

RECOMMENDATIONS ADOPTED AT THE SEVENTEENTH SESSION
OF THE UNTIED METHODIST CHURCH
OF GREATER NEW JERSEY ANNUAL CONFERENCE

May 22-24, 2016
WILDWOOD, NJ

Trustee Enabling Resolution

It is resolved that the Greater New Jersey Annual Conference of the United Methodist Church hereby ratifies, approves and confirms actions taken by the Conference Board of Trustees since the last Annual Session.

It is further resolved that if subsequent to this Annual Session of the Greater New Jersey Annual Conference of the United Methodist Church and prior to the 2017 Annual Session, any property, real or personal, that is conveyed or transferred to the Annual Conference by any church or other person, firm, partnership, or corporation, the Board of Trustees is hereby authorized and empowered, in its discretion, provided that the same be approved by the Bishop and Cabinet, to sell, transfer, lease or convey any such real or personal property for such price, and at such time or times, and upon such other terms and conditions as the Board of Trustees of the Greater New Jersey Annual Conference of the United Methodist Church shall determine; and

It is further resolved that the proper officers of the Board of Trustees of the Greater New Jersey Annual Conference of the United Methodist Church be and hereby are authorized in the name, and on behalf of the Conference, to execute and deliver the Conference deed of conveyance or instrument of transfer and all other instruments and documents to implement and carry out the purpose and intent of the foregoing resolution, and to affix the corporate seal of the Conference thereto; and

It is further resolved that the President or Vice-President or Treasurer of the Corporation is hereby fully authorized and empowered to transfer, convey, endorse, sell, assign, and deliver any and all stock, bonds, evidence of interest and/or indebtedness, and all other securities, corporate or otherwise, now or hereafter standing in the name or owned by this Corporation and to make, execute, and deliver, any property to effectuate the authority hereby conferred; and

It is further resolved that whenever there shall be annexed to any instrument of assignment and transfer, executed pursuant to and in accordance with the foregoing resolution, a certificate of Secretary or of an Assistant Secretary of this Corporation in the office at the date of such certificate shall set forth these resolutions and shall state that these resolutions are in full force and effect, then all persons to whom such instrument with the annexed certificate shall thereafter come, shall be entitled, without further inquiry or investigation and regardless of the date of such certificate, to assume and to act in reliance upon the assumptions that the shares of stock or other securities named in such instrument were therefore duly and properly transferred, endorsed, sold, assigned, set over and delivered by this Corporation, and that with respect to such securities the authority of these resolutions and of such officers is still in full force and effect; and

It is further resolved that subsequent to this Annual Session of the Greater New Jersey Annual Conference of the United Methodist Church and prior to the 2017 Annual Session, the Board of Trustees of the Greater New Jersey Annual Conference is hereby authorized to acquire or dispose of District parsonages, Program Director's and Treasurer's residences, as in its discretion, it may deem necessary and advisable, and in accordance with The Book of Discipline of the United Methodist Church, the Conference Board of Trustees is hereby authorized and empowered to enter into such contracts of sale and such other documents as may be necessary to effectuate the sale, transfer, or purchase of such properties. Such properties, real or personal, may be sold or acquired from any person or persons, firm, partnership, or corporation upon such terms and conditions as the Board of Trustees of the Greater New Jersey Annual Conference of the United Methodist Church shall determine; and

It is further resolved that the proper officers of the Board of Trustees of the Greater New Jersey Annual Conference of the United Methodist Church are hereby empowered and authorized to execute all such deeds, mortgages, notes, bonds, and other documents necessary to implement the purchase or sale of such Conference-owned properties.

ADOPTED BY THE GREATER NEW JERSEY ANNUAL CONFERENCE IN SESSION ON MAY 23, 2016

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Conference Advance Specials 2016-17

It is resolved that the 2016 Session of the Greater New Jersey Conference designate the following ministries and institutions as Conference Advance Specials for the 2017 conference year (without restricting in anyway a local church's ability to support other mission work);

It is further resolved that the Executive Committee of the Connectional Table be authorized to make any additions and deletions to the Conference Advance Specials list based upon recommendations of the Conference Board of Global Ministries.

Amistad (meaning Friendship) is an ecumenical ministry in the greater Freehold area seeking to assist Hispanic children and their families through educational, nutritional and spiritual programs. They assist children from The Learning Center and Park Avenue schools. These are Spanish-origin students mostly from Mexican families. They provide volunteers, adults and students from area high schools, to help the children with their homework, reading and educational games. They also use the computers. Most students are kindergarten, first and second graders with a few from third and fourth grades. Before they start their homework they have a snack. There are also reading prizes. A Christmas party is held for the kids and their families with gifts for children. There are 52 children registered with 35 volunteers.

C.A.M.P. YDP (Community Association with a Ministry to People Youth Development Program) provides pre-school, after-school and summer programs for children aged 2 ½ - 13 and their families, mainly on the north side of Paterson. The program runs throughout the year. They are committed to work as a "partner" within the community. A stimulating and nurturing environment is provided. Total care is available as well when schools are not in session with transportation available to pick up children from certain schools.

Centenary Fund/Preachers Aid Fund supports retired clergy and spouses.

Christian Outreach Project provides no-cost home repairs to persons in need in the northwest area of our Conference. Participants are made up of high school youth and adult volunteers. In addition to home repairs, participants engage in morning devotionals, singing, worship services and recreational activities.

CUMAC/ECHO works to alleviate hunger and its root causes for those in need in Paterson, Passaic County and northern NJ. CUMAC has a pantry feeding 3,000+ monthly. The Depot warehouses over two million pounds of food annually for a network of about 40 partner feeding programs. This Community Food Coalition (CFC) distributes food while also screening clients for member pantries. They advocate at the local and state level on behalf of CFC clients. CUMAC also has a Community Closet that offers clothing & household items; Pathways to Work that imparts job skills and hands-on experience; Place of Promise that is a supportive housing program for chronically homeless individuals; and seasonal projects for school supplies, holiday gifts and other items for area children in need. All of the programs rely heavily on volunteers and financial support from the community.

C.U.M.I. Camden Urban Ministry Initiative, a cooperative After-School Program is a shared ministry amongst Camden churches. This partnering reaches families to ensure positive development of children. They provide a safe environment for youth activities, such as an after school program, summer day camps, youth Bible study, choir and a career training program. There are arts and cultural activities for all ages. The exchange of stories, wisdom, advice, and experience build a shared understanding of family and community. This church-based intergenerational community surrounds youth with caring Christian adults who encourage, support, and pray for them while also holding them accountable. C.U.M.I. is dedicated to the spiritual, emotional and social growth of Camden Youth.

First Friends of New Jersey and New York provides advocacy, research and social services to the detained and released detainees. First Friends provides a link to the outside world by providing toll free lines (English & Spanish) in five different detention facilities where more than 2000 individuals are detained and through visiting individuals in detention. The Pen-pal Program allows volunteers, who cannot visit to write to detainees.

The Neighborhood Center has served the Camden community since 1913. Today, they are a community center that provides a healthy and nutritious lunch six days a week, day care, an after school program, and an evening teen program. They focus on a two generation approach to lift families out of poverty. Their commitment is to provide a safe space for Academic achievement, Athletic accomplishment, and a flourishing Arts program. Their hope and vision for the next century of service is to create a "community living room."

The Pennington School is a college preparatory institution affiliated with the United Methodist Church which reflects the principles espoused by John Wesley and core values of honor, virtue, and humility. Students experience an environment where talents and values are forged for making a positive difference in the world. Half scholarships are available for students in grade 6 to 12.

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Ranch Hope provides ministry to troubled boys ages 9 to 16 ½ and services to troubled girls between the ages of 14–18 years. They are faith-based and provide learning environments for those whose needs can best be met through experiences outside their homes. They can obtain or regain their long-term academic, behavioral, and spiritual focus in their residential setting. Counseling, housing and recreation are offered, as well as spiritual guidance, time to attend chapel services and Bible study. Ranch Hope is licensed by New Jersey State Department of Children and Families.

ADOPTED BY THE GREATER NEW JERSEY ANNUAL CONFERENCE IN SESSION ON MAY 23, 2016

GNJ Strategic Ministry Plan Midway Affirmation

Whereas the United Methodist of Greater New Jersey's strategic ministry plan is halfway toward its 2018 completion;

It is resolved that we thank God for our progress, celebrate the congregations and leadership for their work on the plan, and affirm its direction, strategy and resourcing as outlined below:

GNJ STRATEGIC MINISTRY PLAN

VISION - We see a church like Jesus Christ—radical spirit and humble, teaching and healing, soul saving and soul tending, leader and servant, unbound and outbound for mercy and justice.

We also see a Wesleyan Church—personal holiness and social holiness, connectional and risk taking, thoughtful and inspirational, small groups and large vision, welcoming all and respectful of all.

MISSION – Recruit and develop transformational leaders to make disciples of Jesus Christ and grow vital congregations to *transform the world*.

DISCIPLES are life-long learners and followers of Jesus Christ, leaving behind safety and complacency to serve like Christ to make new disciples, end poverty, be graceful with those at the margins, connect with people who are different from us, and magnify God's presence in the world. *This type of disciple is shaped, encouraged, sent and supported through vital congregations.*

VITAL CONGREGATIONS are inwardly transformed and missionally outbound. Vital congregations are Spirit-filled, forward leaning communities of believers that grow over time, welcome all people (Galatians 3:28); make disciples of Jesus Christ through the power of the Holy Spirit (Matthew 28:18-20); and serve like Christ through justice and mercy ministries (Micah 6:8 and Luke 4:17-21). Vital congregations engage and shape disciples in five key ministries – worship, small groups, community mission, making new disciples and generous giving. *Vital congregations transform the world.*

TRANSFORMED WORLD is a place where congregations, communities and people are working together to end poverty, eradicate racism, practice good stewardship of God's creation, seek peace, and draw all people closer to God. This type of world is born through the Great Commandment, *love God and your neighbor* (Matthew 22). It begins with the church engaging its neighbors and working toward a peaceable kingdom as described throughout the scriptures. *A transformed world, vital congregations and new disciples require transformational leaders.*

TRANSFORMATIONAL LEADERS assess the gifts and needs of the congregation and community, set a courageous vision and goals, and inspire and equip the congregation to make new disciples, grow worship, grow disciples' faith through small groups, engage the congregation in life changing mission, and increase giving to mission and ministry (Ephesians 4:11- 12). *Transformational Leaders have high expectations of themselves and for their congregations.*

LEADERSHIP EXPECTATIONS include but are not limited to:

1) **Connect and relate** well with church leadership and membership and community residents, 2) **Develop leaders** within the congregation, 3) **Lead** the congregation to deeper faith and service in the world, 4) **Increase vitality** through inspiring worship and relevant messages, attracting and making new disciples, and engaging disciples in small groups, community hands-on mission and generous giving, 5) **Raise** sufficient funds for community and world mission, ongoing congregational ministry, shared ministries, and salary and benefits.

