



Rejoice

ANNUAL CONFERENCE 2017

1 THESSALONIANS 5:16

THE UNITED METHODIST CHURCH OF GREATER NEW JERSEY
PRE-CONFERENCE JOURNAL ADDENDUM



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Recommendations to the 2017 Annual Conference

Committee on Nominations

(This substitutes the recommendation in the Pre-Conference Journal found on page 27)

Those to be elected since the last session of Annual Conference

Part I

Council on Youth Ministries ¶649

Class of 2019

David Wehrle (C)

Council on Young Adult Ministries ¶650

Class of 2019

William Wilson, Jr. (C)

Board of Global Ministries ¶633

(Conference rules apply – 8 members in 2 classes of 2-year terms, maximum 4 terms)

Class of 2018

Evelyn Hershey (L)

Class of 2019

Keith Cunningham (L) Don Kirchner (C)

Board of Discipleship ¶630

(Conference rules apply – 8 members in 2 classes of 2-year terms, maximum 4 terms)

Class of 2019

Laura Jaskot (L) Anna Thomas (C)

Board of Church and Society ¶629

(Conference rules apply – 8 members in 2 classes of 2-year terms, maximum 4 terms)

Class of 2018

Sherry Shumate (L)

Class of 2019

Mollie Vickery (L)

Committee on Ethnic Local Church Concerns ¶632

(Conference rules apply – 8 members in 2 classes of 2-year terms, maximum 4 terms)

Class 2019

Islin Lawrence (L) Soon Ho Kwon (L)

Camping and Retreats Committee

Class of 2018

Bruce Hartman (L) Lilliana Matos (L)

John Randall (C) Charles Wilson (L)

Recommendations to the 2017 Annual Conference

1 Brandon Cho (C) Samuel Perez (L)

2 Class of 2019

3 Steve Bechtold (C) Brandon Cho (C)

4 Samuel Perez (L)

5

6 **GNJ Next Generation Ministry Board**

7 Class of 2018

8 Debbe Barnett (C) Sang Won Doh (C)

9 Hyun-Bo Shim (C)

10

11 Class of 2019

12 Blair Goold (C) Yvette Long (L)

13 Ron Smith (C)

14

15 Class of 2020

16 Brandon Cho (C) Kenda Dean (C)

17 Samuel Perez (L)

18

19 **A Future with Hope Board of Trustees**

20 (3 classes of 3-year terms, maximum 2 terms)

21 Class 2020

22 Dale Caldwell (L) John Cardillo (L) Christopher Heckert (C)

23 Richard Rinck (L) Michael Chagares (L)

24

25 **Board of Ordained Ministries ¶635**

26 Members nominated by the Bishop for 4-year terms in the same year as General Conference. Members may
27 serve a maximum of 3 consecutive terms. GNJ Conference rules applies, 45 members.

28

29 **Class of 2016**

30 Jennifer Cho (C) Christina LeLache (C)

31 Lyssette Perez (C) Michael Smith (C)

32

33 **Board of Higher Education and Campus Ministry ¶634**

34 (Conference rules Apply – 8 members in 2 classes of 2-years terms, maximum 4 terms)

35 Class Of 2018

36 Betty Quackenboss (L)

37

38 Class of 2019

39 Catherine Jordan-Latham (C)

40

41 **Commission on Communications ¶646**

42 (Conference rules Apply – 8 members in 2 classes of 2-years terms, maximum 4 terms)

43 Class of 2019

44 Jevon Caldwell-Gross (C)

45

46

Recommendations to the 2017 Annual Conference

- 1 **Commission on Status and Role of Women ¶644**
2 (Conference rules apply – 8 members in 2 classes of 2-year terms, maximum 4 terms)
3 Class of 2018
4 Marilyn Hughes (L)
5
6 Class of 2019
7 Sarah Borgstrom Lee (C) Lakesha Groover (C)
8
- 9 **Commission on Christian Unity and Inter-religious Concerns ¶642**
10 (Conference rules apply – 8 members in 2 classes of 2-year terms, maximum 4 terms)
11
12 Class of 2019
13 Albina Busia
14
- 15 **Commission on Archives and History ¶ 641**
16 (Conference rules apply – 8 members in 2 classes of 2-year terms, maximum 4 terms)
17 Class of 2019
18 John Callanan (C) Ben Ridings (L)
19
- 20 **Commission on Religion and Race ¶643**
21 (Conference rules apply – 8 members in 2 classes of 2-year terms, maximum 4 terms)
22 Class of 2019
23 Kathleen Stone (C)
24
- 25 **Commission on Small Church Membership ¶645**
26 (Conference rules apply – 8 members in 2 classes of 2-year terms, maximum 4 terms)
27 Class of 2019
28 Glenn Winzer (L)
29
- 30 **Committee on Disability Concerns ¶653**
31 (Conference rules apply – 8 members in 2 classes of 2-year terms, maximum 4 terms)
32 Class of 2019
33 Gary Frieze (C)
34
- 35 **Parish and Community Development Committee ¶633.5**
36 (Conference rules apply – 8 members in 2 classes of 2-year terms, maximum 4 terms)
37 Class of 2018
38 Marilyn Powell (L)
39
40 Class of 2019
41 Ivan Alberts (C) Gabrielle Martone (C)
42
- 43 **Committee on Episcopacy ¶637**
44 Class of 2020
45 Evelyn Caterson (L) Tom Lank (C) Esther Morales (C)
46

Recommendations to the 2017 Annual Conference

- 1 **Centenary Fund and Preachers Aid Society**
2 Class of 2020
3 Jim Silkensen (L) Steve Poloff (L)
- 4 **Commission on Equitable Compensation ¶625.1**
5 (Conference rules apply – 8 members in 2 classes of 2-year terms, maximum 4 terms)
6 Class of 2019
7 Rolando Santiago (C)
8
- 9 **Committee on Rules of Order**
10 (Conference rules apply – 8 members in 2 classes of 2-year terms, maximum 4 terms)
11 Class of 2019
12 Bethany Amey (L) Evelyn Caterson (L)
13
- 14 **Committee on Native American Ministries ¶654**
15 (Conference rules apply – 8 members in 2 classes of 2-year terms, maximum 4 terms)
16 Class of 2019
17 Cynthia Mosley (L) April Whitt (L)
18
- 19 **Committee on Hispanic/Latino Ministries ¶655**
20 Class of 2019
21 Teresita Matos-Post (C)
22
- 23 **The Pennington School – Board of Trustees**
24 Class of 2021
25 Philip Bancroft David Marlow
26 John Celentano William Oldsey
27 Frank Davis David Paragamian
28 Harold George Judith Rosenberg-Haase
29 Ilana Gutierrez Steve Silberman
30 David Long
31
- 32 **United Methodist Communities**
33 Class of 2021
34 Gavin Stobie (1)
35 Class of 2022
36 Jana Purkis-Brash (C), Steve Wescott (L)
37
38
39
40
41
42
43
44
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Recommendations to the 2017 Annual Conference

