



1 CHRONICLES 28:20

COURAGE

ANNUAL CONFERENCE 2020

Be strong and courageous and act. Don't be afraid or discouraged. God is with you and will not let you down.

THE UNITED METHODISTS OF GREATER NEW JERSEY
PRE-CONFERENCE JOURNAL + HANDBOOK

OCTOBER 5-6, 2020



Choose from many wonderful opportunities for churches and their students to growth in faith and leadership together.

NOVEMBER 2020	JANUARY 2021	MARCH 2021
<p>IGNITE Communities</p> <p>Meet for regional youth worship nights. At an IGNITE Community, churches and students come together for worship, fun and small groups.</p> <p><i>Nov. 20 and 22</i></p>	<p>IGNITE 2021 CONFERENCE</p> <p>Join thousands of students throughout the region and gather for worship, fun and discipleship! A high energy, impactful gathering featuring speakers and artists, to help young people connect with God and community.</p> <p><i>Jan. 29-31</i></p>	<p>IGNITE Communities</p> <p>Focused on worship, fun and small groups, students will develop supportive friendships and community within their church and beyond by gathering regularly.</p> <p><i>Mar 5 and 7</i></p>

JUNE 2021	JULY 2021	AUGUST 2021																																													
<p>IGNITE Communities</p> <p>Gathering regionally for the last time in the school year. Youth will grow deeper in their faith and also practice leadership skills.</p> <p><i>June 4 and 6</i></p>	<p>IGNITE SUMMER CAMPS</p> <table border="1"> <tr><td></td><td></td><td></td><td>7</td><td>8</td><td>9</td></tr> <tr><td></td><td><i>July 7-31</i></td><td></td><td></td><td></td><td></td></tr> <tr><td></td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td></td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td></td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td></tr> </table>				7	8	9		<i>July 7-31</i>						12	13	14	15	16	17		19	20	21	22	23	24		26	27	28	29	30	31	<p>IGNITE SUMMER CAMPS</p> <table border="1"> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> </table> <p><i>Aug. 2-14</i></p> <p>PINELANDS CENTER AT MOUNT MISERY</p>	2	3	4	5	6	7	9	10	11	12	13	14
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OTHER OPPORTUNITIES

Summer Youth Leader Cohorts

Don't plan for the next year of youth ministry alone! Groups of youth volunteers, leaders and pastors will meet via Zoom to learn and plan together.

Culmination of a Great Year: IGNITE Summer Camp | July 7 - August 14, 2021

Students and families throughout GNJ join together for IGNITE Summer Camps. With Creative Arts, Social Justice, Counselors-in-Training, Elementary Camp, Hispanic Heritage Family Camp and more. There is a place for everyone to have a fantastic summer.



NEXT GENERATION
UNITED METHODISTS
OF GREATER NEW JERSEY

Find out more about events and resources at:
www.gnjnextgen.org



*Be strong and courageous and do the work,
Do not be afraid or discouraged for the Lord, my God is with you.*

1 Chronicles 28:20

Friends in Christ,

United Methodists in Greater New Jersey are a courageous people.

We started the third congregation in U.S. Methodism, were first in ordaining a woman in 1956, integrated African American and primarily Anglo conferences in 1966 two years prior to the abolishment of the Central Jurisdiction in 1966, and were or among the first to start Arabic, Korean, Hispanic, Filipino, and deaf congregations within The United Methodist Church.

This courage continues. In the past decade we:

- Have adapted our ministry and mission to meet the needs of our congregations and communities in the time of COVID-19 through online worship, expanded food ministries and a four-month shared ministry holiday.
- Launched the COVID-19 Relief Fund as a part of Miracles Everywhere to address emerging needs in our congregations and communities.
- Joined a historic lawsuit to desegregate New Jersey public schools.
- Organized a historic relief and recovery effort after Superstorm Sandy.
- Launched IGNITE, a dynamic youth event serving 1500 students.
- Developed mission partnerships with Puerto Rico and Tanzania.
- Proclaimed in a time of challenge that we would help every congregation to thrive in their context recognizing different convictions and encourage congregations to develop covenants as part of our way forward.
- Built the Mission and Resource Center.

On October 5 and 6, we will hold the 21st Annual Conference Session of Greater New Jersey virtually to affirm the courageous next steps for GNJ.

Our agenda for our Annual Conference will honor courageous ministry. We will discuss important business including a bold new initiative to atone for and end the sin of racism in our congregations.

Our annual conference may look and feel different this year as we adjust to a virtual environment, but I know the Holy Spirit will be among us, both near and far away.

We will join together in worship that will renew and prayer that will deepen our faith. We will honor those that have been called home and those who are embarking on their ministry paths through ordination and commissioning.

To prepare for our conferencing together I invite you to:

1. Start with prayer. Pray that God will bless our time together. Pray for renewal of the Wesleyan Path and pray for our ministry together.
2. Share with your congregation. Use the reports in this workbook to share about our ministries, to celebrate the lay and clergy members who are honored and engage your church in the legislation that will be before us.
3. Renew your congregation's commitment to the Miracles Everywhere Campaign. Take a collection within your congregation and submit by September 20 so we can celebrate our offering together. Donate online at www.gnjumc.org/miracleseverywhere or send it to:

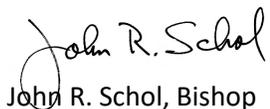
Miracles Everywhere for Annual Conference
United Methodists of Greater New Jersey
205 Jumping Brook Rd.
Neptune, NJ 07753

The people of Greater New Jersey have raised \$4,475,443 toward our goal of \$6.2 million, which will bolster programming for our youth, rebuild communities impacted by disasters, train pastors in Tanzania, reach our goal of 100 Hope Centers and provide support for communities and congregations impacted by COVID-19.

The way is not always easy, but United Methodists in Greater New Jersey do not falter in the midst of difficulty. I am glad that we are on this journey together, bolstering each other along the way and trusting that the Lord, our God is with us.

Be strong and courageous. God is with us!

Keep the faith!



John R. Schol, Bishop

United Methodists of Greater New Jersey



**21st Annual Conference Session
for United Methodist of Greater New Jersey
October 5 - 6, 2020**

Agenda

Monday, October 5

- 9:00 a.m. **Organizing the Conference**
- 9:10 a.m. **Episcopal Address**
- 9:30 a.m. **Legislation** – Nominations, Trustees Enabling Legislation, Advance Specials, Equitable Compensation, Standards for Parsonages, Arrearage Policy, Discontinuance of Churches, Next Generation Goals Update, Camp Aldersgate Legislation
- 10:30 a.m. **Service of Remembrance**
- 11:30 a.m. **Racial Justice Report and Legislation**
- 12:15 p.m. **Miracles Everywhere Offering**
- 12:30 p.m. **Adjourn**

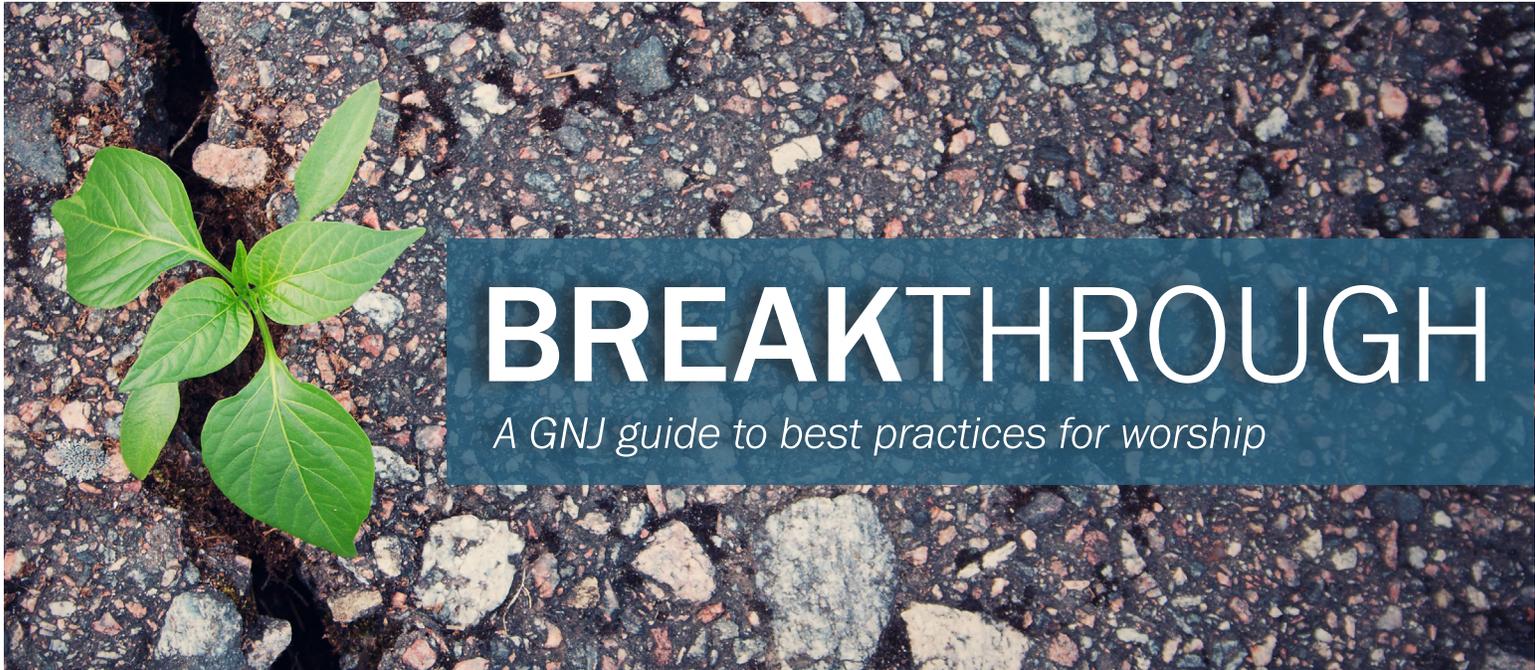
Tuesday, October 6

- 8:30 a.m. **Service of Passage**
Reading of Appointments
- 9:00 a.m. **Legislation** – Budget, Shared Ministries Formula, Sale of Closed Church Property Designation, Pension, Unpaid Billings, Black Lives Matter, Closed Churches Unfunded Retiree Liability, Priority of Closed Churches for Retiree Health Care, Inclusive Nomination Process, Nepotism
- 10:30 a.m. **Ordination Service**
- 12:30 p.m. **Adjournment**

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BREAKTHROUGH

A GNJ guide to best practices for worship

Breakthrough is a resource designed to provide easy to use best practices and worship series so that GNJ congregations can re-tune their worship, spend less time preparing the details and focus on what really matters – preaching the gospel to make disciples of Christ for the transformation of the world.

CHECK OUT THESE WORSHIP SERIES AVAILABLE NOW!



EACH SERIES INCLUDES:

Worship Resources, Preaching Resources, Small Group Resources, Creative Graphics, Song & Hymn Suggestions, Videos and much more!

BREAKTHROUGH SERIES COMING SOON:

Deck the Halls | Advent 2020

Courageous | January 2021

Having the courage to be vulnerable, gracious, first and last.

Purple Theory | Lent 2021

Spiritual disciplines.

I See You | April-May 2021

Listen, respect, affirm, and act for and with others.

Summer of Love | Summer 2021

What it means to love friends, community, family, and God.

Living Faith | September 2021

John Wesley's general rules through the book of James.

All In | October-November 2021

What it means to go 'all in' for God.

God With Us | Advent 2021

Through the eyes of Zechariah, Mary, Joseph, and the shepherds.

FIND OUT MORE TODAY: www.gnjumc.org/breakthrough



UNITED METHODISTS
OF GREATER NEW JERSEY

LEADERSHIP 100

Greater New Jersey's 2019-2023 Strategic Plan calls us to lift clergy, laity and congregations to make disciples who make disciples.



THE WAY WE GATHER MAKES A DIFFERENCE

The Way We Gather Makes A Difference equips those ready to move to the next level. Resources curated for small, medium and large congregations that include best practices for the five markers of vitality:

- **Worship**
- **New Disciples**
- **Small Groups**
- **Mission**
- **Giving**



**Download a copy of The Way We Gather
and start preparing for what's next.**

www.gnjumc.org/congregationalvitality

GNJ Awards

The Harry Denman Evangelism Award: *Sponsored by The Foundation for Evangelism to recognize a clergy member, lay person or a youth who has an outstanding personal evangelism ministry.*

Laity: Scott Bilquist, First UMC of Toms River



Scott Bilquist is an active member of the First UMC of Toms River. Since beginning his ministry in 1983, Scott has been a driving force for discipleship and evangelism, part of which included serving as the United Methodist Men’s president at First UMC of Toms River. At every opportunity, he works to build Christian community and enjoys serving the Lord. He is humble, intentional and patiently encouraging to everyone he meets. Working with adults and youth, inside and outside the church walls, exemplifies Scott’s call to discipleship.

Laity: Debra and David Chapman, Cape May UMC



David and Debra Chapman are active members of Cape May UMC. Debra’s cousin, Rev. Dr. Robert Carr, is a Presbyterian minister and church planter in Kenya. In 2017, when David accepted an invitation to participate in a building project in Guatemala, he felt called to travel and help others. Upon his return, he excitedly shared his experience inviting his congregation to participate through attending the journey, giving financial gifts and purchasing supplies needed for building and medical missions. Due to health issues, Debra has not been able to travel with him, yet David would not be the missionary he is without her commitment to his passion in international missions.

Youth: Grace Brameyer, Trinity UMC in Hackettstown



Grace stands firm in her belief of Jesus as her Lord and Savior and gracefully displays her gifts by focusing their attention back toward the truth of Christ. She speaks about forgiving herself, just as God had forgiven her. Her self-acceptance comes from the understanding that if she was special enough for Jesus to die for her, then she indeed was special enough to love herself and others just the same. She states “God’s arms are wrapped around you, I promise. There are bumps in the road, but the Lord always has a plan. I know that things will look up because we are all wrapped up in His love, His care and His hope”. Grace is intentional in building her Christian character.

The Helenor Alter Davidson Award: *Sponsored by the Commission on Status and Role of Women for leadership, vision, passion, resilience, purpose, inclusiveness and perseverance.*

Rev. Dr. Regina Hendrickson, Northern Shore District Superintendent



Rev. Dr. Regina Hendrickson leads 62 churches in the Northern Shore District Superintendent. She is passionate about leadership development and is able to help clergy understand the dynamics of church family because of her background in family systems. For the past three years, Gina has hosted and facilitated a woman’s cohort offering book reading and conversations for women clergy, covering topics on vulnerability, church leadership and courageous leadership. Because she understands the challenges women face, Gina listens, encourages and validates the contribution of women clergy and women in leadership roles. She also promotes self-care and leads in this area by example. She is a proud mom, grandmother and role model for women and women clergy.

John C. Goodwin Multimedia Church History Award: *Sponsored by the Commission on Archives and History*

Haddonfield UMC



Rev. Chris Heckert



Meghan Martin



Brent Donaway

The Heritage Project (190th Anniversary) is a four chapter video chronicling the church's history, current ministry, ministries in communities near and far and other efforts to enrich lives in the Haddonfield area, especially in music. This engaging video makes the history and ministry come alive to the viewer as well as introduce a dynamic, growing church of 1,350 members. Meghan Martin, who coordinated the submission, Rev. Chris Heckert, pastor of Haddonfield UMC, and Brent Donaway, videographer, give credit to the many people who contributed to the video.

Harry A. Seese Memorial Scholarship: *Given to a pastor whose plans for continuing education will lead to strengthening his/her ministry in the local church. Guided by Rose Seese of Gibbsboro, his widow and supported by ongoing gifts, the scholarship honors her late husband, the Rev. Harry A. Seese, who died while serving the Medford UMC.*

Rev. James Lee



Rev. James Lee is an innovative and trend-setting leader among pastors and growing congregations. As the lead pastor at Wesley UMC, he has a noticeable zeal for risk-taking and learning new ways to make ministry work inspiring his congregation as well as other leaders around him. He was previously the associate pastor for Calvary Korean UMC in East Brunswick and the senior pastor of Conklin UMC in South River. James is also an award-winning photographer, videographer and podcaster who believes photos should record the spirit, tell a story and grasp emotions.

Rev. Juel Nelson



Rev. Juel Nelson, who at 13 preached her first sermon of many at New Dover UMC in Edison, has chosen to continue her education by pursuing a Doctorate in Education at New York University while continuing to serve in her role as GNJ's Director of Leadership Development and on the boards of Laity and Ordained Ministry. The program focuses on leadership skills to develop innovative solutions that affect sustainable and scalable change in their setting. The work she is doing in relation to the doctorate directly supports GNJ's mission. The education will only enhance what she does, coaching and encouraging leaders to live into God's greater vision.

THE ALL NEW LEADERSHIP ACADEMY*

Partnering laity and clergy to engage in
new ministries for a changing church.

**Four course offerings include
three 90 minute online sessions!**

October: Navigating Worship in the New Day with
Lan Wilson, Director of Worship. **Improving
worship online and in person.**

**November: Making Worship Work Behind the
Scenes** with Chuck DelCamp, of Haddonfield UMC
and Chair of GNJ's Commission on Communications
**Best practices in worship technology and developing
a team.**

January: These Small Groups Make a Difference
with Rev. Gina Yeske, Director of Small Groups and
Daniel Jimenez and Vivian Naa-Awa Nelson-Appiah,
Small Group Developers. **Moving small groups from
activity to lifestyle.**

**February: Missional Engagement that Opens Hearts,
Minds and Doors** with Ashley Wilson, Director of
Mission, Rev. Luana Cook Scott of Morristown UMC
and Andrea Wren-Hardin, Hope Center Developer.
**Mission that uses the gifts and assets of a church
and community.**

LOOK FOR REGISTRATION AND DETAILS
in the Digest and at www.gnjumc.org

*formerly the Laity Leadership Academy



1 **Legislation**

2

3 **Committee on Nominations**

4 (Those to be elected since the last session of Annual Conference)

5

6 **Nominations to Individual Leadership and Board, Agencies, and Committee Membership**

7

8 **Individual Leadership**

9

10 **Conference Secretary**

11 Shelley Smith (C)

12

13 **Conference Lay Leader**

14 TBA

15

16 **Conference Statistician**

17 Robert Zuckerman

18

19 **Conference Treasurer**

20 Robert Zuckerman

21

22 **Director of Lay Servant Ministries**

23 Terri Pagani (L)

24

25 **Council on Youth Ministries ¶649**

26 Class of 2021

27 Charlie Kinch (C), Co-Chair

28

29 Class of 2022

30 Ben Black (L)

31 Mercedes Colon (L)

32

33 Class of 2024

34 TBA

35

36 **Board of Discipleship ¶630**

37 Class of 2022

38 Jisun Yang (C)

39

40 **Committee on Ethnic Local Church Concerns ¶632**

41 Class of 2022

42 Jessica Davis (C)

43

44 **Board of Higher Education and Campus Ministry**

45 **¶634**

46 Class of 2022

47 Michael Kim (C)

48 Janine Flint (L)

49

50 **Commission on Communications ¶646**

51 Class of 2022

52 Charlie Kinch (C)

53

54 **Commission on Archives and History ¶ 641**

55 Class of 2022

56 Peter Mantel (C)

57

58 Class of 2024

59 Pedro Pillot (C)

60

61 **Commission on Religion and Race ¶643**

62 Chair: Samuel Arroyo

63

64 Class of 2022

65 Enger Muteteke (C)

66

67 Class of 2021

68 Virgil Williams (L)

69 Tom Lank (C)

70

71 **Committee on Disability Concerns ¶653**

72 Chair: Peggy Holder

73

74 Class of 2022

75 Heeyoung Lim (L)

76

77 **Committee on Parish and Community**

78 **Development ¶633.5**

79 Class of 2022

80 Heather Ashfield (L)

81

82 **Commission on Equitable Compensation ¶625.1**

83 Class of 2021

84 Derrick Doherty (C)

85

86 **Committee on Native American Ministries ¶654**

87 Chair: Cynthia Mosley

88

89 Class of 2022

90 Allie Mosley (L)

91

1 Class of 2021
2 Mark Gould (L)
3
4 **Committee on Hispanic/Latino Ministries ¶1655**
5 Chair: Cesar Miyares
6
7 Class of 2022
8 Sammy Arroyo (C)
9
10 **Committee on Rules of Order**
11 Class of 2021
12 Dale Caldwell (L)
13
14 **BOARD, AGENCIES AND COMMISIONS ORGANIZED**
15 **BY THE BOOK OF DISCIPLINE**
16
17 **Board of Ordained Ministry ¶1635**
18 Elected 2020
19 Kate Hillis (C)
20 Betty Quackenboss (L)
21 Samuel Park (C)
22 Frank Davis (C)
23 Jessica Campbell (C)
24 Tom Stark (C)
25
26 **Board of Pension ¶1639**
27 Class of 2026
28 Pending (C)
29 Pending (C)
30
31 Class of 2028
32 Brian Mickle (L)
33 Robert Dietz (L)
34
35 **Council on Finance and Administration ¶1611-618**
36 Class of 2024
37 John Lyle (L)
38 Dave Falcone (L)
39 Michael Yang (L)
40 Bill Wilson, Sr. (C)
41 Iona Harding (L)
42 Cliff Still (C)
43 Pending (C)
44
45 **Board of Trustees ¶1640 and 2512**
46 Class of 2024
47 Hyekyung Pauline Kang (C)
48 Rosaria Quinones (C)
49 Matt Enzler (C)
50

51 **Committee on Episcopacy ¶1637**
52 Chair: Pending
53
54 Class 2024
55 Dean Livingston (L)
56 Drew Dyson (C)
57 Sarah Borgstrom (C)
58 Bethany Amey (L)
59 Carolyn Pendleton (L)
60 Conference Lay Leader (Pending)
61 Pending (L)
62 **Administrative Review Committee ¶1636**
63 Pending (C)
64 **A Future with Hope Board of Trustees**
65 Class of 2022
66 John Bishop
67 Dale Caldwell
68 Michael Hertl (L)
69 Enger Muteteke
70
71 Class 2023
72 Michael Chagares
73 Chris Heckert
74 Marion Zajac
75 Robert Zuckerman
76
77 **Nehemiah Properties, Inc. Board of Trustees**
78 Class 2023
79 Patricia Morton
80 John Schol
81 Niurca Louis
82 Cliff Still
83 Chris Heckert
84 Rupert Hall
85 Marybeth Scherer
86 Rick Reinhard
87
88 **Next Generation Ministries, Inc.**
89 Class 2023
90 Joe Monahan (C)
91 Millie Pillot (L)
92
93 **Centenary Fund and Preachers Aid Society**
94 Chair: Richard Romero
95
96 **Conference Educational Society**
97 Class of 2021
98 Evan Rohrs-Dodge (C)
99 Donna Undercuffler(L)
100

1 Class of 2022
 2 Kevin Davis (C)
 3 Wil Wilson (C)
 4 Ron Wilkinson (C)
 5
 6 Class of 2023
 7 Donald Stevens (C)
 8 Cindy Gryniewicz (L)
 9
 10 **The Pennington School – Board of Trustees**
 11 Class 2024
 12 Lou Denton
 13 Michael Jingoli
 14 Dan Mahony
 15 Brenda Martini O’Loughlin
 16 Donald Medley
 17 Julie Wulf
 18 Kenneth Zirk
 19
 20 **United Methodist Communities – Board of**
 21 **Directors**
 22 Class 2025
 23 Nona Ostrove (L)
 24 Grant Karsner (L)
 25 Becky Stanislaw (L)
 26
 27 **The Wesley Foundation Board at Princeton**
 28 Hector Burgos (C)
 29 Jennifer Smith Walz (C)
 30
 31 **NOMINATIONS TO DISTRICT COMMITTEES**
 32
 33 **NORTHERN REGION**
 34
 35 Gateway North District
 36 **Gateway North District Superintendent:** William M.
 37 Williams, III
 38 **District Lay Leader:** David Yamoah
 39
 40 **Board of Church and Location ¶12519**
 41 Class of 2022
 42 Hugo Rey (C)
 43
 44 Class of 2023
 45 Esther Morales (C)
 46 Janice Sutton Lynn (C)
 47 Myungim Kim(C)
 48
 49 **Committee on District Superintendency ¶1669**
 50 David Yamoah (L)

51 Peter Dewes (L)
 52
 53 **District Committee on Ordained Ministry ¶1666**
 54 Kate Hillis (C)
 55 Leonne James Ramiro (L)
 56 Joyce Moore (L)
 57 David Yamoah (L)
 58 Christina Lelache (C) (BOOM Representative)
 59
 60 **District Disaster Response Coordinator:**
 61 Hee Young Ilm
 62 Palisades District
 63
 64 **Board of Church and Location ¶12519**
 65 Class of 2021
 66 Gene Bilz (L)
 67
 68 Class of 2022
 69 Hannah Lee (C)
 70
 71 Class of 2023
 72 Andrew Paek (C)
 73 JongIn Lee (C)
 74
 75 **Committee on District Superintendency ¶1669**
 76 Amanda Hemenetz (C)
 77 Ray Boyd (C)
 78 Sean (Seokman) Park (C)
 79 Sarah Pafford (L)
 80
 81 **District Committee on Ordained Ministry ¶1666**
 82 Gabrielle Martone (C)
 83
 84 **District Poverty Task Force**
 85 Bridget Galvin (C)
 86
 87 **District Director of Lay Servant Ministries:**
 88 Daniel Jimenez and Charlene Bungil
 89
 90 **District Disaster Response Coordinator:**
 91 Robb Shoaf (C)
 92
 93 **District Youth Coordinator:**
 94 Miso Park (C)
 95
 96 Skylands District
 97
 98 **Board of Church and Location ¶12519**
 99 Class 2023
 100 David Tillisch (C)

1 **Committee on District Superintendency ¶669**
 2 Rosario Quinones (C)
 3
 4 **District Committee on Ordained Ministry**
 5 Lourdes Matos (C)
 6 Ninabeth Metcalf (C)
 7 Stephen Yun (C)
 8
 9 **CENTRAL REGION**
 10
 11 **Northern Shore District**
 12
 13 **Board of Church and Location ¶2519**
 14 Class of 2022
 15 Jean Mc Mullan (C)
 16
 17 Class of 2023
 18 Robyne Mayer (C)
 19 Hyun Bo Shim (C)
 20 **District Poverty Task Force**
 21 Denise Tiedemann (C)
 22
 23 **District Director of Lay Servant Ministries**
 24 *Gary Albert
 25
 26 **Raritan Valley**
 27 **District Lay Leader**
 28 Douglas Fontenello
 29
 30 **Board of Church Location & Building ¶2519**
 31 Class of 2023
 32 Douglas Fontenello (L)
 33
 34 **Committee on District Superintendency ¶ 669**
 35 Douglas Fontenello (L)
 36
 37 **District Committee on Ordained Ministry ¶666**
 38 Alison Van Buskirk Philip
 39
 40 **Capital**
 41
 42 **Committee on District Superintendency ¶ 669**
 43 Jessica Stenstrom (C)
 44
 45 **District Committee on Ordained Ministry ¶666**
 46 John Doll (C)
 47 Brian Joyce (C)

48 Richard Romero (C)
 49 Samuel Park- BOOM (C)
 50 Jeneene Reduker (L)
 51
 52 **District Poverty Task Force**
 53 Chair: Sammy Arroyo (C)
 54
 55 **District Director of Lay Servant Ministries**
 56 Debra Selm-Orr
 57
 58 **District Disaster Response Coordinator**
 59 Frank Friend
 60 **SOUTHERN REGION**
 61
 62 **Cape Atlantic District**
 63
 64 **Board of Church and Location ¶2519**
 65 Class of 2023
 66 Mark Gibson (L)
 67 Lyssette Perez(C)
 68
 69 **District Poverty Task Force**
 70 Nicole Troast (C)
 71 David Dorfman (L)
 72
 73 **Delaware Bay District**
 74
 75 **Committee on District Superintendency ¶669**
 76 Steven Herman (C)
 77 Elwood Breon (L)
 78
 79 **District Committee on Ordained Ministry ¶666**
 80 Javier Barroso (C)
 81 Dr. Janet Holdcraft (L)
 82 Sally Durham (L)
 83
 84 **Gateway South District**
 85
 86 **Board of Church and Location ¶2519**
 87 Class of 2023
 88 Walter Mander (C)
 89 Michael Bill (C)
 90
 91 **District Poverty Task Force**
 92 Joan McCann (L)
 93 Margie Hammond (L)
 94 Sandy Stenstrom (C)

95
 96 Presented on behalf of the Nominations Committee by
 97 Rosa Williams, Chair

1 **Trustees Enabling Resolutions**
2

3 **Be it resolved** that the Greater New Jersey Annual Conference of the United Methodist Church hereby ratifies,
4 approves and confirms actions taken by the Conference Board of Trustees since the last Annual Session.
5

6 **Be it further resolved** that if subsequent to this Annual Session of the Greater New Jersey Annual Conference of
7 the United Methodist Church and prior to the 2021 Annual Session, any property, real or personal, that is
8 conveyed or transferred to the Annual Conference by any church or other person, firm, partnership, or
9 corporation, the Board of Trustees is hereby authorized and empowered, in its discretion, provided that the
10 same be approved by the Bishop and Cabinet, to sell, transfer, lease or convey any such real or personal
11 property for such price and at such time or times and upon such other terms and conditions as the Board of
12 Trustees of the Greater New Jersey Annual Conference of the United Methodist Church shall determine; and
13

14 **Be it further resolved** that the proper officers of the Board of Trustees of the Greater New Jersey Annual
15 Conference of the United Methodist Church be and hereby are authorized in the name and on behalf of the
16 Conference, to execute and deliver the Conference deed of conveyance or instrument of transfer and all other
17 instruments and documents to implement and carry out the purpose and intent of the foregoing resolution and
18 to affix the corporate seal of the Conference thereto; and
19

20 **Be it further resolved** that the President or Vice-President or Treasurer of the Corporation is hereby fully
21 authorized and empowered to transfer, convey, endorse, sell, assign and deliver any and all stock, bonds,
22 evidence of interest and/or indebtedness and all other securities, corporate or otherwise, now or hereafter
23 standing in the name or owned by this Corporation and to make, execute and deliver, any property to effectuate
24 the authority hereby conferred; and
25

26 **Be it further resolved** that whenever there shall be annexed to any instrument of assignment and transfer,
27 executed pursuant to and in accordance with the foregoing resolution, a certificate of Secretary or of an
28 Assistant Secretary of this Corporation in the office at the date of such certificate shall set forth these
29 resolutions and shall state that these resolutions are in full force and effect, then all persons to whom such
30 instrument with the annexed certificate shall thereafter come, shall be entitled, without further inquiry or
31 investigation and regardless of the date of such certificate, to assume and to act in reliance upon the
32 assumptions that the shares of stock or other securities named in such instrument were therefore duly and
33 properly transferred, endorsed, sold, assigned, set over and delivered by this Corporation, and that with respect
34 to such securities the authority of these resolutions and of such officers is still in full force and effect; and
35

36 **Be it further resolved** that subsequent to this Annual Session of the Greater New Jersey Annual Conference of
37 the United Methodist Church and prior to the 2021 Annual Session, the Board of Trustees of the Greater New
38 Jersey Annual Conference is hereby authorized to acquire or dispose of District parsonages, Program Director’s
39 and Treasurer’s residences, as in its discretion, it may deem necessary and advisable and in accordance with The
40 Book of Discipline of the United Methodist Church. The Conference Board of Trustees is hereby authorized and
41 empowered to enter into such contracts of sale and such other documents as may be necessary to effectuate
42 the sale, transfer, or purchase of such properties. Such properties, real or personal, may be sold or acquired
43 from any person or persons, firm, partnership, or corporation upon such terms and conditions as the Board of
44 Trustees of the Greater New Jersey Annual Conference of the United Methodist Church shall determine; and
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1 **Be it further resolved** that the proper officers of the Board of Trustees of the Greater New Jersey Annual
2 Conference of the United Methodist Church are hereby empowered and authorized to execute all such deeds,
3 mortgages, notes, bonds, and other documents necessary to implement the purchase or sale of such
4 Conference-owned properties.