CONGREGATIONAL EXPECTATIONS include but are not limited to:

1) **Connect with and welcome** all people in the community, 2) **Engage passionately and grow** in the five key ministries of a vital

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congregation, 3) **Create** an environment for risk taking and innovation, 4) **Support** the growth and development of transformational leaders and radical disciples, and 5) **Share generously** including 100% of shared ministry and billables.

GNJ EXPECTATIONS – To achieve our vision and mission, GNJ is compelled to shift how it thinks and carries out its ministry. These shifts include:

1. From *managing* clergy and congregations **to being in relationship with** clergy and congregations.
2. From Conference *programming* **to** Conference *resourcing* leaders and local congregations.
3. From *telling* clergy and congregations *what to do* **to supporting** clergy and congregations *to innovate and create* how they will make disciples, grow vitality and transform the world in their context.

Therefore GNJ will focus on recruiting and resourcing transformational leaders to make disciples and grow vital congregations to transform the world.

GNJ RESOURCES congregations and transformational leaders that are *ready* and *desire* to become vital and more like Christ. Our primary resources are coaching, PaCE and Laity Pursuing Excellence groups, Team Vital, and Communities of Hope. These resources come alongside and center leaders and congregations in their calling, help them assess their present gifts and challenges and set a vision, create a ministry action plan and provide support and technical assistance to achieve a God sized vision.

Fruitfulness, faithfulness and effectiveness will be evaluated each year.

GNJ EVALUATION includes three types of evaluations:

1. GNJ progress toward our vision, mission and developing vital congregations and its commitment to and quality of its resourcing leaders and congregations. This evaluation will be done in February and September and results will be reported to the annual conference session.
2. Congregational progress toward the five expectations will be evaluated every September and a report given and discussed at the charge conference.
3. Clergy's leadership in the areas of the five expectations will be conducted in April. This month is chosen so that it is not connected with salaries or appointments. The evaluation is a tool to help assess a pastor's progress and develop a plan for continued development.

GNJ GOALS

GNJ will grow from 14% to 41% vital congregations as it:

1. Increases the percentage of churches growing in worship attendance from 33% to 51%
2. Starts 90 new faith communities.
3. Decreases the number of worshipers it takes to make a new profession of faith from 17 to 15
4. Increases the percentage of worshipers in small groups from 43% to 75%
5. Increases the number of young adults in small groups from 2820 to 3200
6. Increases our racial ethnic worshipers from 20% to 25%
7. Increases the percentage of worshipers engaged in mission from 8% to 40%
8. Increases local church dollars spent on mission 15% to 17%
9. Raises \$12 million through a mission campaign

We believe accomplishing these goals will bear fruitful outcomes that include transformational leadership, radical discipleship, vital congregations, and a transformed world as described above – all for the glory of God.

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The United Methodist Church of Greater New Jersey

*We recruit and develop transformational leaders
to make disciples and grow vital congregations to transform the world*

The Path to Vitality

*The ministry of GNJ is to fulfill its mission -
Our mission is a spiritual mission that requires a journey toward health and vitality.
As the staff and GNJ leadership prayerfully and faithfully travel the Path to Vitality, we see more transformational leaders,
disciples of Jesus Christ, and vital congregations transforming the world.*



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ADOPTED BY THE GREATER NEW JERSEY ANNUAL CONFERENCE IN SESSION ON MAY 24, 2016

Asbury United Methodist Church, Warren County, Historic Site

Whereas Asbury United Methodist Church holds a unique place in the history of Northwestern New Jersey as an important preaching site for Bishop Asbury and early Methodist circuit riders.

Whereas Asbury Methodists were the first to organize a class meeting in 1792 in the area and second to build a church. Bishop Asbury made his first visit to the site in the same year. His last visit came in 1811.

Whereas Asbury United Methodist Church is the place where the first town in the United States of America was named for the Bishop. The name change, from Hall's Mills to Asbury, took place in 1796 on the occasion of Bishop Asbury laying the cornerstone of the first Methodist church built in Northwestern New Jersey ("West Jersey Circuit"). The one acre land for the church was purchased for 15 pounds. Bishop Asbury was present for the event. He would return many times to preach and minister to Asbury Methodists.

Whereas Asbury United Methodist Church's most historically significant member was Colonel William McCullough, a Methodist layperson who arrived in Hall's Mills in 1784, whose friendship with Bishop Asbury began with Asbury's first visit in 1786 and who became the driving force behind the town's name change to Asbury. McCullough's impact extended far from the Methodist Episcopal Church as a legislator, judge and business man in the development of Asbury's industrial economy, and to the creation of both the Asbury Methodist Episcopal Church and the Flanders Methodist Episcopal Church in Flanders, NJ.

Whereas Asbury United Methodist Church is part of the National Parks Service national registered historic places called Asbury Historic District. The designation recognizes Asbury Church as one of the significant 19th century architectural gems that make up the district.

Rationale: Asbury United Methodist Church has a special place in Northwestern New Jersey's Methodist past. Whether it was the first town in the nation to be named after Bishop Asbury, recognition of its classic 19th century style church architecture or Asbury's Church's continued witness for 230 years, Asbury's unique contribution to both New Jersey Methodism and Warren and Hunterdon counties society in its immediate parish area places Asbury as a treasure amongst Greater New Jersey United Methodism.

Therefore be it resolved that as one of the most unique and influential larger circuits in early Northwestern New Jersey, Asbury be recognized by this body as a Greater New Jersey Annual Conference Historic Site.

ADOPTED BY THE GREATER NEW JERSEY ANNUAL CONFERENCE IN SESSION ON MAY 23, 2016

Drew Theological School Historic Site

Whereas Drew Theological School has had a profound effect on the history of the Greater New Jersey Annual Conference, United Methodism and the world Methodist movement and its alumni are trained in a leadership style that is spiritually transformative, rooted in social justice and nurtures healing ministries.

Whereas Drew Theological School became United Methodism's first solely post-baccalaureate seminary, the first such school created by General Conference, initially offered free tuition (due to a founding gift given by Daniel Drew and his continued financial support for the seminary until his financial demise) and collected one of the greatest theological libraries in the world.

Whereas Drew Theological School has always maintained strong organizational ties to the New Jersey Conferences, from its original embrace as the "Conference Seminary" of the Newark Annual Conference, from hosting a total of thirty-six Newark and Northern New Jersey Annual Conference sessions on its grounds between 1949 to 1998 and from seating the Resident Bishop of the New Jersey Episcopal Area on its Board of Trustees throughout the seminary's and later university's history.

Whereas Drew Theological School has provided a premier faculty to train future church leaders, which included those professors who would become known as The Great Five: Henry Anson Buttz, John Miley, George Richard Crooks, Samuel Foster Upham and James Strong, and also many other New Jersey Methodists, who would serve on the faculty with great distinction through the school's history. Buttz exemplified these New Jersey faculty connections, as he served as pastor of several small

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congregations within the Newark Annual Conference, and also the Morristown Methodist Church, before becoming a Drew professor and seminary president, who served the institution for over fifty years.

Whereas Drew Theological School has faithfully served the conference by preparing New Jersey Methodist students for lay and ordained ministry throughout its history. Three Methodist students from New Jersey (George Miller of Warrenville, Charles Coit Cokefair of Bloomfield and Grover Ruckman of New Providence) were members of the Theological School's first class in 1867.

Whereas notable New Jersey Drew graduates have included such ministers as William Warren Sweet (Class of 1906), Boston University president and historian; Elbert M. Conover (Class of 1913), Methodist Episcopal minister and the denomination's inspirational neo-gothic church architect; plus missionary Maud Keister Jensen (Classes of 1943, 1945 and 1978), who was the first woman ordained in the Methodist Church.

Whereas Drew Theological School also became the first seminary to accept women in a full Bachelor of Divinity Degree program in the fall of 1919, was the first seminary to create a faculty spot for a Christian sociologist following the adoption of the Social Creed by General Conference, and has graduated more Methodist bishops than any other United Methodist seminary.

Rationale: Drew Theological School's place in the history of New Jersey United Methodism cannot be overstated. From its inception Drew has trained Methodist leaders for our annual conference and those around the world. Because of its commitment to high quality faculty and dedication to the denomination's mission, Drew has led the way in making United Methodism strong in its diversity and committed to deep spirituality with social justice, which has made the seminary a light unto the nations by which New Jersey Methodists continue to directly benefit in its local churches, mission projects and surrounding communities. The unique role and place Drew Theological School in New Jersey Methodism is unquestioned.

It is further resolved that the Theological School at Drew University be recognized by the Greater New Jersey Annual Conference as one of its historic sites.

ADOPTED BY THE GREATER NEW JERSEY ANNUAL CONFERENCE IN SESSION ON MAY 23, 2016

Franklin-St. John United Methodist Church Historic Site

Whereas Franklin-St. John United Methodist Church has led the way in the spiritual well-being of Newark's Methodist African American community since 1869-1870, when it was known as St. John Methodist Episcopal Church.

Whereas St. John Methodist Episcopal Church started out as a mission in Newark sometime around 1869 or 1870 and by 1872 had become the first organized African American church under appointment in the Newark Annual Conference (St. John's did not transfer to the historic Delaware Annual Conference until 1893).

Whereas St. John Methodist Episcopal Church's first pastor, The Reverend John L. H. Sweres, became the first African American minister admitted to the Newark Annual Conference. Sweres transferred to the Newark Conference from the North-German Annual Conference, where he was admitted on trial in 1871, and he transferred to the historic Lexington Annual Conference in 1873.

Whereas St. John Methodist Episcopal Church quickly planted two other successful African American churches, St. John's in Orange (1879) and St. Mark's in Montclair (1881) and, together, St. John and its successive church plants in Orange and Montclair would make up three of the original five African American congregations in the Newark Annual Conference.

Rationale: Franklin-St. John United Methodist Church played an important role in breaking the color barrier in the former Newark Annual Conference. The Rev. Theodore Booth, Senior Pastor, and the Reverend Ruth Brown Higgins, Assistant Pastor, successfully navigated a, sometimes contentious, church merger between St John (and African American congregation) and Franklin Memorial (an Anglo congregation) in or about 1971. Many future African American Methodist leaders within the denomination would occupy St. John's pulpit. For 144 years, Franklin-St. John United Methodist Church stands as a testimony to United Methodism's witness for the people of Newark by serving its African American constituency with holy piety and social justice. The church, through its various pastors, has shaped African American United Methodist leadership to what it is to this day.

It is further resolved that Franklin-St. John United Methodist Church and the leadership it supplied be recognized by the Greater New Jersey Annual Conference as one of its historic sites.

