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Registeration & Preliminary Report

† **PRE-REGISTRATION IS BEING HANDLED ONLINE**

~ Go to the Conference website www.ctcumc.org; click on the Annual Conference Registration page and follow the instructions to begin your registration.

~ **Voting members of Annual Conference & Alternates** – clergy with full or limited voting rights, lay members of the conference and their alternates who have been elected by their church’s charge conference or district conference, and/or those who are voting members by virtue of their conference-level office – **need to register**.

~ When you arrive at conference your name tag and information will be at your assigned seat.

† **LATE REGISTRATION**

~ Clergy and Lay members not preregistered must register **SUNDAY AFTERNOON**, June 9th from 3:00-5:00 p.m.

~ Please proceed to the Main Lobby just outside of the exhibit hall and look for your district table. This process will close promptly at 5:30 so that all can attend the opening worship service.

~ Anyone not registered by this deadline will need to see their District Administrator on Monday morning to register

† **PRELIMINARY REPORT**

The preliminary report is available on-line. Each member of the annual conference is responsible for downloading and printing their report. Many of the items that will be voted on will be lifted up at the District Conferences for discussion and information. Please make every effort to attend your District Conference and talk with others from your church or district as a way to better educate yourself to the matters of the Central Texas Annual Conference

† **HOTEL INFORMATION**

Please note that **hotel reservations need to be made independently of registration.** If you need to **reserve a hotel room** in the Arlington area, we have contracted with the following hotel:

**Sheraton Arlington**
1500 Convention Center Drive
Arlington, Texas 76011
(817) 261-8200

Please be sure to identify yourself with the Central Texas Conference of the United Methodist Church. Please visit www.ctcumc.org for complete booking information

† **ATTIRE**

**Please note for your comfort. It is recommended that you dress in layers as the temperature in the meeting rooms may vary.**
‡ 2019 DISTRICT CONFERENCES

~ CENTRAL 4:00 p.m. Sunday, May 19th  Austin Avenue UMC
~ EAST 3:00 p.m. Sunday, May 19th  Mansfield FUMC
~ NORTH 6:30 p.m. Thursday, May 23rd  FUMC Weatherford
~ SOUTH 6:00 p.m. Thursday, May 30th  Salado UMC
~ WEST 4:00 p.m. Sunday, May 19th  Oakdale UMC

‡ ANNUAL CONFERENCE TELLERS

~ Head Teller: Matt Bailey

~ CENTRAL  Clergy: Robert Barnett; Mary Gean Cope; Lori Cotton; Steve Moss
                   Joe Chamness (Alt.)
                   Lay: Maureen Barnett; Chong Ketcham; Larry Ketcham; Brenda Speer
                         Kaye Swain (Alt.)
~ EAST  Clergy: Brenda Beaver; 3-TBD
                   Lay: Ken Costlow; 3-TBD
~ NORTH  Clergy: Margaret Fields; Nick Hamilton; Nick Scott; 1-TBD
                   Lay: Elaine Anderson; Christine Coleman; 2-TBD
~ SOUTH  Clergy: David Johnson; Pat McCain; Darren Walker; Patricia Warden
                   Lay: Joshua Atkinson; Aurora Cepeda; Vera Moffitt; 1-TBD
~ WEST  Clergy: Michael Cyr; Billy Murphey; Joey Wilbourn; -TBD
                   Lay: Jeff Mills; 3-TBD

‡ ANNUAL CONFERENCE RECORDERS

~ Maddie Pittman, Waco, FUMC
~ Frances Rose, Clifton FUMC
~ Jan White, Cleburne FUMC

‡ ANNUAL CONFERENCE PAGE

~ Mikayla Warthen
ANNUAL CONFERENCE OFFERING

This February, Mooreville United Methodist Church lost its 108-year-old sanctuary to a fire. While the cause of the fire is unknown, what has been determined clearly is the resolve of the congregation at Mooreville to remain focused on our mission of making disciples of Jesus Christ for the transformation of the world. It would have been easy to lose focus and neglect important ministries, but such is not the case. The day after the fire, Mooreville UMC continued its weekly food ministry in the community. In an interview with local news outlets last February, Pastor Dennis Rejcek, Mooreville UMC, said, “We will focus on hope, and emphasize the fact that we will move on and build again. We are not going to let this stop our ministry.” It has been and continues to be encouraging to see many Central Texas Conference local churches, as well as others outside of our conference, reach out to Mooreville UMC to assist in various ways. The generosity of so many is inspiring.

This year’s Annual Conference offering will go to support Mooreville UMC’s efforts to rebuild for the glory of God and the mission of making disciples of Jesus Christ. Thank you to those who have already given to this effort and for those who will do so through this offering. Your gifts are greatly appreciated!

ELECTRONIC GIVING AT ANNUAL CONFERENCE

You can use your phone to donate to the conference offering. Just follow these steps:

1. Text a dollar amount ($5.00 minimum) to 817/968-1624.
2. You will receive an automated response. Click on the link, which will open a web browser.
3. Enter your name, contact information. Then click the “process” button below the fields.
4. You will receive a receipt via text and email.

SACRED SPACE FOR PRAYER & REFLECTION

A prayer room is open and available for use while conference is in session. It will be located at the Sheraton Hotel in the “Super Bowl II” room, which is located on the 2nd floor at the end of the hall.

OPENING WORSHIP SERVICE

Opening worship service will be on Sunday evening in the Hurst First UMC sanctuary.

JOINT CLERGY & LAY MEMORIAL SERVICE

This service will be held on Monday in the Main Hall at the convention center.

COKESBURY BOOKSTORE

Cokesbury Resource Center will be located in Exhibit Hall #2.
UMW Reception Honoring 150 Years of Ministry

This year, the UMW will be hosting a reception instead of their luncheon. The reception is Sunday afternoon, June 9 from 4:30 – 6:30 pm at Hurst FUMC in the Fellowship Hall and ALL are invited to join in this celebration of 150 years of Faith, Hope, and Love in Action on behalf of women, children, and youth. The cost is $10 per person.

To register, visit https://ctcumw.org/ctc_umw_annual_conference_reception_6148. The deadline for registration is June 2. You may order as many as 10 tickets under one name. (Paper tickets will not be issued.)

A buffet of appetizer style entrées of fruit, cheese, vegies, desserts and beverages will be served. Childcare is available, but those needing it will need to register online with Hurst FUMC as well. The link is on the registration form.

Parking

Free Parking is available in the lot to the west of the Arlington Convention Center. Handicapped spaces are located to the south of the ACC, closer to the main entrance.

Display Tables

Many ministries will have displays for you to enjoy during the conference (please see page 35 for a list available at press time). They will be located in Exhibit Hall #2. Please visit the display area for information and resources to help your church fulfill its mission to make disciples of Jesus Christ for the transformation of the world. In addition, conference staff will have special information and resources at their tables to help energize and equip you as well.

Quest Screening

HealthFlex participants can make an appointment to have their free Quest Diagnostics Blueprint for Wellness® screening done at Annual Conference. Please note that fasting is highly recommended prior to screening for the most accurate results. The screenings will be located at the Sheraton Hotel Arlington, 2nd floor, in the World Series I & II, on Tuesday, June 11th from 8:00a-11:00a. Pre-registration is required. To pre-register for an appointment on-line, login to HealthFlex/WebMD at www.webmdhealth.com/gbophb and select Quest Diagnostics Blueprint for Wellness®. Or, to pre-register by phone, call 1-855-623-9355 and use Employer Group: HealthFlex or United Methodist Church. Pre-registration deadline for the Annual Conference screening event is midnight on May 28, 2019. We may not be able to accommodate walk-ins, so if you plan to do your screening at Annual Conference, please pre-register now to avoid being turned away.

Breakfast, Snacks & Beverages

We are pleased to be able to offer for your convenience a concession stand. It is located just to the left of the doors departing from the main Exhibit Hall. They will offer breakfast, snacks, lunch, and drinks during the day from 7:00 am to 4:00 pm.
† **LOST & FOUND**

Have you lost something? Did you find something? If either case pertains, please go to the Service Center table located right outside the main Exhibit Hall. Maybe what you lost has been found and what you found will be claimed by the owner or find a CTCSC staff member.

† **WI-FI IS AVAILABLE**

Wi-Fi is available in the Arlington Convention Center Exhibit Hall during Annual Conference. The login is ACC WIFI, there is no password needed.

† **PLEASE SILENCE YOUR CELL PHONE DURING CONFERENCE**

Please be courteous and put your cell phone or other device on *vibrate* only or turn them off during A.C. business sessions and worship services. *Thank you* for your courtesy.

† **DIGITAL COPIES OF PRELIMINARY REPORT & WORSHIP GUIDE AVAILABLE AT CTCUMC.ORG/AC19**

The 2019 Central Texas Annual Conference Preliminary Report & Worship Guide are available digitally as a PDF. You may access and/or download these Annual Conference reports from your computer or mobile device (phone, tablet, e-reader, etc.) and refer to them throughout AC2019 without having to print a hard copy. Download them at www.ctcumc.org/AC19. If you do choose to print a hard copy, we suggest waiting until a day or two before conference begins in case last minute changes are necessary. If you need technical assistance in accessing or downloading either the Preliminary Report or the Worship Guide, please email calvin@ctcumc.org.

† **ANNUAL CONFERENCE SERVICE CENTER**

There will be an AC Service Center table staffed during conference hours for your convenience located in the “Main Lobby” of the ACC.

† **2019 CONFERENCE JOURNAL**

The 2019 Central Texas Conference Journal will be available for distribution in the fall of 2019. The process for distributing the conference journal for 2019 will be as follows:

- Free digital copies will be available for download at [https://www.ctcumc.org/2019coferencejournal](https://www.ctcumc.org/2019coferencejournal).
- Printed copies will be available for purchase from a third-party provider. Instructions will be provided at the website listed above.
- Upon request, retired clergy (elders, deacons, associate members, and local pastors) are eligible for one complimentary printed copy (requests can be made by contacting Mavis Howell at MavisHowell@ctcumc.org).

**Please note for your comfort,** *It is recommended that you dress in layers as the temperature in the meeting rooms may vary.*
SHERATON HOTEL MEETING SPACE CHART

2nd Floor

1st Floor

World Cup
Stanley Cup

Plaza on the Hill
Pond
Yachts Club
Pool

Hall of Fame

Champion’s Ballroom
Pre-Function

Masters Board Room
Wimbledon
Indy 500

World Series
Triple Crown
Super Bowl
CONFERENCE SEATING CHART IN THE MAIN EXHIBIT HALL OF THE ARLINGTON CONVENTION CENTER

Seating:

Section 1: West District
Section 3: Central & NCS Districts
Section 5: South District

Section 2: North District
Section 4: East District
SUNDAY, 9 - JUNE-2019

4:30-6:30 pm United Methodist Women Reception – Please register and pay online at ctcumw.org/$10 per person  
Fellowship Hall, Hurst First UMC, 521 W. Pipeline Rd, Hurst, 76053  
Light Refreshments will be served. The program will highlight the 150th Anniversary of UMW.  
(This reception is in lieu of a luncheon)

5:00 pm Project Transformation Intern Dinner – Please R.S.V.P. by 1-June-2019  
City Point UMC  
Contact: Chelsea Jones, chelseajones@ctcumc.org

MONDAY, 10 - JUNE-2019

7:00 am Texas Wesleyan University Alumni Breakfast – Please R.S.V.P. by 3-June-2019  
Yacht Club Room – Sheraton Hotel  
Contact: Christian Garcia, 817/531-7523 or cdgarcia487@txwes.edu

12:00 pm Austin Presbyterian Theological Seminary Alumni Lunch  
Super Bowl #1 – Sheraton Hotel  
No charge, but you MUST R.S.V.P. to Selina Aguirre, 512/404-4809 or saguirre@austinseminary.edu.

12:00 pm Educational Opportunities Tour Luncheon – MUST R.S.V.P. by 5:00pm 30-May-2019  
Yacht Club Room – Sheraton Hotel  
Educational Opportunities Tours Luncheon - Join Paula King and Scott Youngblood to get information about leading a group to join Bishop Lowry and the Central Texas Conference for a pilgrimage to the Holy Land, January 20-29, 2020, or any of EO's other Christian Travel Programs. R.S.V.P. to Paula King @ pking@travelwithus.com or 863/660-3953

12:00 pm Perkins Alumni & Student Lunch – BY RESERVATION ONLY – Please R.S.V.P. by 31-May-2019;  
Humperdinck’s Restaurant, 700 Six Flags Drive, Arlington;  
Contact: Marilyn Jones (revmarilynj@gmail.com). Perkins alumni & students, please send your check payable to Couts UMC, Attn. Marilyn Jones, 802 N. Elm St., Weatherford, TX 76086 (Perkins Lunch in memo line. $20.00 for alumni and $15.00 for current students.

TUESDAY, 11 - JUNE-2019

7:00 am Order of Deacons Breakfast – Please R.S.V.P. by 3-June-2019  
Yacht Club Room – Sheraton Hotel  
Contact: Kay Lancaster 817/274-2571 or klancaster@arlingtonmethodist.org

12:00 pm Youth, Young Adult & Campus Ministry Gathering – R.S.V.P. not required but appreciated.  
UTA Wesley, 311 UTA Blvd., Arlington TX 76010  
Questions or R.S.V.P. to Claire Condrey or Paul Massingill @817/877-5222 or clairecondrey@ctcumc.org or paulmassingill@ctcumc.org

WEDNESDAY, 12 - JUNE-2019

12:00 pm Board of Pensions Luncheon – BY INVITATION AND RESERVATION ONLY  
Hall of Fame Room – Sheraton Hotel  
Contact: Shawn-Marie Riley, 817/877-5222 or shawn-marie@ctcumc.org
2019 CENTRAL TEXAS ANNUAL CONFERENCE

Worship Services – Hurst First UMC

Business Sessions – Arlington Convention Center

Bishop Mike Lowry, Presiding
Bishop Janice Huie, Conference Preacher
Dr. David Watson, Conference Teacher
Dr. Clifton Howard, Conference Secretary
David Morgan, Parliamentarian
Wilson Woods, Conference Chancellor
Rev. Chris Mesa, Quadrennial Annual Conference Worship Chair
Dr. Randy Wild, Host, Interim East District Superintendent

Anticipate business sessions of annual conference ending Wednesday, June 12, at 4:30 p.m.

Arlington Convention Center
1200 Ballpark Way
Arlington, TX 76011

Hurst First UMC
521 W. Pipeline Road
Hurst, TX 76053

SUNDAY, JUNE 9, 2019

“Energizing and Equipping Local Churches to Make Disciples of Jesus Christ for the Transformation of the World”

9:00 am-3:00 pm Laity Summit, Texas Hall at UTA Mike Ford
4:30-6:30 pm UMW Reception, Fellowship Hall, Hurst FUMC Lynne Grandstaff
(This reception is in lieu of a luncheon)
5:00 pm Board of Ordained Ministry Executive Committee Chris Hayes
5:00-6:30 pm Project Transformation Intern Dinner, City Point UMC Chelsea Jones
7:00 pm Pre-worship Music/Opening worship, FUMC Hurst Bishop Janice Huie

**Please note for your comfort, it is recommended that you dress in layers as the temperature in the meeting rooms may vary.**
MONDAY, JUNE 10, 2019

“Energizing and Equipping Local Churches to Make Disciples of Jesus Christ for the Transformation of the World”

Doors open at 7:00 am
Display Tables 8:00 am – 5:30 pm, Exhibit Hall #2
Cokesbury Resource Center 8:00 am – 5:30 pm, Exhibit Hall #2
Sacred Space – A Place for Prayer & Reflection, Super Bowl II, Sheraton Hotel
(open & available daily to all)

7:00 am Texas Wesleyan University Alumni Breakfast
Yacht Club Room – Sheraton Hotel

Scott Cannon

BUSINESS SESSION 1

Monday Morning
Main Exhibit Hall

8:30 am Clergy Executive Session
Champions – Sheraton Hotel
Bishop Mike Lowry

Fellowship of Local Pastors Session
Hall of Fame – Sheraton Hotel
Mike Kerzee

Laity Session – Main Exhibit Hall
Mike Ford

10:00 am Annual Conference Called to Order, Main Exhibit Hall
Bishop Mike Lowry

Welcome on Behalf of the East District
Randy Wild/Philip Rhodes

Organization of the Conference, Registration & Agenda
Clifton Howard

Consent Calendar reports (page 21 & 22)
(For full explanation, please see the “Consent Agenda” section Immediately following this agenda)

Items to “Lay on the Table” Overnight
(Sponsored & unsponsored petitions, resolutions and nominations)

CFA – Introduction of 2020 Budget (page 72)
Gary Sult

Conference Nominations & Leadership Development
Clifton Howard

*Corrections to spelling, contact information or titles may be emailed to the Conference Secretary, Dr. Clifton Howard, cliftonhoward@ctcumc.org at any time.

10:35 am Laity Address
Mike Ford

10:50 am GC/JC Delegate Voting

11:55 am Announcements
Clifton Howard

12:00-1:45 pm Lunch

12:00-1:45 pm Educational Opportunities (EO) Tour host Luncheon
Yacht Club Room – Sheraton Hotel
Paula King
12:00-1:45 pm  Austin Presbyterian Theological Seminary Lunch  
*Super Bowl #1 – Sheraton Hotel*  
Gary Matthews

12:00-1:45 pm  Perkins Alumni Luncheon  
*Humperdinck’s Restaurant, 700 Six Flags Drive, Arlington*  
Marilyn Jones

**BUSINESS SESSION 2**

Monday Afternoon  
Main Exhibit Hall

1:45 pm  Gathering Music, Singing & Prayer  
Kissa Vaughn

1:50 pm  Introduction of Mrs. Jolynn Lowry

2:00 pm  Memorial Service  
Bishop Janice Huie

2:45 pm  Break

3:00 pm  Teaching Session #1  
Dr. David Watson

4:00 pm  Awards: Celebrating the WIG  
Jeff Roper

4:10 pm  GC/JC Delegate Voting

5:50 pm  Announcements  
Clifton Howard

6:00 pm  Q & A – 2020 Annual Conference Budget, (page 72)  
Gary Sult & Jeff Roper
  *Main Exhibit Hall*

7:30 pm  GC/JC Delegate Voting (if needed)

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**TUESDAY, JUNE 11, 2019**

“Energizing and Equipping Local Churches to Make Disciples of Jesus Christ for the Transformation of the World”

Doors open at 7:00 am

Display Tables 8:00 am – 5:30 pm, *Exhibit Hall #2*

Cokesbury Resource Center 8:00 am – 5:30 pm, *Exhibit Hall #2*

HealthFlex Screenings, 8:00-11:00 am, *World Series I&II, Sheraton Hotel*

Sacred Space – A Place for Prayer & Reflection, *Super Bowl II, Sheraton Hotel*  
(open & available daily to all)

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**BUSINESS SESSION 3**

Tuesday Morning  
Main Exhibit Hall

8:30 am  Gathering Music & Prayer  
Ramiro Rodriguez
8:40 am Episcopal Address
Bishop Mike Lowry
9:10 am Core Team (page 36)
Clifton Howard
9:25 am United Methodist Publishing House
Debbie Geiger
9:35 am Teaching Session #2
Dr. David Watson
10:40 am Break

11:00 am Cabinet & Center Reports (page 37, 44, 58)
Leah Hidde-Gregory/Mike Ramsdell/Jeff Roper
11:35 am Awards: Celebrating the WIG
Jeff Roper
11:50 am Announcements
Clifton Howard
12:00-1:45 pm Lunch
12:00-1:45 pm Youth, Young Adult & Campus Ministry Gathering
UTA Wesley, 311 UTA Blvd., Arlington, TX
Claire Condrey & Paul Massingill

BUSINESS SESSION 4
Tuesday Afternoon
Main Exhibit Hall

1:45 pm Gathering Music & Prayer
Jo Lynn Davis
1:50 pm Board of Ordained Ministry (page 60)
Chris Hayes
3:10 pm Retirement Service
4:20 pm Break
4:40 pm Celebrating Leadership
Paul Massingill
4:55 pm Announcements/Adjourn
Clifton Howard
5:00-6:00 pm Rehearsal for Commissioning & Ordination Service
Hurst First UMC, Sanctuary
6:00-7:00 pm Light Meal Provided
(for new retirees; Ordinands, [elders & deacons]; New provisional members; spouses; and Cabinet – Hurst First UMC, Sanctuary
6:30-7:00 pm Gathering, Robing & Photos Taken for Journal
(for Bishop; Cabinet; new retirees; Ordinands [elders & deacons]; and new provisional members) – Hurst First UMC
7:00-7:30 pm Music for Gathering
Hurst First UMC
7:30-9:00 pm Celebration of Christian Worship, Ordination Service
Bishop Mike Lowry
Hurst First UMC, Sanctuary
9:00 pm Reception for Ordinands
Hurst First UMC

**Please note for your comfort, it is recommended that you dress in layers as the temperature in the meeting rooms may vary.
Those Approved by the Board of Ordained Ministry for Ordination
Dara Austin, Joy Dister-Dominguez, Margret Fields, Jarrod Johnston, Eddie Kahler, Katie Lewis, Lance Marshall, Stephanie “Evey” McKellar, Tommy Prud’homme, Tina Schramme, Nick Scott, Zach Stiefel

Those Approved by the Board of Ordained Ministry for Commissioning
Kevin Anderson, Johnny Brower, Marianne Brown-Trigg, Gene Bryson, Ethan Gregory, Nick Hamilton, Sam Robbins, Kristin Warthen

Those Approved by the Board of Ordained Ministry for Associate Membership
Denise Bell-Blakely, Jim Senkel

WEDNESDAY, JUNE 12, 2019

"Energizing and Equipping Local Churches to Make Disciples of Jesus Christ for the Transformation of the World"

Doors open at 7:00 am
Display Tables 8:00 am – 5:30 pm, Exhibit Hall #2
Cokesbury Resource Center 8:00 am – 5:30 pm, Exhibit Hall #2
Sacred Space – A Place for Prayer & Reflection, Super Bowl II, Sheraton Hotel
(open & available daily to all)

BUSINESS SESSION 5

Wednesday Morning
Main Exhibit Hall

8:30 am Gathering Music & Prayer
8:40 am Youth Address
9:00 am Awards: Celebrating the WIG
9:10 am Delegation Report
9:30 am Board of Pension & Health Benefit (page 86)
9:40 am Committee on Nominations & Leadership Development
9:50 am Texas Methodist Foundation (page 118)
10:00 am Adoption of Consent Agenda (page 22)
10:10 am CTC Trustees (page 108)
10:20 am Adoption of CF&A: 2020 Budget (page 72)
10:30 Awards: Celebrating the WIG
10:45 am Break
11:05 am Resolutions
11:40 am  UMW: Celebrating 150 Years  Lynne Grandstaff/Darlene Alfred
11:55  Announcements  Clifton Howard
Noon  Lunch
12:05-1:45 pm  Board of Pension Luncheon  Shawn-Marie Riley
   Hall of Fame – Sheraton Hotel

**BUSINESS SESSION 6**
Wednesday Afternoon
Main Exhibit Hall

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<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Presenter</th>
</tr>
</thead>
<tbody>
<tr>
<td>2:00 pm</td>
<td>Gathering Music &amp; Prayer</td>
<td>Tynna Dixon</td>
</tr>
<tr>
<td>2:10 pm</td>
<td>Recognition of East District, FUMC Hurst &amp;</td>
<td>Clifton Howard</td>
</tr>
<tr>
<td></td>
<td>District Administrators, CTCSC Staff</td>
<td></td>
</tr>
<tr>
<td>2:25 pm</td>
<td>Awards: Celebrating the WIG</td>
<td>Jeff Roper</td>
</tr>
<tr>
<td>2:45-3:00 pm</td>
<td>Break</td>
<td></td>
</tr>
<tr>
<td>3:00 pm</td>
<td>Setting of Appointments &amp; Sending Forth Service</td>
<td>Bishop Mike Lowry</td>
</tr>
<tr>
<td>3:40 pm</td>
<td>Announcements &amp; Adjournment</td>
<td></td>
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**Please note for your comfort,** it is recommended that you dress in layers as the temperature in the meeting rooms may vary.
The consent agenda is a component of our Annual Conference agenda that enables us to group items, reports and resolutions under one umbrella. A consent agenda, as the name implies, refers to the general agreement that certain item(s) are voted on, without questions or discussion, as a package. It differentiates between matters not needing explanation and more complex issues needing examination. It is not that the matters are not important, nor that they don’t need to be approved by the body, it is just that they are not controversial and so there is no need for discussion before taking a vote. In fact, many of those that appear on our consent agenda year after year have no change whatsoever or a minor word(s) change for clarification. The main purpose of a consent agenda is to liberate our business sessions from administrative details, repetitious discussions, and help keep our focus on celebrating, worshipping, teaching, learning and strategic issues.

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

1. Not have financial implications that have not already been included in the new budget, and;

To remove one specific item from the consent agenda, the request must meet the following criteria:

1. A completed request form signed by five (5) voting members of the Annual Conference proposing the specific item be removed, and;
2. The request may only relate to the specific item indicated, and;
3. The request must be submitted to the Conference Secretary by 11:00 am on Tuesday.
**Indicated exceptions to the Consent agenda. These items will be voted on during the report time of each board, agency, committee or entity.**

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<td>ROBERTS CENTER FOR LEADERSHIP &amp; ADMINISTRATION</td>
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<td>COUNCIL ON FINANCE &amp; ADMINISTRATION</td>
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<td><strong>2020 Budget page 72</strong></td>
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<td>COMMISSION ON EQUITABLE COMPENSATION &amp; CLERGY BENEFITS</td>
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<td>BOARD OF PENSION &amp; HEALTH BENEFITS</td>
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<td><strong>Report 9 Conference Active Group Health Insurance Program (DC) page 98</strong></td>
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<td>BOARD OF TRUSTEES</td>
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<td>Discontinuance of Handley UMC</td>
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<tr>
<td>Discontinuance of First UMC, Rogers</td>
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<th>Annual Conference Organization &amp; Administration</th>
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BISHOP J. MICHAEL (MIKE) LOWRY  
FORT WORTH, TX

Bishop J. Michael (Mike) Lowry is the resident bishop of the Central Texas Conference of The United Methodist Church/Fort Worth Episcopal Area, where he is the spiritual leader for about 148,000 United Methodists in 280 congregations and developing faith communities.

At the time of his election and consecration as bishop in July 2008, he was serving as executive director of New Church Development and Transformation in the Southwest Texas Conference in San Antonio, Texas. Prior to that, he was senior pastor at University United Methodist Church, a 5,800-member congregation in San Antonio that grew from 4,800 to 5,700 members during his tenure. His previous appointments include United Methodist Churches in Austin, Corpus Christi, Harlingen and Kerrville and, while a student, serving Plymouth Park in Irving, Texas. Churches under his leadership have received a number of awards and recognitions including Habitat for Humanity, the President’s Award from Huston-Tillotson College, the Churchmanship Award from San Antonio Community of Churches, and the Arthur Moore Evangelism Award three times. Bishop Lowry is a regular blogger, “This Focused Center,” and his “Generous Living” sermon was published in Best Stewardship Sermons of 2005. He has been awarded the B’nai B’rith Award in Social Ethics by Perkins School of Theology and the Harry Denman Evangelism Award by the Foundation for Evangelism (2015). In 2014, he contributed the chapter entitled “Order” in Finding Our Way: Love and Law in The United Methodist Church (Abingdon Press, edited by Rueben P. Job and Neil M. Alexander).

A 1972 graduate of Earlham College in Richmond, Indiana, Bishop Lowry earned his Master of Theology from Perkins (at SMU) and his Doctor of Ministry from Austin Presbyterian Theological Seminary. He and his wife Jolynn have a son Nathan & daughter-in-law Abigail and grandson Simon; daughter Sarah & son-in-law Steven and grandchildren Grace and Sam. Family time over the years has included trekking in the national parks, an adventure they still enjoy as time and schedules permit.
Bishop Janice Riggle Huie is a retired Bishop of The United Methodist Church. She is a former president of the Council of Bishops.

She serves with the Texas Methodist Foundation in the area of Leadership Formation, following twenty years as a bishop of the United Methodist Church. Previously, she served as bishop of the Texas Annual Conference and the Arkansas Conference.

During her tenure in the Texas Annual Conference, she adopted a bold new missional strategy aimed at making disciples of Jesus Christ for the transformation of the world with primary priorities of: Congregational Excellence (new church starts and re-vitalization of existing congregations), Clergy Excellence (recruiting gifted young pastors and supporting and training current pastors) and a Re-aligned Missional Structure.

During her tenure in Arkansas, the former Little Rock Conference and North Arkansas united to form one Arkansas Conference, with a focus on making disciples of Jesus Christ for the transformation of the world. Bishop Huie served as president of the General Board of Higher Education & Ministry from 2000-2004, president of the Council of Bishops from May 2006 through May 2008, president of the UMCOR Board of Directors 2008-2012, and president of the South-Central Jurisdiction College of Bishops in 1998 & 2013.

After graduating with honors from the University of Texas in Austin in 1969, Bishop Huie went to Perkins School of Theology at Southern Methodist University in Dallas, earning a Master of Theology. In 1989 she was awarded a Doctor of Ministry degree from Candler School of Theology at Emory University in Atlanta.

Janice Riggle Huie and her husband Bob were married in 1970. Bob is a retired United Methodist pastoral counselor. Their younger son, David, died in an accident when he was thirteen. Their older son Matthew is married to Shambryn Wilson Huie and they have three children: Abigail Reagan Huie, David Riley Huie and Zachary Park Huie.
Dr. David Watson
Dayton, OH

Dr. David F. Watson serves as Academic Dean and Professor of New Testament at United Theological Seminary in Dayton, Ohio. He holds a PhD from Southern Methodist University and is an ordained elder in the West Ohio Conference of the United Methodist Church.

He is married to the lovely Harriet Watson, and they have two sons, Luke and Sean. Luke is a basketball player and the best big brother in the world. Sean really loves the Incredible Hulk and he completely idolizes his big brother. Shortly after Sean was born, they found out he has Down Syndrome. Since then, they’ve been on an incredible learning curve that has taught them much about parenting, grace, family, and God.

While serving as Dean takes most of his professional time, he still finds time to write. His first book, *Honor Among Christians: The Cultural Key to the Messianic Secret*, is an examination of the passages in the Gospel of Mark in which Jesus tries to suppress knowledge of his deeds or identity. He examines these passages by viewing them through the lens of honor and shame, core values of the ancient Mediterranean world.

His second book is a volume that he co-edited with Joel B. Green called *Wesley, Wesleyans, and Reading Bible as Scripture*. It includes essays by many very fine scholars on the ways in which John Wesley read the Bible theologically, and the ways in which Wesleyans today can interpret the Bible in dialogue with their own theological and doctrinal commitments.

Shortly thereafter, he co-wrote a book with William J. (Billy) Abraham called *Key United Methodist Beliefs*. This book is basically a Wesleyan catechesis. It’s written for laypeople to help them learn more about the core beliefs that we Wesleyans have long held dear. The format of the work makes it well suited for small-group studies.

In September 2017, Seedbed published his new book, *Scripture and the Life of God: Why the Bible Matters Today More Than Ever*. It is written for laity and pastors to help them derive more from the reading of Scripture.

He loves working at United and states that he has great colleagues and great students, but most of all he has a great mission: to train dynamic leaders for the ministry of Jesus Christ and the renewal of the Church. If you want to find out more about United, visit www.united.edu.
VOTING IN THE ANNUAL CONFERENCE TAKES PLACE WITHIN THE BAR OF THE CONFERENCE

- **Lay Members** of the Annual Conference shall participate in all deliberations and vote upon all measures except on the granting or validation of license, ordination, reception into full conference membership, or any question concerning the character and official conduct of ordained clergy, except those who are lay members of the Board of Ordained Ministry. ¶ 602.6

- **Alternate Lay Members** have all the privileges of the Lay Member only when the Lay Member is absent, and s/he is officially seated in the conference in his/her place. ¶ 602.7

- **Diocesan Ministers** are Lay Members of the Annual Conference (¶ 602.2, 6) and shall participate in all deliberations and vote upon all measures except on the granting or validation of license, ordination, reception into full conference membership, or any question concerning the character and official conduct of clergy.

- **Elders and Deacons in Full Connection** shall have the right to vote on all matters in the Annual Conference except in the election of lay delegates to the General and Jurisdictional Conferences and shall have sole responsibility for all matters of ordination, character and conference relations of clergy. ¶ 602.1 (a)

- **Provisional Clergy Members** shall have the right to vote in the Annual Conference on all matters except constitutional amendments, election of clergy delegates to the General and Jurisdictional Conferences, and matters of ordination, character, and conference relations of clergy. Provisional clergy members who have completed all of their educational requirements may vote to elect clergy delegates to General and jurisdictional. ¶ 602.1 (b)

- **Associate Members** shall have the right to vote in the Annual Conference on all matters except constitutional amendments and all matters of ordination, character, and conference relations of clergy. When associate members are members of the conference Board of Ordained Ministry, they have the right to vote at clergy session on matters of ordination, character, and conference relations of clergy. ¶ 602.1 (c), 635.1. In addition, Associate Members have the right to vote on the election of clergy delegates to general and jurisdictional conference. ¶ 35.

- **Affiliate Members** shall have the right to vote in the Annual Conference on all matters except constitutional amendments, election of clergy delegates to the General and Jurisdictional Conferences, and all matters of ordination, character, and conference relations of clergy. ¶ 602.1 (c)

- **Full-time and Part-Time Pastors Under Appointment** shall have the right to vote in the Annual Conference on all matters except constitutional amendments, election of delegates to General and Jurisdictional Conferences and matters of ordination, character, and conference relations of clergy. Local pastors who have completed course of study or an M.Div. 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. Student Local Pastors under appointment have voice without vote. ¶ 602.1 (d)

- **Clergy Appointed Under ¶ 346.1 (Ordained Ministers from Other Annual Conferences and Other Methodist Denominations** may be granted voice but not vote in the Annual Conference to which they are appointed.

- **Clergy Appointed Under ¶ 346.2 (Ministers from Other Denominations** are seated in the Annual Conference without vote, unless they have been "accorded all the rights and privileges of associate membership in the Annual Conference."
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BADGE COLORS
AS THEY RELATE TO VOTING

**BLUE BADGES:** Clergy Designations: FD; FE; RD; RE

- **Clergy members** in full connection who are entitled to vote on all matters except for the election of lay delegates to the General and Jurisdictional Conferences. ¶35, ¶602.1 (a)

**PINK BADGES (Vote for Clergy Delegates):** Clergy Designations: AM; FL; PD; PE; PL; RA

- **Provisional clergy members** who have completed all of their educational requirements are entitled to vote to elect clergy delegates to General and jurisdictional conferences. In addition, they shall have the right to vote on all matters except constitutional amendments, and all matters of ordination, character, and conference relations of clergy. ¶35, ¶602.1 (b)

- **Associate clergy members** are entitled to vote to elect clergy delegates to General and Jurisdictional Conferences. In addition, they shall have the right to vote on all matters except constitutional amendments, matters of ordination, character, and conference relations of clergy. When associate members are members of the conference Board of Ordained Ministry, they have the right to vote at clergy session on matters of ordination, character, and conference relations of clergy. ¶35, ¶602.1 (c), ¶635.1

- **Full-time and part-time local pastors** who have completed course of study or an M.Div. degree and have served a minimum of two consecutive years under appointment before the election are entitled to vote to elect clergy delegates to General and jurisdictional. In addition, they shall have the right to vote on all matters except constitutional amendments, and matters of ordination, character, and conference relations of clergy. When local pastors are members of the Conference Board of Ordained Ministry, they have the right to vote at clergy session on matters of ordination, character, and conference relations of clergy. ¶35, ¶635.1

**ORANGE BADGES (Do Not Vote for Clergy Delegates):** Clergy Designations: AF; FL; OF; PD; PE; PL

- **Provisional clergy members** who have not completed all their educational requirements shall have the right to vote on all matters except constitutional amendments, election of clergy delegates to the General and jurisdictional or central conferences and matters of ordination, character, and conference relations of clergy. ¶35, ¶327.2

- **Affiliate clergy members and those from other Denominations appointed under** ¶346.2 shall have the right to vote on all matters except constitutional amendments, election of clergy delegates to the General, jurisdictional and central conferences, and matters of ordination, character, and conference relations of clergy. ¶602.1 (c)

- **Full-time and part-time local pastors** who have not completed course of study or an M.Div. degree or have not served a minimum of two consecutive years under appointment shall have the right to vote on all matters except constitutional amendments, election of delegates to the General and jurisdictional or central conferences and matters of ordination, character, and conference relations of clergy. When local pastors are members of the Conference Board of Ordained Ministry, they have the right to vote at clergy session on matters of ordination, character, and conference relations of clergy ¶635.1.
BADGE COLORS
AS THEY RELATE TO VOTING
(Continued)

**Green Badges:**

~ Lay members who are entitled to vote unless the matter pertains to the clergy, such as ordination; reception into full membership or election of clergy delegates. ¶36, ¶602.6

**Yellow Badges:** Clergy Designations: DM; DR

~ Diaconal ministers who are entitled to vote unless the matter pertains to the clergy, such as ordination; reception into full membership or election of clergy delegates. ¶602.2

**Red Badges:** Clergy Designations: OA; OD; OE; OP; OR; RL; RO; SP; SY

~ Student local pastors, retired local pastors (unappointed), assigned lay supply, clergy from other annual conferences (¶346.1), missionaries assigned by the GBGM, and certified lay missionaries from nations other than the United States, both who are serving within the bounds of the Annual Conference who have voice, but are not allowed to vote.
**CLERGY DESIGNATIONS**

*As They Relate to Badge Colors & Voting*

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>AF</td>
<td>Affiliate Member</td>
</tr>
<tr>
<td>AM</td>
<td>Associate Member</td>
</tr>
<tr>
<td>DM</td>
<td>Diaconal Minister</td>
</tr>
<tr>
<td>DR</td>
<td>Retired Diaconal Minister</td>
</tr>
<tr>
<td>FD</td>
<td>Deacon in Full Connection</td>
</tr>
<tr>
<td>FE</td>
<td>Elder in Full Connection</td>
</tr>
<tr>
<td>FL</td>
<td>Full-Time Local Pastor</td>
</tr>
<tr>
<td>OA</td>
<td>Associate Other Annual Conference</td>
</tr>
<tr>
<td>OD</td>
<td>Deacon Other Annual Conference</td>
</tr>
<tr>
<td>OE</td>
<td>Elder Other Annual Conference or Other Denomination</td>
</tr>
<tr>
<td>OF</td>
<td>Full Member Other Denomination</td>
</tr>
<tr>
<td>OP</td>
<td>Provisional Other Annual Conference</td>
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<td>PD</td>
<td>Provisional Deacon</td>
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<td>PDO</td>
<td>Provisional Deacon Other Annual Conference</td>
</tr>
<tr>
<td>PE</td>
<td>Provisional Elder</td>
</tr>
<tr>
<td>PEO</td>
<td>Provisional Elder Other Annual Conference</td>
</tr>
<tr>
<td>PL</td>
<td>Part-Time Local Pastor</td>
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<tr>
<td>RA</td>
<td>Retired Associate Member</td>
</tr>
<tr>
<td>RD</td>
<td>Retired Deacon in Full Connection</td>
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<tr>
<td>RDS</td>
<td>Retired Deaconess</td>
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<td>RE</td>
<td>Retired Elder in Full Connection</td>
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<tr>
<td>RL</td>
<td>Retired Local Pastor</td>
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<tr>
<td>RO</td>
<td>Retired Other Conference Elder</td>
</tr>
<tr>
<td>SP</td>
<td>Student Local Pastor</td>
</tr>
<tr>
<td>SY</td>
<td>Supply</td>
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PARLIAMENTARY MOTIONS GUIDE

The motions below are listed in order of precedence. Any motion can be introduced if it is higher on the chart than the pending motion.

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<tbody>
<tr>
<td>$21</td>
<td>Close meeting</td>
<td>I move to adjourn</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>Majority</td>
</tr>
<tr>
<td>$20</td>
<td>Take Break</td>
<td>I move to recess for...</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>Majority</td>
</tr>
<tr>
<td>$19</td>
<td>Register complaint</td>
<td>I rise to a question of privilege</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>None</td>
</tr>
<tr>
<td>$18</td>
<td>Make follow agenda</td>
<td>I call for the orders of the day</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>None</td>
</tr>
<tr>
<td>$17</td>
<td>Lay aside temporarily</td>
<td>I move to lay the question on the table</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>Majority</td>
</tr>
<tr>
<td>$16</td>
<td>Close debate</td>
<td>I move to the previous question</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>2/3</td>
</tr>
<tr>
<td>$15</td>
<td>Limit or extend debate</td>
<td>I move that debate be limited to...</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>2/3</td>
</tr>
<tr>
<td>$14</td>
<td>Postpone to a certain</td>
<td>I move to postpone the motion to...</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Majority</td>
</tr>
<tr>
<td>$13</td>
<td>Refer to committee</td>
<td>I move to refer the motion to...</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Majority</td>
</tr>
<tr>
<td>$12</td>
<td>Modify wording of motion</td>
<td>I move to amend the motion by...</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Majority</td>
</tr>
<tr>
<td>$11</td>
<td>Kill main motion</td>
<td>I move that the motion be postponed indefinitely</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>Majority</td>
</tr>
<tr>
<td>$10</td>
<td>Bring business before assembly (a main motion)</td>
<td>I move that [or &quot;to&quot;]...</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Majority</td>
</tr>
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</table>

Incidental motions – No order of precedence. Arise incidentally and decided immediately.

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</thead>
<tbody>
<tr>
<td>$23</td>
<td>Enforce rules</td>
<td>Point of Order</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>None</td>
</tr>
<tr>
<td>$24</td>
<td>Submit matter to assembly</td>
<td>I appeal from the decision of the chair</td>
<td>Yes</td>
<td>Yes</td>
<td>Varies</td>
<td>No</td>
<td>Majority</td>
</tr>
<tr>
<td>$25</td>
<td>Suspend rules</td>
<td>I move to suspend the rules</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>2/3</td>
</tr>
<tr>
<td>$26</td>
<td>Avoid main motion altogether</td>
<td>I object to the consideration of the question</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>2/3</td>
</tr>
<tr>
<td>$27</td>
<td>Divide motion</td>
<td>I move to divide the question</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>Majority</td>
</tr>
<tr>
<td>$29</td>
<td>Demand a rising vote</td>
<td>Division</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>None</td>
</tr>
<tr>
<td>$33</td>
<td>Parliamentary law question</td>
<td>Parliamentary inquiry</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>None</td>
</tr>
<tr>
<td>$33</td>
<td>Request for information</td>
<td>Point of information</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>None</td>
</tr>
</tbody>
</table>

Motions That Bring a Question Again Before the Assembly – No order of precedence. Introduce only when nothing else pending.

<table>
<thead>
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</thead>
<tbody>
<tr>
<td>$34</td>
<td>Take matter from table</td>
<td>I move to take from the table...</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>Majority</td>
</tr>
<tr>
<td>$35</td>
<td>Cancel previous action</td>
<td>I move to rescind...</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>2/3 or Maj with notice</td>
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<tr>
<td>$37</td>
<td>Reconsider motion</td>
<td>I move to reconsider...</td>
<td>No</td>
<td>Yes</td>
<td>Varies</td>
<td>No</td>
<td>Majority</td>
</tr>
</tbody>
</table>
EIGHT ESSENTIAL STEPS OF A MAIN MOTION

ACTION FROM THE FLOOR

1. Obtaining the Floor: Member rises and addresses the chair by saying: “Bishop.”

2. Assigning the Floor: The chair recognizes the member by speaking his or her name.

3. Making the Motion: The proper form for introducing a motion is: “I move that…”

4. Seconding the Motion: Member states: “I second the motion.” A second is necessary to avoid spending time considering a question that only one member favors.

5. Stating the Motion: The chair states: “The motion has been made and seconded that …Is there discussion?” Only after the motion is stated by the chair is it before the assembly.

6. Discussion: (Debate) Must be addressed by the chair. It continues until no one wishes to speak or until someone moves to close debate.

7. Putting the Question: The chair states: “The question is on the motion(state motion). Those in favor will say aye. Those opposed will say no.” (The negative vote is called for on all motions except courtesy motions.)

8. Announcing the Vote: The chair states either, “The affirmative has it we will…” or “The negative has it and the motion is lost.” The result must always be announced by the chair.

Based on Roberts’s Rules of Order Newly Revised (10th Edition)

(While the above reference is from Robert’s Rule of Order it is understood that we do not conduct our annual conference with a meticulous and stringent interpretation of these rules. The presiding officer, with guidance by the conference parliamentarian, is allowed flexibility in conducting sessions in a fair and orderly manner.)
1. **The motion to adopt the agenda** “with necessary changes” gives the presiding officer the authority to set aside the orders of the day (regularly scheduled business) and take up some other item of business without asking for a two-thirds vote to enable the officer to do so. It simply expedites business and frequently saves time.

2. **The term “friendly amendment”** is often used to describe an amendment offered by someone who is sympathetic to the main motion. Often the maker of the “friendly amendment” will turn to the maker of the motion and ask that person if they will accept a friendly amendment. Please don’t do that!! Once a motion is before the assembly, it belongs to the assembly, and must be open to debate and voted on formally. If you are overwhelmed by the desire to explain your intent to the maker of the motion, look him/her up later and say that your motion was a friendly one. This will save time also.

3. **The motion to Lay on the Table** enables the assembly to lay the pending business aside temporarily when something of immediate urgency has arisen that requires attention (or action) of the assembly. It is not debatable.

   It is frequently misused to kill a motion. That requires the motion to postpone indefinitely which is debatable.

   It cannot be qualified, i.e., “lay on the table until a certain time.” That would then become the motion to “Postpone to a certain time” which is debatable.

4. **Voting.** In determining whether a question has obtained 1/3 of the vote cast, the chair should take a rising (standing) vote or in a very small assembly, if no one objects, a show of hands.

   How do you calculate a 2/3 vote? Double the votes cast in the negative, if they are equal to or less than those cast in the affirmative, you have a 2/3 vote (never say 2/3 majority).

   Any member of the assembly who doubts the result of a vote may demand that a voice vote or vote by a show of hands be retaken by a rising vote by going to a microphone and saying “Division” or “I call for a division” or “I doubt the result of the vote” (I personally don’t like this form as it sounds confrontational). It does not require a second or a vote. The chair immediately says, “A division is called for” (or more grammatically, “demanded,”) and he/she then proceeds to take a rising vote. The proper name for this motion is Division of the Assembly.

   The chair can call for a counted vote, but a single member cannot call for a counted vote. If the chair does not obtain a count at his/her own instance, a member may move that the vote be counted. This motion requires a second and a majority vote for adoption.
DRIVING DIRECTIONS

(Directions are from the City where the District and/or Conference Office is located to The Arlington Convention Center, located at 1200 Ballpark Way, Arlington, TX 76011)

From the CONFERENCE OFFICE (Fort Worth):

Start out going west on E Rosedale St. Turn right onto S Beach St. Merge onto I-30 E. Take EXIT 28 toward Baird Farm Rd/Legends Way/Ballpark Way, Merge onto E Copeland Rd. Turn right onto Convention Center Dr. Turn right onto Ballpark Way. Take the 1st right, 1200 Ballpark Way, Arlington, TX 76011-5110.

From the East (Keller):

Start out going south on Hallelujah Trail toward Johnson Rd. Turn left onto Johnson Rd. Turn right onto Keller Smithfield Rd. Turn left onto Keller PkwyFM-1709. Continue to follow FM-1709. Turn left onto N Kimball Ave. Turn right onto E St. Hwy 114, merge onto TX-114 via the ramp on the left. Take the exit toward TX-360 S/Grand Prairie/TX-121 S/Fort Worth/Arlington. Merge onto TX-360 S. Take the Lamar Blvd exit toward I-30/Ave H/Six Flags Dr. Merge onto N Watson Rd. Take the Lamar Blvd ramp, turn slight right onto E. Lamar Blvd. Turn left onto Ballpark Way, turn right 1200 Ballpark Way, Arlington, TX 76011-5110.

From the CENTRAL (Waco):

Start out going northwest on Austin Avenue toward N 13th St. Take the 1st right onto 13th St. Take the 1st left onto Franklin St. Turn right onto 5th St. Turn left onto Interstate 35, merge onto I-35 N via ramp on the left. Take I-35 W N. towards Fort Worth. Merge onto Tom Landry Fwy/I-30 E via Exit 51C toward Dallas. Take Exit 28 toward Baird Farm Rd/Legends Way/Ballpark Way, Merge onto E Copeland Rd. Turn right onto Convention Center Dr. Turn right onto Ballpark Way. Take the 1st right, 1200 Ballpark Way, Arlington, TX 76011-5110.

From the NORTH (Weatherford):

Start out going north on Sloan St toward E Park Ave, take the 1st right onto E Park Ave. Turn left to stay on E Park Ave. Turn right onto Santa Fe Dr/FM-2552. Merge onto I-20 E via the ramp on the left. Merge onto Tom Landry Fwy/I-30 E via the exit on the left toward Downtown Ft. Worth. Take Exit 28 toward Baird Farm Rd/Legends Way/Ballpark Way, Merge onto E Copeland Rd. Turn right onto Convention Center Dr. Turn right onto Ballpark Way. Take the 1st right, 1200 Ballpark Way, Arlington, TX 76011-5110.

From the SOUTH (Temple):

Start out going south on N 2nd St toward E Adams Ave/TX-53. Turn slight right, take the 1st right onto N General Bruce Dr. Merge onto I-35 N. Take I-35 N toward Ft. Worth. Merge onto Tom Landry Fwy/I-30 E via Exit 51C toward Dallas. Take Exit 28 toward Baird Farm Rd/Legends Way/Ballpark Way, Merge onto E Copeland Rd. Turn right onto Convention Center Dr. Turn right onto Ballpark Way. Take the 1st right, 1200 Ballpark Way, Arlington, TX 76011-5110.

From the WEST (Stephenville):

Room Assignments

The following is a preliminary list of meeting space for organizations and committees during Annual Conference. It does not include receptions or events.

Please Note: You will receive maps of the Arlington Convention Center building and the Sheraton Hotel parking lots; area maps that will include local restaurants, hotels, and things to do information in your conference packet at registration.

<table>
<thead>
<tr>
<th>Organization</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prayer &amp; Reflection</td>
<td>Superbowl II, Sheraton, (2nd floor)</td>
</tr>
<tr>
<td>Clergy Executive Session</td>
<td>Champions, Sheraton, (2nd floor)</td>
</tr>
<tr>
<td>Laity Session</td>
<td>Main Exhibit Hall, ACC</td>
</tr>
<tr>
<td>Local Pastors Session</td>
<td>Hall of Fame, Sheraton, (2nd floor)</td>
</tr>
<tr>
<td>Daily Business Session</td>
<td>Main Exhibit Hall, ACC</td>
</tr>
<tr>
<td>Conference Service Center Office</td>
<td>Main Lobby Table, ACC</td>
</tr>
<tr>
<td>Lost &amp; Found</td>
<td>Main Lobby Table, ACC</td>
</tr>
<tr>
<td>Late Registration – Sunday</td>
<td>Main Lobby Table, ACC</td>
</tr>
<tr>
<td>Q &amp; A – 2019 Budget</td>
<td>Main Exhibit Hall, ACC</td>
</tr>
<tr>
<td>Cokesbury Bookstore</td>
<td>E-2, ACC</td>
</tr>
<tr>
<td>Health Care Screenings</td>
<td>World Series I &amp; II, Sheraton, (2nd floor)</td>
</tr>
<tr>
<td>Clergy Spouses Hospitality Room</td>
<td>Wimbledon, Sheraton, (2nd floor)</td>
</tr>
<tr>
<td>Display Tables</td>
<td>E-2, ACC</td>
</tr>
</tbody>
</table>

Display Table Vendors

- Bethlehem Christian Family
- CFEM&CG
- CTC United Methodist Women
- Discipleship Ministries
- Glen Lake Camp & Retreat Center
- Lamb’s Tail Ministries
- Lydia Patterson Institute
- Methodist Federation for Social Action
- Perkins Seminary
- Seasons of My Soul
- Susan Robb, Author
- UM Nigerian Hospital & Orphanage
- Youth Ministry
- Center for Youth Ministry Training
- CTC Campus Ministry & Emerging Leaders
- Disaster Response
- Educational Opportunities Tours
- Justice for our Neighbors D/FW, “Methodist Immigration Ministry”
- Lay Servant Ministries
- Methodist’s Children’s Home
- One Man Show Ministries
- Project Transformation
- Steve Langford, Author
- UMM Scouting
- US Army Chaplain Recruiting Team
The Conference Core Team is responsible to make sure that the work of the Conference aligns with its mission, vision, values, and core strategies. The Core Team determines major policy issues and direction, shapes the outcomes produced by the Conference Centers, ensures accountability in resource deployment and alignment, and reviews the Conference budget. In addition, the Core Team leads long-range planning and makes every effort to create a culture of accountability to the outcomes and directions laid out by the Annual Conference and the “Exodus Project: A Transformational Roadmap for a Church in Transition”. The Core Team insures that we are faithful to the Book of Discipline and the guiding principles of the Central Texas Annual Conference. It reviews and gives feedback to the Bishop and executive directors concerning matters to be processed with the Team.

Since the Annual Conference last met, among other matters, the Core Team

- Established a WIG fund\[1\], which supports special efforts designed to fulfill our mission of making disciples and growing our churches in missional faithfulness and fruitfulness. Churches interested in receiving WIG funds should contact their District Superintendent;
- Affirms and celebrates the ongoing work, success, and fruitfulness of the Conference WIG,
- Celebrated the creation of 36 New Faith Communities (which represents 36% of our goal).
- Approved the 2020 budget recommendation of the Council on Finance Administration.
- Affirmed Mooreville UMC as the 2019 recipient of the Annual Conference Offering
- Received reports from three task force groups:
  - Itineration (of clergy),
  - Evaluation (of clergy; by S/PPR committees)
  - Personnel (review and approval of updated CTCSC employee handbook).
- Discussed the impact and implications of General Conference 2019

Core Team Recommendation(s) requiring a vote:

1. The AC Planning Team recommends the following dates and locations:
   - 2020 Annual conference held at White's Chapel UMC, host church White’s Chapel UMC;
   - 2021 Annual Conference held at the Waco Convention Center, host—Central District,
   - 2022 Annual Conference held in Fort Worth.

\[1\] The Core Team created the WIG fund based on the principles of the Exodus Project.
The Conference Laity Team has been actively involved in district and conference events, boards, committees, etc. Our Lay Servant Ministries, led by Pam Phinney, continues to present a wide variety of training opportunities throughout the year, throughout Central Texas Conference boundaries. This year, several members of the laity team were involved, one way or another, with the called Special General Conference 2019 in St. Louis. Instead of competing with the calendar and drama of GC19, the Laity Team has focused all efforts on “Laity Summit – Leading the Transformation.” This focus of this inaugural, full day gathering of laity from the entire conference is on growing our congregations in partnership with the clergy. This laity led, laity focused event, presented at no cost to participants, is an event that I hope will carry on in the future and allow our laity the opportunity to learn and lead as they are led by the Holy Spirit.