1 **District Committees**

2
3 **Cape Atlantic District**

4
5 **Committee on District Superintendency ¶ 669**

6
7 Chris Miller (C)

8
9 **Capital District**

10
11 **Board of Church Location & Building ¶2519**

12
13 Class of 2020

14 Joanie Stayton Randall (L) Jay Appleton (L)
15 Carol Capewell (L) Glenn Ferguson (C)
16 Keith Sheppard (L) Jim Conway (L)

17
18 Committee on District Superintendency ¶ 669

19 Kate Hillis (C)

20
21 **District Director of Lay Servant Ministries:** Terri Pagani and Deb Selm-Orr

22
23 **Delaware Bay District**

24
25 **Board of Church Location & Building ¶2519**

26 Neil Nela (L)

27
28 **Committee on District Superintendency ¶ 669**

29 David Strobe (C)

30
31 **District Committee on Ordained Ministry ¶666**

32 Ron Smith (C)

33
34 **District Poverty Task Force**

35 Cynthia Wilkes-Mosley (L)

36
37 **Gateway North District**

38
39 **District Lay Leader**

40 Richard Walker

41
42 **Board of Church Location & Building ¶2519**

43
44 Class of 2020

45 Mary Beth Sherer (L) David Yamoah (L)

46

Recommendations to the 2017 Annual Conference

1 **Committee on District Superintendency ¶ 669**

2 Judy Colorado (L)

3

4 **Gateway South District**

5

6 **Board of Church Location & Building ¶2519**

7

8 Class of 2020

9 Ron Sandmeyer (L) Jeffrey Tilden

10

11 **Committee on District Superintendency ¶ 669**

12 Will Kim (C)

13

14 **Northern Shore District**

15

16 **Board of Church Location & Building ¶2519**

17 Class of 2020

18 Ed Davis, Jr. (C) Nelson Hemstreet (L)

19 Kyewoon Choi (C)

20

21 **Committee on District Superintendency ¶ 669**

22 Catherine Jordan-Latham (C) Rebecca Goold (L)

23

24 **District Committee on Ordained Ministry ¶666**

25 Eric Hall (C), Byungil Ahn (C), Clarissa South-Holland (C), Chair

26

27 District Poverty Task Force

28 Richard Romero (C), Federico Quezada (C)

29

30 **District Director of Lay Servant Ministries: Lisa Lockwood**

31 **District Disaster Response Coordinator: Tom O’Hearn**

32 **District Youth/Young Adult Ministries Coordinator: Blair Goold**

33

34

35 **Palisades District**

36

37 **Board of Church Location & Building ¶2519**

38 Class of 2018

39 John Kwon (C)

40 Class of 2019

41 Hannah Lee (C)

42 Class of 2020

43 Scott Griffith (C) Jeff Fischer (L) Tom Kemper (C)

44

45

46

Recommendations to the 2017 Annual Conference

1 **Committee on District Superintendency ¶ 669**

2 Sung Kwon Kim (L) Eu Yeol Choi (L)

3 Scott Bostwick (C) Tom Kemper (L)

4

5 **District Committee on Ordained Ministry ¶666**

6 Tom Kemper (L) Kwanghyun Chung (L) Marvin Wills (C)

7

8 **District Poverty Task Force**

9 Teresita Matos-Post (C) Pat Bruger (C)

10 Kay Dubuisson (C) Sung Il Lee (C)

11

12 **District Disaster Response Coordinator:** Wayne Jones

13

14 **Raritan Valley District**

15

16 **Board of Church Location & Building ¶2519**

17 Class of 2019

18 Kevin Davis (C)

19

20 Class of 2020

21 Jean McMullan (C) Candace Lewis (L) Cameron Overbey (C)

22

23 **Committee on District Superintendency ¶ 669**

24 Jennifer Cho (C)

25

26 **District Committee on Ordained Ministry ¶666**

27 Eunice Vega-Perez (C) Cynthia Stouffer (C)

28

29 **District Poverty Task Force**

30 Gerard Jameson (C)

31

32 **Skylands District**

33

34 **Board of Church Location & Building ¶2519**

35 Class of 2019

36 Norman Barrier (L)

37

38 Class of 2020

39 Tracey Gleason (L) David Tillisch (C)

40 Mike McKay (C)

41

42 **Committee on District Superintendency ¶ 669**

43 Todd Lattig (C) John Hartman (L)

44 Heather Valosin (C) Sandra Lindahl (L)

45

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Recommendations to the 2017 Annual Conference

1 **District Committee on Ordained Ministry ¶1666**

2 Jeff Edwards (C) Nancy Robinson (C)

3 Evan Rohrs-Dodge (C) Debra DeVos (C)

4 Lyssette Perez (C)

5

6 **Part II New Chairs of Boards, Committees and Commissions**

7

8 **Committee on Ethnic Local Church Concerns ¶1632**

9 Kay Dubuisson (C)

10

11 **Board of Higher Education and Campus Ministry ¶1634**

12 Iraida Ruiz De Porras (C)

13

14 **Parish and Community Development Committee ¶1633.5**

15 Evans Rohrs-Dodge (C)

16

17 **Disaster Response**

18 Tom O’Hearn (L)

19

20 **UM Volunteers in Mission**

21 Brittany Rusk (L)

22

23 **Board of Church and Society**

24 Kaitlyn Hillis (C)

25

26 Presented by: Rosa Williams, Conference Lay Leader

27 On behalf of the Nominations Committee

28

29

30

A FUTURE WITH HOPE, INC. (CHANGE BY-LAWS)

31

32 **Whereas**, the standing bylaws of A Future with Hope, Inc. establish that changes to the corporation’s by-
33 laws articles I, II, III, IV, VIII, XII, and XVI, must be approved by the Greater New Jersey Annual
34 Conference; and