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ADOPTED BY THE GREATER NEW JERSEY ANNUAL CONFERENCE IN SESSION ON MAY 23, 2016

Colonel William McCullough House, Warren County, Historic Site

Whereas McCullough House provided shelter for many illustrative early circuit riders such as Bishop Francis Asbury, Martin Boehm, Ezekiel Cooper and others, served as a venue for those circuit riders to preach in and hold quarterly meetings in the barn and was the place where Northwestern New Jersey Methodist laity met who helped create the Asbury Methodist Episcopal Church, the first church built solely by Methodists in Northwestern, New Jersey.

Whereas Colonel William McCullough (1759-1840) proved to be one of the most faithful and fruitful Methodist laypersons in Northern New Jersey. McCullough served in the Revolutionary War, where he became close friends with the Generals Washington and Lafayette. Later he served as a state legislator, county judge and owner of a number mills in the Asbury area. McCullough was converted by the preaching of Ezekiel Cooper at Schooley's Mountain in 1786. The Colonel would spend the next fifty-four years in dedicated service to the Methodist Episcopal Church in Northern New Jersey in both time and money. Bishop Asbury knew of McCullough's commitment to Methodism long before they would meet in person.

Whereas William McCullough was one of the original members of the first Methodist class meeting by whose house they would meet.

Whereas McCullough became the driving force to change the name of Hall's Mills to Asbury in order to honor his good friend and frequent guest.

Whereas the McCullough house, with its original kitchen and barn still standing, are the only known surviving structures where Bishop Asbury preached and taught in Northern New Jersey.

Rationale: The McCullough House stands as an enduring testament to the commitment and faith of one of Northern New Jersey's most influential laypersons – Colonel William McCullough. The structures on the property are one of the few places still in active use as a family home that can boast hosting prominent early Methodist circuit riders such as Bishop Asbury, Ezekiel Cooper and Martin Boehm. McCullough House became the fulcrum point for Methodism's success throughout Northwestern New Jersey. It is rare to be able to honor a dedicated lay person's dwelling whose influence and deeds did much for New Jersey Methodism and whose buildings remind us that we are direct heirs to the work of Colonel William McCullough for the Methodist cause during its formative years and well into the mid-19th century.

It is further resolved that the McCullough House and Barn be recognized as a Greater New Jersey Annual Conference Historic Site.

ADOPTED BY THE GREATER NEW JERSEY ANNUAL CONFERENCE IN SESSION ON MAY 23, 2016

United Methodist Church of Morristown Historic Site

Whereas the Morristown United Methodist Church's has played a vital role in the spiritual well-being in Morristown and surrounding areas in Northern New Jersey, served a central role in the Newark Annual Conference and provided notable leadership in the fields of education and publishing within the larger American Methodist landscape.

Whereas Morristown Methodists were first visited by Bishop Francis Asbury and Henry Boehm in 1811 and by 1815, regular class meetings and preaching services were held in the Samuel Bonsell home, Morristown's most prominent layperson at that time.

Whereas Morristown Methodist Episcopal Church organized its first permanent society in 1825 and built the first church structure two years later. The church continued to grow and is remembered for two famous revivals in 1828 and 1836. Both of these revivals would last for many weeks making Methodism a mainstay in the bustling town.

Whereas Morristown Methodist Episcopal Church hosted the first session of the Newark Annual Conference in 1858, held subsequent sessions in 1871, 1892, 1907 and 1957, where church members housed all the delegates for each meeting.

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Whereas Morristown church had pastors and laypersons in the congregation who became nationally recognized leaders of our denomination. These American Methodist leaders with ties to the Morristown church include, but are not limited to: George P. Eckman, Christian Advocate editor; George T. Cobb, mid-19th century United States Congressman; James M. Buckley, Christian Advocate Editor; Henry Anson Buttz, President of Drew Theological Seminary and eight time delegate to General Conference; Jesse Lyman Hulbert, Executive Secretary of the national Sunday School Department and editor of its publications.

Rationale Morristown United Methodist Church played an important role in the development and ministry of the former Newark Annual Conference. Further, its pastors and laypersons also helped to shape and guide the denomination in many important ways that are still felt today through their contributions to education and publishing within the larger American Methodist landscape.

It is further resolved that the role Morristown United Methodist Church in the history of Morris County, Northern New Jersey and national United Methodism throughout its storied ministry deserves to be recognized by the Greater New Jersey Annual Conference as one of its historic sites.

ADOPTED BY THE GREATER NEW JERSEY ANNUAL CONFERENCE IN SESSION ON MAY 23, 2016

Shared Ministries Plan, Council on Finance and Administration

(No Impact on the Conference Budget)

2017 SHARED MINISTRY PLAN						
	Column A	Column B	Column D	Column C	Column D	Column F
INCOME:	2016	2016	2016	2017	2017	Difference
	Approved	Revised	Expected	Recommend	Expected	2016 to 2017
I. Income from Shared Ministries	11,998,609	11,998,609	10,310,928	11,978,542	10,457,420	(20,067)
II. Income from Reserve Funds / Previous Year Surplus	273,386	273,386	273,386	293,481	293,481	20,095
III. Centenary Fund Contribution	100,000	100,000	100,000	100,000	100,000	-
IV. Interest / Investment Income	150,000	150,000	150,000	150,000	150,000	-
V. Additional Funds received in Support of the Budget	154,000	154,000	154,000	154,000	154,000	-
	12,675,996	12,675,996	10,988,314	12,676,024	11,154,901	28
EXPENSE:						
I. CLERGY SUPPORT						
A. District Superintendents Salary, Benefits & Office Exp. Sched.A	2,368,801	1,944,529	1,685,634	1,916,483	1,686,505	(28,046)
B. Episcopal Fund	491,615	491,615	426,161	463,403	407,795	(28,211)
C. Conference share of Bishop's housing	32,456	32,456	28,135	31,972	28,135	(485)
D. Annuity Health Insurance & Benefits	2,366,427	2,366,427	2,051,361	2,401,025	2,112,902	34,598
E. Equitable Compensation	190,342	190,342	165,000	187,500	165,000	(2,842)
F. Conference Board of Ordained Ministry administrative expenses	49,464	49,464	42,878	48,725	42,878	(739)
G. Bridge Fund	14,997	76,137	66,000	75,000	66,000	(1,137)
Sub-total for CLERGY SUPPORT	5,514,101	5,150,969	4,465,169	5,124,108	4,509,215	(26,861)
II. ADMINISTRATION						
A. Conference Council on Finance and Administration expenses	4,614	4,614	4,000	4,545	4,000	(69)
B. Director of Administrative Services expenses Sched. B	190,002	190,002	164,705	190,678	167,797	677
C. Director of Communication and Development Sched. B	0	190,002	164,705	190,678	167,797	677
D. Other conference administrative agencies' expense Sched.E	1,490,090	1,689,357	1,464,436	1,714,167	1,508,467	24,810
E. Conf. Sessions (3 days)	278,581	278,581	241,491	274,422	241,491	(4,160)
F. Episcopal Area Office Supplement	162,722	162,722	141,057	166,907	146,878	4,185
G. Bishop's Discretionary Fund	11,536	11,536	10,000	11,364	10,000	(172)
H. Jurisdictional conference administrative apportionments & related exp.	41,529	41,529	36,000	40,909	36,000	(620)
I. General Administration Fund	184,125	184,125	159,611	185,808	163,511	1,682
J. Interdenominational Cooperation Fund	40,967	40,967	35,513	41,334	36,374	367
Sub-total for ADMINISTRATION	2,404,167	2,793,436	2,421,518	2,820,813	2,482,315	27,376
CLERGY SUPPORT/ADMINISTRATION (fund 100)	7,918,268	7,944,405	6,886,687	7,944,920	6,991,530	515
III. WORLD SERVICE AND CONFERENCE BENEVOLENCE						
A. World Service Fund	1,525,042	1,525,042	1,321,998	1,539,458	1,354,723	14,416
B. Director of Connectional Ministry - Schedule C	182,190	182,190	157,933	167,766	147,634	(14,424)
C. Non-Cabinet Staff (4) Schedule C	617,853	617,853	535,592	618,341	544,140	488
D. Non-Cabinet Staff (1) - Schedule C	154,463	154,463	133,898	154,585	136,035	122
E. Administrative expenses - <i>directly related to the above III.B.</i>	248,844	222,707	193,056	232,955	205,000	10,247
F. Connectional Table - Schedule D.	1,088,641	1,088,641	943,699	1,072,385	943,699	(16,255)
G. Supplemental Strategic Salary Support	161,502	161,502	140,000	159,091	140,000	(2,412)
Sub-total for WORLD SERVICE/CONF.BEN. (fund 300)	3,978,535	3,952,398	3,426,176	3,944,581	3,471,231	(7,818)
IV. OTHER APPORTIONED FUNDS						
A. Black College Fund (fund 410)	208,861	208,861	181,053	210,822	185,523	1,961
B. Africa University Fund (fund 420)	46,755	46,755	40,530	47,181	41,519	426
C. Ministerial Education Fund (fund 430)	523,577	523,577	453,868	528,520	465,098	4,943
Sub-total for OTHER FUNDS	779,193	779,193	675,451	786,523	692,140	7,330
TOTAL EXPENSE (I,II,III, IV)	12,675,996	12,675,996	10,988,314	12,676,024	11,154,901	28

RECOMMENDATIONS

SCHEDULE ABC	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017
	Expected	Expected	Expected	Expected	Expected	Expected	Expected	Expected	Expected	Expected	Expected	Expected
	District		Dir.Admin.Srvcs./		Dir. of Communcation/		Director of Connectional		Coordinators		Coordinators	
	Superintendents		Conference Treasurer		Development		Ministry		Four		One	
Salary	90,549	93,265	90,549	93,265	90,549	93,265	90,549	93,265	69,962	72,060	69,962	72,060
Pension												
Pension CRSP	14,148	14,572	13,338	13,738	13,338	13,738	14,148	14,572	11,320	11,659	11,320	11,659
Pension CRSP (CPP)	3,396	3,497	2,415	2,518	2,416	2,518	3,336	3,497	2,716	2,798	2,716	2,798
(CHIP)Health Insurance*	15,000	14,000	15,000	14,000	15,000	14,000	15,000	14,000	15,000	14,000	15,000	14,000
Housing Maintenance *	8,000	8,000	20,600	21,218	20,600	21,218	20,600	8,000	20,600	21,218	20,600	21,218
Utilities *	7,000	7,000	0	0	0	0	0	0	0	0	0	0
Cellular Phones*	1,400	1,400	1,400	1,400	1,400	1,400	1,400	1,400	1,400	1,400	1,400	1,400
(R/E) Prop Insurance	850	850					0	0				
Worker's Comp	750	750	700	700	700	700	700	700	700	700	700	700
Expenses:												
Travel, Conferences ,Bus. Entmt.	12,800	12,800	11,700	11,700	11,700	11,700	11,700	11,700	11,700	11,700	11,700	11,700
Administrative Assistants	20,433	20,511										
Continuing Education	500	500	500	500	500	500	500	500	500	500	500	500
Office Expenses	5,800	5,800										
Payroll Taxes	0	0	8,503	8,758	8,502	8,758	0	0	0	0	0	0
TOTAL COST FOR ONE (1):	180,626	182,945	164,705	167,797	164,705	167,797	157,933	147,634	133,898	136,035	133,898	136,035
	9	9	1	1	1	1	1	1	4	4	1	1
	1,625,634	1,646,505	164,705	167,797	164,705	167,797	157,933	147,634	535,592	544,140	133,898	136,035