Our laity team quietly works with great intensity and fervor. They are dedicated to acting on the behalf of each and every lay member of the Central Texas Conference - and beyond. Our team members are working on every level of the UMC. I could not do my job without the enthusiastic support of the laity team. They include:

- Darlene Alfred – Associate Conference Lay Leader
- Barbara Sullivan – Central District Lay Leader
- Sherry Doty – East District Lay Leader
- Carolyn Sims – New Church Start District Lay Leader
- Barbara Hunsberger – South District Lay Leader
- Greg Feris – North District Lay Leader
- Holly Koch – West District Lay Leader
- Pam Phinney – Conference Director of Lay Servant Ministries
- Kevin Walters – CTC Director for Operations and Project Management

In the past year, the Conference Laity Team approved the following new people for Pulpit Supply: Chris Buse, Jim Goodwin, Barbara Foster, and Nancy Hobbs. Our congratulations to them! The laity pages on the Conference website (www.ctcumc.org/laity) contain up-to-date information on the many opportunities available for training, plus resources and contact information.

Our goal is to partner with clergy to make disciples of Christ for the transformation of the world. The Church’s natural state is GROWTH. We are still determined to reach out to a world that hungers for Jesus but just doesn’t know it yet.

CABINET REPORT
REV. LEAH HIDDLE-GREGORY, DEAN OF CTC CABINET

This past year has been a year of anticipation, high anxiety, and a painful special session of General Conference. We grieve over the divided state of the United Methodist Church. Within the Cabinet, we have persons from differing perspectives on the issue of human sexuality. Though we have differences, we continually strive to be of one mind about keeping our focus on making disciples of Jesus Christ. Leading with a focus on what we have in common and not where we disagree.

In 2017, the Core Team introduced the Wildly Important Goal (WIG). Our WIG is to “To make disciples of Jesus Christ for the transformation of the World.” This is the mission statement the entire United Methodist Church has pursued since 2000, revised in 2008. Since its inception, we have been working toward the goal of making disciples of Jesus Christ, yet we had no way of measuring how or if that was occurring. In 2017, after research and data analysis, two metrics were set as ‘leading indicators’ in determining whether we were reaching our goals: worship attendance and professions of faith. While there are many other indicators that help us to know when people are growing in their faith, professing faith, and regular worship attendance are key to measuring a congregation’s ability to make and grow new disciples.
As a Cabinet, we seek to do our work with Christ at the Center, Energizing and Equipping the Local Church, and Developing Leaders (both Lay and Clergy).

**Christ at the Center**
We seek to create a culture where Christ is at the very heart of all that we do as a Cabinet. We do this through weekly Wesleyan Class Meetings, studying scripture together, learning together, and regularly worshiping together. We know that as a Cabinet we are much more effective when we are centered in Christ. Most of us have individual spiritual directors, which work with us to be grounded in our faith as we live out our administrative callings. We seek to lead pastors and congregations to keep Christ at the Center through example, word, and deed. We live with the conviction that churches which operate with high Christology are the very most effective at making new disciples and accomplishing our WIG.

**Energizing and Equipping the Local Church**
As a Cabinet we are determined to equip and energize our local churches to “see all the people.” Dr. Clifton Howard regularly leads the Cabinet in intercultural competency training, to grow our own understandings of cultural differences and to influence our leadership within conference. In most of our communities, there are entire segments of the population which are being overlooked. Through the Smith Center for Evangelism Mission & Church Growth, our conference has seen a resurgence with the introduction of 100 New Faith Community Grants. These New Faith Community Grants help congregations to reach people they are not already reaching for Christ. Thirty-five congregations have received New Faith Community Grants and began engaging persons they had never reached before. Rev. Mike Ramsdell and the district superintendents work with congregations on visioning for new faith community opportunities and helping congregations to “see all the people” in their mission area. Churches which have begun a new faith community have increased in worship attendance, professions of faith, and extravagant generosity. These congregations grew by an average of 5.1%.

**Leadership Development**
The Cabinet seeks to develop both Lay and Clergy Leaders through offering expert resources, scholarships, professional coaches and training summits. This past year, Rev. Ben Disney and Rev. Mike Ramsdell teamed up to create the Preaching Summit. The Clergy of the CTC were blessed to learn from two highly effective preachers, Rev. Andrew Forrest and our own Rev. Estee Valendy. At the conclusion of the Preaching Summit, there were separate district events, where additional online resources were provided to assist clergy with their personal development in preaching. Dr. Lisa Neslony, Rev. Brad Brittain, and I worked together to host the Small Church Summit. An event that brings congregations worshipping 100 people or less, together to learn, network, and exchange ministry ideas. Our Conference Lay Leader, Mike Ford, is working with a team of District Lay Leaders to host a Pre-Annual Conference Layity Summit with teaching and networking opportunities in ways the laity can lead their church and better partner with clergy in the WIG. The Cabinet also provides annual scholarships to our seminarians and those seeking full-time ministry. Through the districts there are training grants for both laity and clergy to help with church growth and deeper discipleship. Young leaders interested in ministry are invited to participate in a summer internship program called Praxis. During these internships, interns shadow a pastor to learn more about ministry.

In a season that Bishop Mike Lowry calls “high seas,” there is reason for tremendous hope for our future with and for Christ. Our conference not only stopped its 6-year decline, it actually grew in average worship attendance! The general population of the area that makes up our conference grew by 2%, however our conference grew by almost 3.6%. The growth of our conference outpaced the growth of our population. Beyond this growth, we celebrate sustained growth as we surpassed the 13th month of growth. Jeff Roper, Executive Director, Roberts Center for Leadership & Administration, has stressed, “This is very important, because it means we have shown ‘growth on growth.’ Here is what I mean by that — there are two things very difficult for a declining organization to do. The first (which we have already done) is to halt the decline and start to grow. The second is to keep growing when the prior year comparison period was a growth month — showing ‘growth on growth.’ February 2018 was the first month we showed growth in average weekly worship attendance. We have now continued that growth, and we have begun to grow from that first period of growth into a new era of growth — this is very exciting!”
The Cabinet is incredibly humbled and proud of how the Lord is working through the churches of the Central Texas Conference… the thousands of ways, these churches are in ministry and the millions of dollars spent in mission and outreach by local congregations. We would like to thank each church seeking to live into our Wildly Important Goal! As many of you have already found out, when we seek to increase worship attendance and professions of faith, there is an amazing thing that happens… there are more disciples laboring in the Lord’s vineyard. With our WIG numbers increasing, we are seeing MORE small groups, MORE mission and ministry, and MORE outreach. Let us go into this new year, not looking at what divides us, but focused on what we all have in common… a love for God and our shared mission to make disciples of Jesus Christ for the transformation of the world!!!

CONFERENCE CONNECTIONAL TABLE
DR. CLIFTON HOWARD, ASSISTANT TO THE BISHOP

Approved at a special session of the Central Texas Annual Conference in November 2010, the purpose of the Connectional Table is to provide a place for all voices around the table to be part of the conversation about the mission, vision and ministry of the Conference. It is a place for listening, learning and coordination of Central Texas Conference ministries in pursuit of the mission of making disciples of Jesus Christ for the transformation of the world. It is organized as a forum for understanding and communication between and among the General Conference representatives, task forces, centers, Annual Conference, agencies and other representational ministries. The Connectional Table (CT) is inclusive in nature, collaborative in style and transparent, accessible and accountable in all relationships.

Engaging the various representatives in conversation around the conference mission to “energize and equip” Central Texas Conference local churches for the work of making disciples of Jesus Christ is a valuable aspect of our work together. Those representative areas are listed in the “Annual Conference Organization” section of the journal.

Since the last Annual Conference meeting, Connectional Table conversations have included:

↔ The continued focus on the conference-approved WIG;
↔ General Conference 2019, with the strong encouragement to remember that Jesus is still Lord and to focus on our Christ-given mission;
↔ The ways in which the various entities of the Connectional Table help in making disciples;
↔ Stressing patience amid the fallout from General Conference 2019; and
↔ Continuing our work for strong vital congregations engaged in making disciples of Jesus Christ for the transformation of the world.

Connectional Table members count it a privilege to serve and look forward to their continuing work so that all the churches of the Central Texas Conference are energized and equipped for the work of making disciples of Jesus Christ.

CONFERENCE NOMINATIONS & LEADERSHIP DEVELOPMENT TEAM
DR. CLIFTON HOWARD, SECRETARY

From the very beginning, the Methodist movement has insisted that all its members are called by God to be servants and ministers. The scripture teaches that when God calls anyone, God equips and gifts them to take part in Christ’s ministry of reconciliation. The vitality, fruitfulness and effectiveness of the Church as a whole depends on the faithfulness of each of us to use his or her Spirit-given gifts in the cause of making disciples of Jesus Christ.

The Committee on Nominations and Leadership Development seeks to serve the Annual Conference by raising up persons with both the gifts and willingness to support the conference-approved mission of equipping and energizing Central Texas Conference’s local churches. The conference-approved WIG:
making disciples of Christ for the transformation of the world by growing our churches’ worship attendance and professions of faith, is an invitation to offer ourselves for God’s great purpose. As members of conference boards, agencies, committees, teams and task forces, it is our desire to do just that.

We invite those interested to offer their gifts and serve in some Annual Conference capacity, to prayerfully consider how and where God may want you to serve and complete the CTC Leadership Interest Form at ctcumc.org/nominations.

**COMMITTEE ON EPISCOPACY**

**STEVE MCIVER, CHAIRPERSON**

While continuing to capably lead the Central Texas Conference and the global United Methodist Church, Bishop Lowry met with the Episcopacy Committee on October 7, 2018 at the Conference Service Center.

Bishop Lowry reported continuing positive trends with the WIG, New Faith Communities, Mission Outreach and the Small Church Summit. He also reported on the upcoming Preaching Summit and the Teachings on the Called General Conference.

The Report of the Commission on A Way Forward was the topic for the rest of the meeting. Bishop Lowry concluded by saying that no matter what happens, “breath deep. Jesus is still Lord.”

**COMMUNICATIONS & INFORMATION TECHNOLOGY**

**VANCE MORTON**

The focus and primary activities of the Communications Team during the 12 months following the conclusion of the 2018 Central Texas Annual Conference can be summed up by two initialisms – WIG and GC19. While there were other projects and priorities that were not primarily driven by the CTC’s Wildly Important Goal (WIG) of making disciples of Jesus Christ for the transformation of the world or the Special Called 2019 General Conference (GC19), the WIG and GC19 did dominate the Communications schedule. Of course, the WIG is the primary driver for all non-administrative activity, projects, efforts from the CTCSC. As such, it follows that much of the Communications team’s focus was WIG related. Efforts to share accurate and fact-based information regarding GC19 also demanded nice chunks of the team’s time and production schedule.

The team members of the Central Texas Conference Service Center (CTCSC) engage a slightly different mission from that of our local churches. The CTCSC does not get the privilege of “making disciples” as that is an honor reserved for the local churches. Our mission is to energize and equip our fantastic local churches with what they need to take on this mission given to us by the risen Lord (Matthew 28:19-20). It is the mission to energize and equip that has shaped the Communications & IT team since 2011 – something that was immensely evident in the decisions made by the team in 2019. Even when working through projects that really are simply about the business of the church (i.e. Charge Conference Forms and End of Year Reports), the Communications & IT team kept the following question on their lips when deciding the best course of action: “How can we make it easier and more efficient (energize and equip) for the local churches – especially the small- to medium-size churches without large paid support staffs – so that they can complete these tasks and get back to the mission of making disciples?”

The Communications team employed many different styles of communications in order to energize and equip in 2019. The team turned back the clock a few decades and called on some communications roots with face-to-face, townhall-style meetings, and vastly increased activity in the modern technologies like social media and video, all while keeping the conference website as the cornerstone of the communications strategy. But even cornerstones need updates now and then. As such, ctcumc.org enjoyed a new look and vastly enhanced functionality thanks to a total site refresh that was rolled out in the early fall of 2018 – a refresh that was more than 8 months in the making.
A few of the Communication highlights since the conclusion of AC18 include…

**WIG Narratives** – The main goal of the Communications team was to share as many of the stories of transformation going on in the Central Texas Conference as possible in hopes that the narratives would inspire other churches to try new ways to meet new people. To date, more than 60 narratives have been shared via ctcumc.org/wigstories and the conference Facebook page.

**Bishop Lowry’s District Sharings series** – from mid-September to early December, Bishop Lowry held a series of meetings – two in each district (1 for clergy, 1 for laity) – to share the report from the Commission on a Way Forward (COWF) and his personal positions on the issues to be discussed during GC19. The communications team was integral in shaping the content of the meetings, producing the meetings and archiving the meetings via video replay.

**Lay Summit 2019** – the Communications team was part of the process since Mike Ford, CTC Lay Leader, brought forth the idea in early October 2018 and was integral in its promotion, production, concepts, multi-media and reporting

**General Conference 2019 pre-, during and post-event communications** – The conference website and the weekly newsletter Quick Notes were updated regularly with information from the Council of Bishops, the Commission on a Way Forward and the GC19 planning team with vital news and information leading up to the meeting in St. Louis – especially from mid-January 2019 until the meeting began Feb. 24. During GC19, a CTC Facebook page was used to convey important happenings as they occurred during the meeting and short, shareable videos from Bishop Mike Lowry and Dr. Tim Bruster, Sr. pastor FUMC Fort Worth and head of the CTC Delegation (each of these videos had a minimum of 2,500 views, with three reaching more than 7,000 views and dozens of shares). Post-GC19 communications were carried on ctcumc.org and via direct email communications with CTC clergy and lay leaders to provide facts and talking points to help with any discussions they were having with their congregations.

**Other Live Event Production Support** included the second annual Small Church Summit, Fresh Expressions events, the 2018 Preaching Summit and the Clergy Dialogue & Discourse in Response to GC19 meeting

**Production of the Central Texas Project Transformation’s 2019 promotional and recruitment video**

**Many other Cabinet and Episcopal-level communications** as well as several local church and district communications consultations.,

As always, the Information Technology (IT) branch of the Communications & IT Team tree was strong and full of IT foliage this year. The team continued its work to push the technology envelope and provide the CTCSC staff, the episcopal office and the districts with the most up-to-date, secure and easy-to-use technology and programs possible and to help local churches address their technology needs. In 2018, the team successfully enhanced the security features for the conference email and files, continued the multi-year process of moving the majority of data off a dedicated server and out onto the cloud, and worked with Texas Wesleyan on a project to cut the number of switches being leased by the conference in half, which will result in significant budget savings over several years, just to name a few of the projects always in motion along with the day-to-day routine maintenance of all the CTCSC and District IT equipment.

The WIG and its fantastic narratives of transformation will continue to be a regular drumbeat from the Communications team in 2019-20. Episcopal Communications will also be an emphasis, with a focus on implementing new communications vehicles for the Bishop – i.e. updated blog platform, monthly podcasts and more short videos. And, of course, all the vital news and information regarding the General and Jurisdictional 2020 Conferences will be a focus as well. The Communications and IT team will continue to be strategic and proactive in our efforts to energize and equip the local churches via narratives, information, technology and tools. We’d like to thank all of you for your support and comradery, especially those with whom we worked side-by-side, for it is the projects conceived and executed as part of a team effort with colleagues across the conference and connection that truly serve to energize us.
The Communications & IT team is made up of J. Vance Morton, director of Communications & IT (vance@ctcumc.org); Julian Hobdy, webmaster (julian@ctcumc.org); and Calvin Scott, IT Coordinator (calvin@ctcumc.org). Please reach out to any or all of us at any time. We relish your suggestions, questions, comments, concerns and (most importantly) prayers.

**COMMISSION ON ARCHIVES & HISTORY**

**ROBYN YOUNG**

This has been a stressful year for all United Methodists with the called General Conference. Questions have abounded, and we can find the answer to many by studying our own denominational history. As we look back at our history, we can see fractures over issues, along with many mergers, over the centuries. This is why the collecting, studying, preserving, displaying, cataloging, sharing, studying, researching, and enjoying of our history is so important. From our history comes the answers to our questions. Our collective history from local church to denomination-wide is what provides our genetic identity.

The Central Texas Conference Commission on Archives & History is charged with the maintenance of our history of hereditary information. This includes maintaining the archives for conference-wide entities, closed churches and former institutes, as well as training for local church historians. For the purpose of training, our chair completed an online version offered from the Indiana Conference. Following that, input was gathered to mold this into a program for use in the global UMC. This should be complete and ready for release in 2020.

This year, it was our conference’s turn to host the Texas United Methodist Historical Society’s Annual two-day meeting. Our new Conference Service Center, Cornerstone Garden, and our new Archives Center were all part of this gathering.

For our upcoming Annual Conference, we are planning interactive activities and displays, these will celebrate our own history and you will have the opportunity to share yours!

**COMMISSION ON ARCHIVES & HISTORY**

**CALVIN SCOTT, CTC ARCHIVIST**

This year, I wanted to focus my report discussing the ways archives can help churches and laity. This is an integral part of all archives as our records are open to all and coming up with ways for easier access to our records is a critical component of the role of the Archives. One of the primary tools under construction is the electronic database on which I continue to work in an effort to more efficiently fulfill archival requests.

My goal with the electronic database is to make the data available online. When data is available online, a church would be able to search through our archival database and see what files we have on the church. The painstaking process of getting files in the database involves checking that we still have the records described in the handwritten records, adding the subjects to describe the records and then entering the metadata that describes the records. In other words, it’s a glacially slow process, but one that is steadily coming around. Rather than completing the process before making any of it available, it is my goal to make as much of the database as is readily available and then continuing to update the rest of the database.

Another important process of helping the churches and laity is through archival requests. Every year we have between 30 to 50 archival requests, which run the gamut from helping with the history of a church to membership records of the lay members. This is an important part of the archives since archives should not be a graveyard for the records of the conference but used to help the clergy and laity continue the mission of the conference. I have tried to be punctual in answering questions and, in most cases, I have been able to answer the requests in less than a month – which is blazing fast in the world of archives.
Some of the more complicated requests did take longer, but most requests were answered within two weeks in 2018-19.

As always, any success with the archives is possible thanks to the help of the Committee on Archives and History and the invaluable work of Jean Traster.

**UNITED METHODIST WOMEN (UMW)**  
LYNNE GRANDSTAFF, CTC UMW PRESIDENT

**150 Years! Happy Birthday UMW, and many more!**  
“This is the day that the Lord has made; let us rejoice and be glad in it.” Psalm 118:24

**March 23, 2019 marked the 150th birthday of United Methodist Women!**

Central Texas Conference United Methodist Women spent this year celebrating and working to continue the legacy begun in 1869. We’ve had birthday cake at every possible occasion as we continued our service to women, children and youth in our conference and beyond.

The four focus areas for United Methodist Women in 2016-2020 include:

- Criminalization of Communities of Color: Interrupt School to Prison Pipeline
- Economic Inequality: Adopt legislation in states/localities that build the base for a living wage
- Climate Justice: Reduce carbon footprint emissions of corporations and individuals
- Maternal and Child Health: Decrease Maternal Mortality; Develop a Network of Women’s Health Advocates for access to health care and education.

To that end, we have been diligent in planning events that challenge our thinking, encourage bold, courageous, thoughtful, and loving action, and nurture our relationships, personal faith and spiritual growth.

Since Annual Conference 2018 those events have included:

- **2018 Annual Conference Luncheon** at the Waco Convention Center featured Reverend Fred Bates who spoke to us about the Criminalization of Communities of Color.
- **Mission u** (formerly the School of Christian Mission) at Glen Lake Camp where we studied “Embracing Wholeness: An Earth Perspective for Covenantal Living” (Spiritual Growth Study), “What About Our Money? A Faith Response” (Issue Study), and Missionary Conferences (Geographic Study). This year, we also added one-day studies on the Issue Study in each district.
- **Our 46th Leadership Development Event and Annual Autumn Gathering** was held at Arborlawn United Methodist Church. We trained District Officers, learned about communication from Julian Hobdy, CTC Digital Media Coordinator, and conducted our annual business meeting. We took a field trip to Bethlehem Center and heard from their Directors and staff about the history and work of United Community Centers, a National Mission Institute of United Methodist Women.
- **UCC Act III Christmas Party** at the Bethlehem Center on December 11 was a fun evening spent with the wonderful teens of the Act III program at United Community Centers. We ate dinner, made Christmas crafts, played games and shared the annual Cookie Walk with treats donated by our local UMW groups.
- **Legislative Event** Methodist women from all over Texas and part of New Mexico met in Austin to set our legislative priorities for 2019. They include:
  - **Economic Inequality** Increase funding for public education, ensure that public dollars go to public education for public purposes, and fully fund full-day pre-kindergarten statewide.
  - **Climate Justice** Reduce greenhouse gas emissions in Texas 25% by 2030, and direct state agencies to plan for costs attributable to climate change such as those associated with natural disasters.
~ **Criminalization of Communities of Color** Eliminate all forms of discriminatory law enforcement, including by repealing SB 4, and increase accountability, transparency, and state oversight of state spending on border security.

~ **Maternal and Child Health** Ensure comprehensive health insurance coverage for all Sure Texans including by expanding Medicaid, pass measures that reduce maternal and infant mortality, remove obstacles to continuity of care in the state’s publicly funded health. The complete priority list can be seen at [https://www.ctcumw.org/social_action_](https://www.ctcumw.org/social_action_).

⇝ **Sing-a-Rainbow** the annual CTC UMW Charter for Racial Justice event was held February 16, 2019 at Cogdell Memorial United Methodist Church in Waco. Interrupting the School to Prison Pipeline was the focus of our time with Emily Jones, UMW Executive for Racial Justice.

⇝ **Spiritual Growth Retreat** We gathered at Arrowhead Camp and Retreat Center in Cleburne for 24 hours of spiritual nurture and care. Julie Gallagher-Gough, from Smithfield UMC led us. “I Want to Know You More” was the theme. We spent time listening, discussing, meditating, and praying as we sought to deepen our relationship with God and each other. 75 ladies attended.

Additionally, many of us have participated in conversations and presentations of “The Way Forward.” We continue in prayer for our beloved church and United Methodists everywhere. We are committed to continuing the work set out for us 150 years ago and to welcoming every woman who supports the purpose of United Methodist Women:

“United Methodist Women is a community of women whose purpose is to know God and to experience freedom as whole persons through Jesus Christ; and to expand concepts of mission through participation in the global ministries of the church.”

It is a blessing, and my pleasure and privilege to serve with you.

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**Dr. Lamar E. Smith Center for Evangelism, Mission & Church Growth**

Executive Director, Rev. Mike Ramsdell

Associate Director, Rev. Meg Witmer-Faile

**OUR PURPOSE**

Our purpose is to assist, equip, resource, and encourage pastors and local congregations in “making disciples of Jesus Christ for the transformation of the world.” Our purpose is accomplished through a collaborative approach to helping churches grow, creating a culture of evangelism, hospitality, and growth; and by providing a strong platform for missions and discipleship in the Central Texas Conference.

**EVANGELISM & CHURCH GROWTH**

**100 NEW FAITH COMMUNITIES: A 3-YEAR INITIATIVE**

This innovative initiative was announced at Annual Conference 2017 and was launched January 1, 2018. As of March 2019, thirty-six (36) New Faith Community grants have been approved for churches throughout the Central Texas Conference. Thirty-two of these have received a grant of up to $10,000. Some of the new faith communities have succeeded, some are in a development stage, and a few have not succeeded. We celebrate great success connecting with our communities and with the average worship attendance of these churches increasing 5% from the previous year. This has contributed to an
average worship attendance increase of 4% in the Central Texas Conference. We are also tracking 10 churches that have begun New Faith Communities without applying for a grant, and we know there are other churches in this process as well. Overall, we are discovering a huge correlation between reaching people we are not already reaching and creating diverse, welcoming New Faith Communities.

### INNOVATIVE & CREATIVE NEW FAITH COMMUNITIES

| Amplified Worship-UCF Wesley @ Navarro College | Family Style Saturday Night Worship-FUMC Burleson |
| Unplugged-FUMC Waxahachie | Simply Worship-Saginaw UMC |
| Sunday Morning Worship on Campus-TCU Wesley | J.A.M. Jesus and Me-FUMC Mart |
| 9:00 at Bethesda-Bethesda UMC | The Clubhouse-Trinity UMC |
| Reverence-Comanche UMC | Pulse-Nolanville UMC |
| The Jesus Table-Central UMC Waco | Traditional Unplugged-St. Barnabas UMC |
| Soup, Salad & Celebrate-Arlington Heights UMC | Bingo Hall-Lighthouse Fellowship UMC |
| Imperfectly Perfect-Jonesboro UMC | Saturday Night Worship-St. Philip’s UMC |
| Hope Online Community-Community of Hope UMC | The Bridge-Rockbridge Church |
| R&R Reflect and Reconnect-Eastland UMC | FUMCA GO-FUMC Arlington |
| Waterside-FUMC Meridian | Beer and Bible-FUMC Taylor |
| Living Life (The Back Door)-FUMC Jarrell | The Gathering A.K.A. “Brunch Church”-Belton UMC |
| Iglesia Jeme Second Service-Corsicana FUMC | Outdoor Worship-Ovilla UMC |
| Jesus Campus-Actor UMC | Dinner Church/Messy Church-Crowley UMC |
| Dinner Church-Journey of Faith UMC | Faith Feast-St. Paul Hurst UMC |
| UCF Wesley-Navarro College @ Waxahachie Campus | Amplified Worship-UCF Wesley @ Navarro College (pt. 2) |
| Encounter-FUMC Ennis | Packs of Kindness (providing meals)-St. Luke UMC Mexia |
| Delta Inn Ministry-Sparks Memorial UMC | BBQ, Music & Word-Coolidge UMC |

### MISSION CHURCHES

Mission Churches are unique mission opportunities that, for many reasons, need financial support to serve an area we deem has a specific mission and are unlikely to become self-sustaining. The Smith Center supports the following Mission Churches:

- El Buen Samaritano—Fort Worth
- French Speaking Church at St Luke’s—Fort Worth
- Wesley Ghanaian Church—Arlington
- Misión Esperanza—Arlington
- Life Church—Waco
- Nolanville—outside Killeen

### ANCHOR CHURCH PARTNERSHIPS

Anchor Church Partnerships were launched in 2018 through the Smith Center. In these partnerships, large churches partner with existing small churches or closed churches to create or continue significant ministry in both areas. The Smith Center supports the following Anchor Church Partnerships:

- Trinity—Arlington is an Anchor Church partnership with Handley now called “Trinity West”
- Arborlawn—Fort Worth is an Anchor Church partnership with River Oaks (in process)

*For more information on New Faith Communities, New Church Starts, Mission and Anchor Churches contact Rev. Mike Ramsdell*

### GROW: NURTURING A CULTURE OF GROWTH

Announced at Annual Conference 2018 and launched January 1, 2019, this congregational growth initiative has already contributed to congregations embracing a culture of growth in our churches.
The Purpose of the GROW—Nurturing a Culture of Growth process, is to help create, nurture, or sustain a culture of growth within the church. The weekend experience at a local church begins with a Saturday 9:00am-1:00pm workshop open to all lay leaders, leadership teams, staff and pastors. The workshop facilitator preaches all weekend services, culminating in a Sunday 12:00-2:00pm workshop for key leaders, staff and pastors. Over the next 12 months, church leaders are invited to attend three intentionally-designed workshops: Visioning & Leadership, Hospitality & Worship, Missional Church & Intentional Discipleship. The senior pastor works with a directive coach for support and accountability for the next 18 months. Quarterly progress reports are submitted by the senior pastor to the Smith Center for Evangelism, Mission & Church Growth and their District Superintendent. The senior pastor, church leaders, and congregation are responsible for creating the vision and mission, as well as the implementation of key growth milestones derived from the GROW weekend and other resources. The purpose of this process is to nurture a culture of church growth by either shifting the church in a new direction or helping sustain an effective vision and mission.

In the first five months of 2019, our team has facilitated weekend workshops at Meadowbrook UMC, China Spring UMC, Alvarado UMC, Oakdale UMC-Stephenville, and Grace UMC-Copperas Cove. Watauga UMC is scheduled for June, and workshops for three additional congregations are in the planning stages. Three of our churches have already participated in the Visioning & Leadership workshop, with others to follow by mid-year. Hospitality & Worship workshops for these churches are scheduled for May-July. In September 2019, we will host two conference-wide Hospitality Seminars (Waco and Fort Worth). These learning opportunities will explore guest first impressions, member-centric/guest-centric congregations, hospitality best practices, and specific action steps that will lead to improved guest experiences and retention. Topics will include: Welcoming and Retaining the First-Time Guest, Hospitality Best Practices, Effective Guest Follow-Up, and Seeing from the Guest Perspectives.

FRESH EXPRESSIONS 2018 - 2019

In September and October 2018, our conference hosted two Fresh Expressions Vision Days (Waco & Mansfield), facilitated by Rev. Michael Beck and Rev. Travis Collins.

CTC 2018 Vision Days were one-day training events for church leaders (clergy and laity) that provided attendees the opportunity to discover new and creative ways of being the Church. Undergirded by Jesus’ teachings, Fresh Expressions leaders shared best practices, ways to equip and empower laity, engaged our imagination, and shared innovative ways to renew existing congregations. With over 130 in attendance, people left the workshops with new ideas and high enthusiasm around innovative ways to connect with new people in our communities, build relationships, and share the Gospel of Jesus. The Vision Days enhanced the conversation around our New Faith Community initiative, resulting in more NFC grants.

In May 2019, a third Fresh Expressions conference-wide event, “Deep Roots—Wild Branches: Re-Missioning Church from the Outside In” was held at First UMC Fort Worth. This event featured Rev. Michael Beck and Rev. Jorge Acevedo. Participants gleaned valuable insights on building community, cultivating a blended ecology in our local churches, and discipleship. Attendees, both in person and Livestream received a copy of Michael Beck’s 2019 book, Deep Roots, Wild Branches: Revitalizing the Church in the Blended Ecology.

COACHING: CLERGY & CONGREGATIONS

Change is part of our lives. Effective and transformative congregational leadership in the 21st Century, happens when clergy and laity learn how to manage change and adapt to a continually changing and complex ministry landscape.

Coaching is a method that allows us to manage professional, personal and organizational change. In 2018, we expanded our existing transformational and congregational coaching resources to include
clergy resource/on-boarding coaching and co-active coaching. Our resource coaches assist clergy in successfully navigating the diverse complexities of 21st Century pastoral leadership and church growth. The 2018-2019 clergy resourcing coach cohort was comprised of 17 coaches, serving 19 clergy. Integrating co-active coaching as a coaching resource began in 2017-18, with Holmes Coaching Group. Co-active coaching is based on the idea that the person being coached is “creative, resourceful, and whole,” and is an “expert” in their unique context. Three of our conference clergy/staff completed the initial FAST-TRACK International Coaching Federation (ICF) training through Holmes Coaching Group, hosted by the North Texas Conference. From January-April 2019, the CTC hosted Holmes Coaching Group coach training for eight of our strong clergy and laity. The participants received a minimum of 60 hours coach training toward ICF certification. These coaches are committed to asking powerful questions and walking alongside clergy to help them develop as effective pastoral leaders, hold them accountable for their progress, and assist them in navigating what lies ahead. Supported by the Bishop and Cabinet, these additional coaching resources continue to be valuable resources for our clergy.

Dr. Jerry Roberson serves as the Transformational Coach for the Conference. This year, 26 pastors and/or churches participated in transformational coaching. Transformational coaching is a positive, life-affirming process that helps individuals become their best selves. Dr. Roberson guides clients both pastors and churches through a self-actualization process, helping them understand their own qualities of excellence, qualities that may have lain dormant for years. This coaching empowers people and faith communities to strengthen their individual and collective commitments to their vision. From these commitments come actions that produce powerful results. Transformational coaching adds a unique dimension to coaching, supporting pastors and churches by revealing the very core interpretations and beliefs that support key aspects of their personal and professional lives, as well as the life cycle of the church. All associated outcomes target the WIG.

For more information on GROW, Fresh Expressions, Coaching or New Faith Communities contact Rev. Meg Witmer-Faile.

**HARRY DENMAN EVANGELISM AWARD**

The Harry Denman Evangelism Award program honors United Methodist clergy, youth, and lay person in each annual conference whose exceptional ministry of evangelism – expressed in Word (what), Sign (why), and Deed (how) – brings people into a life-transforming relationship with Jesus Christ. Since 2010 the Central Texas Annual Conference has been honoring those who make sharing the love of Jesus Christ their mission.

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<th>Year</th>
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<td>2010</td>
<td>Mr. Pat Stroman</td>
<td>2015</td>
<td>Mr. Johnny Hernandez</td>
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<td>2010</td>
<td>Rev. Dr. John McKellar</td>
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<td>Mr. Allen Rittinger</td>
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<td>2011</td>
<td>Rev. Leah Hidde-Gregory</td>
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<td>Mr. Scott William Locke</td>
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<td>2014</td>
<td>Mr. Jimmy Adam</td>
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<td>Rev. Amy Anderson</td>
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**ONE MATTERS DISCIPLESHIP MINISTRIES AWARD**

This award which includes $1,000 and a One Matters Discipleship Award plaque, will be presented to the pastor and lay leaders of a congregation which has done significant work to make its baptisms and professions of faith zeros from previous years become positive numbers as they’ve redirected their focus toward intentional discipleship.
PARTNERS IN GROWTH SHARES

For more than 36 years laity, clergy, Sunday school classes, youth groups and congregations across the Central Texas Conference have given “Shares” to partner with planting new churches and now supporting New Faith Communities. The generosity shown through the SHAREHOLDER Program has helped the Central Texas Conference launch new churches, New Faith Communities, and sustain existing churches. While many have purchased one or more shares (one share = $60), others have given a portion of a share.

We want to thank everyone, every class, every group, every church that has and will so generously support our 36-year-old SHAREHOLDER program. If you have questions about the share program, would like to sign up to give, purchase a share directly, or just check up on your current share contribution, please contact Cindi Blackburn at the Conference Service Center.

For more information on Partners in Growth Shares or Evangelism & Discipleship Awards contact Cindi Blackburn

MISSION & DISCIPLESHIP

CENTRAL TEXAS CONFERENCE YOUTH IN MISSION
(CTCYM & CCYM)

The 2018-2019 year has been an exciting and busy year for the Conference Youth Ministry. Youth Workers from across our conference have been committed to not only their local church Youth Ministry, but also to supporting one another. Over the course of the year, Youth Workers have participated in the Youth Worker Sabbath, Youth Worker gatherings and Accountability Groups.

Youth Worker Sabbath, held in Belton, Texas provided a time for Youth Workers to recharge after busy summers of mission trips, spiritual retreats, and more. Our theme was “Rest, Refresh, Renew.” David McMinn, pastor of Rockbridge UMC was our facilitator. Youth Worker gatherings were held across the conference. These informal gatherings provide a time of brainstorming and ministry support. Youth Worker Accountability Groups were held in the northern and southern parts of our conference. Youth Workers attended these meetings for an intentional time of accountability and continuing education. Our conference is truly blessed by dedicated, caring and devoted Youth Workers who strive every day to follow the mission of our UMC and make disciples of Jesus Christ for the transformation of the world.

Our Central Texas Conference Youth in Mission (CTCYM) served in New Mexico and West Texas in June 2018 and in southeast Texas in July 2018. We had 53 churches participate in June and 22 churches participate in July for a total of 1,497 participants. Our students spent the week working alongside supportive adults who are dedicated to the lives of our youth and to missions. They worked on a variety of construction projects from building ramps to repairing home damages. CTCYM is ever grateful for these opportunities to “answer Christ's call to be his hands and feet in service to the world.” In 2018, we expanded our mission work to serve in New Mexico. We were met with extraordinary hospitality and endless gratitude. It was wonderful to have the opportunity to connect with and support new brothers and sisters! The CTCYM Advisory Task Force Team (ATFT) worked hard throughout the year planning for the 2018 trip and beginning plans for our 2019 trip. For 2019, our ATFT selected our June location as “the Coast”. This is another first for us, as historically we have served out-of-state for our June experience. The ATFT and many others in the CTCYM family felt strongly called to focus our mission efforts on helping in Hurricane Harvey Recovery. It has been remarkable to hear the stories of how these churches along the coast immediately sprang to action to help their communities grieve, find hope and begin to rebuild. We are very glad to be able to be a part of the rebuilding!

In July 2019, we will be serving in our Central Texas Conference and are looking forward to this opportunity to further connect with our neighbors. The theme our team selected is “Redeem.” We will
spend the week exploring the redemption offered through Jesus Christ and the experiences and process
of redemption in our relationship with God. We are very grateful to Audrey Wilder who wrote our
curriculum this year. Additionally, our ATFT has already begun working on our 2020 locations and theme
and will announce both locations and theme at our 2019 closing worship services that conclude our June
and our July trips.

Our Conference Youth Ministry leadership teams worked incredibly hard in the 2018-2019 year. We saw
an increase in our participation and church representation. Below you will see a report from our
Conference Council on Youth Ministry President, Rachel Puckett. Rachel is a senior in high school and
attends Alliance United Methodist Church in Fort Worth.

For more information on
Youth Ministry, please contact Claire Condrey, Conference Coordinator of Youth Ministries.

CENTRAL TEXAS CONFERENCE COUNCIL OF YOUTH MINISTRIES (CCYM)

The Conference Council on Youth Ministries (CCYM) is a conference-wide group of youth leaders who
are using their gifts and passions of ministry with and for our United Methodist Church. The students
range from the 8th grade to the 12th grade and are supported by our wonderful adult leaders.

This past year we were 52 members strong, 40 youth and 12 adults. An incredible testament to the
support we have received in the church. Even more impressive is that for 44% of our members this was
their first year to serve on CCYM. As a council, we meet every three months and discuss ways that we
can grow our leadership, faith, and how to encourage others to do the same.

We make disciples of Jesus Christ for the transformation of the world, the United Methodist Church’s
mission, by hosting a conference-wide youth spiritual retreat, Mid-Winter. Hosted at Glen Lake Camp in
Glen Rose, TX, youth from all over the Central Texas Conference come and participate in worship,
inspirational messages, small groups, and fun activities. This year we had a special appearance from
St. Paul’s UMC from the Rio Texas Annual Conference. For the past several decades, CCYM has hosted
this event and has inspired others to join and learn from this conference.

The theme that CCYM chose this year was entitled “Despite the Fear”. We decided that it was crucial to
talk about fear when we looked at how truly frightful it is to be a youth in this day and age. We looked at
all the violence that has become our reality and realized that is was essential to talk about how in the
midst of our storm we have God. Many people who participate in this retreat may have never heard of
the gospel, so we needed to share His awe-inspiring story and love. Our curriculum was brainstormed
and edited by CCYM members and written by our dedicated adults. Our speaker for the weekends was
Rev. Alan McGrath from FUMC Killeen. He talked to us about how God’s response to fear is hope and we
are anchored in Him. We were led in worship by The Homestead band. They gave us the anthem of
“My Lighthouse” by Rend Collective, a favorite amongst all the campers. By the end of the two weekends
we had 657 participants!

We value serving each other and do so through the Youth Service Fund. The Youth Service Fund (YSF)
is money raised by youth, for youth, and for youth purposes. It is an opportunity to be in real ministry
with each other. We raised funds by selling concessions, Central Texas Conference hats, Mid-Winter
stickers, and Mid-Winter bracelets. We also took the opportunity to raise funds for another organization
called Threads of Hope. This organization helps families in the Philippines earn a living wage by creating
beautiful hand-woven bracelets. Half of those proceeds raised goes back to the Threads of Hope ministry
while the other half goes to the Youth Service Fund. These bracelets are a reminder of how blessed we
are and how we can help others. Our YSF funds were also put into practice by awarding grants to fellow
youth ministries. This year we awarded $5,350 to five (5) applicants who will be putting the funds towards
bettering their youth and youth ministries. Applications for 2020 grants will be open in September and
we encourage all whose youth ministry would benefit from extra funds to apply.
As members of CCYM, we try to focus on being intentional in everything we do. We are an example of one of the Four Areas of Focus of the United Methodist Church. We are developing leaders. The youth of today are strong and CCYM helps grow us into great Christian leaders. We do so by encouraging each other to go outside of our comfort zones. We emphasize talking and meeting people we normally would not because we want to ensure that everyone is included and valued. We truly try to constantly share the love of Christ. This group of 40 youth leaders is changing how our peers see Jesus’s message and leading our church with new perspectives.

In conclusion, we would like to thank the Central Texas Conference specifically. Thank you for supporting the youth and loving us through your time and prayers as we grow. Thank you for allowing us to have a voice in our ever-changing church. We are immensely grateful for the opportunities to learn, lead, and love all for the glory of God. Thank you.

For more information on
Conference Council on Youth Ministries contact Rachel Puckett, CCYM President

CHILDREN’S MINISTRY: A TIME FOR CHILDREN
EXECUTIVE SUMMARY – REV. DR. LEANNE HADLEY, PROJECT COORDINATOR

Since the time of Jesus, the Church has tried multitudes of approaches to help people discover God and to help them grow spiritually in ways that lead them to share their faith with others. Jesus placed a child in the midst of the adults and told them that if they wanted to truly find the kingdom of God, they needed to become like children. This approach, used by Jesus, of allowing children to lead adults in spiritual transformation has not been fully implemented. The Church has never measured the effectiveness of the methods of Christian education offered to children; we have not studied their spiritual lives; we have adopted a secular educational model and assumed that the same techniques used to teach Math or English are equally effective methods to teach spirituality. In recent years, our seminaries have stopped offering Christian Education degrees and the leadership for children’s ministry has been primarily left to the laity without any direction, little support, minimum pay, and little or no training.

This three-year pilot project, A Time for Children, was designed to explore whether a three-pronged approach of education and training using Leanne Hadley’s God-Centered Spiritual Transformation model, along with shared learning, and ongoing accountability, would:

- Empower and give Christian educators, in churches of all sizes, the skills and support needed to be effective leaders of children.
- Deepen and strengthen the ministries offered to children within and without the walls of the church.
- The data collected from the in-person trainings, monthly web-call meetings and sharing of experiences was used for a groundbreaking study (using the grounded method) of the spiritual lives of children and the effect spiritually transformative ministries might have on congregations.

Our results lead us to believe that the project was successful. Within the Central Texas Annual Conference, twenty congregations from churches of all sizes, and with paid and unpaid leaders, participated in the project. The goals listed above were met. This process worked in congregations of all sizes and there is solid evidence that the children grew spiritually and deepened their faith and that this transformation in the children affected the congregation in positive ways. The time the participants spent together was an invaluable time of shared learning as they grew in their competency and confidence. In fact, our final project was a workshop, led by the participants. Over 100 people attended from the conference and their leadership was excellent. We have also collected and analyzed the data and discovered exciting findings that will be shared in greater detail in this final report.

Because of the success of A Time for Children and the findings from our study, it is apparent that children are capable of deep and transformative experiences with God, Christ, and the Holy Spirit which benefit the children, and influences the spiritual lives of their parents, friends, family and congregations. It was
this spiritual depth that Christ acknowledged in children when he placed a child in their midst. (For the complete report, contact Rev. Meg Witmer-Faile, Associate Director, CEMCG)

**UNITED METHODIST VOLUNTEERS IN MISSION (UMVIM)**

Continuing our collaborative work with United Methodist Committee on Relief (UMCOR) and United Methodist Volunteers in Mission (UMVIM). In 2018 the Central Texas Conference sent 52 volunteer teams (763 people) to participate in local and global connectional mission involvement. Volunteer teams travelled to Belize (43), Costa Rica (72), Cuba (12), Ghana (19), Guatemala (18), Haiti (7), Kenya (47), Latvia (35), Mexico (11), Nigeria (2), Panama (25), Peru (23) and Puerto Rico (12).

Three UMVIM Leadership Team trainings were held in 2018, resulting in 26 trained leaders. We will continue to encourage this important training to help trip leaders prepare their teams to have the best experience possible. These trainings help our teams have greater cultural sensitivity and respect, a heightened understanding of poverty, and marginalized populations. The training provides practical team leadership skills and travel knowledge, including the importance and availability of trip insurance.

As of 2018, all reports regarding Hurricane Harvey is noted in UMVIM as continued relief efforts. In 2018 the CTC forwarded the following amounts to these conferences from the designated Hurricane Harvey contributions collected from our churches:

- Rio Texas Conference $50,000
- Louisiana Conference $25,000
- Texas Conference $25,000

In 2014, the CTC began providing insurance for our global VIM teams and in 2015 we were able to provide insurance to our domestic teams. This insurance has made it very affordable for teams to be covered while they are serving in mission ministry. International accident/illness insurance is available at $2.67 per day per person while domestic insurance accident insurance is $1 per day/per person. If a person has insurance (and most people’s insurance does not cover them overseas) this insurance becomes their secondary insurance picking up what primary insurance does not, minus a $50 deductible. All the detailed information is available on our conference website under Missions.

**DISASTER RESPONSE**

In 2018, we had a year of transition in leadership and the transfer of leadership from conference level to district level utilizing “District Coordinators” from the Disaster Response Task Force. In addition, the Disaster Response Task Force diligently worked to get at least one individual certified and trained to teach Early Response classes in every district. These two changes allowed us to respond rapidly to areas in our conference affected by disasters and empowered local ownership of any disaster within the conference. We set up supply depots in every district, housing cleaning buckets and hygiene kits, to facilitate quicker response times. All UMCOR grants for prior disasters were successfully closed out, specifically the 2015 floods in Williamson County and Navarro County, the 2016 Hood County flood, the 2016 Ellis County tornado and the 2017 Lake Whitney tornado.

Disaster Response ERT’s continued to respond to the needs of Hurricane Harvey survivors with the Central Texas Conference sending 14 disaster response teams in addition to many UMVIM teams. Also, 14 volunteers traveled to Puerto Rico in May 2018 in response to Hurricane Maria.

Several volunteers assisted in assessments in response to the Llano River and Marble Falls flooding. One (1) early response team responded to the flooding in this area.

In September of 2018 flooding occurred in Tarrant and Ellis counties. The Conference requested and received an emergency response grant from UMCOR and was then able to immediately distribute Home Depot and Walmart gift cards to 258 flood survivors. In response to the Bishop’s Appeal, the Central
Texas Conference churches contributed over $6,700.00 in assistance dollars. In the early days of recovery, we were able to distribute 75 cleaning buckets and 50 hygiene kits. Immediate assessments were performed in the two communities of Tarrant county consisting of 100 homes. Assessments were also performed in 25 Ellis county homes. Acton UMC, Arlington FUMC, Fort Worth FUMC, Good News UMC, Hurst FUMC, Joshua FUMC, Mansfield FUMC, Meadowbrook UMC, Ovilla UMC, and Weatherford FUMC sent Early Response team volunteers to assist. In the Everman area, volunteers completed full clean-outs of 10 homes, impacting 30 individuals, 7 of which they were able to eliminate the existing mold and prevent future mold growth. In Ellis county the Early Response team volunteers completed full clean-outs of 5 homes, impacting 14 individuals, eliminating the existing mold and preventing future mold growth in all of them. The emergency grant that was received from UMCOR has now been completed and closed out.

During 2018 we continued with ongoing training opportunities to include six (6) classes to train new Early Responders and four (4) classes for advanced training or recertification of Early Responders, and 113 individuals attended these training classes taught by our dedicated volunteer trainers.

**Mental Health First Aid**

In 2018, the Central Texas Conference partnered with Texas Health Resources with a vision for holistic health and well-being through the integration of faith and spirituality.

- The Central Texas Conference (CTC) and Texas Health Resources Faith Community Health (FCH) are partnering to improve mental illness-symptom identification and access to reliable clinical and non-clinical treatment in north Texas counties we co-serve.
- Through a $50,000 Texas Health Resources Foundation grant – (the Hesta Stuart Charitable Trust),
- CTC will train and certify at least 10 Mental Health First Aid® educators to serve CTC congregations and their communities. MHFA is a nationally recognized evidence-based program proven to improve symptom identification and treatment management.
- CTC educators, who may be clergy, staff, or laity, will complete certification classes during April, May and June 2019. The aim is to recruit individuals motivated to support this faith-based, holistic-health mission outreach intended to equip CTC congregations to meaningfully respond to mental illness needs in their communities.
- CTC MHFA educators will begin offering MHFA classes in CTC congregations beginning July 2019.

In partnership with Texas Health Faith Community Health, data will be collected to determine the impact of the THR FCH/CTC MHFA partnership in co-served communities.

**Advance Giving**

The Central Texas Conference of the United Methodist Church continues to support missions and ministry across our global connection as we live into our mission of “making disciples of Jesus Christ for the transformation of the world.” Each of the ministries below engages at least one of our areas of focus as United Methodists: engaging in ministry with the poor, improving global health, developing principled Christian leaders, and creating and strengthening international partnerships whereby participants are renewed and sustained through the power of the Holy Spirit.

Total 2018 Advance Giving to Global Ministries from the Central Texas Conference was $373,484.56. United Methodist Committee on Relief (UMCOR) from the Central Texas Conference was $194,035.

Missionary Support $109,651.81
Our Missionaries include (not all listed):

1. Willie Berman
2. Rukang Chicomb
3. William Lovelace
4. Donna Pewo
5. Child Rescue Center – Sierra Leone
6. Liberia (undesignated)
7. Latvia In Mission Together
8. Maua Methodist Hospital
9. Hope Center of Latvia
10. Imagine No Malaria
11. Give Ye Them to Eat

**TOP 2018 ADVANCE GIVING SPECIALS**

**Child Rescue Center – Sierra Leone**
$20,617.81
The vision is to see every child in Sierra Leone, particularly girls, remain in school, free from any danger of exploitation from forced child labor and trafficking as well as foster leadership within them to become the future leaders of Sierra Leone.

**Liberia (undesignated)**
$10,780.00
This includes general donations that will be distributed between the various Advance Projects happening in Liberia.

**Latvia In Mission Together**
$6000.00
Enabling the sustainability and growth of the UMC in Latvia after 50 years of occupation.

**Maua Methodist Hospital**
$4,816.16
The vision is to save the lives of hundreds of critically ill inpatients unable to pay for their healthcare in Kenya.

**Hope Center of Latvia**
$4,574.72
Addresses the specific need of not only shelter and food for both mother and child but also how to prepare the young women for responsible independent living.

**Imagine No Malaria**
$3,921.28
Aims to increase access of malaria preventive measures in targeted communities; and increase access to and utilization of malaria diagnosis and treatment services in targeted communities.

**Give Ye Them to Eat**
$1,710
Trains villagers in Mexico to become self-sustaining adults through agriculture.

**MISSIONARY COVENANT RELATIONSHIP AWARDS**

The General Board of Global Ministries is the global mission agency of The United Methodist Church, its annual conferences, missionary conferences, and local congregations. The purpose of GBGM is to connect the church in mission. Congratulations to our churches who fulfilled their covenant relationship with a United Methodist Global Ministries missionary in 2018 or participated in "In Mission Together". The covenant relationship commitment is a financial contribution of $2500 per year or $5 per member, per year, whichever is less and an ongoing relationship of prayer and support during the year. The Central Texas Conference’s total missionary giving for 2018 was $109,651.81.

**Central District**

- **Covington UMC**, Donna Pewo
- **Groesbeck First**, Willie Berman; Guillermo Ramirez
- **Kerens First**, Gaston Ntambo
- **King Memorial UMC**, William Lovelace
- **Kopperl**, Gret Henneman; Katie Meek
- **Line Street, UMC**, Gaston Ntambo
- **Pleasant Grove UMC**, Gaston Ntambo
- **Thornton UMC**, David & Cindy Ceballos; James & Lisa Williams
Alvarado First, Katie Meek
Colleyville UMC, Rukang Chicomb
Mansfield First, Willie Berman;
Priscilla Jaiha; Paul Manyeza;
Guillermo Ramirez
St. John the Apostle UMC, Carlos Ramirez
Arlington First, Princess Jusu
Ferris Heights UMC, Cindy Ceballos
McMillan UMC, Ester Gitobu
New World UMC, Rukang Chicomb
Trinity UMC, Arlington, Gaston Ntambo
Bristol UMC, Katie Meek
Hurst First, Katie Meek
Morningside UMC, Katie Meek
St. Luke UMC, Ft. Worth, David & Cindy Ceballos
Waxahachie First, Willie Berman

Acton UMC, Jonathan McCurley
Arlington Heights UMC, Gaston Ntambo
Bethel Weatherford, Katie Meek
Weatherford First, David & Cindy Ceballos
Alliance UMC, Lisa Williams
Asbury UMC, David & Cindy Ceballos; Katie Meek
Cahill UMC, Cindy Ceballos
Granbury First, Jonathan McCurley
Saginaw UMC, Katie Meek
Annetta UMC, Katie Meek
Azle First, Rukang Chikomb
Edge Park UMC, Cindy Ceballos
Poolville UMC, Donna Pewo
University UMC, Issac Dunn; William Lovelace

Belton First, William Lovelace;
Katie Meek
Good News UMC, Elmira Sellu
Killeen First, David & Cindy Ceballos
Salado UMC, James Williams
Tenth Street UMC, Mary L. Escobar; Katie Meek
Gatesville First, David & Cindy Ceballos
Harker Heights UMC, Mutwale Ntambo
Moody Leon UMC, Jacques Umembudi
St. Andrews UMC, Killeen, David & Cindy Ceballos
Georgetown First, David Ceballos
Jarrell UMC, Katie Meek
Round Rock First, Katie Meek
St. John’s UMC, Gaston Ntambo

Breckenridge First, William Lovelace
Graford UMC, Katie Meek
Oakdale UMC, David & Cindy Ceballos
Stephenville First, Willie Berman;
Gaston Ntambo; Carlos Ramirez;
Guillermo Ramirez
Cross Plains First, Cindy Ceballos
Hico First, Mary L. Escobar
Olney UMC, Katie Meek
Gordon UMC, David Ceballos; Katie Meek; Carlos Ramirez
Morgan Mill UMC, Donna Pewo

Bedford First
Keller First
Burleson First
Graham First
Bedford First
Covenant UMC
Wm. C. Martin UMC
Good Shepherd
Grapevine First
Waples UMC
Weatherford First

Central District

East District

North District

South District

West District

We also acknowledge these churches who contributed to a United Methodist missionary at less than the full covenant level in 2018, but have made the first step in connecting with United Methodist global missions:

Central District

East District

North District

West District

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FIVE STAR MISSION AWARDS

The Five Star Mission Award for Missional Involvement is a Central Texas Conference initiative designed to serve as a starting point for mission and service by recognizing United Methodist churches that achieve a foundational level of engagement with the needs of the world during a calendar year. Five Star Mission Awards recognize churches that have done the following:

- Paid 100% of their Connectional Mission Giving
- Made a contribution to a United Methodist Missionary or to a United Methodist Global Church Partnership Program
- Made a contribution to a United Methodist Advance Special
- Participated in local mission
- Offered an on-going program of mission education

We are excited to celebrate these two First Time Recipients of the 2018 Five Star Award.