5
6 Submitted by,
7 Rev. Clifford Still, Chair, Board of Trustees

9 **Conference Advance Specials**

10
11 **Be it resolved** that the 2020 Session of the Greater New Jersey Conference designates the following ministries
12 and institutions as Conference Advance Specials for the 2021 conference year (without restricting in anyway a
13 local church's ability to support other mission work):

14
15 **Be it further resolved** that the Executive Committee of the Connectional Table be authorized to make any
16 additions and deletions to the Conference Advance Specials list based upon recommendations of the
17 Conference Board of Global Ministries.

18
19 **C.A.M.P. YDP** (Community Association with a Ministry to People Youth Development Program) provides pre-
20 school, after-school and summer programs for children aged 5 - 14 and their families, mainly on the north side
21 of Paterson. The program runs throughout the year. As an organization, we are committed to work as a
22 "partner" within the community. A stimulating and nurturing environment is provided. Total care is available as a
23 well when schools are not in session with transportation available to pick up children from certain schools.

24
25 **Centenary Fund/Preachers Aid Fund** supports retired clergy and spouses.

26
27 **Christian Outreach Project** provides no-cost home repairs to persons in need in the northwest area of our
28 Conference. Participants are made up of high school youth and adult volunteers. In addition to home repairs,
29 participants engage in morning devotionals, singing, worship services and recreational activities.

30
31 **CUMAC/ECHO** works to alleviate hunger and its root causes for those in need in Paterson, Passaic County and
32 northern NJ. CUMAC has a Pantry feeding 3,000+ monthly. Our Depot warehouses over 2 million pounds of food
33 annually for a network of about 40 partner feeding programs. This Community Food Coalition (CFC) distributes
34 food while also screening clients for member pantries. We advocate at the local and state level on behalf of CFC
35 clients. CUMAC also has a Community Closet that offers clothing & household items; Pathways to Work imparts
36 job skills and hands-on experience; Place of Promise is a supportive housing program for chronically homeless
37 individuals; and our seasonal projects for school supplies, holiday gifts and other items for area children in need.
38 All our programs rely heavily on volunteer and financial support from the community.

39
40 **C.U.M.I. Camden Urban Ministry Initiative**, a cooperative After-School Program is a shared ministry amongst
41 Camden churches. This partnering reaches families to ensure positive development of children. We provide a
42 safe environment for youth activities, such as an after-school program, summer day camps, youth Bible study,
43 choir and a career training program. There are arts and cultural activities for all ages. The exchange of stories,
44 wisdom, advice, and experience builds a shared understanding of family and community. This church-based
45 intergenerational community surrounds our youth with caring Christian adults who encourage, support, and
46 pray for our youth while also holding them accountable. We are dedicated to the spiritual, emotional and social
47 growth of Camden Youth.

48
49 **First Friends of New Jersey and New York** provides advocacy, research and social services to detained and
50 released detainees has increasingly grown with the expansion of detention centers in New Jersey. We provide a

1 link to the outside world by providing toll free lines (English & Spanish) in five different detention facilities where
2 more than 2000 individuals are detained, and through visiting individuals in detention. Our Pen-pal Program
3 allows volunteers who cannot visit to write to detainees.
4

5 **The Neighborhood Center** has served the Camden community since 1913. Today, they are a community center
6 that provides a healthy and nutritious lunch six days a week, day care, an after-school program, and an evening
7 teen program. We focus on a two-generation approach to lift families out of poverty. Our commitment is to
8 provide a safe space for Academic achievement, Athletic accomplishment, and a flourishing Arts program. Our
9 hope and vision for the next century of service is to create a "community living room."
10

11 **Pennington School** is a college preparatory institution affiliated with the Methodist Church that reflects the
12 principles espoused by John Wesley and core values of Honor, Virtue, and Humility. Students experience an
13 environment where talents and values are forged for making a positive difference in the world. We provide half
14 scholarships for students in grade 6 to 12.
15

16 **Justice for Our Neighbors (JFON)** is a ministry that works with people God calls us to work with: the immigrant
17 or what the Bible referred to as the stranger in both the Old Testament and Gospels. New Jersey is a state of
18 immigrants. Unique to this ministry is that three conferences, Peninsula Delaware, Eastern Pennsylvania and
19 Greater New Jersey, will pool resources to serve together to support immigrants in the Southern New Jersey,
20 Philadelphia and Delaware Region. It will provide volunteer compassion ministry and professional legal services.
21 Greater New Jersey has long provided such services to clergy and laity, particularly in Northern New Jersey. This
22 new ministry will provide services in Southern New Jersey, particularly to those with the lowest incomes.
23

24 **Ranch Hope/Victory House** provides ministry to troubled boys ages 9 to 16 ½ and Victory House provides
25 services to troubled girls between the ages of 14–18 years. We are faith-based and provide learning
26 environments for those whose needs can best be met through experiences outside their homes. They can obtain
27 or regain their long-term academic, behavioral, and spiritual focus in our residential setting. Counseling, housing
28 and recreation is offered, as well as spiritual guidance, time to attend chapel services and Bible study. We are
29 licensed by the New Jersey State Department of Children and Families.
30

31 **The Maker's Place** is a new initiative of the United Methodist Church of Greater New Jersey. The goal is to
32 connect neighbors in Trenton with neighbors in central New Jersey and beyond, by opening a neighborhood
33 resource center that empowers poor and marginalized people in our capital city. The Maker's Place is a site for
34 local mission and ministry. Starting with initiatives centered around food and families, The Maker's Place will
35 cultivate transformative relationships that help people build bridges out of poverty and create a multiethnic and
36 economically diverse community hub where all people can experience the wide welcome of God.
37

38 Submitted by,
39 Rev. Isabel R. Quezada, Board of Global Ministries
40

41 **Equitable Compensation Recommendation for 2021**

42

43 **Whereas** the Commission on Equitable Compensation in seeking to support quality pastoral leadership to help
44 United Methodists of Greater New Jersey to grow in all areas of vitality, and
45

46 **Whereas** our work includes balancing the current economic realities of the COVID 19 pandemic and its effects
47 on our churches and clergy, recommend the following:
48

49 **Be it resolved that** the Greater New Jersey Annual Conference adopt the following recommendation for
50 required minimum salary for persons under full-time appointment in the local church effective January 1, 2021.

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- a. Elder and Deacon in Full Connection: \$46,887
- b. Provisional and Associate Members: \$43,605
- c. Full Time Local Pastor: \$41,261

Any changes in clergy ministry salaries related to a change in clergy status through ordination, commissioning or licensing in 2020 will become effective as of January 1, 2021.

These salaries apply to clergy (elder and deacon in full connection, provisional elder and deacon, associate members and local pastors) serving in full-time appointments in the local church. The years of service for each clergy can be found on the Clergy Service Record at Wespeth (General Board of Pension and Health Benefits). In calculating years of service, time on leave of absence is not counted in accumulated years of service.

For purposes of pension credit and years of service calculations, the minimum equitable salary for ¾ time pastoral appointments shall be ¾ of the required minimum in the pastor’s cash salary. The minimum equitable salary for ½ time pastoral appointments shall be ½ of the required minimum. All appointments less than ½ shall be considered ¼ time appointments for pension purposes. The District Superintendent will consult with the local church S/PPRC to determine the appropriate percentage of appointment for setting compensation.

Each pastor’s salary is determined by the local church or charge in consultation with the District Superintendent provided that the required minimum salary is met. In determining a recommendation for salary, each Staff/Pastor Parish Relations Committee takes into consideration the pastor’s years of experience, education, leadership ability, health and dental 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 total 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. The reimbursable amount shall be at least \$2,500. For churches receiving Equitable Compensation support, their accountable reimbursement should not exceed \$2,500.

Vacation Policy:

All pastors regardless of full or part time status shall be entitled to receive the following vacation per appointment year:

4 weeks (including 4 Sundays) of vacation consistent with the average work week; with 5 weeks (including 5 Sundays) after 10 years of full-time or equivalent part time service consistent with the Clergy Service Record.

Vacation time shall not be cumulative from year to year. Time spent in leadership responsibility in conference/district activities shall not be considered 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).

And further be it resolved, that given that the recommendation for 2021 holds the minimum compensation at the 2020 levels for just this coming year, and that the cost of living for this past year was 1.6%, the local church Staff/Pastor Parish Relations Committees may wish to consider an increase, if possible, of 2% in their pastoral compensation as shown in the 15-year chart listed below. Years of service are determined by the number of full-time years (or equivalent) fully completed prior to January 1, 2021.

Years of Service	Full Member	Associate or Provisional Member	Local Pastor
0	47,825	44,475	42,085
1	48,125	44,775	42,385
2	48,425	45,075	42,685
3	48,725	45,375	42,985
4	49,025	45,675	43,285
5	49,325	45,975	43,585
6	49,625	46,275	43,885
7	49,925	46,575	44,185
8	50,225	46,875	44,485
9	50,525	47,175	44,785
10	50,825	47,475	45,085
11	51,125	47,775	45,385
12	51,425	48,075	45,685
13	51,725	48,375	45,985
14	52,025	48,675	46,285
15	52,325	48,975	46,585

Respectfully Submitted,
 Rev. Dr. Steven Bechtold, Chair, Equitable Comp

Standards for Parsonages

Revised February 2020

Be it resolved that the following recommendation be adopted as the standards for parsonages for GNJUMC effective July 1, 2020.

STANDARDS FOR PARSONAGES

Responsible Group in the Church

The Book of Discipline does not mandate a parsonage committee; however it is strongly recommended that each local church which has responsibility for a parsonage form a parsonage committee. The committee will follow-up to assure timely resolution of parsonage problems affecting the health and safety of the pastor and/or pastor's family (much like a landlord). The chairpersons of the S/PPRC, Board of Trustees and the pastor shall make an annual review of the church-owned parsonage to assure proper maintenance and up-keep. (§258.2g(16) and ¶2532.4).

Standards for Existing Parsonages

All parsonages shall meet local requirements for a Certificate of Occupancy. It is the responsibility of the Board of Trustees to be familiar with these requirements.

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

1. Living room and family room furniture.
2. Dining room furniture.
3. Kitchen appliances including stove, refrigerator with separate freezer compartment, exhaust fan, and dishwasher.

- 1 4. Furnishings for special rooms such as sun porch, den, etc. that may be different from one charge to
2 another.
- 3 5. Laundry equipment – automatic washer and dryer.
- 4 6. Standard television connection (providing at least 30 channels/basic cable package), high speed internet
5 service fast enough to support streaming where available, and one telephone line (cell or land line). As
6 churches/parsonages are located in a variety of geographical areas, we encourage discussion at the local
7 church level to provide comparable communication services and cost saving measures such as bundling
8 of services.
- 9 7. Floor coverings (solid surfaces are preferred).
- 10 8. Functioning window shades and blinds, or curtains/drapes.
- 11 9. One fire extinguisher in kitchen and one extinguisher outside of the furnace room. There shall be at
12 least one extinguisher per floor level. All fire extinguishers, smoke detectors and Carbon Monoxide
13 detectors are to be in compliance with local code requirements for rental properties and certificate of
14 occupancy.
- 15 10. Closets or free standing storage units in each bedroom.
- 16 11. Drive and walkways should be hard surfaced.
- 17 12. Minimally acceptable outside light for safety to illuminate walkways and driveways.
- 18 13. Trash cans. In municipalities where garbage pickup is not part of the tax base and is billed to the
19 parsonage, that local church is responsible to pay for this service.
- 20 14. Suitable equipment for lawn care and snow removal corresponding to the size and condition of
21 lawns/driveways/walkways and/or appropriate lawn/plowing services.
- 22 15. A study for the pastor in either the parsonage or church building. Office furnishings shall include a desk,
23 desk chair, minimally acceptable shelving for the pastor's library, additional chairs, and a locking filing
24 cabinet.
- 25 16. Parsonage electrical service shall conform to the current National Electrical Code.
- 26 17. Parking space for a minimum of one (1) car shall be provided.
- 27 18. The septic or sewer system shall be fully functional and meet the needs of the parsonage family.
28 Maintenance of septic systems is the responsibility of the church.
- 29 19. In parsonages where there is a well, testing of water on a periodic basis should be done consistent with
30 local health codes for rental properties.
- 31 20. Radon testing is strongly recommended to be done periodically consistent with EPA standards and local
32 requirements.

33 **Additional Suggestions**

- 34 1. Electrical service to be inspected every five (5) years by a licensed electrician
- 35 2. Roof inspection every five (5) years
- 36 3. Energy audit every five (5) years

37 **Responsibility**

38 **1. Each pastor is responsible for:**

- 39 a. Furnishings for as many bedrooms as the family needs
- 40 b. Personal items such as television, vacuum cleaner, small appliances, dishes, glassware, flatware,
41 cleaning tools, wastebaskets, and decorative accessories
- 42 c. The following regular maintenance
43 i. Routine cleaning
44 ii. Floor maintenance
45 iii. Trash disposal and recycling

- d. It is expected that the pastor shall provide tenant (renters) insurance to cover property loss and personal liability.
- e. Restitution for any damage beyond moral wear and tear.
- f. At the time of a move, the current pastor shall remove all personal items and furniture from the parsonage and property and shall leave the parsonage in a “broom clean” state.

2. Each charge shall provide:

- a. Utilities – heat, electric, gas/oil, sewage, cable, internet and basic telephone
- b. Maintenance for all parsonage equipment
- c. Basic furniture for all rooms except the bedrooms (see above)
- 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.

3. Miscellaneous

- a. The parsonage is the pastor’s home for his/her tenure in that church or charge. S/he has, therefore, the responsibility to care for the home and its furnishings from damage by pets or people and, if it is damaged, to return the home 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.
- b. 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 furnishings have to stored, s/he should make every effort to store it properly so it is in good condition and does not suffer damage from being in storage. 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.
- c. We recommend that in addition to the required written reports filed annually with the Church Conference paperwork, there be a complete video/photo inventory of all church-owned furnishings in the parsonage. The inventory and all videos and photos should be updated annually as needed.
- d. It is the responsibility of the Parsonage Committee to be acquainted with the parsonage and, after a new pastoral appointment is made, meet with the incoming parsonage family to discuss the minimum acceptability of housing and furnishings, and to meet annually thereafter with the parsonage family.
- e. At the time of a new pastoral appointment, the chairs of the S/PPRC and the Board of Trustees, the current pastor and the incoming pastor will walk through the parsonage together for inspection and planning. It is recommended to utilize the Church Conference parsonage inspection report as a guide.
- f. In order to respect the privacy of clergy and families, the church has a 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.

4. Multiple Church Appointments and Clergy Couples

- a. In appointments where a clergy person is appointed to more than one church and a parsonage is provided by one of the churches, the utility expenses (heat, water, and electric) will be divided equally between the churches. Any capital improvements and maintenance on the parsonage are the responsibility of the church that owns the parsonage.
- b. In cases of clergy couples when the couple resides in the parsonage of one of the appointments, the utility expenses will be divided equally between the appointments provided that housing is considered as a part of the compensation package for each of the clergy. In situations where

1 both persons in a clergy couple are utilizing their respective parsonages, each church will
2 provide utilities for their own pastor.

3 **Standards for Parsonages (Purchasing or Building a New Parsonage)**

- 4 1. All parsonages shall meet local requirements for a Certificate of Occupancy.
5 2. The District Committee on Church Location and Building must be consulted in developing plans for all
6 purchases or construction of a new parsonage.
7 3. All newly constructed or newly purchased parsonages shall be in full compliance with the Book of
8 Discipline. Consideration shall be made for those with handicapping conditions.

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

12
13 **Option 1**

- 14 1. The use of maintenance-free materials in building and in finishing and furnishing, thus contributing
15 towards keeping maintenance costs lower.
16 2. The following room requirements:
17 a. Living Room/Family Room
18 b. Dining Room
19 c. Kitchen
20 d. Study
21 e. Baths (2)
22 f. Bedrooms (3)
23 3. A minimal electrical service of 200 amperes
24 4. A garage of a size to accommodate 2 cars, plus room for storage of lawn mowers, bicycles, tools, garden
25 equipment, ladders, paint supplies, etc.
26 5. Space to store large articles of furniture/equipment
27 6. The use of materials meeting the most energy efficient standards for insulation and windows
28 7. Careful consideration should be given in choosing the location of the parsonage. This consideration
29 might include the distance from the church, accessibility from main streets of the community and the
30 church, the neighborhood and its future, and the community itself and its future growth.

31
32 **Option 2**

- 33 1. The standards of Option One would apply with consideration by the church of purchasing, leasing,
34 renting a townhouse or condominium. This option would be negotiated by the District Superintendent,
35 the local charge and the pastor following consultation with the District committee on Church Location
36 and Building
37 2. The purpose of this option is to provide an alternative to the “traditional” church parsonage for ministry
38 in special situations. Allowing for the wide variety of townhouse/condo choices, it is difficult to
39 recommend a single standard for such settings.

40
41 **Appeals**

42
43 Appeals by the churches or pastors on any of the above provisions should be made to the District
44 Superintendent who has the final authority to interpret and implement the foregoing standards.

45
46 Submitted by,
47 Rev. Dr. Steve Bechtold

48

1 Arrearage Policy for Clergy Salaries

2
3 **Be it resolved** that the Greater New Jersey Conference adopt the following Arrearage Policy for Clergy Salaries:

- 4
5 1. In the event that the local church treasurer becomes aware that the church will be unable to provide to
6 the pastor full payment of a regularly scheduled salary, or housing allowance installment, or pension
7 payment, or health insurance payment, the church treasurer shall immediately notify both verbally
8 (within 24 hours) and in writing (within 3 days) the Pastor, the Lay Leader, and the Chairs of S/PPRC,
9 Finance, Trustees, and the Church Council or equivalent of the impending arrearage. Upon receipt of
10 such notice, the Chair of S/PPRC and/or the Pastor shall immediately notify the District
11 Superintendent and congregation of the impending arrearage. It is the pastor's responsibility to keep
12 copies of all such written notifications, and to provide additional written confirmation to the District
13 Superintendent when an arrearage has taken place. Failure to document salary or benefit arrearages
14 may result in a loss of compensation.
15
- 16 2. Upon receipt of notice of a pending arrearage, the Chair of S/PPRC shall meet with the Pastor, Lay
17 Leader, and Chairs of Finance, Trustees, and the Church Council to discuss the financial situation and
18 seek remedies to prevent an arrearage from occurring. Consistent with The Book of Discipline ¶1624,
19 such remedies cannot include a reduction in the Pastor's compensation until the beginning of the next
20 Conference year.
21
- 22 3. If after consultation among these leaders it becomes apparent that the church may be facing a long-
23 term financial crisis, the Chair of S/PPRC shall notify in writing the Pastor, congregation and District
24 Superintendent to consider potential solutions including but not limited to developing a payment plan
25 so that the pastor receives full payment of compensation, full benefit payments are made by the end of
26 the fiscal and/or appointment year. The District Superintendent may refer this to another appropriate
27 resource person to work with the church towards resolution of the situation.
28
- 29 4. If the local church is already receiving a subsidy grant, the District Superintendent or designee will
30 determine if all subsidy grant funds allocated to the church were used to pay the pastor's salary.
31
- 32 5. It is the responsibility of the pastor to provide evidence of an arrearage by providing documentation
33 such as: Treasurer's Reports, Charge Conference reports, check stubs, etc.
34
- 35 6. The statute of limitations for any salary arrearage is one year from the date of the initial
36 arrearage. However, once an appointment ends the Pastor no longer has claim on the local church for
37 compensation funds (¶1342.4).

38 Submitted by,
39 Rev. Dr. Steve Bechtold
40

41 Church Closures

42 **Be it resolved**, that the Greater New Jersey Annual Conference expresses its thanksgiving for all the blessings
43 made possible by the clergy and laity who have contributed to the ministry and mission of the following
44 congregations:

45 Brookville UMC, Brookville, NJ (June 30, 2019)
46 Chambers UMC, Trenton, NJ (August 30, 2020)
47 Emley's UMC, Cream Ridge, NJ (May 31, 2020)

- 1 First UMC of Belmar, Belmar, NJ (December 31, 2019)
- 2 Glendale UMC, Voorhees, NJ
- 3 Glory Korean UMC, Lyndhurst, NJ
- 4 Linvale UMC, East Amwell, NJ (March 1, 2020)
- 5 Lucaston UMC, Lindenwold, NJ
- 6 Memorial UMC of Neptune City, NJ
- 7 Trinity UMC, North, Bergen, NJ
- 8 Trinity UMC, Ventnor, NJ
- 9 Wenonah UMC, Wenonah, NJ
- 10 Woodruff UMC, Bridgeton, NJ

11 **Be it further resolved**, in keeping with provisions of Paragraph 2549.2b of the Book of Discipline, 2016 edition,
 12 the congregations are discontinued, and the assets of the church are transferred to the Trustees of the Greater
 13 New Jersey Annual Conference.

14 **Be it further resolved**, that in keeping with the provisions of ¶1229 of the Book of Discipline, 2016 Edition, the
 15 remaining members of the church may be transferred to a United Methodist Church of their choice.

16 **Be it further resolved**, that through its budget fund distribution percentages for the sale of property, Greater
 17 New Jersey Annual Conference distribute net proceeds after all outstanding loans and other obligations owed to
 18 the Greater New Jersey Annual Conference or any other creditor shall be repaid upon the sale of the property,
 19 and liquidation of any other assets.

20 **Be it further resolved**, in keeping with provisions of Paragraph 2549.4 of the Book of Discipline, 2016 edition, all
 21 deeds, records, legal papers and other official documents shall be maintained in permanent safekeeping with
 22 the Conference Commission on Archives and History.

23 Respectfully Submitted,
 24 The Greater New Jersey Cabinet

25 **Next Generation Ministries Update and 3 Year Goals**

26
 27 **Whereas**, students are a key part of our commitment to reach new generations of disciples of Jesus Christ, and
 28

29 **Whereas**, in 2017 GNJ adopted a 10-year Next Generation Ministries Strategic plan to develop, fundraise and
 30 coordinate students’ ministries throughout Greater New Jersey, and

31
 32 **Whereas**, since the adoption of the Next Generation Ministries strategic plan, Next Generation Ministries has
 33 made the following progress:

34 Youth

- 35 • 1,300 from 105 congregations participated in IGNITE 2019. The goal for IGNITE 2021 is 2,500 youth from
- 36 at least 150 GNJ congregations.
- 37 • 70/100 youth and college students have been engaged in intentional leadership and/or leadership
- 38 development through the churches and initiatives of GNJ.
- 39 • 175/150 GNJ congregations have had a youth ministry participate in Next Gen programming and
- 40 connect to support and collaboration systems.

41 Campus

- 42 • Next Gen is supporting a network of 7 campus ministries, the goal was 3. Those campus ministries have
- 43 between 15 and 75 students participating. The goal was 75.

- 1 • 23/25 students have participated in Mosaic, with a cohort of 10 new students to begin July 1.

2 Camping

- 3 • 12/25 events for GNJ congregations, committees or initiatives in the 2019-2020 program year at GNJ
4 campsites.
5 • 10/10 innovative offerings for and with youth and young adults, with a focus on multi-cultural, multi-
6 generational, multi-church, urban initiatives through GNJ camps

7 Next Generation Ministries

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

11

12 **Be it resolved** that, Next Generation Ministries adopts the following 3-year goals, to be reached by May 2023:

13 Youth Ministry

- 14 • 2,500 participants attend IGNITE 2022
15 • 200 youth and youth leaders in leadership and faith development opportunities
16 • 100 youth and youth leaders are serving in leadership through IGNITE Communities, internships and
17 more.
18 • Move the IGNITE Conference to financial sustainability by aligning revenue and expenses so that Next
19 Gen has the financial capacity to grow its mission beyond IGNITE.

20 Camping and Retreat Ministry

- 21 • Minister to 400 campers through Next Gen Summer Camps with excellent programming, passionate
22 summer staff, and opportunities for campers to connect, grow, and lead so that campers go home with
23 a heart on fire for Jesus and growing in faith and leadership.
24 • Minister to 200 campers through Next Gen Retreats during the school year with excellent programming
25 that challenges campers to go deeper in their faith so that campers grow a mature faith and are
26 prepared for leadership in ministry.
27 • 60 Students serving on Camping & Retreat Leadership Teams by 2023.
28 • Move the camping ministry to financial sustainability so that Next Generation Ministries retains the
29 capacity to make disciples and ministry leaders through camps and retreats for years to come.

30 Campus Ministry

- 31 • Network of 10 Campus ministries receiving resources and participating in retreats and coaching so that
32 they are regularly gathering 50 students on campus.
33 • 50 college students practice their faith through mission work, community service, or volunteering for
34 Next Gen outside of their regular campus ministry.
35 • 40 participants graduate from Mosaic Ministries.

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

39

40 **Be it further resolved**, that the Greater New Jersey Annual Conference will continue reviewing grant requests
41 from GNJ Next Generation Ministries. These grants will be for a one-year period, will be part of the budgeting
42 process and will decrease over time as other funding opportunities outside of Shared Giving will be identified.

43 For the 2021 budget, this includes:

- 44 a. IGNITE – \$20,000
45 b. Camping Ministry – \$161,000

1 This amount represents no net increase in investment in youth, campus, and camping ministries for the 2021
2 budget. Future funding will be contingent on a written report each year to Annual Conference that includes how
3 the funds were expended and progress toward the goals.

4
5 Submitted by,
6 Sam Perez, Chair, Next Generation Ministries Board of Trustees

8 Aldersgate Legislation

9
10 **Whereas**, in 2017 Greater New Jersey adopted a 10-year Next Generation Ministries Plan to develop a
11 sustainable and fruitful *Next Generation* youth and young adults' ministry in GNJ that will nurture new
12 generations of enthusiastic disciples of Jesus Christ who are connecting, growing in and leading ministry in their
13 congregations and participating as healthy young people in a global society, and

14
15 **Whereas**, the Main Camp Property at Aldersgate requires a minimum of \$4 million in deferred maintenance and
16 building costs to be operational and has an annual cost of \$50,000 for insurance, caretaking and other expenses,
17 and

18
19 **Whereas**, on April 5, 1885, by Missionary Henry Appenzeller, the Methodist churches in South Korea and the
20 Korean United Methodist churches in the United States received the Gospel and now the Korean churches have
21 grown to preach the Gospel in the world. The Appenzeller Chapel was the first chapel built in the United States
22 by the efforts of Korean Methodist churches to remember the sacrifice of Missionary Appenzeller who was
23 devoted to preach the Gospel to South Korea; not to forget the debt of the Gospel; and also to pass down the
24 legacy to our children, and

25
26 **Whereas**, on June 21, 1998, the Appenzeller Chapel was built and consecrated through the sacrificial donations
27 of about \$550,000 from 85 churches including the Methodist churches in South Korea and the Korean United
28 Methodist Churches in the United States, many organizations, and many individuals. We want to honor and
29 maintain the sacrifice, the prayers, and the will of the churches, organizations, and individuals who funded the
30 Appenzeller Chapel.