SCHEDULE E					
	2016	2016	2017	2017	2017
II D. ADMINISTRATION	Budget	Expected	Budget	Expected	Shortfall
Salaries: Central Office Staff/Service Dept.	784,450	680,008	795,918	700,408	95,510
Benefits & Payroll Taxes-Central Office	385,693	334,342	391,436	344,464	46,972
Salaries:Conference Secretary/ Secretarial Asst	13,879	12,031	14,205	12,500	1,705
Central Office Operations	178,806	155,000	176,136	155,000	21,136
Treas. Office Operations	33,627	29,150	33,125	29,150	3,975
Conference Journal	17,258	14,960	31,818	28,000	3,818
Auditing/Bonding	28,840	25,000	28,409	25,000	3,409
Capital Equip. R/R Fund	7,060	6,120	6,955	6,120	835
Information Services Support	38,530	33,400	37,955	33,400	4,555
Committee on Nominations	981	850	966	850	116
Building Maintenance Reserve	5,393	4,675	5,313	4,675	638
Gen/Jur Conference Reserve	3,922	3,400	3,864	3,400	464
Conference Business Travel	17,304	15,000	17,045	15,000	2,045
Board of Trustees	144,199	125,000	142,045	125,000	17,045
Conference Chancellor	29,417	25,500	28,977	25,500	3,477
SCHEDULE E Total	1,689,357	1,464,436	1,714,167	1,508,467	205,700

RECOMMENDATIONS

GNJAC						
Schedule D- Benevolence Budget						
Calendar Year 2017 Budget						
	2016	2016	2016	2017	2017	2017
	Projected	Actual	Expected	Projected	Actual	Expected
	Budget	Expected	Shortfall	Budget	Expected	Shortfall
Board of Church and Society	3,922	3,400	522	4,318	3,800	518
Board of Discipleship	208,677	180,881	27,796	206,818	182,000	24,818
Board of Discipleship	1,154	1,000	154	1,136	1,000	136
Camps & Conferences	207,523	179,881	27,642	205,682	181,000	24,682
Board of Global Ministries	23,931	20,900	3,031	22,386	19,700	2,686
Board of Global Ministries	2,538	2,200	338	2,273	2,000	273
Disaster Response	9,806	8,500	1,306	6,477	5,700	777
Mission School	11,767	10,200	1,567	13,636	12,000	1,636
Board of Higher Education	74,982	65,000	9,982	73,864	65,000	8,864
Higher Education & Campus Ministry	74,988	65,000	9,988	73,864	65,000	8,864
Board of Laity	22,785	19,750	3,035	20,455	18,000	2,455
Commission on Archives and History	8,076	7,000	1,076	7,955	7,000	955
Commission on Christian Unity/Inter. Concerns	25,381	22,000	3,381	22,727	20,000	2,727
Commission on Christian Unity/Inter. Concerns	8,076	7,000	1,076	5,682	5,000	682
NJ Council of Churches	17,305	15,000	2,305	17,045	15,000	2,045
Commission on Religion and Race	9,229	8,000	1,229	9,091	8,000	1,091
Commission on Small Membership Church	577	500	77	568	500	68
Commission on the Status and Role of Women	5,768	5,000	768	5,682	5,000	682
Committee on Disability Concerns	576	500	76	568	500	68
Committee on Ethnic Local Church Concerns	54,221	47,000	7,221	50,568	44,500	6,068
Committee on Ethnic Local Church Concerns	5,768	5,000	768	2,841	2,500	341
Korean American National Plan	11,537	10,000	1,537	11,364	10,000	1,364
Strengthening the Black Church Plan	13,844	12,000	1,844	13,636	12,000	1,636
National Hispanic Plan	23,073	20,000	3,073	22,727	20,000	2,727
Committee on Native American Ministry	577	500	77	568	500	68
Council on Young Adult Ministry	14,218	12,325	1,893	11,364	10,000	1,364
Young Adults	14,219	12,325	1,894	11,364	10,000	1,364
Council on Youth Ministry	24,804	21,500	3,304	39,205	34,500	4,705
Youth Ministry-Search	14,998	13,000	1,998	13,636	12,000	1,636
Ignite	9,806	8,500	1,306	25,568	22,500	3,068
United Methodist Men	577	500	77	568	500	68
Sub-Total - Conference Sch. D Benevolence Budget	478,301	414,756	63,545	476,705	419,500	57,205
Community Outreach Grants	210,256	182,250	28,006	207,102	182,250	24,852
Connectional Table	61,113	53,038	8,075	48,806	42,949	5,857
Congregational Development	49,031	42,500	6,531	48,295	42,500	5,795
Emerging Needs	19,612	17,000	2,612	19,318	17,000	2,318
Leadership Development	29,419	25,500	3,919	31,250	27,500	3,750
District Programming	137,287	119,000	18,287	142,045	125,000	17,045
Communications	23,073	20,000	3,073	22,727	20,000	2,727
Relay	76,142	66,000	10,142	75,000	66,000	9,000
Resource Center	4,217	3,655	562	1,136	1,000	136
Grand Total	1,088,451	943,699	144,752	1,072,385	943,699	128,686

RECOMMENDATIONS

Shared Ministry Apportionment Formula

(Impact on the Conference Budget)

Whereas at the Annual Session of the Greater New Jersey Annual Conference in 2010, a new formula for allocating the expenses of the Annual Conference was approved.

Whereas that formula was to be used beginning in 2011.

Whereas the formula would have made substantial changes in the amount billed to many individual local churches.

Whereas the Annual Conference wanted to moderate the effects of the change in local church's askings due to the formula change.

Whereas the Annual Conference authorized a system of caps on changes in local church Shared Ministry askings.

Whereas nearly all churches reached equilibrium with the new formula by the end of 2015.

Whereas Shared Ministry askings were calculated for 2016 in accord with the previously approved formula.

It is further resolved that in 2017 Shared Ministry askings shall be calculated in accord with the previously approved formula.

Rationale: Since 2016 askings were in accord with the previously approved formula, there is no reason to not do the same for 2017.

ADOPTED BY THE GREATER NEW JERSEY ANNUAL CONFERENCE IN SESSION ON MAY 24, 2016

Pension Recommendations

It is resolved that the Past Service Annuity Rate for January 1, 2017 to December 31, 2017 be set at \$658 per approved service year prior to January 1, 1982.

It is resolved:

1. That effective January 1, 2017, the Greater New Jersey Annual Conference will continue to sponsor CRSP for full-time, three-quarter time, and one-half time clergy and continue to sponsor UMPIP for those clergy in one-quarter time appointments.
2. That contributions for January 1, 2017 to December 31, 2017 for the Clergy Retirement Security Program for full-time and less-than-full-time (¼-time & ½-time) clergy, and for Conference sponsored UMPIP Plan for ¼-time clergy, be set at 12.5% of plan compensation.
3. That contributions for January 1, 2017 to December 31, 2017 for the Comprehensive Protection Plan be set at 3% of plan compensation for full-time and ¾-time ordained clergy, and for Conference Sponsored UMLife Options for ½-time ordained clergy to be set based on an age-based premium. That local churches may sponsor ¼-time ordained clergy and ¾-time part-time local pastors in UMLife Options.
4. That the starting date for retirement payments for new retirees commences July 1, 2016, unless otherwise stated.
5. That grants approved in lieu of pension to Bernard Shropshire are continued through 2017.
 - a). That the following members of the former Southern Conference be grand-parented in terms of eligibility for conference-paid health benefits. Specifically, the following persons, upon becoming annuitants with at least 10 years of service, will be eligible for Conference-paid health benefits: Edward F. Conway, Ruth Propert Taenzer, Jae Jeong Shim, Mildred E. Bender, Charles H. Mayer, J. Evans Dodds, Eileen Murphy, Nicholas Connolly, Daniel Gueh, Renee L. McCleary, William R. Hess, Frances B. Ballinger and Charles D. Mitchell.
 - b). That Robert L. Webster and family be eligible for Conference-paid health benefits upon retirement and receiving an annuity.

RECOMMENDATIONS

6. That Rev. Patricia Bruger's actual years of appointment and service at CUMAC/ECHO, INC. from June 16, 1995 through retirement be fully credited for the purpose of calculation of service year credits to determine allocation of pro-rated health insurance premium payment responsibility upon retirement.

That the following clergy be grand-parented to five years "under appointment through the Conference immediately prior to retirement" to meet eligibility requirements for health benefits in retirement, rather than the seven years as approved at the 2011 annual conference meeting (Paragraph 3 under Eligibility, p. 365 of the 2011 Conference Journal). Specifically, the following persons, if, at the time of retirement, meet all other eligibility requirements for health insurance in retirement, shall be grand-parented under this provision: Rev. Vena Murphy, Rev. William Jacobsen, Rev. Christina Zito and Rev. Sherrie Dobbs Johnson.

That clergy participants in the Conference Health Insurance Plan who have expenses associated with the adoption of a child will be reimbursed up to \$10,000 per child upon the presentation of the necessary documentation.

7. That the Greater NJ Annual Conference (the "Conference") adopts the following resolutions relating to rental/housing allowances for active, retired, terminated, or disabled clergypersons of the Conference:

It is 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 July 1, 2016 through June 30, 2017, 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 employed the clergyperson to perform services related to the ministry of the Church, or its predecessors, and that elected to make contributions to, or accrue a benefit under, such a plan, annuity, or fund for such an active, a retired, a terminated, or a disabled clergyperson's pension, severance, or disability plan benefit as part of his or her gross compensation.

NOTE: The rental/housing allowance that may be excluded from a clergyperson's gross income in any year for federal (and, in most cases, state) income tax purposes is limited under Internal Revenue Code section 107(2), and regulations there under, 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.

That clergy retiring before July 1, 2017 be reimbursed for one time moving expenses up to \$5,000.00 incurred while moving from church-owned housing to personal housing. This reimbursement is limited to actual moving expenses, not to include moving company packing costs. The same benefits and restrictions shall also apply to a surviving spouse moving out of the parsonage upon the death of a pastor while in active service in the Annual Conference, and to those entering disabled relationships.

That the Conference Board of Pension and Health Benefits be authorized to make modifications to the current Insurance Plan as the health care market demands. In addition, modifications to the Plan that could reduce premium costs to local churches and Annual Conference are to be studied and enacted as the Board determines appropriate.