Ballinger First  Brownwood First

Congratulations to these churches who have completed these foundational steps toward missional involvement for 2018:

Central District

Cogdell Memorial  Covington UMC  Groesbeck First  Kerens First
Kopperl UMC  Line Street UMC  Pleasant Grove UMC  Thornton UMC

East District

Alvarado First  Arlington First  Bristol UMC  City Point UMC
Colleyville First  Ferris Heights UMC  Good Shepherd UMC  Grace Arlington UMC
Grapevine First  Hurst First  Mansfield First  Morningside UMC
New World UMC  Palmer First  Smithfield UMC  St. Barnabas UMC
St. John the Apostle UMC  St. Luke, Fort Worth  St. Paul UMC  Trinity Arlington UMC
Waxahachie First  Wm. C. Martin UMC

North District

Alliance UMC  Annetta UMC  Arlington Heights UMC  Azle First
Bethel, Weatherford  Burleson First  Godley UMC  Poolville UMC
Saginaw UMC  Tolar UMC  University UMC  Waples UMC

South District

Gatesville First  Georgetown First  Good News UMC  Harker Heights UMC
Hutto UMC  Jarrell UMC  Nolanville UMC  Salado UMC
St. Andrews UMC  St. John’s UMC  St. Philips UMC  Tenth Street UMC
Wellspring UMC

West District

Ballinger UMC  Cross Plains UMC  Gordon UMC  Graham First
Hamilton UMC  Hico UMC  Morgan Mill UMC  Newcastle
Oakdale UMC  Olney UMC  Stephenville First


LOCAL CHURCH MISSIONS & MINISTRY PARTNERSHIP GRANTS

As we experience the mission and ministry that are achieved through the various mission opportunities offered by our Central Texas churches, we see that “Jesus calls the Church to live as his witness in the world and to follow his teachings through acts of compassion, justice, worship, and devotion under the guidance of the Holy Spirit.”

Our churches offer mission opportunities in a myriad of ways, including but not limited to the following:

- Adopt-A-School
- Blanket Ministry
- Children Summer Reading/Feeding
- ESL Classes
- Food Pantry
- Home Repair/Handyman Assistance
- Methodist Children’s Home Bike Program
- Ride Program
- Wheelchair Ramps
- Benevolence
- Blood Drives
- Community Gardens
- Feeding the Homeless
- Gardening Help
- Operation Christmas Child
- Resale/Thrift Store
- Room in The Inn
- Backpack Programs
- Car Repair
- Divorce Recovery
- Food Assistance
- Habitat for Humanity/Building Homes
- Prayer Shawl Ministry
- Restorative Justice Ministry
- School Supplies

97% of CTC churches provide a backpack ministry and/or a connection with local schools to assist with food insecurity, health and education for children.

MINISTRY PARTNERSHIP GRANTS

One of the primary ways the Center for Mission Support resourced local church outreach ministry was through the Ministry Partnership Grants specifically focused on relational and transformational mission ministry. These were one-time resourcing opportunities to help local churches start new ministries which reach out into their communities in new ways. The application process requires a leadership team within the local church for the ministry as well as a plan for sustainability for subsequent years. In 2018, we awarded $5,800 in grants and in the first three months of 2019 $2,500 has been awarded. Recipients include these local churches:

- Project Transformation Summer Internship for Bedford First - $3,800
- Rise Against Hunger meal packing event at Epworth UMC - $2,000
- Mooreville UMC Youth Ministry Team (community projects engaging in ministry with the poor) - $2,500

For more information on UMVIM, Disaster Response, Mental Health First Aid, Local Missions, Advance Giving, or Ministry Partnerships contact Clara Downey, Katherine Hunter, or Susan Luttrell

PROJECT TRANSFORMATION CENTRAL TEXAS CONFERENCE

JULIE HARDING, EXECUTIVE DIRECTOR

The board and staff of Project Transformation are deeply grateful for the support of every church and member in the Central Texas Conference. Without you, we would not have been able to create transformational experiences for 192 children, 27 college interns, and 375 volunteers during the summer of 2018. The numbers and stories shared below demonstrate the ways that God is moving through this ministry.

- 98% of participants avoided the summer slide in reading proficiency
- 70% of participants improved their reading ability by one or more levels
- 89% increased their confidence that they will do well in reading the next school year
- 77% showed growth in social emotional indicators such as patience, caring, and responsibility

Sami Ostendorp, a Reading Coordinator at University UMC shared this story:
One week the curriculum included stories of important women in history. The two biggest hits were Elizabeth Blackwell and Harriet Tubman. The kids were so interested it was crazy! Initially, the kids were a little less interested in Elizabeth Blackwell, and when a student commented, “What’s the big deal? Lots of people are doctors,” I realized they were not appreciating the magnitude of her being the first female doctor. We got to talk about how girls can be anything they want, and that boys and girls alike should treat each other with respect as we are all equal in intelligence and strength. This led to Kyobe (another intern) pointing out each child and saying, “you can be anything you want, and you, and you, and you!” until the whole class was cheering! He even had them chant "Yes I can!"

These children left the summer with more confidence and the freedom to dream how they want to impact the world as they grow up. Project Transformation is unique among summer camps in that our programs are not focused only on the children. Each Friday we facilitate vocational discernment exercises for our interns by giving them tools and time to intentionally think about how God is calling them. This time enhances their self-awareness, understanding of their skills, passions, and experiences. It also introduces them to numerous service and ministry careers.

- 90% of interns increased their knowledge of the effect of summer reading loss and the educational achievement gap in marginalized communities
- Over 75% increased their desire to explore God’s calling in their life and awareness of their unique gifts, talents, and passions

Kaitlyn Meinershagen, a Reading Coordinator at Meadowbrook UMC shared this reflection:

I came to Project Transformation not knowing where I was going after the summer. I had taken the year off from school because I wasn’t doing well. Over the summer I was so honored to have a conversation with Chelsea Jones the Program Director about what she thought and her perspective on the directions I could take. She 100% sent me on the right path; I went from being an intern who had a great summer, and not knowing what would be next — to now having a full-time job and being a full-time student going in a direction toward a career that I’m super excited about. Just like the emotional support is invaluable for the kids, it was invaluable for me. Those emotional connections that we got to make with the kids, the staff and the community are what makes Project Transformation so special and unique; and that’s why for the rest of my life I will 100% put my support behind PT.

As the churches in the CTC work towards the WIG, many are beginning creative new ministries. Meadowbrook, University and FUMC Bedford have invested in Project Transformation to build community with their neighbors. Early fruit of this effort can be seen in this story told by Sam Hamann of University UMC:

There was a young girl who participated in Project Transformation last summer. She and her family worshiped with us on the first Sunday of Project Transformation, when we had a bilingual service in Spanish and English. Throughout the summer, they faithfully attended worship each week and started bringing their daughter to our programming for children that meets twice a month. After Project Transformation, we have seen them gradually dip their toes into the life of the church. They attend worship more often, have participated in adult Sunday school while their daughter attends children’s Sunday school. They have even invited friends to worship from time-to-time! It is our hope that they will continue to grow in their faith and – through their participation in the life of the church – help us to grow in ours.

Discipleship growth is not limited to the host churches. Smithfield UMC is a partner church that went above and beyond expectations. Their volunteer coordinator Diane Hutchinson had this to say:
Project Transformation brought many special blessings to Smithfield. Our congregation stepped up to provide whatever we asked for to support PT. We learned early on that many families struggled to have enough food for the weekend. We stepped out in faith to provide weekend food, and then asked the congregation for their support. The support was overwhelming, and we were blessed to be able to provide this service to the children.

The entire community of Fort Worth is collaborating to move from 33% of third graders reading on level in 2017, to 100% on reading level by 2025. The schools that feed into the Project Transformation sites all have similar reading results. We are eager to make a greater impact by providing programs at new sites, but we need your help. Talk to anyone in our signature green polos to discover how you and your church can partner to transform the lives of college students, children, and churches.

*For more information on Project Transformation-CTC, contact Chelsea Jones.*

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**Roberts Center for Leadership & Administration**

**OUR FOCUS**

The newly formed Roberts Center for Leadership and Administration includes a number of ministry areas, including Campus Ministry, Emerging Leaders efforts, seminary recruiting, Praxis pastor internship program, Conference finances, Conference pension and health benefits, Homes for Retired Ministers and more. We have welcomed new staff and are working hard to serve the churches in our Conference.

With all of this change, our purpose remains the same: to energize and equip the churches in the Central Texas Conference in making disciples of Jesus Christ for the transformation of the world.

**LEADERSHIP REPORTS**

**CAMPUS MINISTRY & EMERGING LEADERS REPORT**

**PAUL MASSINGILL**

The campus ministries of the Central Texas Conference are critically important extensions of the annual conference and larger Church. Campus ministries engage with college and university campuses as an extension of our mission to make disciples of Jesus Christ for the transformation of the world. Campus ministry is an embodiment of the annual conference commitment to lay and clergy leadership development, as students in our ministries often go on to serve and pursue leadership in local churches. This is good, valuable, and challenging ministry; and I am thankful for the dedication of our campus ministers who do this work. I know I speak for our entire campus ministry team when I say that we are very grateful for the continued support of the annual conference and the many local churches throughout our conference who partner with us in this work.

This year has been a year of transition, creativity, and strengthening our ministries and campus ministry team. Three of our ministries experienced pastoral transitions this year. Thomas Mitchell followed Joseph Nader at UTA when Joseph was appointed to First UMC Weatherford; Matthew Franklin at First UMC Waco followed Melissa Turkett at Baylor when she was appointed to First UMC Cleburne; and Johnny Silva followed me at TCU when I was asked to serve in this annual conference role. These ministries have navigated the transitions well and are looking ahead to continued faithfulness and fruitfulness. Our ministries continue to experiment with creative ways to both reach out to new students on their campuses and dive more deeply into discipleship of their student leaders and Wesley communities. I invite you to take a few minutes to read their individual reports, and to give thanks to God for the important work with young adults being done in and through these ministries.
I am also happy to share we are developing new ministries on new campuses! As of late March, we are committed to launching new ministry in the coming year on at least two additional campuses in our annual conference – the University of Mary-Hardin Baylor in Belton, and the Waxahachie campus of Navarro College. For years, First UMC Belton has provided a weekly lunch for UMHB students commonly known on campus as the “Meth-house” lunch; this lunch has grown to an average of 250 students each week! To build on this foundation, the annual conference and First UMC Belton are partnering to develop further ministry with these students and on the campus. Our dynamic ministry at Navarro college will also be expanding to a second campus beginning Fall 2019. We are excited about these (and other) initiatives being developed as we seek to share more Jesus with more students in more places!

In addition to strengthening and starting campus ministries, we are beginning to lean more deeply into conversations about how to identify, encourage, shape, and equip emerging leaders for the emerging church. Things in our world move quickly and change frequently, and this has significant implications for the church and its mission. So, we are exploring questions about our annual conference “ecosystem” – how we are encouraging younger leaders to experience Christ, grow in discipleship, answer calls to ministry, and rediscover and re-envision the local church as a primary vehicle for Jesus’ saving and transformative work in the world. In other words, how are we forming leaders who will shape and lead the Church moving into the future?

To this end, we want to make significant investments into young people experiencing God, growing in leadership, and building community with one another. We are taking young adults on pilgrimage to Iona, Scotland, and will be developing additional pilgrimage, retreat, and service opportunities in coming months. We are offering the Praxis Pastoral Ministry Intern program this summer for the second year. We are more intentionally and strategically growing relationships with seminaries. We celebrate and support the wonderful and important work being done by our youth ministries, CCYM, and CTCYM. We are huge fans of Glen Lake Camp and Central Texas Project Transformation, both of which are shaping children, youth, and college students in profoundly important ways.

We are also asking ourselves some difficult questions about our annual conference ecosystem and the culture in many of our churches. In recent “Emerging Leader Ecosystem” conversations, we have identified 4 main “takeaways” to explore about our ecosystem and conference culture:

**Takeaway #1:** Across our conference, we need to invite one another, show up for one another, and tell one another stories of God’s work in and through our “ecosystem” ministry areas.

**Takeaway #2:** There needs to be additional commitment and support for equipping and resourcing children’s ministry.

**Takeaway #3:** We have A LOT of work to do as a conference around questions of diversity and inclusivity if we are to have a culture that encourages and develops emerging leaders in emerging generations.

**Takeaway #4:** We have some concerns about and issues within our credentialing ministry processes.

We will be inviting others into these conversations in coming months, and we look forward to how the Holy Spirit will challenge and guide us towards greater creativity and faithfulness in these areas.

It is a privilege to be part of this work with college students and emerging leaders within the conference. If you or your church want to more fully support this work, or become more deeply engaged in this work yourselves, then please let me know! I would be happy to have a conversation about how you and your people can help reach and raise up next generation leaders for the church and its kingdom work! My email is PaulMassingill@ctcumc.org and my cell number is 305.282.1929. I would love to hear from you!
The Board of Ordained Ministry is tasked with recruiting, enlisting, mentoring, evaluating, and sustaining ministerial leadership for the current expressions of the United Methodist Church and for the future ways we can reach the world with Christ’s love. During the past several years, the Central Texas Conference Board of Ordained Ministry has focused on the early discernment of candidates through the District Committees on Ministry, cultural awareness, our need for increased diversity to reach the mission fields around us, and greater partnership with the CTC Cabinet, as we strive to identify, support, and grow faithful and fruitful leadership within the conference.

In the dynamic reality of our ministry settings and our United Methodist Church the Board continues to look for ways to be adaptable and to offer leadership in many forms and from many perspectives. We deeply believe that if we wish to reach the largest portion of our mission field, we must have diverse voices in every sense of the word. Identifying, recruiting, and credentialing those who bring that diversity of theological perspective, experience, and background, will enable us to share the love of Christ and make disciples of Jesus Christ who transform this hurting world. We continue to ask that every member of the annual conference be a part of identifying and raising up those who might provide fruitful ministry in our future together.

One of the vital ways that we as a Board strive to grow in our own understanding and remain flexible to the needs of the mission field is by ongoing training and support. The two primary sources for this are the General Board of Higher Education and Ministry that provides periodic trainings for Board of Ministry leadership, and the Texas Methodist Foundation which has created a forum for South Central Jurisdiction leadership to work through and discuss the needs of our work together. These opportunities have produced great learnings as well as connections with others doing the same important work in various contexts. We look forward to our continued learning and trainings together for the remainder of the quadrennium.

In this past year we have worked to inform and recruit new persons into ministry through campus visits and with our Orientation to Ministry Summit which was held August 4, 2018 with 34 candidates in attendance. The purpose of this annual event is to listen for God’s call in people’s lives and affirm the many different roles in United Methodist ministry: Lay, Local Pastor, Deacon, and Elder. We are thankful for the diligent work of Rev. Chris Mesa who works to help ensure that we present the broad and vital roles of leadership to all of those considering ministry for our church and the world. In addition, Rev. Mesa strives to connect the work of the Conference Board of Ministry to each district so that we are as consistent as possible in our important work together.

Licensing School is an opportunity for practical learning and growing in understanding of all areas of local ministry. Last year’s school had 23 participants from across the conference. We are grateful to Rev. Lee Trigg who led licensing school for six years and who is working with our new leadership for Licensing School, Rev. Mike Kerzee, to ensure these important learnings continue. We strive to find the best resources and voices to help those going through Licensing School be as fruitful as possible in their local ministry settings.

Professional Credentialing Interviews were held April 1-2, 2019 at Glen Lake Camp. At those interviews, 8 candidates were approved for Commissioning as Elders, 2 for Associate Membership, one for Ordination and Full Membership as a Deacon, and 8 for Ordination and Full Membership as Elders. I am so grateful to the full Board for their dedication and discernment through the credentialing process. Those who serve on the Board of Ministry put in many hours and lots of prayer to come to the decisions that we make together for this annual conference.

Our chairpersons of the Orders, Rev. Estee Valendy (Order of Elders Chair), Rev. Kay Lancaster (Order of Deacons Chair), and Rev. Mike Kerzee (Fellowship of Local Pastors Chair), have been very active in
offering new and re-designed opportunities for sustaining our lives together as clergy during these ever changing and often difficult times of ministry. Their spiritual leadership, authenticity, and creativity in finding ways for us to gather, learn, and grow together has been a vital ministry to the clergy of CTC during this past year. They continue to look for ways, in the years to come, for us to sustain the fruitfulness within our clergy family.

As the Board of Ministry, in addition to recruitment, credentialing, and sustaining those in ministry in Central Texas, we also give thanks to God for those finishing their professional work among us. This year we give God thanks for the 18 clergy persons who are retiring and for their many years of faithful service to Jesus Christ though the ministries of the United Methodist Church. Please find time to give God thanks in prayer for their lives and their service, as well as making an effort to share that appreciation with them individually.

As another year of Board of Ministry work concludes, I want to offer my sincere thanks to the members of the Board who so selflessly offer their time to our ministry. In addition, I want to thank Bishop Lowry and the CTC Cabinet for the ongoing dialogue and partnership for fruitful ministry that we all desire. I also want to thank the Annual Conference for their support of our work together and for allowing me to serve as Chair of the Board. Last, but certainly not least, I want to offer my heart-felt thanks to Kathy Ezell, Associate Director of the Board, for her amazing work and deep passion for what we do as an Annual Conference and as the Board of Ministry. We truly could not do this work without her! May we continue to work together to create a culture of call, enlist and support candidates, active clergy, and retirees, so that we might make disciples of Jesus Christ for the transformation of the world.

**GLEN LAKE CAMP & RETREAT CENTER**  
**NATALIE DAVIDSON, EXECUTIVE DIRECTOR**

Glen Lake Camp and Retreat Center is celebrating 80 years of being committed to the mission of making disciples of Jesus Christ for the transformation of the world. In pursuing the mission of making disciples, a review of the ministry’s effectiveness has produced a focus in two main areas: Hospitality and Growing Leaders. Guided by 1 Peter 4:8-11 the core values of the ministry of GLCRC drive us to love deeply, host graciously, and serve intentionally as we continue and create effective ministry that makes disciples who, by living out their faith, make other disciples for Jesus Christ.

The ministry of hospitality is a year-round pursuit for GLCRC. Our goal is to provide a safe and clean environment for guest groups to utilize the retreat and conference center spaces for transformative programs and events. GLCRC served over 14,000 guests in 2018. The diversity of guest groups offers GLCRC the opportunity to live out the core values of loving deeply, hosting graciously, and serving intentionally so that guest groups might experience Christ at GLCRC.

In order to share the ministry of hospitality, we must have guests! GLCRC has been focused on evaluating, measuring, and adjusting the tools used for marketing and sharing the ministry opportunities at Glen Lake. GLCRC is willing to go anywhere and speak with anyone about the ministry of Glen Lake. Staying true to our mission of making disciples, we believe we can share Christ through our service to all types of groups.

Growing leaders has been a part of the 80-year legacy of Glen Lake Camp and Retreat Center from the beginning of ministry in 1939. The Central Texas Conference of the UMC is filled with pastors and congregation members that have had an encounter with Christ at GLCRC transforming their faith journey. GLCRC is working closely with the CTCUMC in considering how we are intentionally growing leaders. The hope of this ministry is to make disciples that make disciples. We are truly committed to developing programming with clear discipleship steps so that we are continuing to fulfill the mission given to us through the Scriptures.

GLCRC began to develop the Counselor in Training (CIT) program in 2017. The program has continued to grow and had 14 participants in the Summer 2018 program. The 14 young leaders were introduced
to behind the scene camp programming and mentorship. The first week of the program includes ministry
goals and leadership training. The second week includes the opportunity for the CITs to interact with
campers in a mentorship role with current Summer Staff supervision.

Another area of growing leaders is through the cultivation of seasonal Summer Staff. Each year GLCRC
hires 35-45 college-aged young adults to lead our six-week summer camp program. Each season the
summer staff train over a two-week period on safety in ministry, discipleship, leadership, child
development, community and camp activities. The training also focuses on growing leaders from year to
year within the program. Eight of the forty-five staff members serve in leadership roles to their peers.
These growing leaders are the heart of our summer camp program. These young leaders are making
disciples who make disciples!

Glen Lake’s future plans include:
Evaluation and creation of a clear discipleship plan for programming offered at GLCRC. Included in this
plan is the commitment to growing leaders and connecting leaders with opportunities to fulfill God’s call
on their lives.

Connecting with CTCUMC churches and offering a place for them to encounter Christ.

Strategic planning for the future ministry of GLCRC. The 80-year legacy of GLCRC is full of growth,
creativity, and leaders committed to this unique ministry. The Board of Directors and staff of GLCRC are
committed to be a part of the same legacy by exploring what God has next as we pursue making disciples
of Jesus Christ for the transformation of the world.

CELEBRATING LEADERSHIP DEVELOPMENT & DISCIPLESHIP GROWTH

BISHOP’S PREACHING EXCELLENCE AWARD
(ESTABLISHED BY BISHOP MIKE LOWRY IN 2010)

Proclaiming the Good News revealed in Jesus Christ was the beginning, middle and end of John Wesley’s
life’s work. He reminded others of this passion repeatedly. You have nothing to do but to save souls.
Therefore, be spent in this work.

The Central Texas Conference Bishop’s Preaching Excellence Award is presented at Annual
Conference in recognition of a pastor with a demonstrated pattern of excellence as a communicator of
the Gospel.

Bishop Lowry, after consultation with the Cabinet, determines who receives the award. (There may be
years when no award is presented.) Recipients are listed on a plaque displayed in the Central Texas
Conference Service Center. Each honoree also receives $1,000 to be used for further personal ministry
development.

Deeply biblical preaching proclaims a transcendent and divine Word from the Lord. In a secular world
that believes it can live without God, preaching brings radical news about a bigger world, a new world,
the real world. Christian preaching deals with profound, life-and-death matters with eternal
consequences. It is momentous.

Excellent preaching is biblical, authentic, contextual and life-changing. By the power of the Holy Spirit,
preaching moves from the text through the preacher into a specific situation toward the Gospel’s goal.
Preaching is always connected with the Church but ultimately goes beyond the Church itself and
proclaims the kingdom rule of God over all things and the mission of God “to reconcile to himself all
things, whether on earth or in heaven” (Col. 1:20).

Recipients of the award – and the church each served at the time -- include:
The Francis Asbury Award offers recognition to individuals who have made a significant contribution to fostering the Church's ministries in higher education at the local, district or annual conference level. It is named for Bishop Asbury, based on his admonition to the people called Methodist to erect a school near every church. “We must,” he said, “... give the key of knowledge to your children, and those of the poor in the vicinity of your small towns and villages.”

The 2018 award went to Dr. Georgia Adamson, who in 2011 took the reins of the conference’s Wesley foundations in an ex-officio capacity as Executive Director of the CTC’s Center for Leadership. She worked tirelessly for more than six years to ensure that each of the Wesleys had the leadership and support they needed to achieve success in their mission to raise up a new generation of leaders for the sake of the Church and the world.

Dr. Adamson, who retired in 2017, is our conference’s third recipient of the Asbury Award. In 2015, Rev. Joseph Nader was the recipient. He was recognized for his outstanding work as director of campus ministry at the University of Texas at Arlington Wesley Foundation and as CTC coordinator of campus ministry. Rev. David McMinn received the award in 2017. He was recognized for fostering a spirit of discipleship at the Tarleton State University Wesley Foundation during the four years he served as its director of campus ministry. He was described as a “game changer” who led the Tarleton Wesley to double its average worship attendance.

The award is given to one person selected by the annual conference board of higher education and ministry (or its equivalent). There may be years when no recipient is selected; that was the case in 2016.

Criteria for the award specifies that the recipient must be:

1. A United Methodist;
2. Active in supporting, strengthening, and promoting the Church’s work in higher education ministries (schools, colleges, campus ministries, scholarships, Black College Fund, Africa University, etc.) at the annual conference, district or local church level;
3. Offering outstanding leadership, above and beyond basic responsibilities, to help bring heightened awareness to the significance of the church’s higher education ministries;
4. Involved in efforts in agreement with the concerns of the annual conference board of higher education and campus ministry and the Division of Higher Education of the General Board of Higher Education and Ministry.

The Morris Walker Award was established in 1973 to recognize Morris DeLaney Walker’s distinguished and exemplary service to The United Methodist Church as a conference lay leader. Mr. Morris was
outstanding in the way he worked tirelessly for the church and in the standard, he set as a role model for laity throughout the conference.

The intent of the award is to honor leaders like Mr. Walker, who exemplify “above and beyond” service to their local church, community and conference. For more than 30 years, the award went to both clergy and laity. In 2014, however, the decision was made to reserve the honor for laity. The distinction includes a $500 award for continuing spiritual education.

Pamela Pinkerton-Whitley of Grace UMC in Arlington was the 2018 recipient of the award. In addition to her full-time work outside the church, Pamela has been an essential leader at Grace UMC. Currently she chairs the administrative council, where she has helped the team refocus on the broader vision of the church and how its ministries support that vision.

She also serves as Grace UMC’s marketing and communications director, helping the church tell its story both among its members and in the wider community. Somehow, Pamela also carves out time to teach in the young adult Sunday School class and sing in the choir. Finally, Pamela is a leader in United Methodist Women, both within her church and at the district and conference levels.

Access http://www.ctcumc.org/morriswalkerwinners to view a list of recipients dating to 1975 and to learn more about the award named for Mr. Walker, who credited his parents with teaching him to tithe his abilities, his time and his income for the benefit of the church. “I have found the opportunity of being some small service to the church most gratifying,” Mr. Walker said on occasion. A true disciple of Jesus Christ, Mr. Walker left a legacy of faith and service.

**CENTRAL TEXAS CONFERENCE MERIT AWARD**

These awards are funded by 10 percent of each annual conference’s total receipts to the Student Day Offering for the previous year. Participating annual conferences of the UMC may award one or more scholarships (depending on the total received) to UM students who reside in the conference and who are or will be attending a UM-related college or university. The Central Texas Conference partners with the General Board of Higher Education and Ministry for this program. All applications are through GBHEM. The 2018 recipients were Karen Garcia, El Buen Samaritano UMC, and Monica McIntyre, St. James UMC, Temple.

**WESLEY FOUNDATIONS & CAMPUS MINISTRY**

**WESLEY FOUNDATION AT BAYLOR UNIVERSITY**

**WACO, TEXAS**

**MATTHEW FRANKLIN, COLLEGE DIRECTOR AT FIRST UMC, WACO**

The Baylor Wesley Foundation is in a year of transition as it comes under the direction of First United Methodist Church of Waco. Our ministry splits time between First Methodist and Austin Avenue UMCs, Baylor’s campus and people’s homes as we wait for renovations to the Baylor Wesley to be complete.

In this first year under new direction, we have seen an increase in student involvement between returning students that have taken up leadership roles and new students – freshmen and new upperclassmen. Last fall, we focused on relationship-building events that allowed the students to get to know each other better and also helped us reach out and get new students pluged in. It all culminated with our Christmas party that exceeded the expected attendance.

It has been a great joy to see our older students coming to the staff for more and more leadership opportunities. Some students have also been clamoring for the opportunity to disciple younger students, a sure sign that we are experiencing healthy growth. Our weekly Bible studies for guys and girls have
both cultivated open and accountable communities that are proud to call each other friends, and weekly worship has become the highlight of our students’ weeks.

We look forward to experiencing the continued growth and maturation of our students as leaders and Disciples of Christ. The seniors have been instrumental in helping us lay the foundation for what our ministry will look like in years to come. They won’t be around to see the renovated Wesley building, but the impact they’re making on younger students will last for years.

We’re also excited about our new student-led ministry teams that allow students to step up and take ownership of their ministry. We started with an Events team and a Retreats team for 2019. Both are excelling, and we hope to add more teams in 2020 to meet all of our students’ needs and challenge them to go reach all of the campuses in Waco.

CONSTITUTION & BYLAWS OF THE WESLEY FOUNDATION AT BAYLOR UNIVERSITY

ARTICLE I – Name
The body shall be called the Board of Directors of the Wesley Foundation at Baylor University.

ARTICLE II – Rules of Governance
Section 1 – Prohibitions and Limitations – No part of the net earnings of the Wesley Foundation at Baylor (the Wesley) shall inure to the benefit of, or be distributable to, its members, trustees, officers, or other private persons, except that the Wesley shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the exempt purposes of the Wesley. No substantial part of the activities of the Wesley shall be the carrying on of propaganda or otherwise attempting to influence legislation and the Wesley shall not participate in or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office. Notwithstanding any provision herein, this Wesley shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes of this Wesley.

Section 2 – Relationship to the Central Texas Conference – In furtherance of its exempt purposes within the meaning of section 501 (c)(3) of the Internal Revenue Code, the Wesley is organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of the Central Texas Conference and is operated, supervised or controlled by the Central Texas Conference.

Section 3 – Dissolution – Upon the dissolution of the Wesley, all assets of the Wesley remaining after all liabilities and obligations of the Wesley have been paid, satisfied, and discharged will be transferred, conveyed and distributed to the Central Texas Conference.

If, on the date of such proposed distribution, the Central Texas Conference is no longer in existence or does not qualify for exempt status under section 501 (c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, the assets of the Wesley shall be transferred, conveyed, and distributed to the United Methodist entity (the “Successor Organization”) entitled under the Book of Discipline of the United Methodist Church, or by other General Conference, Jurisdictional Conference, Annual Conference, or District action, to receive the assets of the Central Texas Conference upon its dissolution.

If, on the date of such proposed distribution, the Wesley’s assets are to be distributed to the Successor Organization but, on the date of the proposed distribution, the Successor Organization is no longer in existence or does not qualify for exempt status under section 501 (c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, the assets of the Wesley shall be transferred, conveyed, and distributed to such other United Methodist related organizations as may be specified in, or provided for, under a plan of distribution adopted by the Wesley; provided, however, that in any event, each such organization receiving assets shall be exempt under section 501 (c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.
Section 4 – Anti-Amendment – Any amendments to the following provisions shall require the approval of the resident Bishop and/or the Executive Director of the Center for Leadership of the Central Texas Conference:

- Article II – Rules of Governance
- Article III – Authority of the Board of Directors
- Article IV – Membership

ARTICLE III – Authority of the Board of Directors

Section 1 – The Board of Directors is authorized by the General Conference of the United Methodist Church as set forth in the Book of Discipline of the United Methodist Church.

Section 2 – The Board of Directors shall be responsible for the direction and administration of the Wesley, in accordance with the Book of Discipline of the United Methodist Church and the policies and standards established by the Roberts Center for Leadership of the Central Texas Conference or other appropriate body authorized by the Central Texas Conference. The Board may enter into an agreement to delegate the responsibility for the ministry to students at the Wesley to a local United Methodist Church.

Section 3 – Purpose – the Wesley is organized exclusively for charitable, religious, educational, or scientific purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501 (c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

Section 4 – Mission – The mission of the Wesley is to make disciples of Jesus Christ for the transformation of the world by providing a United Methodist spiritual hub for college students in the Baylor University area. The Wesley will provide an outlet for students to express their faith through worship, fellowship and service, while offering a connection between college students and local United Methodist churches.

ARTICLE IV – Membership and Organization

Section 1 – The Wesley Board of Directors shall be elected annually by the Central Texas Conference. The nominations will be made by the Roberts Center for Leadership or other appropriate body authorized by the Central Texas Conference. The Board of Directors will consist of the following:

- Two members selected by First United Methodist Church of Waco ("FUMC Waco"), one of whom must be the senior pastor of FUMC Waco or his / her designee.
- Two members selected by the Executive Director of the Roberts Center for Leadership or other appropriate body authorized by the Central Texas Conference. The Executive Director of the Roberts Center for Leadership can be one of those nominees.
- The Central District Superintendent or, if district lines change, the district superintendent from the area including the Wesley and FUMC Waco.

Persons serving on the Board serve annual terms and can be re-appointed to the Board. Each member shall have one voice and one vote. Robert’s rules of order shall govern the meetings of the Board and the Executive Director of the Roberts Center for Leadership shall be responsible to ensure that minutes are taken. There must be at least four members present for a quorum. Vacancies from the FUMC Waco Board positions must have the approval of the senior pastor of FUMC Waco or his / her designee. Vacancies from the Roberts Center for Leadership must have the approval of the Executive Director of the Roberts Center for Leadership or his / her designee.

Section 2 – The Board may elect officers as necessary, to include a chair, secretary and treasurer. The Board will meet as necessary but must meet at least once per calendar year.
ARTICLE V – Responsibilities of the Board

The Board’s primary responsibilities are:

- Ensure compliance with the agreement between the Central Texas Conference, the Wesley and FUMC Waco.
- Ensure the Wesley property is appropriately maintained and insured.
- Review any proposed renovations, modifications or enhancements to the Wesley property by FUMC Waco under the agreement between the Central Texas Conference, the Wesley and FUMC Waco. The Board has the authority to approve the renovations, modifications or enhancements to the Wesley property, reject the renovations, modifications or enhancements, or recommend changes to the renovations, modifications or enhancements to FUMC Waco.

ARTICLE VI – Ratification and Alterations

Changes to these bylaws or other actions which might circumvent these bylaws must have the prior written approval of the Executive Director of the Roberts Center for Leadership or the resident Bishop before being adopted. After this approval, a majority vote of a quorum of the Board is needed.

UCF: A Wesley Foundation at Navarro College
CORRISIANA, TEXAS

REV. MEREDITH BELL, DIRECTOR OF CAMPUS MINISTRY

For decades, the United Christian Fellowship (UCF) Wesley Foundation of Navarro College has been guiding, supporting and teaching students about Jesus Christ. Navarro College is a two-year college located in Central Texas. The ethnically diverse student population includes roughly 3,500 individuals. The majority of students are African American. Most students on our campus come from low income families and attend school through the Pell grant program. Our student ministry is a resource that helps them with their basic needs, as well as their spiritual needs. Navarro College and the UCF Wesley Foundation are unique, due to the positive support of the small community and churches that surround it and the pride they have in their town and school.

Over the past 3½ years, we have focused our ministry on raising up Christian leaders in the community to serve and lead others. Since our pilot program began in January 2016, 75 students have completed our Christian Leadership Program. The Christian Leadership Center (CLC) equips students to address 21st Century challenges through their faith as they discern their vocational calling in ministry and other disciplines. The center serves as an entry point for students to explore ministry as a vocation. To date, three CLC students have accepted ministry jobs in UMC churches. Two are serving as directors of youth ministry, and one is serving as a director of contemporary worship.

Some highlights from our CLC this past year include working with Habitat for Humanity two weekend workdays in Corsicana. In February, 49 students attended the All Campus Retreat with other Wesley Foundations. During the retreat they were challenged to develop a habit of Sabbath in their spiritual lives. We hosted a Dating 101 workshop for students at the UCF Wesley. Guest speakers, Pastor Demetrius McClendon and his wife Alexis of One Church in Midlothian challenged students to spiritually engage their dating lives. During our Tuesday night Colloquium CLC sessions, our students focused on Christian leadership (fall semester) and spiritual practices (spring semester). During the spring semester, students were placed in internships around the community. Guest speakers included Dr. Carey Ford, philosophy professor at Navarro College.

In December 2018, 30 students traveled on the second annual Civil Rights Pilgrimage from Corsicana to Jackson, Miss.; Selma, Ala.; and Montgomery, Ala. This trip included personal testimonies from Civil Rights leaders and multiple museum tours. The significant sites and museums included walking the Edmund Pettus Bridge, a Journey of Souls Tour, the Civil Rights Memorial Center, worship at Dexter Avenue King Memorial Baptist Church, Legacy Museum and National Memorial for Justice and Peace.
Center, Medgar Evers Home Museum and the Smith Roberson Museum and Memorial Center. This trip is life-changing for students.

Another highlight for the UCF Wesley Foundation is the successful launch of an on-campus worship service called Amplified Worship. This service is led by a talented student band and student speakers. The speakers are interns of the UCF Wesley. This service began with 12 students and now regularly has 50 to 60 students in attendance.

In addition to the Christian Leadership Center, we continue to offer Bible Study on Sunday nights with dinner. Our average attendance is 25 students. We offer a free lunch to students and faculty of Navarro College on Mondays. We serve anywhere between 30 and 50 people on Mondays.

This report is humbly submitted to the Central Texas Conference. This ministry to Navarro College students by the UCF Wesley Foundation is only possible through the dedication the conference has to young adults. The financial support received from the Central Texas Conference, local churches, local grants, regional grants and grants of the UMC all work together to support God’s active work on the campus of Navarro College in Corsicana, Texas.

**WESLEY FOUNDATION AT TARLETON STATE UNIVERSITY**

**STEPHENVILLE, TEXAS**

**REV. COREY MOSES, DIRECTOR OF CAMPUS MINISTRY**

The purpose of the Wesley Foundation is to create a community of faith to develop students of Tarleton State University as disciples of Jesus Christ. We are creating leaders that are desperately needed in order to transform the Church and the world. We do this by providing a community for the students, allowing them to determine their beliefs in a safe space and community so they can be more like Christ as they love God, serve others and live righteously.

It has been an exhilarating year at the Wesley. Over the past year, we have welcomed many new faces to the Wesley, and we continued to plug students in to local churches in the area. As recipients of the Young Clergy Initiative Grant, we have a total of four students exploring a call to ordained ministry and serving in local churches. Two of these students are serving as Pastoral interns at the Wesley, while the other two are serving in local churches in the area. We also have a handful of other students serving in local churches as youth interns and nursery workers. Additionally, in the past year, we have had two students who have been certified as candidates for ordained ministry. One of these will graduate in August; the other has just finished her first year at Perkins School of Theology. We also celebrated one baptism, and two students have reaffirmed their baptism.

As I reflect on the past year, it seems the theme for the 2018-2019 school year is “New and Exciting.” The first and foremost new and exciting things we are celebrating this year revolve around our building. As of Annual Conference 2018, Newcastle United Methodist Church and the Wesley were formulating plans and raising money for the “Wesley Facelift” project. It was unbelievable to see God work in and through so many individuals to bring a dream to fruition! As a result, we are now able to make the most efficient use of the space in our building, and our Worship Space feels much more open and inviting to the many new folks we have met this year.

Secondly, we have experienced an influx of new students getting plugged in to the Wesley. As a result of a large graduating senior class in May of 2018, and even a few more in December of 2018, the majority of our students right now are new this year. This sense of “New & Exciting” has fostered a renewed sense of enthusiasm and passion for the Wesley and our mission to make disciples of Jesus!

This year, we introduced a few new activities. In an effort to think more long-term in discipling our students, I introduced a series called, “Adulting for Dummies.” The idea was to provide some help for our students on some of the things we all encounter after graduation. For example, the first installment...
of the series involved Rev. Amy Tate-Almy visiting the Wesley and teaching her “Common Sense” money management class. The students responded very well. Throughout the day, Rev. Amy discussed, among other topics, how setting aside just $3 a day could help them develop a savings routine, so they could be more prepared in the event that a financial crisis were to occur. This was incredibly eye-opening for all the students in attendance.

The second installment of “Adulting for Dummies” is a self-defense class. David Thornton, a retired homicide detective from Fort Worth Police Department spent a Saturday with our students, giving them tools they could use to be more aware of their surroundings with regard to their personal safety. The class included slide shows, as well as some “hands-on” training on the mats, where the students could learn and practice defense maneuvers.

The result of these practices is that we, through the power of the Holy Spirit, are making disciples who make disciples. It is truly an honor to be part of such an incredible community and to see the power of God at work.

**WESLEY FOUNDATION AT TEXAS CHRISTIAN UNIVERSITY**
**FORT WORTH, TEXAS**
**REV. JOHNNY SILVA, DIRECTOR OF CAMPUS MINISTRY**

This year marks my first year under appointment at TCU Wesley Foundation. We celebrate all ways God continues to bless this ministry, the students and all involved. I am excited to see the new and amazing ways God continues to shape and mold His ministry at TCU Wesley.

**Freshley**

About a year ago, Anna Breck, a junior active in TCU Wesley Leadership Team, came to the realization that the number of freshmen participating during the fall semester had dwindled considerably by spring. She wondered how the Wesley could more effectively reach – and retain – students new to the campus. This year, thanks to the influx of freshmen, that number is growing, including 18 to 20 freshmen on a regular basis. They are involved in the worship team, social media and event planning. Freshley launched two life groups, and each member has a mentor from the Leadership Team. The students have developed connections and a sense of community. Freshley is looking to expand the program to pave the way for the future of the Wesley.

**Wesley’s Front Porch**

Wesley’s Front Porch is an idea that developed when Taz Turner was challenged to take the love of Christ to the margins. The Holy Spirit directed his attention to the hundreds of people who walk past our Wesley Foundation building every day on their way from the commuter lots to class and the realization that this was a population underserved by our ministry. The Leadership Team decided to meet the people on the front porch with free breakfast and prayer for anyone who wanted them. It has been a blessing and a joy to get to know some of the people who stopped by regularly and see their faces light up, engaging in conversation. Several people who were hesitant about prayer early in the semester were asking to pray with us after only a few months. We were simply meeting people where they were and meeting their physical and spiritual needs as best we could without asking anything in return. I have great hope for how God will continue to use us in this role.

**Wednesday Dinner & Worship**

TCU Wesley has been blessed with an amazing and talented Leadership Team and Worship Team. Fueled by the delicious food that surrounding United Methodist churches bring and the power and presence of the Holy Spirit, our worship experiences aim to create an atmosphere where the Word of God will be proclaimed, and lives will be changed. No matter how busy students’ weeks might be, they make it a priority to worship with this Spirit-filled community of faith.
Truly, we have so much to be excited about as the 2019-2020 academic year in campus ministry approaches. God continues to equip and shape us for the fantastic and incredible journey set before us. We are in a strategic position to engage in the bountiful mission field of Texas Christian University. May God help us live into our calling to enable students to encounter God and become disciples of Jesus Christ for the transformation of TCU campus and this world!

WESLEY FOUNDATION AT UNIVERSITY OF TEXAS AT ARLINGTON

ARLINGTON, TEXAS

REV. THOMAS MITCHELL, DIRECTOR OF CAMPUS MINISTRY

The 2018-2019 year of ministry was one of significant change at the UT Arlington Wesley. After nearly a decade of fruitful ministry under the leadership of Rev. Joseph Nader, two alumni of the ministry are now serving as director and associate director. We are thankful to God for this tangible fulfillment of the mission of the Wesley: to make disciples of Jesus Christ and to raise up a new generation of leaders for the sake of the Church and the world.

We could not continue this work without the deep commitment and investment from our annual conference. We are immensely grateful not only for the financial support of the conference but also the local churches and countless individuals who support our ministry to the UTA campus through prayers, service and giving. Below is a brief report of our past year of ministry.

We began our year with the introduction of a new discipleship program called Lead/Grow. This ministry allows students to sign up for either of two discipleship tracks. Lead students are collectively invited to a weekly meeting with Wesley staff for teaching, encouragement and prayer. Lead students also meet b-weekly with Wesley staff for one-on-one discipleship. Each student who signs up for Grow is paired with a Lead student for one hour of discipleship each week. These pairings are designed to create discipleship relationships which will last at least a year with the secondary hope that each Grow student will transition onto our Lead team the following year. We are celebrating having 23 students involved in Lead/Grow this year, which has given students a place to connect, encourage, hold one another accountable and grow in their relationship with God.

In addition to these one-on-one discipleship relationships through Lead/Grow, the Wesley offers three weekly small group opportunities. Freshley is a staff-led small group on Wednesday nights designed to help first-year students transition into life on campus while orienting their life toward more of Jesus. On Thursday nights we have two student-led Bible studies: one for women and one for men. Each Tuesday night we celebrate the work God is doing throughout our community by sharing a meal and joining together in worship. We are incredibly grateful for the 15 different groups which have provided meals throughout the year!

We are celebrating student-led ministries including a push for prayer and reading Scripture on campus, as well as providing free coffee each Monday morning in the center of campus. This has been a fruitful time to serve campus, engage with students and to invite them to be part of our community. It is this level of leadership and creativity which we seek to foster in our students: a desire to serve, to love and to share the Good News of Jesus with the campus and the world.

Thank you again for your trust and prayers as we go out in mission to the campus of UTA.

WESLEY FOUNDATION AT WEATHERFORD COLLEGE

WEATHERFORD, TEXAS

GREG FERIS, Ed. D., COORDINATOR
OF METHODIST CAMPUS MINISTRIES, WEATHERFORD AREA

Recognizing that disciples bear fruit through the building of relationships, connection and love, our primary focus at the Weatherford Wesley during the year has been to orchestrate new areas of service,
program and worship while continuing to hold fast to those things which have been successful in the past.

A brief summary of those experiences follows:

- **Tuesday Lunch at the Wesley**: Numbers and interest have been good all year, as well as strong participation from our area churches, which provide meals for this ministry.

- **Sunday Evening Gathering**: Small group opportunity that includes prayer, scripture, a simple meal and sharing of God's purpose for each of us.

- **Uniting Faith & Health Care**: Fall semester lectureship series, sponsored by the Wesley and supported by the college's Allied Health Department, specifically targeting college students in the pre-professional fields of health care and how one's faith can have a lasting effect on their patients.

- **Wednesday Lunch – Granbury Campus**: Building relationships with a variety of non-traditional students at the Granbury campus utilizing a simple meal.

- **Breakfast at the Wesley**: An ongoing end of semester opportunity centered around the final exam schedule that reaches a number of students unfamiliar with the Wesley. Making connections over coffee and donuts.

- **Lunch & Grace**: A shared time for a simple meal of a sandwich and soup that combines prayer and a devotional experience.

- **Weatherford College Coyote Food Bank**: A mission partnership shared with the college that has established a food bank housed at the Wesley. This ongoing program assists WC students in need of food or a hot meal or a tank of gas for their car and is co-sponsored by the students, faculty and staff of the college.

- **End of Year Faculty & Staff Reception**: An annual expression of appreciation to the college's faculty and staff for their support and involvement in the ministry of the Wesley.

The Weatherford Wesley is fortunate to have the prayers, love and support of our area churches. There are obvious challenges in providing ministry to a large commuter-based campus, but there is also a wealth of opportunity to grow disciples.
### ADMINISTRATION

#### PROPOSED 2020 BUDGET

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<tr>
<td>a. New Faith Community (Grants)</td>
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**TOTAL CONNECTIONAL MISSION GIVING BUDGET**

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<tr>
<th>2019 Budget</th>
<th>2020 Budget</th>
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<tbody>
<tr>
<td>$10,272,262</td>
<td>$9,969,228</td>
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Increase (Decrease) $324,807 $303,034

Increase (Decrease) -3.1% -3.0%
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<th>Category</th>
<th>Description</th>
<th>Amount</th>
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<td>a.</td>
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<td>Epic Killeen Pastor Support</td>
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<td>j.</td>
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<td>k.</td>
<td>French Speaking, Richland Hills</td>
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<td>l.</td>
<td>Nolanville</td>
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<td>b.</td>
<td>Operations</td>
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<td>d.</td>
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<td>f.</td>
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<td>Youth 2019</td>
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<td>Risk Taking Mission and Service</td>
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<td>VIM Training/Education/Leadership/Team Work</td>
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<td>Disaster Response</td>
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<td>3.</td>
<td>Mission Education/Celebrations</td>
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<td>4.</td>
<td>Justice for our Neighbors - JFON</td>
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<td>5.</td>
<td>Missionary Support</td>
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<td>Project Transformation</td>
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<td>F.</td>
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<td>G.</td>
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<td>1.</td>
<td>Ministries of Healing and Wholeness</td>
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<td>a.</td>
<td>Inclusiveness</td>
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<td>b.</td>
<td>Cultural Awareness Training</td>
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<td>c.</td>
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<td>Ethnic Local Church Training</td>
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<td>Status and Role of Women</td>
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<td>Budget Expense Offsets – Designated Funds</td>
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<td>New Faith Community Partnerships</td>
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<td>IV.</td>
<td>ROBERTS CENTER FOR LEADERSHIP and ADMINISTRATION</td>
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<td>h. Order of Deacons</td>
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<td>i. Order of Elders</td>
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<td>k. Psychological Testing</td>
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<td>c. Tarleton-Wesley Foundation</td>
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<td>d. TCU-Wesley Foundation</td>
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<td>e. UTA-Wesley Foundation</td>
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<td>f. Weatherford-Wesley Foundation</td>
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<td>g. Campus Ministry Growth Fund</td>
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<td>3. Consultants to Campus Ministry</td>
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<td>4. CFA &amp; Other</td>
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<td>E. Team Ministry, Training, Resources</td>
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<td>6. Nominating Team</td>
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<td>7. Winds of the Spirit</td>
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<td>B. Communications and Technology</td>
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<td>3. Technology – Hardware</td>
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<td>4. Technology – Software</td>
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<td>6. Equipment</td>
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1. Conference Claimants .......................................................... 300,000 300,000
2. Equitable Compensation/Interim Pastoral Support .................. 60,000 60,000
3. MinistrySafe ........................................................................ 25,000 25,000
4. Clergy Moving Expense ....................................................... 90,000 90,000
5. Retiree Health Benefits ....................................................... 150,000 150,000
6. Chancellor ........................................................................... 30,000 30,000
7. General/Jurisdictional Delegates ......................................... 15,000 15,000
8. Journal ............................................................................... 5,000 3,000
9. Annual Conference ............................................................... 90,000 90,000
10. Episcopal Residence/Office .................................................. 50,000 50,000
11. Sustentation Fund (As per ¶ 626 2016 BOD) ......................... 53,165 53,165

D. District Support
1. Central .............................................................................. 178,090 178,090
2. East .................................................................................... 209,461 185,416
3. North ............................................................................... 179,965 169,975
4. South ................................................................................. 197,585 218,577
5. West ................................................................................... 151,294 151,294

VI. TOTAL CONFERENCE COMPENSATION (6) 2,171,175 2,068,102
1. Executive Directors (5) .......................................................... 559,541 526,655
2. Staff Salaries & Benefits – ECMG ........................................ 535,441 536,432
3. Designated Fund Offset – CTCYM (7) .................................. 137,048 68,471
4. Staff Salaries & Benefits – Leadership & Administration ........ 816,344 672,368
5. Designated Fund Offset – Benefits (7) .................................... 91,169 92,057
6. Designated Fund Offset – HRM (7) .......................................... 16,898 17,145
7. Staff Salaries & Benefits – AC Organization ......................... 504,963 508,321

TOTAL ARP (8) 132,500 95,000
1. ARP & Continuing Education – Conference Center ............. 16,000 11,655
2. ARP & Continuing Education – ECMG ............................... 45,000 32,150
3. ARP & Cont. Education – Leadership & Administration .......... 52,000 37,155
4. ARP & Continuing Education – AC Organization ................. 19,500 14,040

CONNECTIONAL MISSION GIVING BUDGET 10,272,262 9,969,228

$ Increase (Decrease) $ (324,807) $ (303,034)
% Increase (Decrease) -3.1% -3.0%

NOTES TO 2020 BUDGET

1. Grants for New Faith Community Partnerships and budgeted for 2020 based on anticipated ministry investment activity, (see note #3)
2. Historically, new church starts pastor support payments and new church start mortgage payments have been paid from SCE&CG designated funds. That will continue, however these expenses are consistently shown in the budget to give a more complete financial view. These expenses are then deducted from the budget (see note #3) to have a $0 impact on the 2020 budget.
3. These expenses are paid from SCEM&CG designated funds and being deducted from the budget to have a $0 impact on the 2020 budget.
4. Insurance cost increase due to centralization of conference costs and not allocating to other functional areas.
5. District Superintendents and Executive Directors salaries will remain same as 2019 and budgeted based on current staff.
6. Conference staffing and compensation reflects an overall 4.8% reduction due to organization staffing efficiencies offset by normal merit increases.
7. Historically, the Benefits Administrator (100%), CTCYM staff (53%) and Homes for Retired Ministers superintendent (25%) salaries are paid from designated funds; reflecting a $0 net effect on the 2020 Budget.
8. Accountable reimbursement plan costs are tasked for cost reduction management.

Notation: 2020 proposed budget has been developed based on zero based budget principles and actual expense trends, resulting in budgetary cost reductions in other diverse cost categories.
## 2017-2020 Budget Comparison

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<th>2018</th>
<th>2019</th>
<th>2020</th>
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<td>2,602,512</td>
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<td>85,569</td>
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<td>10,597,069</td>
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<td>Dollar Change from Previous Year</td>
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<td>(324,807)</td>
<td>(303,034)</td>
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<td>Percent Change from Previous Year</td>
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## 2013-2018 End of Year Funds Report

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
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<tbody>
<tr>
<td>Budget Reserve</td>
<td>435,552</td>
<td>649,070</td>
<td>785,944</td>
<td>617,123</td>
<td>325,397</td>
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<td>Contingency Fund</td>
<td>52,701</td>
<td>52,701</td>
<td>11,391</td>
<td>50,000</td>
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<td>Equity Fund</td>
<td>100,000</td>
<td>200,819</td>
<td>295,676</td>
<td>425,867</td>
<td>603,484</td>
<td>660,458</td>
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<tr>
<td>Permanent Reserve</td>
<td>549,993</td>
<td>561,597</td>
<td>565,490</td>
<td>718,121</td>
<td>724,895</td>
<td>758,995</td>
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<tr>
<td>Total Reserves</td>
<td>1,138,246</td>
<td>1,464,187</td>
<td>1,658,414</td>
<td>1,811,111</td>
<td>1,703,776</td>
<td>1,609,952</td>
</tr>
</tbody>
</table>

## Council on Finance & Administration (CF&A)

### Report No. 1

The churches of the Central Texas Conference are to be congratulated on another excellent payout on Connectional Mission Giving (CMG) shares (a.k.a. apportionments)! Even with all the financial challenges we have faced as a nation, in our annual conference and congregations, the churches of the Central Texas Conference had the following total payout percentages:

- **2012**: 93.14%
- **2013**: 98.01%
- **2014**: 96.26%
- **2015**: 96.65%
- **2016**: 95.55%
In addition to the CMG, our churches also gave over $400,000 to Special Day offerings, missionaries, advance special projects and other ministries to help the hurting and the lost.

The CTC churches contributed a total of $9,478,800 for CMG - 230 churches paid 100% of their share amounts in full. (For a full listing of each local church and their percentage paid you may log on to the conference web site www.ctcumc.org and highlight finance and click the link to Connectional Mission Giving.

We commend all pastors and churches in the CTC for your faithfulness! We know that churches have many worthy needs competing for funding and we are deeply grateful to all for ensuring that Connectional Mission Giving was a priority. We are also aware that all numbers, while important (remember there is a book in the Bible called Numbers!), the numbers don't tell the full story. Behind each dollar is a story of faithfulness and generosity - a story of trust in God.

The offering you make empowers ministry within our conference, in response to the needs of our communities. It also helps support the work of ministries beyond the local church that shape leaders to be more effective instruments of God’s love and reconciliation in their ministry settings. Through our connectional giving, we make possible the ministry of healing and wholeness that happens in settings of particular need. Saying thank you seems inadequate in the face of your response but please understand it is offered with heartfelt gratitude.

The CFA continues to expect 100% payout of our connectional obligations and urges every church to take seriously the recommended ten-month payout plan in which 10% of the annual CMG amount is remitted monthly. Without doubt, making monthly payments beginning in January or February is an important step in paying your connectional mission opportunities in full.

¶ 622 of the 2016 Book of Discipline states that the Board of Pension and Health Benefits amounts, the Episcopal Fund, the District Superintendents Fund, and Equitable Compensation are apportioned funds which are to be paid on the same schedule as the pastor’s base compensation is paid. The Cabinet joins the Council in reminding each church to adhere to this mandate monthly.

The Council, the Executive Director of the Roberts Center for Leadership and Administration and the Conference Treasurer are making special efforts to provide the information conference leaders and members expect in a more open and transparent way. The Council takes seriously its fiduciary responsibility and is working with conference leaders to insure the continued faithful and effective stewardship of all conference funds. Log on to the Conference web site www.ctcumc.org and highlight the Finance tab and click on the “Connectional Mission Giving” (CMG) tab for the most current information.