35 **Whereas**, the board of trustees of A Future with Hope, Inc, approved the proposed changes in an
36 appropriately called meeting held on April, 27, 2017,

37 **Be it resolved**, that the following change to the By-Laws, ARTICLE I: Organization and Purpose should
38 read (additions are underlined, deletions are struck):

39 A Future with Hope, Inc., (the Corporation), is a non-profit corporation organized under the laws of
40 the State of New Jersey established for the purpose as set forth in the Statement of Relationship,
41 attached hereto as Exhibit “A”. ~~to respond to any emergencies and/or designated struggles to~~
42 ~~provide long term assistance to the poor, elderly, disenfranchised or disabled.~~ The Corporation is
43 organized exclusively for charitable purposes, including, for such purposes, the making of

Recommendations to the 2017 Annual Conference

1 distributions to organizations qualifying under Section 501 (c) (3) of the Internal Revenue Code (or
2 the corresponding section of any future Internal Revenue Code).

3
4 **Be it further resolved**, that the following change to the By-Laws, ARTICLE II: Offices should read (additions
5 are underlined, deletions are struck):

6 The principal office of the Corporation will be located at 205 Jumping Brook Road,
7 Neptune, NJ 07753 ~~1001 Wickapecko Drive, Ocean, New Jersey 07712~~. The Corporation may
8 have such other offices within the State of New Jersey as the Board of Trustees may determine or
9 as the affairs of the Corporation may require. The Corporation shall have and continuously
10 maintain a registered office and a registered agent whose office is identical to the registered
11 office. The registered office may be, but need not be, identical with the principal office, and the
12 address of the registered office may be changed from time to time by the Board of Trustees.

13
14 **Be it further resolved**, that the following change to the By-Laws, ARTICLE IV: Board of Trustees, Section
15 1 should read (additions are underlined, deletions are struck):

16 The affairs and activities of the Corporation have been ~~shall be~~ governed and managed by a
17 Board of Trustees ~~(the "Board") which shall~~ consisting of up to fifteen voting members ("Elected
18 Trustees") Trustees. ~~The Board of Trustees determines to reduce the maximum~~
19 number of Elected Trustees to twelve and not less than six, all of whom shall be entitled to
20 vote and who shall serve without compensation. In order to achieve the reduction of
21 Elected Trustees, beginning with the Class of 2021 of Elected Trustees,
22 there shall be four Trustees elected instead of five and this process shall
23 continue annually until the number of Elected Trustees reaches twelve.
24 Paid employees of the Greater New Jersey Annual Conference ("GNJ") may serve as Trustees. ~~The~~
25 ~~Resident Bishop of the Greater New Jersey Annual Conference will be an additional member of the~~
26 Board of Trustees ~~GNJ's Bishop (or his designate) will be included as one of the 12~~
27 members of the Board (the full composition of the board entitled the "Board") with
28 voice and vote. The GNJ Treasurer will be an ex officio member of the Board with voice but without
29 vote.

30 (a) Quorum. The quorum at any duly called meeting shall consist of those voting
31 members attending.

32 (b) Vote. An affirmative vote of a majority, but not fewer than three, of the Trustees present
33 shall be required for approval of any action requiring the approval of the Board.

34
35 **Be it further resolved**, that the following change to the By-Laws, ARTICLE IV: Board of Trustees, Section
36 2 should read (additions are underlined, deletions are struck):

37 The Corporation, while independent legally and structurally from GNJ as well as from any other
38 legal entity associated with the United Methodist Church, shall comply with all applicable
39 provisions of *The Book of Discipline of The United Methodist Church* and as amended over time.

40 All Elected Trustees will be elected by GNJ ~~the Greater New Jersey Annual Conference of the~~
41 ~~United Methodist Church (hereinafter "GNJAC")~~ upon nomination by the GNJAC Nominating
42 Committee as provided in Article VII Section 1. The Board of Trustees of the Corporation shall
43 provide recommendations of candidates to the GNJAC Nominating Committee. ~~There shall be~~

Recommendations to the 2017 Annual Conference

1 ~~no prohibition of paid employees of GNJAC to serve as Trustees. If the GNJ Nominating~~
2 ~~Committee does not initially agree with the Board recommendation, then that~~
3 ~~Committee and the Board are responsible to come to a meeting of the minds on~~
4 ~~a candidate to recommend for election by GNJ.~~

5 ~~Unless elected to fill a vacancy, Trustees shall be nominated at the annual meeting of the Board~~
6 ~~of Trustees. In the event of a mid-year vacancy, the board of trustees may fill the vacancy.~~
7 ~~The board member must then be elected by the GNJAC in order to continue to~~
8 ~~serve.~~

9 Regardless, the Board shall be entitled to add Trustees to the Board during the mid-year for the
10 purposes of (a) increasing the number of Trustees on the Board up to twelve members; and/or (b)
11 to replace a Trustee including due to that Trustee's death, disability, resignation, removal by the
12 Board for any cause, or due to that Trustee's failure to attend three Board Meetings in a row. For
13 any such mid-year selection, the Board shall consult with the GNJ Nomination's Committee and
14 that Board member must then be elected by GNJ at its next Annual Conference in order to
15 continue to serve on the Board.

16 **Be it further resolved**, that the following change to the By-Laws, ARTICLE IV: Board of Trustees, Section
17 3 should read (additions are underlined, deletions are struck):

18 Elected Trustees will be elected to serve initially for a three-year term or until their successors
19 are elected. Upon completion of their terms, elected Trustees are eligible for re-election to
20 additional three-year terms. Elected Trustees will be assigned to one of three classes such that
21 each year, the terms of approximately one-third of the Elected Trustees will expire requiring
22 either their re-election or replacement, unless a change in the composition of the Board has
23 been approved. A Trustee may serve a maximum of three terms and then rotate off
24 the Board for at least one year. If a Board member is elected to fulfill an
25 unexpired term of another Board member, the remainder of that term will
26 constitute one term. ~~Upon the death, disability, resignation or removal by the Board for any~~
27 ~~reason, a replacement Trustee will be recommended and elected as soon as possible.~~

28
29 Presented by:
30 Bobbie Ridgely
31 Executive Director, AFWH, Inc.