RECOMMENDATIONS

These changes might include increased participant deductibles, co-payments, greater use of generic medications, and other avenues of cost saving and sharing. Such changes will be subject to prior review of CFA and the Cabinet. That the Guidelines for Health Insurance Participation, below, be approved and upon approval printed in the 2016 Conference Journal and Yearbook.

PENSION AND HEALTH BENEFITS: 2016 HEALTH INSURANCE GUIDELINES

The mission of the Conference Health Insurance Plan (the Plan) is to provide primary health insurance coverage to full-time full, provisional, and associate ministerial members, and full-time local pastors of the Annual Conference and to eligible full-time lay employees.

The Plan provides secondary health insurance coverage for retirees who are receiving Medicare which requires both Medicare Parts A & B for coverage. For those who have retired early and are not yet eligible for Medicare, primary health insurance coverage is through the same plan as those in active ministry. The Plan is a non-vested current benefit for active and retired pastors and lay employees.

ELIGIBILITY

1. Clergy Eligibility:

- a) Active clergy under full-time Episcopal appointment to serve a local church including Elders, Deacons, Local Pastors, Associate Members, and Provisional Members
- b) Those under full-time appointment as district superintendents, clergy staff members of Conference councils and boards, treasurers, bishop's assistants, or directors of parish development, general evangelists and campus ministers for whom the Conference provides pension contribution to the Clergy Retirement Security Program (CRSP) who is:
 - a full elder or associate member (other than a missionary) (Book of Discipline ¶344.1a(1))
 - or an ordained clergyperson from another annual conference or another Methodist denomination (Book of Discipline ¶344.1a(1), ¶346.1)
 - ordained clergyperson from another denomination if not covered by the group health plan of the denomination to which he/she belongs. (Book of Discipline ¶344.1a(1))
- c) Enrollment in the Active health insurance plan must be completed within 31 days of appointment.
- d) Waiving coverage in the Plan - Contact the Insurance Coordinator for required documents. Documents must be completed and returned within enrollment deadline periods
 - within 31 days of initial eligibility; or
 - once per year during the Conference open enrollment period for the following January 1; or
 - within 31 days of an open enrollment period for a spouse's plan; beginning January 1, 2016.
 - see PREMIUM PAYMENT RESPONSIBILITY – ACTIVE for Waived Coverage Fees.
 - a. Participant must certify that:
 - The plan is through a former employment or a spouse's current or former employment. Proof of such coverage is required.
The plan is not a marketplace plan. Under these guidelines and marketplace rules, Full-time clergy are ineligible for any Premium Tax Credit.
 - b. Re-admittance to the plan is during any open enrollment period, or within 31 days of a Special Enrollment event (loss of other coverage, employment status change, divorce, or death of a spouse, gain a dependent).

RECOMMENDATIONS

- e) Clergy in any category under Episcopal appointment to full-time service in an Extension Ministry [¶344.1a (3)(4); 344.1b; 344.1d; 331.1a,b; 326.1; 331.8 346.1; 346.2], may enroll in the Plan within 31 days of initial appointment. Late enrollments are permitted only during the Annual Election Period or in the case of a Special Enrollment event as described in HealthFlex's Summary Plan Description.
 - f) Part-time clergy in any category are not eligible for coverage through the Plan.
2. **Ministerial members who are placed on Medical Leave status by the Conference** shall continue enrollment in the Plan regardless of whether they are eligible for Medicare disability benefits. The Conference Plan remains primary until the participant becomes eligible for Medicare due to disability, at which time the Conference Plan becomes secondary to Medicare. Beginning January 1, 2016, participants obtaining Medicare due to disability, may choose to remain in the Active Health Plan as their secondary insurance, or to enroll in the United HealthCare Retiree Plan (Medicare Advantage Plan). The premiums for ministerial members on Conference Medical Leave (and their enrolled family) will be paid by the Conference with Conference Board of Pension and Health Benefits funds.
 3. **Clergy in Retired Status** may be in the Plan if they were under appointment through the Conference for the seven years immediately prior to retirement. Retired participants and spouses age 65 and over are required to carry Medicare Part A and Part B in order to be eligible for Conference insurance in retirement. A Retiree (and eligible dependents) not enrolling in the Plan at the time of retirement, or who left the plan as a retiree, may enroll during any open enrollment period, or within 31 days of a Special Enrollment event (including but not limited to voluntary or involuntary loss of coverage) (refer to Clergy Eligibility #1, subparagraph 1b) For dependent eligibility, see #5 under "Eligibility."
 4. Any of the following **lay persons** are eligible to enroll in the Plan upon application within 31 days of hire. Late enrollments are permitted only during the Annual Election Period as allowed by the Plan, or in the case of a Special Enrollment Event as described in HealthFlex's Summary Plan Description.
 - a) Lay employees of the Conference or any of its subsidiary agencies working a minimum of 1,560 hours annually (30 hrs. per week)
 - b) Full-time (minimum of 1,560 hours annually) lay employees of any church in the Conference that adopts the program, completes a Salary Paying Unit Sub-Adoption Agreement, and whose church enrolls a minimum of 75% of its full-time lay employees.
 - c) Retired lay employees of the Conference, local churches, Conference-affiliated UM institutions, the Episcopal office, units of the Conference whose lay employees are not on the Conference payroll, and the surviving spouse of such employees, may participate in the Plan provided they have received or will receive a UMPIP benefit from the General Board of Pension through their salary-paying unit.
 5. **Dependents eligible for coverage** in the Conference Plan are limited to the spouse, children who are qualified adult dependents, and children who are under age 26. Dependents may be added only during the Annual Election Period as allowed by the Plan, or in the case of a Special Enrollment event. If an annuitant marries (remarries), coverage of spouse and/or children may be available and premium for dependents is at the retiree's expense.

PREMIUM PAYMENT RESPONSIBILITY – ANNUITANTS

The Conference Board of Pension and Health Benefits shall establish rates of premiums for the participants, based upon the premiums charged by the insurance carrier(s).

Unless it has already been stated above under Eligibility, the Conference shall pay the premiums for all enrolled annuitants of the Conference, lay or ministerial, from appropriate funds, except that:

- A. **A clergy person age 65 or older**, becoming an annuitant on or after July 1, 2002, who has less than 20 approved years with annuity credit in (CRSP), the Clergy Retirement Security Program (includes prior plans), with the General Board of Pension and Health Benefits of the United Methodist Church shall, in order to receive health insurance coverage under the Plan, be responsible for the payment of a pro-rated share of his/her Medicare Companion premium. Such share shall be 5% times the number of full years by which such years are short of 20.
- B. **A lay person age 65 or older**, who has received or will receive a UMPIP benefit on or after July 1, 2002, who has less than 20 approved years with pension credit in UMPIP, the United Methodist Personal Investment Plan

RECOMMENDATIONS

(includes prior plan), of the General Board of Pension and Health Benefits of the United Methodist Church shall, in order to receive health insurance coverage under the Plan, be responsible for the payment of a pro-rated share of his/her premium. Such share shall be 5% times the number of full years by which such years are short of 20.

- C. The Active premium for an **annuitant under the age of 65 commencing benefits**
- a) **on or before July 1, 2003** shall be paid by the Conference subject to paragraphs A and B above until the annuitant reaches age 65.
 - b) **after July 1, 2003**, the Conference shall contribute an amount equal to the coverage cost of a Medicare-eligible annuitant, subject to paragraphs A and B above, and the annuitant shall be responsible for the remainder of the Active premium until the annuitant reaches age 65. Premium responsibility will be frozen at the calendar year 2014 level for annuitants retiring prior to July 1, 2014.
 - c) **on or after July 1, 2014**, the Conference shall contribute an amount equal to the coverage cost of a Medicare-eligible annuitant, subject to paragraphs A and B above, and the annuitant shall be responsible for an annual fixed amount determined in the year of retirement until the annuitant reaches age 65.
- D. **Extension Clergy serving approved Conference Advance Specials** in the geographic bounds of the Annual Conference who are not eligible to enroll in the Clergy Retirement Security Program (CRSP) will be credited, solely for the years appointed to that Advance Special, with actual years of appointment and service to the Conference, for the purpose of calculation of service year credits to determine allocation of pro-rated premium payment responsibility upon retirement.

PREMIUM PAYMENT RESPONSIBILITY – PRE-ANNUITY RETIREES

The Conference Board of Pension and Health Benefits shall establish rates of premiums for the participants, based upon the premiums charged by HealthFlex.

For those who have retired early and are not collecting an annuity, the retired enrollee is responsible for the full Active premium payment until they reach annuity age.

PREMIUM PAYMENT RESPONSIBILITY – ACTIVE

The Conference Board of Pension and Health Benefits shall establish rates of premiums for the participants based upon the premiums charged by HealthFlex.

Unless it has already been stated above under Eligibility, the Conference shall pay the premiums for all enrolled active participants, lay or ministerial, from appropriate funds, except that:

- A. Each church shall pay the premium(s) or Waived Participation Fee(s) (which is equal to the blended premium) of each of its full-time appointed clergy (including clergy spouse and dependent children if enrolled) who are either a full, probationary or associate member of the Conference or a local pastor.
 1. The salary paying unit shall also be responsible for remitting premium for its lay employees who are enrolled in the Plan.
 2. Plan participants are to pay 2% of their cash salary to their own salary paying unit as their share of the premium the employer (church) pays on their behalf.

In the case of clergy couples the following will apply:

- a) Each spouse will contribute 1% of their salary to each salary paying unit that is paying health premium, regardless of percentage of health premium paid
- B. Each eligible enrollee, whose fees are not paid as provided above, shall pay his or her own premiums either directly or with employer participation. In every case, the individual enrollee is responsible for seeing that payment of his or her own premium is made if the party with PRIME responsibility fails to make the payment.

RECOMMENDATIONS

CONTINUATION OF COVERAGE AFTER CERTAIN EVENTS

- A. **Voluntary and Involuntary Termination** - If a person's participation in the Plan ceases due to voluntary or involuntary termination of Conference membership or employment or discharge or removal from the Annual Conference, Continuation Coverage for health insurance may be available through application to HealthFlex.
- B. **Loss of Dependent Status** - If a dependent's participation in the Plan ceases due to divorce or to attaining the limiting age, Continuation Coverage may be available through application to HealthFlex.
- C. **Medical Leave** - See #2 under Eligibility.
- D. **Leave of Absence (§354 and §355)** - Clergy placed on voluntary leave of absence (personal, family, or transitional) or involuntary leave of absence may continue in the Plan for a period of twelve months, provided they pay the premiums. Continuation Coverage for up to an additional 12 months may be available through application to HealthFlex. Leave of absence is not an appointment, causes a break in appointment years, and does not accrue annuity credit towards health benefits in retirement.
- E. **Sabbatical Leave (§352)** Clergy placed on sabbatical leave may continue in the Plan for a period of twelve months, provided they pay the premiums. Continuation coverage may be available through application to HealthFlex. Sabbatical leave is not a break in appointment years for the purposes of health benefits in retirement.
- F. **Death** - Surviving spouses of clergy members are subject to the same rules (see Eligibility Guidelines #1 and 3) as the clergy member. Surviving spouses of lay employees of the Conference and District offices are subject to the same rules (see Eligibility Guideline #4 c) as the lay employee.