1. Compensation for the District Superintendents and Executive Center Directors is determined by the following formulas:

   a. Salary: The District Superintendents and Executive Directors salaries will be adjusted annually by the percentage change in the CTC Conference Average Compensation (CAC) formula calculated by the General Board of Pension and Health Benefits (GBOPHB). Given the challenges in our local churches and the focus on the WIG, CF&A has recommended that the 2020 salary will remain at $135,437.

   b. Housing Allowance: At the District Superintendent and Executive Director level, the formula will be 20% of salary rounded to the nearest thousand. The percentage will be reviewed every four years. The next review will be in 2020. The Housing Allowance for 2020 will be $27,000.

   c. The Cabinet voted to affirm the CF&A recommendation that District Superintendent and
Executive Director salaries remain the same for 2020 and declined a compensation increase per the formula.

2. There may be amounts set to provide for the District Superintendents’ and Executive Directors’ expense for conference meetings and additional ministerial expenses in an accountable reimbursement plan, the district superintendent’s portion of the conference health benefits plan premium, for an amount requested by each district superintendent or executive director to be excluded from salary and added to the district (or conference) contribution toward housing allowance, and each district superintendent and executive director’s salary. The line item amount for each of these is to be determined in consultation with and approved by the Council on Finance and Administration. It is required that the accountable reimbursement plan for the district superintendent and executive director’s expense for conference meetings and additional ministerial expenses be established in accordance with Sec. 62 of the Internal Revenue Code (IRC). Also, any Housing Expense Set-aside, as desired by each district superintendent or executive director shall be established in accordance with Sec. 107 of the IRC in like manner. Further, the cost of the Clergy Retirement Security Program, billed directly to the conference, will be charged to the districts. An additional amount for voucher, reimbursed expenses related to each executive director’s office is also a part of the respective center’s budget.

3. The district committees on finance are authorized to prepare budgets for presentation to the district stewards. An amount up to 10% of the support and compensation for the district superintendent may be included in the district budget to defray the utility costs of the district parsonage. In addition, an amount up to 10% of the support and compensation may be included in the district budget for the purpose of vouchered reimbursement of travel and business-related expenses. District budgets shall not include a discretionary fund but may include a District Operations Expense item. The district budget shall be submitted to the Annual Conference Council on Finance and Administration for approval each year. The district stewards are authorized to apportion a Connectional Contingency Fund to be used for paying in full at the district level apportioned items, which may fall short within the respective district. The Connectional Contingency Fund will be administered at the district level in the same manner as the District Work Fund. It is understood that if a portion of the Connectional Contingency Fund is not used in any given year, it will remain in the fund and future connectional mission giving funds will be reduced. Any adjustments for unusual local church situations will be made in the CMG of the Connectional Contingency Fund only. All other necessary funds will be distributed to every local church on the basis of the decimal.

4. At the end of each fiscal year unexpended unrestricted operation/budget funds, less the amount needed to cover deficits in conference budget accounts, shall be transferred into the operating reserve and an accounting of all operating reserve funds shall be made at each Annual Conference.

5. Each year the use of the unspent Contingency Fund shall be reviewed by the Council on Finance and Administration and the Bishop to decide if any amount should be used for Conference, Jurisdictional and General Church apportionments before going into the Operating Reserve.

REPORT NO. 2

1. The Special Sundays of the United Methodist Church, celebrated annually, illustrate the nature and calling of the Church. These special Sundays approved by General Conference are the only Sundays of churchwide emphasis. Such special Sundays should never take precedence over the particular day of the Christian year. However, the special Sundays are placed on the calendar in the context of the Christian year, which is designed to make clear the calling of the Church as the people of God. “Be generous,” Ecclesiastes 11:1-2 (The Message) advises. “Invest in acts of charity. Charity yields high returns. . . Be a blessing to others.” God has blessed us, and through church-wide Special Sundays we can pass on those blessings to others. The Conference Council on Finance and Administration approves and recommends the following Special Sunday offerings be taken in all local churches of the Central Texas Conference on, near or at a date designated by the local church in 2020:

- Human Relations Day (Sunday prior to Dr. MLK observance)
- UMCOR Sunday (formerly One Great Hour of Sharing) (4th Sunday in Lent)
In addition, the ministries listed below are geographically in or are related to the Central Texas Conference for which an offering has been approved. The dates that are listed are suggestions for 2020.

1. Church Growth and Development
   February
2. Golden Cross
   1st Sunday in May
3. Wesleyan Home
   Mother’s Day
4. Annual Conference Special Offering
   1st Sunday in June
5. Lydia Patterson Institute
   July
6. Christian Education Sunday
   2nd Sunday in September
7. Thanksgiving Offering
   November
8. Methodist Mission Home
   1st Sunday in November
9. The Methodist Children’s Home, Waco
   December

For information on any of these special offerings you are encouraged to go to our website [www.ctcumc.org](http://www.ctcumc.org/specialsundayofferings).

1. The Conference Ministry Centers and District Superintendents shall have prepared in writing and submitted to the Council on Finance and Administration their budgets for the ensuing year by the date set by the Council on Finance and Administration. Requests will not be considered if received after the due date unless an extension has been requested and approved.

2. An amount equal to 50% of the General/Jurisdictional Conference per diem or reimbursement for actual expenses above the per diem, whichever is less, shall be paid to each lay and clergy delegate. The first and second lay and first and second clergy alternate delegates to General Conference (first two lay and first two clergy elected as Jurisdictional Conference delegates) shall additionally be reimbursed up to an amount not to exceed 50% of the General Conference per diem plus reasonable transportation reimbursement. The first Reserve elected to Jurisdictional Conference shall receive a total reimbursement not to exceed 150% of the Jurisdictional Conference per diem plus reasonable transportation expenses. Other delegation expenses and the expenses of other elected delegates not previously specified may be paid based on the availability of funds in consultation between the head of the delegation and CFA.

3. The Executive Director of the Roberts Center for Leadership and Administration is authorized to:
   a. Consolidate the various funds of the Annual Conference and of the agencies into one or more bank accounts.
   b. Write all checks for the agencies of the conference upon requisition by authorized officers of the agency and in keeping with approved conference budget. The Treasurer is also authorized to transmit to the authorized treasurers all other funds that are raised by the local churches in response to General, Jurisdictional and Annual Conference askings that have been approved by the appropriate body.
   c. The conference treasurer, after the close of the fiscal year, shall transfer from the accounts of all boards, commissions, and other agencies of the conference into the operating reserve all unexpended balances of the annual appropriations for the year just closed (excepting only items specifically exempted by CFA) making allowances for all outstanding checks. This procedure is recommended with the understanding that the Executive Director for the Roberts Center for Leadership and Administration will honor the requisitions for all necessary expenses of the new fiscal year within the limits of the appropriations.
   d. Invest the funds of the conference in government securities and federally insured depositories, and/or with the Texas Methodist Foundation and to borrow on and dispose of investments at, or prior to, maturity, and to deposit the proceeds from these investments
in accounts of the conference under the guidance of the Council on Finance and Administration. Funds may also be managed and invested in accounts at Wespath.

e. Deposit funds for specifically designated purposes in federally insured depositories, and/or with the Texas Methodist Foundation under the joint control of the Central Treasury (Conference Council on Finance and Administration) and the agency concerned, with the approval of the Executive Committee of the Conference Council on Finance and Administration. Funds may also be managed and invested in accounts at Wespath.

REPORT NO. 3
RESERVE FUNDS

In order to establish a better system of accountability, the Council on Finance and Administration, following action of the 1991 Annual Conference, implemented the following management procedures for reserve funds beginning 1/1/92:

1. The operating reserve is no longer treated as a contingency fund but as a cash flow fund.
2. A separate contingency fund has been set up to cover unbudgeted expenses with accounting of these expenditures to be made to the Annual Conference.
3. A contingency fund of $50,000 has been established from the operating reserve.
4. The contingency fund will be replenished at the beginning of each year by the interest earnings on both the contingency fund and the operating reserve. Any interest earnings over and above that necessary to replenish the contingency fund to a balance of $50,000 will go into the operating reserve.
5. The goal is a permanent operating reserve fund of 10% of the current budget to be used strictly for cash flow.
6. The operating reserve will be replenished by funds unused by the conference at the end of the year.
7. The authority for the administration of these funds rests with the Council on Finance and Administration pursuant to the Book of Discipline of The United Methodist Church and the Guiding Principles and Best Practices of the Central Texas Conference.

CONTINGENCY FUND POLICY

1. Expenditures will be made from the Contingency Fund under one of two circumstances:
   a. Unforeseen circumstances, unpredicted, unplanned for, emergency situations that could not have been foreseen by reasonable people and reasonable committees.
   b. Failure of expected income to support a budgeted expenditure.
2. The conference treasurer may authorize up to $250; the CFA executive committee may authorize up to $5,000 either in meeting or by phone; those over $5,000 must be authorized by the full board either in meeting (in person or email) or by phone.
3. No disbursement will be made without the authorization signature of either the conference treasurer or the chair of CFA.

REPORT NO. 4
MILEAGE REIMBURSEMENT

The accountable mileage reimbursement for conference staff shall be the rate set by the Executive Director of the Roberts Center for Leadership and Administration, which shall not exceed the IRS rate. All others shall be reimbursed at 25 cents per mile for one to six persons in a car, and 35 cents per mile when seven or more members ride in the same car for necessary travel on conference business. Due to the fluctuation of gasoline prices, the CFA is authorized to change the mileage rate between sessions of the Annual Conference if deemed necessary. This reimbursement rate will be effective at the close of this Annual Conference.
REPORT NO. 5
ACCOUNTABILITY

The Council on Finance and Administration, through the Executive Director of the Roberts Center for Leadership and Administration, shall monitor monies received through the apportioned funds and keep those Boards and Agencies receiving funds from the conference advised of possible shortfalls to enable them to adjust their expenses where at all possible in order for expenditures not to exceed actual income for the year. CFA will seek to work with Boards and Agencies to allow the maximum funding of ministries and programs without creating a deficit situation in the Conference Budget.

REPORT NO. 6
NEXT YEAR BUDGET

At Annual Conference, CFA will present a budget which is comprised of the major ministry components of the Conference. When the Conference approves the budget, it will be voting on the figures of those components and the composite total. If occasion arises to meet unforeseen and unusual expenses, or to provide for emerging ministries that could not be known at the time of budget preparation, a request may be made to CFA for approval to shift monies from one major ministry component to another major ministry component of the budget. In faithfulness to the Financial Best Practices this procedure will not be used simply because a ministry area anticipates some funds will not be spent.

REPORT NO. 7
CHURCH INCORPORATION RECOMMENDED

It is imperative that each local church be incorporated to reduce the liability risk to members. Failing to be incorporated puts each of the members of the church in jeopardy. In addition to being incorporated each church must review its property and liability insurance coverage with consideration for areas of liability not only between church staff and members or guests, and not only between the church as an entity and whomever might happen upon the premises, but also for the area of liability of employer versus employee.

REPORT NO. 8
NEWLY CHARTERED CHURCH CONNECTIONAL MISSION GIVING

Each newly chartered church shall be apportioned 25% of what would be its connectional mission giving, under Annual Conference Financial Procedures point C., for its first year after records are available, 50% its second year, 75% its third year and 100% its fourth year and thereafter.

REPORT NO. 9
CONFERENCE TREASURER

We recommend Greg Carey for election as our Conference Treasurer.

REPORT NO. 10
AUDITOR FOR THE CONFERENCE TREASURY

We recommend Ratliff and Associates as the auditing firm for the Conference accounts.
The commission has met as needed and has carried out its responsibilities of overseeing the Minimum Compensation program for the Annual Conference with its primary purpose focused on assisting local churches in moving from part-time to full-time pastoral positions. The Equitable Compensation Funds are meant to be used as transitional funds and are not to be considered long-term subsidies. We intend to keep working with local churches, district superintendents, and the cabinet to set time frames and benchmarks to help a church move from part-time to full-time. This transition can usually be accomplished by a three-year commitment. To continue to receive Equitable Compensation funds a transitional church shall pay 100% of their connectional mission giving shares. The commission is therefore willing to not only provide financial assistance, but also provide educational assistance to help all equitable compensation entities with the tools and help to rise above the minimum compensation levels for their clergy.

The Central Texas Conference also has a history of supporting missional churches where full-time pastors may need to be appointed for special purposes for which the congregation is unable to pay a full-time salary. In these missional cases, continued effective communication is essential with the pastor, congregation, District Superintendent, and Executive Center Directors of the CTC to ensure these congregations continue to be effective in reaching others, transforming lives, and sharing the gospel of Jesus Christ in the identified mission field.

The commission seeks to be responsible to the churches of the Annual Conference in not requesting more than is needed and at the same time to provide adequately for the program. We also realize the balancing act between the need to raise the minimum salary for our clergy while at the same time respecting the financial constraints among our churches that produce the need for equitable compensation in the first place. Therefore, the past several years we have continued to research the correlation between higher minimum salaries and more effective pastorates. What our research continues to show is that there seemed to be no correlation between higher salaries and more effective pastorates. In fact, almost the opposite was true…the more effective pastorates were those who were placed in missional settings at less than full-time who were fully invested in the community and in effect many times coming from the community themselves. And in an unexpected yet related finding, the higher the minimum salary the lower the average conference salary as more churches tend to migrate toward the minimum. We continue to monitor our minimum salary recommendation annually.

We recommend that the Equitable Compensation levels for all categories of supplements be the amounts in the categories from the chart below for 2019. Additionally, we recommend that the 2019 budget for Equitable Compensation be $60,000.00 in Salary Compensation/Interim Pastoral Support, and $90,000 in the Moving Expense Fund.

The Equitable Compensation Commission of the Central Texas Conference will offer to participate with those churches receiving equitable compensation in obtaining workers’ compensation insurance for lay and clergy employees up to $250.00 per policy.

**Report No. 2**

**Equitable Compensation Fund**

There shall be a program of equitable compensation support in the Central Texas Conference under the management of the Commission on Equitable Compensation and Clergy Benefits. This program shall be patterned after ¶625 of the 2016 *Book of Discipline*. Based on these guidelines, the following paragraphs shall compose the operating procedure for the Equitable Compensation Program for all the
clergy members of the conference members in full connection, associate members and provisional
members of the Central Texas Conference serving full time for 2019-2020 conference year.

1. A prerequisite for consideration of salary supplements from the Equitable Compensation Fund
shall be the filing with the Commission of a written application (Form EQ1/2019) by the District
Superintendent each January 1 or anytime an appointment change occurs in an Equitable
Compensation appointment. The District Superintendent shall certify classification of the clergy
and the salary (using Pastoral Support & Compensation Worksheet figures) set by the charge.

2. Salary grants shall be made for a calendar year with payments made monthly. In cases of
appointment changes at or between Annual Conference sessions, the District Superintendent
shall file a written request with the Commission. Approved supplements shall then be paid on a
pro-rata basis for the part of the year actually served.

3. A church/charge is eligible to receive equitable compensation benefits for a maximum of three (3)
years; a one-year extension may be granted by the Cabinet if the charge exhibits progress and
potential.

4. The following conditions must be met by the pastoral charge before it can become eligible for
consideration to receive supplements from the Equitable Compensation Fund:
   a. The pastoral charge shall have conducted a stewardship campaign for the local budget of
each of its churches during the previous calendar year. This shall be an every member
campaign. The Commission will assist in such a campaign upon written request from the
charge pastor or district superintendent.
   b. All connectional mission giving (CMG) items shall have been paid in full by the local church
for the previous calendar year.
   c. The charge must have at least 100 members.

In unusual situations the Commission on Equitable Compensation and Clergy Benefits may waive any or
all of these conditions.

5. The Commission on Equitable Compensation and Clergy Benefits will pay any amount up to 1/4
of the minimum salary set by the Annual Conference for each applicant according to his/her
ministerial classification. If any exception under paragraph 3 or 4 is sought, the request must be
endorsed by a 2/3 vote of the Cabinet before it can be considered by the Commission.

6. Recognizing the growing strain on our smaller churches in providing a full-time clergy that even
at The Commission recognizes the growing strain on our smaller churches in providing a full-time
clergy that even at minimum equitable compensation the total cost to a local church can run up
to $65,000 annually (plus housing). Below is our recommendation for minimum equitable salary
for 2020, with comparisons to 2019:

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<thead>
<tr>
<th>BASE SALARY AMOUNTS</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elder in Full Connection</td>
<td>$41,568</td>
<td>$42,400</td>
</tr>
<tr>
<td>Provisional Elder – non-student</td>
<td>$36,265</td>
<td>$36,990</td>
</tr>
<tr>
<td>Provisional Elder – student</td>
<td>$33,514</td>
<td>$34,184</td>
</tr>
<tr>
<td>Associate Member</td>
<td>$36,265</td>
<td>$36,990</td>
</tr>
<tr>
<td>Full-time Local Pastor</td>
<td>$33,514</td>
<td>$34,184</td>
</tr>
</tbody>
</table>

7. Rates for adjustment will be considered annually by the commission and reported to the annual
conference. The amounts reflected include the following 6 items found on the pastor’s support
and compensation form (PSCF):
   a. Base salary (Part 3.1)
   b. Utilities (Part 2), which shall be provided with payments made by the local church or
      reimbursed when paid by the pastor.
   c. Vouchered travel reimbursement (Part 4.e or a portion of 4.a), which shall be reimbursed
      at the IRS rate with appropriate records and documentation provided to the church.
   d. Dependent premium (Part 4.b) payments made by the local church.
e. Dependent premium supplemental payments paid by the conference at the discretion of
the District Superintendent and,
f. Other conference subsidies received but excluding any reimbursement for Annual
Conference expenses or continuing education events.
Note that the amounts in the table above do not include the pastors pension contribution or health
care contribution.

8. Housing shall be provided in a church-owned parsonage or provided for with a monthly allowance.
Exclusive of parsonage considerations or a housing allowance. In calculating equitable
compensation payments, no more than 25% may be deducted from total compensation as a
housing allowance (even if the housing allowance actually constitutes more than 25% of the total
compensation). Exception to this rule may be made for missional considerations.

9. Pastors who are appointed to less than full-time service as addressed in the 2016 Book of Discipline,
¶ 338.2 shall be eligible to receive salary supplements from the Equitable Compensation Fund.
The amount of salary supplement for which the pastor is eligible will be determined by the Cabinet's
interpretation of time actually spent in serving the charge. For example, if the pastor is deemed as
serving 1/4 of full time, his/her minimum salary eligibility would be 1/4 of the minimum of his/her
conference relationship classification. The categories of 1/4, 1/2, and 3/4 will be followed in
determining less than full-time eligibility for salary supplements from the Equitable Compensation
Fund.

10. Ministers who are not eligible for salary supplements are:
a. Those whose appointment is other than pastor of a charge.
b. Those classified as part-time local pastor.
c. Retired ministers.
d. No pastor shall be eligible to receive salary supplements from this fund who has been offered
   appointments with a higher salary, but who persistently prefers for personal reasons to
   remain in a present appointment.
e. Associate pastors.

11. The Commission is studying ways in which Equitable Compensation funds may be used to
supplement unusual situations beyond the Conference minimum scale to provide assistance for
pastors who remain in churches for missional purposes at the request of the Cabinet. We continue
in dialogue with the Cabinet about such a policy.

REPORT NO. 3
MOVING EXPENSES/Policy & PROCEDURES
MOVING FUND Policy, PROCEDURE, REFUND FORM
See Policies & Procedures Section, Page 184

REPORT NO. 4
Policy REGARDING CLERGY HOUSING & PARSONAGE STANDARDS
See Policies & Procedures Section, Page 177

REPORT NO. 5
Vacation Policy
See Policies & Procedures Section, Page 176

REPORT No. 6
INTERIM PASTORAL SUPPORT Policy
See Policies & Procedures Section, Page 187
The Tax Cuts and Jobs Act (the “Act”) made numerous changes to the taxation of both individuals and organizations. Several of the changes relate to deductions available to individuals. One such change that has possibly received less attention involves moving expenses.

As outlined extensively in the IRS’s Publication 521, the “deduction of certain moving expenses to a new home because [the taxpayer] started or changed job locations” has been an available deduction, and it is created by Section 217 of the Tax Code. In addition to the available deduction, another section of the Code – Section 132(g) – provides that the reimbursement of qualified moving expenses by an employer will not be treated as a taxable fringe benefit. In other words, if the employee would be able to take the moving expense as a deduction, the employer could pay for those expenses on a tax-free basis.

Unfortunately for those who will incur moving expenses that would meet the deductibility standards outlined in Publication 521, the Act has suspended the application of Sections 217 and 132(g) from January 1, 2018 through December 31, 2025. The end result of this suspension is that (1) moving expenses incurred during that time period will not be a deductible expense (except for certain members of the Armed Forces) and (2) any reimbursement by, or payment of, these expenses by an employer during the same time period will need to be reported as taxable income to the employee (again, except for certain members of the Armed Forces).

Thus, for example, if a local church covers some or all of the moving expenses of an employee, such as its pastor, the church will need to report that amount on Form W-2 as taxable income to the employee. And, as another example, if the payment of moving expenses is made by an annual conference on behalf of a pastor serving a local church, the conference will likely need to issue that pastor a Form 1099-MISC reflecting the amount paid (the instructions to Form 1099-MISC 2 state Box 7 should include “taxable fringe benefits for nonemployees,” which will presumably include moving expenses for the years during which Sections 217 and 132(g) are suspended).

GCFA’s Legal Services Department

[NOTE: Updates will be found at www.gcfa.org. If you should have any questions, please feel free to contact us at legal@gcfa.org.]

What This Means for Central Texas Conference Clergy

1. All clergy who move and receive reimbursement of any kind (directly paid to you, your invoice paid directly to the moving company on your behalf, etc.) will be sent a 1099-Misc. form to be used to file with your taxes
2. Every pastor who moves will be responsible for increased income tax.

HOMES FOR RETIRED MINISTERS
MAVIS HOWELL, SUPERINTENDENT

It is a tremendous privilege to be a part of the Homes for Retired Ministers (HRM) program of the Central Texas Conference. This year several minor repairs have been made to the homes. I enjoy visiting with the residents and look forward to serving their needs in the coming year.

It is the policy of the HRM Board of Trustees to sell homes as they become vacant and hold the funds in reserve to purchase a home as the need arises. In the past year we have had no inquiries regarding this
program. If you know of a retired clergy or surviving spouse that might be in need, please have them contact me at mavis@ctcumc.org.

This year, Homes for Retired Ministers has 2 homes in our ministry as of April 1, 2019. Both homes have residents and they are as follows:

**Homes and Their Residents**

- **Burleson** 1009 Stockton  
  Rev. & Mrs. Ellis Holden
- **Temple** 4305 Cactus Trail  
  Mrs. Dorothy Lightfoot

Thank you for your faithful support of this wonderful ministry of our Conference.

**Board of Pension & Health Benefits**

Rev. Frank Briggs, Chairperson  
fbriggs@lfwired.org

The Central Texas Conference Board of Pension and Health Benefits is charged with the work of providing for, and contributing to, the support, relief, assistance and pensioning of the clergy and their families, other church workers, and lay employees of the UMC, its institutions, organizations, and agencies within the Annual Conference, except as otherwise provided for by Wespath. The Board works closely with Wespath, which provides excellent interpretation and guidance in our pension, health insurance and other benefits.

**Deposit Account**

The basic “draft” account at Wespath where budgeted monies for the Pre-82 Pension Program and the Comprehensive Protection Program are accumulated. Wespath then drafts from this account to pay our obligations as they become due. The balance represents accumulated earnings from across the years and is unencumbered except for what is needed for cash flow purposes.

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<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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<tr>
<td>Balance 01-01-18</td>
<td>$1,100,093.34</td>
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<tr>
<td>Deposits</td>
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<tr>
<td>Adjustment Credit</td>
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<td>Annual Distribution</td>
<td>$22,459.37</td>
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<td>CPP Premium</td>
<td>$533,078.03</td>
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<td>Special Grants</td>
<td>($553.00)</td>
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<td>Market Gain/(Loss)</td>
<td>($122,603.81)</td>
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<tr>
<td>Apportioned Settlements and Debits</td>
<td>($1,117,869.45)</td>
</tr>
<tr>
<td>Ending Balance 12-31-18</td>
<td>$1,585,079.10</td>
</tr>
</tbody>
</table>

**Pre-82**

An account established to accumulate funds to satisfy claims from the pension plan in place prior to 1982. (See Report No. 2 for funding plan.) These funds, by Wespath rule, are invested in the Multiple Asset Fund (MAF). Funds deposited, and subsequent earnings are permanently restricted by Wespath for Pre-82 pension liabilities.

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance 01-01-18</td>
<td>$25,375,760.60</td>
</tr>
<tr>
<td>Deposits</td>
<td>$1,007,067.91</td>
</tr>
<tr>
<td>Payments to Claimants &amp; Costs</td>
<td>($2,425,122.23)</td>
</tr>
<tr>
<td>Market Gain/(Loss)</td>
<td>($1,368,532.02)</td>
</tr>
<tr>
<td>Ending Balance 12-31-18</td>
<td>$22,289,174.26</td>
</tr>
</tbody>
</table>
**ENDOWMENT & TRUST FUNDS (CAPITAL FUNDS CAMPAIGN)**
(Dedicated for funding our Pre-82 unfunded liability)

This fund represents the amounts collected from our 1986/87 capital funds campaign ($966,122.00). Included in the beginning balance is interest, which has been earned since funds have been placed on deposit. This fund is dedicated to funding our Pre-82 Pension Plan liability. Any change to this dedicated status could only take place by Annual Conference action, after consultation with Wespath as to the impact on the Pre-82 Pension Plan.

<table>
<thead>
<tr>
<th>Year</th>
<th>Ending Balance 12-31-18</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>$1,846,619.23</td>
</tr>
</tbody>
</table>

**CRSP DEPOSIT ACCOUNT**

The basic deposit account for the defined benefit component of the Clergy Retirement Security Program. On the last business day of each year the required dollar amount to fund this component is transferred into the Retirement Program administered by Wespath. Any remaining balances are not restricted.

<table>
<thead>
<tr>
<th>Year</th>
<th>Ending Balance 12-31-18</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>$2,159,016.90</td>
</tr>
</tbody>
</table>

**HEALTH BENEFITS**

The basic draft account at Wespath where budgeted monies and benefit payment invoice receipts for the HealthFlex active plan are deposited, and transfers from the Retiree Health Benefits account pay the obligations as they come due. Any remaining balances are not restricted.

<table>
<thead>
<tr>
<th>Year</th>
<th>Ending Balance 12-31-18</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>$2,828,259.15</td>
</tr>
</tbody>
</table>

**RETIREE HEALTH BENEFITS**

The deposit account for the Retiree Health Insurance unfunded liability. Unspent retiree funds from the budget are transferred to pay for future Health Retirement Account obligations.

<table>
<thead>
<tr>
<th>Year</th>
<th>Ending Balance 12-31-18</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>$2,833,079.98</td>
</tr>
</tbody>
</table>
**Grant Support**

Provides grant money to clergy and surviving spouses of clergy to assist with catastrophic, unanticipated medical expenses. See Report 11. Grant support funds initially resided in the Retiree Health Benefits Fund.

<table>
<thead>
<tr>
<th>Balance 01-01-18</th>
<th>$94,633.09</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Gain/(Loss)</td>
<td>($5,807.88)</td>
</tr>
<tr>
<td>Ending Balance 12-31-18</td>
<td>$88,825.21</td>
</tr>
</tbody>
</table>

**Sustentation Fund**

A fund established to provide financial assistance to churches and clergy in times of clergy transition. (See Report 10 for more information.)

<table>
<thead>
<tr>
<th>Balance 01-01-18</th>
<th>$342,875.64</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deposits</td>
<td>$56,596.00</td>
</tr>
<tr>
<td>Withdrawal</td>
<td>($123,819.00)</td>
</tr>
<tr>
<td>Market Gain/(Loss)</td>
<td>($24,346.18)</td>
</tr>
<tr>
<td>Ending Balance 12-31-18</td>
<td>$251,306.46</td>
</tr>
</tbody>
</table>

**Superannuate Fund**

The principal amount of this fund ($63,986) is a result of the 1939 merger of the Methodist Episcopal and the Methodist Episcopal South and is permanently restricted. All past and future earnings are unrestricted.

<table>
<thead>
<tr>
<th>Balance 01-01-18</th>
<th>$1,511,738.36</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Gain/(Loss)</td>
<td>($92,779.36)</td>
</tr>
<tr>
<td>Ending Balance 12-31-18</td>
<td>$1,418,959.00</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Restricted Balance</th>
<th>$63,986.00</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted Balance</td>
<td>$1,354,973.00</td>
</tr>
<tr>
<td>Ending Balance 12-31-18</td>
<td>$1,418,959.00</td>
</tr>
</tbody>
</table>

**Building Fund**

The Annual Conference voted that beginning with the 2013 budget to set aside funds into an equity fund to allow the Conference to accumulate a substantial amount of money secured for a future Conference Service Center or renewal of the lease on the current Conference Service Center.

<table>
<thead>
<tr>
<th>Balance 01-01-18</th>
<th>$603,484.26</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deposits</td>
<td>$100,000.00</td>
</tr>
<tr>
<td>Market Gain/(Loss)</td>
<td>($43,026.07)</td>
</tr>
<tr>
<td>Ending Balance 12-31-18</td>
<td>$660,458.19</td>
</tr>
</tbody>
</table>

**Report No. 2**

**2020 Comprehensive Benefit Funding Plan Summary**

**Introduction**

The 2016 Book of Discipline ¶ 1506.6 requires that each annual conference develop, adopt and implement a formal comprehensive funding plan for funding its benefit obligations. The funding plan shall
be submitted annually to Wespath Benefits and Investments (Wespath) for review and be approved annually by the annual conference, following the receipt and inclusion of a favorable written opinion from Wespath. This document is only a summary of the information contained in the actual signed funding plan and does not contain all the information required for a comprehensive view of the conference’s benefit obligations. You may request the full contents of the 2020 comprehensive benefit funding plan from your conference benefit office.

**CLERGY RETIREMENT SECURITY PROGRAM (CRSP)**

**Defined Benefit (DB) & Defined Contribution (DC)**

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

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

**CURRENT FUNDING PLAN INFORMATION**

The Clergy Retirement Security Program (CRSP DB) annuities total liability as of January 1, 2018, is $(1,740,019,798), while total plan assets are $1,904,387,237, resulting in a current plan funded ratio of 109%. The Central Texas Conference portion of the liability is 1.3051% and the 2020 contribution is $1,312,229. The conference anticipates that the amount will be funded by CRSP Deposit and direct billing. Additionally, General Conference 2012 approved a change to CRSP that provides each annual conference the discretion to determine whether to cover three-quarter and/or half-time clergy. The Central Texas Conference has elected to cover clergy serving 50%+ under CRSP effective January 1, 2019.

Effective January 1, 2014, the CRSP DC plan was reduced from a 3% to a 2% of plan compensation non-matching contribution. Clergy can earn up to an additional 1% CRSP DC contribution by contributing at least 1% of their plan compensation to UMPIP; therefore, if a participant contributes at least 1% of plan compensation to UMPIP, the individual will receive a contribution of 3% to CRSP DC. The 2020 CRSP DC contribution is anticipated to be $610,075 and will be funded by connectional mission giving and direct billing.

**MINISTERIAL PENSION PLAN (MMP)**

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

**Current Funding Plan Information:** The Ministerial Pension Plan (MPP) annuities’ total liability as of January 1, 2018 is $(3,606,807,509), while total plan assets are $3,885,277,143, resulting in a current plan funded ratio of 108%. The required contribution for 2019 is $0. The Central Texas Conference’s percentage of the total liability is 1.0013%.
**PRE-82 PLAN**

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

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

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

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

**Current Funding Plan Information:** The 2020 PSR recommended to the Central Texas Conference will be $702, the same as the 2019 rate. The conference expects future annual increases to be approximately 1.00%. The contingent annuitant percentage is recommended to remain at the 75% level.

**ACTIVE HEALTH BENEFIT PROGRAM**

**Program Overview:** The Central Texas Conference offers a welfare benefit plan for active, eligible clergy and lay employees through Wespath. Wespath maintains the hospitalization and medical expense program, more commonly known as HealthFlex (Plan), for the benefit of clergy and lay employees (and their eligible dependents) of The United Methodist Church. The Plan is a “Church Plan” as defined in §414(e) of the Internal Revenue Code (Code), as amended, and §3(33) of the Employee Retirement Income Security Act of 1974 (ERISA).

**Current Funding Plan Information:** The total cost of the program for 2020 is anticipated to be $4,594,614 and will be funded by direct billing. It is anticipated that increases for future years will average 7.00%.

**Claims Incurred But Not Reported** (if applicable): The Central Texas Conference provides the following health plan to its eligible participants: Self-Funded – HealthFlex. As of 12/31/2020, the estimated IBNR claims total is $0. It is anticipated that increases for future years will average 7.00%. It is anticipated that the IBNR claims, if applicable, will be funded.

**Additional Plan Sponsor Funded Coverage:** The Central Texas Conference has elected to provide health benefits coverage to the following groups during periods where-without plan sponsor – funded premiums – the participants would not be provided coverage or benefits (all figures as of 12/31/2018):

1. Clergy or Lay on Disability (including Pending Disability); 1 participant at an estimated cost of $63,000.
2. Surviving Spouses and Children of Deceased Active Participants; 2 participants at an estimated cost of $70,392.
3. Clergy in The Voluntary Transition Program (VTP): 0 participants at an estimated cost of $0.
4. Medical Leave: 1 participant at an estimated cost of $57,750.

The projected annual cost as of 12/31/2020 for additional plan sponsor funded coverage is $24,015.

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

**Program Overview:** The Central Texas Conference currently offers a stipend in the form of a Health Reimbursement Account (HRA) for Post-Retirement Medical coverage for its eligible clergy.

**Current Funding Plan Information:** The Central Texas Conference intentions for 2020 are to retain the current plan benefit. PRM eligibility and benefits provided are found in the CTC Journal under the Conference Board of Pensions report #9 Retiree & Medicare Eligible Health Benefits.

Based on the most recent PRM valuation dated 01/01/2019, the following is the funded position of the PRM benefits:

1. Expected Post-Retirement Obligation (EPBO) net plan sponsor cost $7,035,763
2. Accumulated Post-Retirement Obligation (APBO) net plan sponsor cost $5,262,242
3. Assets (in-plan and outside) designated for PRM $2,833,080
4. Service cost (SC) net plan sponsor cost $172,226
5. Unfunded APBO, [3. – 2.] ($2,429,162)
6. Number of annual payments 20
7. Portion of unfunded APBO, [5. / 6.] $121,458
8. Ongoing funding contribution, [4. + 7.] $293,684

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

These values are based on a 4.1% long term discount rate, a 4.00% long term expected rate of return on assets, and a valuation year medical trend (inflation rate) of 7.0% with an ultimate medical trend (inflation rate) of 5.0%, beginning in 2027.

In addition to the PRM funding contribution listed above the projected annual plan benefit cost for 2020 (subsidies, HRAs, claims or premiums) is $176,350.

**COMPREHENSIVE PROTECTION PLAN (CPP)**

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

The CPP adoption agreement executed by the Texas Central Conference contains its elections to cover the categories mentioned above.

**Current Funding Plan Information:** For 2020, the Central Texas Conference has an expected required contribution to the Comprehensive Protection Plan of $610,900, which is anticipated to be funded by direct billing. The anticipated average increase in future years is expected to be 2.0% per year due to the increase in clergy compensation.
**Plan Overview:** The United Methodist Personal Investment Plan (UMPIP) is an Internal Revenue Code section 403(b) defined contribution retirement savings plan for clergy and lay employees of the United Methodist Church and affiliated organizations. Participants may make before-tax, Roth and/or after-tax contributions through payroll deductions. Participant contributions, various optional plan sponsor contributions and investment earnings comprise the individual’s retirement account balance.

**Current Funding Plan Information:** Conference office lay employees working an average of 30 hours per week or more are eligible for a plan sponsor-funded pension contribution of 3% of salary. In addition, each lay employee may earn an additional 3% with a 3% personal contribution. The conference’s estimated contribution for 2020 is $68,500 and will be funded via an amount collected from the conference connectional mission giving shares.

The Central Texas Conference, as of January 1, 2020 is planning on sponsoring the UMPIP for clergy serving full-time in the Conference office and are eligible for a pension contribution of the equivalent of the combined DB amount and 3% DC of salary. The conference’s estimated contribution for 2019 is $62,500 and will be funded via an amount collected from the conference connectional mission giving shares.

**Other Defined Contribution (DC) Obligations**

**Plan Overview:** The Central Texas Conference currently offers the following DC benefit(s): Moving Expense Fund – DC Type. The estimated contribution for 2020 is $90,000 funded via an amount collected from the conference connectional mission giving shares. The anticipated average increase in future years is expected to be 0.00% per year unless the number of clergy moves or moving expenses increases significantly.

**Conclusion**

The 2019 Comprehensive Benefit Funding Plan and this summary document incorporated, to the best of our understanding, the Central Texas Conference’s obligations and funding requirements of the benefits provided to the clergy and laity of the Central Texas Conference.

Electronically signed by:

Rev. Frank W. Briggs, Chair-Board of Pensions
Jeff Roper, Conference Benefits Officer
Greg Carey, Treasurer/Comptroller

Official Representatives of Wespath Benefits and Investments

Central Texas Conference 2020 Pension and Benefit Funding Plan Ratio’s Summary

<table>
<thead>
<tr>
<th>Plan</th>
<th>Funded Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre-82</td>
<td>117%</td>
</tr>
<tr>
<td>Ministerial Pension (MPP)</td>
<td>108%</td>
</tr>
<tr>
<td>Clergy Retirement Security Program (CRSP DB)</td>
<td>109%</td>
</tr>
<tr>
<td>Post-Retiree Medical (PRM)</td>
<td>54%</td>
</tr>
</tbody>
</table>

**Report No. 3**

**Past Service Rate**

In accordance with the changes in the 2016 Book of Discipline ¶1506, which outlines the requirements for the Past Service Rate (PSR) for those clergy with pre-1982 service years who qualify for annuity, the
Conference Board of Pensions recommends that the PSR remain at $702 for 2020. There is much
ingoing on in the pension world including mortality tables showing we are living longer. The board has
been reviewing the PSR, inflation rates and other data and discussing this data with Wespath. The board
continues to monitor the PSR and will make recommendations each year with the goal of making a
recommendation which will both honor our retirees and manage the financial liability demands on the
conference.

**Pre-82 Cost of Living Adjustments** (Past Service Rate (PSR))

One way of calculating the United Methodist Pension Benefit for those clergy who have clergy years of
service in the Central Texas Annual Conference prior to 1982 consists of a defined benefit based upon
the number of years of annuity credit prior to 1982. This benefit is calculated by multiplying the number
of years of annuity credit by the past service rate (PSR). The past service rate is set by the Central Texas
Conference, upon recommendation by the Central Texas Conference Board of Pensions, hereafter
referred to as “The Board” for the next year at its annual meeting.

Over the last several years “the Board” has spent extensive time in researching the effects of the PSR
and its associated liability to the conference in determining how it should establish its recommendation
of the past service rate each year. We want to be fair to those retired clergy with Pre-82 years of service
and honor their service to the CTC and the Kingdom of God while at the same time being prudent with
the current economic realities of our conference churches. And perhaps just as importantly we all want
to have a plan to offer this benefit to our clergy that can be sustained. Some facts that the Board
discovered are:

- The past service rate has increased faster than the Consumer Price index, inflation, and the
  average of all conference PSR’s since it was originally set in 1981 for the 1982 year.
- In addition, the past service rate has increased faster than the average salary of clergy in our
  conference (CAC) and the average of the clergy in our denomination (DAC).
- Our current PSR recommended for 2020 ($702) is in the top tier of conferences.
- In Texas government and educational entities and Social Security who are the primary utilizers of
  the defined benefit in the state, most often use the percentage change in the annual Consumer
  Price Index to set the amount of the Cost of Living Adjustment – COLA.
- In 2011 we set a goal of funding at 120% in order to be able to weather potential future stock
  market storms.
- Currently the Central Texas Conference’s Pre-82 benefit is 117% funded at Wespath.
- When the past service rate is increased, there is an increase in the liability associated with that
  benefit which could trigger an automatic requirement for additional funding. And if there is need
  for a funding increase that must be paid for prior to the increase.
- Recently the mortality tables to be used in the calculation of the cost of future PSR benefits have
  changed to utilize a table that recognizes an increase in longer life expectations which are more
  representative of our current population which in turn increases the liability.
- The following chart shows the correlation of the PSR as defined by the annual CTC increase in
  reality and the PSR amount had it been adjusted by other methods.
The Clergy Retirement Security Program (CRSP), effective January 1, 2007, is the pension program for all eligible United Methodist Clergy.

CRSP offers a two (2) component benefit design:

1. **Core Defined Contribution** (DC) — promises a defined amount that is deposited into an active clergyperson’s account with monthly deposits. This benefit distributed at retirement is the accumulated amount plus earnings (losses) in the individual’s account.

2. **Core Defined Benefit** (DB) — promises a specific dollar amount at retirement regardless of market conditions or investment performance. The amount is based on a formula that specifies a monthly retirement benefit to eligible clergy for the remainder of their lives.

Plan provisions effective January 1, 2016:

- Clergy who are appointed ¼ time are not eligible to earn CRSP benefits.
- Provides a monthly retirement benefit using 1.25% of the Denominational Average Compensation (DAC) at retirement multiplied by years of service from January 1, 2007 to December 31, 2013. The multiplier is reduced to 1% for years of service beginning January 1, 2014.
- The defined contribution (DC) component of CRSP is 2% of compensation with a match for participant contributions to the United Methodist Personal Investment Plan (UMPIP) – up to 1% of compensation. Therefore, if a participant contributes at least 1% of compensation to UMPIP, his or her CRSP DC contributions will be 3%.
The initial dollar amount of the benefit paid to a married participant is reduced to offset the value of spousal benefits. Please note: This change only applies for benefits based on service on or after January 1, 2014. Benefits earned under CRSP prior to January 1, 2014 are not affected. Participants may designate a disabled adult child as a secondary contingent annuitant. After the participant and his or her spouse die, the disabled adult child would continue to receive DB benefits for life. The initial participant benefit would be reduced to pay for this extra benefit.

2019 Funding Plan

By action of the 2012 General Conference the percentage amount required for the plan was amended and the following information is the result of implementing the “new” CRSP.

The 2019 financial obligation of CRSP required of the Central Texas Conference is:

a. Core Defined Contribution – 2% of participant plan compensation plus a matching 1% for a total of 3%.

b. Core Defined Benefit -- $1,401,246

The cost of participation in CRSP will remain the same as in 2018 and will continue to be direct billed to the local church for the two (2) core components: (Defined Benefit & Defined Contribution).

a. Defined Contribution – 3% of each eligible clergyperson’s plan compensation.

b. Defined Benefit --
   Full-time Clergy $6,100
   ¾ time Clergy $4,575
   ½ time Clergy $3,050

The Conference Board of Pension strongly recommends that churches with a clergy appointed ¼ time sponsor the United Methodist Personal Investment Plan (UMPIP) with a 12% contribution level for their clergy.

Report No. 5

Funding for the Active Health Care Plan

We will continue to direct bill the total active health insurance/dental premium to the local church/Conference sponsored agency for the entire year.

2019 Premium Credit Yearly Amounts:

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Active Clergy/Lay</td>
<td>$10,944</td>
</tr>
<tr>
<td>Pre-65 Retirees on Active Plan</td>
<td>$ 1,000</td>
</tr>
<tr>
<td>Surviving Spouse</td>
<td>$ 5,472</td>
</tr>
<tr>
<td>Medical Leave of Absence</td>
<td>$ 5,472</td>
</tr>
</tbody>
</table>

We will direct bill the total active health insurance/dental premium or the premium credit amount for active clergy/lay, whichever is greater, to the local church/Conference sponsored agency for the entire year.

The entire premium credit amount for full-time clergy appointed to local churches within the Conference is to be paid by the local church or the salary paying unit as a benefit (line item in the budget). This includes all Full Elders, Provisional Elders, Associate Members, and Full-time Local Pastors appointed to local churches in the Conference, as well as those for whom the Conference is the Plan sponsor for the Pension program such as District Superintendents, Conference staff appointees, and Campus Ministers. In addition, this will also apply to Full Elders, Provisional Elders and Associate Members appointed at least one-half time and Student Local Pastors appointed full time.
The premium credit amount for full-time lay staff participating in the plan may be cost shared at the discretion of the local church or salary paying unit.

Any amount above the premium credit amount is the responsibility of the appointee/staff person.

An optional agreement may be made between the church or salary paying unit and the appointee/staff person for the church or salary paying unit to pay the amount or a portion of the amount over the premium credit.

The Conference will pay the premium credit amount for the lay employees of the Annual Conference. Any amount above the premium credit is the responsibility of the employee.

**REPORT NO. 6**

**PENSION & BENEFIT ARREARAGE REPORT**

The Conference Board of Pensions recommends that it continue to actively pursue the issue of pension arrearage utilizing a very fair but stringent examination of each situation to determine what steps need to be taken to assure the integrity of the affected minister's future pension benefits. Each January we will review a report of the accounts showing arrearage for the past year. Each church which does not meet its obligation will report this fact to its Charge Conference and give an explanation. The District Superintendent will keep a record of this action.

The local churches are reminded that pension benefits are, in reality, deferred ministerial compensation which should carry the same urgency in terms of payment as the monthly salary itself. Failure to pay this pension could result in reduced pension benefits. The Board feels strongly that if a local church is not able to pay the pension dollars there is a serious question as to whether that church remains a financially viable congregation. In fact, we consider it irresponsible for a congregation to "use" a pastor but are unwilling to assure his or her retirement receipts. As of December 31, 2018, we had 3 churches in pension arrears totaling $18,173.38.

¶639.4 of the 2016 *Book of Discipline* requires the Conference Board to keep a permanent record of defaults of the churches in the Conference in paying their pension and benefit amounts in full. According to our Conference Treasurer and Benefits Administrator, the following churches were in default by more than 60 days at the end of 2018:

<table>
<thead>
<tr>
<th>Church</th>
<th>Pension/CPP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Genesis (North District)</td>
<td>$ 5,548.83</td>
</tr>
<tr>
<td>McMillan (East District)</td>
<td>$ 8,965.02</td>
</tr>
<tr>
<td>Tongan First (East District)</td>
<td>$ 3,659.53</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$ 18,173.38</strong></td>
</tr>
</tbody>
</table>

We have been diligently working with churches who are chronically behind on their benefit payments to strategize how they might best move forward in ministry.

**REPORT NO. 7**

**COMPREHENSIVE PROTECTION PLAN (CPP)**

**Plan Overview:** The Comprehensive Protection Plan (CPP) provides death, long-term disability and other welfare benefits for eligible clergy of The United Methodist Church and their families. It is an Internal Revenue Code 414(e) "church plan" funded by plan sponsor insurance premiums. Generally, clergy are eligible to participate in CPP if the conference or salary-paying unit sponsors the plan and they are able to satisfy the eligibility requirements which include clergy serving at least ¾ time with plan compensation at least 25% of the denominational average compensation (DAC). In addition, there is continuation of CPP for Full Members, Associate Members and Provisional Members on voluntary leave or family leave for a period of one year.
Death Benefit Amounts for the Plan Year 2019 & 2020

The following generally describes the death benefit amounts payable under the terms and conditions of the CPP to eligible participants and their beneficiaries. If you are not sure of your eligibility to receive these benefits, please call Wespath at 800-851-2201. In the event there is a discrepancy between the information printed in this Journal and the CPP Plan Document, the plan document always governs.

Denominational Average Compensation (DAC)  
2019: $71,361  
2020: $72,648

Active Participant Death Benefits:  
2019: $50,000  
2020: $50,000

Spouse Death Benefit:  
Active Participant or Retired prior to 01/01/13 (20% of DAC)  
2019: $14,272  
2020: $14,530

Participant retired after 01/01/13  
2019: $15,000  
2020: $15,000

Surviving Spouse Death Benefit:  
Active Participant or Retired prior to 01/01/13 (15% of DAC)  
2019: $10,704  
2020: $10,897

Participant retired after 01/01/13  
2019: $10,000  
2020: $10,000

Surviving Child Annual Benefit:  
Younger than 18 years old: (10% of DAC)  
2019: $7,136  
2020: $7,265

18-24 years old (1/2 applied as education benefit): (20% of DAC)  
2019: $13,915  
2020: $14,040

Child Death Benefit:  
Active Participant or Retired prior to 01/01/13 (10% of DAC)  
2019: $7,136  
2020: $7,265

Participant retired after 01/01/13  
2019: $8,000  
2020: $8,000

Retired Participant Death Benefits:  
Prior to 01/01/13 (30% of DAC)  
2019: $21,408  
2020: $21,794

After 01/01/13  
2019: $20,000  
2020: $20,000

The Conference Board of Pension recommends that every person update their Designation of Beneficiary form at least every five years, or upon a change of appointment for active clergypersons, or upon any life changing event (marriage, death of a spouse, divorce, etc.)

REPORT NO. 8
AUTO-DRAFT PROGRAM FOR PENSION & HEALTH BENEFITS

As part of our efforts to constantly review our practices to improve efficiency and security, we looked at our practice of receiving payments for pension and health benefits. Historically, we have received payments via paper checks and Vanco electronic payments. We have had several issues each year in which paper checks have been lost in the mail or delayed. Vanco payments incur fees which affect our budget. In our review, we learned that other conferences have moved to an auto-draft approach for these payments, in which the conference service center drafts the payments due on a specific date each month. Auto-drafts are not new – people have been using this approach for payments for many years.

Auto-drafting is secure and, by banking law, and auto-draft is limited to the purpose for which it is approved (pension, CPP and health benefit payments). The Conference Service Center will not – and cannot – use the approved auto-draft form for any purpose other than pension, CPP and health benefit payments.

After discussion, the Cabinet, the Board of Pensions, and the Council on Finance and Administration all approved the auto-draft process for pension, CPP and health benefit payments effective April 1, 2019. Under this process, all churches which pay clergy pension, CPP and health benefits are required to complete paperwork with the Conference Service Center for the auto-draft. The church can select the monthly date for the auto-draft – either the 2nd or 4th Tuesday.
Many thanks to all of the churches and districts for their help with implementing this new payment approach. We are almost complete with the paperwork process – fewer than 30 churches have not completed their paperwork and sent it to the Conference Service Center. This is an amazing effort in a very short time period.

If you have any questions about the process or need help with the paperwork, please call Jeff Roper or Shawn-Marie Riley in the Conference Service Center.

REPORT NO. 9
CONFERENCE ACTIVE GROUP HEALTH INSURANCE PROGRAM

The Central Texas Conference is now in our sixteenth year of providing medical and pharmacy benefits through HealthFlex, sponsored by Wespath and administered by BlueCross BlueShield of Illinois and Optum RX, and we continue to be very satisfied with the program. In 2016, to align with the changing health care landscape, we entered the HealthFlex Exchange. HealthFlex Exchange, a private exchange, gave participants greater choice across more HealthFlex plans with varying designs and premium costs. When combined with comprehensive online and telephonic support resources, HealthFlex Exchange gives flexibility to choose coverage that best fits the participant’s health needs, financial needs, and financial situation. HealthFlex Exchange encourages greater accountability by participants for health care costs and utilization, while retaining the valued HealthFlex benefits and wellness opportunities that participants have come to expect.

The Central Texas Conference Board of Pensions designated a non-taxable Premium Credit (PC)—a fixed dollar amount for each HealthFlex participant. Participants used the allocated PC amount to “shop” for a health plan and pay for some or all premiums for the HealthFlex plan of their choice. The PC appeared as a “credit toward purchase” when choosing a HealthFlex plan from all available HealthFlex plan designs. Participants who chose plans costing less than their Premium Credit amount are “banking” the overage, the unspent PC balance is credited by HealthFlex to the participant’s health reimbursement account (HRA) or health savings account (HSA), depending on the health plan selected. The annual overage amount (i.e., unspent PC balance) is not credited in a lump sum; rather, it is available on a prorated, monthly basis over the plan year. Internal Revenue Code (IRC) limits for annual HSA contributions apply. Participants who chose plans costing more than the Premium Credit amount are seeing a monthly cost, which may commit them to paycheck deductions from their salary-paying unit (SPU) to cover the cost difference between the PC amount they receive and their higher actual cost for monthly premiums (i.e., the participant’s share of the premium cost).

ACTIVE HEALTH PLAN ELIGIBILITY

Our health insurance plan will continue to be a mandatory program administered according to the HealthFlex rules for mandatory conference programs.

Those clergy for whom the program is mandatory are:

.flip left

- Elders, Provisional Elders and Associate Members (appointed at least ½ time).
- Full-time Local Pastors appointed to local churches in the Conference.
- Student Local Pastors appointed full time.
- Those for whom the Conference is the Plan sponsor for the pension program such as District Superintendents, Conference staff appointees, and Campus Ministers.

Those clergy for whom the program is optional are:

.flip right

- Deacons serving at least ½ time are eligible for coverage at the Salary-Paying Unit (local church) level under a Sub-Adoption Agreement but are not mandated.
Clergy not included in the plan (and thus not allowed insurance through the Conference):

- Elders, Provisional Elders and Associate Members appointed less than ½ time.
- Ministers of Other Denominations.
- Those appointed to extension ministers other than those named above.
- Part-time Local Pastors.
- Part-time student Local Pastors.

The Conference Board of Pensions reserves the right each year to choose the optional categories of appointments to be selected to best serve the needs of the Conference. Where a clergyperson in a mandatory category chooses to waive the program, the church/charge served by that clergyperson will be assessed a minimum contribution equal to the premium credit (PC) amount for the year to be paid monthly. This is to insure the stability of the program so it will be in place for other clergy who will serve that church/charge.

Medical Reimbursement Accounts (MRA), Dependent Care Reimbursement Accounts (DCA) and Health Savings Accounts (HSA) are offered as a benefit through HealthFlex. Only those enrolled in the HealthFlex health plans may participate.

**VOLUNTARY & INVOLUNTARY LEAVE**

Those clergy on Voluntary Leave have the option to remain covered on the active health plan for a period of one year and then, upon termination, they can elect to stay on the Continuation Plan for one additional year. Those on Involuntary Leave lose eligibility for coverage immediately but may elect to stay on the Continuation Plan for one year. Both categories of leave will be direct billed to the participant at the full premium rate and payment will be made to the Conference by automatic bank draft from the participant’s personal account.

**LAY EMPLOYEES**

Lay employees normally scheduled to work 30 hours or more per week may be eligible for coverage at the Salary-Paying Unit (local church) level under a Sub-Adoption Agreement if Risk Pool requirements are met. The Risk Pool Rules apply to lay employees on an employer-by-employer basis. Surviving spouses and dependents of covered lay employees deceased on or after January 1, 2009 may be eligible for coverage as long as they are a covered participant at the time of death and that option is elected by the Salary-Paying Unit and will be responsible for the entire premium. A new spouse acquired by a surviving spouse, lay or clergy, is not eligible for benefits through the Conference.

The 2019 Health Plan Rates and Defined Contribution amounts are found in the following chart.