31 **Be it resolved**, that the Greater New Jersey Annual Conference authorizes sale of property or properties at
32 Aldersgate Center currently owned by Next Generation Ministries.

33
34 **Be it further resolved**, that income from the transfer or sale of the camp property or properties at Aldersgate
35 Center be used to support Next Generation Ministries camping and retreat ministries in GNJ, and that this is
36 shared in a report to GNJ Annual Conference 2021 including how to honor and pass on the legacy of joy,
37 generosity, faith and leadership formation through the years at Aldersgate Center.

38
39 **Be it further resolved**, that after the sale of property or properties at Aldersgate Center, Next Generation
40 Ministries authorizes a portion of the sale amount to be used for the Greater New Jersey Korean United
41 Methodist Church Association to honor the mission and legacy of Henry Appenzeller and to continue the spirit of
42 Appenzeller and Appenzeller Chapel.

43
44 **Be it further resolved**, that the Greater New Jersey Annual Conference expresses its thanksgiving for all the
45 blessings made possible by clergy and laity who have contributed to the ministry and mission, and who have
46 been raised into ministry, through the camp properties at Aldersgate Center in Swartswood, NJ.

1 Respectfully submitted,
2 Samuel Perez, Chair, Next Generation Ministries Board of Trustees

3

4 **A Journey of Hope – Legislation**

5 (see full report on page 61)

6

7 **Whereas** African Americans and Native Americans were oppressed, forced from their homes and enslaved in the
8 Greater New Jersey Area; and

9

10 **Whereas** African Americans and Native Americans were segregated and experienced racism by The Methodist
11 Church since its founding and racism continues today toward all People of Color by United Methodists and our
12 organizations and structures; and

13 **Whereas** GNJ has committed to be a multi-racial and interculturally competent church and recent events in our
14 nation call the church to be an example and do better by working together to end the sin of racism in GNJ;

15

16 **Therefore be it resolved**, we courageously support and commit to boldly work together to end the sin of racism
17 in GNJ and create a more racially just, inclusive and equitable church and carry out A Journey of Hope calling,
18 measure and actions.

19

20 **Transformational Measures and Actions**

21

22 1. **Resources** to assist leaders, congregations and communities to end racism.

23 50 trained GNJ trainers and facilitators actively engaged with 150 congregations that are developing and
24 engaging in A Journey of Hope Plan¹ by **September 2022**

25

26 Actions

- 27 a. Identify an organization that specializes in ending racism to assist GNJ to develop and/or adapt
28 resources and processes and train leaders for ending racism. **March 2021** -assigned to the Journey
29 of Hope Team
- 30 b. Create A Journey of Hope planning guide for congregations. **September 2021** -assigned to A Journey of
31 Hope Team
- 32 c. Provide intercultural competence and implicit bias assessment and training materials for leaders and
33 congregations. **September 2021** -assigned to the Resource Team
- 34 d. Strongly encourage all GNJ leaders and disciples each year to participate in a study and conversation
35 that helps people continually turn outward and work toward a racially just, inclusive and equitable
36 church. **Start March 2021** -assigned to Church and Society Chairperson
- 37 e. Post to the website congregational models for creating a racially just, inclusive and equitable
38 congregation. **Ongoing** -assigned to the Director of Communications
- 39 f. Continue to train clergy and congregational leaders for cross racial and cultural
40 appointments and offer facilitators to congregations with cross racial appointments for learning and
41 conversation. **Ongoing** -assigned to the Dean of the Cabinet

42

43 2. **Leadership** that is diverse and culturally competent to lead GNJ and its congregations to end racism.

44 At least 50% GNJ of agency chairpersons are People of Color by **June 2023** and increase the number of
45 African American/Black and Hispanic/Latino clergy elders each by 8 and increase the number of all Clergy of
46 Color by **June 2025**.

¹ All plans within GNJ integrate the mission, priorities and goals of GNJ and the congregation. While a Journey of Hope ACT Plan will include how a congregation will work to end the sin of racism, it also integrates the mission of GNJ - new disciples, transformational leaders, fruitful and sustainable vital congregations (markers of vitality and balanced budget) and a transformed world including the spiritual and justice work of ending the sin of racism.

1 Measures

- 2 a. Increase the number of African American/Black by 8 and Latino/Hispanic by 8 clergy elders. **June**
- 3 **2026 (4 each by 2023)** -assigned to District Superintendents
- 4 b. Engage 20 People of Color in the clergy candidacy program. **December 2022** -assigned to the
- 5 Cabinet
- 6 c. Engage People of Color for at least 50% of Mosaic Ministry participants. **July 2022** -assigned Next
- 7 Generation Ministry Student Ministry Coordinator.
- 8 d. Double the number of People of Color in process for pastoral and deacon
- 9 ministry. **December 2022** -assigned to a member of the cabinet
- 10 e. At least 50% of GNJ elected agency chairpersons are People of Color. **June 2023** -assigned to
- 11 the Nominations Chairperson
- 12 f. Have 200 people complete intercultural competency and Outward Mindset Training. **December**
- 13 **2023** -assigned to the Director of Human Resources and the Nominations Chairperson

14
15 Actions

- 16 a. Create a leadership culture to end racism by training intercultural competence and Outward
- 17 Mindset with all GNJ staff, newly elected leadership, new clergy and newly appointed clergy within
- 18 one year of assuming leadership. **Begin July 2021** -assigned to the Director of Human Resources
- 19 and the Nominations Chairperson
- 20 b. Develop and implement a program to recruit, financially support, educate, mentor and
- 21 coach new clergy candidates of color. **June 2021** -assigned to the Dean of the Cabinet
- 22 c. Develop a program to mentor new leaders with at least half being persons of color for elected GNJ
- 23 leadership. **Begin July 2021** -assigned to the Nominations Chairperson
- 24 d. Develop intercultural competence training for students. **December 2021** -assigned to the Next
- 25 Generation Ministries Executive Director
- 26 e. Make a public witness of the love and justice of Jesus Christ when there are acts of racism in the
- 27 community, the state, nation or world. **Ongoing** -assigned to the Bishop and Lead Pastors
- 28 f. Engage with other faith communities and state-wide organizations, meet with state-wide law
- 29 enforcement, elected leadership and justice departments to influence policies, practices and laws
- 30 that are equitable, unbiased and work to end racism. **Ongoing** -assigned to the Bishop
- 31 g. Report at each annual church conference what the congregation has done to work toward a racially
- 32 just, inclusive and equitable church. **Ongoing** -assigned to each District Superintendent
- 33 h. Review all candidates for cultural competence and mentor and develop clergy of promise to
- 34 develop the intercultural competence. **Starting February 2021** -assigned to the Board
- 35 of Ordained Ministry Chairperson
- 36

- 37 3. **Ministry** to develop African American/Black and other congregations of color.
- 38 25 new ethnic congregations (at least 10 African American) using new technologies and innovative strategies
- 39 and strengthen the worship, ministry and finances of 10 existing congregations of color by **December 2025**
- 40 **(10 by 2023)**.

41
42 Measures

- 43 a. Develop 25 Hope Centers by People of Color in ethnic communities. **December 2025 (12 by 2023)** -
- 44 assigned to A Future With Hope Executive Director
- 45 b. Create a justice and equity center in each region to galvanize, inspire and engage clergy and laity in
- 46 justice and equity ministry. **December 2023** -Regional Superintendent Team
- 47 c. Start, or develop and financially support, five African American and three additional ethnic
- 48 congregations to increase their vitality. **December 2023** -assigned to a District Superintendent in
- 49 each region
- 50
- 51

1 Actions

- 2 a. Train congregations and community leaders through Communities of Hope to assist congregations
- 3 to serve the people in their community and/or become a Hope Center. **September 2021** -assigned to
- 4 Hope Center Developer
- 5 b. Continue to fund and support camping programs and Joshua Generation for students of
- 6 color. **Ongoing** -assigned to the Next Generations Ministry Board Chairperson
- 7 c. Continue to grow IGNITE Communities with 25% of the participants students of color -**Ongoing** -
- 8 Assigned to Next Generation Ministries Executive Director
- 9 d. Continue with the lawsuit to desegregate public schools in NJ and update the annual conference
- 10 each year - **Ongoing** -assigned to Church and Society Chairperson

11
12 4. **Policies and Procedures** in GNJ that do not lead to harm or bias against African American/Black or any other racial group

13 A handbook of all existing GNJ policies and procedures that has been reviewed and updated to ensure GNJ’s policies and procedures create a culture of racial justice, inclusion and equity by **February of 2022**.

14
15
16
17 Actions

- 18 a. Review all GNJ agency policies, procedures and rules for explicit or implicit racial biases and racism
- 19 and recommend changes to the appropriate bodies to ensure racially just, inclusive and equitable
- 20 policies and rules. **May 2021** -assigned to Religion and Race Chairperson
- 21 b. Review all submitted annual conference legislation to ensure it does not include implicit or explicit
- 22 bias against People of Color. **February of each year** -assigned to Religion and Race Chairperson

23
24 5. **Invest** in leadership, congregations and ministries to repair harm, start new and grow existing congregations, recruit and develop more transformational leaders and work toward ending the sin of racism \$4.1 million investment in the health and vitality of GNJ through debt forgiveness, equitable salary and shared ministry apportionment and billables in low income communities and an additional \$1 million for Native American sacred land/church preservation. **December 2023**

25
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28
29 Actions and Measures

- 30 a. GNJ will permanently forbear collecting on billable debt (pension, health insurance, workers compensation and property insurance) for all African American/Black and Native American congregations and all other congregations that meet the criteria for the forbearance program. This will include unpaid amounts for all years prior to and including 2019, and also any unpaid amounts for the 2020 year if the congregation pays at least what it paid in 2019 on its billings from GNJ. If a congregation that is part of the forbearance program sells its property or discontinues to be a United Methodist congregation, the proceeds will be reviewed by the board of trustees and the cabinet to determine how the funds will be used.

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39 The following is the criteria to participate in the forbearance program for all congregations other than African American/Black and Native American.

- 40 i. The community’s household income is below \$55,000.
- 41 ii. The worshipers reflect the people living in the community.
- 42 iii. The congregation does not have reserves/endowment that may be used to sufficiently fund the congregation’s budget including billables.
- 43 iv. The congregation does not have other income including rental income to sufficiently fund the congregation’s budget including billables.
- 44 v. The congregation does not have sufficient giving by members to fund the ministry including billables for a congregation of its size.

45
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48
49 If any of the five criteria are in question, a congregation may request a further review by the cabinet and the council on finance and administration who will jointly make a final determination.

1 **December 2020** -assigned to Council on Finance and Administration Chairperson and the Dean of
2 the Cabinet

- 3 b. Assist four ethnic congregations in paying building debt. Several congregations of color were
4 approved by GNJ for building programs which could not be sustained by the congregation and GNJ
5 did not provide adequate council or financial support for the building projects. In two of the
6 congregations, the debt is not with GNJ and the CFO/Treasurer along with the district
7 superintendent is to review each of these situations and make a recommendation to the next
8 annual conference session. **June 2021** -assigned to the Board of Trustees Chairperson.
- 9 c. Develop and financially support a clergy salary guide and system based on NJ public
10 educators, congregational size and clergy accomplishment to ensure community wealth is not
11 the only determiner of clergy salaries, particularly in Congregations of Color. **December 2020** -
12 assigned to the Cabinet in consultation with the Equitable Compensation Commission
- 13 d. Start in **January 2021** and ensure **by January 2022** that all grants² to congregations and GNJ
14 supported Hope Centers and organizations have **A Journey of Hope Plan** that is appropriate to their
15 context. An additional \$100,000 in grant funds will be set aside in the 2021 budget and based on
16 giving, up to another \$100,000 a year will be added until the fund reaches \$500,000 to assist
17 congregations to develop and implement their **Journey of Hope Plan** (See Appendix 1 in the Journey of
18 Hope Report for a guide to developing **A Journey of Hope Plan** and guidelines for grants). **January 2022**
19 -assigned to the Connectional Table Chairperson and the Cabinet
- 20 e. Apportion shared ministries and billables to congregations in low income communities using the
21 same criteria in 5.a.i-v as long as the congregation has and is making progress on **A Journey of Hope**
22 **Plan** and gives 100% of their apportioned shared ministry and billables at the following rates.
- 23 i. Communities with median household income \$50,000 to 55,000 – apportion at 70%.
 - 24 ii. Communities with median household income \$45,000 to 49,999 – apportion at 65%.
 - 25 iii. Communities with median household income \$40,000 to 44,999 – apportion at 60%.
 - 26 iv. Communities with median household income \$35,000 to 39,999 – apportion at 55%.
 - 27 v. Communities with median household income below \$34,999 – apportion at 50%.
- 28 **January 2022** -assigned to Council on Finance and Administration Chairperson
- 29 f. Native American Land
- 30 i. 10% (a tithe) of the sale of all GNJ property and discontinued churches shall be invested
31 through GNJ’s Stewardship Foundation until the fund reaches \$1 million for the St. Johns
32 United Methodist Church to ensure the perpetual care of the property. St. Johns is the only
33 Native American Church in GNJ, it is the fifth oldest in the United States and it is a sacred
34 site and burial ground for Native Americans. The funds will be administered through GNJ
35 CONAM (Committee on Native American Ministry) and no more than 5% of the funds may
36 be expended in any given year. **Ongoing** – assigned to the CFO/Treasurer
 - 37 ii. All discontinued congregations in Cumberland County and the eastern portion of Salem
38 County including church property along the Delaware River, shall first through CONAM be
39 offered/returned to the Native American Nanticoke Lenni-Lenape Tribe. The land in this
40 area was originally Native American land before Native Americans were removed from
41 their land and forced to a reservation in the Pinelands. If the Tribe does not want to take
42 ownership and care of the property, the property is to be sold and proceeds invested as
43 directed by the GNJ Annual Conference session. **Ongoing** – assigned to the Property
44 Manager and Board of Trustees
 - 45 iii. In consultation with CONAM, Next Gen Ministries will identify and develop a means to
46 recognize and honor Native American heritage at the Pinelands Center, remembering that
47 Native Americans were forced to move from Cumberland and Salem Counties to the

² All grants include but not limited to Harvest Mission, Strategic Disciple Making, Equitable Salary, Strategic Salary, emergency need, Hope Centers and Peace with Justice.

1 Pinelands. Funds may be used from unused Native American offerings to establish such a
2 heritage. **Ongoing** – assigned to the Next Gen Executive Director and CONAM.

3 iv. Each year GNJ will strongly encourage all congregations to celebrate Native American
4 Sunday, the third Sunday of April unless it is Easter Sunday, and then the fourth Sunday of
5 April, by sharing information of the heritage of Native People and receive an offering for
6 ministry with Native People. **Ongoing** – assigned to the Director of Communication

7 g. Congregations of Color Property – when a Congregation of Color is discontinued and the
8 property sold, the proceeds shall be used to develop a new or existing Congregation of Color,
9 first considering a Congregation of Color of the ethnicity of the congregation that was
10 discontinued. **Ongoing** – assigned to the Cabinet and the Property Manager

11 12 **ACCOUNTABILITY AND HONORING PROGRESS**

13 The above measures and actions shall be for the next five years and modified each year to ensure the aim of
14 creating a racially just, inclusive and equitable church are accomplished. Each year, the executive staff
15 leadership³ of GNJ, including the cabinet, will report to the annual conference session the progress and
16 challenges to achieving **A Journey of Hope Plan** that includes but is not limited to the following:

- 17 1. The number of congregations with **A Journey of Hope Plan** and highlight three exemplary plans.
- 18 2. The number of African American clergy recruited and in process to be elders in GNJ. Presently there are
19 10 active African American/Black clergy elders in GNJ with only two under 58 years of age.
- 20 3. The number of African American churches that are part of a congregational development cohort and are
21 being resourced to grow congregational vitality.
- 22 4. The percent of congregations that have **A Journey of Hope Plan** and the overall progress that is being
23 made.
- 24 5. The number and amount of grants given to African American and other ethnic congregations.
- 25 6. Progress on equitable salary where there is income disparity in GNJ communities and what steps were
26 taken to address income disparity.
- 27 7. The number of churches that are receiving half billable and half shared ministry.
- 28 8. The number of Hope Centers and the percentage in ethnic communities.
- 29 9. Progress on the lawsuit to desegregate New Jersey public schools.
- 30 10. A census of the percentage of African American/Black, Asian, Hispanic/Latino and Native American
31 congregations' vitality, as compared to Anglo congregations.

32
33 Each year, every congregation will be invited to identify an individual from their congregation or community
34 who has demonstrated the aspirational nature of a disciple and/or leader who is leading and working for racial
35 justice, inclusion, equity and ending racism. The individuals will be honored by listing their names in the
36 preconference journal and a certificate from the bishop. Five of the individual's stories will be told at the annual
37 conference session and through the Relay and posted on the website and the individuals will receive a \$1,000
38 grant to use for racial justice, inclusion, equity and ending racism ministries.

39
40 Respectfully submitted,
41 Kay Dubuisson, Chairperson
42 Connectional Table
43
44
45
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³ The executive staff leadership includes the bishop, dean of the cabinet, CFO, connectional ministries director, communications director, and the executive directors of A Future With Hope, Next Generation Ministries and Stewardship Foundation.

1 **Budget and Shared Ministries Plan**

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Be it resolved that the Greater New Jersey Annual Conference approves the adoption of the Budget and Shared Ministries Plan for 2021, the details of which are provided on the following pages.

Submitted by Robert Dietz, Chairperson
Council on Finance and Administration

	2020 Budget	2021 Journey of Hope
2021 Shared Ministry Plan		
Apportioned Shared Ministry Calculation		
Total GNJ Congregations' Spending Less Mission and Capital Expenses	67,250,000	66,400,000
Shared Ministry Percentage Apportioned to Congregations	15.2%	15.2%
Expected Shared Ministry Income	10,222,000	10,092,800
GNJ Income		
Shared Ministry Percentage	12.4%	12.4%
Giving Rate	88.0%	89.0%
12.36% of Shared Ministry Income at 88% giving rate	7,238,790	7,298,947
Investment Income	75,712	77,984
Centenary Fund Gift for Retiree Health	650,000	650,000
Healthcare Revenue	792,746	945,671
Harvest Mission Fund	500,000	500,000
Strategic Disciple Making Fund	150,000	250,000
Grants, Donations, Registrations	799,678	728,660
Shared Services	1,975,000	1,975,000
Total	12,181,926	12,426,262
Low Income Community Initiative	0	(400,000)
Adjusted GNJ Income	12,181,926	12,026,262
GNJ Expenses		
Laity, Clergy and Congregational Development		
Superintending	1,749,094	1,710,000
Connectional Ministry Resourcing	1,406,737	1,059,999
Implement A Journey of Hope		30,000
General Superintending (Episcopal Office)	259,156	260,267
Grant Program	650,000	750,000
Equitable Compensation	130,100	255,000
Strategic Clergy Salary Support	131,600	131,600
Board of Ordained Ministry	180,628	205,250
Bridge Fund	25,000	15,000
Property Expense	131,798	125,000
Total	4,664,113	4,542,116
Conference Mission and Benevolences		
Benevolences	826,600	826,600
Retiree Health Benefits	2,702,304	2,702,304

Administrative Expenses	308,179	207,649
Drew School of Theology		400,000
Property Expenses	131,798	125,000
Total	3,968,881	4,261,553
Administration		
Council on Finance and Administration	3,760	2,000
Conference Staff	2,086,068	2,094,404
Administrative Expenses	587,622	576,596
Annual Conference Sessions (3 days)	267,731	230,000
Jurisdictional Apportionments	35,720	35,720
Property Expenses	294,975	281,006
Total	3,275,876	3,219,726
Total GNJ Expenses	11,908,870	12,023,395
GNJ NET SURPLUS/DEFICIT	273,056	2,867
General Church Apportionments		
Income (2.74% of Shared Ministry Base)	2,488,250	1,823,942
General Church Apportioned Funds		
General Administration Fund	155,219	117,384
Interdenominational Cooperation Fund	34,529	4,127
World Service Fund	1,307,195	953,182
Black College Fund	176,114	137,964
Episcopal Fund	387,114	382,738
Africa University Fund	39,414	31,017
Ministerial Education Fund	331,133	223,904
Total	2,430,718	1,850,316

1

Benevolence Budget	2019 Actual	2020
Board of Church and Society	342	1,000
Discipleship	275	500
Camps & Conferences	161,090	161,000
Global Ministries	300	1,000
Disaster Response	887	1,000
Mission School	9,750	9,800
Board Higher Education & Campus Ministry	49,190	52,000
Board of Laity	6,857	8,000
Commission on Archives and History	3,651	4,000
Christian Unity/Inter. Concerns	3,618	3,500
NJ Council of Churches	13,000	12,000
Commission on Religion and Race	3,620	4,000
Commission on Small Membership Church	0	400
Commission on the Status and Role of Women	251	2,000
Committee on Disability Concerns	0	400
Ethnic Local Church Concerns		
Committee on Ethnic Local Church Concerns	0	400
Korean American National Plan	15,000	15,000
Strengthening the Black Church Plan	2,500	15,000
National Hispanic Plan	9,418	15,000
Committee on Native American Ministry	250	400
Council on Young Adults	0	4,000
Youth Ministry		
Council of Youth	1,891	4,000
Ignite	20,000	20,000
United Methodist Men	445	400
Community Outreach Grants	182,200	260,000
Connectional Table	14,848	14,000
Congregational Development	37,825	35,000
Emerging Needs	5,450	10,000
District Resourcing	111,000	100,000
Communications	17,800	17,800
Relay	55,859	55,000
Total	727,317	826,600

1 Shared Ministry Apportionment Formula 2021

2
3 **Whereas** in GNJ we remain focused on developing vital congregations and prayerfully do so through our financial
4 stewardship; and therefore

5
6 **Be it resolved** that the Shared Ministry percentage be set at 15.2% of a congregation's Shared Ministry base for
7 the 2021 budget and that each year the Annual Conference approve the Shared Ministry percentage. The Shared
8 Ministry base be set at a congregation's total expense as follows:

- 9 1. Lines 41a-47 of Table II of The Local Church Statistical Report
- 10 41a – Pastor Wages
 - 11 41b – Associate Pastor Wages
 - 12 41c – Deacon Wages
 - 13 42 – Parsonage Expenses
 - 14 43 – Accountable Reimbursements
 - 15 44 – Other Cash Allowances
 - 16 45 – Staff Compensation
 - 17 46 – Church Program Expenses
 - 18 47 – Church Operating Expenses
- 19
- 20 2. Billed amounts for prior year Comprehensive Protection Plan (CPP), Clergy Retirement Security Program
21 (CRSP), Health Insurance, Property Insurance and Workers Comp
22

23 **Rationale:** This existing formula uses the present Shared Ministry base calculation but prevents automatic
24 percentage increases and requires GNJ to set budgets that are within a fixed percentage of the Shared Ministry
25 base. In effect, will reduce each congregation's Shared Ministry percentage for 2021.

26
27 Submitted by Robert Dietz, Chairperson
28 Council on Finance and Administration
29

30 Sale of Closed Church Property Designation

31
32 **Be it resolved** that all indebtedness (arrearages for pension, health insurance, property insurance or worker's
33 compensation insurance and conference loans) shall be considered loans and shall be recorded as such on line
34 37 of Table 1 of the Annual Church Report; and

35
36 **Be it further resolved** that repayment of such indebtedness is not a current expense; and
37

38 **Be it further resolved** that upon the sale of any active or closed local church property, any unpaid conference
39 billing (indebtedness to GNJAC) as of the closing date for sale will be the first items paid from the proceeds of
40 the sale other than necessary closing costs, commissions and mortgages having prior claim. Payment will be
41 made at closing to the Annual Conference and will be credited to the appropriate billing account.
42

43 **Be it further resolved** that the remaining funds from all church closures will be designated as follows upon the
44 close of the 2020 Greater New Jersey Annual Conference:

- 45 • 50% to the Harvest Mission Fund
- 46 • 20% to the Strategic Disciple Making Fund
- 47 • 15% to the Property Redevelopment Fund
- 48 • 10% to the Native American Fund until it reaches \$1 million (in support of the Journey of Hope Plan)

- 5% to Retiree Health Reserves

Submitted by Robert Dietz
Chairperson, Council on Finance and Administration

Pension and Health Benefits

Be it resolved that the Past Service Annuity Rate for January 1, 2021, to December 31, 2021, be set at \$713 per approved service year prior to January 1, 1982.

Be it further resolved

1. That effective January 1, 2021, 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, 2021, to December 31, 2021, for the Clergy Retirement Security Program for full-time and less-than-full-time (¾-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, 2021, to December 31, 2021, 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 2% of plan compensation. 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, 2020, unless otherwise stated.
5. That grants approved in lieu of pension to Bernard Shropshire are continued through 2021.
 - 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, William R. Hess, and Charles D. Mitchell.
 - b. That Robert L. Webster and family be eligible for Conference-paid health benefits upon retirement and receiving an annuity.
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.
7. 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-

1 parented under this provision: Rev. Vena Murphy, Rev. William Jacobsen, Rev. Christina Zito and Rev.
2 Sherrie Dobbs Johnson.

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

6 9. The Greater NJ Annual Conference (the "Conference") adopts the following resolutions relating to
7 rental/housing allowances for active, retired, terminated, or disabled clergypersons of the Conference:
8

9 **Be it resolved** that an amount equal to 100% of the pension, severance, or disability payments received from
10 plans authorized under *The Book of Discipline of The United Methodist Church* (the "*Discipline*"), which includes
11 all such payments from the Wespath Benefits and Investments, during the period July 1, 2020 through June 30,
12 2021, by each active, retired, terminated, or disabled clergyperson who is or was a member of the Conference,
13 or its predecessors, be and hereby is designated as a rental/housing allowance for each such clergyperson; and
14

15 That the pension, severance, or disability payments to which this rental/housing allowance designation applies
16 will be any pension, severance, or disability payments from plans, annuities, or funds authorized under the
17 *Discipline*, including such payments from Wespath and from a commercial annuity company that provides an
18 annuity arising from benefits accrued under a Wespath plan, annuity, or fund authorized under the *Discipline*,
19 that result from any service a clergyperson rendered to this Conference or that an active, a retired, a
20 terminated, or a disabled clergyperson of this Conference rendered to any local church, annual conference of
21 the Church, general agency of the Church, other institution of the Church, former denomination that is now a
22 part of the Church, or any other employer that employed the clergyperson to perform services related to the
23 ministry of the Church, or its predecessors, and that elected to make contributions to, or accrue a benefit under,
24 such a plan, annuity, or fund for such an active, a retired, a terminated, or a disabled clergyperson's pension,
25 severance, or disability plan benefit as part of his or her gross compensation.
26

27 NOTE: The rental/housing allowance that may be excluded from a clergyperson's gross income in any year for
28 federal (and, in most cases, state) income tax purposes is limited under Internal Revenue Code section 107(2),
29 and regulations there under, to the least of: (a) the amount of the rental/housing allowance designated by the
30 clergyperson's employer or other appropriate body of the Church (such as this Conference in the foregoing
31 resolutions) for such year; (b) the amount actually expended by the clergyperson to rent or provide a home in
32 such year; or (c) the fair rental value of the home, including furnishings and appurtenances (such as a garage),
33 plus the cost of utilities in such year. Each clergyperson or former clergyperson is urged to consult with his or
34 her own tax advisor to determine what deferred compensation is eligible to be claimed as a housing allowance
35 exclusion.

36 1. That clergy retiring before July 1, 2021, be reimbursed for one-time moving expenses up to \$5,000.00
37 incurred while moving from church-owned housing to personal housing. This reimbursement is limited
38 to actual moving expenses, not to include moving company packing costs. The same benefits and
39 restrictions shall also apply to a surviving spouse moving out of the parsonage upon the death of a
40 pastor while in active service in the Annual Conference, and to those entering disabled relationships.

41 2. That the Conference Board of Pension and Health Benefits be authorized to make modifications to the
42 current Insurance Plan as the health care market demands. In addition, modifications to the Plan that
43 could reduce premium costs to local churches and Annual Conference are to be studied and enacted as
44 the Board determines appropriate. These changes might include increased participant deductibles, co-
45 payments, greater use of generic medications, and other avenues of cost saving and sharing. Such
46 changes will be subject to prior review of CFA and the Cabinet.

1 3. That the Guidelines for Health Insurance Participation, below, be approved and upon approval printed in
2 the 2020 Conference Journal and Yearbook.

3
4 Submitted by,
5 William B. Wilson Sr., Chairperson
6 Board of Pensions
7

8 A Resolution in Support of Black Lives Matter

9 *“The thief comes only to steal and kill and destroy. I came that they may have life, and have it*
10 *abundantly.” John 10:10*

11 The struggle to save Black lives is not new. This struggle began when the first African was kidnapped, sold into
12 slavery, and transported through the long and treacherous journey of the Middle Passage to what was deemed
13 as the New World. The world was new to European explorers and settlers, but it was not a new world to the
14 millions of Indigenous people (Native Americans) who called the land home; they had their own diverse
15 identities, cultures, and lifestyles. The conquering of Native people coupled with the proliferation of the forced
16 migration of millions of Africans who were pressed into chattel slavery set the stage for legalized abuse,
17 systemic racism, and structural oppression that is now woven into the fabric of America.