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Recommendations to the 2017 Annual Conference

Students Ministry Plan

(This substitutes the recommendation published in the Pre-Conference Journal on page 77)

Whereas, students are a key part of our commitment to reach new generations of disciples of Jesus Christ, and

Whereas, a plan integrating strategies for camping, IGNITE, youth and campus ministry will be more effective and a good steward of resources (see executive summary below);

Be it resolved, that the Greater New Jersey Annual Conference supports and recommends the GNJ Camping and Retreats Board, a separate 501c3 nonprofit corporation, to become the Next Generation Ministries Board to develop, fundraise and coordinate students' ministries throughout Greater New Jersey, particularly as it works toward

1. Developing a 21st century sustainable camping experience
2. Growing IGNITE to 5,000 students
3. Enhancing existing and starting new 10 campus ministry faith communities on college campuses throughout GNJ that have at least 75 students who share in the mission of equipping student spiritual leaders to make disciples and grow vital faith communities to transform the world
4. Develop youth leaders in our local churches so that at least 60% of our congregations have active and creative youth ministries with 12 or more students, with a focus on multi-cultural, multi-generational, multi-church and urban initiatives.
5. Raise sufficient funds to carry out these goals and lessen financial support through Shared Ministry

Be it further resolved, that the Greater New Jersey Annual Conference supports reviewing grant requests from GNJ Next Generation Ministries. These grants will be for a one year period, will be part of the budgeting process and will decrease over time as other funding opportunities outside of Shared Giving will be identified. For the 2018 budget, this includes:

- a. IGNITE – \$22,500
- b. Campus Ministry – \$65,000
- c. Camping Ministry – \$181,000

This amount represents no net increase in investment in youth, campus, and camping ministries for the 2018 budget. Future funding will be contingent on a written report each year to Annual Conference that includes how the funds were expended and progress toward the goals.

Be it further resolved, that the Greater New Jersey Annual Conference approves the sale of the Tannery Falls property at Aldersgate to provide the seed monies to reinvigorate GNJ camping and retreats ministries.

Recommendations to the 2017 Annual Conference

Next Generation Ministries Strategic Plan

Executive Summary

*“Start young people off on the way they should go,
and even when they are old they will not turn from it.” Proverbs 22:6*

Our Purpose

We believe God’s love heals and transforms lives. God’s love is encountered in disciples of Jesus who passionately share faith, hope and justice in the community. Vital congregations form and shape passionate disciples. We recruit and develop transformational leaders to make disciples and grow vital congregations to transform the world.

Our 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. 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 respect for diversity of thought.

Purpose of the Next Generation Ministries Plan

Develop a sustainable and fruitful *Next Generation* youth and young adults’ ministry in GNJ that will nurture new generations of enthusiastic disciples of Jesus Christ who are connecting, engaging in and leading ministry in their congregations and participating as healthy young people in a global society.

Core Objectives

- Set apart the next 10 years as a time of deliberate focus on building a vital, sustainable, robust ministry to the next generation in and through GNJ.
- Establish clear leadership and coordination for all GNJ initiatives related to youth ministry, camping ministry, and campus ministry by reframing the current GNJ Camping and Retreats Board, a separate 501c3, as the GNJ Next Generation Ministries Board, which will lead and coordinate the three areas related to Next Generation Ministries: students (youth grades 6-12), college campus ministry and camps and retreat ministry. As these are operating successfully we will expand to young adults not in college.
- Design and implement innovative, Christ-centered, leadership-development structures for youth and graduate and undergraduate students throughout GNJ.
- Provide for the ongoing financial sustainability of Next Generation Ministry efforts beyond Shared Ministry funds through individual, church, foundation, corporation and other funding strategies.

Key 10-Year Goals (to be achieved by 2027)

The following high-level goals provide clear, focused and measurable targets for the plan.

Youth

- At least 5,000 youth from at least 300 GNJ churches will participate in the IGNITE conference.
- 1,000 youth and college students will engage in intentional leadership and leadership development

Recommendations to the 2017 Annual Conference

1 through the churches and initiatives of GNJ.

- 2 • At least 60% of congregations in GNJ will have an active youth ministry with 12 or more students.

3 Campus

- 4 • GNJ will be connected to and supporting 10 young adult-focused faith communities in or around
5 college campuses, with at least 75 college students who are sharing in the mission of equipping
6 student spiritual leaders to make disciples and grow vital faith communities to transform the world.

- 7 • In collaboration with GNJ Mosaic Initiative, 70 graduate and undergraduate students will be
8 intentionally cultivated for faithful ministry (whether clergy or lay, paid or volunteer), receiving
9 support and training from the GNJ structures and processes, and serving in part-time staff positions
10 in GNJ congregations.

11

12 Camping

- 13 • GNJ camps will experiment with and incubate 50 or more innovative camping experiences for and
14 with youth and young adults, with a focus on multi-cultural, multi-generational, multi-church and
15 urban initiatives.

- 16 • Both GNJ camps will be mission-focused, debt free and generating revenue beyond expenses.

17

18 Next Generation Ministries

- 19 • The number of children, youth, and young adults in GNJ will increase by 10%.

- 20 • 20,000 GNJ Next Generation stakeholders (students, leaders, donors, resource people) will be part
21 of the GNJ Next Generation database, including 8,000 from IGNITE, all of whom will receive regular
22 and timely, intentional and engaging content related to GNJ Next Generation ministry initiatives.

23

Key 3-Year Goals (to be achieved by Annual Conference 2020):

24

25 Youth

- 26 • At least 2,500 youth from at least 150 GNJ congregations will participate in IGNITE in the 2020-
27 2021 season.

- 28 • 100 youth and college students will be engaged in intentional leadership and/or leadership
29 development through the churches and initiatives of GNJ.

- 30 • 150 GNJ congregations will have active youth ministries, each with of at least one leader
31 connected to GNJ support and collaboration systems.

32 Campus

- 33 • GNJ will be connected to and supporting the work of 3 young adult focused faith communities in
34 or around college campuses, with at least 75 college students engaged in each of those faith
35 communities.

- 36 • In collaboration with Mosaic, 25 graduate and undergraduate students are being intentionally
37 cultivated for faithful ministry (whether clergy or lay, paid or volunteer), receiving support and
38 training from GNJ and serving in part-time staff positions in GNJ congregations.

39 Camping

- 40 • GNJ camp properties will host at least 25 events for GNJ congregations, committees or initiatives
41 in the 2019-2020 program year.

