleanliness and good housekeeping of the parsonages in which they reside. In addition to the annual inspection of the parsonage, Part VI, Chapter Six, Section VI (¶ 2533.4), at a time of change in pastoral appointment, there shall be an inspection of the parsonage by the pastor and the pastor/parish relations committee to determine the condition of the parsonage.

It is the responsibility of the parsonage family to thoroughly clean the parsonage and grounds. It is not the responsibility of the church to clean. A checklist when vacating a parsonage shall include checks for: 1) Windows cleaned inside. 2) Window blinds/shades cleaned. 3) Rugs and carpets vacuumed (shampooed if needed, professionally cleaned if pets or service animals were kept in the parsonage). 4) All hard surface floors cleaned. 5) All appliances cleaned. 6) All cabinets cleaned inside and out. 7) Basement, closets and shelving cleaned. 8) Light bulbs replaced as necessary. 9) Bathrooms thoroughly cleaned, including fixture, tile grout, shower door/curtains, medicine cabinets, walls and floors. 10) Garage, carport and outside buildings swept and left orderly. The lawn shall be left in a well-maintained order. 11) All trash is properly disposed. (It is recommended that the church provide an extra refuse container during move week.) 12) A list of all items needing the attention of the parsonage committee. The checklist when moving into a parsonage shall be used by the incoming pastor to rate items on the move out list as excellent, satisfactory or poor.

Where there has been obvious abuse, replacement and/or repair shall be at the pastor's expense. Any disagreement concerning liability shall be addressed by a mediation committee to determine the ratio of responsibility. The decision of the mediation committee shall be binding on all parties. The mediation committee shall be composed of the district superintendent, a person of the church’s (charge’s) choice, a person of the pastor's choice, and a neutral person selected by the district superintendent.

Responsibilities and additional information regarding parsonages can be found in the report from the Commission on Equitable Compensation in the Guidelines and Reports sections.

Rationale: It has been brought to our attention that it is confusing to have two sets of lists for parsonages. The Commission on Equitable Compensation (CEC) reviews the guidelines for parsonages each year to make certain the content is current and all references to the Book of Discipline are also included in the CEC.
report. In an effort to reduce confusion, we request that either the edits above be made to Standing Rule D.4., or delete Standing Rule D.4. as redundant information.

Submitted by Kathy Lamon, Chair, Commission on Equitable Compensation
800.d. Proposed Amendment to Standing Rule E.3.
Effective 1/1/19 if amended

E.3. District Superintendents’ Financial Support—The support of the district superintendents, including their salaries, pensions, and insurance (subject to the same insurance rules for other clergy), shall be provided by the annual conference, through the conference council on finance and administration. Housing, utilities, office expenses, travel and district work funds shall be provided by the respective districts. Expenses related to cabinet meetings will be funded by the conference budget.

E. 3. District Superintendents' and District Office Financial Support – The Conference apportionments will fund the following expenses: (1) district superintendent salaries, pensions, insurance (subject to the same insurance rules for other clergy), (2) district superintendent business expenses, including all travel and all business expenses; (3) salaries, pensions and insurance for the conference-employed administrative assistants assigned to the district offices (subject to the same rules for other Conference lay staff).

The Districts will be responsible for funding the following expenses, via District Work Fund apportionments and/or other sources: (1) district superintendent housing allowance ($32,749 per annum in 2018-2019) or parsonage and utilities ($5,000 in 2018-2019); (2) district office overhead/support expenses such as rent/mortgage, utilities, property and liability insurance, supplies, equipment rental, etc.; (3) district-specific missional initiatives and programs; (4) district-specific meetings.

See district superintendent (DS) Expenses Reimbursement and administrative assistant assigned to district (AAD) Payroll flowcharts for justification and further discussion.

Rationales for Revisions to Standing Rule E.3:

District Superintendents are employees of the Conference, not the District. Currently, the Standing Rule provides that the DS’s request reimbursement for expenses from two sources:

1. The District Work Fund (DWF), via their Administrative Assistant
2. The Conference Cabinet Fund, via the Conference Treasurer

Both sources are apportioned and paid by the churches. Providing for two sources causes ongoing contention between the Distract Administrative Assistants (DAAs) and the Treasurer’s Office about “who pays for what?” Further, from an oversight and internal control perspective, expecting a DAA to
“approve” an expense report from their superior is not a best practice. Further, amounts budgeted by the DWFs vary, with one district budgeting as much as $19,000 for expenses.

**Recommendation:** Revise Standing Rule E.3. to provide for the Conference apportionment budget to fund all DS business expenses. This would help to facilitate moving to electronic expense reporting using an application such as “Concur” and would be financially facilitated by all districts, removing those amounts from their DWF Budget and increasing the Conference Cabinet Fund by a like amount.

This is a “budget neutral” proposal that improves internal control and simplifies transaction flow. Please refer to “District Superintendent (DS) Expense Reimbursement” flow chart for further analysis.

District Administrative Assistants (DAAs) are employees of the Conference, not the district. Due to their assignment in a district office (DO), it is natural that they might identify more closely with their district, but legally and tax-wise, they are Conference employees.

Currently, the Conference fulfills the payroll for all DAAs. The Conference issues the W-2s for them, using the Conference’s Employer ID Number. The Conference Treasurer’s Office then bills the respective district for the total payroll cost and the district pays the conference from DWF apportionments. Please refer to the flowchart “Administrative Assistant assigned to District (AAD) Payroll” for further analysis of this transaction flow.

**Recommendation:** Revise Standing Rule E.3. to provide for the apportionments to fund DAA payroll be consolidated in the Conference budget and eliminated from the DWF budgets. This would eliminate redundant transactions, reducing the chance of errors. This is a “budget neutral” proposal.
District Superintendent (DS) Expense Reimbursement -
Current and Revised Standing Rule E.3.


District Churches

District Apportionments

District Office

Reimbursement Check Issued

DS Non Cabinet Expenses

Conference Apportionments

Treasurer's Office / Conference Cabinet Fund

Reimbursement Check Issued

DS Cabinet Related Expenses

District Superintendent (DS) Expense Reimbursement - Revised SR  E.3.

District Churches

Conference Apportionments

Conference Checking Account

Treasurer's Office Processes
Expenses and Funds

Funds Disbursed to DS

The North Georgia Conference of the United Methodist Church  January 24, 2018
Administrative Assistant assigned to District (AAD) Payroll

Administrative Assistant assigned to District (AAD) Payroll - Current SR E.3.

District Churches

District Office

Conference Office Payroll

Bill Issued For AAD Payroll

Remittance Issued to Conference for Bill

Funds Disbursed to AADs

Administrative Assistant assigned to District (AAD) Payroll - Revised SR E.3.

District Churches

Conference Apportionments

Conference Checking Account

Payroll Processed and Funded

Funds Disbursed to AADs

The North Georgia Conference of the United Methodist Church

January 24, 2018