18 From 1619 until the painful 8 minutes and 46 seconds when George Floyd struggled to breathe with the knee of
19 a police officer on his neck, Black and brown people have struggled to breathe in America. It was the horrific
20 video of the murder of George Floyd that sent a clarion call to people of good will of all races, ethnicities, and
21 social classes to raise their voices and echo the sentiment that Black lives matter. As people in the Wesleyan
22 tradition we continue the trajectory set by John Wesley when he wrote these words to William Wilberforce in
23 1791: “O be not weary of well-doing! Go on, in the name of God and in the power of His might, till even
24 American slavery (the vilest that ever saw the sun) shall vanish away before it.” Slavery has been abolished in
25 America, but the badges and indicia of slavery impact every aspect of the lives of Black and brown people
26 through systemic racism, law, policy, and practice.

27 Black and brown people are continually and structurally confronted with institutions that fail them. In 2020, this
28 has become particularly stark.

- 29 • Health: The recent Coronavirus pandemic exposed long-standing health care disparities: “Latino and
30 African-American residents of the United States have been three times as likely to become infected as
31 their white neighbors, according to the new data, which provides detailed characteristics of 640,000
32 infections detected in nearly 1,000 U.S. counties. And Black and Latino people have been nearly twice as
33 likely to die from the virus as white people, the data shows.”ⁱ More recent reports disclose: “When the
34 virus first swept across the country, it devastated Black communities, killing African Americans at a
35 disproportionately high rate in nearly every jurisdiction that published race data. In recent weeks,
36 Hispanics and Native Americans have made up an increasing proportion of COVID-19 deaths. The
37 disease now accounts for nearly 20 percent of all deaths among those groups, higher than any other
38 race or ethnicity in recent weeks, according to a Post analysis of the CDC data.”ⁱⁱ
39
- 40 • Policing: “Though only 13% of the population, Black persons are 28% of those killed by police and Black
41 persons are imprisoned at a rate of 1,047 persons per 100,000 whereas whites are imprisoned at 275
42 persons per 100,000.
43
- 44 • Education: Two-thirds of minority students still attend schools that are predominantly minority and
45 which are funded well below those in neighboring suburban districts. Recent analyses of data prepared

1 for school finance cases in Alabama, New Jersey, New York, Louisiana, and Texas have found that on
2 every tangible measure—from qualified teachers to curriculum offerings—schools serving greater
3 numbers of students of color had significantly fewer resources than schools serving mostly white
4 students.”ⁱⁱⁱ A disproportionate number of Black and brown children are incarcerated as a means of
5 school discipline thereby feeding the school-to-prison pipeline.

- 6
7 • Incarceration: Black and brown people, youth and adults, are negatively impacted by every phase of the
8 criminal justice system from being stopped by the police to detainment, arrest, and sentencing including
9 disproportionately being placed in solitary confinement, and “disproportionately serving sentences of
10 life, life without parole, or virtual life.” Moreover, “the juvenile justice system confines Black youth at
11 over 4 times the rate of white youth.”^{iv}
- 12
13 • Immigration: The race-based policies and practices of the U.S. criminal justice system inform the
14 Immigration system. In addition, regarding the separation of families at the borders, “statistics from the
15 Department of Homeland Security demonstrate that at the intersection of immigration and race,
16 immigrants of African descent are more likely to be detained and deported than other immigrants. The
17 increase in detention of immigrants of African descent is, in part, a result of racial profiling.”^v
- 18
19 • Food security: 21.8% of Black Americans are food insecure as compared to 8.8% of white Americans.^{vi}
- 20
21 • Environmental toxicity: Black persons are 1.5 times more exposed than white persons to particulate
22 matter in the air. This particulate matter builds up toxicity in black bodies and that toxicity can pass from
23 mother to child. “Black communities...shoulder a disproportionate burden of the nation’s pollution —
24 from foul water in Flint, Mich., to dangerous chemicals that have poisoned a corridor of Louisiana
25 known as Cancer Alley — which scientists and policymakers have known for decades...African-Americans
26 are 75 percent more likely than other Americans to live in so-called fence-line communities, defined as
27 areas situated near facilities that produce hazardous waste.”^{vii}
- 28
29 • Housing: “Housing values in American cities still break sharply along racial lines, showing the lingering
30 impact of federal ‘redlining’ in the 1930s, which devalued homes in African-American neighborhoods.
31 The practice was outlawed decades ago, but its effects are still evident.”^{viii} Moreover, Black persons
32 make up 40% of the homeless population whereas they are only 13% of the overall population.
- 33
34 • Wage gap: “Since 2000, by any way it’s measured, the wage gap between black and white workers has
35 grown significantly.”^{ix}

36
37 These facts are alarming. On every level, the ability for Black and brown persons to have an abundant life is
38 thwarted by institutional racism and injustices centered in race. Moreover, the intersections of gender, class,
39 sexuality, disability, and nationality increase the threat to Black and brown lives. The disparities in race are even
40 reflected in Greater New Jersey. Although the Central Jurisdiction was abolished in 1968, Black and brown clergy
41 and congregations do not reflect the demographics of New Jersey and parts of Pennsylvania and New York that
42 comprise Greater New Jersey. Christian people are called to address these societal harms so that we can be the
43 boundary breaking, justice seeking, healers of church and society that Christ is calling us to become.

44
45 The United Methodist Church has said many things about its desire to overcome racism in both church and
46 society through its *Discipline* and *Book of Resolutions*. Article V of the Constitution of the UMC states:

47
48 The United Methodist Church proclaims the value of each person as a unique child of God and commits
49 itself to the healing and wholeness of all persons. The United Methodist Church recognizes that the sin
50 of racism has been destructive to its unity throughout its history. Racism continues to cause painful

1 division and marginalization. The United Methodist Church shall confront and seek to eliminate racism,
2 whether in organizations or in individuals, in every facet of its life and in society at large. The United
3 Methodist Church shall work collaboratively with others to address concerns that threaten the cause of
4 racial justice at all times and in all places.
5

6 We, as a Conference, and as local churches and leadership in the GNJAC, have resources that can be leveraged
7 so that we can thrive together as we walk toward a more just future in both the USA and the UMC:
8

- 9 • We have financial resources;
- 10 • We have gifted, compassionate people;
- 11 • We have a Gospel message whose very beginnings determined that the Jews following Christ
12 would build a community of love and forgiveness together with anyone who had ears to hear.
13

14 There was to be “No Jew nor Greek, no slave nor free, no male nor female” – all were to be One in Christ Jesus.
15 This is a profoundly anti-racist vision. Racism has no place in the Christian message. And so, these resources
16 must all begin to work together in a renewed way to overcome this clear historical injury and threat to our
17 message. Our integrity is at stake. These resources must be put to work to transform our structures through a
18 firm and powerful naming of the barriers to full participation by our Black and brown siblings in church and in
19 society, which then educates us all to be anti-racist disciples of a God who wants all persons to know and
20 experience their belovedness, act with love toward one another, and live an abundant life.
21

22 **Resolution**

23
24 We resolve and commit to the following:
25

- 26 • To commit personally and corporately to self-examination, self-reflection, and the corresponding actions
27 to eliminate personal behaviors that are based in a socialization in racism.
- 28 • To learn about the history of racism and its impact on Black and brown people and to use this
29 information to actively engage in the dismantling of racism.
- 30 • To say the names of and tell the stories of George Floyd, Breonna Taylor, Maurice Gordon, Ahmaud
31 Arbery, Layleen Polanco, Rayshard Brooks, Sandra Bland, Aiyana Stanley-Jones, Trayvon Martin, Sean
32 Bell, Philando Castile, Tanisha Anderson, Atatiana Jefferson, Charleena Lyles, Eric Garner, Michael Brown
33 Jr., Tamir Rice, Walter Scott, Tony McDade and countless others whose murders were grounded in
34 racism.
- 35 • To engage in both acts of mercy and acts of justice to repair the breach in Black and brown
36 neighborhoods environmentally, nutritionally, and educationally as well as in healthcare and criminal
37 justice.
- 38 • To be people that answer the call of Jesus Christ, as enacted by the grace of God, and recorded in the
39 Gospel to work for a world where the spiritual, social, emotional, physical, and psychological dimensions
40 of all people can thrive and every person has the necessary opportunity to fully use their God-given gifts.
- 41 • To stand in solidarity to support the *Journey with Hope* plan as a critical tool to be used for the
42 dismantling of racism in GNJ.
43

44 We must begin to be a church where anti-racist behavior work is absolutely necessary to the spiritual and
45 Christian disciplines developed in a Christian disciple. It is the opening to the “whoever” (Matthew 11) that is
46 necessary for our building of just and good and loving community where everyone can have life and have it
47 more abundantly.

48 Respectfully submitted,

1 The Greater New Jersey Commission on Religion and Race
2 Rev. Vanessa M. Wilson, Chairperson
3
4 The Greater New Jersey Board of Church and Society
5 Tanya Linn Bennett, Chairperson
6
7 The Greater New Jersey United Methodist Women
8 Kathy Schultz, President, Esther Canty, Esq, UMW Charter for Racial Justice, Chair
9

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17 <https://www.prisonpolicy.org/blog/2020/07/27/disparities/#slideshows/slideshow2/2>

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23 ¹ Linda Villarosa, "Pollution Is Killing Black Americans. This Community Fought Back." July 28, 2020,
24 <https://www.nytimes.com/2020/07/28/magazine/pollution-philadelphia-black-americans.html>

25 ¹ J. Brian Charles, "Federal Housing Discrimination Still Hurts Some Values in Black Neighborhoods," April 30, 2018,
26 <https://www.governing.com/topics/transportation-infrastructure/gov-redlining-race-real-estate-values-lc.html>

27 ¹ Elise Gould, "Black-white wage gaps are worse today than in 2000," February 27, 2020,
28 <https://www.epi.org/blog/black-white-wage-gaps-are-worse-today-than-in-2000/>

29

30 Closed Churches - Unfunded Liabilities

31

32 **Whereas** churches are closing. The proceeds from the sale of such churches make up a significant portion of our
33 total non-renewable resources. The members and clergy who have served these churches desire to continue to
34 use their assets in sound financial planning.

35

36 There is a large unfunded liability for health care for retirees. Once unpaid billables and any secured loans are
37 paid to the conference, the proceeds from the sale of such churches can be helpful in meeting the obligation for
38 this unfunded liability. 1st-practice business planning.

39

40 **Be it resolved** that any proceeds from tangible and non-tangible assets, including the sale of any real property of
41 churches closed by GNJ after May 1, 2020 shall be disbursed as follows:

- 42 • First: Any current debts are to be paid. These debts include any unpaid "billables" or secured loans owed
43 to GNJ and any Shared Ministry Fund due in the respective current calendar year in which GNJ takes
44 action regarding the closing.
- 45 • Second: The liquidated assets, including real property sale proceeds, shall be disbursed to help with the
46 plan to meet the obligations for unfunded health care for retirees, once the liabilities described above
47 are paid, .
- 48 • Third: The net proceeds from such sales shall not be a replacement for funds currently directed to meet
49 the unfunded liability obligation. These funds are intended to supplement the planning to satisfy this
50 obligation.

1
2 **Rationale:**

3 We have a significant unfunded liability. It represents an obligation that should be satisfied. Sound planning has
4 been implemented to attempt to meet these debts. The best planning is highly speculative and uncertain. We
5 are in danger of utilizing non-renewal assets for alternative uses, without meeting this obligation. This plan will
6 help to assure that the assets of closed churches will be used to care for the retiree health of pastors who have
7 served these churches throughout their history.

8
9 Submitted by Bob Costello, Clergy Member

10
11 **Priority of Monies from Closed Churches for Retiree Health Care**

12
13 **Whereas**, the FY 2018 Financial Report indicated in Note 11 that there is a liability over \$61 million for retiree
14 health care; and

15
16 **Whereas**, the report also indicates that \$12.223 million is necessary from 2020 to 2023 to cover those retiree
17 health care expenses; and

18
19 **Whereas**, the report also indicates that another \$18.829 million is necessary from 2024 to 2028 to cover those
20 retiree health care expenses; and

21
22 **Whereas**, funding assumptions are based upon the Greater New Jersey Annual Conference continuing at a
23 similar or improved state of financial health for the foreseeable future; and

24
25 **Whereas**, a possible separation created by issues of doctrine and discipline presenting as a dispute over human
26 sexuality and the standards and practices of ordained clergy may drastically change those assumptions; and

27 **Whereas**, there are a number of closed church properties under the care of the Conference Board of Trustees;
28 and

29
30 **Whereas**, there are likely to be more closed church properties coming to the Conference in the next few years;
31 so be it

32
33 **Be it Resolved** that the monies derived from the sales of closed church properties shall be escrowed for retiree
34 health care expenses.

35
36 **Rationale:**

37 Our clergy have sacrificed financially including the willingness to itinerate as directed by the Presiding Bishop of
38 the day. In return, the Greater New Jersey Annual Conference has provided health care for clergy and spouses
39 after retirement.

40
41 Submitted by Bob Costello, Clergy Member

42
43 **Inclusive Nomination Process to The General And Jurisdictional**
44 **Conference**

45
46 **Be it resolved** that the GNJUMC amends the Rules of Order VII. Petitions and Elections to General and
47 Jurisdictional Conference. 63) Nominations by inserting a sentence after the first sentence as followed: "In the
48 event of not receiving sufficient nominations to elect a full delegation, no nominations from every ethnic groups
49 or women are underrepresented, the conference secretary extends the nomination period until March 31."

63) Nominations – In a year in which elections to the General and Jurisdictional Conferences are to be held, the Conference Secretary shall open nominations for lay and clergy delegates on December 15 and nominations will be closed on February 15. In the event of not receiving sufficient nominations to elect a full delegation, no nominations from every ethnic groups or women are underrepresented, the conference secretary extends the nomination period until March 31. An individual who desires to be a delegate shall download and complete a candidacy nominations form from the web page. On the bottom of nominations for Lay Delegates shall be the names of two Lay Members of the Annual Conference who endorse the nomination of the candidate. On the bottom of nominations for Clergy Delegates shall be the names of two Clergy Members who are eligible to vote for such delegates, and who endorse the nomination of the candidate.

Rationale:

The GNJUMC already approved this amendment during the Special Annual Conference in March 2019 whereas the conference leadership proposed to extend the nomination period to be inclusive to the all & every ethnic groups and women represented in the nomination process. This amendment is putting the language in the rules of order permanently.

Submitted by, Gyuchang Sim, Lay member at large

Nepotism

Whereas, a definition of “Nepotism” in the Longman dictionary of contemporary English is “the practice of giving one’s relatives unfair advantages when one has power, especially by giving them good jobs.”

Whereas, Federal law, at 5 U.S.C. § 3110, generally prohibits a federal official, including a Member of Congress, from appointing, promoting, or recommending for appointment or promotion any “relative” of the official to any agency or department over which the official exercises authority or control. The statute defines a relative, for these purposes, as "an individual who is related to the public official as father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, or half-sister."

Whereas, N.J. Statue. Ann. § 52:13D-21.2. A relative of an appointed member of a governing or advisory body of an independent authority, board, commission, agency or instrumentality of the State shall not be employed in an office or position in that independent authority, board, commission, agency or instrumentality. “Relative” means an individual’s spouse or the individual’s or spouse’s parent, child, brother, sister, aunt, uncle, niece, nephew, grandparent, grandchild, son-in-law, daughter-in-law, stepparent, stepchild, stepbrother, stepsister, half-brother or half-sister, whether the relative is related to the individual or the individual’s spouse by blood, marriage or adoption.

Whereas, County and local government, including the boards of education, comply with the ethics code issued by the NJ Ethics Commission that prohibits nepotism in the employment of the all public sectors.

Whereas, the General Council of Finance and Administration of the United Methodist Church recommends the Annual Conferences and local churches to have a legal policy on nepotism. “A person shall not become a regular full-time or regular part-time staff member for any position that would require that person to directly supervise, or be directly supervised by, a member of that person’s family (spouse, parent, children, in-laws, etc.). Any exceptions to this policy must be authorized by the [committee or position] prior to employment. If two employees marry, become related, or enter into an intimate relationship, they may not remain in a reporting relationship or in positions where one individual may affect the compensation or other terms or conditions of employment of the other individual.”

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Whereas, in the Book of Discipline: 258.2. Staff- or Pastor-Parish Relations Committee, it addresses a conflict of interest in the relationship of the SPRC, pastor and employee.
“... No staff member or immediate family member of a pastor or staff member may serve on the committee. Only one person from an immediate family residing in the same household shall serve on the committee.”

Whereas, a spouse of a conference leadership had been hired and employed as a staff in the organization of the GNJUMC and in the conference office that arose de facto conflict of interest and nepotism.

Whereas, nepotism is considered bad practice, discriminatory, unjust and favoritism, especially against minorities in the church and society.

Be it resolved that, the GNJUMC affirms that nepotism is unethical practice that the church shall desist from.

Be it further resolved that the GNJUMC requires the conference board of finance and administration to review current policies, with regard to nepotism, for the safeguarding of the GNJUMC - including its churches, conference office, agencies and organizations which operate under its banner – against the practice of nepotism.

Be it further resolved that the CF&A Board report their findings to the next session of Annual Conference along with recommendations, in case there are issues to be faced, with recommendations on how to improve the policies if necessary.

Rationale:

There is a perception that there have been issues or failure in nepotism in the Annual Conference. This recommendation will visit where we stand in regard with this issue and if confirmed, correct the weakness in the issue and if not confirmed, correct the perception.

Submitted by,
Gyuchang Sim, Lay member at large,

2020 HOPE CENTERS



A Future With Hope, a vital mission partner of the United Methodists of Greater New Jersey, identifies and supports Hope Centers to tackle social challenges in a sustainable, transformative way.

These partnerships between and among United Methodist congregations, non-profit organizations, area businesses, and local government agencies share resources and promote volunteerism, all on a foundation of asset-based community development.

Twenty-three Hope Centers have been designated so far throughout Greater New Jersey.



A FUTURE WITH HOPE
UNITED METHODISTS
OF GREATER NEW JERSEY

Rules of Order

Paragraph (§) references are to the 2016 Book of Discipline as corrected by Errata notations issued by the General Conference. Portions in “quotation marks” are Disciplinary wording.

GENERAL

These Rules (hereafter called the "Rules") shall be standing rules for the governance of the Greater New Jersey Annual Conference. At all times, the Rules shall be subject to the provisions of the applicable provisions of the Book of Discipline of The United Methodist Church (hereafter called the "Discipline". Unless otherwise indicated, all paragraph references below shall refer to the paragraph numbers and letters indicating provisions of the Discipline). Except as they may be inconsistent with applicable provisions of the Discipline, the Rules shall remain applicable unless and until modified or suspended as set forth below.

I MEMBERSHIP

- 1) **Composition** – “The annual conference shall be composed of clergy and lay members. The clergy membership shall consist of deacons and elders in full connection, provisional members, associate members, and local pastors under appointment. The lay membership shall consist of professing lay members elected by each charge, the diaconal ministers, the active deaconesses, and home missionaries under episcopal appointment within the bounds of the annual conference, the conference president of United Methodist Women, the conference president of United Methodist Men, the conference lay leader, district lay leaders, the conference director of Lay Speaking Ministries, conference secretary of Global Ministries (if lay), the president or equivalent officer of the conference young adult organization, the president of the conference youth organization, the chair of the annual conference college student organization and one young person between the ages of twelve and seventeen and one young person between the ages of eighteen and thirty from each district. Each charge served by more than one clergy shall be entitled to as many lay members as there are clergy members.” (§ 32) Each church shall elect a lay member and an alternate lay member as outlined in Rule 3a. Additional lay members, as provided in Rule 6, shall be members under the lay equalization formula.
- 2) **Clergy Membership** – “The clergy membership of an annual conference (§ 370) shall consist of deacons and elders in full connection (§ 333), provisional members, associate members (§ 327), affiliate members (§§ 344.4, 586.4), and local pastors under full-time and part-time appointment to a pastoral charge (§ 317). (See also § 32).” (§ 602.1)
 - a) “Clergy members in full connection shall have the right to vote in the annual conference on all matters except in the election of lay delegates to the general and jurisdictional or central conferences, and shall have sole responsibility for all matters of ordination, character, and conference relations of clergy.” (§ 602.1a)
 - b) "Provisional clergy members shall have the right to vote in the annual conference on all matters except constitutional amendments, election of clergy delegates to the General and jurisdictional or central conferences, and matters of ordination, character, and conference relations of clergy. (§602.b) Provisional clergy members who have completed all of their educational requirements may vote to elect clergy delegates to General and jurisdictional or central conferences. (See Judicial Council Decision #1181 and § 35, Article IV)."
 - c) Associate clergy members shall have the right to vote in the annual conference on all matters except constitutional amendments, and matters of ordination, character, and conference relations of clergy. When associate members are members of the conference Board of Ordained Ministry, they have the right to vote at clergy session on matters of ordination, character, and conference relations of clergy. (§ 602.c) Affiliate clergy members shall have the right to vote in the annual conference on all matters except the constitutional amendments, election of clergy delegates to the General,

jurisdictional or central conferences, and matters of ordination, character, and conference relations of clergy. (See Judicial Council Decision #1181 and ¶ 35, Article IV).

- d) Full-time and part-time local pastors under appointment to a pastoral charge shall have the right to vote in the annual conference on all matters except constitutional amendments; election of delegates to the General and jurisdictional or central conferences and matters of ordination, character, and conference relations of clergy. When local pastors are members of the Conference Board of Ordained Ministry, they have the right to vote at clergy session on matters of ordination, character, and conference relations of clergy. (¶ 602.d). Local pastors who have completed course of study or an M.Div. degree and have served a minimum of two consecutive years under appointment before the election may vote to elect clergy delegates to General and jurisdictional or central conferences. (See Judicial Council Decision #1181 and ¶ 35, Article IV).

3) Election and Qualifications of Lay Members

- a) Lay members and one or more alternate lay members for each church shall be elected quadrennially at the regular meeting of the charge conference following the meeting of the general conference. “Both the lay members and the alternates shall have been professing members in good standing of The United Methodist Church for at least two years and shall have been active participants for at least four years next preceding their election (see ¶ 32), except in a newly organized church, which shall have the privilege of representation at the annual conference session.” (¶ 251.2) There shall be no restriction as to the number of terms for which a qualified person may be elected a lay member or alternate lay member.
- b) District youth and young adult representatives may be elected annually by the Ministries with Young People Team (or its successor, however named).

- 4) Seating of Lay Members** – Lay members and alternate lay members shall take office as of January 1 following their election, and the term of office shall be for the ensuing quadrennium. If the regular meeting of a Charge Conference is delayed beyond the year of the meeting of the General Conference, the lay member and alternate lay members shall take office immediately upon election. If the office of lay member or alternate lay member of any church becomes vacant during the quadrennium, a replacement for the unexpired term shall be elected at the next regular meeting of the Charge Conference or at a special meeting thereof. Each District Superintendent shall provide the Conference Secretary with a correct list of lay members from charges within the district by January 15 prior to the first meeting of the Annual Conference in the quadrennium. It shall be to the lay members so listed that credentials shall be issued for seating at sessions of the Annual Conference.

- 5) Lay Representation of a Local Church** – If the church’s lay representative to the Annual Conference “shall cease to be a member of the charge or shall for any reason fail to serve, an alternate lay member in the order of election shall serve in place.” (¶ 251.2) If there is no alternate lay member who can attend, another lay member or alternate lay member may be elected by the Charge Conference.
- a) The pastor may request the District Superintendent to authorize a special session of the Charge Conference for the purpose of electing a lay member or alternate lay member. A special session of the Charge Conference requires the written consent of the District Superintendent in his/her absence, and at least ten days advance notice to its members. (¶ 250)
- b) The pastor shall report to the District Superintendent and the Conference Secretary, in writing, the name and address of the elected lay member or alternate lay member.
- c) Under no circumstances shall a person who is not duly elected as stated above be seated at sessions of the Annual Conference.

- 6) Equalization of Lay Members** – “If the lay membership should number less than the clergy members of the annual conference, the annual conference shall, by its own formula, provide for the election of additional lay members to equalize the number of lay and clergy membership of the Annual

1 Conference.” (¶ 32) Members will be added in the order nominated or recommended for selection until
2 the required number of additional lay members is reached. All terms will be for the quadrennium with
3 the exception of category “i” below which shall be annually.

- 4 a) The following persons shall be named as additional Lay Members to Annual Conference:
- 5 i. The Conference Secretary, Conference Treasurer, and Conference Statistician, when persons
6 elected to these offices are lay persons who meet the disciplinary requirements for Conference
7 membership and are not otherwise elected.
 - 8 ii. Elected Lay Delegates to General and Jurisdictional Conferences not otherwise elected as Lay
9 Members of the Annual Conference.
 - 10 iii. Lay Chairpersons of the following agencies not otherwise elected as Lay Members of the Annual
11 Conference: Council on Finance and Administration, Commission on Archives and History,
12 Commission on Equitable Compensation, Committee on the Episcopacy, Board of Pensions,
13 Board of Trustees, Board of Church and Society, Board of Discipleship, Board of Global
14 Ministries, Board of Higher Education and Campus Ministry, Commission on Camps and
15 Conferences, Commission on Christian Unity and Interreligious Concerns, Commission on
16 Religion and Race, Commission on the Status and Role of Women, Commission on
17 Communications, and Commission on the Ethnic Local Church.
 - 18 iv. The past conference Lay Leaders not otherwise elected as Lay Members of the Annual
19 Conference. This includes the former Northern New Jersey and Southern New Jersey
20 Conferences as well as the Greater New Jersey Annual Conference.
 - 21 v. Laity members of the Council on Finance and Administration not otherwise elected as Lay
22 Members of the Annual Conference.
 - 23 vi. Laity members of the Sessions Committee not otherwise elected as Lay Members of the Annual
24 Conference.
 - 25 vii. The District Presidents of United Methodist Women and District Presidents of United Methodist
26 Men not otherwise elected as Lay Members of the Annual Conference.
 - 27 viii. Lay Missionaries not otherwise elected as Lay Members of the Annual Conference.
 - 28 ix. The District Directors of Lay Speaking Ministries not otherwise elected as Lay Members of the
29 Annual Conference.
 - 30 x. The co-secretaries of the Ministries with Young People Team, the Youth Service Fund
31 Chairperson and one additional Youth and Young Adult from each District not otherwise elected
32 as Lay Members of the Annual Conference.

- 33 b) Nominations for additional Lay members from local churches: In the year preceding the beginning of
34 the quadrennium, the Laity Council shall solicit nominations for additional Lay Members from local
35 churches through Administrative Boards or Councils. The Laity Council will receive the nominations
36 and elect those who will serve as additional Lay Members for the succeeding quadrennium.
37 Vacancies that occur during the quadrennium shall be filled by the action of the Laity Council.

38 **7) Lay Membership** – “The lay members of the annual conference shall participate in all deliberations and
39 vote upon all measures except on the granting or validation of license, ordination, reception into full
40 conference membership, or any question concerning the character and official conduct of ordained
41 ministers, except those who are lay members of the Board of Ordained Ministry and the committee on
42 investigation.” (¶ 602.6)

43 **8) Seated Without Vote** – The following shall be seated without vote in the Annual Conference and shall
44 be given the privilege of the floor without vote: student local pastors, lay missionaries regularly
45 appointed by the Board of Global Ministries in fields outside the United States, and the Conference
46 Chancellor(s) “if not otherwise a voting member of the annual conference” (¶602.10) The following shall
47 be invited to attend the Annual Conference, without voice or vote, on the same financial basis as

1 members of the Annual Conference: spouses of deceased clergy members, persons not officially eligible
2 for appointment who have been assigned by the District Superintendents between sessions of Annual
3 Conference as pastors in charge with the intention of appointment or reassignment for the ensuing
4 conference year, and persons to be presented for consecration as Diaconal Ministers or ordained as
5 Deacons or Elders. Staff and clerical personnel necessary for the conducting of the Annual Conference
6 Session shall attend at conference expense.

- 7 **9) Attendance of Members** – “It is the duty of every member and all provisional members and local
8 pastors of the annual conference to attend its sessions and furnish such reports in such form as the
9 Discipline may require. Any such person unable to attend shall report by letter to the conference
10 secretary, setting forth the reason for the absence. Should any ordained minister in active service be
11 absent from the session of the annual conference without a satisfactory reason for the absence, the
12 matter shall be referred by the conference secretary to the Board of Ordained Ministry.” (§ 602.8)

13 14 **II ORGANIZATION**

- 15 **10) Presiding Officer** – The bishop assigned shall preside over the annual conference, or “in case of inability,
16 shall arrange for another bishop to preside. In the absence of a bishop, the conference shall by ballot,
17 without nomination or debate, elect a president pro-tempore from among the traveling elders. The
18 president thus elected shall discharge all the duties of a bishop except ordination.” (§ 603.6)

- 19 a) The Presiding Officer shall see that all business pertaining to the Conference shall be brought
20 forward and conducted in a proper manner, according to the provisions of the Discipline and Rules
21 for the Conference.
22 b) The Presiding Officer shall decide all questions of order, subject to the right of appeal by any
23 member of the Conference.
24 c) The Presiding Officer shall appoint all committees and officers not otherwise designated to the
25 Nominating Committee, unless otherwise directed by the Conference.
26 d) The Presiding Officer shall appoint an elder to preside at the Conference during any temporary
27 absence.