ADMINISTRATION

All concerns, issues, requests, etc., relating to premiums, benefits, coverage (including voluntary termination of coverage, additions or deletions to policies) and benefits at retirement must be "in writing" from the Plan participant to be considered official. Such correspondence, concerns, or requests for changes in coverage must be sent to the Plan Administrator or his/her designated coordinator. Commitments or resolutions of issues must come in writing directly from the Plan Administrator or his/her designated coordinator.

The Benefits Officer and Administrator for the Conference Plan is the Conference Treasurer/Director of Administrative Services. The Benefits Officer shall be a member of the Conference Board of Pension and Health Benefits without a vote. He/she shall be responsible for promptly enrolling all eligible persons, for collecting all amounts due from churches, agencies or individuals for participation in the Plan, for arranging for their prompt deposit in a Conference account, for checking all billings from the Insurance Carrier to certify their completeness and accuracy and for making proper remittances on schedule for the Plan; and such Officer shall delete from the Plan any enrollee whose premium is not paid by the end of the month for which the premium is due. Termination is effective the first day of the month for which no payment has been received.

Clergy Equitable Compensation

(Impact on the Conference Budget)

It is resolved that the Annual Conference adopt the following recommendation for minimum salary for persons under full-time appointment in the local church effective January 1, 2017:

- | | |
|--|----------|
| a) Elder and Deacon in Full Connection | \$43,520 |
| b) Provisional & Associate Members (92%) | \$40,038 |
| c) Full time Local Pastor (87%) | \$37,862 |

Any changes in clergy minimum salaries related to a change of clergy status through ordination, commissioning or licensing in 2016 will become effective as of January 1, 2017.

There will be a \$300 minimum increment in the base salary of each year of full-time service under appointment by the Greater NJ Annual Conference (or its predecessor conferences) up to 15 years. This applies to clergy (elder, provisional elder, provisional deacon, deacon in full connection, associate member, and local pastor) serving in full-time appointments. The years of service record for each clergy is based on the Service Record by the General Board of Pension and Health Benefits, and it does not include part time appointments or a time of leave of absence.

RECOMMENDATIONS

The minimum equitable salary for $\frac{3}{4}$ time pastoral appointments shall be $\frac{3}{4}$ of the required minimum in the pastor's salary. And the minimum equitable salary for $\frac{1}{2}$ time pastoral appointments shall be $\frac{1}{2}$ of the required minimum. All appointments less than $\frac{1}{2}$ shall be considered $\frac{1}{4}$ time appointments for pension purposes and the salaries shall be determined by the district superintendent in consultation with the pastor and the local church.

Each pastor's salary above the minimum equitable salary is determined by the local church or by the charge in consultation with the district superintendent. Each Pastor (Staff) Parish Relations Committee takes into consideration the pastor's experience, education, leadership, health and dental insurance coverage, social security, and family needs.

All full-time pastors shall be provided with a parsonage or a housing/rental allowance as part of their compensation package.

All full-time pastors shall have an accountable reimbursement expense line item in the church budget to cover mileage for pastoral work, continuing education, and other professional ministerial expenses as allowed by the IRS. This reimbursable amount shall be at least \$2,500. For the churches that are receiving Equitable Compensation support, their accountable reimbursement expense line should not exceed \$2,500.

All full-time pastors shall be entitled to receive the following vacation per appointment year:

Minimum 4 weeks of vacation for the first 10 years of full-time service, after that it is 5 weeks.

Vacation time shall not be cumulative from year to year. Local churches may not consider time spent in leadership responsibilities in conference activities as vacation time. This includes Course of Study, Local Pastors Licensing School, Camps, Annual Conference-related Ministries, and other education and renewal as required by The Book of Discipline (§350.2).

ADOPTED BY THE GREATER NEW JERSEY ANNUAL CONFERENCE IN SESSION ON May 23, 2016

Standards for Parsonages July 2016

(Impact on the Conference Budget)

It is resolved that the following recommendation be adopted as the parsonage standards for the GNJUMC effective July 2, 2016:

Responsible Group in the Local Church

The Book of Discipline does not mandate a parsonage committee however, it is strongly recommends that each local church charge conference form a parsonage committee. The committee will follow-up to assure timely resolution of parsonage problems affecting the health of the pastor or pastor's family. The chairperson of the committee on pastor-parish relations, the chairperson of the board of trustees, and the pastor shall make an annual review of the church-owned parsonage to assure proper maintenance. (§ 258.2 g (16) and ¶ 2532.4)

Standards for Parsonage (Existing Parsonages)

For existing parsonages, each local charge shall provide and maintain the following furnishings:

1. Living room and family room furniture.
2. Dining room furniture.
3. Kitchen, including stove, refrigerator with separate freezer compartment, exhaust fan, and dishwasher.
4. Laundry equipment – automatic washer and dryer.
5. Standard cable television connection or equivalent, high speed internet service, and one telephone line (cell or land line). Where possible consider bundling the services.
6. Floor coverings, solid services are preferred.
7. Window shades and blinds, or curtains and drapes, functioning.
8. One fire extinguisher in kitchen and one extinguisher outside of the furnace room. There shall be at least one extinguisher per floor level. All fire extinguishers should be in compliance with local code requirements for rental properties.
9. Smoke and carbon monoxide detectors in compliance with local code requirements for rental properties.
10. Closets or free standing storage units in each bedroom.
11. Drives and walks should be hard surfaced.
12. Minimally acceptable outside lighting.
13. Trash cans. In municipalities where garbage pickup is not part of the tax base and is billed to the parsonage, that local churches pay for this service.
14. Lawn mower and snow removal equipment (shovel or snow blower, appropriate to the need), or appropriate service, the cost of which will be determined by mutual agreement between the pastor and the Board of Trustees.

RECOMMENDATIONS

15. A study for the pastor in either the parsonage or church building. Office furnishing shall include a desk, desk chair, minimally acceptable shelving for the pastor's library, additional chairs, and a locking filing cabinet.
16. Furnishings for special rooms such as sun porch, den, etc., that may be different from one charge to another.
17. Parsonage electrical service shall conform to the current National Electrical Code.
18. Parking space for a minimum of one (1) car shall be provided.
19. Each charge shall decide if it will provide a security/alarm system.
20. Septic and sewer system shall be fully functional to meet the needs of parsonage family

Additional Suggestions

1. Electrical service to be inspected every five (5) years by a licensed electrician.
2. Roof inspection every five (5) years.
3. Energy Audit every five (5) years.

Standards for Parsonages (Purchasing or Building a New Parsonage)

All newly constructed or newly purchased parsonages shall be in full compliance with the dictates of the Book of Discipline. Consideration shall be made for those with handicapping conditions:

Provide on the ground-floor of a newly constructed parsonage: (1) one room that can be used as a bedroom by a person with a disability; (2) a fully accessible bathroom; and (3) fully accessible laundry facilities (¶2544.4d)

1. Option One

- a) The use of maintenance-free materials in building and in finishing and furnishing. These contribute to keeping maintenance costs lower.
- b) The following room requirements:
 - (a) Living Room/Family Room
 - (b) Dining Room
 - (c) Kitchen
 - (d) Study
 - (e) Baths (2)
 - (f) Bedrooms (3)
- c) A minimum electrical service of 200 amperes.
- d) A garage of a size to accommodate 2 cars, plus room for storage of lawn mowers, bicycles, tools, garden equipment, ladders, paint supplies, etc.
- e) Space to store large articles of furniture and equipment.
- f) The use of materials meeting the most energy efficient standards for insulation and windows.
- g) Careful consideration should be given in choosing the location of the parsonage. This consideration might include the distance from the church, accessibility from main streets of the community and the church, the neighborhood and its future, and the community itself and its future growth.

2. Option Two

- a) The standards of Option One would apply with consideration by the church of purchasing, leasing, renting a townhouse or condominium. This option would be negotiated by the district superintendent, the local charge and the pastor following consultation with the District Committee on Church Location and Building.
- b) The purpose of this option is to provide an alternative to the "traditional" church parsonage for ministry in special situations. Allowing for the wide variety of townhouse/condo choices, it is difficult to recommend a standard for such a setting.

Responsibility

1. Each pastor is responsible for:

- a) Furnishings for as many bedrooms as the family needs.
- b) Personal items such as television, vacuum cleaner, small appliances, dishes, glassware, flatware, cleaning tools, wastebaskets, and decorative accessories.
- c) The following regular maintenance:
 - (1) Floor maintenance
 - (2) Trash disposal and recycling
- d) It is expected that the pastor shall provide minimally acceptable tenant (renters) insurance.
- e) Restitution for any damage beyond normal wear and tear.

RECOMMENDATIONS

- f) Exiting pastor shall remove all personal items and furniture from the parsonage and property and leave in a “broom clean” state.

2. Each charge shall provide:

- a) Utilities – heat, electricity, gas/oil, water, sewage, and basic non-personal telephone services.
- b) Maintenance for all parsonage equipment.
- c) Basic furniture for all rooms except the bedrooms.
- d) Funds for the repair of the parsonage and its maintenance should be allocated and allowed to accumulate so that continuing care and major repairs can be made when needed.

Miscellaneous

1. We recommend that, in addition to the required written reports filed annually with the Annual Conference, there be a complete video inventory of all church-owned furnishings in the parsonage. The inventory shall be maintained and kept current.
2. It should be the responsibility of the Parsonage Committee to become acquainted with the parsonage and, after a new pastoral appointment, meet with the parsonage family to discuss the minimum acceptability of housing and furnishings, and to meet annually thereafter with the parsonage family.
3. During the transition of pastoral appointment – the Pastor-Parish Relations Committee Chair, the exiting pastor, the new pastor and the Board of Trustee Chair will walk through the parsonage together for inspection and planning. It is recommended to utilize the Church Conference Parsonage inspection report for this walk through.
4. The right of the pastor to own furniture and equipment cannot be challenged. However, if s/he does own furniture and goods that s/he wishes to use in the parsonage, and parsonage furniture has to be stored, s/he should make every effort to store it properly so it is in good condition and does not suffer damage from being stored. The site or method of storage for any church owned furniture shall be determined by mutual agreement between the pastor and the Board of Trustees.–The pastor assumes financial responsibility for the storage of any unused furniture.
5. The parsonage is the pastor’s for his/her tenure in that church or charge. S/he has therefore the responsibility to care for the furniture to protect it from damage by pets or children and, if it is damaged, to return it to a condition equal to that when s/he received it to use. If an item of furniture is damaged beyond repair, s/he is obligated to replace it.
6. In order to respect the privacy of clergy and his/her family, the church has responsibility to make an appointment and secure the approval of the pastor or an adult member of the household, prior to visiting the parsonage at any time.