**2019 HealthFlex Exchange Central TX Conference Effective January 1, 2019**

<table>
<thead>
<tr>
<th>Plan Feature</th>
<th>B1000/RX P1</th>
<th>CDHP C2000 &quot;Gold&quot;</th>
<th>CDHP C3000 &quot;Silver&quot;</th>
<th>HDHP H1500 &quot;Gold&quot;</th>
<th>HDHP H2000 &quot;Silver&quot;</th>
<th>HDHP H3000 &quot;Bronze&quot;</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participant</td>
<td>$ 962.00</td>
<td>$ 897.00</td>
<td>$ 775.00</td>
<td>$ 889.00</td>
<td>$ 814.00</td>
<td>$ 709.00</td>
</tr>
<tr>
<td>Participant + 1</td>
<td>$ 2,205.00</td>
<td>$ 2,055.00</td>
<td>$ 1,777.00</td>
<td>$ 2,038.00</td>
<td>$ 1,866.00</td>
<td>$ 1,626.00</td>
</tr>
<tr>
<td>Participant + Family</td>
<td>$ 2,928.00</td>
<td>$ 2,730.00</td>
<td>$ 2,360.00</td>
<td>$ 2,707.00</td>
<td>$ 2,478.00</td>
<td>$ 2,159.00</td>
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</tbody>
</table>
Dental Plans (Monthly Premium Amounts)

<table>
<thead>
<tr>
<th>Plan Feature</th>
<th>Passive PPO 1000</th>
<th>PPO</th>
<th>Passive PPO 2000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participant</td>
<td>$45.00</td>
<td>$50.00</td>
<td>$61.00</td>
</tr>
<tr>
<td>Participant + 1</td>
<td>$102.00</td>
<td>$111.00</td>
<td>$133.00</td>
</tr>
<tr>
<td>Participant + Family</td>
<td>$118.00</td>
<td>$128.00</td>
<td>$153.00</td>
</tr>
</tbody>
</table>

Vision Plans (Monthly Premium Amounts)

<table>
<thead>
<tr>
<th>Plan Feature</th>
<th>Core</th>
<th>Full Service</th>
<th>Premier</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participant</td>
<td>No Cost</td>
<td>$5.96</td>
<td>$14.38</td>
</tr>
<tr>
<td>Participant + 1</td>
<td>No Cost</td>
<td>$9.60</td>
<td>$23.32</td>
</tr>
<tr>
<td>Participant + Family</td>
<td>No Cost</td>
<td>$15.16</td>
<td>$37.02</td>
</tr>
</tbody>
</table>

2019 Defined Contribution (DC) Amounts (Yearly)

<table>
<thead>
<tr>
<th>Category</th>
<th>Monthly</th>
<th>Yearly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Active Clergy</td>
<td>$912.00</td>
<td>$10,944.00</td>
</tr>
<tr>
<td>Active Lay</td>
<td>$912.00</td>
<td>$10,944.00</td>
</tr>
<tr>
<td>Pre-65 Retiree Clergy &amp; Spouses</td>
<td>$83.33</td>
<td>$1,000.00</td>
</tr>
<tr>
<td>Surviving Dep Clergy</td>
<td>$456.00</td>
<td>$5,472.00</td>
</tr>
<tr>
<td>Medical Leave of Absence</td>
<td>$456.00</td>
<td>$5,472.00</td>
</tr>
</tbody>
</table>

2019 Default Plan (For participant)

- Medical: CDHP C2000 “Gold”
- Dental: Passive PPO 1000
- Vision: Core

2019 HealthFlex Incentive Program

HealthFlex uses incentives as part of their strategy to promote engagement in healthy behaviors and wellness programs. The 2019 strategy continues the focus on rewarding both for measuring risks (Blueprint for Wellness and HealthQuotient [HQ]) and for taking action toward better health and well-being. Rewards emphasize participating in programs that have shown to have a positive impact on health risk and cost, including health coaching and Virgin Pulse.
Earn HealthFlex Incentives in 2019 the Same Way You Did in 2018 but with new dates! The new well-being program dates better suit your lifestyle. Register for Blueprint for Wellness and take the HealthQuotient (HQ) starting January 2, 2019. The new window, January 2 – July 31, makes it easier for you to achieve well-being success.

Mobile Apps: Check out HealthFlex partner apps for Wellness at Your Side, MDLIVE®, WageWorks EZ Receipts®, NutriSavings and Virgin Pulse®.

Continue to Earn Virgin Pulse Rewards: Participants will still have the potential to earn up to $40 per calendar quarter, with breakdown by levels as follows:

<table>
<thead>
<tr>
<th>LEVEL 1</th>
<th>Points</th>
<th>PulseCash</th>
<th>Cumulative PulseCash Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1,000</td>
<td>$5</td>
<td>$5</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>LEVEL 2</th>
<th>Points</th>
<th>PulseCash</th>
<th>Cumulative PulseCash Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>5,000</td>
<td>$15</td>
<td>$20</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LEVEL 3</th>
<th>Points</th>
<th>PulseCash</th>
<th>Cumulative PulseCash Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10,000</td>
<td>$10</td>
<td>$30</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LEVEL 4</th>
<th>Points</th>
<th>PulseCash</th>
<th>Cumulative PulseCash Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>15,000</td>
<td>$10</td>
<td>$40</td>
</tr>
</tbody>
</table>

New Ways to Earn Wellness Points Across the Five Dimensions of Well-Being

Health Measures Rewards Opportunity: 140 Total Wellness Points: Health measures are assessed by the 2019 Blueprint for Wellness screening between January 2 and July 31, 2019—completed during an on-site event, at a local Quest Diagnostics lab, or by submitting the Physician Results Form. In order to protect individual privacy, other means of reporting the health measures will not be accepted. Participants can earn up to 140 Wellness Points for 2019 Blueprint for Wellness health measures that fall within the American Heart Association (AHA) recommended range or show improvement over their 2018
Blueprint for Wellness results. Earn 20 Wellness Points each for recommended or improved results on each of the seven key health measures.

**BLUEPRINT FOR WELLNESS SCREENING**

HealthFlex will deposit $100 PulseCash in your Virgin Pulse account when you complete the Blueprint for Wellness (BFW) screening. The screening must be completed between **January 2 and July 31**. The $100 PulseCash incentive is only for participants and spouses in HealthFlex PPO, CDHP, and HDHP plans. Please allow up to 30 days for PulseCash to be credited to your Virgin Pulse account.

**HEALTHQUOTIENT (HQ)**

The HealthQuotient (HQ) is an online health assessment questionnaire taken from **January 2 – July 31**. It helps to evaluate your risk for common health concerns, such as heart disease, diabetes, depression and high cholesterol. Identifying risk levels helps you prioritize your health goals and puts you in a better position to take steps that may lower your risk. Completing the HQ takes 20 minutes or less, but its benefits—improved well-being, enhanced vitality and prudent stewardship of Church resources—can be long-lasting. By taking the HQ in 2019, you will avoid a higher 2020 deductible— save $250/$500. If your spouse is also covered by HealthFlex, he or she also must complete the HQ during this timeframe to avoid the higher deductible. Taking the HQ by July 31, 2019 is the only way to avoid the higher medical plan deductible in 2020.

**MDLIVE TELEMEDICINE**

MDLIVE is a telemedicine service available for HealthFlex participants. It provides 24/7 access to state-licensed, board-certified doctors (including pediatricians) via phone, secure video or an easy-to-use MDLIVE mobile app to treat non-emergency medical conditions. MDLIVE doctors can diagnose your symptoms, prescribe non-narcotic medication, and send prescriptions to your pharmacy of choice. See the WebMD website for additional information and to access this service.

**HEALTH & DENTAL BENEFITS/RATES 2020**

**ACTIVE HEALTH PLAN RATES**

The Conference health plan ended the 2018 plan year with a claims loss ratio of 130% which means that the cost of claims paid in 2018 exceeded the premium dollars collected by 30%. Here is a look at the loss ratio for the last few years:

<table>
<thead>
<tr>
<th>Year</th>
<th>Loss Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>130%</td>
</tr>
<tr>
<td>2017</td>
<td>109%</td>
</tr>
<tr>
<td>2016</td>
<td>112%</td>
</tr>
<tr>
<td>2015</td>
<td>111%</td>
</tr>
<tr>
<td>2014</td>
<td>101%</td>
</tr>
<tr>
<td>2013</td>
<td>135%</td>
</tr>
<tr>
<td>2012</td>
<td>103%</td>
</tr>
</tbody>
</table>

Rate setting is based upon a 25-month look back so an unfavorable claims history resulting in a loss ratio that exceeds 100% affects rates for the next several years. Our history of poor loss ratios is realized in the rates we received from HealthFlex for 2020.

The 2020 Health Plan Rates and Premium Credit amounts are found in the following chart:
2020 HealthFlex Exchange
Central TX Conference
Effective January 1, 2020

Medical Plans (Monthly Premium Amounts)

<table>
<thead>
<tr>
<th>Plan Feature</th>
<th>B1000/RX P1</th>
<th>CDHP C2000 &quot;Gold&quot;</th>
<th>CDHP C3000 &quot;Silver&quot;</th>
<th>HDHP H1500 &quot;Gold&quot;</th>
<th>HDHP H2000 &quot;Silver&quot;</th>
<th>HDHP H3000 &quot;Bronze&quot;</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participant</td>
<td>$ 1,095.00</td>
<td>$ 1,040.00</td>
<td>$ 883.00</td>
<td>$ 1,013.00</td>
<td>$ 927.00</td>
<td>$ 808.00</td>
</tr>
<tr>
<td>Participant + 1</td>
<td>$ 2,299.00</td>
<td>$ 2,184.00</td>
<td>$ 1,853.00</td>
<td>$ 2,127.00</td>
<td>$ 1,948.00</td>
<td>$ 1,697.00</td>
</tr>
<tr>
<td>Participant + Family</td>
<td>$ 3,088.00</td>
<td>$ 2,933.00</td>
<td>$ 2,489.00</td>
<td>$ 2,856.00</td>
<td>$ 2,615.00</td>
<td>$ 2,279.00</td>
</tr>
</tbody>
</table>

Dental Plans (Monthly Premium Amounts)

<table>
<thead>
<tr>
<th>Plan Feature</th>
<th>Dental HMO (NEW)</th>
<th>Dental PPO</th>
<th>Passive PPO 2000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participant</td>
<td>$ 14.00</td>
<td>$ 45.00</td>
<td>$ 55.00</td>
</tr>
<tr>
<td>Participant + 1</td>
<td>$ 26.00</td>
<td>$ 100.00</td>
<td>$ 120.00</td>
</tr>
<tr>
<td>Participant + Family</td>
<td>$ 45.00</td>
<td>$ 115.00</td>
<td>$ 138.00</td>
</tr>
</tbody>
</table>

Vision Plans (Monthly Premium Amounts)

<table>
<thead>
<tr>
<th>Plan Feature</th>
<th>Core</th>
<th>Full Service</th>
<th>Premier</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participant</td>
<td>No Cost</td>
<td>$ 5.96</td>
<td>$ 14.38</td>
</tr>
<tr>
<td>Participant + 1</td>
<td>No Cost</td>
<td>$ 9.60</td>
<td>$ 23.32</td>
</tr>
<tr>
<td>Participant + Family</td>
<td>No Cost</td>
<td>$ 15.16</td>
<td>$ 37.02</td>
</tr>
</tbody>
</table>

2020 Premium Credit (PC) Amounts

<table>
<thead>
<tr>
<th>Category</th>
<th>Monthly</th>
<th>Yearly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Active Clergy</td>
<td>$ 971.00</td>
<td>$ 11,652.00</td>
</tr>
<tr>
<td>Active Lay</td>
<td>$ 971.00</td>
<td>$ 11,652.00</td>
</tr>
<tr>
<td>Pre-65 Retiree Clergy &amp; Spouses</td>
<td>$ 83.33</td>
<td>$ 1,000.00</td>
</tr>
<tr>
<td>Surviving Dep Clergy</td>
<td>$ 485.50</td>
<td>$ 5,826.00</td>
</tr>
<tr>
<td>Medical Leave of Absence</td>
<td>$ 485.50</td>
<td>$ 5,826.00</td>
</tr>
</tbody>
</table>

2020 Default Plan (For participant)

- Medical: CDHP C2000 "Gold"
- Dental: Dental PPO
- Vision: Core

2020 Local Church Waiver of Optional Family Coverage

As a further means of determining the impact of the Affordable Care Act (ACA) on our clergy, their families and their participation in the HealthFlex Exchange, we initiated a pilot program in 2017 (up to a maximum of 10 churches) to enable the local church (and our Annual Conference) to experience the use of alternative health coverage options for clergy families. Participation in the pilot program required the agreement of the Conference Board of Pension and Health Benefits (CBOPHB), the Cabinet, the local church Pastor-Parish Relations Committee (PPR) and the approval of the Church Council or equivalent church administrative body. This program will continue in 2020.

1. Through this program that began July 1, 2018, the administrative body of a local church may make a request of the CBOPHB, in the form of a waiver, to be exempt from offering family coverage for health care. The CBOPHB, at its discretion, will decide the appropriateness of each request. **Note to the Local Church:** Exemption from offering family coverage would exempt
ALL clergy and lay employees, of a church sponsored health plan, from family coverage, not just those in HealthFlex.

2. Any church interested in participating in the pilot program may request an application from the Conference Benefits Officer (CBO). All completed applications requesting the waiver must be received no later than September 1, 2020.

3. Any church currently participating in the program will continue unless a termination request is received no later than September 1, 2020.

4. The decision of the CBOPHB will be made on or around September 15, 2020 in order to allow all those affected to make adequate plans prior to Charge Conference and Annual Enrollment in November.

5. All new waivers granted will become effective January 1, 2020.

6. Under no circumstances does this exempt those eligible clergy or a local church from being enrolled in the mandated conference health plan.

REPORT NO. 10
RETIREE & MEDICARE ELIGIBLE HEALTH BENEFITS

The Conference shares the funding of the Retiree Health Benefit Program for eligible retired participants with the retired clergy and spouses. The Conference Retiree Health Benefit Program assumes participation in Medicare Parts A and B and is designed to extend certain benefits beyond what Medicare pays.

SERVICE REQUIREMENTS FOR CLERGY RETIREE HEALTH BENEFITS

The Conference will provide access to coverage to the clergy retiree and his/her eligible spouse if the following service requirements have been met (these rules are in effect for any clergyperson who retires after Annual Conference June 2002).

At the time of retirement, the clergyperson must:

- Have been working in at least ¾ time appointment as a Full Member of the Central Texas Conference or as a Full Time Local Pastor eligible for retirement per the Discipline and the rules of the Annual Conference.
- Be a member of the Central Texas Conference, serving in a local church or one of its “Conference Responsible” agencies.
- Have at least five (5) years of ministerial service in the Central Texas Conference and ten (10) years of service in the United Methodist Church. A waiver of the five (5) year requirement for service in the Central Texas Conference may be considered by the Central Texas Conference Board of Pensions upon recommendation of the Cabinet.
- Be participating in the Conference-sponsored health plan at the time of retirement (HealthFlex or Via Benefits.)

Surviving spouses of deceased, retired clergy are eligible as long as they are a covered participant at the time of death. A new spouse acquired by a retiree or surviving spouse after retirement is not eligible for retiree benefits through the Conference.

RETIREE/MEDICARE ELIGIBLE HEALTH PLAN 2019 & 2020

Effective January 1, 2013, the Central Texas Annual Conference and Wespath began partnering with Via Benefits to provide plan advice and enrollment assistance in choosing Medicare supplemental health coverage and prescription drug plan in the open market. Through this arrangement the participant is responsible for paying premiums, but eligible participants are assisted with premium and out of pocket expenses by the Central Texas Annual Conference through a Health Reimbursement Account (HRA) funded specifically for the participant. Retirees and spouses must be a participant in the Conference
health plan at retirement to continue with Conference health benefits after retirement. **PLEASE NOTE:** Participants must enroll, and remain enrolled, in a supplemental health plan through Via Benefits to have access to the HRA. Enrolling directly with a health plan provider outside of Via Benefits will result in the loss of HRA eligibility. Once HRA eligibility is lost, the participant will not be allowed to regain this benefit.

**RETIREE/MEDICARE ELIGIBLE HEALTH PLAN FUNDING 2019 & 2020**

For those eligible clergypersons and their eligible spouses, the Conference will fund a Health Reimbursement Account (HRA) up to a maximum of $1,000 per year/per person for early and full retirees based on their years of ministerial service in the United Methodist Church. Surviving spouses of deceased clergy are eligible for the HRA as long as they are a covered participant at the time of death. A new spouse acquired by a retiree or surviving spouse after retirement is not eligible for retiree benefits through the Conference.

<table>
<thead>
<tr>
<th>Years of Service (full years)</th>
<th>HRA Amount (per year per person)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-9</td>
<td>$ 0</td>
</tr>
<tr>
<td>10-19</td>
<td>$ 400</td>
</tr>
<tr>
<td>20-29</td>
<td>$ 700</td>
</tr>
<tr>
<td>30 or above</td>
<td>$1,000</td>
</tr>
</tbody>
</table>

For those eligible clergypersons and their eligible spouses who retired before January 1, 2008, the Conference will fund the HRA at the maximum amount per person.

**PRE-65 RETIREE FUNDING – 2019 & 2020**

If, at the time of early or full retirement, the eligible clergyperson or spouse is less than 65 years of age and has been covered under HealthFlex for the five consecutive years just prior to retirement, they are eligible to remain on the active plan. A Premium Credit (PC) amount of $1,000.00 per year (pro-rated for a partial year) will be provided by the Conference to offset the cost of the active health plan premium. The premium, less the PC amount, will be direct billed to the retiree who will make payment to the Conference by automatic bank draft from their personal account.

A new spouse acquired by a retiree or surviving spouse after retirement is not eligible for retiree health benefits through the Conference.

**OPTING-OUT AT RETIREMENT**

If, at the time of retirement, a retiree has Other Employer-sponsored Group Health Coverage (e.g. through a spouse’s employer), he/she may decline retiree coverage and retain the ability to receive retiree health benefits at a future date. If the retiree loses his or her coverage, it is the retiree’s responsibility to notify the Conference within 30 calendar days of loss of other coverage. If this 30-day requirement is not met, the retiree will forfeit the ability to receive retiree health benefits through the Conference at a future date. If an eligible retiree without Other Employer-sponsored Group Health Coverage declines coverage at the time of retirement, the retiree will forfeit the ability to receive retiree health benefits through the Conference at a future date.

**MEDICARE SECONDARY PAYER – SMALL EMPLOYER EXCEPTION**

Beginning January 1, 2009, and affirmed again at the 2015 Annual Conference, the Central Texas Conference elected the exception that allows a multiple employer plan to exempt certain individuals from the Medicare secondary payer rules for the working aged. This election helps reduce costs incurred by the Conference and the overall HealthFlex program. This exception applies to clergy, lay employees and
spouses who are 65 years of age or older, entitled to Medicare due to their age, and have coverage under the HealthFlex program through an employer (local church or Conference sponsored entity) who employs fewer than 20 employees. For those individuals affected by the exception, Medicare will be the primary payer of their claims beginning the first day of the month they attain age 65 (or the first of the month following approval from Medicare), even if still an active employee, and the participant will no longer be eligible for coverage under the active plan. Eligible clergy and spouses will be assisted in choosing their Medicare supplemental coverage through Via Benefits. Eligible lay employees and spouses, 65 years of age or older, will be moved from the active plan to the open market with access to Via Benefits if they choose. Due to the Affordable Care Act limitations, the Conference is unable to offer a Health Reimbursement Account (HRA) to accompany this plan effective January 1, 2015. Participation in the Medicare supplemental policies through Via Benefits satisfies the requirement of Conference health plan participation for clergy retirement benefit purposes.

LAY RETIREE/MEDICARE ELIGIBLE COVERAGE

Beginning with a retirement date of January 1, 2009 or later, a lay employee whose active service has ended and who has completed a minimum of five years of continuous and uninterrupted coverage in HealthFlex immediately preceding the date of retirement and is less than 65 years of age at the time of retirement, may continue on the active plan if so elected by their salary paying unit on the Sub-Adoption Agreement. This will also apply to any eligible family members covered at the time of retirement. The lay retiree will be responsible for the entire premium which will be direct billed to the lay retiree who will make payment to the Conference by automatic bank draft from their personal account.

Surviving spouses of retired, deceased lay employees are eligible for coverage as long as they are a covered participant at the time of death and are responsible for the entire premium which will be direct billed to the surviving spouse who will make payment to the Conference by automatic bank draft from their personal account. A new spouse acquired by a retiree or surviving spouse after retirement is not eligible for benefits through the Conference.

Lay retirees/spouses who are 65 years of age or older will have access to Via Benefits to assist in the move out into the open market, but they will be responsible for their entire premium. Lay retirees are not eligible for an HRA.

OPTING OUT OF SOCIAL SECURITY

We continue to have a concern for clergy who may have opted out of the Social Security system. It is imperative that those persons be Medicare eligible when they turn 65, or they likely will not be able to obtain any medical insurance. Some who have opted out may have this eligibility through a spouse, or through enough previous employment. However, it should also be noted that eligibility for Social Security disability payments differs from the requirements for retirement and Medicare benefits. If a pastor is considering this course, they should investigate these matters very carefully.

RETIREE AND MEDICARE ELIGIBLE HEALTH PLAN INCENTIVE PROGRAM

Continue to Earn Virgin Pulse Rewards: Participants will still have the potential to earn up to $40 per calendar quarter, with breakdown by levels as follows:

<table>
<thead>
<tr>
<th>LEVEL 1</th>
<th>Points</th>
<th>PulseCash</th>
<th>Cumulative PulseCash Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1,000</td>
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<td>$5</td>
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<table>
<thead>
<tr>
<th>LEVEL 2</th>
<th>Points</th>
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</thead>
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<table>
<thead>
<tr>
<th>LEVEL 3</th>
<th>Points</th>
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</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10,000</td>
<td>$10</td>
<td>$30</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LEVEL 4</th>
<th>Points</th>
<th>PulseCash</th>
<th>Cumulative PulseCash Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>15,000</td>
<td>$10</td>
<td>$40</td>
</tr>
</tbody>
</table>
REPORT NO. 11  
SUSTENTATION FUND

By action of the 2007 Annual Conference a sustentation fund was established as part of the benefit program through the Annual Conference Board of Pensions and Health Benefits. The fund represents a tangible expression of a collegial relationship among clergy under appointment in the Conference to provide transitional aid. The fund is to provide needed resources and temporary financial assistance to clergy and to assist local congregations in times of clergy transition.

In order to maintain confidentiality, resources from the Sustentation Fund may be used with the recommendation of the Cabinet for:

- Vocational counseling for clergy exiting ordained ministry.
- Temporary salary and/or benefit support for clergy under suspension or exiting ministry.
- Special assessment and intervention strategies to restore clergy to effectiveness.
- Provision of interim ministry supply.
- Support of a crisis response team for congregation/church staffs in times of crisis.
- Other unique needs to support clergy effectiveness/clergy families.

In the case of clergy going on Leave of Absence, the Cabinet, Executive Committee of the Board of Ordained Ministry and/or the clergy session of members in full connection in accordance with the 2016 Book of Discipline ¶354.1 may approve resources from the Sustentation Fund for use.

In the case of clergy taking Honorable Location or Administrative Location, resources from the Sustentation Fund may be used upon recommendation of the Board of Ordained Ministry in accordance with the 2016 Book of Discipline ¶359.1 and ¶363.3 (b)(4), respectively. The Board of Ordained Ministry or its Executive Committee may also make a request to the Cabinet for the use of Sustentation Fund resources in other situations to provide resources or transitional support for clergy.

The Sustentation Fund is included in the 2020 budget presented to Annual Conference. As a point of information, the funds are underwritten with an amount of .25% of the total Annual Conference plan compensation collected from CTC churches through the connectional ministry budget of the Conference.

Fund Balance 12/31/2018: $251,306

REPORT NO. 12  
GRANT SUPPORT FUND FOR CLERGY

A Support Fund has been established to provide grant money to clergy, and surviving spouses of clergy to assist with catastrophic, unanticipated medical expenses.

1. Grant monies may be available to clergy and surviving spouses of clergy from the Conference Board’s Consolidated Grant Fund, as well as other available resources. Clergy with unanticipated medical expenses may also qualify for assistance from the Farmers Fund with the Wespath. Conference grant application forms can be obtained from the Conference Benefits Administrator and should be sent to the Conference Benefits Officer at the Conference Service Center.

2. Funds and earnings on deposit with the Wespath shall be restricted for providing clergy benefits programs and funding retiree benefits.

Fund Balance 12/31/2018: $88,825
GUIDELINES FOR THE CONFERENCE SUPPORT FUND GRANT APPLICATION

The following guidelines shall be used in reviewing and approving a Support Fund Grant application:

- An individual may receive one grant in a calendar year.
- A grant will only be approved for a one-time emergency\(^1\) situation due to catastrophic, unanticipated medical expenses.
- A grant will not be approved if a previous grant was made for the same emergency situation.
- Distressed clergy members of the Central Texas Annual Conference, their spouses or surviving spouses are eligible to apply for a grant. The term “clergy member” is interpreted to mean both active and retired conference members.
- A grant should only be requested to supplement health care insurance if all other resources have already been utilized. This also applies to requests to cover deductibles or co-payments.
- An application must be completed by the participant or a person authorized\(^2\) to act on the participant’s behalf.
- The Central Texas Conference Board of Pension and Health Benefits shall review the application.
- The grant amount will be a maximum of $3,000 per individual request. Each request will be reviewed on an individual basis based on need.

\(^1\) An emergency is defined as an “unforeseen combination of circumstances or the resulting state that calls for immediate action; a pressing need.”

\(^2\) Authorized: Power of attorney or agreement between participant and conference officer, or a court appointed guardian.

NOTE: Support Fund Grants received from the Central Texas Conference Board of Pension and Health Benefits may be considered taxable income due to the relationship between the clergy person and the annual conference.

REPORT NO. 13

VOLUNTARY TRANSITION PROGRAM (VTP) FOR CLERGY

The Voluntary Transition Program (VTP) is a program authorized by the 2012 General Conference and being offered by Wespath. The General Conference action was taken as a result of a comprehensive Church Systems Task Force which recognized that for some of us, it’s probable that we feel that we have fulfilled the mission to which we felt God had called us. And because of this, our season for ministry should naturally now transition away from Conference membership and to another vocation where we can continue to fulfill God’s calling on our lives.

The Task Force encouraged General Conference to recognize that it is detrimental to the lives of individuals who feel they must remain in ordained ministry because of the system that we have in place, and that when some individuals recognize that they would like to transition out of the ordained ministry, a means to accomplish this should be provided.

The VTP has been implemented and will be in effect until the end of 2020. It is available to Clergy with a minimum of 5 years of full connection, in good standing, and they must be an active CPP participant 5 years immediately preceding separation and must not be within 2 years of eligible retirement. Additionally, the Conference leadership must approve their request and at the completion of the process the individual must surrender her or his credentials.

With the VTP there is a Severance Benefit that is calculated using two weeks of a Participant’s Plan Compensation for every full year of continuous service. As an example, an Elder, aged 45 with 10 years of continuous service, and a plan compensation of $65,000 ($2500 per 2 weeks) would receive a lump sum payment of $25,000. This is, obviously, just one example but it shows you the effort Wespath is
giving toward helping anyone who wants to take advantage of this opportunity to move out of ordained ministry in our Connection, into a new season of life. Additionally, during the transitional period our Conference would continue to pay the employer portion of your Health Benefits, if eligible. There are other additional benefits you can find on the Wespath website (wespath.org). There are links to the VTP program on the home page of the Wespath website.

**REPORT NO. 14**

**RESOLUTION RELATING TO RENTAL/HOUSING ALLOWANCES FOR RETIRED, DISABLED, MINISTERS ON INCAPACITY LEAVE OR FORMER CLERGY PERSONS OF THE CENTRAL TEXAS CONFERENCE**

See Policies & Procedures Section, Page 180

**REPORT NO. 15**

**INVESTMENT COMMITTEE**

To better manage and evaluate the risk of our invested fund we have set up an Investment Committee. The committee will assist the Board of Pensions in clearly defining the purpose and financial requirements of our conference BOP and develop investment goals and strategies, funding policy and other operational guidelines to better maximize the investment potential of our funds. The committee is made up of persons with a wide variety of funding and investment experience.

**BOARD OF TRUSTEES**

RON BELLOMY, PRESIDENT

**Current Conference Owned Properties**

<table>
<thead>
<tr>
<th>Property</th>
<th>Address</th>
<th>Location</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Crowley-Neeley Survey</td>
<td>HWY 1187</td>
<td>Tarrant</td>
<td>Vacant Property</td>
</tr>
<tr>
<td>Hudson Oaks UMC</td>
<td>2911 Inspiration Drive</td>
<td>Parker</td>
<td>New Church</td>
</tr>
<tr>
<td>One Fellowship UMC</td>
<td>1005 La Salle Av.</td>
<td>McLennan</td>
<td>New Church</td>
</tr>
<tr>
<td>Wesley Ghanaian</td>
<td>2201 E. Park Row</td>
<td>Tarrant</td>
<td>Active Church</td>
</tr>
<tr>
<td>Kells Branch UMC</td>
<td>Buckhorn Cemetery Rd</td>
<td>Bell</td>
<td>Closed Church</td>
</tr>
<tr>
<td>Rockbridge UMC</td>
<td>2001 W New Hope Dr</td>
<td>Williamson</td>
<td>Active Church</td>
</tr>
<tr>
<td>Lifepoint UMC</td>
<td>12690 NW Hwy 287</td>
<td>Tarrant</td>
<td>Active Church</td>
</tr>
<tr>
<td>Handle UMC</td>
<td>2929 Forest Ave</td>
<td>Tarrant</td>
<td>Closed Church</td>
</tr>
<tr>
<td>Handley Parsonage</td>
<td>6211 Yolanda DR</td>
<td>Tarrant</td>
<td>Parsonage</td>
</tr>
<tr>
<td>First UMC, Rogers</td>
<td>200 Hwy 36</td>
<td>Bell</td>
<td>Closed Church</td>
</tr>
<tr>
<td>First UMC, Strawn</td>
<td>315 Central Ave</td>
<td>Palo Pinto</td>
<td>Closed Church</td>
</tr>
<tr>
<td>Episcopal Residence</td>
<td>4804 Brockton Ct</td>
<td>Tarrant</td>
<td>Parsonage</td>
</tr>
<tr>
<td>Central District Parsonage</td>
<td>13007 Oak Ridge Dr</td>
<td>McLennan</td>
<td>Parsonage</td>
</tr>
<tr>
<td>West District Parsonage</td>
<td>1441 Harpers Mill Rd</td>
<td>Erath</td>
<td>Parsonage</td>
</tr>
<tr>
<td>El Buen Samaritano UMC</td>
<td>3428 Fitzhugh Ave</td>
<td>Tarrant</td>
<td>Active Church</td>
</tr>
</tbody>
</table>

**Conference Properties Sold in 2018-2019**

<table>
<thead>
<tr>
<th>Property</th>
<th>Address</th>
<th>Location</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valera UMC</td>
<td>300 Pearce St</td>
<td>Coleman</td>
<td>Closed Church</td>
</tr>
<tr>
<td>Weatherford-Knuteson</td>
<td>1015 Azle Hwy</td>
<td>Parker</td>
<td>Vacant Land</td>
</tr>
<tr>
<td>Eagle Mountain UMC</td>
<td>7955 Reed Rd</td>
<td>Tarrant</td>
<td>Closed Church</td>
</tr>
<tr>
<td>First UMC, Ranger</td>
<td>419 Elm</td>
<td>Eastland</td>
<td>Closed Church</td>
</tr>
<tr>
<td>First UMC, Riesel</td>
<td>508 Frederick St</td>
<td>McLennan</td>
<td>Closed Church</td>
</tr>
</tbody>
</table>

**CONFERENCE RELATED STRUCTURES/ENTITIES INSURANCE**

The Board of Trustees takes seriously its responsibility to verify that the Conference Insurance coverage is current. To that end, a review of all the Conference insurance policies has been completed, and we
are satisfied that the Conference insurance coverages are adequate. The Conference insurance broker of choice continues to be Bart Tucker of Roach, Howard, Smith, and Barton in Fort Worth at 1-800-295-6607.

**CONFERENCE ELECTRIC AGGREGATE PLAN**

Electric utilities in the state of Texas were deregulated effective January 1, 2002. Deregulation offered the opportunity for the churches of the Central Texas Conference to join together to purchase electricity. All of the churches of the conference have been invited to participate in this effort. To date over 400 CTC entities have enrolled and the program continues to be beneficial with the benefits of achieving scale, the ability to anticipate costs in budgeting, and protection against the volatility of natural gas prices and future cost increases. Our price of electricity per kilowatt hour (kWh) has decreased with each new contract. You can see by the following chart how our group program has benefitted our churches with each successive contract implementing decreases in electrical costs. *Please note: our current rate is in effect until June 30, 2021 and have executed another contract term through June 30, 2027.*

<table>
<thead>
<tr>
<th>Contract Term</th>
<th>Per kWh Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008 - 2013</td>
<td>0.0749</td>
</tr>
<tr>
<td>2013 - 2015</td>
<td>0.0588</td>
</tr>
<tr>
<td>2015 - 2016</td>
<td>0.0566</td>
</tr>
<tr>
<td>2016 - 2018</td>
<td>0.0499</td>
</tr>
<tr>
<td>2018 – 6/2021*</td>
<td>0.0408</td>
</tr>
<tr>
<td>7/2021-6/2027</td>
<td>0.03892</td>
</tr>
</tbody>
</table>

Remember there are 2 factors that determine your monthly billing:

1. **Energy Charges.** This charge is the deregulated part of your bill and was negotiated through a competitive bid process conducted by the CTC service center. This charge is noted on your bill as “ENERGY” and is calculated by multiplying your kWh usage for a particular month times the Conference contract rate which is 0.0408.

2. **Transmission, Distribution, Utility (TDU) charges.** These charges are the regulated part of your bill. These are set by the Public Utility Commission of Texas (PUCT) and are non-negotiable. These charges are referred to as “pass through” charges and are the same no matter the name of your Retail Electric Provider (REP). The conference REP is Hudson Energy. However, they have no control over these regulated charges. Hudson simply passes along the bill that is sent to them by ONCOR who is the TDU Company.

There are many components that make up this TDU part of your bill. However, the one that is by far the largest is the “DEMAND” charge. Demand is defined as the total number of watts that hit your meter at any point in time. So, for instance, on Sunday morning to turn all your lights and air or electric heat at the same time that will be for most the highest demand. This could affect your bill for the next 12 months. Each month you will be billed the higher of your current month Demand reading or 80% of your highest Demand reading over the past 12 months. For example, if you hit 150KW on the hottest Sunday in August and that was the highest Demand reading over the past 12 months then you will be billed $5.00 times 150 = $750.00. Now suppose that in Jan, Feb, Mar, and Apr you hit between 50 and 75 KW demand each month. For each of those months you will be billed 80% of the last twelve months peak which in our example would be 150 X 80% =120. 120X$5.00= $600.00.

As you can see if you reduce your peak Demand permanently you can reduce your demand charges for all the remaining months. (For more detailed information please call the conference service center)
LANDMARK POLICY

Pursuant to the 2016 *Book of Discipline* ¶2512.7, the “Establishment of Annual Conference Policy with Regard to Government Landmark Efforts to Designate Church Owned Property as Landmarks”, policy was approved at the 2011 Annual Conference Session. It can be found in the 2012 Conference Journal beginning on page 274.

MINISTRYSAFE

As we make disciples of Jesus Christ, we must act very intentionally to protect children and youth from sexual abuse. To do so, the CTC adopted in 2014 the [MinistrySafe abuse prevention system](https://www.ctcumc.org/ministrysafe) as the foundational policy for all CTC churches and ministries. This abuse prevention system requires screening of employees and volunteers including an application, interview, reference check, and criminal background check. In addition, the system requires online training to help people better understand how to prevent sexual abuse and provides tools to help churches monitor compliance.

The conference trustees and the conference MinistrySafe oversight committee are working to ensure that local churches are following their MinistrySafe policies. In the summer of 2019, the trustees will send a survey to all CTC churches to assess how well churches are using the MinistrySafe system and identifying areas where further support is needed.

In addition, the conference board of trustees recommends adoption of the “2019 MinistrySafe Policy”, which includes some important revisions. (see updated policy on page 148 in the Policies & Procedures section.) In 2018, the conference MinistrySafe oversight committee, a sub-group of the trustees, began a process to review and revise the original MinistrySafe policies adopted in 2014. Through this work, the MinistrySafe oversight committee created a revised policy that the conference trustees voted to endorse on April 2, 2019. This revised policy includes several key differences:

- The 2019 MinistrySafe policy combines children’s and youth policies into a single policy. Since there is only one MinistrySafe certification, the group felt that those certified should be expected to understand a unified policy rather than one or the other.
- A definitions page has been added to clarify the meaning of technical terms.
- Reporting requirements have been updated to reflect changes to Texas law as well as to include administrative details unique to the United Methodist Church as stipulated in the *Book of Discipline*.
- Clarification of what is required policy versus recommended best practices.
- An additional section dealing with social media and electronic communication

The MinistrySafe safety system represents an important commitment that the CTC and its churches make to our communities to protect children, youth, and vulnerable adults under our care. To find information or ask questions:

- The CTC MinistrySafe Oversight Committee meets at least quarterly to answer questions, clarify policies, and plan training and support opportunities. Any church with a question for the MinistrySafe Oversight Committee should contact the conference service center.
- To find MinistrySafe policies, resources, and support visit: [ctcumc.org/ministrysafe](https://www.ctcumc.org/ministrysafe).

Together, we continue to grow into our vision that our churches are informed and prepared for ministry with the best safety practices available.
RESOLUTION TO ADOPT A REVISED MINISTRATIONSAFE POLICY

WHEREAS the Central Texas Annual Conference (CTC) adopted the MinistrySafe Safety System as the official resource equipping churches to develop a foundational safety system for children, youth, and vulnerable adults in June 2014; and

WHEREAS the CTC implemented the MinistrySafe abuse prevention policy for all conference and district events and enacted it in all congregations within the geographical bounds of the CTC by July 1, 2015; and

WHEREAS the CTC MinistrySafe oversight committee established a task group to review and suggest revisions to the existing policy in 2018; and

WHEREAS the CTC MinistrySafe oversight committee recommended policy revisions to the CTC trustees in March 2019; and

WHEREAS the CTC trustees voted on April 2, 2019 to recommend that the Annual Conference adopt the revised MinistrySafe policy;

THEREFORE, BE IT RESOLVED, that the Central Texas Annual Conference adopt the 2019 MinistrySafe policy; and

BE IT FURTHER RESOLVED that the CTC will implement this policy for all conference and district events effective August 1, 2019; and

BE IT FURTHER RESOLVED that each church board of trustees present the 2019 MinistrySafe policy at its 2019 charge conference to be made effective no later than January 1, 2020.

CHURCH INSURANCE COVERAGE

Conference policy requires that each church in the charge carry adequate property, liability and Workers’ Compensation Insurance on pastors and other employees. If a pastor (or other worker) receives a work-related injury, health insurance will not pay on what should be a worker’s compensation claim. In addition, regular liability insurance will not pay or protect a church against such a gap in coverage. Please, if you do not have workers’ compensation coverage, check with our Conference agent, Roach, Howard, Smith and Barton (1-800-295-6607) in Fort Worth, or any agent of your choosing.

We encourage churches to survey the insurance coverage that they now have and compare it to the minimum coverage standards (listed below) we feel are imperative for your church to minimize risk. Certainly, there may be good reasons for your church to carry a different amount than the minimum. As always consult with your local church insurance agent or call the Conference Service Center for more information. We also encourage you to routinely shop your insurance needs and compare it with new policies and new carriers. We remind churches that a required part of Charge Conference reporting is a report from the Trustees, which lists insurance coverage and deed recordings.

For help in determining whether your local church insurance is adequate please use the following link to the General Conference Finance and Administration (GCFA) web site for a worksheet.

CENTRAL TEXAS ANNUAL CONFERENCE
LOCAL CHURCH MINIMUM INSURANCE RECOMMENDATIONS

The 2016 Book of Discipline ¶2533.2 requires local church trustees to annually review and report to the Charge Conference on the existence and adequacy of local church property and liability insurance coverage “to ensure that the church, its properties, and its personnel are properly protected against risks.” Since 1797, the Book of Discipline has provided that the property and assets of local churches are held in trust for the benefit of the denomination. Inadequate insurance puts local church property and assets at risk, including the denomination’s trust interest therein. Therefore, Trustees of the Central Texas Conference, representing the denomination’s trust interest, have adopted the following minimum insurance recommendations for local churches **:

COMMERCIAL PROPERTY & LIABILITY PACKAGE POLICY, to include the following minimum limits:

PROPERTY

❖ Buildings, Organs & Contents Insured to Replacement Value, “Special Risk” Coverage
❖ All Church buildings should have an updated replacement cost valuation every five (5) years
❖ The replacement cost valuation must be dated within 180 days if additional square footage is added.

LIABILITY

❖ Commercial General Liability Occurrence $1,000,000 Aggregate $3,000,000
❖ Pastoral Counseling Liability Occurrence $1,000,000 Aggregate $3,000,000
❖ Hired and Non Owned Auto Liability Occurrence $1,000,000 Aggregate $3,000,000
❖ Employee Benefits Liability (EBL) Occurrence $1,000,000 Aggregate $1,000,000
❖ Medical Payments $10,000
❖ Sexual Misconduct Liability Occurrence $1,000,000 Aggregate $1,000,000
❖ Crime / Employee Dishonesty Occurrence $25,000

DIRECTORS & OFFICERS (D&O) POLICY, including the following minimum liability limits:

❖ Directors’ & Officers/Employment Practices Liability (EPL) $1,000,000 (including Sexual Harassment)

UMBRELLA POLICY (Excess Liability) – An Umbrella/Excess Liability policy is suggested for all churches and should a congregation be over 500 members it is highly encouraged.

If applicable, this excess policy must extend over Commercial General Liability, Pastoral Counseling, Employee Benefits Liability, Owned Auto, Hired & Non-Owned Auto and Workers Compensation. A higher per occurrence limit may be appropriate based on specific risk characteristics such as church size and/or scope of operations and ministries.

WORKERS’ COMPENSATION/Employers Liability Insurance Policy, as required by state law:

❖ Bodily Injury by Accident Each accident $1,000,000
❖ Bodily Injury by Disease Policy limit $1,000,000
❖ Bodily Injury by Disease Each Employee $1,000,000

COMMERCIAL AUTOMOBILE LIABILITY, applicable only if the church owns an automobile; to include the following minimum limits:

❖ Limit of Liability $1,000,000

** There may be good reasons to have different amounts of coverage or even different coverages than those recommended. Please consult with your insurance agent or call the Conference Service Center 817-877-5222 with any questions.
The Texas Open Carry Law for Concealed Handgun Holders
& CTC Ministry Policy

The Open Carry Law for Concealed Handgun Holders (“Open Carry Law”) became effective January 1, 2016. This law authorizes an individual who possesses a concealed handgun license issued by the state of Texas or by a state that Texas recognizes to carry the handgun in plain view in a public place as long as the handgun is carried in a shoulder or belt holster.

Property owners may prohibit the entrance onto their property by a person licensed to openly carry a handgun by providing verbal or written communication of the prohibition. The written communication may be a card, document or sign posted on the premises of the owner. The sign would be required to:

1. include in English and Spanish the statutory warning prescribed in the Texas Penal Code,
2. have contrasting colors with block letters at least one inch in height, and
3. be displayed in a conspicuous manner clearly visible to the public at each entrance to the property.

Examples of signs which meet the statutory requirements for prohibiting both concealed and openly carried handguns are in the 2016 CTC Journal, Board of Trustees Report p. 324. Signs can be purchased on line or can be “homemade” as long as they meet the statutory requirements. §3426.11 in the Book of Resolutions states, “reflecting the traditional role of The United Methodist Church that has been one of safety and sanctuary, every United Methodist Church is officially declared a weapon-free zone.” Believing that the open carry of handguns on church property is inconsistent with an atmosphere of prayer and worship, safety and sanctuary, it is the recommendation of the Conference Board of Trustees that oral and/or written notice be given in accordance with the statute prohibiting the “Open Carry” of handguns in churches of the Conference. We make no recommendation regarding the prohibition of concealed handguns on church property and suggest that this be left up to individual congregations. It is our further recommendation that, in addition to whatever normal security churches provide during worship services and other activities occurring on church campuses, trained personnel, whether ushers or others, be designated as persons to assist in the event of a disturbance or an apparent violation of the notices the churches have posted with regard to the presence of guns on the property.

In addition, recognizing that the church is not a building, the church is the people and the ministry that we undertake both within the church building and outside in the mission fields of our communities and world. We remind everyone that by vote of the 2016 CTC annual conference for all ministries sponsored by the Central Texas Conference, i.e. CTCYM and conference children and youth events, mission trips, disaster response and VIM events, etc., (these are not meant to be the exclusive/exhaustive list of ministries but are examples) are to be declared a weapon free zone.

Affiliated Institutional Reports

ALDERSGATE ENRICHMENT CENTER
EARLY, TEXAS
MARSHALL THORNHILL, DIRECTOR OF DEVELOPMENT

In 1994 Mike Pinson stood before this Conference and said, “If you want to see God at work, come to Aldersgate.” That statement holds just as true today as it did 25 years ago. As we boldly make our way into 2019, I would like to reflect on how God has blessed Aldersgate Enrichment Center during the year of 2018.

For those who do not know, Aldersgate is an independently funded 501(c)(3) non-profit organization located in Early, Texas that was established to enrich the lives of adults with special needs. We are located on a beautiful160-acre campus just outside of the city limits. Our mission is to establish and
maintain an innovative and family-oriented, Christian community that provides opportunity in all aspects of life for adults with special needs. We do that by utilizing our vocational program and our residential program.

Our vocational program employs over 100 adults with special needs from all over Texas. We have also recently created a new avenue of our vocational program that now employs veterans who suffer from Post-Traumatic Stress Disorder. We offer a safe, comfortable, and flexible work environment for adults with special needs that allows them to work at their own pace based on their level of functionality. However, our amazing staff is trained to know when to push our associates to their full potential and allow them to discover abilities they never realized they had.

Our residential program is comprised of two assisted-living facilities that allow 22 residents to call Aldersgate “home”. These residents are referred to us by organizations such as the Texas Department of Aging and Disability as well as advocates of Aldersgate just like yourselves and come from all over the United States. Our 24-hour staff is dedicated to working with our residents to improve their life skills such as cooking, etiquette, and managing personal finances. They also frequently go on trips such as shopping, bowling, the theater, and much more. We are one of few facilities in the country that offer both a vocational program as well as a residential program such as ours. There's no wonder why we have a pretty substantial waiting list to become a resident of Aldersgate!

As some may know, it has been a long-time dream of ours to construct an onsite Independent Living Facility. We believe that by offering this facility, we give our residents a stepping-stone from assisted-living to being completely independent and living in the local community. Our dream facility will give residents the freedom to live on their own and put their life skills to use while still having the safety and security of our campus and guidance.

Well I am proud to announce that this long-time dream of ours is becoming a reality! The Ranch at Aldersgate is currently under construction on our campus thanks to a very generous gift from the Heavenly Father’s Foundation. The Heavenly Father’s have been a long-time supporter of Aldersgate since their initial gift of $25,000.00 to help remodel our pallet warehouse into a state-of-the-art dining room and rental venue. Since then, they have consistently supported us with growing gifts to fund other small projects such as The Chapel On A Hill and our new Production Facility. In the summer of 2018, The Heavenly Father’s reached out to us and let us know that they felt we were deserving of a larger blessing. They asked us to make a “wish list” of things that we had dreamed of being funded and we could meet and present the list to them. Not knowing what size of gift, they were considering, we chose to make a wish list of a multitude of projects that would range from our “dream project” of the independent living facility all the way down to smaller projects such as a new vehicle and landscaping equipment. The list was created, presented, and both sides felt the meeting went well. It wasn’t until about a month later that we got a call that could only have come from God. It was from The Heavenly Father’s Foundation and they stated, “We have decided to move forward with your list.” A bit confused on which project they had chosen, our executive director, Michelle Thomas, replied, “What a blessing this is! May I ask which item from our list you have chosen?” The answer from the other end of the phone was simply, “All of it.”

With those three simple words, God had blessed Aldersgate with its largest monetary gift since the doors opened in 1987.

The Ranch at Aldersgate will be twelve, one-story ADA accessible individual apartments housed inside a single facility. Also included in The Ranch are a courtyard/prayer garden, laundry facility, and common areas for socializing. The blessing from The Heavenly Father’s Foundation was made in agreement that they would fund half of the project’s budget and that we would campaign to raise the remaining funds. This will mean that when the doors open to The Ranch, it will be 100% funded! Our ultimate goal is that we utilize the income derived from the rent collected from the twelve apartments to fund a second and third addition to The Ranch. Our staff has currently recognized eleven potential inaugural tenants based on level of functionality, life skills, and self-support. The remaining apartment will always be reserved for a 24-hour live-in staff member to be on site for safety and security purposes. Please be on the lookout
for our campaign that will roll out this summer to help fund the remainder of the budget for The Ranch At Aldersgate!

Another dream of ours also became a reality and that dream is the Tod Bishop Memorial Therapeutic Center. As some of you may know, one of our most beloved associates, Tod Bishop, passed away in December of 2015 due to sudden heart complications. Tod was the face of Aldersgate and loved talking about his home everywhere he went. His passing really brought to our attention that we have little opportunity for our residents and associates to improve their cardiovascular health. We offer a place to work, a place to live, and a place to worship but we do not have a place for our associates to exercise or do any on-campus extracurricular activities. So, with that on our heart, the dream of a recreational facility was born. Thanks to a generous gift by the Bishop family, our dream will be completed in May of 2019! The Tod Bishop Memorial Therapeutic Center will be the home of an exercise facility, a movie theater, a universal court where residents can play games and do other exercises such as yoga, and an indoor swimming pool! This facility will also be able to house larger mission groups when they visit our campus.

Again, we know that Aldersgate would not exist if it weren’t for the boldness of those Methodist Men that God spoke to and we are so thankful for their faithfulness to follow God’s word and lay the groundwork for this blessing that we call home. We would like to thank ALL of our supporters for their continuous prayers, contributions, and encouraging words. We continue to seek support from those organizations and individuals alike who have a heart for adults with special needs. As God continues to work through us, we gratefully welcome support in prayer, financial contribution, and encouraging words. If you are ever in the Central Texas area, we encourage you to stop by and see what an amazing organization you have helped to establish out here. We would love to offer you lunch and a tour. But most importantly, we would love for you to get to know our associates and truly see why our organization’s tag line is: God At Work!

LYDIA PATTERSON INSTITUTE
EL PASO, TEXAS
SOCORRO BRITO DE ANDA, PRESIDENT

As the only institution related to the South-Central Jurisdiction of the United Methodist Church, it is my great honor to render this report to members of your conference. Lydia Patterson Institute prides itself in being the only institution of the United Methodist Church that sits right between three states bordering two countries and serving predominately Hispanics.

In 1913, when Lydia Patterson opened its doors to immigrants looking for a safe place for their families and settling in South El Paso, Mrs. Patterson would not know that more than 100 years later, La Lydia would still be serving in a like manner, but to a much larger degree. Today, students are sheltered from violence, drug wars, and economic distress with the most effective weapon, a superior education. Every year, hundreds of young men and women are led to higher education to change their lives and transform the world.

Lydia Patterson sits amidst the challenges of our times including immigration, walls and fences, and related border issues. Throughout the past century, Lydia Patterson has been that bridge which unites the two countries and brings hope to those in need. No walls or bridges have ever existed for La Lydia nor will they ever will. As the church struggles with critical issues, Lydia Patterson remains that bridge among the denomination that honors the name of United Methodist Church.

This year has been one more year of dealing with the aforementioned challenges, but its mission moves forward and is stronger than ever. Students are getting a superior education with the latest state-of-the-art technology, thanks to those of you who have supported and shared your resources in our Capital Campaign. Classrooms have been renovated with the latest computer and science labs. With the new
changes, La Lydia has moved up to a level of competition with any other school and beyond. Students participate in robotics, and their academic scores are higher than ever. We take pride in that our students are well prepared and are all moving on to higher education.

Education is the means for achieving professionalism, but core values complete the whole body for spiritual and socio-economic success. Through our Student Lay Ministry Program, students are serving churches throughout the jurisdiction and beyond. Many are following their call to ordained ministry. This is Lydia Patterson Institute’s mission—to prepare bilingual leaders for our culture and form Disciples of Jesus Christ for the transformation of the world. Thank you for being a part of this God-given ministry.

METHODIST CHILDREN’S HOME

WACO, TEXAS

TIM BROWN, PRESIDENT/CEO

Greetings from Methodist Children’s Home (MCH) and the more than 5,000 children, youth and families we serve. Our ministry is possible thanks to the support of our many benefactors and friends. I am honored to report that MCH continues to be in compliance with and, in many cases, exceed best practice standards for childcare established by the states of Texas and New Mexico as well as the Council on Accreditation (COA), an international accrediting organization of child welfare, behavioral health and community-based social services.

I invite each member of the annual conference to visit our website at www.MCH.org. There you can view our strategic plan, annual report or explore in more detail the services we offer.

You can also download stories, identify resources to help educate your congregation on our ministry, view a transparent listing of our financial resources and services delivered, find out how you can refer a child for placement, or learn more about a call to join our ministry as a home parent, foster parent or in another capacity.

The report to the Central Texas Annual Conference will be my last as President/CEO of this amazing ministry. I recently announced my plans to retire on June 30, 2019, after 36 years of service, including nine years as President/CEO. I share this news with a grateful heart, a sense of peace and the satisfaction of seeing so many young lives change for the better, families reunite, and staff members serve, flourish and grow professionally and personally.

I was blessed to begin my career at MCH as a home parent, and I am equally blessed to be ending it as President/CEO. I am proud to leave MCH with confidence in our outstanding employees and Board of Directors who are committed to the vision and goals in our strategic plan. It is my sincere desire that we continue to give God the glory for the success at MCH and build on the legacy of service of past Presidents, most recently Dr. Jack Kyle Daniels and Mr. Bobby Gilliam.

MCH remains committed to our mission as a Christian ministry and to evidence-based practices and trauma-informed care through our partnership with the Institute of Child Development at Texas Christian University. Guided by our core values of Christian Principles, Relationships, Responsibility, Growth, Service, and Hope, MCH provides the care, programs and talented individuals needed to positively impact the lives of children, youth and families throughout Texas and New Mexico. This is happening every day in residential programs as well as through 13 MCH Family Outreach offices including Killeen and Waco.

Through the generosity of our benefactors, the prayers of our friends and supporters, and the commitment of a skilled community of MCH employees, here are some of the things you helped MCH accomplish this year for God’s glory and those we serve:
Received the funds needed to build the fourth and fifth new homes on our Waco campus as part of the Building Hope Campaign. These new state-of-the-art homes are designed with the unique needs of the children we serve today in mind coupled with our trauma-informed research and modern efficiencies. At the writing of this report, we are more than halfway toward our fundraising goal that will build the sixth, seventh and eighth homes! To date, our supporters have blessed our young people with more $13 million for these new homes.