- 28 **11) Conference Secretary** – At the session following the General Conference, the Annual Conference shall
29 elect a Secretary to serve for the succeeding quadrennium. The Nominating Committee, in consultation
30 with the Bishop and Cabinet, shall present the nomination. Term of office shall not exceed two
31 consecutive quadrennia. “In the case of a vacancy in the interim of the sessions, the bishop, after
32 consultation with the district superintendents, shall appoint a person to act until the next session of the
33 annual conference.” (§ 603.7) Term limits of Rule 58a. shall apply.

- 34 a) The Secretary shall keep a correct record of the proceedings of the Conference, authenticating by
35 signature all acts of the Conference.
36 b) The Secretary shall handle all notification and communications directed by the Conference.
37 c) Unless otherwise directed, the Secretary shall handle all other matters that normally come under
38 the Secretary’s responsibility.
39 d) The Secretary shall have the responsibility for editing, publishing and distributing the Journal,
40 Yearbook and Minutes of the Annual Conference.
41 e) The Secretary shall nominate any staff that require election by the Conference.

- 42 **12) Conference Statistician** – At the first session following the General Conference, the Annual Conference
43 shall elect a Statistician to serve for the succeeding quadrennium. “In the case of a vacancy in the
44 interim of the sessions, the bishop, after consultation with the district superintendents, shall appoint a
45 person to act until the next session of the annual conference.” (§ 603.7)

- 46 **13) Conference Treasurer** – The “annual conference, on nomination of its council on finance and
47 administration, shall at the first session of the conference after the quadrennial session of the general
48 conference or jurisdictional conference, or at such other times as a vacancy exists, elect a conference

1 treasurer/director of administrative services. If a vacancy shall occur during the quadrennium, the
2 council shall fill the vacancy until the next session of the annual conference.” (§ 619)

3 **14) Conference Chancellors** – The Annual Conference may designate as Chancellor one or more laypersons,
4 each of whom is a member in good standing of one of the local churches or a clergyperson who is a
5 member of the Annual Conference in the Episcopal Area, and who is a member of the appropriate bar or
6 bars in the Episcopal Area. Each chancellor, who shall be nominated by the Bishop and elected by the
7 Annual Conference, shall serve as legal advisor to the Bishop and the Annual Conference. (§ 603.8)

8 **15) Conference Parliamentarian** – There shall be a Parliamentarian at each Plenary Session of the Annual
9 Conference. The Bishop shall select the Parliamentarian(s).

10 **16) Rules of Order Committee** –

- 11 a) There shall be a standing Rules of Order Committee of eight (8) members, four (4) clergy and four
12 (4) lay, nominated by the Committee on Nominations. The Conference Parliamentarian, if not
13 already a member, shall be an ex-officio member of this committee with vote.
- 14 b) Prior to the consideration of any other business of an Annual Conference Session, the Rules of Order
15 Committee shall present, for informational purposes only, any changes to the Rules mandated by
16 changes in the Discipline.
- 17 c) The Rules of Order Committee shall also present for adoption by the Conference any other changes
18 to the Rules that the Committee recommends. If any member of the Annual Conference desires to
19 propose any other change to the Rules, the member shall submit a resolution setting forth the
20 proposed change in accordance with the deadline for submitting proposed legislation. See Rule 19b.
21 Upon its submission, the proposed legislation shall be referred to the Rules Committee for its review
22 and response, prior to any vote on the legislation by the Conference.

23 24 **III BUSINESS PROCEDURES**

25 **17) Roll Call** – The Conference Secretary shall take the roll of all members of this Annual Conference, both
26 clergy and lay, by card registration while the Conference is in session, and the attendance shall be
27 recorded in the Journal. Upon registration, members shall receive a name badge which shall state name,
28 church or position, and which shall also indicate voting rights.

29 **18) The Bar of the Conference** – The bar of the Conference shall be fixed at the beginning of each Annual
30 Conference on motion of the Secretary. All members of the Conference, lay and clergy, must be within
31 the bar of the Conference to have the privilege of the floor and to vote. Other persons shall be seated
32 outside the bar of the Conference as indicated by the ushers.

33 **19) Pre-Conference Reports and Recommendations** –

- 34 a) Reports –
- 35 i. There shall be a Pre-Conference Workbook which shall contain all reports of Conference,
36 Jurisdictional and General agencies, boards, commissions, committees, councils or teams
37 received at the Conference offices by the first business day of March (or such other deadline as
38 the Conference Secretary may establish). Such reports are to identify how the agency or other
39 body has helped the Conference make disciples of Jesus Christ for the transformation of the
40 world, how the agency has furthered the goals of the Conference, and the goals of the agency or
41 other body for the coming year. Any such report may be included in the Journal of the Annual
42 Conference, subject to editorial corrections, at the discretion of the Conference Secretary. Any
43 recommendations from such an agency or other body must be submitted separately as
44 legislation for consideration by the Annual Conference, in accordance with applicable
45 procedures and deadlines for legislation.
- 46 ii. Except as provided in (b) below, no reports or recommendations of any Conference agency
47 excepting the Board of Ordained Ministry and the Committee on Nominations, and then only
48 with the consent of the Bishop, shall be acted upon unless (1) they shall have been correctly and

- 1 timely submitted to be included in the Pre-Conference Workbook as reports or legislation (as
2 indicated above).
- 3 b) Recommendations –
- 4 i. The Pre-Conference Workbook shall contain all proposed legislation and all reports of agencies,
5 boards, commissions, committees, councils or teams that have been received by the Annual
6 Conference offices by the first business day in March (or such other deadline as the Conference
7 Secretary may establish).
- 8 ii. All proposed legislation and reports received after March 1 shall be submitted to the agenda
9 committee for review. Upon the agenda committee's recommendation and the bishop's
10 consent, such items may be included in the agenda where urgent and appropriate.

11 **20) Program** – The program as contained in the Pre-Conference Workbook shall be the official program of
12 the session of the Annual Conference, subject to necessary modifications by the Chairperson of the
13 Session Agenda Subcommittee.

14 **21) Official Journal** – The Conference Journal, signed by the Presiding Officer and the Secretary, shall be the
15 official Journal of the conference. Among other materials included by the Conference Secretary, the
16 Conference Journal shall contain all legislation and recommendations agreed to by the Annual
17 Conference.

18 **22) Copy for the Journal** – All materials for publication in the Conference Journal shall be in the hands of the
19 Editor of the Journal (who shall be the Conference Secretary, or a person selected by the Conference
20 Secretary) by the close of the Conference Session. Exceptions to this rule shall be at the discretion of the
21 Editor.

- 22 a) All substantive actions of the Conference shall be indicated in the Conference Journal. The Editor of
23 the Journal shall have authority to make all appropriate, non-substantive editorial and conforming
24 changes and corrections. Where explicitly so authorized by the Conference, the Editor of the Journal
25 and the author of the action shall also be empowered to edit the contents of a given action
26 together, to reflect the intent of the Conference. Rationales, preambles or supporting statements
27 shall not be printed except in the case of complimentary resolutions.
- 28 b) Memoirs shall be limited to five hundred (500) words.
- 29 c) Addresses delivered to the Conference Session shall not be included in the Conference Journal,
30 except for those of the Bishop, the District Superintendents and Conference Lay Leader(s). A motion
31 to so include shall be out of order unless prior permission to make the motion shall have been
32 received in writing by a committee composed of the Secretary of the Conference, the Editor of the
33 Journal, the Chair of the Council on Finance and Administration, the Chair of the Conference
34 Sessions Committee and the Dean of the Conference Cabinet.

35 **23) Distribution** – The Journal shall be distributed according to the following formula:

- 36 a) One mailed paper copy for each surviving spouse of clergy or laity member in the year the Memorial
37 is printed in the Journal at no cost.
- 38 b) One paper copy to each conference officers, agency chairpersons, and general and jurisdictional
39 agencies as required by the Discipline.
- 40 c) One mailed paper copy upon request to retired clergy.
- 41 d) A hard copy printed journal will be produced and available to all members upon request. A
42 minimum fee for production and mailing costs will be assessed to each hard copy journal request.
43 The amount to be paid for the journal will be published in advance.
- 44 e) An online version of the journal will be available on www.gnjumc.org and available for download
45 and review.
- 46 f) All Annual Conference reports will be made available on the conference website.
- 47 g) The Conference Journal will not be produced in CD format.

- 1 **24) Copyright** – In order to protect its directories and contents from unauthorized use, the Conference
 2 Secretary shall copyright the Journal on behalf of the Annual Conference.
- 3 **25) Mail Ballot** - In an emergency situation as declared by the Council on Finance and Administration, a mail
 4 ballot may be taken of the Annual Conference. All members of the Annual Conference immediately
 5 preceding the emergency will receive ballots. The vote will be confidential with the outside envelope
 6 requiring the signature of the member.
- 7 **26) Remote Participation Annual Conference** - In a situation which a state of emergency has been declared
 8 by the Governor of New Jersey or other applicable governmental authority, or in extraordinary
 9 circumstances as declared by the Bishop, Cabinet, Conference Trustees and CFA, the regular Annual
 10 Conference session, or a Special Annual Conference session, or parts of either, can be held by means of
 11 remote participation. Notice of such a session and all such means of remote participation shall meet all
 12 requirements of the Discipline, applicable state law, and the Rules of Order, including without limitation:
 13 a) authorization and prior notice of the meeting and means of participation;
 14 b) verification of membership and voting credentials;
 15 c) reasonable opportunity to concurrently see, read or hear, participate and vote; and
 16 d) record and maintain a record of any votes or other actions.

17
 18 **IV PARLIAMENTARY PROCEDURES**

19 **27) Order of Precedence of Motions –**

- 20 a) Not debatable
 21 Privileged
 22 Fix time at which to adjourn (when compared to other privileged)*#
 23 Adjourn (when compared to other privileged)
 24 Take a recess (when compared to other privileged)*#
 25 Raise a question of privilege
 26 Call for the orders of the day
 27 Subsidiary
 28 Lay on the table (2/3)
 29 Previous question (2/3)
 30 Limit or extend time of debate (2/3)
 31 ** Can be amended; the others cannot be amended. (from Robert's Rules of Order)*
 32 *# Is privileged only when other business is before the Conference. (from RRO)*
 33 b) Debatable
 34 Postpone to a certain time
 35 Commit or refer
 36 Amend
 37 Postpone indefinitely
 38 Main motions

39 **28) Main Motion** – A main motion is a proposal that the Conference take certain action, or that it express
 40 itself as holding certain views. Any member may make a motion.

41 **29) Motions Which Are Not Debatable** – The following motions shall be acted upon without debate:

- 42 a) To adjourn, when unqualified, except to adjourn the conference.
 43 b) To suspend the rules. (2/3 vote)
 44 c) To take from the table.
 45 d) To call for the previous question. (2/3 vote)
 46 e) To reconsider a non-debatable motion
 47 f) To limit or extend the limits of debate. (2/3 vote)
 48 g) To call for the order of the day.

- 1 **30) Precedence of Secondary Motions** – If any one or more of the following motions are pending, the
2 order of precedence in relation to one another shall be the same as the order of their listing below:
3 a) To fix the time at which the Conference shall adjourn. (This motion is subject to amendment or it
4 may be laid on the table.)
5 b) To adjourn.
6 c) To take a recess.
7 d) To order the previous question.
8 e) To lay on the table.
9 f) To limit or extend the limits of debate.
10 g) To postpone to a certain time.
11 h) To commit or refer.
12 i) To amend or substitute.
13 j) To postpone indefinitely.
- 14 **31) When a Second is not required** – The following do not require a second, pursuant to latest edition of
15 Roberts Rules of Order.
16 a) To raise a question of privilege.
17 b) Question of order.
18 c) Objection to the consideration of a question.
19 d) Call for the order of the day.
20 e) Call for the division of the question.
21 f) Call for the division of the Conference (for voting).
22 g) Call for the motion to reconsider.
23 h) Filling blanks.
24 i) Nominations.
25 j) Leave to withdraw a motion.
26 k) Inquiries of any kind.
27 l) Presentation of a report or recommendation by a Conference agency.
- 28 **32) Division of Question** – Before a vote is taken, any member has the right to call for the division of the
29 question as the member indicates, if it is subject to division. If no member objects, the division shall
30 be made; but if there is objection, the Chair, not waiting for a second, shall put the division to a vote.
- 31 **33) Tabling Related Motions** – No motion that adheres to another motion or has another motion
32 adhering to it can be laid on the table by itself. If they are laid on the table, such motions carry with
33 them the motions to which they respectively adhere or which adhere to them.
- 34 **34) Motions After Speaking on a Pending Question**
35 a) A member may make a motion after a speech, although strict parliamentary practice requires
36 motion to be made and seconded before a speech is made so the Conference may determine if it
37 wishes to hear the matter.
38 b) No member who has spoken on a pending question shall at the close of the speech have the right
39 to call for the previous question, to move for indefinite postponement, or to lay the motion on the
40 table.
- 41 **35) Previous Question** – To move the previous question is to move that the vote now be taken on the
42 motion or motions pending.
43 a) When moving a previous question, a member shall indicate to what such action applies if any
44 secondary motion or motions are pending. If the member does not so indicate, the chair may
45 regard it as applying only to the immediate pending question. This vote shall be taken without
46 debate and if, in the judgment of the chair, two thirds (2/3) of those present vote for its adoption,
47 the vote shall be taken on the motion or motion to which it applies.

1 b) It shall not be in order to move the previous question in cases involving character or Conference
2 relations, or where the Rules otherwise expressly limit when it is in order to move the previous
3 question.

4 **36) Reconsideration of a Question** – A motion to reconsider an action of the Conference shall be in order
5 at any time during the prevailing session if offered by a member who voted with the majority. If the
6 motion it is proposed to reconsider is not debatable, the motion to reconsider may not be debated.

7 **37) Suspension of Rules** – The application of any of the provisions of these Rules of Order may be
8 suspended at any time by a two-thirds (2/3) vote of the Conference.

9 **38) Motions and Resolutions are to be Written** –

10 a) All motions, resolutions and reports shall be submitted in writing to the Secretary, properly signed
11 by the movers thereof.

12 b) Motions made on the floor shall be written on forms provided by the Secretary.

13 **39) When a Motion is in Possession of the Conference** – When a motion is made and seconded, or a
14 resolution introduced and seconded, or a report presented and/or read before the Conference, or
15 stated by the Chair it shall be deemed in possession of the Conference. But any motion may be
16 withdrawn or altered by the mover with the consent of the Conference at any time before voting has
17 commenced.

18 **40) Amendments and Substitutions** –

19 a) Only one amendment to an amendment shall be in order.

20 b) It is in order to move a substitute for the main motion. In such case, the Chair shall proceed to
21 perfect the original motion. When the main motion has been perfected, the Chair shall state the
22 question on the substitute. If the substitute is adopted, it shall replace the original main motion
23 and become the main motion. The Chair will then state the question on the (new) main motion.
24 The new main motion can be amended only by addition. If the substitute does not carry, the Chair
25 shall state the question on the original main motion as it has been perfected.

26 **41) Order of Amendments** – When a main motion, report or resolution is under consideration, only one
27 amendment and one amendment to that amendment are permissible. While there can be only one
28 amendment of each degree pending at the same time, any number of amendments can be offered in
29 succession. A substitute and one amendment to the substitute may be offered while amendments of
30 the first and second degree are pending. The permissive order then is: 1) main motion, 2)
31 amendment, 3) amendment to the amendment, 4) substitute, and 5) amendment to the substitute.
32 The voting in this order is 3, 2, 5, 4, 1. If the substitute becomes the main motion, it shall be treated
33 as such.

34 **42) Appeal** – An appeal from the decision of the Chair shall be taken without debate, provided that after
35 the Chair shall have stated the reason for the decision, the appellant may give the grounds for the
36 appeal. (¶ 51)

37 **43) The Question of Consideration** – The question of consideration may be raised by any member upon
38 the presentation of any matter that shall be deemed irrelevant, unprofitable or contentious, and shall
39 be decided without debate by majority vote. This applies only to the main motion.

40 **44) Method of Voting** – Voting shall be by voice vote and/or show of hands, or by standing count
41 (provided that in such a count those who cannot stand may vote by raising hands), or by ballot, at the
42 discretion of the Presiding Officer, unless otherwise ordered by the Conference. It shall be in order
43 for any member to call for a vote by count on any question before the Conference, and, if the call be
44 sustained by one-third (1/3) of the members present and voting, a vote shall be taken as called for.

45 **45) Robert's Rules of Order, Supplemental Authority** – In any parliamentary situation not covered in
46 these Rules of Order, the Conference shall be governed in its action by the appropriate provisions of
47 the latest revision of Robert's Rules of Order.

1 **V SPEAKING ON THE FLOOR**

2 **46) Securing the Floor** – Before speaking in debate or delivering any matter to the Conference, a member
3 shall approach and wait at a microphone provided for addressing the Conference from the floor, or
4 shall raise a card provided for the purpose of gaining recognition. When the member has been
5 recognized by the Bishop, the member shall proceed to speak at a designated microphone. Before
6 addressing the purpose of speaking, members shall state their names and local church or affiliation.

7 **47) Limitations on Debate** –

- 8 a) The chairperson of the agency that originated the report or recommendation(s) shall
9 present them as the main motion before the plenary session, and shall have five (5) minutes
10 for comment, except as provided under h) below.
- 11 b) If there is a (are) minority report(s) or recommendation(s) from members of the agency, a
12 representative shall be allowed five (5) minutes for a presentation.
- 13 c) All debate on the floor of the Conference shall follow the principle of alternate debate, that
14 is, a speaker for, then a speaker against. When no speaker on the side opposed to the last
15 speaker is ready, the President may recognize one who desires to speak on the same side as
16 the prior speaker.
- 17 d) No person shall speak more than once on the same question without permission of the
18 Conference, except as provided under g) below.
- 19 e) No person shall speak more than three (3) minutes at one time without permission of the
20 Conference, except as provided under a) or h).
- 21 f) The initiator of the main motion shall in all cases be entitled to three (3) minutes to either
22 i. oppose the motion to lay the report or recommendation(s) on the table.
23 ii. close the debate before the report or recommendation is voted upon.
- 24 g) An agency presenting Special Reports at the direction of the Conference shall have sufficient
25 time as determined by the Sessions Committee to present such reports and
26 recommendations.
- 27 h) Except for non-debatable motions, no report or motion shall be put to the question without
28 the opportunity having been given for at least two (2) speeches for and two (2) speeches
29 against the pending question. After two (2) speeches pro and two (2) speeches con and
30 provided no secondary (subsidiary, privileged--other than "previous question"-- or
31 incidental) motions come to the floor and no other member seeks the floor to speak on the
32 pending question, the question shall automatically be put to the question.
- 33 i) The motion for the previous question shall not be in order on the pending question until
34 opportunity has been given for at least two (2) members to speak on each side of the
35 pending question. If, after reasonable opportunity has been offered by the chair, no
36 member has requested to speak against a resolution, motion or amendment, any member
37 may move the previous question, to close debate. Likewise, if one member has spoken
38 against a resolution, motion or amendment, but, after reasonable opportunity has been
39 offered by the chair, no second member has requested to speak against the measure, any
40 member may move the previous question, to close debate.

41 **48) Representation of Committees** – When the chairperson of a Conference agency is not in
42 harmony with a report or recommendation adopted by the agency, it shall be the chairperson's
43 duty to state the fact to the agency. The agency may then elect one of its members to represent
44 it in the presentation of the report or recommendation in Conference. If the committee fails to
45 elect such a representative, the chairperson may designate a member to represent the
46 committee.

1 **49) To Limit or Extend Debate** – To move to limit or extend the limits of debate is in order at any
2 time, except when a member has the floor, except as otherwise specifically provided elsewhere
3 in the Rules.

4 **50) Interrupting the Speaker** – No one shall interrupt a member who has the floor except for a
5 breach of order, a misrepresentation, a departure from the question, to direct the attention of
6 the Conference that the time has arrived for a special order of the day, or to raise a very urgent
7 question of high privilege.

8 **51) Questions of Privilege** – All requests from the floor to be recognized for matters of privilege
9 must be made in writing to the Conference Secretary. They shall state the reason for the request
10 to address the conference and the purpose of the request. The requests will be reviewed by a
11 committee composed of the Conference Lay Leader, Conference Secretary, and the Chair of
12 Conference Sessions. The committee shall recommend to the Presiding Bishop whether or not
13 to recognize the requestor for the purpose of presenting the matter of privilege. The Presiding
14 Bishop shall have sole authority in receiving and acting upon the recommendation of the
15 committee.

16 **52) Announcements, Courtesy Presentations and Distribution of Papers** –

- 17 a) Announcements of matters of information to the Conference shall be submitted on the
18 Announcement Authorization Form to the Conference Secretary before the conclusion of
19 the plenary session prior to the plenary session when the announcement will be made
20 unless it is an emergency matter which may be submitted as soon as possible after the
21 matter is known.
- 22 b) Requests to make Courtesy Presentation speeches during a plenary session by a person not
23 a member of Annual Conference or by a member are subject to the discretion of the bishop.
24 As a general rule, no presentations or speeches will be made to the Conference outside the
25 agenda.
- 26 c) Papers or other materials may not be distributed to the members during the Conference
27 sessions, except with express prior permission by the bishop.

28 **53) Privilege of the Floor for Lay Members of Conference Agencies** – Laypersons not members of
29 the Conference but currently serving on Conference agencies shall have the privilege of the floor
30 without vote.

31 **54) Lay Officers of a Conference Agency** – Any Lay Officer of any Conference agency, who is not a
32 lay member of the Conference, shall have the privilege to move and defend the report of the
33 group such Lay Officer represents, without vote.

34 VI NOMINATIONS

35 **55) The Committee on Nominations and its Ministry** – The Committee on Nominations will consist
36 of the District Lay Leaders, the Conference Lay Leader, the Director of Connectional Ministries
37 and the District Superintendents. The Committee shall nominate the appropriate number of
38 people each year to the Annual Conference Session for election.

- 39 a) The Committee on Nominations will develop and use a system to identify nominees based
40 on their gifts, experience, and skills that will help the Conference achieve its vision, mission
41 and goals as adopted by the Annual Conference, particularly leadership evidenced in making
42 and maturing disciples, growing vital congregations and transforming lives and communities.
43 Additionally, the Committee shall ensure the nominations reflect the diversity of the
44 Conference.
- 45 b) Agency members shall be elected and placed into four staggered classes and each class will
46 serve for a term of two years. An agency member may serve for four terms for a maximum

1 of eight years. Nominations and elections will follow the rotation schedule unless otherwise
2 mandated by the Book of Discipline.

- 3 c) In order to aid the Committee on Nominations in its work, it is requested that any member
4 of the Conference who has a personal preference to serve on any particular agency
5 communicate such personal preference to the chairperson of the Committee on
6 Nominations on the appropriate form prior to January 1.
- 7 d) Nothing herein shall exclude additional nominations from the floor of the Conference. All
8 nominations from the floor must be submitted on forms supplied in the pre-conference
9 mailing or secured from the Chairperson of Nominations prior to placing the name in
10 nomination. The signatures of the nominator and nominee must be on the form or it will be
11 declared invalid.

12 **56) Chairpersons and Officers –**

- 13 a) For the sake of empowering diverse leadership, the Committee on Nominations shall
14 nominate, and the Annual Conference elect, all chairpersons and officers for agencies,
15 boards, commissions, committees, councils and teams except where the Book of Discipline
16 instructs differently. All terms shall be for the quadrennial, or such other period as specified
17 by the action of the Conference.
- 18 b) The Committee on Nominations shall nominate all chairpersons and officers for agencies,
19 boards, commissions, committees, council and teams [hereinafter Agency/Agencies] that
20 the Book of Discipline requires to select its own chair and officers. These nominations shall
21 not come before Annual Conference, but shall be presented directly to the respective
22 Agencies for vote at their first meeting after Annual Conference. In the absence of a duly
23 elected Chair, whose term has not yet expired, the District Superintendent assigned to the
24 agency either permanently, or for the election process, shall chair the meeting until the new
25 chair is elected.⁴
- 26 c) In all nominations, special attention shall be given to seeking diversity of inclusion by
27 gender, age, racial and ethnic background, and to inclusion of people with disabilities and
28 from all size churches. (See Discipline paragraph 610.5)

29 **57) To Fill Vacancies –**

- 30 a) The Committee on Nominations is to recommend to the Connectional Table Executive
31 Committee any persons to fulfill an unexpired term of any agency vacancy between Annual
32 Conference Sessions except where the Discipline instructs differently.
- 33 b) Preference will be given to members of the Annual Conference to serve on conference
34 agencies when they have the skills, experience and qualities being sought for an agency.
- 35 c) The Connectional Table Executive Committee shall approve the appointments or request
36 additional nominations, in which case the Committee on Nominations is to submit new
37 nominations. These individuals serve until they or someone else is elected at the next
38 Annual Conference Session.
- 39 d) When a person duly nominated and elected to any Conference agency does not attend
40 three (3) consecutive meetings of the agency, it shall be the responsibility of the chairperson
41 to attempt to contact that person by mail or telephone with a view to activation or
42 resignation. The chairpersons shall report in writing annually to the Chairperson of the
43 Committee on Nominations regarding contact with all non-participants and the results of
44 such contacts. This information shall be provided by January 31 of each year.
- 45

⁴ See Judicial Council decision 1328

1 **58) Elections –**

- 2 a) The report of the Committee on Nominations shall be distributed in the Pre-Conference
3 mailing and/or the packet received at the seat of the Annual Conference. The report shall be
4 presented without reading. Upon adoption of a motion to close nominations, the
5 Chairperson of the Committee on Nominations shall move the election of all nominees
6 whose elections are uncontested.
- 7 b) When the number of persons nominated exceeds the vacancies on an agency or when more
8 than one person is nominated for a specific office, there shall be a secret ballot listing only
9 those persons where a contest exists. The ballot will be taken at a time subsequent to the
10 election in a) above. The ballot shall be distributed, collected and tallied by tellers selected
11 by the Conference Secretary, who shall report the results listing only those elected. Election
12 shall be by a majority of those voting. Lacking a majority, there shall be another ballot listing
13 only those receiving 25% or more of the votes.

14 **59) Quadrennial Agencies -**

- 15 a) An elected member of a conference or district committee, board or agency shall be eligible
16 for not more than two consecutive four year terms unless specified otherwise in the Book of
17 Discipline. Service of two years or more in filling an unexpired or vacated position shall be
18 counted as a full four-year term. For this purpose, annual conference to annual conference
19 shall be considered one year, regardless of the actual dates of the conferences.
- 20 b) Persons elected by the Annual Conference to serve in an affiliated organization* may serve
21 in accord with the by-laws of the organization in which they are elected to serve, except that
22 no term of office may exceed five years. All persons elected or reelected to serve in an
23 affiliated organization shall be elected in accord with the Annual Conference rules on
24 nomination and election.

25 *An affiliated organization is one that wishes to maintain a connectional relationship with the
26 United Methodist Church through the Greater New Jersey Annual Conference.

- 27 c) Members of the Annual Conference who are voting members of a general agency shall serve
28 as ex-officio (with vote) members of the corresponding annual conference agency or its
29 equivalent structure (§§610.6, 710.4 and 710.6).

30 **60) Quorum –** The members present and voting at any duly announced meeting of a Conference
31 agency, board, commission, committee, council or team shall constitute a quorum.

32 **61) Limitations of Service –** No person shall be elected to more than two conference agencies,
33 boards, commissions, committees, councils or teams, except for persons who are ex-officio
34 members by virtue of an office or as a member of a general agency.

35 **62) District Superintendent Voting –** A District Superintendent regularly assigned to any Conference
36 agency by the Cabinet shall have a vote in that agency, and shall be the only District
37 Superintendent who shall have the right to vote in such agency, except where the Discipline
38 provides otherwise.

39 **VII PETITIONS AND ELECTIONS TO GENERAL AND JURISDICTIONAL CONFERENCE**

40 **63) Petitions to General Conference –** All petitions to General Conference shall be presented as
41 prescribed in ¶ 507 of the Discipline. Petitions for endorsement by the Annual Conference to
42 General Conference will only be considered in the year in which General Conference delegates
43 will be elected.

44 **64) Nominations –** In a year in which elections to the General and Jurisdictional Conferences are to
45 be held, the Conference Secretary shall open nominations for lay and clergy delegates on
46 December 15 and nominations will be closed on February 15. An individual who desires to be a
47 delegate shall download and complete a candidacy nominations form from the web page. On
48 the bottom of nominations for Lay Delegates shall be the names of two Lay Members of the

1 Annual Conference who endorse the nomination of the candidate. On the bottom of
2 nominations for Clergy Delegates shall be the names of two Clergy Members who are eligible to
3 vote for such delegates, and who endorse the nomination of the candidate.

- 4 a) Nominees may address their respective sessions for no more than one minute each,
5 provided that no more than forty five minutes shall be allotted for speeches. If more than 45
6 lay persons or clergy persons are nominated, the allowed times for individual speeches will
7 be adjusted accordingly. No speeches regarding nominees will be in order after the original
8 time allotted for such speeches.

9 **65) Balloting** – The Conference Secretary shall announce the number of clergy delegates to be
10 elected. A like number of lay delegates will be elected.

- 11 a) The time of initial balloting shall be set by the agenda committee.
12 b) Balloting shall be by electronic or mechanical means.
13 c) The Secretary shall announce a Chief Clergy Teller and a Chief Lay Teller, and two lists each
14 of clergy and lay assistants.