- 42 • GNJ camps will experiment with and incubated over 10 innovative offerings for and with youth
43 and young adults, with a focus on multi-cultural, multi-generational, multi-church, urban
44 initiatives.

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Recommendations to the 2017 Annual Conference

1 Next Generation Ministries

- 2 • 8,000 people, including at least 2,500 IGNITE participants will be part of the GNJ Next
3 Generation database, and this group regularly receives timely, intentional and engaging content
4 related to GNJ Next Generation Ministry initiatives.
5

We believe accomplishing these goals and objectives will bear fruitful outcomes that include new generations of radical Christ-like disciples and transformational leaders, younger and multi-generational vital congregations, changed lives and transformed communities.

6

Next Steps for the Next Generation Ministries Board

8 These are the immediate next steps with reasonable estimated times of completion.

- 9 • Reframe the current GNJ Camping and Retreats Board, a separate 501c3, as the GNJ Next
10 Generation Ministries board - 09/01/2017
- 11 • Finalize full strategic plan and timeline – 10/01/2017
- 12 • New Camping and Retreats Committee organizes and creates, in consultation with the
13 Connectional Table, a statement of purpose and goals for 2018 – 11/01/2017
- 14 • Hire appropriate staff to move the initial phase of the Next Generation Ministries plan forward –
15 12/01/2017
- 16 • Sell the Tannery Falls property at Aldersgate to provide seed monies to reinvigorate camping
17 and retreat ministries – 05/01/2018

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21

10 Year Intercultural Competence Plan

(This substitutes the recommendation in the Pre-Conference Journal found on page 77)

23

24 **Whereas** Greater New Jersey is one of the most diverse conferences in the United Methodist Church;
25 and

26 **Whereas** a comprehensive plan will guide a process to build the leadership capacity for a cultural shift
27 from *diversity* to *intercultural* competence in GNJ;

28 **Be it resolved** that GNJ proceed in implementing the 10-year intercultural competence plan below,
29 integrate it into the GNJ strategic ministry plan and allocate up to \$10,000 from the 2013 strategic plan
30 reserve for the process.
31

32

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37

Recommendations to the 2017 Annual Conference

Intercultural Competence Plan

“After this I looked, and there before me was a great multitude that no one could count, from every nation, tribe, people and language, standing before the throne and before the Lamb.” Revelation 7:9a

Our Purpose

We believe God’s love heals and transforms lives. God’s love is encountered in disciples of Jesus who passionately share faith, hope and justice in the community. Vital congregations form and shape passionate disciples. We recruit and develop transformational leaders to make disciples and grow vital congregations to transform the world.

Our 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. 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 respect for diversity of thought*.

Our Commitment

Resource and support the development of congregations and lay and clergy transformational leadership. Equipped and vital leaders and congregations are powerful witnesses to the Gospel of Jesus Christ throughout the region.

Purpose of the GNJ Intercultural Competence Plan

Develop the leadership capacity to create a systemic shift in GNJ from *diversity* to *intercultural competence*.

Values

These are the values we will honor as we lead GNJ into intercultural competence:

- Christ-like Love
- Trust
- Humility
- Transparency
- Community (Ubuntu)
- Justice
- Accountability

Key Audiences

We will focus on four key segments of the conference leadership:

- Conference Leadership and Staff
- Board on Ordained Ministry
- Laity
- Clergy

***Conference Staff & Leadership** includes the Cabinet, GNJ Staff, Board of Laity, elected officers and Vital Mission Partners.

Recommendations to the 2017 Annual Conference

1 Three Year Goals (by 2021)

2 We will work with congregations and transformational leaders that are *ready* and *desire* to be
3 interculturally competent and Christ-like as they carry out their mission and ministry. Completing the
4 following goals will build a *solid foundation* for a 10-year commitment of growing intercultural
5 competence in which GNJ' s values, processes and policies align and develop the leadership capacity
6 needed for a regenerative intercultural competent GNJ.

- 7
- 8 1) GNJ leadership and staff teams will work together, in consultation with GCORR, to *assess* their
9 level of intercultural competence and receive appropriate *training* and set *strategies* that foster
10 intercultural competence in GNJ. This work will target four general groups:
 - 11 a. Conference leadership
 - 12 b. Conference staff
 - 13 c. Connectional Table, Boards of Laity and Ordained Ministry and agencies
 - 14 d. Vital Mission Partners and Advance Specials
- 15 2) GNJ Board of Ordained Ministry will work in consultation with GCORR, to develop the
16 knowledge, skills, policies and practices that make intercultural competence a priority for board
17 members, existing clergy and throughout the candidacy process, including but not limited to
18 DCom, RIM, and all other recruitment efforts.
- 19 3) The GNJ staff leadership team will evaluate GNJ Rules of Order, communications, staff and hiring
20 policies and practices and modify as needed, to reflect the conference commitment to
21 intercultural competence.
- 22 4) The Connectional Ministries team will identify GNJ bright spots where intercultural competence
23 is best practiced, who then will become teaching congregations and ministries in GNJ and the
24 greater church.
- 25 5) The Connectional Ministries team will assess current congregational, laity and clergy leadership
26 development resources and evaluations (Team Vital, Coaching, PaCE, Communities of Hope
27 Vital Laity Leadership Development, Lay Servants, Clergy & Congregational Evaluations, etc.) and
28 modify them to incorporate equipping for intercultural competence as needed.
- 29 6) 100 congregational teams participate in a cross racial/cultural vitality program.
- 30 7) 200 clergy participate in an intercultural competence development program (to assess &
31 develop knowledge, skills and leadership capacity).
- 32 8) 100 clergy will participate in a pulpit exchange program.
- 33 9) 2,000 laity are equipped in cultural competency.

34

35 The following metrics will provide us additional measurable indicators about our long-term progress
36 towards a culture of intercultural competence in GNJ. By 2027:

- 37 1) GNJ racial/ ethnic professing membership increases from 18882 to 19448
- 38 2) The number of multicultural congregations/faith communities increases from 114 to 175
- 39 3) GNJ racial/ ethnic active clergy increases from 186 to 204
- 40 4) GNJ women active clergy increases from 36% to 45%
- 41 5) Average active clergy age is reduced from 55 to 50

42

We believe accomplishing these goals and objectives will bear fruitful outcomes that include intercultural competent transformational leadership, radical Christ-like discipleship, vital congregations that includes everyone in the community and reflects the diversity of their ministry context, changed lives and transformed communities.