Appeals

Appeals by the churches or pastors should be made to the district superintendent as the final authority to interpret and implement the foregoing standards.

Closure of Allerton UMC

It is resolved that the Greater New Jersey Annual Conference expresses its thanksgiving for all the blessings made possible by the clergy and laity who have contributed to the ministry and mission of the Allerton United Methodist Church in Annandale, NJ.

It is further resolved that, in keeping with provisions of Paragraph 2549.4 of the Book of Discipline, 2012 edition, the congregation is discontinued and the assets of the church are transferred to the Trustees of the Greater New Jersey Annual Conference.

It is further resolved that in keeping with the provisions of ¶229 of the Book of Discipline, 2012 Edition, the remaining members of the church may be transferred to a United Methodist Church of their choice.

It is further resolved that the Trustees of the Greater New Jersey Annual Conference shall be directed to distribute net proceeds from the disposition of the assets as follows:

- a) All outstanding loans and other obligations owed to the Greater New Jersey Annual Conference shall be repaid upon the sale of the property, and liquidation of any other assets, and
- b) Upon receipt, the remainder shall be directed to the Strategic Disciple Making Fund.

It is further resolved that, in keeping with provisions of Paragraph 2549.4 of the Book of Discipline, 2012 edition, all deeds,

RECOMMENDATIONS

records, legal papers and other official documents shall be maintained in permanent safekeeping with the Conference Commission on Archives and History.

It is further resolved that CF&A and the conference Trustees perform a study on ways to create a permanent fund to handle expenses related to cemeteries that become the responsibility of the conference. The CF&A and Trustees shall bring a report to next year's conference, with any action they may propose.

ADOPTED BY THE GREATER NEW JERSEY ANNUAL CONFERENCE IN SESSION ON MAY 24, 2016

Closure of McCrea Memorial UMC

It is resolved that the Greater New Jersey Annual Conference expresses its thanksgiving for all the blessings made possible by the clergy and laity who have contributed to the ministry and mission of the McCrea Memorial United Methodist Church in Port Murray, NJ.

It is further resolved that, in keeping with provisions of Paragraph 2549.4 of the Book of Discipline, 2012 edition, the congregation is discontinued and the assets of the church are transferred to the Trustees of the Greater New Jersey Annual Conference.

It is further resolved that in keeping with the provisions of ¶1229 of the Book of Discipline, 2012 Edition, the remaining members of the church may be transferred to a United Methodist Church of their choice.

It is further resolved that the Trustees of the Greater New Jersey Annual Conference shall be directed to distribute net proceeds from the disposition of the assets as follows:

a) All outstanding loans and other obligations owed to the Greater New Jersey Annual Conference shall be repaid upon the sale of the property, and liquidation of any other assets, and

b) Upon receipt, the remainder shall be directed to the Strategic Disciple Making Fund.

It is further resolved that, in keeping with provisions of Paragraph 2549.4 of the Book of Discipline, 2012 edition, all deeds, records, legal papers and other official documents shall be maintained in permanent safekeeping with the Conference Commission on Archives and History.

It is further resolved that CF&A and the conference Trustees perform a study on ways to create a permanent fund to handle expenses related to cemeteries that become the responsibility of the conference. The CF&A and Trustees shall bring a report to next year's conference, with any action they may propose.

ADOPTED BY THE GREATER NEW JERSEY ANNUAL CONFERENCE IN SESSION ON May 24, 2016

Closure of St. Matthew UMC, Toms River

TOMS RIVER: ST. MATTHEW UMC, DISCONTINUANCE OF

It is resolved that the Greater New Jersey Annual Conference expresses its thanksgiving for all the blessings made possible by the clergy and laity who have contributed to the ministry and mission of the St. Matthew United Methodist Church.

It is further resolved that in keeping with provisions of Paragraph 2549.4 of the Book of Discipline, 2012 edition, the congregation is discontinued and the assets of the church are transferred to the Trustees of the Greater New Jersey Annual Conference.

It is further resolved that in keeping with the provisions of ¶1229 of the Book of Discipline, 2012 edition, the remaining members of the church may be transferred to a United Methodist Church of their choice.

It is further resolved, that the Trustees of the Greater New Jersey Annual Conference shall be directed to distribute net proceeds from the disposition of the assets as follows:

a) All outstanding loans and other obligations owed to the Greater New Jersey Annual Conference shall be repaid upon the liquidation of any other assets, and

b) Upon receipt, the remainder shall be directed to the Strategic Disciple Making Fund.

RECOMMENDATIONS

It is further resolved that in keeping with provisions of Paragraph 2549.4 of the Book of Discipline, 2012 edition, all deeds, records, legal papers and other official documents shall be maintained in permanent safekeeping with the Conference Commission on Archives and History.

It is further resolved that CF&A and the conference Trustees perform a study on ways to create a permanent fund to handle expenses related to cemeteries that become the responsibility of the conference. The CF&A and Trustees shall bring a report to next year's conference, with any action they may propose.

ADOPTED BY THE GREATER NEW JERSEY ANNUAL CONFERENCE IN SESSION ON MAY 24, 2016

Closure of Anderson UMC

It is resolved that the Greater New Jersey Annual Conference expresses its thanksgiving for all the blessings made possible by the clergy and laity who have contributed to the ministry and mission of the Anderson United Methodist Church in Washington, NJ.

It is further resolved that in keeping with provisions of Paragraph 2549.4 of the Book of Discipline, 2012 edition, the congregation is discontinued and the assets of the church are transferred to the Trustees of the Greater New Jersey Annual Conference.

It is further resolved that in keeping with the provisions of ¶1229 of the Book of Discipline, 2012 Edition, the remaining members of the church may be transferred to a United Methodist Church of their choice.

It is further resolved that the Trustees of the Greater New Jersey Annual Conference shall be directed to distribute net proceeds from the disposition of the assets as follows:

- a) All outstanding loans and other obligations owed to the Greater New Jersey Annual Conference shall be repaid upon the sale of the property, and liquidation of any other assets, and
- b) Upon receipt, the remainder shall be directed to the Strategic Disciple Making Fund.

It is further resolved that in keeping with provisions of Paragraph 2549.4 of the Book of Discipline, 2012 edition, all deeds, records, legal papers and other official documents shall be maintained in permanent safekeeping with the Conference Commission on Archives and History.

It is further resolved that CF&A and the conference Trustees perform a study on ways to create a permanent fund to handle expenses related to cemeteries that become the responsibility of the conference. The CF&A and Trustees shall bring a report to next year's conference, with any action they may propose.

ADOPTED BY THE GREATER NEW JERSEY ANNUAL CONFERENCE IN SESSION ON MAY 24, 2016

Closure of Riverside UMC

It is resolved that the Greater New Jersey Annual Conference expresses its thanksgiving for all the blessings made possible by the clergy and laity who have contributed to the ministry and mission of the Riverside United Methodist Church.

It is further resolved that in keeping with provisions of Paragraph 2549.4 of the Book of Discipline, 2012 edition, the congregation is discontinued and the assets of the church are transferred to the trustees of the Greater New Jersey Annual Conference.

It is further resolved that in keeping with the provisions of ¶1229 of the Book of Discipline, 2012 Edition, the remaining members of the church may be transferred to a United Methodist Church of their choice.

It is further resolved that the Trustees of the Greater New Jersey Annual Conference shall be directed to distribute net proceeds from the disposition of the assets as follows:

RECOMMENDATIONS

- a) All outstanding loans and other obligations owed to the Greater New Jersey Annual Conference shall be repaid upon the sale of the property, and liquidation of any other assets, and
- b) Upon receipt, the remainder shall be directed to the Strategic Disciple Making Fund.

It is further resolved that in keeping with the provisions of Paragraph 2549.4 of the Book of Discipline, 2012 edition, all deeds, records, legal papers and other official documents shall be maintained in permanent safekeeping with the Conference Commission on Archives and History.

It is further resolved that CF&A and the conference Trustees perform a study on ways to create a permanent fund to handle expenses related to cemeteries that become the responsibility of the conference. The CF&A and Trustees shall bring a report to next year's conference, with any action they may propose.

ADOPTED BY THE GREATER NEW JERSEY ANNUAL CONFERENCE IN SESSION ON MAY 24, 2016

Annual Conference Journal Digital Publication

(Impact on the Conference Budget)

Rationale: Greater New Jersey currently publishes the annual conference journal in CD format for all members of the conference and makes print copies available at a minimal cost upon request. This practice was an important step several years ago in adapting to changes in digital technology and cost saving, as the expense of printing was increasing and the use of computers was becoming more universal. As we continue to adapt to the use of emerging technology as a means of effective communication and reducing unnecessary costs, the production and mailing of CD's is no longer practical, or cost effective. Publishing the journal online through the newly redesigned conference website, while keeping the print option available, is both the most practical and cost effective method of making the journal available to the conference.

Whereas the annual conference currently publishes the conference journal in CD format, which is distributed to each member of the annual conference at a production cost of \$4,500, a set up cost of \$795 and a postage cost of \$1,379.18,

Whereas each member of the annual conference currently receives a CD copy of the conference journal, whether they have the technology to use CD's, or not,

Whereas many new laptop computers and tablet devices do not have the capability to read CD's without an extra adaptor, making them quickly obsolete in favor of online content and other digital file formats,

Therefore, it is resolved that the Annual Conference Journal of the Greater New Jersey Conference of the United Methodist Church be available to all members in two formats:

- a. A hard copy printed journal will be produced and available to all members upon request. A minimum fee for production and mailing costs will be assessed to each hard copy journal request. The amount to be paid for the journal will be publicized in advance. Retirees will receive a print copy of the journal free of charge by request.
- b. An online version of the journal will be available on www.gnjumc.org and available for download and review.

It is further resolved that the conference journal will no longer be produced in CD format and mailed to each member, **saving the annual conference \$6,674.18 per year.**

ADOPTED BY THE GREATER NEW JERSEY ANNUAL CONFERENCE IN SESSION ON MAY 24, 2016

Change Rule #55 in GNJ Rules of Order

Rule 55 of the Conference Rules shall be modified to read as follows:

55 Chairpersons and Officers –

a. For the sake of empowering diverse leadership, the Committee on Nominations shall nominate, and the Annual Conference elect, all chairpersons and officers for agencies, boards, commissions, committees, councils and teams except where the Book of Discipline instructs differently. All terms shall be for the quadrennium, or such other period as specified by the action of the Conference.

b. The Committee on Nominations shall nominate all chairpersons and officers for agencies, boards, commissions, committees,

RECOMMENDATIONS

council and teams [hereinafter Agency/Agencies] that the Book of Discipline requires to select its own chair and officers. These nominations shall not come before Annual Conference, but shall be presented directly to the respective Agencies for vote at their first meeting after Annual Conference. In the absence of a duly elected Chair, whose term has not yet expired, the District Superintendent assigned to the agency either permanently, or for the election process, shall chair the meeting until the new chair is elected.