15 **66) Voting** – All members, lay and clergy, must be within the bar of the Conference to be eligible to
16 vote.

- 17 a) Before each ballot, the President shall announce the number of delegates each ballot shall
18 elect. To be effective, a ballot must list the exact number of names of lay or clergy delegates
19 to be elected.
20 b) The intent of the voter shall be allowed regardless of mistakes in spelling.
21 c) Where there is more than one member with the same family name, the Christian name or
22 identifying initials shall precede the family name.
23 d) A majority of valid votes cast shall be necessary for election, except on the ballot to elect
24 reserve delegates pursuant to Rule 68.
25 e) Only those nominated are eligible for election. If a ballot lists someone who has not been
26 nominated, the ballot will be disqualified.

27 **67) Counting and Reporting** –

- 28 a) After a ballot has been counted, the chief teller, either clergy or lay, shall furnish a written
29 report to the bishop, which shall contain (a) the number of ballots cast; (b) the number of
30 ballots not valid; (c) the number of valid ballots counted; (d) the number of ballots
31 necessary to elect; and (e) the list of names of persons voted for, including the number of
32 votes received by each. The results will be disclosed or displayed before the next ballot is
33 taken.
34 b) Minimum Votes. On the first ballot for both General Conference and the jurisdictional
35 conference, the presiding officer shall read or distribute all names receiving 5 or more votes,
36 together with the number of votes cast for each. Thereafter, the minimum number of votes
37 received to be included in the next ballot shall be increased by five for each delegate elected
38 (that is, on the first ballot a minimum of 5 votes to be included in the next ballot; after the
39 election of the first delegate, a minimum of 10 votes to be included in the next ballot; after
40 the election of the second delegate, a minimum of 15 votes, etc.). After the ballot in which
41 the last delegate is elected to the General Conference, all the names that were originally
42 nominated are available for election to Jurisdictional conference. Those elected to General
43 Conference will not be listed.
44 c) If necessary, another ballot shall be taken in like manner, and so on, until the proper
45 number of delegates has been chosen.
46
47

1 **68) Qualifications –**

- 2 a) Clergy Delegates – The Discipline, ¶ 35 (Article IV), permits any active or retired member of
3 the Annual Conference in full connection to be eligible for election to the General or
4 Jurisdictional Conferences.
5 b) Lay Delegates - The Discipline, ¶ 36 (Article V), asserts that lay delegates shall be elected
6 “without regard to age, provided that such delegates shall have been professing members of
7 the United Methodist Church for at least two years next preceding their election, and shall
8 have been active participants in the United Methodist church for at least four years next
9 preceding their election, and are members thereof within the Annual Conference electing
10 them at the time of holding the General and Jurisdictional Conferences.”

11 **69) Reserve Delegates –** After the authorized numbers of delegates have been elected, 3 clergy and
12 3 lay reserve delegates shall be elected on a single ballot, with the 3 persons receiving the
13 greatest number of votes in each category being elected in the order of the number of votes
14 received.

15 **VIII CONCERNING FINANCIAL OPERATIONS**

16 **70) Budget –** The Annual Conference shall adopt at each Annual Session a budget for each of the
17 following: Clergy Support, Administrative Costs of the Annual Conference, World Service,
18 Conference Benevolences, and other Apportioned Funds. These budgets become effective for
19 the fiscal year beginning on January 1st following the session. Apportionments of these budgets
20 shall be sent to the several churches as soon after the session as is feasible.

21 **71) Apportionments –** The Conference Shared Ministry Budget shall be apportioned annually
22 among the churches of the Conference according to a formula recommended by the Conference
23 Council on Finance and Administration and adopted by the Annual Conference. Following
24 adoption, the formula will remain in effect until such time as changes are recommended by the
25 CF&A and adopted by the Annual Conference. The formula shall be outlined on a Shared
26 Ministry data sheet, which shall be distributed to the churches as soon as practical after the end
27 of each year’s annual conference, but in no event later than the end of the fiscal year.

28 **72) Prior Action by Council on Finance and Administration –** Every motion, recommendation,
29 resolution or other legislative act having to do with budgeting, apportionments, allotments or
30 expenditure of funds shall first be submitted to the Council on Finance and Administration. After
31 adequate time is allowed for investigation and study, the council shall report its
32 recommendation to the Conference. This report shall be received before such legislation may be
33 acted upon by the Annual Conference.

- 34 a) No agency or member of the Conference shall commit the Conference financially for the
35 support of programs within or beyond the Greater New Jersey Annual Conference without
36 first obtaining the approval of the Annual Conference after study and recommendation of
37 the Council on Finance and Administration, and not until funds are available or have been
38 allocated to meet such commitments.
39 b) Any person or agency requesting an emergency offering should contact one of the Team
40 Coordinators, who will present the matter to the Cabinet and the Council on Finance and
41 Administration. Any funds received as a result of such an offering will be held by the
42 treasurer and administered by a task force established by the Cabinet for that particular
43 appeal.

44 **73) Time Limit on Submitting Budget Requests –**

- 45 a) Requests for inclusion of an item in the Clergy Support Budget and/or the Administrative
46 Costs of the Annual Conference Budget to be acted on by an Annual Conference shall be

1 submitted to the Treasurer's office by the third Monday of January preceding the date of
2 the Annual Conference, except in cases of unavoidable emergency.

- 3 b) Requests for inclusion of an item in the World Service Budget and/or the Conference
4 Benevolences Budget to be acted on by an Annual Conference shall be submitted to the
5 Connectional Table by January 15 preceding the date of the Annual Conference, except in
6 cases of unavoidable emergency.

7 **74) Amending Allotments** – An agency shall not attempt to amend its allotment in a proposed
8 budget submitted to an Annual Conference unless it has previously presented an appeal to the
9 Council on Finance and Administration at a meeting held preceding the date of the Conference.

10 **75) Increased Asking by Amendment** – In amending a proposed budget on the floor of the Annual
11 Conference, no item shall be increased above the amount originally requested by the
12 responsible agency in its asking to the Council on Finance and Administration, except when the
13 consent of both the agency and the Council on Finance and Administration has been obtained.

14 **76) Proper Use of Budgeted Funds** – No agency of the Conference shall spend budgeted funds for
15 any purpose other than the general purpose for which the funds were originally requested,
16 unless the consent of the Council on Finance and Administration and the Ministries Team has
17 been obtained for such a reallocation. An expenditure item shall be budgeted for the year when
18 it is expected to be spent, and it shall be spent only in the year for which it is budgeted. When
19 uncontrollable circumstances warrant, an emergency request may be directed through the
20 Ministries Team to the Council on Finance and Administration for a budget adjustment.

21 **77) Financial Appeals to the Churches** – Any agency planning to send a communication or appeal to
22 the churches requesting contributions to any agency or fund shall first submit its proposed
23 communication or appeal to the Council on Finance and Administration. The Council shall
24 ascertain if the procedure is in accord with existing legislation, and shall make certain that
25 remitting instructions are correct. Any contribution received by the Conference Treasurer in
26 response to a communication which has not been cleared as herein provided shall be credited
27 automatically to World Service and Conference Benevolences through the remitting church.

28 **78) Customary Draft** – When presented and endorsed, the customary draft from the United
29 Methodist Publishing House shall be turned over to the Conference Treasurer for pensions for
30 clergy of the central conferences.

31 **79) Bonding** – All persons who hold or disburse conference funds shall be bonded in such amounts
32 as may be deemed wise by the Council on Finance and Administration.

33 **80) Fiscal Year** – The fiscal year shall coincide with the calendar year, unless another fiscal year is
34 designated by the Conference Treasurer after approval by the Conference. All payments to be
35 credited to a given fiscal year shall be in the hands of the Conference Treasurer not later than
36 the following January 10th 20th. All local church financial reports shall be forwarded to the
37 Conference Treasurer by a deadline to be announced annually.

38 **81) Audit** – The Council on Finance and Administration shall be responsible for arranging that a
39 Certified Public Accountant shall audit the accounts of the Annual Conference. The Council on
40 Finance and Administration shall publish a statement of Certification of each audit in the
41 Journal.

42 **IX CONSENT CALENDAR**

43 **82) Consent Calendar** –

- 44 a) The Conference Agenda Committee may present to the Annual Conference a proposed
45 consent calendar, including those items which the Annual Conference may approve with
46 one vote of approval by the Conference membership.

- 1 b) A written list of items on the consent calendar, including the name of the motion, name of
2 the author, and page number in the Pre-Conference Workbook will be presented to all
3 members of the Conference upon check-in at the Conference session.
- 4 c) The consent calendar list will include a space where Conference members may check any
5 item(s) which they would like to see removed from the consent calendar.
- 6 d) To vote to remove an item from the consent calendar, Conference members must:
7 i. Check the item(s) they wish to see removed from the list, or
8 ii. Write in an item which has been added subsequently by Conference action.
9 iii. Print his or her name and church on the list, and sign the list.
10 iv. Bring the list to the Conference Secretary's table and give the list to the Conference
11 Secretary or one of the Assistant Secretaries.
- 12 e) If any item on the consent calendar receives ten (10) or more such votes in favor of
13 removing it from the consent calendar, that item will be removed and placed on the
14 Conference agenda by the Agenda Committee.
- 15 f) All requests for items to be removed from the consent calendar shall be delivered to the
16 Conference Secretary as early as possible, but no requests will be received within the last
17 twenty-four (24) hours before the stated time of adjournment of the Conference session.
18 During this last twenty-four (24) hour period, items may only be removed from the consent
19 calendar by a ¾ vote of the Conference.

20 **X NOMINATION OF EPISCOPAL CANDIDATES**

21 **83) Nomination of Episcopal Candidates** - The procedure for nomination of Episcopal Candidates to
22 the Jurisdictional Conference as permitted by ¶405 of the Book of Discipline shall be as follows:

- 23 a) In a year in which one or more Episcopal Candidates are to be nominated by the Annual
24 Conference, the Conference Secretary shall provide for the receiving of nominations until
25 the deadline for submission of proposed legislation for that year's annual conference. Each
26 proposed nomination shall be submitted on one side of an 8 1/2 by 11 inch sheet of paper or
27 by electronic means designated by the Conference Secretary. Only eligible persons may be
28 nominated. The Bishop shall, before the ballot is taken, remind the Annual Conference of
29 the eligibility requirements for election to the office of the episcopacy.
- 30 b) The Jurisdictional Conference delegates (acting as a group) shall have the privilege to speak
31 to the Annual Conference on behalf of the person(s) they have endorsed for nomination to
32 the episcopacy (provided they have submitted such nomination in the manner described in
33 Rule 82(a) above). If no other nominations have been submitted as indicated in Rule 82(a)
34 above, the Bishop shall call for a vote of the body. A majority vote will be sufficient for this
35 person (these persons) to be recognized as the episcopal nominee(s) of the Annual
36 Conference.
- 37 c) If there are additional nominations submitted in accordance with Rule 82(a) above, the
38 Bishop shall call for a written or electronic ballot following this procedure.
39 i. Nominees may each give a three minute speech. There shall be no seconding speeches.
40 ii. If any ballot contains the name of an ineligible person, that name shall not be tallied,
41 but other names on the ballot shall be tallied.
42 iii. Conference members may vote for one such nominated individual. An individual must
43 receive 60% of those voting to be nominated by the Annual Conference. If an individual
44 does not receive 60% of the vote by the fifth ballot there will be no nominee. If
45 someone is nominated, the conference will take up to three ballots to see if a second
46 person is nominated. If no one receives 60% of the vote by the third ballot there will not
47 be a second nominee. Those who do not wish to see anyone nominated may so indicate

1 that desire on their ballots (in the manner prescribed by the Conference Secretary) and
2 the ballot shall be counted as cast.

- 3 d) Only the persons selected in the foregoing manner shall be deemed Nominees of the
4 Greater New Jersey Annual Conference.
- 5 e) This procedure shall not foreclose efforts by individuals or groups in the Annual Conference
6 to promote the candidacy for the episcopacy of other persons.

7 **XI RULES OF ORDER RESOLUTIONS**

8 **84) Resolutions to Change the Rules of Order –**

- 9 a) Any resolution or proposed change, by addition or deletion to the Rules of Order, with the
10 exception of ***Concerning Financial Operations***, shall first be referred to the Committee on
11 Rules of Order for its recommendation. The Committee shall submit its recommendation to
12 the body prior to any action by the body. The initiator of any proposed change to be
13 included in the Pre-conference mailing shall at the same time submit a copy of said
14 proposed change to the chairperson of the Committee on Rules of Order. The Rules
15 Committee may request a meeting with the initiator prior to the convening of the Annual
16 Conference.
- 17 b) If the change is proposed at the site of the Annual Conference, it shall be referred to the
18 Committee on Rules of Order and a report to the body will be made no later than the next
19 plenary session.

20 **XII HOLY CONFERCING PROCEDURE FOR CERTAIN GENERAL CONFERENCE PETITIONS**

21 **85)** A procedure to facilitate holy conferencing shall be used, at the Bishop's discretion, to discuss
22 petitions to General Conference regarding issues related to human sexuality or such other issues
23 that would benefit from the same procedure.

24 A special order of the day will be established to provide for holy conferencing. The special order
25 of the day shall proceed as follows:

- 26 i. Representatives of the two primary positions selected by the Bishop will each make a
27 twenty-minute presentation.
- 28 ii. Upon conclusion of the opening presentations, the Bishop shall bring the Conference
29 into silent prayer for two minutes.
- 30 iii. Then ten minutes will be provided for delegates to share what they heard with their
31 fellow Christians seated to their immediate left and right. This is not a time for debate,
32 but rather to listen to what their neighbors heard.
- 33 iv. The Bishop will then call the Conference to order. Delegates will then have the
34 opportunity to share their thoughts with the Conference. The Bishop shall establish a
35 total amount of time for discussion, not to exceed sixty minutes. No member may speak
36 longer than two minutes. All speakers will be notified when ten seconds remain of their
37 time. The speaker will be allowed to finish a sentence at the expiration of allotted time.
38 Then, that microphone will be cut off and the next speaker will be recognized. This will
39 continue until the total allotted minutes have elapsed or everyone who wished to be
40 recognized had an opportunity to speak, whichever comes first. No subsidiary,
41 privileged or incidental motions will be in order during this time of discussion.
- 42 v. The regular business of the Conference will then resume.

43 At a previously noted time during plenary session on the following session day, the petitions will
44 be voted upon by secret written ballot. Thirty minutes will be allotted for this vote. No debate or
45 motions will be in order at this time.

1 **XII HOLY CONFERENCE PROCEDURE FOR PROPOSED CONSTITUTIONAL AMENDMENTS**

2 **86)** A procedure to facilitate holy conferencing shall be used at the Bishop’s discretion to discuss
3 proposed Constitutional amendments coming from the General Conference.

4 A special order of the day may be established to provide for holy conferencing. The special order
5 of the day shall proceed as follows:

- 6 i. The co-chairs of the delegation to General Conference will present the proposed
7 amendments to the Conference in a fifteen-minute presentation.
- 8 ii. Upon conclusion of the opening presentation, the Bishop shall bring the Conference into
9 silent prayer for two minutes.
- 10 iii. Then up to ten minutes will be provided for members to share what they heard with
11 their fellow Christians seated to their immediate left and right. This is not a time for
12 debate, but rather to listen to what their neighbors heard.
- 13 iv. The Bishop will then call the Conference to order. Members will then have the
14 opportunity to share their thoughts with the Conference. Sixty minutes will be allotted
15 for this. No member may speak longer than two minutes. Each speaker will be notified
16 when ten seconds remains of their time. The speaker will be allowed to finish a
17 sentence at the expiration of their time. Then, that microphone will be cut off and the
18 next speaker will be recognized. This will continue until sixty minutes have elapsed or
19 everyone who wishes to speak has been recognized whichever comes first. No changes
20 are permitted to be made to Constitutional amendments.
- 21 v. The regular business of the Conference will then resume.

22 At a previously noted time during a subsequent plenary session, the amendments will be voted
23 upon by secret ballot. Members will be able to vote in favor of or against each individual
24 amendment. If a member wishes to abstain, the member will leave the ballot blank for that
25 particular amendment.

26 Should any of the foregoing Rules of the Greater New Jersey Annual Conference be in conflict
27 with the provisions of the current Book of Discipline, then the provisions of the Discipline shall
28 take precedence.

29 As amended by vote August 2020.

30

GIVING AND GROWING TO TRANSFORM LIVES



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FOUNDATION OF GREATER NEW JERSEY
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UNITED METHODISTS
OF GREATER NEW JERSEY

1 Reports to Greater New Jersey

3 A Journey of Hope

4 A Just, Inclusive and Equitable Church
5 Working Together to End the Sin of Racism

7 The Executive Summary

8
9 The death of George Floyd, an African American suffocated by a White police officer, draws attention to present
10 and past racism against African Americans in our nation and The United Methodist Church, including GNJ and its
11 congregations.

12
13 Native Americans, were removed from their land, including in the GNJ Area and forced onto a reservation in the
14 Pinelands. African Americans and Native Americans and all other People of Color in the GNJ Area, including
15 within The United Methodist Church have experienced racism in the past and racism continues today.

16
17 **Today, God calls United Methodists to do better**
18 **in ending racism, privilege and oppression in the church and world.**

19
20 This report and its goals were developed in consultation with leaders and experts from across the country and
21 guided by a group of 10 GNJ laity and clergy. Nine different GNJ groups, including ethnic caucuses, GNJ
22 leadership and GNJ staff including the cabinet reviewed and provided input into the report and its goals and
23 measures. More than 100 people assisted in the development of the report.

24
25 GNJ has been a leader in diversity, and yet GNJ still has more journey to travel. It is evident after talking with
26 people who have experienced racism and harm that GNJ has the opportunity at this moment to go deeper in its
27 work to end the sin of racism and take action to repair past harm.

28
29 A Journey of Hope report sets forth a bold plan for GNJ to work together to end the sin of racism as we build on
30 our past progress and go deeper in our ministry to create a more just, inclusive and equitable church. It calls us
31 to **ACT** by creating compelling **Aspirations** to end the sin of racism, deepening **Comprehension** and
32 understanding of racism and how to end racism, and **Transform** the church into a vital and dynamic witness of
33 God's grace through Jesus Christ and live out our baptismal vows.

34
35 The Plan's cornerstones include the following actions.

- 36 • Equity in how we apportion and use our resources.
- 37 • Acknowledge, repent and address past harm.
- 38 • Build on our 10-year intercultural competency plan to deepen understanding of racism and how to work
39 to end the sin of racism.
- 40 • Strongly encourage and support every congregation to develop A Journey of Hope **ACT** plan. This plan
41 integrates ending the sin of racism and the mission of GNJ.
- 42 • Implement 5 keystone measures that are central to ending the sin of racism and implementing the other
43 measures and actions in the report.
- 44
- 45

1 **An Urgent Calling**

2 *Honor the humanity, racial identity, uniqueness and*
3 *sacred worth of everyone as we live out our baptismal vow.*

4
5 *As baptized Christians, we renounce the spiritual forces of wickedness, reject the evil powers of this world, and*
6 *repent of our sin. We accept the freedom and power God gives us to resist evil, injustice, and oppression in*
7 *whatever forms they present themselves. We confess Jesus Christ as our Savior, put our whole trust in his grace,*
8 *and promise to serve him as our Lord, in union with the Church which Christ has opened to people of all ages,*
9 *nations, and races.*

10
11 **Goal**

12 End the sin of racism in GNJ
13 *GNJ will dismantle systems and structures within the church that perpetuate racism.*

14
15 **5 Keystone Measures**

- 16 1. 50 trained GNJ trainers and facilitators who are actively engaged with 150 congregations that are developing
17 and engaging in [A Journey of Hope Plan](#) by **September 2022**. (150 congregations that self-identify, represent
18 25% of our congregations and a number that will become a tipping point for ending the sin of racism)
19
20
21 2. At least 50% of GNJ agency chairpersons are People of Color by **June 2023** and the number of African
22 American/Black and Hispanic/Latino clergy elders are doubled, and the number of all Clergy of Color is
23 increased by **June 2025**. (While the goal is to increase the number of all clergy of color, we have set a goal of
24 doubling two groups because GNJ has less than 10 African American/Black Elders with more than 40 African
25 American/Black congregations and only 8 Hispanic/Latino clergy elders with the Hispanic/Latino community
26 being the fastest growing population in GNJ)
27
28
29 3. 25 new ethnic congregations (at least 10 African American) by using new technologies and innovative
30 strategies, and strengthen the worship, ministry and finances of 10 existing congregations of color by
31 **December 2025**. (This goal requires us to think differently and creatively about congregations and new faith
32 communities and will impact our future development of all congregations)
33
34
35 4. A handbook of all existing GNJ policies and procedures that have been reviewed and updated to ensure
36 GNJ’s policies and procedures create a culture of racial justice, inclusion and equity by **February of 2022**.
37 (Presently the policies and procedures of GNJ are not contained in one place and they have never been
38 reviewed for any bias on injustice to a group of people)
39
40
41 5. \$4.1 million investment in the health and vitality of GNJ through debt forgiveness, equitable salary
42 and shared ministry apportionment and billables in low income communities by **December 2023**. (For all
43 African American and Native American congregations and all other congregations in low income
44 communities, this investment equals \$2.8 million in debt forgiveness for past billables and loans, \$700,000
45 in reducing shared ministry and billables in low income communities and \$600,000 in grants for ministry and
46 clergy salary in low income communities. An additional \$1 million is raised for preserving Native American
47 burial ground and church building.)
48
49

The Report

The Urgency of Our Time

The death of George Floyd, an African American suffocated by a White police officer, draws attention to present and past racism against African Americans in our nation and The United Methodist Church, including GNJ and its congregations. For centuries GNJ has participated in institutional racism. Our actions and activities that support racism include (but are not limited to) to segregating African Americans, under valuing the gifts of African Americans in leadership, passively and ineffectively addressing racism in the church and society and allowing social and church systems to suppress and oppress African Americans.

New Jersey was originally Native American land before Native Americans were removed from their land and forced to a reservation in the Pinelands. Native Americans, particularly the Nanticoke Lenni-Lenape Tribe, experienced oppression, discrimination and disregard for their sacred land. United Methodists while witnessing and discipling Native Americans, did not honor their culture and heritage. Today there is one Native American United Methodist congregation in GNJ, St. Johns in Cumberland County, the fifth oldest Native American Church. Our congregations in Cumberland and Salam County are built on Native American land.

History portrays that in GNJ, attitudes and behavior allowed racism to go unchecked at times and diminished our witness of the grace and justice of God through Jesus Christ.

We thank God that there have been times when United Methodists in GNJ engaged in addressing and making progress to end segregation and racism. We can point to 1964 when GNJ became one of the first conferences to merge African American/Black and primarily Anglo conferences and became one of the first primarily Anglo conferences in the denomination to be led by an African American Bishop, Prince Taylor. Today, GNJ has one of the highest percentages of multi-racial congregations and cross racial appointments in the denomination.

Today, God calls United Methodists to do better in ending racism, privilege and oppression in the church and world.

A Journey of Hope calls us to an urgent and spiritual journey and our destination is the transformation of minds, hearts, actions and systems so that we eliminate the sin of racism in GNJ. We move with a sense of purpose and urgency because people are being harmed, discriminated against and even killed because of their skin color.

What Is Racism

Racism is a belief or value that an individual or a group of individuals feel superior to people of another race and then use those beliefs and values to create practices, systems, structures and organizational policies to create supremacy, privilege, power and economic standing over another race. In the United States, when White people arrived in this land, they used their beliefs and values of superiority to conquer, enslave, marginalize, oppress and victimize People of Color using them as objects. White people used their beliefs and values to teach and create systems and structures that reinforce the belief that one race is better than another. While many of these immoral practices have been ruled against the law, they cast a deep divide among people and have disadvantaged People of Color that continues to this day as evidenced in income, education, housing inequities and church inequities in appointments, shared ministry, salaries, and other ministries. Ending the sin of racism is not merely ending racist belief and values. It is not merely making friendships or cross racial appointments or depicting more People of Color in church literature. Ending the sin of racism is working together to dismantle employment, education, housing, economic and, yes, church systems that disadvantage People of Color.

Examples of systemic racism include school and housing segregation and hiring policies and school admission practices that favor people of the majority race. Systemic racism is not always overt. It is embedded into the culture, values and beliefs of an organization. Racist beliefs and values built into policing has led to the deaths of

Stop judging by appearances.

-John7:24

1 many African Americans. Racism is the participation in such behaviors and systems. Not actively working to end
2 racist behaviors and systems is also a form of racism.

3 4 **Three Ways People Have Engaged**

- 5 1. Segregation and Oppression – from the beginning of our nation, African Americans and Native
6 Americans were segregated, oppressed, marched off their land and enslaved because of their skin color.
7 Racism is a sin as it treats people differently because of their skin color.
- 8 2. Assimilation – the belief that People of Color are inferior or are a lesser culture to White culture and by
9 assimilating People of Color with White culture will help People of Color to become better people. Any
10 view that a group of people are inferior to another group of people is a sin. While we seek inclusion and
11 integration, it is because we are all children of God. God does not see any group as inferior.
- 12 3. Anti-Racism – the recognition that racism is a sin and we must all work together to end the sin of racism
13 within the church, society and individuals. As believers of Jesus Christ we are called to do the ministry
14 and work of anti-racism. As we work to end the sin of racism, we seek change in four areas.
 - 15 a. *Individual racism* is personal beliefs, values, stereotypes, prejudices and attitudes, consciously or
16 unconsciously, that devalue and/or hurt the humanity and God’s giftedness of People of Color.
17 This is the first step of racism and leads to the others.
 - 18 b. *Interpersonal racism* builds on individual racism and is when people use slurs, biases, hateful
19 and hurtful words or actions against People of Color. *Interpersonal racism* effects the
20 relationships or lack of relationships we have with people of a race different than one’s own.
 - 21 c. *Institutional racism* occurs when an organization, like the church, has discriminatory policies or
22 is biased in treatment and practices based on race that results in inequitable outcomes for
23 African Americans, indigenous people or people of color. For example, when the White people
24 of The United Methodist Church organized separate conferences for African Americans in 1939
25 through 1968, this church policy was solely based on race and eliminated African Americans
26 rights to resources and opportunities within the larger church.
 - 27 d. *Structural racism* is a system of racial bias that stretches across cultures, organizations and
28 institutions. The system establishes the biases implicitly and explicitly and society accepts these
29 biases. For example, when an African American is killed by a police officer, many White people
30 think it is because the person did something wrong and deserved to be killed. Similarly, courts
31 sentence African Americans to longer prison sentences than White people because society has
32 been conditioned to believe African Americans are more dangerous than White people. Society
33 has established biases against communities of color over the years through housing policies,
34 hiring practices and income disparities particularly between African American and White people.
35 For instance, communities of color have been created over the years through housing policies
36 and hiring and income disparities particularly between African American and White people
37 through a practice known as redlining. Redlining increased fees and rates for African American
38 home purchasers that limited wealth by restricting access to higher valued properties based
39 solely on the color of one’s skin.

40 41 42 43 44 45 **A Spiritual Discipline**

46 Ending the sin of racism is a spiritual discipline that is practiced and engaged individually and together. As we
47 work together and work toward ending the sin of racism, our faith is deepened, and we grow spiritually – *closer*
48 *to God and closer to one another*. Significant to the ministry and work are the tools of spiritual disciplines:
49 praying, reading and understanding scripture, lamenting, confessing, repenting, worshiping, fasting,
50 encountering and sharing the grace of God through Jesus Christ, engaging in small groups and serving in mission

1 and acts of justice. The Journey of Hope is a spiritual discipline that ultimately changes and shapes beliefs,
2 values, systems and actions.

4 **Those Who Have Been Harmed**

5 Our nation has a more than 400-year history of racism with African Americans and Native Americans who are
6 Children of God who were forced off their land and in the case of African Americans forced to come to the US
7 against their will. African Americans and Native Americans were tortured, enslaved, beaten, oppressed,
8 segregated and seen as less than human. Others, of Latino/Hispanic, Asian, Middle Eastern and Mixed-Race
9 heritage and Blacks who came following slavery, also experienced the sin of racism. The color of one's skin
10 became a standard for how we viewed, differentiated and treated people in the United States. The sin of racism
11 has been embedded in our nation and in The United Methodist Church since its founding more than 250 years
12 ago through sins of commission and omission. The White people of the United Methodist Church have a
13 responsibility to continue to repent, repair the harm and make right our relationship with God and those who
14 have experienced racism, particularly addressing our long history of racism and oppression with African
15 Americans and Native Americans. Ultimately, our progress to end the sin of racism is a change of heart involving
16 repenting and turning toward God, and the transformation of systems, structures and organization so that GNJ
17 is more just, inclusive and equitable.

19 **Referring to People**

20 Over the years a variety of terms have been used to identify people, races, nationalities and cultures. The
21 terminology and names continue to evolve and change. In this document, we use terms as imperfect as they are
22 to identify the people of different races, ethnicities, nationalities and cultures. It is recognized that any term
23 used has limitations and imperfections and will continue to evolve and change.

25 **African American/Black** – people including but not limited to having origins in Sub-Saharan Africa, and other
26 nations such as Haiti, Jamaica, Dominican Republic. African Americans/Blacks are sometimes referred to as
27 the African Diaspora and Afro Caribbean.