Recommendations to the 2017 Annual Conference

Next Steps

Phase 2 – Detailed Strategic Plan Development – 08/01/2017

- 1) Executive Summary presented/approved by Annual Conference - 05/22/2017
- 2) Create staff project management team – 06/15/2017
- 3) Facilitated work sessions of Task Force and Project Management Team with GCORR Staff.
07/30/2017
- 4) First draft of detailed Strategic Plan and Resource Development planning completed 09/01/2017
- 5) Final detailed Strategic Plan and Resource Development planning completed – 11/01/2017

Phase 3 – Implementation of Strategic Plan – 01/2018 – 06/2021

The Cultural Competence Task Force will meet once a year to receive updates from GNJ staff and evaluate progress and then report to Connectional Table and Annual Conference accordingly.

Phase 4 – Evaluation – 03/2021

Evaluation, recalibrating and strategic planning process for the next four years.

Presented by: GNJ Inter-Cultural Task Force Members

Rosa Williams, Conference Lay Leader
Rev. Jessica Naulty-Brendler, Vice-Chair, BOOM
Rev. Dr. Eunice Vega-Perez, Probationary Members Registrar, BOOM
Rev. Vanessa Wilson, Chair, Commission on Religion and Race
Rev. Waleska Trinidad, Local Church Ethnic Concerns
Rev. Will Kim, Chair, GNJ Korean Caucus
Rev. Sam Choi, member GNJ Korean Caucus
Cindy Kent, Native American Caucus
Rev. Charles D. Mitchell, Native American Caucus
Rev. Onay Lopez, Chair, Hispanic Committee
Rev. Rupert Hall, BMCR
Diana Picurro, CMT Resourcing Administrative Assistant
Nicole Caldwell-Gross, Director of Missions
Rev. Manuel Sardiñas, District Superintendent
Carolyn Conover, Director of Communications
Rev. Héctor A. Burgos, Director of Connectional Ministries

Recommendations to the 2017 Annual Conference

Appendix A

**Greater New Jersey Conference
2018 Comprehensive Benefit Funding Plan**

Greater New Jersey Conference 2018 Comprehensive Benefit Funding Plan

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

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

Benefit Obligations Summary

Plan Contributions for 2018

CRSP DB	\$1,966,937
CRSP DC	\$707,609
MPP	\$0
Pre-82	\$466,158
United Methodist Personal Investment Plan (UMPIP) Lay	\$70,623
UMPIP Clergy	\$70,623
Other DC Obligations	\$13,120
Other DB Obligations	\$0
Health--Active Participants	\$6,751,546
Health--Additional Sponsored Coverage	\$162,240
Post-Retirement Medical (PRM)	\$3,432,288
Comprehensive Protection Plan (CPP)	\$0

Ongoing Funding Contributions

Pre-82	\$0
PRM	\$2,888,650

Greater New Jersey Conference

2018 Comprehensive Benefit Funding Plan

Conference Benefit Officer (or equivalent)	John Cardillo	04/07/2017
Conference Treasurer	John Cardillo	04/06/2017
Conference Board of Pension Chair	Bill Wilson	04/07/2017
Council on Finance and Administration Chair		



Opinion on Greater New Jersey Conference 2018 Comprehensive Benefit Funding Plan
The funding plan meets the standards for a Pre-82 funding plan as established by Wespath Benefits and Investments and the favorable opinion requirements for a funding plan. Note: The statement above and any written opinion provided by Wespath do not imply any representation as to the ability or probability of the applicable plan sponsor to fulfill the obligations included in the funding plan.

Wespath Benefits and Investments


Wespath Benefits and Investments
1901 W Chestnut Ave
Glenview, IL 60025
04/07/2017

Greater New Jersey Conference


2018 Comprehensive Benefit Funding Plan

Accounts

Wespath Accounts


		Market Value as of 12/31/2015	Market Value as of 12/31/2016
 DEPOSIT ACCOUNT		\$1,521,338	\$1,584,615
Pre-82 allocated amount	\$1,584,615	Investment Objective	Intermediate-term
PRM allocated amount	\$0	Target Allocation	Equity 62.89%
			Fixed 33.86%
			Short-term 3.25%

Non-Wespath Accounts

		Market Value as of 12/31/2015	Market Value as of 12/31/2016
 CFPA		\$10,316,321	\$10,512,382
Pre-82 allocated amount	\$0	Investment Objective	Long-term
PRM allocated amount	\$10,512,382	Target Allocation	Equity 65.00%
			Fixed 35.00%
			Short-term 0.00%

 UMF-Health		\$7,479,809	\$7,376,177
Pre-82 allocated amount	\$0	Investment Objective	Long-term
PRM allocated amount	\$7,376,177	Target Allocation	Equity 65.00%
			Fixed 35.00%
			Short-term 0.00%

 UMF-Pension		\$939,859	\$991,964
Pre-82 allocated amount	\$991,964	Investment Objective	Intermediate-term
PRM allocated amount	\$0	Target Allocation	Equity 60.00%
			Fixed 40.00%
			Short-term 0.00%

 *A portion of this account has been designated as plan assets. The allocated amounts will be shown separately on the Allocation screen and will not be included in the Market Value for this account.*

**Greater New Jersey Conference
2018 Comprehensive Benefit Funding Plan**

Incoming Money

Primary Sources

Estimated amount for 2018

Apportionments

\$3,908,855

Annual Apportionment \$4,343,172

x Apportionment Percentage 100%

x Expected Collection Percentage 90%

Direct Billing

Refer to the following "Allocate Funding Sources" pages for actual amounts allocated from the above funding sources.