Supported 90 MCH Alumni pursuing higher education at community colleges, trade schools or four-year institutions. This is possible because of the scholarship funds from our generous benefactors. This year we awarded more than $500,000 in scholarship funds to assist MCH Alumni pursuing degrees and vocational certificates.

Achieved designations of the Gold Seal of Transparency from Guidestar and four-star charity rating from Charity Navigator. We also received an outstanding evaluation from the Council on Accreditation (COA) during our reaccreditation process. This process involved detailed reviews and evaluation of our organization’s administrative operations and service delivery practices. These designations recognize our commitment to excellence and efforts to conduct our work with the utmost integrity and transparency.

Enjoyed another great year showcasing student Ag Science/FFA projects at the Heart O’ Texas Fair and Rodeo and other local livestock shows.

Participated in multiple mission trips including U.M. ARMY and other community service projects. These activities give opportunities for our youth to show Christ’s love and to learn selflessness by sharing their time and talents to meet the needs of others.

Our achievements in the past, and those yet to come, are directly related to the men and women who give their time, talents and resources to bless our children. Our Board members, Commissioners and benefactors are valuable resources to our mission. The following individuals from the Central Texas Annual Conference serve on the MCH Board of Directors:

- Dr. Jeffrey Clark, Temple
- Dr. Clifton Howard, Fort Worth
- Mr. Les Leskoven, Corsicana

As we now celebrate our 129th year of ministry, MCH knows our service to children and families is possible because of God’s amazing grace and our generous benefactors. Thank you for your trust and support of our ministry. May God continue to bless you, the ministries of the Central Texas Annual Conference and Methodist Children’s Home.

TEXAS METHODIST FOUNDATION
TOM LOCKE, PRESIDENT

TMF is committed to being faithful to the future by casting a God-sized vision and building our capacity to fulfill that vision. During 2018, TMF continued our role as managing agent of The United Methodist Development Fund (UMDF), while preparing to transition to controlling agent in January 2019. UMDF is a national lender to United Methodist churches with $120 million in assets. We joined forces with Heartspring Methodist Foundation, consolidating resources to better serve our constituency. We continued to gather and assimilate new knowledge, build new partnerships, and implement new technologies to support our goal of helping congregations unite their leadership and financial resources into a purposeful plan for living out God’s unique call for them to serve their communities.

John Mollet, TMF Senior Area Representative for the Central Texas Conference, is the primary point of engagement between congregations (clergy and laity) and TMF. He connects Central Texas Conference constituents to resources relevant to their unique goals for missional growth in their congregations and communities.
TMF, headquartered in Austin, serves United Methodist individuals, churches and agencies within the six annual conferences in Texas and New Mexico. We appreciate the opportunity to report some of the ways we served United Methodists last year.

Within the Central Texas Conference:

- Loans to churches in the Central Texas Conference totaled $55 million at the end of 2018.
- Churches and agencies, not including individuals, within the Central Texas Conference had $27.3 million invested in the Methodist Loan Fund.

Throughout Texas and New Mexico:

- As of December 31, 2018, total assets under management by TMF were approximately $549.4 million.
- Methodist Loan Fund investments ended the year at $333.6 million, and our loan portfolio at $324.1 million.
- TMF’s Undesignated Endowment ended the year at $38.4 million.
- Our Leadership Ministry Endowment was $7.4 million at the close of 2018.
- Highlighting a significant year of financial support for TMF was a gift of $1 million from the Lilly Endowment to fund TMF’s Courageous Leadership Imperative (CLI). Gifts to Leadership Ministry and unrestricted support to TMF totaled $1.4 million, including more than $110,000 in new gifts to the Dr. Gil Rendle Learning & Leadership Endowment.
- During 2018, the TMF Grants Ministry awarded $1.5 million in support of 35 churches and not-for-profits. Of that total, an estimated $804,000 came from restricted endowments, $660,000 from TMF operations, and $23,000 in individual and online gifts. We awarded approximately $118,000 for Hurricane Harvey victims. The Grants Committee of the TMF Board of Directors determines distribution decisions for the discretionary funds. In 2018, grant funds were distributed as follows: 40% to outreach ministries and evangelism targeting systemic change; 37% to ministries which systemically benefit families living in poverty; 15% for scholarships; and 8% Hurricane Harvey relief.
- TMF continued its work with individuals and families to support their philanthropic goals. In 2018, TMF received $2.7 million in gifts and pledges to support ministries across Texas and New Mexico including $1.6 million in support of the ministries of TMF. Gifts to endowments will enhance agricultural development in Africa, the Moscow Theological Seminary of the UMC, and the local church.
- TMF distributed approximately $1 million from permanent endowments.
- This year TMF’s Leadership Ministry launched the Courageous Leadership Imperative (CLI) which seeks to network, resource and embolden innovative leaders throughout the South Central Jurisdiction. 122 leaders from throughout the jurisdiction plus the SCJ bishops and foundation representatives gathered in St Louis for a 48-hour immersive experience designed to expand imagination. These leaders are already experimenting with new ways to make disciples and impact their communities.
- In 2018, the Area Representatives (AR) drove over 125,000 miles to visit people from Texarkana to El Paso and from Farmington to Las Cruces. The New Mexico office now has four wheels, as Scott Sharp visits people all over the state. Members of the AR team led groups from Clear Lake UMC (close to NASA headquarters south of Houston), WordServe Church (Fulshear, TX), Waples Memorial UMC (Denison, TX), Elmwood/El Buen Samaritano UMC (Dallas), Northaven UMC (Dallas), First UMC, San Marcos, and First UMC, Corpus Christi, in the Holy Conversations discernment process. The team developed new resources for work with finance and endowment committees and learned new skills from our partnership with Horizons Stewardship Company. It was a very big year for TMF’s legacy giving workshop, Putting Your House in Order, with area reps presenting it 25 times. The team is proud to welcome Rev. Mark Woodward, who is our newest AR, serving the Texas Conference and working primarily in the area of endowments.
TMF Board members

TMF has submitted the following candidate for re-election to the TMF Board of Directors from the Central Texas Conference:

← Dr. Dale Knobel, Layperson, 3-year term (Georgetown)

TMF Board members previously elected by the Central Texas Conference include:

← Dr. Chris Hayes, Clergy, currently serving through 2020 (Keller)
← Dr. Leah Hidde-Gregory, Clergy, currently serving through 2021 (Waco)
← Mr. Wesley Millican, Layperson, currently serving through 2021 (Southlake)

TMF Board members from within the Central Texas Conference who are currently serving in an otherwise elected or advisory capacity include:

← Mr. Henry Joyner, Senior Member (Colleyville)
← Bishop J. Michael Lowry, Advisory (Fort Worth)
← Mr. Robert T. Rork, Emeritus (Georgetown)
← Mr. Hiram Smith, Jr., Emeritus (De Leon)

WESLEYAN HOMES INC,
MARK LENHARD, PRESIDENT

As I enter the second year serving as president of Wesleyan Homes, I am pleased to offer this annual report. As I expressed last year, I considered it a great honor to lead Wesleyan Homes. Many of you know that I succeeded Chris G. Spence who faithfully led this ministry for 28 years. I want to thank you for your prayers for Chris and his family as he battled pancreatic cancer for more than a year. Chris died on December 18, 2018. At the end of his life, Chris was cared for by his family, friends and loving staff members at The Wesleyan at Scenic. Chris left us with a vital ministry and we take our responsibility of stewarding it seriously.

Nearly 67 years ago, Central Texas Conference leaders envisioned a home that provided sheltered care for the aging. When Wesleyan Homes opened its doors in 1962, few could have imagined where we would be today. I wish those who worked so hard to establish Wesleyan Homes could see how this ministry has grown over the last seven decades. If they could, they would see that we now offer a full continuum of care for senior adults, which includes independent living, assisted living, memory care, long-term care, skilled nursing, rehabilitation, home health, caregiver services and hospice. What this means for those who call Wesleyan Homes their home is that as their needs change, we can serve them.

Wesleyan Homes has grown into a large and complex operation. We employ 450 teammates and serve more than 600 people a day. What is required at every level of operations can be daunting, but we try to stay focused on three important areas: the lives of those we serve – our residents, patients, clients and their families, the lives of those with whom we serve – our teammates and partners, and the stewardship of this sacred ministry.

The outcomes we seek are really simple. John 10:10 reminds us that God has given us life and wants us to live abundantly. At Wesleyan Homes, we believe that means the last years of life should reflect the fullness of all that God wants for us. And, we understand that we have a role in contributing to the fullness of life. That is why our programs and services are purposely designed to support physical, mental, social and spiritual health. That is why we invite residents to be co-creators of our communities. We want everyone with whom we interact each day to be valued and cared for.
In your own churches and communities, you are likely seeing demographics change right before your eyes. The U.S. Census Bureau projects that the number of Texans age 60 and above, which was 3.7 million in 2010, will nearly double by 2030. There are major implications for all of us who serve the aging. We have to be nimble and responsive to increased need, governmental regulations, clinical and technological innovations, changes in funding sources and ever-widening gaps in care.

As we look towards 2020 and beyond, Wesleyan Homes is planning to expand its ministry in response to the growing needs of Central Texas. The ministry of Wesleyan Homes would not be where it is today without those who have generously contributed to provide benevolent assistance so that Wesleyan Homes can serve those in need. We thank you for your support and ask that you keep this 67-year old ministry for the aging in your prayers.

**GENERAL BOARD OF HIGHER EDUCATION & MINISTRY**  
**VICTORIA REBECK, DIRECTOR OF PUBLIC RELATIONS**

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

Through its Office of Strategic Leadership, GBHEM refined plans for a center for leadership development and spiritual formation. It is drawing on research to plan the expansion of leadership training offerings to churches and communities through a range of means such as face-to-face training, online conferencing, consulting, and recommending resources and experts.

The Division of Ordained Ministry (DOM), using extensive research on the components of effective ministry, introduced a new formation process, Effective Ministry 360 (EM360), which guides pastors and congregations to plan and execute mission and ministry objectives. EM360 also offers assessment modules for candidacy, district superintendents, eight-year clergy assessment and Course of Study. DOM provides introduction and orientation sessions about the process.

The Division of Higher Education (DHE) has initiated research to inform a “leadership pipeline” process for university leaders on United Methodist campuses. Among the books GBHEM published this year, Missio Dei and the United States: Toward a Faithful United Methodist Witness (book and study guide) exhibits the best of church and academy collaboration. Contributors explore how the church can reengage its Wesleyan heritage as it participates in God’s mission.

The Office of Loans and Scholarships announced an increase in the maximum amount of money United Methodist students can borrow to pursue their education. The annual maximum is $10,000, with a lifetime maximum of $40,000. On average, the agency distributes $5.5 million in scholarships annually.

Partnering with churches and institutions, GBHEM has promoted projects, programs, initiatives, education and leadership development in various cultural contexts within United Methodism and in pan-Methodist relationships. The agency expanded the Methodist Global Education Fund for Leadership Development, supported the work of regional networks with the International Association of Methodist Schools, Colleges, and Universities, and established Regional Hubs for Leadership, Education and Development. In 2018, hubs were active in nations in Africa, Asia, Europe and England, North America and South America.
As a result of the generous support of our churches in Texas, the mission and ministry of the Texas United Methodist College Association (TUMCA) remains strong. The churches have exhibited an extravagant generosity through their support of scholarships for TUMCA students in our United Methodist universities. We believe this partnership reflects a Wesleyan tradition of the union and power of knowledge and vital piety. Together they provide an education well suited to the challenges of modern life.

The TUMCA funds granted to Southwestern University, Southern Methodist University, McMurry University and Texas Wesleyan University are restricted to scholarships for deserving students from United Methodist congregations in Texas. A total of 86 students representing all five of the Texas United Methodist Conferences have received TUMCA scholarships this academic year (2018-19). They join thousands of others who have been helped through the years by the support of our United Methodist family. As always, funds cannot be used for endowment or capital projects. All support goes to fund scholarships at our United Methodist colleges.

As our TUMCA scholars graduate, they become contributing members of the American experience. Their intellectual and spiritual development prepares them to play an important role in our rapidly changing church and society. These students who go on to become clergy, laity, leaders, teachers and responsible business and civic leaders will help chart the course of our church.

We at TUMCA are grounded in our belief that our work is an extension of the work of our congregations. This partnership helps in the realization of the great commission and works to create disciples of Jesus Christ for the transformation of the world.

### TUMCA Scholarship Recipients, Academic Year 2017-2018

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March 26, 2019

Bishop Mike Lowry
North Texas Conference
The United Methodist Church
500 Maplelawn Drive
Plano, TX 75075

Dear Bishop Lowry:

Cokesbury is pleased to offer our most popular titles, United Methodist official resources, and speaker’s books in quantity through on-site sales in the Cokesbury Resource Center at your Annual Conference in 2019.

As we continue to be responsible stewards of the environment, our staff, and finances — while at the same time providing the most popular resources to our customers — this year’s Cokesbury Resource Center will look different than last year. We will have fewer items onsite, but they will be the bestsellers most often purchased by our church partners, as well as key titles pertaining to the conference. Customers will also have the opportunity to be measured for and order robes at a discount and see samples of gift items that can be ordered online and shipped directly to home or church.

In addition, bishop recommendations, speaker books, and other titles and merchandise will be featured in a conference-specific online catalog before, during, and after Annual Conference across a two month time frame. This allows for greater exposure to more conference attendees for a longer period of time, preparing attendees before Conferences and serving as an important reminder of key resources after the event.

As always, free U.S. ground shipping is offered on orders of regularly stocked merchandise not available onsite at the Cokesbury Resource Center.

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

I look forward to working with you for the Annual Conference 2019. Thank you for your continued support as we equip leaders to build disciples.

Sincerely,

Debbie Geiger
Conference Resource Consultant
Cokesbury

Jeffrey R. Barnes
Executive Director
Cokesbury Operations
Cokesbury

WWW.COKESBURY.COM
AFRICA UNIVERSITY
MUTARE, ZIMBABWE

JAMES H. SALLEY, ASSOCIATE VICE CHANCELLOR FOR INSTITUTIONAL ADVANCEMENT

Africa University thrives in ministry because of the steadfast support of local congregations of The United Methodist Church. Thank you to the leaders and members of the Central Texas Conference (CTC) for prioritizing Africa University with the contribution of 90.23 percent of your asking to the Africa University Fund (AUF) apportionment in 2018.

Through its investment in the fund, the CTC continues to affirm the university’s core mission of nurturing leaders who help communities know Christ and experience peace, sustainable livelihoods, food security and abundant health. Thank you for your steadfast commitment and generosity.

Institutional Update:

⇒ In 2018, Africa University enrolled more than 700 new students and maintained an overall enrollment of about 2,000. There were 25 African countries represented in the student body. Women made up 53 percent of the student population, which is almost twice the average for African higher-education institutions.

⇒ Throughout 2018, Africa University weathered the challenges of operating in Zimbabwe’s depressed and uncertain socio-economic environment with creativity and prudence. The university delivered teaching, learning and community service activities of high quality without interruption. Key enhancements in 2018 included the refurbishment of three women’s residence halls and the full implementation of an ERP software system to integrate and manage all facets of the university’s operations.

⇒ With conflict, poverty and the impact of climate change persisting as the key drivers of food insecurity and the rise in internal displacement, migration and refugeehood in Africa, the university consolidated its position as a trailblazer by offering new graduate training and research opportunities. Africa University has also continued to provide scholarships for refugee women so that their experiences, talents and ideas help to contextualize and shape homegrown solutions.

⇒ Africa University delivered critical data for reducing malaria deaths in southern Africa and controlling the spread of insect-borne diseases world-wide. AU’s insectary—a laboratory for rearing and studying live insects, such as mosquitos—shares its findings through the Southern Africa Centers of Excellence for Malaria Research. This data informs regional policies, practices and malaria control efforts.

The students, faculty, administrators and trustees of Africa University thank the members of the Central Texas Conference for their prayers and support, which continue to grow and sustain this ministry. Thank you, Central Texas United Methodists, for all that you have sown into Africa University over the past 27 years. As Africa University and the Central Texas Conference move forward together in missional engagement, we trust in God’s unending grace.

SOUTHWESTERN UNIVERSITY
GEORGETOWN, TEXAS

EDWARD BURGER, PRESIDENT AND PROFESSOR

The past year has seen many notable highlights and achievements at Southwestern University. In August, we welcomed 442 entering students, the second largest class in our University’s history. Thanks
to the generosity of Dr. Red McCombs ’49 and his wife, Dr. Charline Hamblin McCombs ’50, Southwestern received the largest single gift in its history.

We also implemented the Mosaic program, in which Southwestern students shape their futures through mindful consideration of activities and experiences beyond the classroom. The final phase of the Fondren–Jones Science Center expansion continues. What Southwestern University is experiencing now is acceleration, fueled by our commitment to preparing our students for a future that will be vastly different from that of any other generation.

Our 2018 accolades include Forbes’ ranking Southwestern the #1 undergraduate liberal arts and sciences college in Texas in the Grateful Graduates Index (#92 nationally). U.S. News and World Report and Washington Monthly rank Southwestern as the top national liberal arts college in Texas. Southwestern’s Center for Career & Professional Development ranks seventh in the nation and first in Texas, according to The Princeton Review, which also ranked Southwestern third in the nation and first in Texas among its Impact Schools.

In academics, for the 18th consecutive year, the King Creativity Fund supported innovative student projects across the disciplines.Thirty-five students participated in 10 different SCOPE research projects as part of a student-faculty collaborative summer program.

Six faculty and emeritus faculty members published books. Eleven faculty members received Sam Taylor Fellowship grants to support their scholarly work. Dr. Maha Zewail-Foote (chemistry and biochemistry) was awarded a research grant from the National Institutes of Health for her work on DNA damage caused by environmental agents.

Twenty-seven students were inducted into our chapters of Phi Beta Kappa honor society. Isabel Tweraser and Lauren Gillespie coauthored the paper, “Querying Across Time to Interactively Evolve Animations.” Six students presented their research at the American Chemical Society National Meeting. Five economics majors presented their research at the Federal Reserve Bank of Dallas. Studio art majors Marissa Shipp and Angelina Palacios had their animated artworks accepted for a culture and math games exhibition in Paris.

In athletics, Southwestern finished second for the SCAC President’s Trophy and garnered 102 all-conference honors, including 33 first team selections, 28 second team selections, seven third team selections and 34 honorable mentions. Advancing in the SCAC Tournament to the championship were: women’s basketball, men’s tennis, women’s tennis, softball, men’s soccer, women’s soccer and volleyball. Student athletes earned five NCAA National Championship Tournament appearances. Southwestern coaches earned six Coach of the Year awards. Southwestern is home to four All-Americans, six West All-Region Team selections and four SCAC All-Sportsmanship Teams.

The university’s guest speakers included Dolores Huerta, longtime civil rights leader and advocate for farmworkers, immigrants and women; social psychologist Jonathan Haidt on The Age of Outrage – What It Is Doing to Our Universities and Our Country” and historian Carole Levin, who lectured and led a staged reading of her play, Elizabeth I: To Speak or Use Silence. The 2018 Research and Creative Works Symposium featured 244 presenters mentored by 50 faculty members and staff. The 174th commencement convocation featured keynote speaker Dr. Sybil Hampton, the first African-American to complete her entire education at Little Rock Central High School. The President’s Thinking Symposium on Living, Learning and Leading hosted six guests from various fields.

Dan Stultz has been nominated by the board of trustees for election to a three-year term as an Episcopal trustee from the Central Texas Conference.

I would like to personally invite you to visit Southwestern and experience the ways in which this intellectual community is thinking, creating and connecting ideas to make meaning and make a difference.
In 1911, the Methodist Episcopal Church, South, founded Southern Methodist University as a nonsectarian institution of higher learning committed to the enduring values of academic freedom and open inquiry. In continuing partnership with The United Methodist Church, SMU welcomes students of all faiths and serves as a powerful catalyst for addressing the world's most urgent challenges in new and innovative ways. Now entering our second century, we are committed to shaping world changers – for today and tomorrow.

Fall 2018 enrollment, totaling 11,649, included 6,479 undergrads and 5,170 graduate students. Ethnic minority students made up 28% of total enrollment. An international enrollment of 1,596 (approximately 14% of total enrollment) represented 83 foreign countries. The Class of 2022 was chosen from a pool of nearly 14,000 applicants, the most academically qualified in our history. With 1,530 students, the class's average ACT score is 30.4, representing the top 6% of all students who take the test. The average SAT score is 1363, up from the previous year.

For the third consecutive year, SMU was ranked in the top 20% of best national universities by U.S. News and World Report and in the top 10% of U.S. universities by The Wall Street Journal/Times Higher Education. In the 2019 U.S. News & World Report listings, SMU is ranked No. 59 among the nation's top universities – representing a two-point rise from 2017. In addition, SMU ranked No. 31 for best national universities for veterans.

Dedman School of Law is ranked No. 50 among 194 accredited law schools, according to U.S. News & World Report. In addition, the law school is ranked 18th in the U.S. for Employment Rate 10 months after graduation. Also, U.S. News & World Report ranked SMU’s Simmons School of Education among the 100 best graduate education schools and Lyle School of Engineering among the 100 best undergraduate and graduate engineering programs.

Funding

In FY 2018, SMU received $26.6 million in external funding for research in the U.S. and worldwide, representing a 21% increase over the previous year. Regarding private fund-raising, we raised $111 million for capital priorities and current operations. Grants and gifts included:

- A $1 million grant from the Lilly Endowment Inc. to Perkins School of Theology to fund a new initiative, “Reboot: The Congregation as Youth Worker.”
- A $2 million grant from the Toyota USA Foundation to the Simmons School of Education for collaborative efforts with Dallas ISD for a STEM model school for K through eighth graders in West Dallas.
- A gift of $5 million from Rich and Mary Templeton for research at the Lyle School of Engineering.
- A $4 million gift consortium, which created the Robert B. Rowling Center for Business Law and Leadership in the Dedman School of Law.
- A commitment of $1.25 million from the Hoblitzelle Foundation for the Owen Arts Center renovation project.
- A three-year $1 million grant to SMU math researcher Candace Walkington from the National Science Foundation to develop and test strategies to increase student engagement in algebra problem-solving.
- $2.6 million in funding over four years from the National Institutes for Health for a study led by SMU psychologist Thomas Ritz and UT Southwestern psychiatrist Sherwood Brown to explore the apparent connection between asthma and diminished cognitive function in middle-to-late-age adults.
Program Highlights

More than 100 undergraduate SMU students were part of an international team of researchers involved in the groundbreaking Smithsonian exhibition, “Sea Monsters Unearthed,” highlighting a 13-year study of fossils discovered off the west coast of Africa.

SMU teamed with Literacy Instruction for Texas to form People for Words and develop a mobile app which tied for grand prize in the 2018 Barbara Bush Foundation Adult Literacy XPRIZE competition. In addition to its $1.5 million share of the prize, the team received a $1 million Achievement Award. The goal of People ForWords, app producers, is to transform the lives of low-literate adults.

Renowned Nazi hunters Beate and Serge Klarsfeld were honored in November by the Embrey Human Rights Program in the Dedman College of Humanities and Sciences with the 2018 Triumph of the Spirit Award. The dedicated docents of the Dallas Holocaust Museum/Center for Education and Tolerance were honored for their tireless efforts to educate the world about the history of the Holocaust and for advancing human rights to fight prejudice, hatred and indifference.

SMU is leading the way for other universities nationwide in the realm of cultural intelligence (CIQ), in an effort to ensure every member of the SMU community is equipped with the skills and the knowledge to manage and communicate effectively in complex cultural contexts. The goal of CIQ is to move beyond appreciating diversity to effectively and authentically communicating respectfully with anyone, anywhere.

SMU is a grateful member of the Methodist family, and we request your continued prayers and support as we endeavor to make a meaningful difference in the lives of all those we serve.

PERKINS SCHOOL OF THEOLOGY
SOUTHERN METHODIST UNIVERSITY – DALLAS, TEXAS
CRAIG C. HILL, DEAN & PROFESSOR OF NEW TESTAMENT

Perkins celebrates our vital connections with the Central Texas Annual Conference:

- Twelve students affiliated with the CTC are enrolled at Perkins, including seven master of divinity students, one master of arts in ministry student, one master of theological studies student, two master of theology students, and one doctor of ministry student.
- One Perkins Scholar from the CTC is enrolled at Perkins.
- Three Perkins students have been placed as interns within the CTC this year.
- Eligible 2018-2019 students from the Central Texas Annual Conference received a PACE grant up to the amount of $6,000 with qualifying full-time students receiving an additional $3,000 in need-based aid.

Enrollment at Perkins for the Fall 2018 semester totaled 298, including 33 in the Ph.D. program and with an additional 28 students enrolling in Spring 2019. Fall 2018 statistics reflect that 59.5% of our entire student population are United Methodist and more than 41% are ethnic minority students. Degree programs are comprised of 51% male and 49% female students.

Dr. Craig C. Hill is in his third year as dean and professor of New Testament. He has placed emphasis on developing deeper, more fruitful relationships with feeder colleges, new co-curricular initiatives, revamped D.Min. and Houston-Galveston programs; plus adding staffing in critical areas and increasing financial aid. Enrollment, giving, impact and overall momentum continue to surge under his leadership with deep appreciation for those who make up and support the school.
2018 HIGHLIGHTS

Fall 2018 admissions increased by 14.1% over the previous year with an incoming class of 89 students (including D.Min. but excluding Ph.D. students). Six new international students enrolled. An additional 28 students were added for the Spring 2019 semester. Over half of the entering class have average undergraduate GPA’s above a 3.2.

Perkins is the recipient of a five-year, $1 million grant from Lilly Endowment Inc. for an initiative designed to strengthen congregational ministry with youth.

The Perkins Scholars program, which each year adds to the financial aid for 10 outstanding M.Div. students, continues to attract excellent scholars. A goal of $630,000 in funding will provide for 10 additional scholarships for fall 2019, when there will be a total of 30 Perkins Scholars in the student body. Combined with additional financial aid, this program provides nearly full scholarships for these servant leaders.

New partnerships in the form of Memoranda of Understanding were launched in 2018. Formal agreements have been signed with historically UM institutions in Texas and states nearby. Included are Huston-Tillotson University, Philander Smith College, Texas Wesleyan University and Wylie College. These are in addition to Centenary College, Southwestern University, McMurry University, Hendrix College and Presbyterian-related Austin College. These MOUs establish a preferred pathway for graduates of these institutions interested in pursuing ministerial vocations at the graduate level.

In 2017, SMU launched a three-year current-use giving campaign called Pony Power, with a goal of raising $150 million. The university’s goal for 2018-19 is $45 million. Perkins’ goal for this fiscal year, ending May 31, 2019, is $2.5 million. Perkins donors are asked to consider making a three-year pledge to a current-use project at Perkins. The areas of greatest need are the SMU Fund for Perkins, which is used by Dean Hill at his discretion, and financial aid.

Perkins School of Theology is committed to those called to serve so that they might be empowered to lead. We thank our many colleagues, friends and alumni/ae across the connection for their generous support, including referrals of prospective students, as we continue our vital mission of preparing women and men for faithful leadership in Christian ministry.

CANDLER SCHOOL OF THEOLOGY
ATLANTA, GEORGIA
JAN LOVE, DEAN & PROFESSOR OF CHRISTIANITY & WORLD POLITICS

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 leaders dedicated to transforming the world in the name of Jesus Christ.

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

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

To keep pace with the needs of the church and the world, Candler offers 16 degrees: six single degrees and 10 dual degrees pairing theology with bioethics, business, international development, law, public health and social work. Our Doctor of Ministry degree is 90 percent online, so students can remain in their places of ministry and immediately apply to their context what they learn in class. Our Teaching Parish program allows eligible UM 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 453, reflecting 51 percent women, 39 percent people of color (U.S.) and a median age of 27 among MDivs. Students represent 44 denominations, half from the Methodist family.

Candler has a deep commitment to alleviating student debt and promoting financial literacy. In 2018-2019, we awarded $5.8 million in Candler scholarships, with 100 percent of MDiv students receiving aid. 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.

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 prayers, partnership and support. Thank you for the countless ways you advance this vital ministry in the life of our denomination. Visit us in person or online at candler.emory.edu to see firsthand how Candler prepares real people to make a real difference in the real world.

**Drew University Theological School**
**Madison, New Jersey**
**Javier A. Viera, Vice Provost and Dean of the Theological School**

Drew University Theological School continued its multi-year self-transformation by launching its new curriculum for the Master of Divinity in the fall of 2018. This entirely reconceived degree seeks to form graduates that are rooted in the Christian story and traditions, capable of effective and creative leadership, and spiritually and socially resourceful for cultivating the transformative gospel of Jesus Christ in, with and for the church and the world.

A new two-year degree, the Master of Arts in Theology and Ministry also launched, and it offers students the opportunity to prepare for public leadership or a specialized vocation through deep theological and ethical reflection informed by biblical, historical, theological and practical sources.

New pathways in the Master of Arts, the Master of Sacred Theology and the Doctor of Ministry were also created as part of the curriculum transformation process, which seeks to more intentionally focus the school’s service to the church, as well as to the academy and civil society.

Drew welcomed 145 entering students this academic year, its largest entering class in over a decade, with an overall enrollment of 350 for the current academic year. In the coming year a new five-year strategic plan will be developed, with a focus on new degree delivery options that increase accessibility and affordability for prospective students, as well as new partnerships with annual conferences, other church bodies and values-based organizations that share and strengthen Drew’s mission to advance peace, justice and love of God, neighbor and the earth.
GARRETT-EVANGELICAL THEOLOGICAL SEMINARY
EVANSTON, ILLINOIS
LALLENE J. RECTOR, PRESIDENT

In 2018-2019, Garrett-Evangelical Theological Seminary focused on the following priorities:

鲵 Responsive and Relevant Theological Education: Respond to the educational and professional development needs of prospective students, alums, clergy and laity by providing relevant theological education in a variety of formats and investing in our competent and diverse faculty.

鲵 Inclusivity in Our Relationships: Ensure we are equitable, just and inclusive in our relationships with the diversity we encounter (e.g., racial, cultural, sexual orientation) within both our seminary and local communities.

鲵 Ensuring a Vibrant Future: Establish a vibrant future by investing in employees, instituting new policies and procedures, caring for the earth and generating gifts to sustain the seminary for generations to come.

RESPONSIVE AND RELEVANT THEOLOGICAL EDUCATION

New Partnership with North Central College: We are partnering with North Central College to offer students the unique opportunity to take graduate-level courses in religious studies while completing their undergraduate degrees. Beginning in Fall 2019, students will be able to take classes at the seminary’s campus and transfer graduate courses towards undergraduate work. For more information, visit www.garrett.edu/news.

Creative Course Opportunities: Garrett-Evangelical partnered with Faith in Place to offer a dynamic new course entitled, “Organizing for Environmental Justice.” Faith in Place is a state-wide organization working with more than 1,000 houses of worship to protect our common land, air and water. The class met at locations around the city. Students increased their awareness as leaders, organizers, managers and advocates for the care of the earth and environmental justice by reading and discussing literature on these topics and witnessing the work of leaders and organizations committed to these ends during site visits. They also experienced the complex challenges facing individuals and communities suffering from environmental injustices.

Connectional Learning: Connectional Learning is the name for Garrett-Evangelical’s new take on continuing education. We seek to create education and training suited to your unique professional, vocational and spiritual needs. Whether you are clergy, laity or spiritually curious, we welcome you to explore our programs designed to be relevant, responsive and reachable. We are preparing Fall 2019 offerings, including such online course and webinar offerings as “Thriving Ministry with Young Adults: Holy Yearning, Holy Listening, Holy Partnerships” and “Financial Management for Churches and Nonprofits.”

For information and resources, including webinar recordings and on-campus lecture opportunities, click on www.garrett.edu/connectional-learning.

INCLUSIVITY IN OUR RELATIONSHIPS

Since the launch of our strategic plan in 2015, we have been working to pay greater attention to race, diversity and inclusivity in our community. This work began with a Racial Equity and Diversity Inclusion Audit. We have been working through the results of the audit to inform changes we need to make in our community. Last year we created a community statement that names, celebrates, and affirms the variety of persons we encounter as well as challenges the seminary with specific goals to fulfill its commitment to grow and serve all persons equally and justly. A staff member will act as manager of inclusion and...
community engagement, and we continue to offer training opportunities, lectures and discussion opportunities on race, diversity and inclusion.

ENSURING A VIBRANT FUTURE

Hope for Creation and Green Seminary Certification Program: Garrett-Evangelical Theological Seminary is committed to addressing the urgent environmental crises facing the world’s peoples today and to promoting the just and wise care of God’s creation for the flourishing of all. This commitment is rooted in an affirmation of God’s love for the world, an embrace of our human vocation to be faithful stewards of the good earth, and an active hope in God’s promise to establish justice and righteousness throughout the land.

We are in the midst of integrating sustainable practices and ecological awareness as a participant in the Green Seminary Initiative (GSI) for the Seminary Environmental Certification Program. A three-year program, this certification will assist Garrett-Evangelical as it integrates care for creation into areas of education and spiritual formation; liturgy, ritual, and worship; building and grounds management; community life; and public leadership. We initiated a thriving composting program, enacted a waste audit and hosted an Interfaith Climate Action Summit to engage our local community around responses to climate change.

Thank you for your continued interest in our work. We are grateful to serve The United Methodist Church and the church at large. For more information about Garrett-Evangelical, I encourage you to visit our website, www.garrett.edu, or visit us on campus.

ABOUT US

Garrett-Evangelical is the result of the interweaving of three institutions:

- Garrett Biblical Institute, the first Methodist seminary in the Midwest, was established in 1853 by some of the same church people who founded Northwestern University.
- Chicago Training School, established in 1885, was an important force for women in ministry and for developing service agencies throughout Chicago. Chicago Training School merged with Garrett Biblical Institute in 1934.
- Evangelical Theological Seminary, located in Naperville and founded as a seminary of the Evangelical Church (later the Evangelical United Brethren) in 1873, joined with Garrett Theological Seminary in 1974 to form Garrett-Evangelical Theological Seminary.

UNITED THEOLOGICAL SEMINARY

MADISON, NEW JERSEY

DR. KENT MILLARD, PRESIDENT

459 men and women are being equipped as faithful, fruitful pastors and Christian leaders for the Church: 292 master’s students; 167 doctoral students; third largest United Methodist seminary in the U.S.

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

Online degrees: 98% of master’s students have taken one or more course online; United students live in 39 states; weeklong intensives fulfill UMC residency requirements.

Live Interactive Virtual Education (LIVE): New grant brings the latest technology in virtual education; capability to participate in on-campus courses via webcam and enjoy live lectures and real-time discussion with faculty and peers.

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

**Practical education designed to resource the Church:** The majority of United faculty have pastored churches; 91% of entering United students are already serving in ministry, bringing that context to the classroom.

**A focus on Church Renewal:** 165 Course-of-Study students, 42 in the Hispanic Christian Academy, certificates in church planting, disability ministry and supervision.

**Academic AND Spiritual Growth:** 95% of students say the United community supports both their academic and spiritual growth.

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

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

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i. Data represents Fall 2018 headcount enrollment, unless otherwise specified.

ii. ATS 2017-2018 Annual Data Tables. Data represents Fall 2017 headcount enrollment.

iii. ATS 2017-2018 Strategic Information Report for United Theological Seminary. Graduation rates represent the percentage of students who were able to complete their chosen degree within a specified period of time which approximates two times the normal length of the degree.

iv. Data represents unduplicated headcount enrollment in the 2017-2018 academic year.

v. United Theological Seminary 2017-2018 Student Satisfaction Survey, in which 30% of students responded.

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**District Property Issues**

**Resolutions for Discontinuance and/or Merger**

**Resolution for the Discontinuance of Ranger First United Methodist Church of West District**

**WHEREAS** the building of First United Methodist Church at 417 Elm Street in Ranger, Texas, has come to a level of disrepair;

**AND WHEREAS** there are neither funds nor manpower to complete necessary repairs;

**AND WHEREAS**, in the spirit of Discipline Paragraph 213, conversations about the disrepair between the congregation, pastor, district superintendent, staff of the Central Texas Annual Conference of the United Methodist Church, and insurers have been ongoing for two years, beginning August 15, 2016;

**AND WHEREAS**, leaders of the congregation are no longer able to secure insurance coverage for the property to protect members and guests;
AND WHEREAS, the Bishop, the Cabinet as a whole, the District Superintendents of the Central Texas Conference of the United Methodist Church and the West District Board of Church Location declare that non-insurability creates a liability and danger that constitutes “exigent circumstances…that require immediate protection of the local church’s property, for the benefit of the denomination.” (Discipline ¶ 2549.3.b);

AND WHEREAS, “the church property is no longer…maintained by its membership…” (Discipline ¶ 2549.3.b);

THEREFORE, BE IT RESOLVED, that the Ranger First United Methodist Church, be discontinued as of October 2, 2018, and all of its property declared abandoned and transferred to the Central Texas Conference of the United Methodist Church for sale, distribution, and other disposition as the Conference Board of Trustees may deem in the best interest of the conference.

BE IT FURTHER RESOLVED, that the Central Texas Conference Board of Trustees be authorized, in its discretion, to distribute the items of the property which may be best used by other churches to such churches or to the Center for Evangelism and Church Growth, and to sell all other property with the net proceeds given to be retained by the Center for Evangelism and Church Growth; and

BE IT FURTHER RESOLVED, that the membership of the remaining congregation of First UMC Ranger at the time of this action can be transferred to the church of their choice and that all official records of the discontinued church be forwarded to the Central Texas Conference archives.

RESOLUTION FOR THE DISCONTINUANCE OF EAGLE MOUNTAIN UNITED METHODIST CHURCH OF NORTH DISTRICT

WHEREAS Eagle Mountain United Methodist Church located in Tarrant County, in the North district of the Central Texas Conference has declared its intention to discontinue the church; and

WHEREAS the membership of Eagle Mountain United Methodist Church has been transferred to other congregations and there are no existing trustees; and

WHEREAS, it would appear to serve no missional purpose to retain this property; and

WHEREAS, the charge conference of Eagle Mountain United Methodist Church voted on December 16, 2018 to discontinue the church; and

WHEREAS the discontinuance of the church and the abandonment of its property has been recommended by the District Superintendent and approved by the Bishop, a majority of the District Superintendents, and the North District Board of Church Location and Building; and

WHEREAS, all property Disciplinary requirements have been complied with;

THEREFORE, BE IT RESOLVED, that Eagle Mountain United Methodist Church be discontinued, effective December 31, 2018, and all its property declared abandoned and transferred to the Central Texas Conference of the United Methodist Church for sale, distribution, and other disposition as the Conference Board of Trustees may deem in the best interest of the conference; and

BE IT FURTHER RESOLVED, that the Central Texas Conference Board of Trustees be authorized, in its discretion, to distribute the items of the property which may be best used by other churches to such churches or to the Center for Evangelism & Church Growth, and to sell all other property with the net proceeds given to be retained by the Center for Evangelism & Church Growth; and
BE IT FURTHER RESOLVED, that the membership of the remaining congregation of Eagle Mountain UMC at the time of this action be transferred to First UMC, Azle, Texas and that all official records of the discontinued church be forwarded to the Central Texas Conference archives.

RESOLUTION FOR THE DISCONTINUANCE OF
HANDLEY UNITED METHODIST CHURCH OF EAST DISTRICT

WHEREAS Handley United Methodist Church located in Tarrant County, in the East District of the Central Texas Conference has declared its intention to discontinue the church; and

WHEREAS the membership of Handley United Methodist Church has been transferred to other congregations and there are no existing trustees; and

WHEREAS, it would appear to serve no missional purpose to retain this property; and

WHEREAS, the charge conference of Handley United Methodist Church voted on October 28, 2018 to discontinue the church; and

WHEREAS the discontinuance of the church and the abandonment of its property has been recommended by the District Superintendent and approved by the Bishop, a majority of the District Superintendents, and the East District Board of Church Location and Building; and

WHEREAS, all property Disciplinary requirements have been complied with;

THEREFORE, BE IT RESOLVED, that Handley United Methodist Church be discontinued, effective December 31, 2018, and all its property declared abandoned and transferred to the Central Texas Conference of the United Methodist Church for sale, distribution, and other disposition as the Conference Board of Trustees may deem in the best interest of the conference; and

BE IT FURTHER RESOLVED, that the Central Texas Conference Board of Trustees be authorized, in its discretion, to distribute the items of the property which may be best used by other churches to such churches or to the Center for Evangelism & Church Growth, and to sell all other property with the net proceeds given to be retained by the Center for Evangelism & Church Growth; and

BE IT FURTHER RESOLVED, that unless otherwise directed, the membership of the remaining congregation of Handley UMC at the time of this action be transferred to Trinity UMC, Arlington, Texas and that all official records of the discontinued church be forwarded to the Central Texas Conference archives.

RESOLUTION FOR THE DISCONTINUANCE OF
FIRST UNITED METHODIST CHURCH, ROGERS OF SOUTH DISTRICT

WHEREAS First United Methodist Church, Rogers located in Bell County, in the South district of the Central Texas Conference has declared its intention to discontinue the church; and

WHEREAS the membership of First United Methodist Church, Rogers has been transferred to other congregations, if desired, and there are no existing trustees; and

WHEREAS, it would appear to serve no missional purpose to retain this property; and

WHEREAS, the charge conference of First United Methodist Church, Rogers voted on October 14, 2018 to discontinue the church; and
WHEREAS the discontinuance of the church and the abandonment of its property has been
recommended by the District Superintendent and approved by the Bishop, a majority of the District
Superintendents, and the South District Board of Church Location and Building; and

WHEREAS, all property Disciplinary requirements have been complied with;

THEREFORE, BE IT RESOLVED, that First United Methodist Church, Rogers be discontinued, effective
December 31, 2018, and all its property declared abandoned and transferred to the Central Texas
Conference of the United Methodist Church for sale, distribution, and other disposition as the Conference
Board of Trustees may deem in the best interest of the conference; and

BE IT FURTHER RESOLVED, that the Central Texas Conference Board of Trustees be authorized, in
its discretion, to distribute the items of the property which may be best used by other churches to such
churches or to the Center for Evangelism & Church Growth, and to sell all other property with the net
proceeds given to be retained by the Center for Evangelism & Church Growth; and

BE IT FURTHER RESOLVED, that the membership of the remaining congregation of First UMC, Rogers
at the time of this action be transferred to the church of their choice and that all official records of the
discontinued church be forwarded to the Central Texas Conference archives.
CENTRAL TEXAS CONFERENCE STATISTICAL REPORT

GREG CAREY, STATISTICIAN

TOTAL MEMBERSHIP JANUARY 1, 2018 147,608

Members received:
- Profession of Faith through Confirmation 777
- Profession of Faith other than Confirmation 1,190
- Affirmation 178
- Correct Previous Year 258
- Transfer from another UMC 1,308
- Transfer from non-UMC 1,117

Total members received 2018 4,828

Members removed:
- Charge conference 761
- Withdrawn 381
- Correct Previous Year 3,686
- Transfer to another UMC 803
- Transfer to non-UMC 379
- Death 1,177

Total members removed 2018 7,187

TOTAL MEMBERSHIP DECEMBER 31, 2018 145,249
Loss of 2,359

Ethnic breakdown of 2018 membership:
- Asian 1,038
- Black 3,981
- Hispanic 2,639
- Native American 134
- Pacific Islander 505
- White 128,354
- Multi-Racial 8,598

Attendance at weekly worship 42,151
Gain of 958

Church school:
- Children 18,670
- Youth 7,729
- Young Adults 3,648
- Other Adults 35,817

TOTAL CHURCH SCHOOL MEMBERSHIP 65,864
Gain of 1,377

Church school average attendance 21,892
Gain of 1,363

Church school membership equals 45.34% of church membership
Church school average attendance equals 33.23% of church school membership
Church school average attendance equals 51.93% of worship attendance
GUIDING PRINCIPLES & BEST PRACTICES

INTRODUCTION

In order to make our organization more nimble and adaptive, the 2011 Annual Conference session adopted the following three reports: “Guiding Principles and Best Practices,” Annual Conference Organization and a Policy and Procedures manual.

The “Guiding Principles and Best Practices” are foundational to the understanding of our mission and ministry. They represent our new understanding and way of doing ministry as flexible and adaptive. Our annual conference and the individual churches are in a time of transition; we must continually be on the move, initiating, facing, and adapting quickly to changing realities. The “Guiding Principles and Best Practices” require a two-thirds vote of the annual conference to amend or suspend.

The Annual Conference Organization document and the Policy and Procedures manual are administrative in nature, and changes are to be handled at the appropriate organizational level.

The intent is that each document continues to be more organic and less institutional. They are living and breathing organisms that adapt and change as necessary to do the work of God in the world.

GUIDING PRINCIPLES OF THE CENTRAL TEXAS ANNUAL CONFERENCE

走访 We embrace and celebrate the mission of the United Methodist Church of “making disciples of Jesus Christ for the transformation of the world.”
走访 We believe that the churches of our conference are “mission stations,” outposts for the work of God in the world.
走访 We believe that mission at all levels of the church should be well defined, laser focused, with measurable outcomes.
走访 We believe that the Conference and its local congregations are called to be good stewards of the resources God provides for our work.
走访 We believe that we are called to be faithful to the five core values of Evangelism, The Wesleyan Tradition, Spiritual Growth, Mission, and Inclusiveness.
走访 We embrace the four focus areas of the United Methodist Church: 1) Developing principled Christian leaders for the church and the world, 2) Creating new places for new people by starting new congregations and renewing existing ones, 3) Engaging in ministry with the poor, and 4) Stamping out killer diseases by improving health globally.
走访 We believe that each local church can become a “Fruitful Congregation” by practicing Radical Hospitality, Passionate Worship, Intentional Faith Development, Risk-Taking Mission, and Extravagant Generosity.
走访 We believe in the inevitability of change, that it’s God’s gift, and it is our task to manage change in efficient and creative ways.

ANNUAL CONFERENCE BEST PRACTICES

走访 The Central Texas Conference shall be organized according to the current Book of Discipline of the United Methodist Church. In accordance with the Discipline, it shall meet annually at a time appointed by the Bishop at the location chosen by the Annual Conference. Adjourned or special sessions shall be called in a manner set forth by the Discipline.
The business of the Annual Conference shall be conducted by the current edition of *Roberts Rules of Order*.

A Preliminary Report of matters for consideration by a session of the Annual Conference shall be made available to the members of the Annual Conference at least one month prior to the session of the Annual Conference.

Lay members and alternate lay members of the Annual Conference shall be elected at their local church charge conference for a one-year term following their election, subject to the provisions of the *Book of Discipline*.

There shall be an equal number of lay and clergy members on the Annual Conference. The procedure for the equalization of lay and clergy members in the next Annual Conference will be presented as part of the report of the conference secretary.

The procedures for handling matters to be presented to Annual Conference that were not in the Preliminary Report can be found in the Policy and Procedures Manual of the Annual Conference.

Any of the Best Practices and Guiding Principles of the Annual Conference may be amended or suspended by a two-thirds vote of those present and voting at a session of the Annual Conference provided that any such motion to amend the Best Practices must be laid on the table at least one day before the Conference can vote to amend.

Vacancies in membership on Annual Conference bodies that occur between sessions of the Annual Conference shall be filled by the appropriate bodies following the procedures outlined in the Policy and Procedures Manual of the Annual Conference.

There shall be an equal number of lay and clergy members on the Annual Conference. The procedure for the equalization of lay and clergy members in the next Annual Conference will be presented as part of the report of the conference secretary.

The procedures for handling matters to be presented to Annual Conference that were not in the Preliminary Report can be found in the Policy and Procedures Manual of the Annual Conference.

Any of the Best Practices and Guiding Principles of the Annual Conference may be amended or suspended by a two-thirds vote of those present and voting at a session of the Annual Conference provided that any such motion to amend the Best Practices must be laid on the table at least one day before the Conference can vote to amend.

General Church and Annual Conference apportionments shall be apportioned to each local church on a conference wide basis. The details of the formula shall be part of the report of the Annual Conference Council on Finance and Administration. (¶615.1-6)

There shall be a Manual of Conference Policies and Procedures that outlines policies and procedures related to Financial Matters, Clergy Benefits, Change of Appointment and other issues related to the functions of the Church.

There will be a team to record, read and approve the proceedings of the Annual Conference after the final session. The team will be nominated by the conference secretary and approved by the Conference Core Team.

The Districts of the Annual Conference will organize in such a way to reflect the offices/tasks required by the *Book of Discipline* and the Annual Conference. Beyond the basic Disciplinary and Conference requirements, Districts may organize in the best way to accomplish the mission of the Annual Conference and support the mission of their local churches.

**FINANCIAL BEST PRACTICES**

The fiscal year of the Annual Conference shall be from January 1 to December 31, and the salaries of clergy members (appointed as pastors, District Superintendents, conference staff) and lay employees shall be paid accordingly.

The Council on Finance and Administration (CFA) shall present the proposed budget for the purpose of clarification and correction only at the first business session of the Annual Conference each year. Changes in the proposed budget shall be reported by the committee, board and/or Center making the request at the time they report to the Annual Conference. Approval or disapproval of the financial request shall be voted as an amendment to the proposed budget at the final presentation of the budget by CFA at the last session of the Annual Conference.

Any proposal to create a new apportionment or to change the purpose for an existing apportionment shall be presented during a regular or called session of the Annual Conference and shall not be voted on until the next session of the Annual Conference.

Any proposed change of the decimal formula shall first be studied by the Council on Finance and Administration. CFA shall then report its recommendation to the Annual Conference (2016 *Book of Discipline* ¶615).

The auditing firm approved by the Conference Council on Finance and Administration shall audit all books of treasurers of boards whose auditing is not provided in the *Book of Discipline* and report the results to the CFA. A statement of these accounts will be sent to the conference secretary for inclusion in the minutes.
The Council on Finance and Administration shall recommend the mileage reimbursement for necessary travel to Conference meetings for members of all Conference entities.

The Conference Treasurer, after the close of the fiscal year, shall transfer into the Operating Reserve all unexpended balances of the annual appropriations for the year just closed (excepting only items specifically exempted by the Council on Finance and Administration). The Conference Treasurer will honor the requisitions for all necessary expenses of the new fiscal year within the limits of the appropriations.

**ANNUAL CONFERENCE ORGANIZATION**

Energizing & Equipping Local Churches to make 
_Disciples of Jesus Christ for the Transformation of the World_

1. The Annual Conference is to be organized to accomplish the stated mission of the United Methodist Church. “The mission of the church is to make disciples of Jesus Christ for the transformation of the World.”

2. There shall be a **Conference Core Team** that will ensure the work of the conference aligns with its mission, vision, values, and core strategies. From a broad perspective, the Core Team reviews: the conference budget before it is sent to the council on finance and administration, the deployment of resources, major policy issues, and the outcomes produced by the conference centers. The Core Team creates a culture of accountability against the outcomes and direction laid out by the annual conference and makes sure we are faithful to the *Book of Discipline* and the “Guiding Principles and Best Practices” of the conference. In addition, the team leads long-range planning and recommends policies and direction including possible changes to the “Guiding Principles and Best Practices.” Finally, the core team advises the bishop concerning executive staffing for the conference centers. To facilitate its work, the Core Team may name and oversee temporary task groups for special projects. The team will be convened by the bishop or, in the absence of the bishop, by the assistant to the bishop.

   a. The membership of the Conference Core Team will include:
      i. The bishop (voice but not vote)
      ii. The conference lay leader or associate conference lay leader
      iii. One lay person elected by each of the five geographical districts
      iv. One lay person chosen from the New Church Start District
      v. Seven at-large members appointed by the bishop
      vi. The dean of the cabinet
vii. The assistant to the bishop

viii. The center executive directors

3. There will be an assistant to the bishop who will serve as support and resource for the bishop, cabinet, Conference Core Team, Connectional Table, conference communications and information technology team, committee on episcopacy, and conference executive staff. The assistant to the bishop will function as the chief of staff for CTCSC staff, carry the portfolio for complaints, work with the bishop and the annual conference planning team to develop the annual conference agenda, work with recruitment, transfers, leadership development, as well as any other projects assigned by the bishop. The assistant to the bishop will also oversee the conference service center facilities, the production of the minutes and journal of the annual conference and equalizing annual conference membership.

4. There will be the Connectional Table of the annual conference. Its purpose is to provide for the diversity of voices and interests of the conference to be heard in conversation about the mission and ministry of the Church. The group is collaborative, inclusive and may change as ministry needs change. The Connectional Table is to enable the flow of information and communication among the various interests and ministries within the conference. The Table is where the representative areas required by the Book of Discipline reside.

   a. The membership of the Connectional Table includes:

      i. Conference lay leader
      ii. Associate conference lay leader
      iii. Archives and history representative
      iv. Conference board of pension and health benefits representative
      v. Conference board of trustee’s representative
      vi. Center executive leadership teams and boards
      vii. President of Conference United Methodist Women
      viii. President of Conference United Methodist Men
      ix. Conference council on youth ministry representative, age 12-19
      x. Council on finance and administration representative
      xi. Representative of Disaster Response/UMVIM
      xii. Division of Ministry with Young People Representative, age 12-30
      xiii. Emmaus board of director’s representative
      xiv. Inclusiveness Umbrella Team representing:
          1) Health and welfare leadership team
          2) Church and society leadership team
          3) Christian unity and interreligious concerns leadership team
          4) Disability Concerns
          5) Native American ministries
          6) Religion and Race
          7) Status & Role of Women
          8) Hispanic Ministry
          9) Ethnic Local Church concerns
      xv. Conference laity team
      xvi. New Church Starts representative
      xvii. Renewal of Eastern Mexico Covenant representative
      xviii. Members of general and jurisdictional bodies who reside in the annual conference
      xix. Strategic groups invited by bishop or executive directors
      xx. Ex officio: bishop, assistant to the bishop, and center executive directors
      xxi. Others as necessary

   b. The Connectional Table will be convened by the assistant to the bishop or any of the center executive directors. It meets twice each year, typically in March and October.

5. There will be a Roberts Center for Leadership & Administration.

   a. The center will be responsible for the following functions:

      i. Higher education and campus ministry
ii. Identifying and recruiting new clergy and lay leaders, especially those who are young and those who add diversity
iii. Developing and equipping new and existing clergy and lay leaders
iv. Professional and ethical behavior for clergy and lay leaders
v. The administrative functions of the annual conference
   1) Finance
   2) Health Insurance
   3) Pensions
   4) Archives and History
   5) Episcopal Residence
   6) Glen Lake Camp
   7) Equitable Compensation and Clergy Benefits
   8) Housing for Retired Ministers
b. The center will be the organizational home of the following:
   i. The Board of Ordained Ministry (¶635.1)
      1) Those in intentional interim ministry
      2) Those in extension ministries (¶316)
      3) The Order of Elders (¶306)
      4) The Order of Deacons (¶306)
      5) The Fellowship of Local Pastors and Associate Members (¶635)
   ii. The Administrative Review Committee (¶636)
   iii. The Committee on Investigation (¶2703)
   iv. The Conference Laity Team (¶631)
   v. The Committee on the Episcopacy (¶637)
   vi. The Conference Nominations and Leadership Development Team
   vii. Glen Lake Camp & Retreat Center Board
   viii. Committee on Finance & Administration (¶611)
   ix. The Board of Pensions & Health Benefits (¶639)
   x. The Board of Trustees (¶640)
   xi. MinistrySafe safety system
   xii. The Committee on Episcopal Residence (¶638)
   xiii. The Commission on Equitable Compensation & Clergy Benefits (¶625)
6. There will be a Smith Center for Evangelism, Mission & Church Growth.
a. The center will be responsible for the following functions:
   i. Supporting existing Churches for disciple making growth and mission
   ii. Supporting New Faith Communities
   iii. Supporting New Church Starts
   iv. Grow—a consulting process
   v. Coaching Churches and Clergy
   vi. Risk Taking Mission and Service
   vii. Intentional Faith Development
   viii. Resourcing Districts, Clergy, churches in Evangelism, Mission, and Church Growth
a. The center will be the organizational home of the following:
   i. Youth/CTCYM
   ii. Conference Council on Youth Ministry
   iii. Disaster Response/VIM
   iv. Project Transformation
CTCUMC POLICIES & PROCEDURES

PROCEDURE FOR EQUALIZATION OF LAY & CLERGY
MEMBERS OF THE ANNUAL CONFERENCE

1. It shall be the responsibility of the conference secretary annually to revise the number of additional lay members required to equalize lay and clergy membership of the Annual Conference.