29 **Asian** – people having origins in any of the original peoples of the Far East, Southeast Asia and Indian
30 subcontinent including but not limited to Filipinos, Indians, South and North Koreans, Japanese and Chinese.

32 **Hispanic/Latino** – people having their origins primarily in Spanish speaking nations and includes but is not
33 limited to portions or all of Latin America, Central America, South America, the Caribbean including but not
34 limited to Cuba, Puerto Rico and Dominican Republic.

36 **Middle Eastern** – people having origins in the Middle East and parts of North Africa.

38 **Mixed Race** – people whose heritage is two or more races.

40 **Native Americans and Native People** – the original people of North America that include but are not limited
41 to the American Indian, Eskimos and Pacific Islanders.

43 **People of Color** – people of the races, culture and nationalities of African American/Black, Asian,
44 Hispanic/Latino, Middle Eastern, Mixed Race and Native American.

46 **White** - people having origins in Europe who are often called Anglos.

48 The terms have their limitations, and in the family of God we are all part of the same humanity being one and
49 unique at the same time. We honor others by listening and understanding and using terms that people want to
50 be called.

1 **How will A Journey of Hope End the Sin of Racism**

2 A Journey of Hope is based on **ACT**: **A**spiring to something different, **C**omprehending and understanding that
3 we are called to live and act differently, and **T**ransforming our beliefs, values, policies, actions to be a more
4 racially just, inclusive and equitable church.

5
6 **ASPIRE** – Through the Holy Spirit, imagining what the community of God looks like, a vision for a racially just
7 and inclusive church.

- 8 • Envision the type of disciples, leaders, congregations and organizations our church needs to be racially
9 just, inclusive and reconciling.
- 10 • Develop and pursue actions and accountability to achieve the vision.

11
12 GNJ has four aspirations, new disciples, transformational leaders, fruitful vital congregations and a transformed
13 world all of which are working to spread the Good News of Jesus Christ and do justice including ending racism.

14
15 **Who are disciples of Jesus Christ working to end racism?**

16 Disciples are life-long learners and followers of Jesus Christ who passionately serve God in the church
17 and in the world with competence to engage cross culturally/racially and are actively working to end
18 racism.

19
20 **Who is a transformational leader?**

21 A transformational leader, through the guidance and power of the Holy Spirit, casts
22 a compelling vision and challenging goals, and whose leadership inspires change and
23 growth and is actively leading others to end racism.

I saw a new heaven
and a new earth for
the former passed
away.

-Revelation 21:1

24
25 **What is a fruitful vital congregation?**

26 A fruitful Wesleyan vital congregation is a Holy Spirit-led community of passionate disciples who are
27 connectional and Wesleyan in their beliefs and practices that work together to 1) extend radical
28 hospitality and make new and grow all disciples, 2) create inspiring worship, 3) intentionally grow faith
29 through small groups and children and youth ministries, 4) engage in risk taking community witness,
30 mercy and justice mission, and 5) increase generosity and giving to mission. (Acts 2:42-47), and in all of
31 its ministry is actively developing cultural competence in its members and a congregation engaged in
32 ending racism within the congregation, its community and GNJ.

33
34 **What is world transformation?**

35 A community where lives are changed, hope abounds, diversity is embraced, the spark of the Gospel is
36 ignited, justice is for all and all have the opportunity, knowledge and skills to live to their full God-given
37 potential and is ending racism in its community and structures and welcoming all people (Micah 6:8,
38 Luke 10:27)

39
40 **COMPREHEND: LISTEN TO LEARN AND UNDERSTAND** -listening with the heart of God and being culturally
41 competent.⁵ This work will build on and incorporate GNJ’s 10 year intercultural competency plan.

- 42 • Learn and understand about racism and recognize biases, privileges and fragilities - where they came
43 from and how to live differently.

⁵ Cultural competence is 1) being aware of one’s own world view, 2) developing positive attitudes towards cultural differences, 3) gaining knowledge of different cultural practices and world views, 4) developing skills for communication and interaction across cultures, and 5) addressing prejudice and racism in yourself, in others, in the church and in societal values, beliefs, actions and systems. Cultural competence requires more than becoming culturally aware or practicing tolerance. Rather, it is the ability to identify and challenge one’s own cultural assumptions, values and beliefs when they inhibit or dishonor other’s cultural experience.

- Listen to people of color share their story and validate the feelings and experiences of African Americans and people of color.

GNJ will use existing and/or develop materials to assess an individual’s and a congregation’s understanding of and progress toward ending racism and teach for understanding and change that will at a minimum include the following content:

1. The history of race and racism within society and the church.
2. First-hand stories and experiences of people who have been affected by racism.
3. Material and illustrations of how the Bible and Christian theology have been used to continue racist practices, privilege, implicit bias, internalized oppression, the systemic nature of racism, white supremacy, the difference between equality and equity, genuine repentance, intercultural competence, how to have an outward mindset and the four types and uses of racism – individual, interpersonal, institutional and structural racism.
4. Specific strategies for ending racism, including how to engage in the work of ending racism.

TRANSFORM - the change God is expecting of us.

- Work together to end racism by challenging and changing behaviors and discriminatory systems and begin to repair the damage racism has done to African Americans and Native Americans, Hispanics/Latinos, Asians and Pacific Islanders.
- Develop and demonstrate individual, congregational and organizational values, beliefs, priorities and actions that are just, inclusive and equitable.

**Let justice roll down like
waters and righteousness
like an ever-flowing stream.**

-Amos 5:24

While a **Journey of Hope** invites individuals, congregations and organizations to aspire to a new way of living and being the church, it is also a call to repentance, a complete turnaround. The hope of ending racism begins by repenting from the sin of racism. The sin of racism is engaging in racist behavior and systems and not addressing racist behavior and working to end racism. True repentance is embracing God’s vision for racial justice, inclusion and equity and working relentlessly to end racism.

The Legislation

Whereas African Americans and Native Americans were oppressed, forced from their homes and enslaved in the Greater New Jersey Area; and

Whereas African Americans and Native Americans were segregated and experienced racism by The Methodist Church since its founding and racism continues today toward all People of Color by United Methodists and our organizations and structures; and

Whereas GNJ has committed to be a multi-racial and interculturally competent church and recent events in our nation call the church to be an example and do better by working together to end the sin of racism in GNJ;

Therefore, we courageously support and commit to boldly work together to end the sin of racism in GNJ and create a more racially just, inclusive and equitable church and carry out A Journey of Hope calling, measure and actions.

Transformational Measures and Actions

6. **Resources** to assist leaders, congregations and communities to end racism.
50 trained GNJ trainers and facilitators actively engaged with 150 congregations that are developing and engaging in A Journey of Hope Plan⁶ by **September 2022**

Actions

- g. Identify an organization that specializes in ending racism to assist GNJ to develop and/or adapt resources and processes and train leaders for ending racism. **March 2021** -assigned to the Journey of Hope Team
- h. Create A Journey of Hope planning guide for congregations. **September 2021** -assigned to A Journey of Hope Team
- i. Provide intercultural competence and implicit bias assessment and training materials for leaders and congregations. **September 2021** -assigned to the Resource Team
- j. Strongly encourage all GNJ leaders and disciples each year to participate in a study and conversation that helps people continually turn outward and work toward a racially just, inclusive and equitable church. **Start March 2021** -assigned to Church and Society Chairperson
- k. Post to the website congregational models for creating a racially just, inclusive and equitable congregation. **Ongoing** -assigned to the Director of Communications
- l. Continue to train clergy and congregational leaders for cross racial and cultural appointments and offer facilitators to congregations with cross racial appointments for learning and conversation. **Ongoing** -assigned to the Dean of the Cabinet

7. **Leadership** that is diverse and culturally competent to lead GNJ and its congregations to end racism. At least 50% GNJ of agency chairpersons are People of Color by **June 2023** and increase the number of African American/Black and Hispanic/Latino clergy elders each by 8 and increase the number of all Clergy of Color by **June 2025**.

Measures

- g. Increase the number of African American/Black by 8 and Latino/Hispanic by 8 clergy elders. **June 2026 (4 each by 2023)** -assigned to District Superintendents
- h. Engage 20 People of Color in the clergy candidacy program. **December 2022** -assigned to the Cabinet
- i. Engage People of Color for at least 50% of Mosaic Ministry participants. **July 2022** -assigned Next Generation Ministry Student Ministry Coordinator.
- j. Double the number of People of Color in process for pastoral and deacon ministry. **December 2022** -assigned to a member of the cabinet
- k. At least 50% of GNJ elected agency chairpersons are People of Color. **June 2023** -assigned to the Nominations Chairperson
- l. Have 200 people complete intercultural competency and Outward Mindset Training. **December 2023** -assigned to the Director of Human Resources and the Nominations Chairperson

Actions

- j. Create a leadership culture to end racism by training intercultural competence and Outward Mindset with all GNJ staff, newly elected leadership, new clergy and newly appointed clergy within one year of assuming leadership. **Begin July 2021** -assigned to the Director of Human Resources and the Nominations Chairperson

⁶ All plans within GNJ integrate the mission, priorities and goals of GNJ and the congregation. While a Journey of Hope ACT Plan will include how a congregation will work to end the sin of racism, it also integrates the mission of GNJ - new disciples, transformational leaders, fruitful and sustainable vital congregations (markers of vitality and balanced budget) and a transformed world including the spiritual and justice work of ending the sin of racism.

- 1 k. Develop and implement a program to recruit, financially support, educate, mentor and
- 2 coach new clergy candidates of color. **June 2021** -assigned to the Dean of the Cabinet
- 3 l. Develop a program to mentor new leaders with at least half being persons of color for elected GNJ
- 4 leadership. **Begin July 2021** -assigned to the Nominations Chairperson
- 5 m. Develop intercultural competence training for students. **December 2021** -assigned to the Next
- 6 Generation Ministries Executive Director
- 7 n. Make a public witness of the love and justice of Jesus Christ when there are acts of racism in the
- 8 community, the state, nation or world. **Ongoing** -assigned to the Bishop and Lead Pastors
- 9 o. Engage with other faith communities and state-wide organizations, meet with state-wide law
- 10 enforcement, elected leadership and justice departments to influence policies, practices and laws
- 11 that are equitable, unbiased and work to end racism. **Ongoing** -assigned to the Bishop
- 12 p. Report at each annual church conference what the congregation has done to work toward a racially
- 13 just, inclusive and equitable church. **Ongoing** -assigned to each District Superintendent
- 14 q. Review all candidates for cultural competence and mentor and develop clergy of promise to
- 15 develop the intercultural competence. **Starting February 2021** -assigned to the Board
- 16 of Ordained Ministry Chairperson

- 17
- 18
- 19 8. **Ministry** to develop African American/Black and other congregations of color.
- 20 25 new ethnic congregations (at least 10 African American) using new technologies and innovative strategies
- 21 and strengthen the worship, ministry and finances of 10 existing congregations of color by **December 2025**
- 22 **(10 by 2023)**.

23

24 Measures

- 25 d. Develop 25 Hope Centers by People of Color in ethnic communities. **December 2025 (12 by 2023)** -
- 26 assigned to A Future With Hope Executive Director
- 27 e. Create a justice and equity center in each region to galvanize, inspire and engage clergy and laity in
- 28 justice and equity ministry. **December 2023** -Regional Superintendent Team
- 29 f. Start, or develop and financially support, five African American and three additional ethnic
- 30 congregations to increase their vitality. **December 2023** -assigned to a District Superintendent in
- 31 each region

32

33 Actions

- 34 e. Train congregations and community leaders through Communities of Hope to assist congregations
- 35 to serve the people in their community and/or become a Hope Center. **September 2021** -assigned to
- 36 Hope Center Developer
- 37 f. Continue to fund and support camping programs and Joshua Generation for students of
- 38 color. **Ongoing** -assigned to the Next Generations Ministry Board Chairperson
- 39 g. Continue to grow IGNITE Communities with 25% of the participants students of color -**Ongoing** -
- 40 Assigned to Next Generation Ministries Executive Director
- 41 h. Continue with the lawsuit to desegregate public schools in NJ and update the annual conference
- 42 each year - **Ongoing** -assigned to Church and Society Chairperson

- 43
- 44
- 45 9. **Policies and Procedures** in GNJ that do not lead to harm or bias against African American/Black or any other
- 46 racial group
- 47 A handbook of all existing GNJ policies and procedures that has been reviewed and updated to ensure GNJ's
- 48 policies and procedures create a culture of racial justice, inclusion and equity by **February of 2022**.

1 Action

- 2 c. Review all GNJ agency policies, procedures and rules for explicit or implicit racial biases and racism
3 and recommend changes to the appropriate bodies to ensure racially just, inclusive and equitable
4 policies and rules. **May 2021** -assigned to Religion and Race Chairperson
- 5 d. Review all submitted annual conference legislation to ensure it does not include implicit or explicit
6 bias against People of Color. **February of each year** -assigned to Religion and Race Chairperson

- 7
8
- 9 **10. Invest** in leadership, congregations and ministries to repair harm, start new and grow existing
10 congregations, recruit and develop more transformational leaders and work toward ending the sin of racism
11 \$4.1 million investment in the health and vitality of GNJ through debt forgiveness, equitable salary
12 and shared ministry apportionment and billables in low income communities and an additional \$1 million for
13 Native American sacred land/church preservation. **December 2023**

14
15 Actions and Measures

- 16 a. GNJ will permanently forbear collecting on billable debt (pension, health insurance, workers
17 compensation and property insurance) for all African American/Black and Native American
18 congregations and all other congregations that meet the criteria for the forbearance program. This
19 will include unpaid amounts for all years prior to and including 2019, and also any unpaid amounts
20 for the 2020 year if the congregation pays at least what it paid in 2019 on its billings from GNJ. If a
21 congregation that is part of the forbearance program sells its property or discontinues to be a
22 United Methodist congregation, the proceeds will be reviewed by the board of trustees and the
23 cabinet to determine how the funds will be used.

24
25 The following is the criteria to participate in the forbearance program for all congregations other
26 than African American/Black and Native American.

- 27 vi. The community's household income is below \$55,000.
- 28 vii. The worshipers reflect the people living in the community.
- 29 viii. The congregation does not have reserves/endowment that may be used to sufficiently fund
30 the congregation's budget including billables.
- 31 ix. The congregation does not have other income including rental income to sufficiently fund
32 the congregation's budget including billables.
- 33 x. The congregation does not have sufficient giving by members to fund the ministry including
34 billables for a congregation of its size.

35 If any of the five criteria are in question, a congregation may request a further review by the cabinet
36 and the council on finance and administration who will jointly make a final determination.

37 **December 2020** -assigned to Council on Finance and Administration Chairperson and the Dean of
38 the Cabinet

- 39 b. Assist four ethnic congregations in paying building debt. Several congregations of color were
40 approved by GNJ for building programs which could not be sustained by the congregation and GNJ
41 did not provide adequate council or financial support for the building projects. In two of the
42 congregations, the debt is not with GNJ and the CFO/Treasurer along with the district
43 superintendent is to review each of these situations and make a recommendation to the next
44 annual conference session. **June 2021** -assigned to the Board of Trustees Chairperson.
- 45 c. Develop and financially support a clergy salary guide and system based on NJ public
46 educators, congregational size and clergy accomplishment to ensure community wealth is not
47 the only determiner of clergy salaries, particularly in Congregations of Color. **December 2020** -
48 assigned to the Cabinet in consultation with the Equitable Compensation Commission

- 1 d. Start in **January 2021** and ensure **by January 2022** that all grants⁷ to congregations and GNJ
2 supported Hope Centers and organizations have **A Journey of Hope Plan** that is appropriate to their
3 context. An additional \$100,000 in grant funds will be set aside in the 2021 budget and based on
4 giving, up to another \$100,000 a year will be added until the fund reaches \$500,000 to assist
5 congregations to develop and implement their **Journey of Hope Plan** (See Appendix 1 in the Journey of
6 Hope Report for a guide to developing **A Journey of Hope Plan** and guidelines for grants). **January 2022**
7 -assigned to the Connectional Table Chairperson and the Cabinet
- 8 e. Apportion shared ministries and billables to congregations in low income communities using the
9 same criteria in 5.a.i-v as long as the congregation has and is making progress on **A Journey of Hope**
10 **Plan** and gives 100% of their apportioned shared ministry and billables at the following rates.
- 11 11. Communities with median household income \$50,000 to 55,000 – apportion at 70%.
 - 12 12. Communities with median household income \$45,000 to 49,999 – apportion at 65%.
 - 13 13. Communities with median household income \$40,000 to 44,999 – apportion at 60%.
 - 14 14. Communities with median household income \$35,000 to 39,999 – apportion at 55%.
 - 15 15. Communities with median household income below \$34,999 – apportion at 50%.
- 16 **January 2022** -assigned to Council on Finance and Administration Chairperson
- 17
- 18 a. Native American Land
- 19 r. 10% (a tithe) of the sale of all GNJ property and discontinued churches shall be invested
20 through GNJ’s Stewardship Foundation until the fund reaches \$1 million for the St. Johns
21 United Methodist Church to ensure the perpetual care of the property. St. Johns is the only
22 Native American Church in GNJ, it is the fifth oldest in the United States and it is a sacred
23 site and burial ground for Native Americans. The funds will be administered through GNJ
24 CONAM (Committee on Native American Ministry) and no more than 5% of the funds may
25 be expended in any given year. **Ongoing** – assigned to the CFO/Treasurer
 - 26 ii. All discontinued congregations in Cumberland County and the eastern portion of Salem
27 County including church property along the Delaware River, shall first through CONAM be
28 offered/returned to the Native American Nanticoke Lenni-Lenape Tribe. The land in this
29 area was originally Native American land before Native Americans were removed from
30 their land and forced to a reservation in the Pinelands. If the Tribe does not want to take
31 ownership and care of the property, the property is to be sold and proceeds invested as
32 directed by the GNJ Annual Conference session. **Ongoing** – assigned to the Property
33 Manager and Board of Trustees
 - 34 iii. In consultation with CONAM, Next Gen Ministries will identify and develop a means to
35 recognize and honor Native American heritage at the Pinelands Center, remembering that
36 Native Americans were forced to move from Cumberland and Salem Counties to the
37 Pinelands. Funds may be used from unused Native American offerings to establish such a
38 heritage. **Ongoing** – assigned to the Next Gen Executive Director and CONAM.
 - 39 iv. Each year GNJ will strongly encourage all congregations to celebrate Native American
40 Sunday, the third Sunday of April unless it is Easter Sunday, and then the fourth Sunday of
41 April, by sharing information of the heritage of Native People and receive an offering for
42 ministry with Native People. **Ongoing** – assigned to the Director of Communication
- 43 b. Congregations of Color Property – when a Congregation of Color is discontinued and the
44 property sold, the proceeds shall be used to develop a new or existing Congregation of Color,
45 first considering a Congregation of Color of the ethnicity of the congregation that was
46 discontinued. **Ongoing** – assigned to the Cabinet and the Property Manager
- 47
- 48

⁷ All grants include but not limited to Harvest Mission, Strategic Disciple Making, Equitable Salary, Strategic Salary, emergency need, Hope Centers and Peace with Justice.

Accountability and Honoring Progress

The above measures and actions shall be for the next five years and modified each year to ensure the aim of creating a racially just, inclusive and equitable church are accomplished. Each year, the executive staff leadership⁸ of GNJ, including the cabinet, will report to the annual conference session the progress and challenges to achieving **A Journey of Hope Plan** that includes but is not limited to the following:

1. The number of congregations with **A Journey of Hope Plan** and highlight three exemplary plans.
2. The number of African American clergy recruited and in process to be elders in GNJ. Presently there are 10 active African American/Black clergy elders in GNJ with only two under 58 years of age.
3. The number of African American churches that are part of a congregational development cohort and are being resourced to grow congregational vitality.
4. The percent of congregations that have **A Journey of Hope Plan** and the overall progress that is being made.
5. The number and amount of grants given to African American and other ethnic congregations.
6. Progress on equitable salary where there is income disparity in GNJ communities and what steps were taken to address income disparity.
7. The number of churches that are receiving half billable and half shared ministry.
8. The number of Hope Centers and the percentage in ethnic communities.
9. Progress on the lawsuit to desegregate New Jersey public schools.
10. A census of the percentage of African American/Black, Asian, Hispanic/Latino and Native American congregations' vitality, as compared to Anglo congregations.

Each year, every congregation will be invited to identify an individual from their congregation or community who has demonstrated the aspirational nature of a disciple and/or leader who is leading and working for racial justice, inclusion, equity and ending racism. The individuals will be honored by listing their names in the preconference journal and a certificate from the bishop. Five of the individual's stories will be told at the annual conference session and through the Relay and posted on the website and the individuals will receive a \$1,000 grant to use for racial justice, inclusion, equity and ending racism ministries.

Journey of Hope Team

Sammy Arroyo, William D. Carter III, Judy Colorado, Grant Karsner, Kermit Moss, Enger Muteteke, Natalie Palacio, Ingres Simpson, Joyce Williams and Vanessa M. Wilson

Appendix 1

A Journey of Hope Plan and Grants Guidelines

All plans within GNJ integrate what a congregation is currently doing and working on with the mission, priorities and goals of GNJ. **A Journey of Hope Plan** includes how a congregation will work to end the sin of racism and integrates it with the mission of GNJ and a congregation/organization - new disciples, transformational leaders, fruitful and sustainable vital congregations (markers of vitality and balanced budget) and a transformed world including the spiritual and justice work of ending the sin of racism. To reflect on and develop how a congregation will fulfill the mission and end the sin of racism, the congregation will engage in conversation.

A Journey of Hope Plan Guide (The guide will be modified in the area of congregational vitality for organizations to what makes a Hope Center or community organization vital within its community)

1. A commitment to be a racially just, inclusive and equitable church/organization
2. Measures and action steps
 - c. Ending the sin of racism

⁸ The executive staff leadership includes the bishop, dean of the cabinet, CFO, connectional ministries director, communications director, and the executive directors of A Future With Hope, Next Generation Ministries and Stewardship Foundation.

- d. Making new and growing existing disciples (see description under Aspirations, p. 7)
 - e. Developing transformational leaders (see description under Aspirations, p. 8)
 - f. Growing a vital congregation⁹ (see description under Aspirations, p. 8)
 - g. Transforming the world (see description under Aspirations, p. 8)
3. Guided conversation with a facilitator/trainer
- a. Complete the congregational assessment to identify your congregational vitality and engagement in being a racially just congregation and working to end racism. This assessment will identify areas for learning and growth in the areas of racism and vitality which shall be incorporated into a congregations plan.
 - b. Identify who is living in your community, what are their hopes and joys, abilities and strengths, challenges and needs and spiritual aspirations.
 - c. Identify the ministries that are going well, particularly the ministries that are growing congregational vitality and are creating a more racially just church. What are evidences that this is occurring, and the congregation is making progress?
 - d. Identify where and how you can you do better. What would be evidences that you are doing better?
 - e. Identify who your congregation Aspires to become.
 - f. Identify what your congregation needs to Comprehend - learn and understand to end the sin of racism and become more vital.
- Transformational Engagement**
- g. Identify the specific engagement the congregation take to connect with and serve with the people in your community?
 - h. Identify how you are you engaging and improving worship, small groups, giving, mission engagement and inviting new people and creating a more racially just church and community.
 - i. Identify specific steps measures and actions your congregation will take this year to grow vitality and work to develop the congregation's cultural competence?
 - j. Identify specific steps will your congregation take to meet with elected officials, community leaders and the police department to influence your community to be racially just and work to end racism?
 - k. The above material is translated into a plan that includes specific measures and actions over 1-3 years.

GNJ Grant Guidelines

GNJ makes grants to further the mission and goals of GNJ and a congregation/organization. Grants are made to congregations that are demonstrate the congregation is engaged in the mission and priorities of GNJ.

1. A completed Journey of Hope Plan
2. A commitment to be a racially just, inclusive and equitable congregation/organization and demonstrating being just, inclusive and equitable in one or more of the following areas women in

⁹ Vital congregations cultivate a deeper relationship with God and meet people's deepest desires through five markers of vitality.

1. Worship cultivates a deeper relationship with God and births hope for living. Marker – grow by one worshiper over a 3-year period of time.
2. Small groups cultivate growth and deeper relationships with God and one another. Marker – 60% of worshipers in a small group experience.
3. Mission through hands on justice and mercy ministries cultivates purpose. Marker – 50% of the worshipers participate in hands on mission in the community.
4. Witness and faith sharing demonstrate our meaning and significance through Jesus Christ. Marker – 1 new profession/reaffirmation of faith for every 20 worshipers in a given year.
5. Giving generously, extends our purpose, significance and making a difference for God. Marker – 18% of a congregation's budget is giving to mission.

- 1 leadership, disability access, LGBTQ inclusion or ministries with low income persons in rural, urban and
- 2 suburban areas.
- 3 3. Achieving 3 or more of the markers of vitality or demonstrating progress toward achieving 3 or more
- 4 markers of vitality.
- 5 4. Giving 100% of shared ministry and billables or demonstrating progress to give 100% within 2 years, 3
- 6 years maximum.
- 7 5. Subsequent grants in following years must demonstrate progress in all areas of A Journey of Hope Plan.
- 8

9 A Future With Hope

10 A Future With Hope (AFWH) is a vital mission partner of the United Methodists of Greater New Jersey and
11 serves to connect congregations to their communities. Founded in the aftermath of Superstorm Sandy in 2012,
12 AFWH has the vision that “hope emerges where residents, businesses, organizations, institutions, and
13 governments work together to heal communities. The title, A Future With Hope, arises from Jeremiah 29:11: For
14 I know the plans I have for you,” declares the Lord, “plans to prosper you and not to harm you, plans to give you
15 hope and a future. Jeremiah 29:11

16
17 During the relief phase, AFWH:

- 18 • Provided more than 50,000 meals.
- 19 • Provided day and night shelter for more than 5,000 people
- 20 • Distributed more than 11,000 cleaning buckets. More than 3,000 health kits, tons of clothing and other
- 21 material supplies such as non-perishable food, heaters, blankets, etc.
- 22 • Assessed community needs and “mucked out” nearly 2,000 homes.
- 23

24 During the recovery phase, AFWH:

- 25 • Rebuilt or repaired 273 homes.
- 26 • Provided case management for 461 families.
- 27 • Hosted more than 12,000 volunteers from 48 states and two countries for a labor value of more than \$8
- 28 million.
- 29 • Received an estimated \$17 million in funding.
- 30

31 Today AFWH is focused on connecting churches and related not-for-profit organizations to their communities,
32 focusing in three areas:

33
34 **Real-estate repurposing.** We have begun to evaluate properties among the 530-plus churches (worth more than
35 \$1.4 billion) that comprise GNJ, to address them in systematic fashion. Some have great repurposing potential;
36 others less so. We are delighted that the United Methodists of Greater New Jersey have formed Nehemiah
37 Properties, a separate vital mission partner, which we intend to activate if and when we need a development
38 corporation to implement

39
40 **Hope Centers.** Our Hope Center developers have designated 23 Hope Centers in counties throughout the state.
41 Today we are seeking to designate five more and reinvigorate the missions of five current Hope Centers. We also
42 want to set up a training network for Hope Center board and staff members.

43
44 **Disaster response.** We are pursuing a post-Sandy model, to make ourselves a reliable partner of state and
45 county Voluntary Organizations Active in Disaster.

46 After seven years of processing plentiful disaster-relief and disaster-recovery grants and contracts, we are
47 seeking creative sources of operating and capital funding.

1 We are pleased that the United Methodists of Greater New Jersey have formed Nehemiah Properties, a
2 separate vital mission partner; we intend to suggest that Nehemiah be activated if and only if a real-estate
3 repurposing project requires a community development corporation.

4
5 AFWH has a Board of Trustees of 13 members. Rev. Chris Heckert, pastor of Haddonfield United Methodist
6 Church is chair, Niurca Louis, Assistant Commissioner of the New Jersey Department of Children and Families is
7 vice chair.

8
9 Submitted by,
10 Rick Reinhard, Executive Director AFWH

12 Africa University

13 In 2019, Africa University's story was one of resourcefulness, steadfast investment and ministry growth. The
14 university community continues to celebrate God's amazing grace with thanksgiving.

15
16 Africa University extends its thanks and appreciation to Bishop John Schol, the Cabinet and the committed lay and
17 clergy leaders who encourage vitality within the local congregations of the Greater New Jersey Conference. The
18 gracious support of the Greater New Jersey Conference found tangible expression in a 100 percent investment in
19 the Africa University Fund (AUF) apportionment in 2019. Thank you, Greater New Jersey Conference, for your
20 prayers and gifts which affirm our United Methodist connection and global mission.

21
22 The generosity of Greater New Jersey United Methodists helps Africa University to nurture, educate, and equip
23 leaders who think for themselves, are contextually relevant and have a passion to serve. Since opening in 1992,
24 Africa University has trained more than 9,000 graduates who lead and serve across sub-Saharan Africa and
25 beyond. These young people are equipped to be ethical, responsible and responsive leaders who can discern their
26 calling and determine how best to serve the needs of their communities.