(c) As in all nominations, special attention shall be given to seeking diversity in opportunities to serve to (i) people of diverse ages, genders, and racial and ethnic backgrounds; (ii) people with disabilities; and (iii) people from all size churches. (See Discipline, Paragraph 610.5).

ADOPTED BY THE GREATER NEW JERSEY ANNUAL CONFERENCE IN SESSION ON MAY 24, 2016

Comprehensive Benefit Funding Plan, 2017

The 2012 Book of Discipline ¶ 1506.6 requires that each annual conference develop, adopt and implement a formal comprehensive funding plan for funding all of its benefit obligations. The funding plan shall be submitted annually to the General Board of Pension and Health benefits for review and be approved annually by the annual conference, following the receipt and inclusion of a favorable written opinion from the General Board of Pension and Health Benefits (GBPHB). This summary document is only a portion of the information contained in the actual signed funding plan. As such, it might not contain all the information required for a comprehensive view of the benefit obligations of the conference. You may request the full contents of the 2017 comprehensive benefit funding plan from your conference benefit office.

It is resolved that the Greater New Jersey Annual Conference adopts the 2017 comprehensive funding plan below: (Note: The funding plan was submitted to the General Board of Pension and Health Benefits (GBOPHB) on February 25, 2016 to fulfill Disciplinary requirements listed in ¶1506.6. It received a favorable opinion on March 4, 2016.

Following is the summary of the Comprehensive Benefit Funding Plan (CBFP) that received a favorable written opinion from GBPHB for the 2017 conference benefit obligations:

CLERGY RETIREMENT SECURITY PROGRAM (CRSP)

Defined Benefit (DB) and 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 (MPP) 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, 2015 is \$1.271 billion, while total plan assets are \$1.407 billion, resulting in a current plan funded ratio of 111%. The Greater New Jersey Conference portion of the liability is 1.9515% and the 2017 contribution is \$2,031,675. The conference anticipates that the amount will be funded by Surplus Redirection from their Pre82 surplus. 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 Greater New Jersey Conference has elected to cover clergy serving 50%+ under CRSP effective January 1, 2017.

Effective January 1, 2014 the CRSP-DC plan was reduced from a 3% to a 2% of plan compensation non-matching contribution. Clergy have the opportunity to 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%, which is unchanged from 2013. The 2017 CRSP-DC contribution is anticipated to be \$460,200 and will be funded by CRSP DC Billings to Local Churches – representing year over year in how contributions are to be funded.

MINISTERIAL PENSION PLAN (MPP)

Plan overview:

RECOMMENDATIONS

Supplement Three to the Clergy Retirement Security Program (CRSP), also known as the Ministerial Pension Plan (MPP), provides clergy with a pension benefit for their years of ministry with The United Methodist Church from 1982 through 2006. MPP is an Internal Revenue Code section 403(b) retirement plan. Effective January 1, 2014, exactly 65% of the account balance must be annuitized when the funds are to be distributed. The remainder may be rolled over to UMPIP, into an IRA or another qualified plan, or it may be paid out as a lump sum.

Current funding plan information:

The Ministerial Pension Plan (MPP) annuities' total liability as of January 1, 2015 is \$3.122 billion, while total plan assets are \$3.509 billion, resulting in a current plan funded ratio of 112% and no required contribution for 2017. The Greater New Jersey Conference's % of the total liability is 1.8980%. Future MPP annuitants have a total account balance of \$4.145 billion and the Greater New Jersey Conference's portion of that balance is \$77,563,085 or 1.87% of the total.

PRE-1982 PLAN

Plan overview:

Supplement One to the Clergy Retirement Security Program (CRSP), also known as the Pre-1982 Plan, provides clergy with a pension benefit for their years of ministry with The United Methodist Church prior to 1982. The Pre-1982 Plan was replaced by MPP effective January 1, 1982. If a clergy person retires within the Conference (and does not terminate), the minimum benefit payable is based on two factors: 1) years of service with pension credit and 2) the Conference pension rate. Years of service with pension credit are approved by each Conference on the recommendation of the Conference Board of Pensions (CBOP) in accordance with plan provisions and *The Book of Discipline*. The pension rate, also called the Past Service Rate (PSR), is the dollar amount chosen by the Conference as the amount payable for each approved year of service with pension credit. The pension rate may change from year to year. The number of years of service with pension credit is multiplied by the pension rate, and the product is the minimum annual benefit payable to those clergy eligible for Pre-1982 Plan benefits. In certain situations, the benefit received from the Pre-1982 plan may vary based on the applicability of what is referred to as Defined Benefit Service Money (DBSM), which is the defined contribution feature of the Pre-1982 Plan. At the time that a participant retires, the DBSM account is converted to a life based benefit 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 2017 PSR recommended to the Greater New Jersey Conference will be \$658.00, representing a 1.86% increase from the 2016 rate. The conference expects future increases to be approximately 2.00%, which is based on the following rationale: Be consistent with Annual Cost of living increases.

The contingent annuitant percentage is recommended to remain at the 75% level.

Based on the final actuarial valuations from the General Board of Pension and Health Benefits as of January 1, 2015 for 2017, the portion of the Pre-1982 liability and assets attributable to the Greater New Jersey Conference and its related funded status are as follows:

Funding Plan Liability	\$42,579,308	
Assets, including In-Plan and Outside	<u>\$47,706,407</u>	
Funded Status	<u>\$ 5,127,099</u>	(represented by a 112% funded ratio)

ACTIVE HEALTH BENEFIT PROGRAM

Program Overview:

The Greater New Jersey Conference offers the following Active health benefit to its active eligible participants: Self Funded-HealthFlex.

Current funding plan information:

The total cost of the program for 2017 is anticipated to be \$5,930,074 and will be funded by premiums that are Health Insurance Billings to local Churches. It is anticipated that increases for future years will average 4.00% based on the following rationale: Healthflex Plan Adjustments 2016-2020.

- **Additional Conference Sponsored Coverage**

The Greater New Jersey Conference has elected to provide health benefits coverage to the following groups during periods where, without conference funded premiums; the participants would not be provided coverage or benefits

RECOMMENDATIONS

(all figures as of 12/31/2015):

1. Clergy and/or lay participants on disability: participants at an estimated cost of \$0
2. Surviving spouses and/or children of deceased clergy and/or lay participants: participants at an estimated cost of \$0
3. Clergy and/or lay participants on leave of absence: participants at an estimated cost of \$0
4. Clergy in full connection with no record of appointment: participants at an estimated cost of \$0
5. Clergy in the Voluntary Transition Program: participants at an estimated cost of \$0
6. Other (): 11 participants at an estimated cost of \$330,000

The total estimated cost of conference sponsored coverage as of 12/31/2015 is \$330,000.

POST-RETIREMENT MEDICAL BENEFIT PROGRAM (PRM)

Program Overview:

The Greater New Jersey Conference post-retirement medical program currently offers Insurance.

Current funding plan information:

The conference's expectation for 2017 is to offer the following benefits: Clergy eligible annuitants with 20 years service or laity 20 years employment receive 100% retiree healthcare benefits. Less than 20 years receive prorated benefits.

The funding obligation for 2017 is anticipated to be \$3,146,000 with the following funding sources: Pre-82 Redirection, conf. & participant contributions.

Based on the most recent PRM valuation dated 12/31/2014, the following is the funded position of the post-retirement medical benefits:

1. Expected Post Retirement Obligation (EPBO) or net conference cost	Not Provided
2. Accumulated Post Retirement Obligation (APBO) or net conference cost	\$51,687,699
3. Assets designated for PRM	\$17,796,130
4. Service Cost (SC) or net conference cost	\$1,374,632

As a preview of the 2018 CBFP requirement, a new PRM Funding Contribution requirement will be mandatory for conferences requesting a full favorable CBFP opinion. This year the calculation for informational purposes only is as follows:

5. Unfunded APBO, [2. – 3.]	\$33,891,569
6. Number of Annual Payments	15
7. Portion of Unfunded APBO, [5. / 6.]	\$2,259,438
8. PRM Funding Contribution, Informational purposes only [4. + 7.]	\$3,634,070

These values are based on a 5.0% long term discount rate, a 5.0% long-term expected rate of return, and a current increase trend of 7.60% with an ultimate medical increase of 5.0%, beginning in 2020.

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 full-time appointment with plan compensation equal to or greater than 60% of the Denominational Average Compensation (DAC) or the Conference Average Compensation (CAC), whichever is less.

Current funding plan information:

The Greater New Jersey Conference has made the following elections: 95% of appointed clergy have mandatory participation under special arrangements, while 5% of appointed clergy have optional participation under special arrangements.

RECOMMENDATIONS

For 2017, the Greater New Jersey Conference has an expected required contribution to the Comprehensive Protection Plan of \$749,300, which is anticipated to be funded by: Direct billings to Local Churches. The anticipated average increase in future years is expected to be 2.50% per year as a result of: The conference has a strategic plan where the Bishop and Appointment Cabinet are transitioning Local Churches to become Vital Congregations. One step of that is to increase clergy salaries which in turn increase plan obligations.

UNITED METHODIST PERSONAL INVESTMENT PLAN (UMPIP) FOR LAY AND CLERGY

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 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 on day of hire for a plan sponsor funded pension contribution of 6% of salary. Lay employees are encouraged to make contributions toward their retirement through payroll deductions to the UMPIP. The estimated contribution for the Greater New Jersey Conference is anticipated to be \$68,900 and will be funded via Local Church Shared Ministry.

The Greater New Jersey Conference, as of January 1, 2017 is planning on sponsoring the UMPIP for clergy serving one quarter-time and are eligible for a pension contribution of 12% of salary. The estimated contribution for the Conference is anticipated to be \$68,900 and will be funded via Direct billing to local Churches.

OTHER CONFERENCE BENEFIT OBLIGATIONS: DEFINED CONTRIBUTION (DC) TYPE

Plan Overview: The Greater New Jersey Conference currently offers the following DC benefit(s): UNUM Life Options. The funding obligation for 2017 is anticipated to be \$12,800 with the funding sources to be: Local Church Shared ministry. The anticipated average increase in future years is expected to be 2.5% per year due to: Compensation increases.

CONCLUSION

The 2017 Comprehensive Benefit Funding Plan and the above Summary document incorporates, to the best of our understanding, the Greater New Jersey Conference's obligations and funding requirements of the benefits provided to the clergy and laity of the Greater New Jersey Conference.

See 2017 Comprehensive Funding Plan in Appendix A.

ADOPTED BY THE GREATER NEW JERSEY ANNUAL CONFERENCE IN SESSION ON MAY 24, 2016