**Greater New Jersey Conference
2018 Comprehensive Benefit Funding Plan**

Allocate Funding Sources to Benefit Obligations

	Funding Sources	Pre-82 Outside Assets
	Available Balance	\$2,576,579
	Total Allocated	\$0
	Remaining Balance	\$2,576,579
Plan Contributions for 2018		
CRSP DB	\$1,966,937	
CRSP DC	\$707,609	
MPP	\$0	
Pre-82	\$466,158	
UMPIP Lay	\$70,623	
UMPIP Clergy	\$70,623	
UNUM Life Options	\$13,120	
Health Active	\$6,751,546	
Health Additional	\$162,240	
Post-Retirement Medical	\$3,432,288	
CPP	\$0	
Ongoing Funding Contributions		
Pre-82	\$0	
Post-Retirement Medical	\$2,888,650	

**Greater New Jersey Conference
2018 Comprehensive Benefit Funding Plan**

	Funding Sources	Apportionments
	Available Balance	\$3,908,855
	Total Allocated	\$22,414,644
	Remaining Balance	
Plan Contributions for 2018		
CRSP DB	\$1,966,937	
CRSP DC	\$707,609	
MPP	\$0	
Pre-82	\$466,158	
UMPIP Lay	\$70,623	\$70,623
UMPIP Clergy	\$70,623	\$70,623
UNUM Life Options	\$13,120	
Health Active	\$6,751,546	
Health Additional	\$162,240	\$162,240
Post-Retirement Medical	\$3,432,288	\$3,432,288
CPP	\$0	
Ongoing Funding Contributions		
Pre-82	\$0	
Post-Retirement Medical	\$2,888,650	

**Greater New Jersey Conference
2018 Comprehensive Benefit Funding Plan**

	Funding Sources	Direct Billing
	Available Balance	
	Total Allocated	\$76,764,120
	Remaining Balance	
Plan Contributions for 2018		
CRSP DB	\$1,966,937	\$1,966,937
CRSP DB	\$1,966,937	\$1,966,937
CRSP DC	\$707,609	\$707,609
CRSP DC	\$707,609	\$707,609
MPP	\$0	
MPP	\$0	
Pre-82	\$466,158	\$466,158
Pre-82	\$466,158	\$466,158
UMPIP Lay	\$70,623	
UMPIP Lay	\$70,623	
UMPIP Clergy	\$70,623	
UMPIP Clergy	\$70,623	
UNUM Life Options	\$13,120	\$13,120
UNUM Life Options	\$13,120	\$13,120
Health Active	\$6,751,546	\$6,751,546
Health Active	\$6,751,546	\$6,751,546
Health Additional	\$162,240	
Health Additional	\$162,240	
Post-Retirement Medical	\$3,432,288	
Post-Retirement Medical	\$3,432,288	
CPP	\$0	
CPP	\$0	
Ongoing Funding Contributions		
Pre-82	\$0	\$0
Post-Retirement Medical	\$2,888,650	\$2,888,650

**Greater New Jersey Conference
2018 Comprehensive Benefit Funding Plan**

	Funding Sources	Prm In-Plan & Outside Assets
	Available Balance	\$17,159,289
	Total Allocated	\$0
	Remaining Balance	\$17,159,289
Plan Contributions for 2018		
CRSP DB	\$1,966,937	
CRSP DC	\$707,609	
MPP	\$0	
Pre-82	\$466,158	
UMPIP Lay	\$70,623	
UMPIP Clergy	\$70,623	
UNUM Life Options	\$13,120	
Health Active	\$6,751,546	
Health Additional	\$162,240	
Post-Retirement Medical	\$3,432,288	
CPP	\$0	
Ongoing Funding Contributions		
Pre-82	\$0	
Post-Retirement Medical	\$2,888,650	

**Greater New Jersey Conference
2018 Comprehensive Benefit Funding Plan**

Plan Contributions for 2018		2018 Funding Needed
CRSP DB	\$1,966,937	\$0
CRSP DC	\$707,609	\$0
MPP	\$0	\$0
Pre-82	\$466,158	\$0
UMPIP Lay	\$70,623	\$0
UMPIP Clergy	\$70,623	\$0
UNUM Life Options	\$13,120	\$0
Health Active	\$6,751,546	\$0
Health Additional	\$162,240	\$0
Post-Retirement Medical	\$3,432,288	\$0
CPP	\$0	\$0

Ongoing Funding Contribution for 2018		2018 Funding Needed
Pre-82	\$0	\$0
Post-Retirement Medical	\$2,888,650	\$0

Greater New Jersey Conference

2018 Comprehensive Benefit Funding Plan

Clergy Retirement Security Program (CRSP)

Plan 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 plan is designed to provide participants with one portion of their overall retirement benefits. CRSP replaced the Ministerial Pension Plan (MPP) effective January 1, 2007.

CRSP consists of two components:

- A defined benefit (DB) plan--provides a monthly benefit at retirement based upon years of credited service to the Church
- A defined contribution (DC) plan--provides a retirement account balance established and funded by the annual conferences

Elections and Estimates

	Final
Eligibility requirement	50%+
Conference Full Time Equivalents (FTE)	356.50
CRSP Defined Benefit (DB)	
Required contribution for 2018	\$1,966,937
CRSP Defined Benefit (DC)	
Expected average future annual increases	2.50%
Estimated contribution for 2018	\$707,609

CRSP DB Denominational Information as of 1/1/2016

Total plan liability	\$(1,422,046,473)
Total plan assets	\$1,530,170,830
Total plan funded status	\$108,124,357
Total plan funded ratio	108%
Plan sponsor's liability percentage	1.9393%

**Greater New Jersey Conference
2018 Comprehensive Benefit Funding Plan**

Key Actuarial Assumptions Used in CRSP DB Cost Calculations

Discount rate	%
Future Denominational Average Compensation (DAC) increases	%
COLA increases for actives	%
Mortality	

Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September, 2016.

Greater New Jersey Conference

2018 Comprehensive Benefit Funding Plan

Ministerial Pension Plan (MPP)

Plan Overview: 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. MPP requires that exactly 65% of the account balance must be annuitized when it is to be distributed. The remainder may be rolled over to UMPIP, another qualified plan or an IRA, or paid in a lump sum.

Elections and Estimates

	Final
Required contributions for 2018	\$0

MPP Denominational Annuities Information as of 1/1/2016

Total MPP annuities liability	\$(3,122,459,580)
Total plan assets	\$3,508,946,228
Total plan funded status	\$177,299,252
Total plan funded ratio	105%
Plan sponsor's liability percentage	1.9291%

Future MPP Denominational Annuitants Information as of 1/1/2016

Total participant account balances	\$4,144,945,113
Plan sponsor's participant account balances	\$68,968,099

Greater New Jersey Conference

2018 Comprehensive Benefit Funding Plan

Key Actuarial Assumptions Used in MPP Annuities Cost Calculations

Discount rate	6.25 %
Benefit increases	Based on increases selected by participant
Mortality	RP2014, generational projection using MP2014

Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September, 2016.