2. The conference secretary shall notify each District Superintendent as to the churches that will elect additional members preceding the next Annual Conference, by September 1.

3. To equalize the number of lay and clergy in addition to The Book of Discipline, ¶602.4, the following will be members by virtue of offices held:
   a. Each District United Methodist Women President;
   b. Each District United Methodist Men President;
   c. Each District Student Leadership President;
   d. One additional youth designated by the District Student Leadership Team;
   e. Lay chairs of Conference boards, councils, commissions, or committees;
   f. Lay Members of any general and/or jurisdictional agencies who reside in the Central Texas Conference and are not otherwise members of the Annual Conference.
   g. Lay people serving as campus ministers/directors of Wesley Foundations in the conference (¶602.1e)

PROCEDURE FOR SUBMITTING MATTERS TO BE PRESENTED TO THE ANNUAL CONFERENCE SESSION

1. All resolutions and petitions for consideration of Annual Conference shall be presented to the conference secretary sixty days prior to the beginning of the Annual Conference session. It is the responsibility of the conference secretary to send these resolutions and petitions to the appropriate Center Team. The Center Team will report a recommendation of concurrence or non-concurrence and/or any revisions prior to the Annual Conference.

2. All matters to be presented to the Annual Conference in session which pertain to the work of one of the Center Teams, and which were not received and considered before the Preliminary Report was made available, shall be referred by the conference secretary to the appropriate Center Team for consideration. The Center Team will report a recommendation of concurrence or non-concurrence and/or any revisions prior to the Annual Conference.

3. All other papers, resolutions or reports presented to Annual Conference which may not pertain directly to the work of one of its standing bodies must also be referred to the designated conference secretary and then to a study committee nominated by the Bishop and elected by the Annual Conference. Those shall be reported back to the Conference with recommendation for concurrence or non-concurrence and/or any revisions prior to the close of the Conference session, unless otherwise directed by the Annual Conference.

4. All papers, resolutions, obituaries and reports coming to the Conference, not included in the preliminary report, must be typewritten in triplicate and two copies of said report must be in the hands of the designated conference secretary before they are presented to the Conference. Any reports requiring approval of the Annual Conference, not in the preliminary report, shall be reproduced for members of the Conference by the proponent so that all may follow the report as it is being presented.

5. The conference secretary shall designate a team to receive and publish suitable memoirs of deceased clergy and widows or widowers of clergy. The clergy in charge of the funeral of such persons shall be responsible for preparing the memoir and filing it with the conference secretary immediately after the funeral.
PROCEDURE FOR NOMINATIONS TO ANNUAL CONFERENCE

1. There shall be a conference nominations and leadership development team. It shall be the purpose of the team to seek out and enlist the services of the best-qualified people available within the annual conference to fill various positions for which it is to approve nominations.

2. The membership shall be the bishop, who shall be the chair,
   a. The assistant to the bishop as vice chair and secretary
   b. The district superintendents;
   c. Conference lay leader;
   d. Presidents of UMW, UMM, and conference council on youth ministry;
   e. District lay leaders or their representatives from each of the six districts;
   f. One clergy representative from each of the five geographical districts
   g. One other youth representative recommended annually by the conference council on youth ministry;
   h. Inclusiveness Umbrella Team chair or representative;
   i. Option of up to three people at large to provide diversity;
   j. The bishop, assistant to bishop and executive directors of the conference centers shall be members without vote.

3. Members for all standing committees, boards, and commissions of the annual conference shall be selected in such a manner as the Book of Discipline may specifically require or as the annual conference may determine.

4. The conference nominations and leadership development team shall make nominations to the annual conference as may be necessary to accomplish the mission and/or required by the current Book of Discipline.

5. It is recommended that insofar as possible, the membership on leadership teams, councils, boards, and agencies of the annual conference shall be representative of the conference’s districts except for the Board of Ordained Ministry.

6. It is recommended no person shall serve as an elected member of more than one of the annual conference standing bodies at one time, unless necessary for age, ethnic, gender, district or expertise representation.

7. The procedure for electing board members of agencies and institutions of or related to the conference as required by the Discipline and/or “Guiding Principles” shall be:
   a. By April 1, the boards of all agencies and institutions of or related to the annual conference shall submit a report to the conference nominations and leadership development team, nominating people to be elected by the Central Texas Conference to serve on their boards of directors or trustees.
      i. The conference nominations and leadership development team may return the nominations to the agencies and institutions with recommendations for further review and resubmission;
      ii. The conference nominations and leadership development team shall have ultimate authority to submit nominations to the annual conference in order to achieve appropriate age, ethnic, gender, district and expertise representation.
   b. When the nominations are complete, the conference nominations and leadership development team shall present nominations for the respective boards including the executive board of the Smith Center for Evangelism, Mission and Church Growth to the annual conference for election.
   c. Following board elections by annual conference, each board shall elect their own officers.
      By July 1, each board will present the names of its officers to the conference nominations and leadership development team.

8. The procedure for nominating and electing all other conference leadership positions shall be:
   a. By February 15, the conference nominations and leadership development team shall make available to each district superintendent a listing of all positions for which district nominations are solicited for consideration by the conference nominations and leadership
development team to appear on the slate that will be presented at the ensuing annual conference session.

b. By April 1, the district nominations and leadership development team /or its equivalent body will have met and submitted district nominations for all positions in question, taking into consideration the names submitted by local churches. The district team, however, shall only nominate people it feels are adequately equipped for the task and may elect not to make nominations in those cases where it feels minimum qualifications for the positions in question are not present. Before nominating a person, the district team will contact the person regarding the responsibility of the position and whether or not he or she is willing to serve, if elected.

c. By May 10, the conference nominations and leadership development team shall prepare a list of nominees for all positions that must be filled by next annual conference. Before nominating a person for a conference team or committee, the conference nominations and leadership development team will instruct the conference center responsible for the particular team or committee to contact the person regarding the responsibility of the position and whether or not he or she is willing to serve, if elected.

9. In the case of a mid-year vacancy, the conference nominations and leadership development team can approve interim board members proposed by the agency, board or institution.

**ANNUAL CONFERENCE FINANCIAL PROCEDURES**

1. **Remittance Procedure**
   Apportionment payments, askings, special day offerings, advance specials, and any missional gifts from a pastoral charge to the Conference Treasurer should be submitted either online or by check with accompanying current year remittance form. The Conference Treasurer will in turn post, in a timely fashion, remittances received. The Conference Treasurer will also report monthly to the Bishop, Cabinet and Churches the status of funds remitted.

2. **Conference Budget Preparation Procedure**
   After careful consideration of all financial responsibilities of the Annual Conference, the Council on Finance and Administration, and the Executive Center Directors shall recommend all funding levels for the major categories in the total Conference program. If for any reason the Conference benevolence budget needs to be changed, CFA shall adjust the allocation and refer it back to the three Conference Centers for adjustments of the itemized appropriations in the Conference benevolence budget. Should any Conference Center agency feel its cause has been neglected or excluded, it shall have the opportunity to represent its cause before the Council on Finance and Administration (the Book of Discipline ¶614).

3. **Conference Budget based on Local Church Decimal**
   All Conference items allocated to the local churches of the Conference shall be based on the decimal arrived at by the following formula: Determine Conference total expenditure by adding the total of the following Table II statistical items:
   a. 46 – Total amount paid by the local church for all direct-billed clergy non-health benefits (pension payment and CRSP)
   b. 48 – Total amount paid in base compensation to pastor
   c. 49 – Total amount paid in base compensation to all associate pastors assigned by the bishop
   d. 50 – Total amount paid to/for pastor and associate(s) for housing and utilities and/or related allowances
   e. 52 – Total amount paid to pastor and associate(s) for any other cash allowances (non-accountable)
   f. 53 – Total amount paid in salary and benefits for Deacons
   g. 54 – Total amount paid in salary and benefits for Diaconal Ministers
   h. 55 – Total amount paid in salary and benefits for all other church staff
   i. 56 – Total amount spent for local church program expenses
   j. 57 – Total amount spent for other local church operating expenses
Add the above ten (10) expenditures for each local church to get the “local church total expenditure.” Divide each “local church expenditure” by the “Conference total expenditure” to arrive at the local church decimal. (Each decimal is rounded to five decimal places.) Multiply the local church decimal by Conference Apportionment allocation to get the Local Church Apportionment. (Each apportionment is rounded to the nearest dollar, with each church being apportioned at least one dollar for each apportionment.)

4. Council on Finance and Administration Duty
It shall be the duty of the Council on Finance and Administration to compute the decimal annually using the latest statistics (corrected, if necessary), and furnish the table of apportionments to the Districts for distribution.

5. Items for Distribution
All items to be distributed under the formula are included in the Conference budget: all General Church Apportionments, all Jurisdictional Church Apportionments, and Annual Conference Administration and Ministries. Others can only be added by action of the Annual Conference.

6. Special Day Offering
Any Special Day Offering, except where set by the Book of Discipline, must first be annually presented and approved by the Council on Finance and Administration. No such day shall be recommended to the Annual Conference for any agency, cause, or institution, nor shall such a day be listed or printed on the Conference calendar, unless such agency, cause, or institution has presented a full financial statement and audit, including current annual income and expense, together with its report to the appropriate Conference Ministry Center.

RESOLUTION PROCESS FOR ELECTING THE 2020 GENERAL AND JURISDICTIONAL CONFERENCE DELEGATION

[Passed by vote of the Annual Conference on June 13, 2018]

WHEREAS: According to the Book of Discipline of the United Methodist Church 2016, “The annual conference shall elect clergy and lay delegates to the General Conference and to its jurisdictional or central conference in the manner provided in this section, Articles IV and V. The persons first elected up to the number determined by the ratio for representation in the General Conference shall be representatives in that body. Additional delegates shall be elected to complete the number determined by the ratio for representation in the jurisdictional or central conferences, who, together with those first elected as above, shall be delegates in the jurisdictional or central conference. The additional delegates to the jurisdictional or central conference shall in the order of their election be the reserve delegates to the General Conference. The annual conference shall also elect reserve clergy and lay delegates to the jurisdictional or central conference as it may deem desirable. The reserve clergy and lay delegates to the jurisdictional or central conferences may act as reserve delegates to the General Conference when it is evident that not enough reserve delegates are in attendance at the General Conference” (The Book of Discipline of the United Methodist Church 2016, ¶34); and

WHEREAS: Regarding the election of the delegates, described above, “Delegates shall be elected in a fair and open process by the annual conferences” (The Book of Discipline of the United Methodist Church 2016, ¶13.2); and

AND WHEREAS: Pending certification of annual conference ratification by the Council of Bishops, ¶34 may be amended to include this provision: “Such elections shall include open nominations from the floor by the annual conference, and delegates shall be elected by a minimum of a simple majority of the ballots cast.”; and

WHEREAS: Regarding the election of clergy delegates to General Conference, Jurisdictional Conference and reserves, “The clergy delegates to the General Conference and to the jurisdictional or central conferences shall be elected from the clergy members in full connection and shall be elected by the clergy members of the annual conference or provisional annual conference who are deacons and elders in full connection, associate members and those provisional members who have completed all of their
educational requirements and local pastors who have completed course of study or an M.Div. degree and have served a minimum of two consecutive years under appointment immediately preceding the election” (The Book of Discipline of the United Methodist Church 2016, ¶35).; and

WHEREAS: Regarding the election of lay delegates to General Conference, Jurisdictional Conference and reserves, “The lay delegates to the General Conference and to the jurisdictional or central conferences shall be elected by the lay members of the annual conference or provisional annual conference without regard to age, provided such delegates shall have been professing members of The United Methodist Church for at least two years next preceding their election, and shall have been active participants in The United Methodist Church for at least four years next preceding their election, and are members thereof within the annual conference electing them at the time of holding the General and jurisdictional or central conferences” (The Book of Discipline of the United Methodist Church 2016, ¶36).; and

WHEREAS: In previous session of the Central Texas Annual Conference in which delegates to General Conference, Jurisdictional Conference, and reserves were elected, the process has been “fair and open,” clergy have been elected from eligible clergy, and laity have been elected from eligible lay members, yet the process for identifying persons, both lay and clergy, who would like to make their interest, availability, and commitment for serving as a delegate to General Conference, Jurisdictional Conference, or as a reserve delegate known has not been uniform.; and

AND WHEREAS: At the 2019 session of the Central Texas Annual Conference delegates to the 2020 General Conference, Jurisdictional Conference, and reserves will be elected.; and

THEREFORE, BE IT RESOLVED: The 2019 process for electing delegates to General Conference, Jurisdictional Conference, and reserves shall attend to the provisions of ¶34, 13.2, 35, and 36. and

BE IT FURTHER RESOLVED: That the process for identifying interested, available, and committed persons from the eligible lay and the eligible clergy of the annual conference shall be uniform for both lay and clergy. and

AND, BE IT FURTHER RESOLVED: That the above-mentioned uniform process shall be as follows:

Before the 2019 Central Texas Annual Conference Session:

1. At the time of annual conference registration, the attached “Interest, Availability, and Commitment Delegate Election Form” shall be included with online registration. The form may be reformatted by conference personnel for online use.
2. The form shall also be made available on the conference website, separately from annual conference registration, to accommodate eligible lay persons, who are not lay members to annual conference.
3. Persons, both eligible lay and eligible clergy, may have the option of filing out this form and returning it/submitting it to the office of the Annual Conference Secretary in time for each of the responses to be complied and publishes as an addendum to the Preliminary Report, available online with all other annual conference materials at least two weeks before the start of the 2019 Annual Conference session.
4. Only those persons, both eligible lay and eligible clergy, who completed the above form and submitted it within the appropriate timeframe will be assigned a number prior to the beginning of the annual conference session for use with whichever balloting system has been chosen for use during the elections.

During the 2019 Central Texas Annual Conference Session:

1. The previously published forms will be a helpful tool for identifying eligible lay and eligible clergy who wish to make known their interest, availability, and commitment for serving as a delegate.
2. Eligible lay will elect eligible lay delegates and eligible clergy will elect eligible clergy delegates utilizing the chosen balloting system with only the numbers for those persons who have submitted
an “Interest, Commitment, and Availability Form” provided before balloting begins.

3. At any point during the election process eligible lay or eligible clergy may be nominated from the floor and assigned the appropriate number for use throughout the balloting process.

After the 2019 Central Texas Annual Conference Session:

1. Persons elected as a General Conference, Jurisdictional Conference, or reserve delegate who did not fill out an “Interest, Availability, and Commitment Delegate Election Form” may wish to do so and submit it to the head of delegation.

2. The Delegation may wish to use these forms as a way of getting to know and keep covenant with one another.

3. The above outlined process shall be archived for use and possible adoption by future sessions of the Central Texas Annual Conference.

Interest, Availability, and Commitment Delegate Election Form

Contact Information

Name: _____________________________________________________________

Address: __________________________________________________________

Email: _____________________________________________________________

Phone Number: ____________________________________________________

Appointed Charge/Home Church: ______________________________________

☐ According to The Book of Discipline of the United Methodist Church ¶35, I am an eligible clergy person for election as a delegate to General Conference, Jurisdictional Conference, or as a reserve delegate.
   o Elder in Full Connection
   o Deacon in Full Connection

☐ According to The Book of Discipline of the United Methodist Church ¶36, I am an eligible lay person for election as a delegate to General Conference, Jurisdictional Conference, or as a reserve delegate.
   • Must be a professing member of The United Methodist Church for at least two years preceding election.
   • Must be an active participant of The United Methodist Church for at least four years preceding election.
   • Must hold membership within the bounds of the Central Texas Annual Conference.

Interest

In no more than 100 words each, please answer the following questions:

1. What is the best thing about The United Methodist Church today?

2. Why are you choosing to make known your interest, availability, and commitment to serve as a delegate to the 2020 General and Jurisdictional Conferences?

3. How are you currently using your time to support the United Methodist Connection?

Availability

Please include a recent photo.
If elected as a delegate, I will be able to attend and serve at the 2020 General Conference, May 5 – 15, 2020 in Minneapolis, MN.

If elected as a delegate, I will be able to attend and serve at the 2020 South Central Jurisdictional Conference, July 15 – 18, 2020 in The Woodlands, TX.

Commitment

- If elected as a delegate, I will commit to attending all meetings of the delegation, with the exception of personal or pastoral emergencies, or other unavoidable conflicts.
- If elected as a delegate, I will commit to reading and studying all pertinent materials related to any meetings of the delegation, and especially for the 2020 sessions of General and Jurisdictional Conferences.

Signature: ____________________________ Date: ______________
Dear Volunteer or Staff Member,

At our church, we take our responsibility to care for children, youth, and vulnerable adults very seriously. These policies are intended to facilitate a safe and nurturing environment in which children, youth, and vulnerable adults can grow in relationship with Jesus Christ.

The pages of this handbook provide a general overview of procedures and guidelines for our volunteers and staff members. Our policies are intended to create a safe environment for children, youth, and vulnerable adults, protecting them, you, and the mission of this church. The following procedures have been adopted and will be strictly enforced.

After you have carefully read this policy manual, please sign and return the agreement form located on the last page.

Sincerely,
Definitions

Protected Persons, when used herein, shall be defined as all children and youth participating in, and served by, programs and activities of the church.

Child, when used herein, shall be defined as anyone age birth through fifth grade.

Student or Youth, when used herein, shall be defined as anyone in sixth through twelfth grades.

Vulnerable Adult, when used herein, shall be defined as an adult who because of physical or mental infirmity or emotional disability or other physical, mental, or emotional dysfunction may be vulnerable to maltreatment. There is not a separate or unique MinistrySafe policy for such vulnerable adults. However, a local church Safety Committee may use these policies as a starting point for best ministry practices and craft its own procedures for protecting and supervising such persons within its ministry and care.

Director, when used herein, shall be defined as the person in charge of a particular ministry.

Workers, when used herein, shall be defined as all pastors, employees, program directors, and volunteers involved in programs and activities of the church that are a part of any of the ministries with Protected Persons. Workers may be paid or unpaid.

Safety System Administrator (SSA), when used herein, refers to the person/s who is responsible for administering the MinistrySafe system at this church.

Abuse, by definition, is an act or omission that endangers or impairs a person’s physical, mental or emotional health and development. Abuse may take the form of physical or emotional injury, sexual abuse, sexual exploitation, physical neglect, medical neglect or inadequate supervision. It may occur as: adult to Protected Person; adult to adult; or Protected Person to Protected Person.

Act of Abuse, when used herein, shall be defined as any occurrence in which:

- Any person has threatened or inflicted emotional or physical injury upon a Protected Person or is reasonably suspected to have done so.
- Any person commits or allows any sexual offense to be committed against a Protected Person or engages in any sexual contact with a Protected Person or is reasonably suspected to have done so. This includes any kind of sexual advance including, but not limited to: making a request for sexual favors, engaging in sexually motivated physical contact, engaging in other verbal, visual or physical conduct of a sexual nature with a Protected Person, or is reasonably suspected to have done so.
- A Protected Person makes any kind of unwanted emotional, sexual, or physical advance. This includes, but is not limited to, making a request for sexual favors, engaging in sexually motivated physical contact, or engaging in other verbal, visual or physical conduct of a sexual nature, or is reasonably suspected to have done so.

Overview of the Safety System

Because we desire to protect all people under our care, our church requires all Workers to complete four SAFETY STEPS before working or volunteering in ministries with Protected Persons. This includes all pastors under appointment whether they work directly with Protected Persons.

STEP ONE: Sexual Abuse Awareness Training

Our policies and procedures require that Workers avoid abusive behavior of any kind. Workers are required to report any policy violations to a supervisor or a member of our Safety Committee. Workers should have a basic understanding of the characteristics of sexual abusers and their behaviors in ‘grooming’ a person for sexual abuse. Grooming is the process used by an abuser to select a potential
victim, win his/her trust (and the trust of the potential victim’s parent or ‘gatekeeper’), manipulate the
potential victim into sexual activity and keep him/her from disclosing the abuse.

To equip our Workers with information necessary to recognize abuser characteristics and grooming
behavior, we require all Workers to complete MinistrySafe sexual abuse awareness training (live or online
at www.MinistrySafe.com). This training will be renewed every two years.

STEP TWO: Screening Process
Workers are required to complete our Screening Process, which requires a Worker to:

- complete an Employment Application (employees only)
- complete the Safety Application (employees and volunteers)
- complete a face-to-face interview (employees and volunteers)
- provide references to be checked (employees and volunteers)
- a volunteer must attend this church for six months before being eligible to serve in positions
  providing access to children, students or vulnerable populations.

STEP THREE: Policies & Procedures
Workers are required to review the policies contained in this manual and sign the last page indicating
that he or she has read and understood the material and agrees to comply with policy requirements.

STEP FOUR: Criminal Background Check
Our church requires that all Workers in ministries that involve Protected Persons undergo a criminal
background check. Depending upon position, differing levels or intensity of background check may be
required. The background check will be renewed every two years.

Safety Policy

ABUSE TOLERANCE
Our church has a zero tolerance for abuse in ministry programs and ministry activities. It is the
responsibility of every Worker at this church to act in the best interest of all Protected Persons in every
program.

In the event Workers observe any inappropriate behaviors (i.e. policy violations, neglectful supervision,
poor role-modeling, etc.) or suspected abuse (physical, emotional, or sexual) it is their responsibility to
immediately report their observations in accordance with this policy.

REPORTING SUSPICIOUS OR INAPPROPRIATE BEHAVIORS
Our church is committed to providing a safe, secure environment for Protected Persons and their families.
To this end, any report of inappropriate behaviors or suspicions of abuse will be taken seriously and will
be reported, in accordance with this policy and state law, to our Safety Committee Chair and the Police
Department, Child Protective Services, or other appropriate agency.

An element of the safe environment referenced above includes the fostering of a culture of reporting
relevant information to a supervisor or a member of our Safety Committee. Because sexual abusers
‘groom’ children for abuse, it is possible a Worker may witness behavior intended to ‘groom’ a Protected
Person for sexual abuse. Workers are asked to report ‘grooming’ behavior, any policy violations, or any
suspicious behaviors to a supervisor or a member of our Safety Committee.

ENFORCEMENT OF POLICIES
Our Workers who supervise other Workers are charged with the diligent enforcement of all our policies.
Violations of these policies are grounds for immediate dismissal, disciplinary action, or reassignment from
ministries with Protected Persons. Final decisions related to policy violations will be the responsibility of
the Pastor and the Church Council*.

(* See page #19 for Key Staff/Volunteer List for our Church)
Reporting Abuse or Suspicions of Abuse

REPORTING VIOLATION OF POLICY
In order to maintain a safe environment for Protected Persons, Workers must be aware of their individual responsibility to report any questionable circumstance, observation, act, omission, or situation that is a violation of these policies. All questions or concerns related to inappropriate, suspicious, or suspected grooming behavior should be directed to an immediate supervisor in the ministry area, the ministry director, or Pastor*.

(*See Page #19)

CONSEQUENCES OF VIOLATION
Any person accused of committing a prohibited act or any act considered by the church to be harmful to a Protected Person will be immediately suspended from participation in ministries with Protected Persons. This suspension will continue during any investigation by law enforcement or Child Protective agencies.

Any person found to have committed a prohibited act should be prohibited from future participation as a Worker in all activities and programming that involves Protected Persons at our church. If the person is a staff member or employee, such conduct may also result in termination of employment from our church.

Failure to report a prohibited act to the designated person is a violation of this policy and grounds for termination of employment of a staff member or employee. Volunteers who fail to report a prohibited act may be restricted from participation in any activities involving Protected Persons at our church.

REPORTING SUSPICIONS OF ABUSE TO LAW ENFORCEMENT AGENCIES
Under Texas law (Texas Family Code — Chapter 261), all adults are required to report suspicions of child abuse or neglect to the appropriate authorities. This responsibility is not discharged until the matter is actually reported. Accordingly, all Workers of this church are required to report suspicions of child abuse or neglect.

A Worker must report to an immediate supervisor, ministry director, or the pastor, and may allow supervisory personnel to make the appropriate report to law enforcement agencies on his or her behalf. In no way is any provision in this policy meant to discourage any Worker from personally reporting a suspicion of abuse or neglect to the appropriate law enforcement agencies. If the matter is communicated to a supervisor, it remains the underlying Worker's responsibility to ensure the matter is reported to the appropriate authority.

Workers at this church are required to report any inappropriate behavior or policy violation by a colleague or co-worker to the immediate supervisor of the area, the ministry director, or the pastor. These are behaviors that do not necessarily rise to the level of a suspicion of abuse or neglect but DO constitute behaviors that should be communicated to leadership.

Licensed Professionals
Different obligations may exist if the Worker is a 'professional'. Under Texas law, a professional who has cause to believe that a child has been or may be abused or neglected must make a report no later than 48 hours after the professional first suspects that the child has been or may be abused or neglected and may not delegate to or rely on another person to make the report. Under Texas law, a “professional” includes any individual who is licensed or certified by the state, and who, in the normal course of his or her duties for which licensure is required, has direct contact with children.

Professionals include:
- Teachers or daycare employees
- Nurses, doctors, or employees of a clinic or health-care facility that provides reproductive services
- Juvenile probation officers or juvenile detention or correctional officers.
Adult Expressions of Past Child Sexual Abuse

In addition, a Worker must make a report if he or she has cause to believe that an adult was a victim of abuse or neglect as a child, and the Worker determines in good faith that disclosure of the information is necessary to protect the health and safety of another Protected Person.

The person making a report must identify, if known:

- The name and address of the Protected Person;
- The name and address of the person responsible for the care, custody, or welfare of the Protected Person; and,
- Any other pertinent information concerning the alleged abuse or neglect.

If the Worker is a ‘professional’, that Worker is required to make the report to the appropriate authorities (the ‘professional’ cannot delegate the report).

Supervisor Response

Workers — whether or not a professional — are required to verbally report an incident to supervisory staff as soon as possible after the incident. After receiving a report from a Worker in a ministry with Protected Persons, the ministry director, or the pastor will speak with the person or volunteer to whom the Protected Person spoke in order to get detailed information about the entire conversation. The pastor will be notified as soon as reasonably possible.

If appropriate, the ministry director or the pastor will inform the appropriate law enforcement agencies or Child Protective Services. Church leadership will take appropriate action on behalf of the church when a report of abuse occurs.

Texas Department of Family and Protective Services: 1-800-252-5400

- www.dfps.state.tx.us/Contact_Us/report_abuse.asp

Administrative Review

Our Safety Committee will take appropriate action on behalf of the church when a report of abuse occurs. Criminal investigation is handled by law enforcement. Administrative review will be initiated by the safety committee or pastor.

- If the allegation involves a layperson, the complaint is forwarded to the pastor and district superintendent.
- If the allegation involves a pastor, the complaint is forwarded to the bishop, assistant to the bishop, and district superintendent. (¶2704.2)
- If the allegation involves a bishop, the complaint is forwarded to the president and secretary of the College of Bishops (jurisdictional body) (¶2704.1)

Safety Committee

Safety Committee

Recognizing the importance of providing and maintaining a safe environment for Protected Persons, our church will appoint and maintain a Safety Committee, which will meet once each quarter.

Mission Statement

The purpose of the Safety Committee is to enable our church to carry out appropriate ministry activities while safeguarding program participants against emotional, physical or sexual abuse.

Composition

The Safety Committee includes the following members*:

1. The Safety System Administrator (SSA), who may also hold one of the following titles
2. the Senior Pastor or other clergy staff assigned by the Senior Pastor
3. the Children’s Pastor/Director (staff or volunteer)
4. the Student Ministries Pastor/Director (staff or volunteer)
5. a member of SPRC
6. a member from the Board of Trustees
7. other optional members that may be determined by our church leadership

(*These positions or titles may vary depending on the structure or reporting relationships within a church body.)

MEETINGS
Meetings will be chaired by the Safety System Administrator (SSA) or another committee designee. Meetings of the Safety Committee will be held on a quarterly basis to discuss risk management practices and updates. The Safety Committee will also meet on an emergency basis upon the recommendation of a member or following the report of any incident or allegation.

RESPONSIBILITIES
The Safety Committee will be charged with the following duties:
1. Applying existing policies and procedures related to the safety of protected persons and risk management issues.
2. Monitoring all ministries with Protected Persons for ongoing compliance with safety policies.
3. Making recommendations to our Church Council regarding safety issues.

Monitoring Plan

Monitoring of Workers will include regular (announced and unannounced) visits in each program to provide supervisors the opportunity to observe Worker interactions with Protected Persons. Supervisors will provide verbal and written feedback as appropriate.

Best practices might include:
- **Each supervisor** conducts an unscheduled observation at least once each week for programs that occur on a daily basis.
- **The ministry director or pastor** conducts written performance evaluations every six months for individuals in paid staff positions.
- **The ministry director or pastor** conducts periodic verbal performance evaluations that include items that address participation in risk management training and adherence to risk management procedures.
- **The Pastor** conducts an unscheduled observation of a ministry with Protected Persons at least once each quarter.
- **The Pastor** meets with the ministry director once monthly to discuss programming.
- **The SPRC/PPRC** meets with ministry directors once each year to discuss ministries with Protected Persons, including safety training and procedures.
- **The ministry director** conducts an unscheduled observation at least once each month for programs occurring weekly.

Building Safety

The ministry director will be responsible for ensuring that any area designated for ministries with Protected Persons is monitored during programming or classes. This will include unobserved monitoring of Workers and Protected Persons. After every programming event, Workers must ensure every room and restroom is checked prior to leaving.

CHILDREN
No child will ever be left unattended during children’s ministry programming or classes, which is understood to include 15 minutes before and until reunited with a parent/after scheduled times. Children’s Ministries Workers are prohibited from being alone with an individual child in any room or building. In the event a Worker finds he/she is alone with children after departure of other adults, that
Worker will take the child to a room or building occupied by others, or to a location easily observed by others. (Example: if a child is the last in a class to be picked up by a parent, move to an adjoining room where other Workers are present.) Any two children together in an unseen or less easily viewed area should be redirected to another (more open) area.

Workers are to circulate, watching children giving particular attention to the areas which are not easily seen from all viewpoints. (Example: under slides, in corners, behind structures).

**STUDENTS**

No student will ever be left unattended or unsupervised during student ministry programming or meetings. Workers are prohibited from being alone with an individual student in any room or building. In the event a Worker finds himself/herself alone with a single student, that Worker will take the student to a room or building occupied by others, or to a location easily observed by others. (Example: If a student desires additional conversation or counsel with a Worker after regular programming has concluded, move to an adjoining room where other Workers are present.)

Any two students together in an unseen or less easily viewed area should be redirected to another (more open) area.

**Worker to Child/Student Ratios**

This church is committed to providing adequate supervision in ministries with Protected Persons. In the Central Texas Conference, a minimum of two unrelated adult Workers are required at all times.

**CHILDREN**

<table>
<thead>
<tr>
<th>Program</th>
<th>Unrelated Workers</th>
<th>Children</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nursery</td>
<td>2</td>
<td>8</td>
</tr>
<tr>
<td>Preschool, 2 &amp; 3 years old</td>
<td>2</td>
<td>12</td>
</tr>
<tr>
<td>Preschool, 4 &amp; 5 years old</td>
<td>2</td>
<td>18</td>
</tr>
<tr>
<td>Elementary</td>
<td>2</td>
<td>20</td>
</tr>
</tbody>
</table>

The Central Texas Conference recommends any additional helpers be at least 5 years older than the oldest child participant. If a worker is ‘out of ratio’ it is his/her responsibility to immediately notify the ministry director. Supervisors will make diligent efforts to find substitute workers to immediately bring worker to children ratios into compliance with this policy.

**STUDENTS**

Central Texas Conference recommends that the primary student leader be at least 5 years older than the oldest student, and any main helpers be 1 year post high school or equivalent and 3 years age difference from oldest student participant. Accordingly, the following ratios will be observed for Student Ministry activities and programs:

For groups up to and including 30 students, there will be a minimum of 2 unrelated Workers supervising. For groups larger than 30 students, there will be a minimum of 3 unrelated Workers supervising. For every additional 15 students, 1 additional Worker will be required.

If a Worker is out of ratio it is his or her responsibility to immediately notify the responsible ministry director. This person will make diligent efforts to immediately bring Worker to student ratios into compliance with this policy.

*The above ratios are MinistrySafe minimum recommendations. Where supervision is concerned, more is generally better.*
Discipline

It is the policy of this church that Workers are prohibited from using physical discipline in any manner for behavioral management of Protected Persons. **No form of physical discipline is acceptable.** This prohibition includes spanking, slapping, pinching, hitting, or any other physical force as retaliation or correction for inappropriate behaviors by Protected Persons. Uncontrollable or unusual behavior should be reported immediately to parents/guardians and the ministry director. Therefore, Workers must always have contact information for each Protected Person.

For **children**, the CTC recommends the following **best practices**:

- Children are to be disciplined using time-outs and other non-physical methods of behavior management.
- Verbally redirect the child before physically intervening. With younger children some physical redirection may be necessary (for example, removing a toy from the hands of a child that is hitting another).
- If the behavior does not cease, remove or direct the child away from the group to a corner of the room where the group is meeting (avoid being alone with the child).
- Provide the child with a simple, understandable reason for the time-out, and provide the child with a clear explanation of your expectations. (“Jamie, you didn’t stop hitting Chris when I asked you to, so you need to sit quietly in the blue chair for three minutes.”) In addition, be verbally reassuring, as being removed from the group will likely upset the child. Do not physically hold the child in time-out.
- Provide the child with a chair to sit in or a “spot” to sit on (using a pillow, blanket, carpet square, etc.) until their time-out is complete.
- Follow the rule of thumb that a time-out is ineffective if it lasts longer than one minute for every year of the child’s life (3 years old, 3 minutes).
- Monitor the child through the entire time-out without giving your undivided attention. For longer time-outs give intermittent praise to reassure the child and keep them on task. (“Jamie, you’re doing a great job of sitting quietly – just 2 more minutes.”)
- Praise the child once he or she has completed the time-out and tell them that their reward is being able to rejoin the group. Remind them that repeating their initial behavior will result in further time-out. Follow this with praise.

For **youth**, the CTC recommends the following **best practices**:

- If a youth is unruly or fails to comply with verbal warnings or instructions from Workers, that youth will be asked to leave (if not endangered by doing so) or the youth’s parent/guardian will be contacted to pick up the youth. In the event of a fight or physical altercation, Workers will verbally redirect youth involved and will try to avoid physical intervention. Uncontrollable or unusual behavior should be reported immediately to parents/guardians and the ministry director.

Bathroom Supervision and Assistance

**Nursery children**

Because nursery children may require complete assistance with their bathroom activities, all Workers will observe the following policies:

**Diapering**

- Changing of diapers should be done in plain sight of other nursery workers.
- Children will never be left unattended on changing tables.
- Any special instructions given by parents leaving children in nursery will be recorded (“Seth Adams has a medicine in the bag for rash.”).
- Children should be re-diapered and re-clothed immediately upon the completion of changing their soiled diaper.
• Children should be changed on changing stations or diaper mats only.

**Toilet training**

• No child will be forced to toilet train.
• When children are taken into bathrooms the door will be left partially open.
• Young children will never be left unmonitored in bathrooms.
• Parents should be consulted on each child’s progress in the toilet training process before leaving the child with volunteers or staff members. Any special instructions given by parents leaving children in the nursery will be recorded (“Georgia can use the toilet, but she needs to be reminded – ask her if she needs to go.”).

It is understood that following bathroom activities all Workers will wash hands and sanitize all necessary surfaces. MinistrySafe recommends that only females or the child’s parent or legal guardian will undertake the diapering or toilet training efforts of children of either sex.

**Elementary age children**

Elementary age children may be accompanied to the restroom for supervision and assistance when needed. (However, children should receive the minimum amount of assistance needed based upon their individual capabilities.) Workers should never be unmonitored with a child in the restroom.

If a Worker must go into the restroom to check on an individual child, he or she should seek out another Worker to accompany him/her. If another Worker is not available to accompany, he/she should go to the exterior bathroom door, knock, and ask if the child needs assistance. If the child requires assistance, the Worker should leave the exterior bathroom door open when entering the bathroom area and try to verbally assist the child in completing their activities, while the child remains behind the door of the bathroom stall.

Any assistance with the straightening or fastening of garments should be done in the presence of another Worker.

**Special Needs**

Parents will offer instruction to Workers to change the diapers of special needs individuals. After the age of 4, parents or legal guardians will change all special needs individuals.

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**INTOXICANTS**

Workers are prohibited from the use, possession, or being under the influence of alcohol or any illegal drugs while in any of our church facilities, while traveling with Protected Persons, or while working with or supervising Protected Persons.

**MEDICATION**

Prescription medication may be given to a Protected Person by a designated Worker with a doctor’s prescription. All medication must be in the original packaging, including over the counter medication, and a health information sheet must be signed by a parent or guardian. The only exceptions to this policy are diaper ointment and insect bite cream.

**NUDITY**

Workers should never be nude in the presence of Protected Persons in their care. In the event there is a situation that may call for or contemplate the possibility of nudity (i.e. changing clothes during a pool party, weekend or overnight retreat, etc.), the lead Worker must arrange for individual and private spaces for showering and changing clothes for all participants.
ONE-TO-ONE INTERACTIONS WITH PROTECTED PERSONS

Workers should never conduct one-to-one, unobserved meetings or interaction with **children**. Another Worker who has completed the application and screening process should always be present.

We recognize that meeting the emotional needs of **students** may occasionally require Workers to minister to them on an individual basis. Workers should conduct any one-to-one meetings at a time when others are present and where interactions can be easily observed. Privacy should be respected but not secrecy.

SOCIAL MEDIA AND DIGITAL COMMUNICATION

Social Media is defined as social networking websites or applications that foster interactions in a virtual environment, including, but not limited to, Facebook, Instagram, Twitter, Snapchat, Flickr, blogs, dating websites and apps, and video calling services such as FaceTime or Skype, as well as email, instant messaging, texting and phone calls.

As our church seeks to provide a safe environment for Protected Persons, it shall be within the scope of our ministry to educate parents/guardians, youth, and children on the safe use of social media platforms. It is recommended that parents/guardians always monitor their child’s/student’s social media interactions.

To the best of their ability, church Workers shall NOT:

1. Use social media of any type to share photographs or video of Protected Persons anywhere on the internet except with specific written permission, given to the church, by their parents/guardians to post on official church pages/groups. In certain limited circumstances, a partner organization may invite church staff and volunteers to share photos of children from their organization on the church staff and volunteer’s personal social media account. In this case, church staff and volunteers may defer to the partner organization’s guidelines. This DOES NOT apply to Protected Persons from our church.

2. Post personal or identifying information of Protected Persons with or without photos or videos, anywhere on the internet without specific written permission, given to the church, by their parents/guardians. For example, pictures of Protected Persons will not have names posted or have parents “tagged.”

3. Ask a Protected Person to be a “friend” using any type of social media, such as Facebook. Adults may accept a “friend” request from Protected Persons with the knowledge and permission of their parents/guardians.

4. Ignore or fail to act upon any material that raises suspicion that a Protected Person has been or will be abused/neglected/exploited. The pastor should be contacted immediately in compliance with Texas law and this policy.

5. Use email, texting, phone calls, or other social media to communicate with Protected Persons in inappropriate ways. Inappropriate communication may involve, but is not limited to, discussions of a sexual nature, sexting, sharing inappropriate pictures, manipulation, harassment, intimidation, or grooming issues. Prolonged private discussions between an adult and a Protected Person are also inappropriate, much like it is inappropriate for a face to face discussion of this type to take place with no additional supervision. Conversations through social media should always be conducted by means that can be recoverable (e.g. email, text message, voicemail, Facebook). It is always strongly recommended that parents/guardians be aware of communication that exists between their child and any adult.

TRANSPORTATION

Workers may from time to time be in a position to provide transportation for Protected Persons. The following requirements must be strictly observed when Workers are involved in the transportation of Protected Persons:
1. Protected Persons should be transported directly to their destination. Unauthorized stops to a non-public place should be avoided. Best practices of ministry recommend two workers in every car. **Never will there be a Protected Person alone with an adult in a vehicle.**

2. Workers should avoid physical contact with Protected Persons while in vehicles.

3. No cell phones may be utilized by the driver while driving church vans, or vehicles owned or rented, unless in an emergency.

4. Drivers must meet the age requirement of their local church insurance policy.

**PARENTAL CONTACT**

Parents/guardians who leave a Protected Person in the care of our Workers during church services or activities will be contacted if their child becomes ill, injured, or has a severe disciplinary problem while participating in ministry programs. Therefore, you must always have contact information for each Protected Person.

**PARENTAL INVOLVEMENT**

Parents/guardians have an open invitation to observe all programs and activities in which their Protected Person is involved. However, parents who desire to participate in or have continuous, ongoing contact with their children’s/student’s programs will be required to be MinistrySafe compliant.

**PHYSICAL CONTACT**

Our church is committed to protecting children in its care. To this end, our church has implemented a ‘physical contact policy’ which promotes a positive, nurturing environment for our ministries with Protected Persons. The following practices are to be carefully followed by anyone working in ministries with Protected Persons:

1. Side hugs, pats on the back and other forms of appropriate physical affection between Workers and Protected Persons are important for healthy development and are generally suitable in the church setting.

2. Inappropriate touching and inappropriate displays of affection are forbidden. Any inappropriate physical contact, touching or displays of affection should be immediately reported to an immediate supervisor, the ministry director or the Pastor.

3. Physical contact should be for the benefit of the Protected Person, and never be based upon the emotional needs of a Worker.

4. Physical contact and affection should be given only in observable places or when in the presence of other Protected Persons or Workers. It is much less likely that touch will be inappropriate or misinterpreted when physical contact is open to observation.

5. Physical contact in any form should not give even the appearance of wrongdoing. The personal behavior of Workers in ministries with Protected Persons must foster trust at all times. Personal conduct must be above reproach.

6. Do not force physical contact, touch or affection on a reluctant Protected Person. A Protected Person’s preference not to be touched must be respected.

7. Workers are responsible for safeguarding Protected Persons under their supervision from inappropriate or unwanted touch by others.

8. Any inappropriate behavior or suspected abuse by a Worker must be reported immediately to an immediate supervisor, the ministry director or the Pastor.

**SEXUALLY ORIENTED CONVERSATIONS**

Workers are prohibited from engaging in any sexually oriented conversations with Protected Persons and are not permitted to discuss any inappropriate or explicit information about their own personal relationships, dating or sexual activities with any Protected Person in the program. However, it is expected that from time to time ministry discussions and lessons may address age appropriate issues related to purity, dating, sex, and human sexuality. These lessons will convey the church’s view on these
topics. For youth, it is recommended that parents be notified in advance of these lessons. For children, a parent/guardian signature will be required.

**APPROPRIATE MATERIALS**

Workers are prohibited from possessing any sexually oriented materials (magazines, cards, images, videos, films, etc.) on church property or in the presence of Protected Persons except for lesson material approved by a designated supervisor. Leaders should check with parents and use good judgment regarding media used in programming and during events including movies, TV shows, and images. No R-rated movies are permitted.

**SLEEPING ARRANGEMENTS**

It is anticipated that certain ministry activities may occasionally require that overnight sleeping arrangements be made for Protected Persons and Workers (i.e. lock-ins, mission trips, etc.) In the event an activity requires sleeping arrangements, Workers will strictly observe the following rules:

1. The 2-adult nonrelated rule must be followed. The 2 adult Workers present must have previously completed our church’s application and screening process.
2. Overnight sleeping arrangements must be submitted in writing to and approved by the Pastor prior to the activity and have signed approval by parents/guardians. It is recommended that this information be included in the permission slip for the event and signed by the parent/guardian.
3. As long as any Protected Persons are awake, one of the Workers must also be awake and monitoring the Protected Persons to ensure safe behavior.
4. Appropriately modest sleeping attire must be worn.
5. In the event of a sleepover on campus that involves both boys and girls, boys and girls must sleep in separate rooms, properly supervised by Workers of the same gender.
6. Workers will monitor sleeping Protected Persons by periodically conducting visual bed checks to ensure that sleeping Protected Persons remain in designated sleeping places. During bed checks, Workers should never physically touch a Protected Person.
8. In the event that overnight arrangements do not include standard beds, each Worker and Protected Person will use single sleeping bags or blankets. In these instances, a “one-person-to-one bag or blanket” rule will be observed.

**TOBACCO USE AND VAPING**

Our church requires Workers to abstain from the use or possession of tobacco or vaping products in church facilities, while in the presence of Protected Persons or their parents, or during any activities or programs. Our church is a tobacco-free facility.

**VERBAL INTERACTIONS**

Verbal interactions between workers and Protected Persons should be positive and uplifting. Our Workers should strive to keep verbal interactions encouraging, constructive, and mindful of their mission of aiding parents in the spiritual growth and development of Protected Persons.

To this end, Workers should not talk to Protected Persons in a way that is or could be construed by any reasonable observer as harsh, threatening, intimidating, shaming, derogatory, demeaning, or humiliating. In addition, Workers are expected to refrain from swearing in the presence of Protected Persons.

**RELEASE OF CHILDREN**

At any time that a child has been entrusted to our Workers, our church incurs responsibility for the safety and well-being of the child. Workers must act to ensure the appropriate supervision and safety of children in their charge.

Workers are responsible for releasing children in their care only to parents, legal guardians, or other persons designated by parents or legal guardians at the close of services or activities.
It is presumed a person who drops off a child has authority to pick up the child.

In the event that Workers are uncertain of the propriety of releasing a child, they should immediately locate or contact their immediate supervisor or the ministry director before releasing the child.

**MinistrySafe Key Staff/Volunteers**

Indicated below are the names of people who hold key areas of leadership (whether staff or volunteer) and their contact information. This list will be updated on an annual basis or when changes occur and provided to all active volunteers. It will be maintained with the official policy document.

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Name</th>
<th>Phone #</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>MinistrySafe Lead Pastor</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Children’s Pastor/Director</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Student Pastor/Director</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MinistrySafe Trustee Rep.</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>MinistrySafe SPRC Rep.</td>
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</tr>
</tbody>
</table>

**Other Supervisors in Children/Youth Ministries:**

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Name</th>
<th>Phone #</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preschool Director</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Children’s Choir Director</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Student Choir Coordinator</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>
Policies and Procedures Statement of Acknowledgement and Agreement

I have received and read a copy of the Policies and Procedures and understand the importance of the material in the manual. I agree to abide by these guidelines while serving or working at this church.

I understand the manual may be modified, and that any guideline may be amended, revised, or eliminated by this church. Any changes will be made public.

I have reviewed the duties listed in my ministry position description, and I agree to fulfill these duties. I understand I may choose to end my employment or voluntary service at any time. (If possible, I will provide two weeks’ notice to my supervisor).

I acknowledge and understand that the materials and guidelines contained in this handbook in no way express or imply a contractual employment relationship between me and this church. If applying as a volunteer, I acknowledge and agree that I will receive no monetary compensation for hours worked.

I understand it is my responsibility to review new guidelines which may be created and distributed as well as manual guidelines that are changed or deleted.

I acknowledge receipt of the policies and procedures manual.

____________________________________
Worker’s Name (Please Print)

____________________________________
Worker’s Signature

Date: ____________

[This page to remain attached to the Policies and Procedures.]
Policies and Procedures
Statement of Acknowledgement and Agreement

I have received and read a copy of the Policies and Procedures and understand the importance of the material in the manual. I agree to abide by these guidelines while serving or working at this church.

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I understand it is my responsibility to review new guidelines which may be created and distributed as well as manual guidelines that are changed or deleted.

I acknowledge receipt of the policies and procedures manual.

____________________________
Worker’s Name (Please Print)

____________________________
Worker’s Signature

Date: ______________

[This page to be signed, detached and delivered to the Safety System Administrator (SSA)]
Be it resolved, that the Central Texas Annual Conference establish the MinistrySafe Safety System as
the official resource equipping churches to develop a foundational safety system for children, youth and
vulnerable persons.

Be it further resolved, that in the Fall – 2014, each District will host a MinistrySafe Safety System training
event on the processes and procedures for our conference local churches to become adequately
informed and trained.

Be it further resolved, that between January 1 and June 30, 2015, every District and local church will
enlist their volunteers in receiving the MinistrySafe on-line training offered and adopt their own
MinistrySafe Policy.

Be it further resolved, that the MinistrySafe abuse prevention policy will be implemented for all
Conference and District Events and enacted in all congregations within the geographical bounds of the
Central Texas Conference, effective July 1, 2015 and further that in each local church charge conference
in the fall of 2015 the church Board of Trustees will provide a copy of their church policy.

Be it further resolved, that a MinistrySafe Task Force be created for the purpose of:

1. Overseeing the implementation and establishment of procedures for MinistrySafe Awareness and
   Training for all staff and volunteer adult leaders of children, youth and vulnerable persons.
2. Bringing a Conference MinistrySafe policy back to the 2015 Annual Conference for adoption.

And, finally, be it further resolved that this policy is adopted in the Central Texas Annual Conference.

1 One definition of “vulnerable persons” is one who because of physical or mental infirmity or emotional
disability or other physical, mental or emotional dysfunction may be vulnerable to maltreatment.
Vulnerable persons are those who serve and can be in a position where accusations of abuse could
mistakenly arise; or who have been abused either as a child or an adult.

ANNNUAL CONFERENCE POLICIES ON ETHICS

OUR LIFE TOGETHER: LIVING INTO GOD’S HIGHEST IDEALS
THE CENTRAL TEXAS CONFERENCE OF THE UNITED METHODIST CHURCH

Adopted by the Executive Committee of the Board of Ordained Ministry
& Cabinet March 19, 2013

To be set apart for ministry and appointed or assigned to serve as clergy and church leaders in the
Central Texas Annual Conference of the United Methodist Church is to be given a sacred trust, which
requires the highest standard of ethical behavior in all relationships.

I Timothy 4:8-16 CEB – Train yourself for a holy life! While physical training has some value, training
in holy living is useful for everything. It has promise for this life now and the life to come. This saying
is reliable and deserves complete acceptance. We work and struggle for this: “Our hope is set on the
living God, who is the savior of all people, especially those who believe.” Command these things.
Teach them. Don’t let anyone look down on you because you are young. Instead, set an example
for the believers through your speech, behavior, love, faith, and by being sexually pure. Until I arrive,
pay attention to public reading, preaching, and teaching. Don’t neglect the spiritual gift in you that
was given through prophecy when the elders laid hands on you. Practice these things and live by
them so that your progress will be visible to all. Focus on working on your own development and on what you teach. If you do this, you will save yourself and those who hear you.

Ordination and membership in an annual conference in The United Methodist Church is a sacred trust. Sexual harassment, sexual misconduct and/or sexual abuse are incompatible with biblical teachings, prohibited by the Book of Discipline and a violation of this sacred trust. The Conference is committed to the eradication of this conduct if it should occur and to the creation of an environment of hospitality for all persons. When such conduct is alleged, the Conference is under obligation to investigate, to protect all parties, to discover the truth, and to respond in ways that are consistent with our “highest ideals.”

The following policy is offered to the conference with the prayer that it will contribute to the goal of bringing our practice and accountability into conformity with our “highest God given ideals.”

We give thanks to the West Ohio, Louisiana, Texas and Virginia Annual Conferences for their discussions and models, which have helped us to focus and develop our policy.

As clergy and church leaders within the Central Texas Conference we will be guided by the following:

1. In our personal and professional relationships, we will:
   a. Be above reproach in all that we do.
   b. Practice habits that encourage and promote the physical, emotional and spiritual health of our families and ourselves.
   c. Serve the members and constituents in our current appointment and mission field. We do not provide ministerial services in other UM churches unless a consultation between the former pastor/retired pastor and pastor under appointment determine that it is for the health and in the best interest of the congregation.
   d. Nurture a healthy relationship between active and retired ministers; retired ministers accepting responsibility for the performance of any ministerial function only upon direct invitation of the appointed pastor.
   e. Keep appropriate confidences and privileged information.
   f. Avoid communicating (verbal, written and electronic) negatively about a colleague, especially our predecessor or successor.
   g. Avoid the appearance of impropriety in visitation and counseling sessions.
   h. Maintain a healthy emotional and social balance and maintain boundaries between pastoral identity and self-identity, private and community life, self and others.
   i. Take care that attire and grooming do not detract from ministry effectiveness.
   j. Keep faith with loved ones, giving to them the time and attention needed for a healthy marriage and family.
   k. Separate our ministerial role from our personal lives by not dating those directly served by our ministry.
   l. Encourage the congregation in the care and upkeep of the parsonage, leave the church and parsonage clean and in good condition and accept financial responsibility for damage to the parsonage beyond normal wear and tear (see Conference Parsonage Policies).

2. In issues of integrity we will:
   a. Be fiscally responsible;
   b. Be honest;
   c. Properly represent the polity, doctrine and history of the United Methodist Church;
   d. Properly represent the mission, vision, values and core strategies of the Central Texas Annual Conference (can be found on conference website);
   e. Diligently care for our souls and minds through Spiritual Formation in retreats, prayer, Biblical study, small groups and educational opportunities;
   f. Acknowledge sources for preaching and in written material; we will not plagiarize another’s work;
g. As clergy and church leaders we will complete/attend the BOM approved training, addressing clergy sexual ethics and other boundary issues each quadrennial period in the designated time. Failure to complete this mandatory training will result in (a) referral to Executive Committee BOM for possible Administrative Complaint and (b) may have consequences affecting future appointments;

h. As full-time clergy, we will not accept employment outside of the appointed charge. Any deviation from this must be brought to the District Superintendent, BOM and Cabinet approval prior to acceptance (¶338.1).

i. Maintain the highest ethical standards regarding the use of any modern technology, avoiding even the perception of inappropriate use of the internet and understanding that e-mail and text messaging are not a private domain and should not be treated as such;

j. Provide pastoral services for weddings, baptisms and funerals to church members without charge; the receipt of honoraria is acceptable;

k. Seek no gifts, bequests or material benefits for self or family members from any organization or individual;

l. As an act of faith and concern, refrain from gambling and the use of pornography (the UMC is opposed to all forms of pornography) and strive to minister to those victimized by those practices (Social Principles page 155-163, ¶ page 516-517);

m. We commit ourselves and our churches to engage in continued dialogue and reflection on the UMC Social Principles in order to shape our personal and community life.