Greater New Jersey Conference

2018 Comprehensive Benefit Funding Plan

Pre-82 Plan (Pre-82)

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

- 1) Years of service with pension credit--approved by each conference on the recommendation of the Conference Board of Pensions (CBOP) in accordance with plan provisions and *The Book of Discipline*.
- 2) The conference pension rate (past service rate)--the dollar amount chosen by the conference as the amount payable for each approved year of service with pension credit (may change from year to year).

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

Elections and Estimates

	Final
Past Service Rate (PSR)	\$672
Estimated PSR cost-of-living increase	2.00 %
Contingent Annuitant Percentage (CA%)	75 %
Discount rate	6.6250 %
Minimum contribution for 2018	\$128,099
Advanced funding contribution for 2018 payable in 2017	\$338,059

Rationale for each change

The GNJAC wants to revise its surplus redirection for 2017 to 0. The contribution due of \$2,031,675 will be paid directly on 12/31/17

Greater New Jersey Conference
2018 Comprehensive Benefit Funding Plan

Funding Plan Contribution

Funding plan liability as of 1/1/2016	\$(43,080,878)
Total of in-plan and outside assets	\$46,618,664
Funded status	\$3,537,786
Funded ratio	108 %
Funded status projection as of 12/31/2017	\$1,951,358
Proposed ongoing funding contribution for 2018	\$0

Pre-82 Denominational information as of 1/1/2016

Total plan liability	\$(2,319,842,242)
Total plan assets	\$2,510,501,904
Total plan funded status	\$(66,877,747)
Total plan funded ratio	97%

Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September, 2016.

**Greater New Jersey Conference
2018 Comprehensive Benefit Funding Plan**

Health--Active Participants

Elections and Estimates

	Final
Health plan offered to actives	Self Funded - HealthFlex
Actual annual plan benefit cost paid in 2016	\$6,242,184
Budgeted annual plan benefit cost for 2017	\$6,491,871
Projected annual plan benefit cost for 2018	\$6,751,546
Expected average future annual increases	4.00%

Greater New Jersey Conference 2018 Comprehensive Benefit Funding Plan

Health--Additional Sponsored Coverage

Categories of participants who are provided health benefit coverage during periods of non-employment. Without plan sponsor-funded premiums, these participants would not be provided coverage or benefits.

<input checked="" type="checkbox"/> Any other leave / arrangements that provide additional coverage

Coverage Obligations

Covered Category	Estimated obligation as of 12/31/2015	Estimated obligation as of 12/31/2016
Any other leave / arrangements that provide additional coverage	\$330,000	\$300,000
Total	\$330,000	\$300,000

Annual cost calculation

The following calculations are not a present value of future costs.

Total estimated obligation as of 12/31/2016		\$300,000
Average number of years of remaining coverage	÷	2.0000
Estimated annual cost as of 12/31/2016	=	\$150,000
Expected average future annual increases	x	4.00%
Projected annual cost as of 12/31/2018	=	\$162,240

Greater New Jersey Conference

2018 Comprehensive Benefit Funding Plan

Post-Retirement Medical (PRM)

Valuation

The most recent actuarial valuation was provided by AON Hewitt as of 12/31/2015.
 Per *The Book of Discipline*, your next PRM biennial actuarial valuation is required as of 12/31/2017.

PRM Actuarial Valuation as of 12/31/2015

Valuation report (in-plan) assets		\$0
EPBO net plan sponsor cost		\$0
APBO net plan sponsor cost		\$49,555,111
Service cost net plan sponsor cost		\$1,268,859
Annual plan benefit cost		\$3,432,288
Intention regarding PRM		Retain current plan benefit

Participant counts by category

Active participants	329
Active dependents	204
Retirees	356
Surviving spouses	32
Dependents of retired participants	3
Total participants	924

Key actuarial assumptions

Census date	12/31/2015
Discount rate	4.25 %
Expected return on assets	5.00 %
Valuation year medical trend or inflation rate	7.50 %
Ultimate medical trend or inflation rate	5.00 %
Fiscal year for ultimate medical trend	2024

**Greater New Jersey Conference
2018 Comprehensive Benefit Funding Plan**

Elections and Estimates

Description of Benefit

	Final
Health plan benefit offered to retirees	Insurance
Expected average future annual increases	0.00%
Annual plan benefit cost as of 2018	\$3,432,288

Funding Plan Contribution

The following calculations are not a present value of future costs.

Funded status		\$(32,395,822)
Number of annual payments	÷	20
Portion of funded status payable	=	\$1,619,791
Service cost net plan sponsor cost	+	\$1,268,859
Ongoing funding contribution for 2018	=	\$2,888,650

Greater New Jersey Conference

2018 Comprehensive Benefit Funding Plan

Comprehensive Protection Plan (CPP)

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

The CPP adoption agreement executed by the Greater New Jersey contains its elections to cover or not to cover categories mentioned above.

Elections and Estimates

	Final
Expected average future annual increases	2.50%
Estimated premium for 2018	\$0

Rationale for each change

The estimate for 2018 reflects the CPP holiday in the amount of \$768,033 which is still being collected through Direct Billing".

**Greater New Jersey Conference
2018 Comprehensive Benefit Funding Plan**

United Methodist Personal Investment Plan (UMPIP)

Plan Overview: The United Methodist Personal Investment Plan (UMPIP) is an Internal Revenue Code section 403(b) defined contribution retirement savings plan for clergy and lay employees of The United Methodist Church and affiliated organizations. Participants may make before-tax, Roth and/or after-tax contributions through payroll deductions. Participant contributions, various optional plan sponsor contributions and investment earnings comprise the individual's retirement account balance.

UMPIP Lay

Elections and Estimates

	Final
Expected average future annual increases	2.50 %
Estimated contribution for 2018	\$70,623

UMPIP Clergy

Elections and Estimates

	Final
Expected average future annual increases	2.50 %
Estimated contribution for 2018	\$70,623

**Greater New Jersey Conference
2018 Comprehensive Benefit Funding Plan**

Other Defined Contribution (DC) Obligations

Name	Estimated annual contribution
UNUM Life Options	\$13,120

Description
UNUM Life Options

	Final
Expected average future annual increases	2.50%
Estimated contribution for 2018	\$13,120

Rationale for each change



www.GNJUMC.org

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