3. In regard to power issues we will:

a. Be aware of the power that is inherent in our various roles and use that power to maximize ministry opportunities that communicate worth, mutuality and collegiality;

b. Provide ministerial services in order to build up the body of Christ;

c. Welcome regular feedback and evaluation in order to enhance pastor’s fruitfulness; being responsive to constructive feedback and humbly committed to improvements;

d. Nurture loyalty and trust among paid staff and volunteers;

e. Establish clear, appropriate boundaries with anyone with whom we have a ministerial, business, professional or social relationship;

f. Not use our ministerial status, position, relationship, our authority to abuse, misguide, negatively influence, manipulate or take advantage of anyone.

4. In areas where there might be a conflict of interest we will:

a. Advise and refer persons to other clergy or other professionals such as: lawyers, doctors, counselors, etc. when appropriate; being aware that our judgment can be impaired by prior dealings, by becoming personally involved, or by becoming an advocate for one party against another;

b. Absent ourselves at an appropriate time from discussion and decision when there is an actual or potential conflict of interest in matters affecting ourselves, our family or our financial interests;

c. Never take advantage of anyone to whom we are providing services in order to further our personal, religious, political, financial or business interests or those of our family;

d. Use discretion concerning the acceptance of or return of gifts for ourselves or our family;

e. Avoid using the congregation as a captive audience for products or services created or provided in a non-clergy role;

f. Make a commitment that the more important the conversation, or the more personal the matters, we will communicate with the person(s) directly;

g. Not accept or confer an office, position, assignment or receive compensation, which may present the appearance of favoritism or a conflict of interest.

5. The Book of Discipline

a. The Discipline is the instrument for setting forth the laws, plan, polity, and process by which United Methodists govern themselves. In all matters pertaining to church law it is the decisive word.
If more detailed interpretation is needed you may contact your District Superintendent, a member of the Executive Committee of the Board of Ministry or a Cabinet member. Contact information can be found on the conference website.

**SEXUAL ETHICS POLICY FOR PROFESSING MEMBERS OF THE CENTRAL TEXAS CONFERENCE OF THE UNITED METHODIST CHURCH**

*Updated policy regarding harassment of clergy by a professing member of a local church*

*Adopted by Executive Committee Board of Ordained Ministry March 19, 2013*

**STATEMENT OF POLICY**

A Professing Member of the Central Texas Conference of The United Methodist Church shall not engage in harassment, including but not limited to sexual and/or gender harassment of clergy (¶¶605.9 and 2702.3 in the 2016 *the Book of Discipline*).

**THEOLOGICAL FOUNDATION**

All persons are created by God. God intends all persons to have worth and dignity in their relationships. We are one connected body, and when one part of the body is injured physically, emotionally or spiritually, the entire body is rendered less than God intended. Misconduct of a sexual nature of any kind violates a person’s wholeness and is an unjust use of status and power and a sinful behavior against God and one another. The Scripture witnesses to a God who brings about justice, mercy and grace. The Church is called to express God’s love in concrete actions of compassion and healing for all people.

**DEFINITIONS**

1. **Sexual Harassment**: Sexual harassment is a form of sexual misconduct and is defined in the *Social Principles* as “any unwanted sexual advance or demand, verbal or physical that is reasonably perceived by the recipient as demeaning, intimidating or coercive. Sexual harassment destroys community. “Sexual harassment must be understood as an exploitation of a power relationship rather than as an exclusively sexual issue” (2016 *the Book of Discipline*, ¶161.J). Sexual harassment of clergy includes, but is not limited to, the creation of a hostile or abusive environment, which undermines the ministry of the clergy person serving within the appointment (2016 *the Book of Discipline*, ¶2702.3). Behaviors considered sexual harassment can include “unwanted sexual jokes, repeated advances, touching, displays or comments that insult, degrade, or sexually exploit women, men, elders, children or youth” (2012 *Book of Resolutions*, page 136). Sexually harasing behaviors may be in person, by phone, e-mail, texting and/or social networking sites.

2. **Power**: Clergy are generally considered to be in positions of power due to their professional role as spiritual leaders within a church. There are however, situations in which professing members of a church have the power to create a hostile or abusive environment which undermines the ministry of the clergy person serving within the appointment to the local church. Some of those situations are related to gender, race, age, wealth, education and status within the community.

3. **Sexual Abuse**: Sexual abuse means unwanted physical conduct of a sexual nature, sexual contact or sexualized behavior and may include, by example, touching, fondling, other physical contact and sexual relations.

4. **Sexual Misconduct**: The 2016 *the Book of Discipline* identifies sexual misconduct as a chargeable offense for clergy (¶2702.1) and for lay (¶2702.3).

**MAKING A COMPLAINT**

Clergy and other persons who have knowledge of a possible violation of this policy by a Professing Member may report the same to the chairperson of Staff/Pastor Parish Relations Committee and the District Superintendent. Upon receipt of any complaint, the Staff/Pastor Parish Relations Committee with
the guidance of the Conference Consultant and District Superintendent will investigate, consider any
response and take action to seek a just resolution.

REPORTING, INVESTIGATING AND RESOLVING VIOLATIONS
OF THE CTC SEXUAL ETHICS POLICY FOR PROFESSING MEMBERS

The clergy person who feels harassed by a lay person is encouraged to use the following procedures. If
the offending behavior and complaint is sexual abuse or sexual misconduct, then the immediate
procedure is a formal complaint as outlined in the 2016 Book of Discipline ¶2703.3. Identifying sexual or
gender harassment depends on a determination of what a reasonable person would perceive as
unacceptable. It is important to resolve complaints confidentially and, if possible, informally.

INITIAL RESOLUTION PROCESS
1. Clergy are responsible for establishing and maintaining clear boundaries of professional conduct.
2. Therefore, a clergy person should respond immediately and clearly to the harasser that such
   behavior is unwelcome and uncomfortable.
3. If the behavior continues:
   a. Avoid being alone with the harasser.
   b. Keep accurate records of the harassing behavior.
   c. May contact the Chair of the Staff Parish Relations Committee (if the Chair of SPRC is the
      harasser then contact the District Superintendent directly).
   d. Notify the District Superintendent.

INFORMAL RESOLUTION PROCESS
1. In all cases, the pastor or District Superintendent should take pastoral steps to resolve any
   complaints.
   a. The purpose is to determine if the complaint is valid or a miscommunication and a
      misunderstanding exist.
   b. Ask the accused to make an appropriate written statement to the clergy person. The
      written response may include explanation of the behavior resulting in a misperception of
      intent, an apology and a promise not to repeat the behavior.
   c. If the clergy person finds the response satisfactory then the complaint will be considered
      as resolved.
   d. If the response of the accused is not satisfactory or the accused refuses to respond, then
      the complaint will move to the formal process.

FORMAL RESOLUTION PROCESS
1. If the District Superintendent determines that the process outlined above has been followed and
   the complaint is not resolved, then the district superintendent and district lay leader may appoint
   a committee on investigation according to ¶2703.3 in the 2016 the Book of Discipline.
2. The final decision of the committee will be communicated in writing to the clergy person and the
   accused. Should this not be resolved, it then moves to ¶2704.4 in the 2016 Book of Discipline.

CENTRAL TEXAS CONFERENCE OF THE UNITED METHODIST CHURCH CONTINUING
EDUCATION & SPIRITUAL FORMATION POLICY

Adopted by Executive Committee Board of Ordained Ministry & Cabinet March 19, 2013

The Central Texas Conference is committed to being a learning community and so we believe the life of
the clergyperson is a journey of renewal and excellence in Jesus Christ. The apostle Paul gives us the
essence of this journey in Philippians when he invites us to focus on spiritual disciplines and to focus on
the things of excellence as we journey. Through this focus we can live out our calling in the balance God
desires for us called “shalom.” This policy is designed for every clergyperson under Episcopal appointment.

**Spiritual Formation** is the intentional lifelong pursuit of the nourishment and renewal of the soul through the Holy Spirit in the use of the spiritual disciplines in order to center their lives in Christ.

**Continuing Education** is the intentional development of the professional identity of the clergyperson through education and instruction that enhances the effectiveness and excellence of the clergyperson’s methods of work and self-awareness so that the clergyperson can better equip congregations to make disciples of Jesus Christ for the transformation of the world.

Each year, effective clergypersons work collaboratively with S/PPR committees and District Superintendents to select and participate in 20 continuing education contact hours (2.0 units) and 10 spiritual formation contact hours (1.0 units), which help them stay centered in Jesus Christ and hone skills needed to continue equipping congregations. Clergypersons are expected to report continuing education and spiritual formation contact hours annually by Dec. 1. These are reported in three places; as part of the charge conference process, to their District Superintendent and to the Administrative Assistant of the CTC Board of Ordained Ministry (BOM). Their District Superintendent/Supervisor will use the information as part of their supervisory interview. The BOM will use as part of their faithfulness to the covenant of our life together and for consideration if a person is in process towards commissioning or ordination. Churches should ensure that every pastor has adequate time and financial support to participate. In addition to vacation time, a minimum of 10 days each year is considered essential for a full-time clergyperson’s study, retreat and renewal.

**Benefits of Continuing Education and Spiritual Formation**

- Improvement of some specific ministry skill, such as preaching, administration, time management, conflict management
- Increased spiritual maturity and commitment to Christ
- Life increasingly centered in Christ
- Increased self-awareness
- Calmer spirit
- Increased understanding of the scriptures, Christian history, theology
- Development of new innovative programs, missions or other ministry forms

**Types of Continuing Education and Spiritual Formation**

1. Professional skills/knowledge development.
2. Personal assessment and life planning.
4. Increasing faith and commitment through spiritual formation.

**Approved Events and “Contact Hours**

There is no approved list of Continuing Education and Spiritual Formation events. Instead of naming an “approved list” of events, each clergyperson is responsible for choosing growth producing, transforming and formative events in collaboration with the S/PPRC and District Superintendent and for determining the appropriate number of “contact hours” to report for each event. A “contact hour” is the actual time of learning or transformation – usually the actual hours of lecture, instruction, group discussion or individual study. Hours for travel, meals, sleep, fellowship and group discussion of issues outside the study topic are not considered contact hours.

If the event does not offer a CEU, a letter identifying the number of contact hours will be sufficient.

For online continuing education, the sponsoring agency shall offer an official CEU.
Forms of Continuing Education and Spiritual Formation

Actual contact hours (hours of lecture, instruction, group discussion or individual study) during the following activities are forms of Continuing Education and Spiritual Formation:

1. Supervised activities such as degree programs, credit courses, pastor’s schools, clinical training, etc.
2. Short term events such as seminars and workshops
3. Peer study
4. Short study leaves
5. Sabbatical leaves
6. Carefully chosen travel and work experiences
7. Provisional and Board of Ordained Ministry work
8. Continuing Education and Spiritual Formation retreats or events

Some Examples of Continuing Educations and Spiritual Formation events

1. Minister’s Week, SMU and Brite
2. UMW School of Christian Missions
3. District/Conference workshops, retreats, seminars
4. Spirit Streams (Three Day Academy of Spiritual Formation)
5. Five Day Academy of Spiritual Formation
6. Upper Room Two-Year Academy for Spiritual Formation
7. Clinical Pastoral Education
8. Elder’s, Deacon’s or Local Pastor’s Retreat
9. Doctor of Ministry Programs or other degree programs that instruct ministry
10. Silent or Guided Retreat

What is not considered Continuing Education or Spiritual Formation?

1. List of books read for sermon preparation
2. Classes taught by the clergyperson
3. Study trips without contact hours
4. Mission trips

Self-Directed Continuing Education

Spiritual Formation may be self-directed each year, but the clergyperson must be willing to produce evidence of the work, such as:

iminal or Guided Retreat

PART-TIME CLERGY

Clergypersons in less than full-time appointments should participate in Continuing Education and Spiritual Formation in accordance with the percentage of their status. (For example, a half-time pastor should complete half of the full-time requirements or 10 continuing education hours and 5 spiritual formation hours).

Accountability and Reporting (See the 2016 Book of Discipline, ¶350.2, ¶350.5, ¶258.2.g.8)

The clergyperson is responsible for devising a plan for Continuing Education and Spiritual Formation in collaboration with the S/PPRC and District Superintendent, implementing the plan and reporting the plan’s completion by Dec. 1 of each calendar year.

The clergyperson is responsible for devising a plan for Continuing Education and Spiritual Formation in collaboration with the S/PPRC and District Superintendent, implementing the plan and reporting the plan’s completion by Dec. 1 of each calendar year.
Ministry, specifically through the Orders and Fellowship of Local Pastors. When necessary the Orders and Fellowship of Local Pastors chairs may bring a recommendation for action (regarding a clergy) to the Executive Committee of BOM.

A Continuing Education Unit certificate is not required. If an event is not fully attended, a portion of the event may be counted if the attendance is enough to receive the benefit of the event. For example, if a Clergy Gathering includes 10 Continuing Education contact hours and a clergyperson leaves after 5 hours of attendance, he/she should report 5 hours of CEU or .5 credits.

Clergy in extension ministries and beyond the local church report continuing education and spiritual formation on their annual report form.

Pastors who have completed the Course of Study or seminary are still required to undertake continuing education, which benefits the disciple-making ministry of the local congregation.

FUNDING
Each church should ensure their pastor(s) have adequate funds for all required Continuing Education and Spiritual Formation contact hours. We recommend a minimum of $1,000 be available for those in full-time appointments.

There are also Ministerial Education Funds available for those who are Full Members, Associate Members, or Permanent Local Pastors. Currently $800 per quadrennial period is available through an application process with BOM (found on the BOM website). Often the event itself will have some scholarship funds, which might be awarded. Each clergyperson is responsible for continuing education and spiritual formation funds.

Our appreciation goes out to the Texas Annual Conference, the Virginia Annual Conference and others for their discussions and contributions to this document.

ANNUAL CONFERENCE POLICY FOR DISCONTINUED OR ABANDONED CHURCH PROPERTY

PROCEDURES FOR DISCONTINUED OR ABANDONED CHURCH PROPERTY

Any property abandoned in the past or that shall be abandoned in the future and the property disposed of as directed by the 2016 Book of Discipline in accordance with ¶2549, the proceeds derived there from, if any, shall be first applied to the retirement of pension deficits, and the satisfaction of any claims against ministerial pension annuities which may have arisen out of failure of that church to make proportionate payment for support. The remaining proceeds are to be transferred to The Center for Evangelism and Church Growth, Inc.

In the event of a church closure or abandonment, the official and historical records of the closed or abandoned church will be transferred directly to the Archives Depository of the Central Texas Conference by the District Superintendent of the District in which the closed or abandoned church is located.

In the event of two or more churches merging, the official and historical records of the churches being merged shall be transferred to the Archives Depository of the Central Texas Conference by the District Superintendent of the District in which the churches are located. The records shall be transferred to the Archives Depository no later than three months following the merger.
RESOLUTION RELATING TO REAL & PERSONAL PROPERTIES

The Central Texas Conference (the “Conference”) adopts the following resolutions relating to the real and personal properties as they relate to the uniting of the Methodist Episcopal Church and the Methodist Episcopal Church South:

WHEREAS, in 1939, The Methodist Episcopal Church (M.E. Church), and The Methodist Episcopal Church South (the religious denomination known as The United Methodist Church (the M.E. South Church) united to form the Methodist church and the properties of the uniting churches, both real and personal became the properties of the Methodist Church; and

WHEREAS, in 1968 the Methodist Church and the Evangelical United Brethren Church united to form the United Methodist Church and the properties of the uniting churches, both real and personal became the properties of the United Methodist Church; and

WHEREAS, the properties of the United Methodist Church that lay within the bounds of the Central Texas United Methodist Church are held in Trust by the Central Texas Conference of the United Methodist Church (Conference); and

WHEREAS, it has been the established policy of the Conference to use the proceeds from the sale of closed and/or abandoned properties for the funding of new churches and faith communities under the direction of the Center for Evangelism and Church Growth, Inc.; now therefore be it

RESOLVED, that the Central Texas Conference hereby designates the Executive Director of the Center for Evangelism and Church Growth, Inc., as its Property Manager, Trustee and Agent for the sale of closed and/or abandoned church properties.

ANNUAL CONFERENCE POLICIES FOR LOCAL CHURCHES REGARDING PASTORAL VACATIONS, HOUSING, UTILITIES & MOVES

Each congregation shall annually give attention to the housing policy, using as the guideline for its discussion the policy found in this Manual.

Parsonage utilities should be in the name of the church, i.e., the deposit paid by the church. If the parsonage utilities are not paid by the church, the departing pastor must have arranged in advance of his/her departure to have the meters read on moving day, or on the day of departing the parsonage.

The departing pastor is responsible for the bills up to that time.

In the event of death of a clergy or diaconal minister residing in a church owned residence, the family of the deceased clergy or diaconal minister will be allowed ninety days to find other housing and vacate the church owned residence, or such other time as deemed appropriate by the Cabinet and by the local church pastor-parish relations committee.

The effective date for Annual Conference moves and clergy retirements will be July 1. The official move day will be the Wednesday after the last Sunday in June, with the first Sunday at the new appointment being the first Sunday in July.

Salaries of clergy moving at Annual Conference shall be paid through June 30 by the former charge and from July 1 by the receiving charge.
No pastor is allowed to claim reimbursement for more than ½ of the Pastor’s accountable reimbursement plan between January and June without recommendation of the PPR/SPR Committee and approval by the Administrative Board.

**VACATION POLICY**

United Methodist ministers are in a unique position in their role as pastors of a local church. Their membership and relationship is primarily to the Annual Conference as they serve under the appointment of the Bishop. At the same time their salary-paying unit is the local church. They are called to accountability for effective ministry both by the Bishop through the appointive system and by the local church through the Pastor-Parish Relations (PPR) Committee. In vacation policy and similar matters, it should be remembered by all that a pastor is not the employee of the local church. On the other hand, the 2016 Book of Discipline ¶258.2 gives to the PPR Committee a consultative role in such matters. Ministers are also asked to serve in various conference responsibilities and camps, these duties should not be considered as vacation. However, pastors and Pastor-Parish Relations Committees should work out a satisfactory balance of time rendered between conference and district duties, local church needs, and personal outside activities by the pastor. In all matters there must be an on-going dialogue between the needs of the pastor and his/her family and the PPR committee and the needs of the church so there is no misunderstanding.

This Vacation Policy for Clergy is to standardize clergy vacations across the Conference and is for clergy appointed within the bounds of the Central Texas Conference. Vacation time is calculated on a conference year basis (7/1 – 6/30). Vacation time not used in one year cannot be carried over into the next year. There will be no pay in lieu of unused vacation time. For every week’s vacation, a paid Sunday off is included.

<table>
<thead>
<tr>
<th>Conference Relationship</th>
<th>Years of Service **</th>
<th>Vacation Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provisional Members serving student appointments, OR Full Time Local pastors in process of four-week Course of Study</td>
<td>Minimum six months (after consultation with district superintendent and PPR Committee)</td>
<td>Two Weeks Paid</td>
</tr>
<tr>
<td>Full Time Local Pastors having completed Course of Study, OR Associate Members, OR Provisional Members serving full time appointments, OR Full Conference members</td>
<td>Less than five years</td>
<td>Two Weeks Paid</td>
</tr>
<tr>
<td></td>
<td>5-9 years</td>
<td>Three Weeks Paid</td>
</tr>
<tr>
<td></td>
<td>10 or more years</td>
<td>Four Weeks Paid</td>
</tr>
</tbody>
</table>

** Years of service refer to years served as a full-time United Methodist commissioned minister, probationary member, diaconal minister, local pastor, associate member, deacon in full connection, or elder in full connection under appointment in an Annual Conference, not to years of service in the local church to which a pastor is appointed. In computing a person’s “years of service,” time spent in all categories shall be cumulated and all shall count toward the person’s total “years of service.”

**NOTE:** In addition to the above guidelines, the PPR Committee should be sensitive to a pastor’s need for time off from the pastoral duties and should encourage the pastor to take regular days off each week.

**NOTE:** Our Book of Discipline states that, “a clergy member’s continuing education and spiritual growth program should include such leaves at least one week each year and at least one month during one year of every quadrennium. Such leaves shall not be considered as part of the minister’s vacations.
and shall be planned in consultation with their charges or other agencies to which they are appointed as well as the bishop, district superintendent, and annual conference continuing education committee.” ¶ 350.2 2016 Book of Discipline.

**ANNUAL CONFERENCE POLICIES REGARDING CLERGY HOUSING & PARSONAGE STANDARDS**

The church today demands the clergy to be not only a preacher, as was the early circuit rider, but a resident pastor and responsible citizen in the community. In order to meet these felt needs, and to call men and women to a dedicated ministry, the church must provide living conditions that will establish an adequate base from which to operate. It is the privilege and responsibility of the members of each congregation to provide the physical setting which will give the parsonage family the maximum comfort and convenience in order that the energies of the pastor may be more concentrated on his/her task and willing service in the Church of God. Because the parsonage, like the church building, reflects upon the congregation and the pastor, it should be in such condition that all concerned can be justifiably proud of it. Likewise, pastors should exercise the same diligence in caring for the parsonage as they would if it were their own property; mindful that they are stewards for those who will live in the parsonage after them.

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

The size and make-up of clergy families, and the size, location, and type of housing provided for clergy families by local churches is a major factor in the well-being of clergy families. As such, it has an impact on the effectiveness of clergy. Although it is clear that no one single provision for housing will completely satisfy all the needs of every clergy family and every local church, the goal is to best satisfy the needs of all.

**DEATH OF OR UNEXPECTED CIRCUMSTANCES OF A CLERGY MEMBER WHILE LIVING IN A PARSONAGE**

In the event of the death of a clergy person or a set of unexpected circumstances involving a clergy person which results in an immediate need of a change in pastoral appointment and which involves a clergy family occupying a parsonage, a grace-filled arrangement should be determined through a conversation with the clergy family, the local church Pastor Parish Relations committee, the District Superintendent, and the Cabinet. In each case the intent is to allow a period of time (recommended not to exceed ninety days) for a spouse and family to make new living arrangements.

**HOUSING ALLOWANCES**

While parsonages have been the traditional means of providing housing for clergy families, there are those local church settings and situations where a housing allowance can be an effective and efficient means of providing housing for clergy families. However, it must be understood that if a house is purchased by a clergy family, there is the potential for financial hardship and difficulties related to the sale of a house when an appointment change is made.

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

1. If a housing allowance is provided by a local church, the amount shall be sufficient to allow for the rental/lease/purchase of housing that meets the parsonage standards of the annual conference. (The conference uses a figure of 20% of salary while the General Board of Pension uses 25% in its pension computation.)
2. A utility allowance may be paid in addition to the housing allowance.
3. The amount of the housing allowance and/or of the utility allowance shall be reviewed on an annual basis to ensure that the amount is adequate.
4. The District Superintendent, in consultation with the pastor and the Pastor-Parish Relations Committee, shall be responsible for ensuring that these standards are met.

Unused Parsonages
Whenever, by choice, a clergy chooses not to reside in a parsonage provided by a local congregation for their residence, no clergy member shall have any claim on the “fair market value” or the rental proceeds from the unused parsonage. The use or non-use of the parsonage may be considered in the setting of the compensation of the pastor in conversation with the District Superintendent and the Pastor/Staff Parish Relations Committee.

Clergy couples
General Conference Action provides housing is not compensation for pastors appointed to churches in The United Methodist Church. When two pastors who are married to each other are appointed to neighboring charges where it is reasonable for them to live in the same parsonage, neither pastor is entitled to a housing allowance or rent from the unused parsonage. However, this situation may be considered during the setting of compensation of the pastor, in a conversation between the District Superintendent and the appropriate Pastor-Parish Relations Committee(s).

Parsonage Standards for Local Churches

The following Parsonage Standards were put in place and approved at the 1973 Central Texas Annual Conference, have appeared in our Journals since that time and have been updated periodically since. However, parsonages built or purchased prior to December 31, 1973 may not meet all of the recommendations in Sections I and II, but are subject to requirements in Sections III – V. Parsonages built/purchased after January 1, 1974 are subject to all recommendations and requirements listed below in Sections I – V.

SECTION I: LOCATION
The location of a new parsonage is a matter of extreme importance. It should provide for the safety, convenience and privacy of the parsonage family. For this reason, we recommend that a new parsonage not be located adjacent to the church facilities.

SECTION II: SIZE OF BUILDING AND LIVING AREAS
The new or remodeled parsonage should be large enough to accommodate the pastor’s family. It should provide adequate space for the entertainment of guests. It should be remembered in selecting a parsonage that the present parsonage family is not the only one who will live in that parsonage and that the house should be adaptable for a variety of family sizes and situations. Also, care should be given that facilities should be fully accessible for those with handicapping conditions meeting standards of the 2016 Book of Discipline ¶2544.4.b.

RECOMMENDATIONS:

1. 1800 square feet minimum living space.
2. At least 3 bedrooms, preferably 4.
3. At least 2 bath, preferable 2 ½ with adequate linen closet.
4. Family and dining areas adequate for entertaining.
5. Preferably a separate area (living, sitting or office) that could be used for visiting or study.
6. Adequate closet and storage space. Closet space in each bedroom and other storage space well distributed throughout the house.
7. Laundry area (see Section III.B.7)
8. Adequate garage or carport space (preferably 2-car attached garage)
9. Adequate outside living area with fenced yard.
SECTION III: REQUIRED EQUIPMENT

A. Health & Safety
1. Adequate supply of hot and cold water in bathrooms, kitchen and laundry.
2. Proper sewage disposal according to the standards of local and/or State Department of Health.
3. Fire extinguisher in kitchen with yearly inspection.
4. Automatic central heating and air conditioning.
5. Bathroom heating and hot water heaters should be protected and if not electric should be properly vented.
6. Provide smoke detectors for kitchen, living, laundry, and bedroom areas.
7. Provide carbon monoxide detectors, unless parsonage is completely electric.
8. Recommend that a Lead Paint Disclosure be provided for parsonages built before 1978.

B. Kitchen with Well-Planned Work Area
1. Cooking area complete with range or built-in cooking units, counter space, hood and exhaust fan.
2. Sink area complete with modern double bowl sink with disposal and drain space.
3. Large automatic refrigerator with freezer unit.
4. Required code electrical outlets for every room.
5. A well-equipped kitchen with adequate storage for dishes, utensils and food pantry.
7. Laundry room with properly vented washer/dryer.

C. Furnishings
1. Effective January 1, 2011, all living, family, dining and bedroom furnishings become the responsibility of the resident parsonage family.
2. Window coverings, drapes, curtains, and blinds, adequate for privacy, is the responsibility of the church.
3. Internet/cable ready.
4. If the parsonage family is expected to maintain the lawn, the church will supply lawn tools, weed eater, mower (self-propelled or riding) as appropriate for size of yard. In addition, the church will provide water hoses, ladder, and garbage receptacles.

SECTION IV: MAINTENANCE

1. Decoration - Both the interior and exterior of the parsonage should be kept in such a state of decoration as to preserve not only its physical condition but its aesthetic value as well. Decorating and/or any remodeling should be done in consultation with the parsonage family.

2. Repair and replacement - An annual budget item will enable the Trustees and Parsonage Committee to have a consistent, rather than haphazard program of maintenance and improvement that will be less costly in the long run. There should be an annual budget item for repair and replacement of appliances and equipment.

Section V: Miscellaneous

1. Parsonage Book - It is recommended that the parsonage committee prepare and keep up-to-date a record in which are placed all guarantees, repair parts lists, and the instructions for use of equipment belonging in the parsonage. The record should also indicate when and from whom purchased and whom to call for service. Also, this book may well contain a list of whom to call for various reasons, where to find various items, when and by whom various improvements were made, and other information helpful to an incoming minister.

2. Insurance - The trustees should be certain that the church-owned house and contents are insured for at least 80% of replacement cost against fire, wind, and other hazards. Public liability insurance should be carried on parsonage property. Tenant Homeowners insurance is available for all ministers who desire to cover personal possessions and liability. IT IS THE RESPONSIBILITY OF THE PASTOR TO INSURE PERSONAL PROPERTY BELONGING TO THE PASTOR AND FAMILY.

3. Utility Deposits - Should be made in the name of the church.
4. **Gifts to Parsonage** - Before a gift is received, care should be given to consult with the parsonage family, trustees and/or parsonage committee regarding the needs of the gift. If received, the gift should be designated specifically if it is to remain in the parsonage or is to be the personal gift for the parsonage family. In the event, it is to remain in the parsonage, the trustees and/or parsonage committee must approve it. A Gift/Donation Policy by the Trustees and/or parsonage committee of the church should be in place to insure clearly understood polices of acceptance, receipt and acknowledgement of any gifts.

5. **Pastor’s Office/Study** - The Office/Study should be located in the Church Building and adequately furnished and equipped. Some pastors may choose to also maintain an office in the parsonage and be responsible for its furnishings in addition to the official church Office/Study.

6. **Parsonage Furnishings** - Since we have transitioned to parsonage families being responsible to have their own furnishings, when furniture still exists in the parsonage, we encourage an open dialogue between the parsonage family, PPR committee, and Board of Trustees and/or Parsonage committee concerning the issue of whose furnishings are to be used. We highly recommend, when in the doubt, that the parsonage family furnishings be used to furnish the parsonage.

Adequate parsonage facilities, based on the above minimum standards insure that a pastoral appointment can be made based on the needs of the charge, rather than the ability of the parsonage to receive the family assigned. An annual review of the church-owned parsonage, to ensure proper maintenance, will be conducted by the chair of the board of trustees or the chair of the parsonage committee, if one exists, the chair of the committee on pastor-parish relations, and the pastor (¶2533.4, 2016 Book of Discipline).

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**RESOLUTION RELATING TO RENTAL/HOUSING ALLOWANCES FOR RETIRED, DISABLED, MINISTERS ON INCAPACITY LEAVE OR FORMER CLERGY PERSONS OF THE CENTRAL TEXAS CONFERENCE**

The Central Texas 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; and

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: that an amount equal to 100% of the pension, severance, or disability payments received from plans authorized under *The Book of Discipline of The United Methodist Church* (the “Discipline”), which includes all such payments from the General Board of Pension and Health Benefits (“GBOPHB”), during the period January 1, 2018 through December 31, 2018, 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
THAT the pension, severance, or disability payments to which this rental/housing allowance designation applies will be any pension, severance, or disability payments from plans, annuities, or funds authorized under the Discipline, including such payments from the GBOPHB and from a commercial annuity company that provides an annuity arising from benefits accrued under a GBOPHB plan, annuity, or fund authorized under the Discipline, that result from any service a Clergyperson rendered to this Conference or that an active, a retired, a terminated, or a disabled Clergyperson of this Conference rendered to any local church, annual conference of the Church, general agency of the Church, other institution of the Church, former denomination that is now a part of the Church, or any other employer that elected to make contributions to, or accure 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.

ANNUAL CONFERENCE MOVING EXPENSES POLICY & PROCEDURES

MOVING FUND POLICY, PROCEDURE, REFUND FORM - 2019

Here is the information related to the move to your new appointment or into your retirement years. Please read through the packet carefully.

Important Dates for Annual Conference Moves:

Effective Date for all new Annual Conference moves is July 1.

Last Sunday - current church: Last Sunday in June.

MOVE DAY: Wednesday between the last Sunday in June and first Sunday in July.

First Sunday - new church: First Sunday in July.

ELIGIBILITY

Eligible:

- Elders in Full Connection*
- Associate Members*
- Full-Time Local Pastors*
- Provisional Members*
- Commissioned Ministers preparing for ordination as Elders in Full Connection, Associate Members or Full-Time Local Pastors*
- Retiring clergy in one of the first three relationships above are eligible to receive funds for one move into housing not already owned or supported by a local church after retirement, up to the maximum allowed. In circumstances in which the retiring pastor, in one of the first three relationships listed above, planning to retire moves prior to the retirement date,
reimbursement for a move made within one year prior to the retirement date shall be made upon retirement, contingent upon the presentation of proper documentation.

- Voluntary Transition Program sponsored by GBOPHB.
- Medical or Disability Leave.
- The family of a clergy person in the first five relationships above who dies while under appointment shall be eligible to receive funds for the initial move into housing not already owned or supported by a local church, up to the maximum amount allowed.

*Appointed to a local church in the Central Texas Annual Conference or for whom the Conference is pension responsible (such as District Superintendents, Conference Directors, Wesley Foundation Directors, etc.).

Ineligible:

- Deacons
- Part-Time Local Pastors
- Leave of Absence, of any kind. (Does not include Medical/Disability Leave.)
- Surrender of Credentials, either voluntarily or involuntarily.
- Moves that do not involve change of appointment.
- Those eligible clergy who change appointments, but who do not change houses, will not eligible for any moving funds, with the exception of a maximum of $500 for moving office supplies upon the presentation of proper documentation.

Moving Allowance

Our Conference Moving Policy has two options: (a) Self-Move and (b) Commercial Move. The total expense of either choice will not exceed $2900 to the Conference. All documentation must be submitted to the Conference Treasurer within sixty (60) days of the effective date of the appointment.

Self-Move – The Self-Move plan will normally consist of the pastor paying the initial bill and being reimbursed the actual expenses up to a maximum of $2900. Proper documentation of receipts for the cost of van rental, gasoline, boxes, tape and packaging material and $2.00 per mile must be submitted to the Conference Treasurer before receiving reimbursement.

Commercial Move – Whether you interview and hire your own commercial moving company, pay the bill and turn in receipts for reimbursement or use one of the commercial movers from the list we supply that will bill the Conference, makes no difference. Upon receiving the invoice from the moving company or receiving the receipts from you, the Conference will pay for the commercial move up to a maximum of $2900 of actual moving expense. The Commercial Move includes the cost of the movers and cost for boxes, tape and packaging material not to exceed the total of $2900.

In either case any expense above the maximum of $2900 will be the responsibility of the pastor.

In no case will the Conference pay more than the actual expenses incurred, up to a maximum of $2900 for a move.

Moving Reimbursement Taxable Income

The Tax Cuts and Jobs Act suspended the application of US Tax Code Sections 217 and132(g) from January 1, 2018 through December 31, 2025. The end result of this suspension is that (1) moving expenses incurred during that time period will not be a deductible expense (except for certain members of the Armed Forces) and (2) any reimbursement by, or payment of, these expenses by an employer during the same time period will need to be reported as taxable income to the employee.
All [near and far, and large and small] moving expenses, whether paid by clergy, reimbursed to clergy, or paid on behalf of clergy, will now be taxable income and the amount reported as wages on the W-2 or 1099 forms.

Method of Payment
A list of movers that will bill the Annual Conference is found in the Moving below. All expenses that are within the Annual Conference Allowance will be billed directly to the Annual Conference by those moving companies. If a moving company is used that will not bill the Annual Conference directly or the clergy chooses a self-move, then the moving clergy/family is responsible for the bill and will be reimbursed by the Annual Conference for all documented expenses that are within the Annual Conference Allowance. Any documented expenses paid by the moving clergy/family are to be submitted to the Annual Conference Treasurer with a completed moving expense form within sixty (60) days of the appointment. The Conference Treasurer shall issue payment to the moving company or the entity that incurred the expense.

Central Texas Conference Clergy Moving Companies
2020 Contracts

<table>
<thead>
<tr>
<th>Company</th>
<th>% off Texas Moving Tariff</th>
<th>Rates for Contiguous County Moves</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Points Pioneer</td>
<td>71% (+ appl. fuel surcharge)</td>
<td>3 men/1 van $108 per hour</td>
<td>Free Used Boxes delivered plus paper and tape at no charge (for local moves).</td>
</tr>
<tr>
<td>817-275-6888 - Phone</td>
<td></td>
<td>4 men/1 van $135 per hour</td>
<td></td>
</tr>
<tr>
<td>817-275-7847 - Fax</td>
<td></td>
<td>5 men/1 van $165 per hour</td>
<td></td>
</tr>
<tr>
<td>Erin Metcalf</td>
<td></td>
<td>12,000 lbs. $150/hr.</td>
<td></td>
</tr>
<tr>
<td><a href="mailto:erin@allpointsoftexas.com">erin@allpointsoftexas.com</a></td>
<td></td>
<td>16,000 lbs. $175/hr.</td>
<td></td>
</tr>
<tr>
<td>2450 114th St., Ste. 290</td>
<td></td>
<td>$1,350.00</td>
<td></td>
</tr>
<tr>
<td>Grand Prairie, TX 75050</td>
<td></td>
<td>$1,620.00</td>
<td></td>
</tr>
<tr>
<td>Berger/Allied Van Lines</td>
<td>70% (+ appl. fuel surcharge - currently 7% but changes every month)</td>
<td>2 men/1 van $90 per hour</td>
<td>Free Used Boxes delivered plus paper and tape.</td>
</tr>
<tr>
<td>817-799-3014</td>
<td></td>
<td>3 men/1 van $120 per hour</td>
<td></td>
</tr>
<tr>
<td>1-800-678-3980</td>
<td></td>
<td>4 men/1 van $150 per hour</td>
<td></td>
</tr>
<tr>
<td>Mark McIntire</td>
<td></td>
<td>5 men/1 van $180 per hour</td>
<td></td>
</tr>
<tr>
<td><a href="mailto:markm@bergerallied.com">markm@bergerallied.com</a></td>
<td></td>
<td>Free Used Boxes delivered plus paper and tape.</td>
<td></td>
</tr>
<tr>
<td>Bekins A-1 Movers, Inc.</td>
<td>At least 65%</td>
<td>2 men/1 van $99 per hour</td>
<td>Free Used Boxes delivered plus paper and tape. “$50 delivery charge”</td>
</tr>
<tr>
<td>817-308-9999</td>
<td></td>
<td>3 men/1 van $130 per hour</td>
<td>Each additional man and/or truck is $32.00.</td>
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<tr>
<td>Fort Worth Area – Sharon Cantrell</td>
<td></td>
<td>4 men/1 van $161 per hour</td>
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</tr>
<tr>
<td><a href="mailto:scantrrell@bekinsms.com">scantrrell@bekinsms.com</a></td>
<td></td>
<td>5 men/1 van $192 per hour</td>
<td></td>
</tr>
<tr>
<td>817-456-2339</td>
<td></td>
<td>Free Used Boxes delivered plus paper and tape.</td>
<td></td>
</tr>
<tr>
<td>Buehler- May Flower Trans &amp; Stg.</td>
<td>62% (+ appl. fuel surcharge)</td>
<td>2 men/1 van $90 per hour</td>
<td>Free Used Boxes delivered plus paper and tape. Insurance is included as per the state tariff at 0.60c per pound per article.</td>
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<tr>
<td>Ryan Wasikowski</td>
<td></td>
<td>3 men/1 van $120 per hour</td>
<td></td>
</tr>
<tr>
<td><a href="mailto:nwasikowski@buehlercompanies.com">nwasikowski@buehlercompanies.com</a></td>
<td></td>
<td>4 men/1 van $150 per hour</td>
<td></td>
</tr>
<tr>
<td>Lisa Purvis</td>
<td></td>
<td>5 men/1 van $180 per hour</td>
<td></td>
</tr>
<tr>
<td><a href="mailto:lpurvis@buehlercompanies.com">lpurvis@buehlercompanies.com</a></td>
<td></td>
<td>Free Used Boxes delivered plus paper and tape.</td>
<td></td>
</tr>
<tr>
<td>633 Mony St.</td>
<td></td>
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<tr>
<td>Ft. Worth, TX 76102</td>
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<td></td>
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<tr>
<td>817-624-8466/ 972-330-7217</td>
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</tbody>
</table>

Exceptions

a. Exceptions to any of the above may be approved or denied by the Central Texas Conference Treasurer in consultation with the previous and receiving District Superintendents.

b. Appeals of any decision by the Conference Treasurer may be directed to the Commission on Equitable Compensation and Clergy Benefits. The Commission on Equitable Compensation and Clergy Benefits shall have final authority to interpret the moving policy and make decisions.
Moving Procedures

1. Receiving DS gives to the clergy the Moving Packet which includes moving companies that will bill the Annual Conference, and other pertinent moving information.

2. The Pastor/Staff Parish Relations Committee of each charge which is receiving a new pastor will appoint one of its members to serve as Moving Coordinator who will coordinate the move with the incoming pastor and work to facilitate the easiest and most pleasant move possible. At the introductory meeting between the Pastor/Staff Parish Relations Committee and the new pastor, the Moving Coordinator will be present in order to be introduced to the pastor.

3. The Clergy...if using a commercial mover, should get estimates from at least two moving companies of his/her choice and chooses the one he/she wishes to use. The clergy contracts with the company of choice to move them and send the bill to the Annual Conference Treasurer. If the estimate is over $2,900 the clergy will send a check to the Conference Treasurer for the amount over the $2,900 limit with a copy of the original estimate and the completed reimbursement form. If the company is one that will not send a bill to the Conference for payment, he/she can work out payment with the Annual Conference by having the mover call the Conference Treasurer at 817-877-5222 or pay the moving company and submit the completed reimbursement form and documentation of expenses for reimbursement.

4. The Clergy...if choosing a self-move, keeps all their receipts for the cost of van rental, gasoline, boxes, tape, packaging material and $2.00 per mile and turns in the completed reimbursement form and required documentation to the office of the Central Texas Annual Conference Treasurer within sixty (60) days of the effective date of the appointment for reimbursement.

5. Commercial Moves Billed Directly to the Conference Office The Moving Notification and Expense Reimbursement Form must be completed and returned to the Conference Treasurer before the moving company invoices the Conference Office.

6. Non-reimbursable moving expenses include the following: meals, lodging, round-trip or multiple-trip mileage, temporary storage, furniture/fixture repair/replacement, or any moving equipment such as dollies, ramps, trailer hitches, chains, ropes, tie-downs, locks, tape dispensers, or any other moving hardware that has lasting tangible value.

MOVING NOTIFICATION AND EXPENSE REIMBURSEMENT FORM

Central Texas Conference
3200 E Rosedale St., Fort Worth, TX 76105-2334
(817) 877-5222  817-338-4541 fax
finance@ctcumc.org

Instructions:

♦ The Conference will pay up to a maximum of $2,900 of actual allowable moving expense.
♦ Complete Option 1, 2, or 3 and return within sixty (60) days of effective date of appointment.
♦ Keep a copy of the form and receipts for your records.
♦ Provide a summarized list of expenses and proper documentation of all moving expenses (moving co. invoices, truck/trailer rental agreements, rental truck gas receipts, boxes, tape, packing paper, etc.)
♦ NON-REIMBURSABLE expenses are meals, lodging, round-trip or multiple-trip mileage, temporary storage, furniture/fixture repair/replacement, or any moving equipment such as dollies, ramps, trailer hitches, rope, tie-downs, locks, tape dispensers, or any other moving hardware that has lasting tangible value.
♦ Mail this form, all receipts, and summarized list of expenses to the Conference Treasurer.
♦ Direct payments or reimbursements of moving expenses by CTC or local church are taxable income to recipient.

(Please Print)

Name __________________________ Date of Move __________________________
Address __________________________
City _____________________________________________________ State ___________ Zip ________________

Telephone (cell) __________________________ (home) __________________________ (work) __________________________

Email Address: ______________________________________________________________

Moving From (Charge/City) __________________________________________________________

Moving To (Charge/City) __________________________________________________________

Distance between old Residence and new Charge (lead-church): ______________________________

OPTION 1. SELF MOVE:
A. All Reimbursable expenses (total from summarized list – see Instructions)… $_________________________
B. Add: Miles one-way between charges _______ X $2.00/mile …………… $____________________
C. Total Cost of Self Move (A. + B.) ………………………………………………… $____________________

OPTION 2. COMMERCIAL MOVE BILLED DIRECTLY TO CONFERENCE:
The Conference recommends getting two or three estimates if total is near or over $2,900.
Moving Company Name: _____________________________________________________________
A. Moving Company Invoice/Statement Amount billed directly to Conference …. $____________________
B. Amount from Line A over $2,900 reimbursement limit (Line A – $2,900.00)……… $________________
C. Include a check payable to CTC for the amount on Line B when submitting this form.
D. Other expense for supplies (boxes, tape, etc. – see Instructions ………………… $________________

OPTION 3. COMMERCIAL MOVE PAID BY CLERGY:
A. Amount paid by Clergy directly to Commercial Moving Company ……………… $____________________
B. Other expenses for supplies (boxes, tape, etc. - see Instructions ………………… $________________
C. Total of Lines A + B …………………………………………………………… $____________________

Submitted by ________________________________________________________________
Clergy Signature __________________________ Date __________________________

Central Texas Conference of the United Methodist Church
Confirmation of Annual Parsonage Inspection
Report to Charge/Church Conference
Adopted by Executive Committee of Board of Ordained Ministry
and Cabinet March 19, 2013

This form is to be filled out for yearly charge/church conference and again within 30 days of a pastoral move.
The 2016 *Book of Discipline* of the United Methodist Church in ¶ 2533.4 states:

The chairperson of the board of trustees or the chairperson of the parsonage committee, if one exists, the chairperson of the committee on pastor parish relations and the pastor **shall make** annual review of the church owned parsonage to ensure proper maintenance.

Has such an annual review, with a walk through of the premises, been conducted within the past 12 months?

- **Yes**
  - Date of last inspection: ________________________

- **No**
  - Scheduled date for inspection: __________________

Is appropriate action being taken, or has such action been taken, to take care of parsonage maintenance needs and/or improvements? (Use back of this sheet if more space is needed).

- **No corrective measures were necessary.**

- **Action has been taken to meet the following needs from the last inspection:**
  - ____________________________
  - ____________________________

- **Action is still needed on the following items:**
  - ____________________________
  - ____________________________

- **Action is still needed on the following new items:**
  - ____________________________
  - ____________________________

- **Excessive Damage has been discovered (this is damage caused by failure to attend to proper and timely attention to household tasks, damage caused by children, pets or hobbies that go beyond the normal wear & tear). If this is in dispute or the pastor refuses to rectify the matter, the District Superintendent is to be contacted immediately.**

  The matter may be referred by the Cabinet to the Executive Committee of the BOM with recommendations for mediation or formal Administrative charges in accordance with ¶362 the *Book of Discipline*. These mediation terms may include:

  1. Moving expense dollars are reduced by the amount of damage.
  2. Pastor pays for own move.
  3. A deposit is required, after the first occurrence of excessive damage on the next parsonage (example: $250 a month or $3,000 up front is paid to the church and placed in a designated account until pastor’s next move. If everything is within the norm, pastor receives the deposit money.)

- **We affirm that the parsonage of ________________________ United Methodist Church was left in proper condition.**

____________________________
Chair, Committee on Pastor Parish Relations
INTERIM PASTORAL SUPPORT POLICY

1. The purpose of this policy is to assist member churches in the event a clergy person appointed to 50%, 75% or 100% service to a local church of the Central Texas Conference is unable to perform the duties of their appointment due to a documented medical disability when the duration of the disability exceeds 30 days but is anticipated to be less than 180 days.

2. The duration of the disability is not the date reported, but the date the clergy person became unable to perform his or her duties because of the disabling condition. This provision is applied in order to coordinate with the provisions of the long-term disability plan under the Comprehensive Protection Plan (CPP). Under no conditions will this policy apply to a clergy person whose disability qualifies for a benefit under the provisions of the CPP.

3. Disability in this context is defined as being under a doctor’s care and unable to perform one or more essential duties for more than thirty (30) days as certified by a physician.

4. When a disability within the above definition occurs, a request for assistance can be initiated by the clergyperson, the District Superintendent, or the Pastor/Staff Relations Committee. There must be immediate notification to the Central Texas Conference Benefits Officer and to the District Superintendent. The request should provide a description of the situation and appropriate documentation. Before any benefit is paid, there must be a physician’s certification that the clergy person’s condition meets the parameters of this policy.

5. The Joint Committee on Medical Leave will be the body that approves the grant request. The approval will be on the basis that two (2) criteria have been met: 1) there is a certification by a physician and 2) the district superintendent has verified the need for interim clergy service funding and has consulted with the Pastor/Staff Parish Relations Committee concerning its provision. No further medical evidence will be evaluated beyond the Physician’s Certification.

6. The benefit provided consists of reimbursement of part of or all of the costs of providing interim clergy services during the period of the pastor’s disability covered under this policy (30 days to 180 days). The pastor continues under appointment to the charge and the charge continues to provide full compensation to the appointed clergy person.

7. The provision of interim clergy services will be arranged by the District Superintendent and the Cabinet in consultation with the Charge’s Pastor/Staff Parish Relations Committee.

8. If the member church, in consultation with the District Superintendent, elects to obtain interim clergy services for clergy disability past 30 days, the District will make arrangements to pay the interim clergy and the Central Texas Conference will reimburse the district for the actual expense of the interim clergy up to an amount equal to one half of the total of the last approved clergy compensation package of the disabled clergy person (which includes salary, housing, pension and health).

9. When due to illness or injury for a disabling condition that has an expected duration of more than 180 days, this policy is not applicable.

10. In order to obtain reimbursement for interim clergy services approved under this policy, the District must provide documentation of expenses for the interim clergy services to the Central Texas Conference Benefits Officer.

This policy does not address maternity or paternity leave which is covered under the Book of Discipline ¶356. If a medical condition related to pregnancy or childbirth is determined, then this short-term disability policy could apply.
Below you will find the following forms for your use should you need them:

➢ Per Diem Expense Voucher
➢ Request to Remove Item from Consent Agenda
➢ Amendment -- Correction -- Motion
➢ Texas Hotel Occupancy Tax Exemption Certificate
➢ Sending Greetings or Sympathy
PER DIEM EXPENSE VOUCHER
2019 ANNUAL CONFERENCE

It is recommended that any person whose expenses to annual conference are being paid by a church or other organization not complete a Per Diem request.

(Please Print)
Name ________________________________________________

Mailing Address ____________________________________________

City ___________________________ State _______ Zip __________

☐ Please indicate if this is a new address since June 2018

Three Responses needed:

1. Check One:  _____ Minister’s Surviving Spouse
   _____ Retired Clergy
   _____ Retired Deaconess
   _____ Retired Diaconal Minister
   _____ Student Appointed to Attend School
   _____ Minister on Less Than Minimum Compensation
   _____ Minister on Disability Leave

(Eligibility for benefits is determined according to STATUS UPON ARRIVAL at Annual Conference.)

2. Circle days in attendance:    Monday    Tuesday    Wednesday

3. Check County Residence:     _______ Tarrant County = 17.50/day
                                _______ All Other Counties = $35.00/day

Signature ___________________________________________ Date __________________

To receive your per diem check at Annual Conference, please complete this form and return to the address below no later than May 25, 2019:

Central Texas Conference UMC
Attn: Greg Carey
3200 E. Rosedale Street
Fort Worth, TX 76105

Conference Office Approval

000-92850

Amount of documented expenses to be reimbursed: $ ____________________
REQUEST TO REMOVE ITEM FROM THE CONSENT AGENDA

To remove one specific item from the consent agenda, the request must meet the following criteria:

1. A completed request form signed by five (5) voting members of the Annual Conference proposing the specific item be removed, and;
2. The request may only relate to the specific item indicated, and;
3. The request must be submitted to the Conference Secretary by 11:00 am on Tuesday.

<table>
<thead>
<tr>
<th>Date:</th>
<th>Time:</th>
<th>Preliminary Report Page #:</th>
</tr>
</thead>
</table>

**Item Requested to be Removed:**

**Explanation (optional):**

Member 1 Name (printed and signed):

Member 1 Church Name and City:

Member 2 Name (printed and signed):

Member 2 Church Name and City:

Member 3 Name (printed and signed):

Member 3 Church Name and City:

Member 4 Name (printed and signed):

Member 4 Church Name and City:

Member 5 Name (printed and signed):

Member 5 Church Name and City:
### CENTRAL TEXAS ANNUAL CONFERENCE

*(Submit this copy to the Conference Secretary)*

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Preliminary Report Page No.</th>
</tr>
</thead>
</table>

Report Being Addressed:

Wording:

Members Signature:

Church:

Address:

City, Zip:
HOTEL TAX EXEMPTION FORM

Hotel Reservations are to be made by each individual member to the Annual Conference. The following form is a "Hotel Tax Exemption Form" for use in reducing the tax paid or hotel occupancy during the Annual Conference. Fill out the form and submit it to the hotel when you check in.

<table>
<thead>
<tr>
<th>Name of exempt entity</th>
<th>Exempt entity status (Religious, charitable, educational, governmental)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Central Texas Conference UMC (TX TIN 330066625)</td>
<td>Religious</td>
</tr>
</tbody>
</table>

Address of exempt organization (line 1 and number)
3200 E Rosedale St
City, State, ZIP code
Fort Worth, TX 76105-2234

Guest certification: I declare that I am an occupant of this hotel on official business sanctioned by the exempt organization named above and that all information shown on this document is true and correct. I further understand that it is a criminal offense to issue an exemption certificate to a hotel that I know will be used in a manner that does not qualify for the exemptions found in the hotel occupancy tax and other laws. This offense may range from a Class C misdemeanor to a felony of the second degree.

Guest name (Type or print)

Hotel name

Guest signature

Date

Exemption claimed

- United States Federal Agencies or Foreign Diplomats. Details of this exemption category are on back of form. This category is exempt from state and local hotel tax.
- Texas State Government Officials and Employees. An individual must present a Hotel Tax Exemption Photo ID Card. Details of this exemption category are on back of form. This category is exempt from state and local hotel tax. Note: State agencies and city, county, or other local government entities and officials or employees are not exempt from state or local hotel tax, even when travelling on official business.
- Charitable Entities. (Comptroller-issued letter of exemption required) Details of this exemption category are on back of form. This category is exempt from state hotel tax, but not local hotel tax.
- Educational Entities. Details of this exemption category are on back of form. This category is exempt from state hotel tax, but not local hotel tax.
- Religious Entities. (Comptroller-issued letter of exemption required) Details of this exemption category are on back of form. This category is exempt from state hotel tax, but not local hotel tax.
- Exempt by Other Federal or State Law. Details of this exemption category are on back of form. This category is exempt from state and local hotel tax.

Permanent Resident Exemption (30 consecutive days): An exemption certificate is not required for the permanent resident exemption. A permanent resident is exempt the day the guest has been given written notice or reserves a room for at least 30 consecutive days and the guest stays for 30 consecutive days, beginning on the reservation date. Otherwise, a permanent resident is exempt on the 31st consecutive day of the stay and is entitled to a tax refund on the first 30 days. Any interruption in the resident's right to occupy a room voids the exemption. A permanent resident is exempt from state and local hotel tax.

Hotels should keep all records, including completed exemption certificates, for four years.

Do NOT send this form to the Comptroller of Public Accounts.
SENDING GREETINGS OR SYMPATHY FROM THE CENTRAL TEXAS ANNUAL CONFERENCE FORM

To send a message of greeting or sympathy from The Central Texas Conference, please fill out this form and submit to the Conference Secretary.

Person(s) to receive the message:

Is this person(s) address in the Conference Journal?       YES               NO

If No, please provide it:

Address: ____________________________________________________________
City, State, Zip: __________________________________________________

If in a hospital or care facility, name and address please:

Care Facility: _________________________________________________________
Address: ___________________________________________________________
City, State, Zip: ___________________________________________________

Reason for the Message:

Check one of the options below

☐ Get Well

☐ Sympathy for death of: _____________________________________________

☐ Congratulations for: _____________________________________________

☐ Absence from CTC AC due to: _______________________________________

☐ Other, please explain: ____________________________________________

____________________