28 Institutional Update:

- 29 • Africa University has an annual student population of more than 2,800. There are 25-30 African nations
30 represented in the student body each year.
- 31 • The university's three colleges operate as centers for teaching, research, innovation, community
32 engagement and enterprise development. Africa University is still the only university in Zimbabwe
33 accredited to offer online degree programs.
- 34 • Students, faculty and alumni contribute effective solutions to Africa's current challenges. Their
35 interventions include graduate programs in migrant and refugee protection, articulated by refugee
36 students, as well as doctoral level training for military chaplains in Africa. Why military chaplains? They
37 are among the first responders in crisis situations in Africa who address immediate needs such as rescue,
38 shelter, food and comfort for the bereaved as well as the longer-term challenge of healing shattered
39 dreams.
- 40 • Africa University is transitioning to solar energy provision on its main campus. With the support of the
41 General Board of Global Ministries of The United Methodist Church, a residence hall for women and a
42 new wing of the student union building. The buildings—constructed with a gift to the university from the
43 Dallas, Texas-based Highland Park United Methodist Church—will be the first solar-powered facilities on
44 the campus.
- 45 • Africa University affirms its commitment to The United Methodist Church, its Cross and Flame, and the
46 denomination's global mission to make disciples of Jesus Christ for the transformation of the world, in
47 every season and despite a shifting social landscape.

1 Through its faithfulness, the Greater New Jersey Conference invites new partners to join in the mission and change
2 the world. By giving freely, Greater New Jersey United Methodists walk alongside their neighbors, participate in
3 bringing dreams to life, and help to shape an abundant present and future for more of God's people.
4 Greater New Jersey Conference, thank you for your steadfast response of bold engagement and generosity.
5 Thanks to your stewardship of God's blessings, Africa University has gone beyond what some thought was
6 impossible. *The things which are impossible with men are possible with God.* Luke 18:27 NKJV

7
8 Submitted by:
9 James H. Salley, Associate Vice Chancellor for Institutional Advancement

10 11 **Commission on Archives and History**

12 I have been privileged to serve as chairperson of the Greater New Jersey Conference (GNJC) Commission on
13 Archives and History (CAH) throughout this quadrennium and wish to thank all of the current and former
14 commission members for their dedicated and faithful efforts to advance the ministry of memory within GNJC.
15 We do extensive outreach and provide consistent support for GNJC, at a minimal impact on the shared ministry
16 budget, thanks to the tremendous dedication and exceptional stewardship of our team. As a result, 2019 has
17 been another productive year for the commission.

18
19 As the keepers of our missional memory, we supported vital congregations by resourcing clergy, lay leaders and
20 church historians with the tools to strengthen our Wesleyan identity. As the keepers of our institutional
21 memory, we fulfilled our Disciplinary mandate to identify, preserve and make available the historic record of
22 ministry within GNJ. Our extensive physical archival and digital collections serve as resources within which local
23 churches can research their "Methodist DNA," and also function as repositories where churches can safely and
24 securely and maintain their historical records and artifacts.

25
26 Additionally, we post guidelines for Church Historians, suggestions for writing church histories, records retention
27 schedules, and a list of significant local church anniversaries, and provide other valuable historical resources
28 online through the CAH webpage on the GNJC website.

29 30 **2019 CAH HIGHLIGHTS INCLUDE:**

31 **ARCHIVAL COLLECTION:** We preserve the historical records of closed churches within the bounds of GNJC and its
32 antecedents and provide for the retention of the corporate records of GNJC boards, agencies and committees.
33 We manage a 1,100+ cubic foot archival collection located in the fire-safe, climate controlled, archival
34 depository in the vault of the General Commission on Archives and History (GCAH) of the UMC, in the Archives
35 and History Center at Drew University in Madison, NJ. Our archival space is secured through a unique and cost-
36 effective rental agreement with GCAH. Our materials are available to local churches through the services of the
37 Archival librarian.

38
39 **ANCESTRY.COM:** Our GNJCAH page on Ancestry.com received a total of 521,262 page-views, 260,370 image
40 views and 260,892 text views during 2019. As a result, our closed church vital statistics (births, baptisms, deaths,
41 and marriage records) are easily accessible, highly utilized, and extend our CAH influence far beyond GNJ! On
42 Ancestry.com, our GNJC records are identified as: New Jersey, United Methodist Church Records, 1800-1970.
43 **INTERNET ARCHIVE:** We support an extensive digital library of historical journals and resources on Internet
44 Archive (IA) and maintain a link to this resource from the GNJC website. IA is a free portal that allows us to post
45 an unlimited amount of historical material online without impacting GNJC data rates. Digital copies of The
46 Historical Trail and The Circuit Writer, the respective historical journals of the former SNJ & NNJ Annual
47 Conferences, are available on Internet Archive. Since 2016, GNJC materials on IA have generated 3,194 page-
48 views.

1 CHURCH HISTORY AWARDS: We inspire the celebration of our Wesleyan heritage and the preservation of local
2 church history by hosting three annual church history awards; The Robert B. Steelman Church History Award,
3 the Morris L. Smith Ethnic Church History Award and the John C. Goodwin Multi-Media History Award. The
4 Steelman Award is given annually to the local church that submits a history which best exemplifies an inclusive
5 narrative on the life and ministry of the congregation from its beginnings to the present day. We awarded the
6 2019 Steelman Award to First UMC in Dover, NJ. In 2020, we have the honor of awarding the first-ever John C.
7 Goodwin Multi-Media Award to Haddonfield UMC. for their video, "The Heritage Project (190th Anniversary)."
8

9 CONFERENCE HISTORIC SITES: Nominating churches as conference historic sites creates excitement about our
10 historic heritage at annual conference and has proven to be an effective way that CAH can inspire our
11 congregations to celebrate their place in the mission and ministry of GNJC. In 2019, we nominated Centenary
12 University in Hackettstown, NJ as a Conference Historic Site, which was approved by the 2019 GNJ Annual
13 Conference Session (See United Methodists of Greater New Jersey 2019 Journal + Yearbook, Rooted, Annual
14 Conference 2019, pp. 165-166).
15

16 GNJ CONFERENCE HISTORIC SITES 2020:

17 [GNJC sites currently listed on the General Commission on Archives and History (GCAH) Conference Historic Site
18 roster. Sites listed in order registered by GCAH. GCAH Historic Site Number precedes the church name.]

- 19 1) 44 Cape May Monument, Cape May, NJ
- 20 2) 174 Mt Zion UM Church, Lawnside, NJ
- 21 3) 175 First UM Church, Trenton, NJ
- 22 4) 176 Head of the River UM Church, Estell Manor, NJ
- 23 5) 177 First UM Church, Salem, NJ
- 24 6) 178 Ocean Grove Camp Meeting, Ocean Grove, NJ
- 25 7) 207 Broad Street UM Church, Burlington, NJ
- 26 8) 214 Old First UM Church, West Long Beach, NJ
- 27 9) 223 Batsto-Pleasant Mills Meeting House, Pleasant Mills, NJ
- 28 10) 224 Gloucester Point, Gloucester, NJ
- 29 11) 272 First UM Church, Sea Bright, NJ
- 30 12) 273 John Wesley UM Church, Swainton, NJ
- 31 13) 274 Trinity UM Church, Merchantville, NJ
- 32 14) 284 Pemberton UM Church, Pemberton, NJ
- 33 15) 291 Old Stone Church, Woolwich Township, NJ
- 34 16) 320 Mt. Hope UM Church, Salem, NJ
- 35 17) 426 "Old Main", Pennington School, Pennington, NJ
- 36 18) 483 Mount Tabor Camp Meeting, Mount Tabor, NJ
- 37 19) 500 South Seaville Camp Meeting Association, South Seaville, NJ
- 38 20) 509 Flanders UM Church, Flanders, NJ
- 39 21) 510 The Neighborhood Center in Camden, NJ
- 40 22) 511 Port Elizabeth UM Church, Port Elizabeth, NJ
- 41 23) 513 McCullough House, Asbury, NJ
- 42 24) 514 Asbury UM Church, Asbury, NJ
- 43 25) 519 Franklin-St. John's UMC, Newark, NJ
- 44 26) 520 Morristown UM Church, Morristown, NJ
- 45 27) 522 The Theological School, Drew University, Madison, NJ
- 46 28) 537 Frankford Plains UMC, Frankford Plains, Sussex County, NJ
- 47 29) 538 Old Stone Church, Upper Nyack, NY
- 48 30) 539 St. John UM Church, Fairfield Twp., NJ (Fordville)
- 49 31) 551: Evangelical UM Church, Clarksboro, NJ
- 50 32) 552: Kingwood UM Church, Stockton, NJ

1 33) 553: Emanuel UM Church, Union City, NJ
2 34) 556: Centenary College, now Centenary University, Hackettstown, NJ
3 NEJCAH: We continue to have a representative, Donald DeGroat, on the Northeast Jurisdiction Commission on
4 Archives and History Executive Board, which gives GNJ CAH a leadership role on the jurisdictional commission.
5 We have been honored to be selected and look forward to hosting the NEJCAH 2021 Annual Meeting and
6 Program here in GNJC.
7
8 WORK OF THE ARCHIVIST: Our commission assisted local churches efforts to document their past ministry with
9 the help of our volunteer archivist, Walt Jones. Walt and Mark Shenise also assist the Conference Trustees with
10 clarification of issues of boundaries and deeds, etc.
11
12 CONSULTATION AND SPEAKING: We also stand ready to provide consultation on historical issues and assistance
13 in planning and celebrating significant anniversaries and events, including providing speakers to lift up the
14 historical significance of the church or explore other topics related to our Wesleyan tradition, American
15 Methodism and GNJ history. In 2019, I provided on-site consultation on historic records preservation for the
16 church historian at Turning Point UMC in Trenton, NJ and preached at the 240th Anniversary Service for
17 Bethesda UMC in Adelphia, NJ. Likewise, Mark Shenise preached for the Heritage Sunday Anniversary Service at
18 Flanders UMC in Flanders, NJ.
19
20 Submitted by,
21 John D. Callanan, Chairperson
22

23 **Boston University School of Theology**

24 I am grateful to have one last opportunity to thank you for your moral, prayerful, and material support of the
25 Boston University School of Theology (BUSTH), and also to highlight the promising future of the School as a new
26 Dean joins our stellar faculty, staff, and students in summer 2020 to carry on the mission of the School in
27 partnership with all of you.
28

29 **Breaking News:**

- 30 • **Students:** We continue to increase and celebrate diversity in our student body, creating opportunities
31 for in-depth exchanges and a rich community life.
- 32 • **Faculty:** We welcomed two faculty this year: Filipe Maia as Assistant Professor of Theology, and Luis
33 Menéndez-Antuña as Assistant Professor of New Testament. Both are extraordinary teachers who
34 delight in working with students.
- 35 • **Scholarships:** We continue to offer free tuition to UMC registered candidates for ordained ministry, and
36 to build student scholarships and housing as key priorities. BUSTH also offers leadership fellowships to
37 support students in ethnic, gender, and sexuality studies: Raíces Latinas, Sacred Worth, Howard
38 Thurman, Indigenous Studies, Korean Studies, Women in Leadership, and African Studies.
- 39 • **Two new Programs:** Faith and Ecological Justice (FEJ) and Raíces Latinas Program in Theology,
40 Leadership, and Research (RL). FEJ leads programs to build ecological awareness, theological research,
41 church collaborations, and community activism in ecological justice. RL sponsors programs to expand
42 Latin American and Latinx theological study and research, and to enhance the leadership of students,
43 young people, and leaders in Latino/Latina communities.
- 44 • **Online Lifelong Learning:** We have launched an exciting new program, offering online mini-courses,
45 workshops, and reading groups for professional and spiritual enrichment.
- 46 • **Theology and the Arts Initiatives:** Exhibits highlight sacred spaces in Boston; wilderness photography; a
47 1619 visual lament of 400+ years of slavery; voices and faces of Colombia; and paintings of a gay man
48 struggling with the church.

- Campaign: Our BUSTH development campaign concluded with the raising of \$29.4 million to support students, faculty, and vital programs.
- Website and Viewbook: Check out our new BUSTH website (www.bu.edu/sth) and Viewbook.

Partnering For Ministry and Transformation:

- Creative Callings: In partnership with local churches, we seek to create “a culture of call.”
- Engagement with the UMC: Many of our students are delegates, volunteers, and singers in General Conference 2020.
- Continuing Scholar Program: BUSTH courses are open to alums and local clergy for small lifelong learning fees.
- Doctor of Ministry: The DMin in Transformational Leadership flourishes with lively student cohorts that are broadly ecumenical, culturally diverse, and global. The model includes intensives, online courses, and faculty mentoring.
- Religion and Conflict Transformation Clinic: The Clinic provides internships in local churches and organizations that foster just peacebuilding.
- Travel seminars: Immersion journeys open worlds to students in the borderlands of Arizona and Mexico, Cuba, Peru, Israel-Palestine, Civil Rights landmarks, and centers for ecological-spiritual renewal.
- Ecumenical partnerships: We now have four denominational Communities of Learning: Wesleyan/Methodist, Episcopal/Anglican, United Church of Christ, and Unitarian Universalist.
- Partnership with Hebrew College: Together we are able to enrich interreligious learning through joint courses and public events, and also co-sponsor The Journal of Interreligious Studies and the State of Formation for emerging leaders.

Taking Action Globally and Locally:

- Campus action: Work to improve accessibility and sustainability. BUSTH is the first certified Green School in BU and is active in the Green Seminary Initiative. We have also been named as one of the “Seminaries that Change the World.”
- Internships in global service and peacemaking: Students participate in apprenticeship ministries across the world.

Commitment to Justice:

- Faculty and students have been active in UMCOR efforts to support victims of hurricanes and fires, and in collaborative services to support people suffering the consequences of immigration practices, disability inequities, or racial violence.
- In Town Hall meetings, the community has deep conversations on issues that divide, seeking to develop capacities for relating across difference and to create a community based on the dignity of all.

BUSTH looks to the future. We celebrate transformational leaders of the United Methodist Church, who love with their whole hearts and follow Jesus Christ with their whole lives. Your legacy and witness give us hope and courage for the future.

Submitted by,
Mary Elizabeth Moore, Dean

Candler School of Theology

Since our founding in 1914, **Candler School of Theology at Emory University** has educated more than 10,000 students, shaping thoughtful, principled, and courageous leaders who are dedicated to transforming the world in the name of Jesus Christ.

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

9
10 This year, Candler has continued to strengthen our deep commitment to alleviating student debt and promoting
11 financial literacy. In 2018-2019, we awarded \$6.3 million in financial aid, with 100 percent of Master of Divinity
12 (MDiv) students receiving support and financial coaching. In fall 2019, we announced a major expansion of our
13 financial aid program to include full-tuition scholarships for all MDiv students who are certified candidates for
14 ordained ministry in The United Methodist Church, and new merit scholarships covering 75% of tuition for
15 qualifying MDiv students who identify as pan-Wesleyan, and those pursuing chaplaincy through Candler’s new
16 chaplaincy concentration. In addition, all incoming students in the Master of Divinity, Master of Theological
17 Studies, and Master of Religious Leadership programs will receive awards covering at least 50% of tuition.

18
19 This year also saw the launch of two pilot “formation communities,” off-campus student housing that focuses on
20 intentional living and spiritual formation. Students from multiple degree programs applied to take part in these
21 pilot groups. At the start of the year, the housemates created a “rule of life” to guide their days together,
22 emphasizing prayer, fellowship, and celebration. A house chaplain—a Candler faculty member or church
23 leader—supports them and shares in the journey. The ten students who took part this year describe feeling a
24 richer sense of community and deeper connections to God and one another in the midst of their busy lives. It is
25 clear that this fulfills a need for our seminarians, and we eagerly anticipate the program’s growth in the coming
26 years.

27
28 Candler’s student body continues to reflect the diversity and breadth of the Christian faithful, with an
29 enrollment of 470 from 12 countries and 38 states, with 40 percent people of color (U.S.) and a median age of
30 27 among MDivs. Students represent 42 denominations, with 45% of all students and 50% of MDivs coming from
31 the Methodist family.

32
33 We offer six single degrees and ten dual degrees pairing theology with bioethics, business, international
34 development, law, public health, and social work. Our Doctor of Ministry degree is 90 percent online, so
35 students can remain in their places of ministry while completing their degrees.

36
37 Candler draws strength and inspiration from its relationship with The United Methodist Church. Our ability to
38 fulfill our mission of educating faithful and creative leaders for the church’s ministries throughout the world
39 depends upon your prayers, partnership, and support. Thank you for the countless ways you advance this vital
40 ministry in the life of our denomination. We invite you to visit us in person or online at candler.emory.edu.

41
42 Submitted by,
43 Jan Love & Mary Lee Hardin, Willard Dean and Professor of Christianity and World Politics

44 45 **Centenary Fund and Preachers' Aid Society (CPAS)**

46 The roots of what we now call The Centenary Fund and Preachers’ Aid Society reach back to 1839 and the
47 centenary of John Wesley’s heart-warming experience of 1739—the year in which Wesley also established the
48 first Methodist Chapel—which marked the beginning of what came to be known as Methodism. Our current
49 Centenary Fund and preacher’s Aid Society was established by charter granted in 1857, and in 2000 the charter
50 was amended to rename the corporation The Centenary Fund and Preachers’ Aid Society of the Greater New

1 Jersey Annual Conference of the United Methodist Church. The purpose of the Fund is to provide maximum
2 income, consistent with the preservation of principal, for the support of retired clergy and surviving spouses and
3 dependent children of deceased clergy who have served in the Greater New Jersey Annual Conference.
4

5 The fund continues this work by providing grants to retired pastors and their families with special needs who
6 have requested aid, including help with such extraordinary as medical expenses, transportation needs, and loans
7 to assist retired pastors obtain housing in Methodist (and other) Homes, among other ways. The Fund also
8 contributes towards the cost of retiree healthcare insurance. In 2019 the amount contributed was close to
9 \$700,000, and since 2004 the Fund has contributed nearly \$8 million for this purpose.

10
11 Only income from the fund is available for distribution, and income will only grow if the corpus grows.
12 Fortunately, the Fund has received generous support over the years from faithful clergy, laity and churches, by
13 means of annual contributions and periodic donations as well as through bequests. Since inception the Fund has
14 received more than \$6 million in donations, with a balance at the end of 2019 of nearly \$11,000,000.
15

16 This is my final report as chair of the CFPAS, as I stepped down as a member at the end of 2019. I have enjoyed
17 my term on this Board and want to say a word of thanks to the members of the committee who have faithfully
18 overseen the fund and have compassionately responded to requests for aid.
19 Finally, I need to say a special word of thanks to the Reverend Douglas Miller who served as the Centenary
20 Fund's Outreach Director for a number of years and who also stepped down at the end of 2019. He brought
21 wisdom, spirit and humor to his work. We will miss the dedication and love he brought to his ministry among us.
22

23 Submitted by,
24 David E Wiley, III
25

26 Centenary Fund and Preachers' Aid Society (CPAS)

27 The Centenary Fund and Preachers' Aid Society was established by charter granted in 1857. In 2000 the charter
28 was amended to rename the corporation "The Centenary Fund and Preachers' Aid Society of the Greater New
29 Jersey Annual Conference of the United Methodist Church." The purpose of the Fund is to provide maximum
30 income, consistent with the preservation of principal, for the support of retired clergy and surviving spouses and
31 dependent children of deceased clergy who have served in the GNJ Annual Conference.
32

33 A primary way the Fund meets that purpose today is by contributing towards the cost of providing retiree
34 healthcare. In 2019 the amount contributed was \$635,000 and since 2004 the Fund has contributed
35 approximately \$7.5 million for this purpose. The Fund also provides grants to pastors and their families with
36 special needs who have requested aid, including help with extraordinary medical expenses, transportation
37 needs and loans to assist retired pastors obtain housing in Methodist (and other) Homes, among other ways.
38 Several such grants totaling just over \$9,000 in all were made in 2019.
39

40 The Fund has only been able to do this through the generous support of clergy, laity and churches, by means of
41 annual contributions and periodic donations as well as bequests. Since inception the Fund has received more
42 than \$6.4 million in donations and in 2019 over \$40,000 was donated. The Fund Balance as of the end of 2019
43 was excess of \$11.8M.
44

45 To continue support for retired clergy and their families in the future, increased donations will be needed.
46 Reverend Douglas Miller, the Centenary Fund's Outreach Director, has retired after serving faithfully for several
47 years and the Fund is currently looking for a new Outreach Director. Please send resumes to Jack Scharf at
48 JackScharf7@gmail.com.
49

1 We hope you will help us build up the Centenary Fund with your tax-free donations so that The Centenary Fund
2 and Preachers Aid Society will be able to continue the substantial contributions needed in the future to fund
3 retiree healthcare and to provide aid to retired clergy and their dependents.

4
5 Thank you so much for your support to date.

6
7 Submitted by,
8 Jack Scharf, Interim Chair
9

10 **Christian Unity and Inter-Religious Concerns, Commission On**

11 Greater New Jersey United Methodist Church has been functioning to recognize and sensitize the United
12 Methodists to the Christian unity that its members received from their Savior Jesus Christ and continues to
13 support the ecumenical unity and inter-faith relations. We as the members of this conference prayerfully
14 support all the ecumenical bodies such as World Council of Churches, World Methodist Conference and attend
15 the ecumenical meetings in the State of New Jersey as well as in United States of America.

16
17 We helped the New Jersey Council of Churches through our funds and sharing our concerns on ecumenical
18 activities of the church as a whole.

19
20 We have also recognized the presence of people of other faiths in our midst in gratitude and have enabled
21 United Methodist to see our ecumenical vision through the participation in the ecumenical conferences and
22 meetings. We believe that our ecumenical vision will receive new vitality and energy and grow into meeting the
23 challenges today.

24
25 The Ecumenical Institute was founded by The World Council of Churches in Switzerland in 1946 as an
26 “ecumenical laboratory,” bringing together students of ecumenism from across the Christian community. The
27 Council of Bishops (COB) has offered an annual scholarship to one student to participate in the “Complementary
28 Certificate in Ecumenical Studies” (CC) through Bossey in conjunction with the University of Geneva. A total
29 amount of \$10,000 US was sent to Bossey on behalf of the chosen student. Ms. Rachel Callender’s name was
30 recommended by CUIR and she could avail the same. She attended the Mission Center in Bossey, Switzerland
31 representing our Greater New Jersey Annual Conference.

32
33 United Methodist Ecumenical and Interreligious Training (UMEIT) is a ministry of The United Methodist Council
34 of Bishops Office of Christian Unity and Interreligious Relationships. This had offered workshops with various
35 lectures on “Ecumenical and Interreligious Concerns in Houston Texas between 23- 26 April 2020. On the
36 resolution of the CUIR of the Conference two people attended these workshops and benefitted from it.

37
38 The Chairperson represented the Conference in ‘The 146th Convention of the Episcopal Diocese of Newark and
39 brought greetings.

40
41 It is important to report that many of the members of this committee involved in interreligious programs and
42 activities in various parts of the state.

43
44 We continue to support of both the National Council of Churches and the New Jersey Council of Churches.

45
46 We continue to work with the Interfaith Dialogue with and in sponsoring smaller, regional lunch-on meetings on
47 specific topics.

1 We continue to recognize persons and congregations who are active in ecumenical relations through the
2 Bishop's Award for Christian Unity.

3
4 Submitted by,
5 Dr. Vijaya Kumar, Chairperson
6

7 **Conference Board of Pension and Health Benefits, Health Insurance** 8 **Guidelines (2020)**

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

12
13 The Plan provides secondary health insurance coverage for retirees who are receiving Medicare, which requires
14 both Medicare Parts A & B for coverage. For those who have retired early and are not yet eligible for Medicare,
15 primary health insurance coverage is through the same plan as those in active ministry. The Plan is a non-vested
16 current benefit for active and retired pastors and lay employees.

17 18 ELIGIBILITY

19 1. Clergy Eligibility:

20 (a) Active clergy under full-time Episcopal appointment to serve a local church including Elders, Deacons, Local
21 Pastors, Associate Members, and Provisional Members

22
23 (b) Those under full-time appointment as district superintendents, clergy staff members of Conference councils
24 and boards, treasurers, bishop's assistants, or directors of parish development, general evangelists and campus
25 ministers for whom the Conference provides pension contribution to the Clergy Retirement Security Program
26 (CRSP) who are:

- 27 • a full elder or associate member (other than a missionary) (Book of Discipline ¶344.1a(1))
- 28 • or an ordained clergyperson from another annual conference or another Methodist denomination (Book
29 of Discipline ¶344.1a(1), ¶346.1)
- 30 • an ordained clergyperson from another denomination if not covered by the group health plan of the
31 denomination to which he/she belongs. (Book of Discipline ¶344.1a(1), ¶346.2)

32 (c) Enrollment in the Active health insurance plan must be completed within 31 days of appointment

33
34 (d) Waiving coverage in the Plan - Contact the Benefits Specialist for required documents. Documents must be
35 completed and returned within enrollment deadline periods

- 36 • within 31 days of initial eligibility; or
- 37 • once per year during the Conference open enrollment period for the following January 1; or
- 38 • within 31 days of an open enrollment period for a spouse's plan; beginning January 1, 2016.
- 39 • see PREMIUM PAYMENT RESPONSIBILITY – ACTIVE for Waived Coverage Fees.

40 41 a. Participant must certify that:

- 42 • The plan is through a former employment or a spouse's current or former employment. Proof of
43 such coverage is required.
- 44 • The plan is not a marketplace plan. Under these guidelines and marketplace rules, Full-time clergy
45 are ineligible for any Premium Tax Credit.

46
47 b. Re-admittance to the plan is during any open enrollment period, or within 31 days of a Special
48 Enrollment event (loss of other coverage, employment status change, divorce, death of a spouse, or gain
49 a dependent).

1 (e) Clergy in any category under Episcopal appointment to full-time service in an Extension Ministry [¶344.1a
2 (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
3 appointment. Late enrollments are permitted only during the Annual Election Period or in the case of a Special
4 Enrollment event - loss of other coverage, employment status change, divorce, death of a spouse, or gain a
5 dependent.

6
7 (f) Part-time clergy in any category are not eligible for coverage through the Plan.
8

9 2. Ministerial members who are placed on Medical Leave status by the Conference shall continue enrollment in
10 the Plan regardless of whether they are eligible for Medicare disability benefits. The Conference Plan remains
11 primary until the participant becomes eligible for Medicare due to disability, at which time the Conference Plan
12 becomes secondary to Medicare. Beginning January 1, 2016, participants obtaining Medicare due to disability,
13 may choose to remain in the Active Health Plan as their secondary insurance, or to enroll in the United
14 HealthCare Retiree Plan (Medicare Advantage Plan). The premiums for ministerial members on Conference
15 Medical Leave (and their enrolled family) will be paid by the Conference with Conference Board of Pension and
16 Health Benefits funds.
17

18 3. Clergy in Retired Status may be in the Plan if they were under appointment through the Conference for the
19 seven years immediately prior to retirement. Retired participants and spouses age 65 and over are required to
20 carry Medicare Part A and Part B in order to be eligible for Conference insurance in retirement. Monthly
21 premium for Part A if any, and for Part B is a personal expense. A Retiree (and eligible dependents) not enrolling
22 (waiving coverage) in the Plan at the time of retirement, or who left the plan as a retiree, may enroll during any
23 open enrollment period, or within 31 days of a Special Enrollment event (including but not limited to voluntary
24 or involuntary loss of coverage) (refer to Clergy Eligibility #1, subparagraph 1d). For dependent eligibility, see #5
25 under "Eligibility."
26

27 4. Any of the following lay persons are eligible to enroll in the Plan upon application within 31 days of hire. Late
28 enrollments are permitted only during the Annual Election Period as allowed by the Plan, or in the case of a
29 Special Enrollment Event - loss of other coverage, employment status change, divorce, death of a spouse, or gain
30 a dependent.
31

- 32 (a) Lay employees of the Conference or any of its subsidiary agencies working a minimum of 1,560 hours
33 annually (30 hrs. per week)
- 34 (b) Full-time (minimum of 1,560 hours annually) lay employees of any church in the Conference that adopts
35 the program, completes a Salary Paying Unit Sub-Adoption Agreement and whose church enrolls a
36 minimum of 75% of its full-time lay employees
- 37 (c) Retired lay employees of the Conference, local churches, Conference-affiliated UM institutions, the
38 Episcopal office, units of the Conference whose lay employees are not on the Conference payroll and
39 the surviving spouse of such employees, may participate in the Plan provided they have received or will
40 receive a UMPIP benefit from Wespath Benefits and Investments through their salary-paying unit.
41

42 5. Dependents eligible for coverage in the Conference Plan are limited to the spouse, children who are qualified
43 adult dependents, and children who are under age 26. Dependents may be added only during the Annual
44 Election Period as allowed by the Plan, or in the case of a Special Enrollment event - loss of other coverage,
45 employment status change, divorce, death of a spouse, or gain a dependent. If an annuitant marries (remarries),
46 coverage of spouse and/or children may be available and premium for dependents is at the retiree's expense.
47

48 PREMIUM PAYMENT RESPONSIBILITY – ANNUITANTS

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

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

- 3
- 4 A. A clergy person age 65 or older, becoming an annuitant on or after July 1, 2002, who has less than 20
5 approved years with annuity credit in (CRSP), the Clergy Retirement Security Program (includes prior
6 plans), with Wespath Benefits and Investments, shall, in order to receive health insurance coverage
7 under the Plan, be responsible for the payment of a pro-rated share of his/her Plan premium. Such
8 share shall be 5% times the number of full years by which such years are short of 20. Monthly premium
9 for Part A if any, and for Part B (both required) is a personal expense.
- 10 B. A lay person age 65 or older, who has received or will receive a UMPIP benefit on or after July 1, 2002,
11 who has less than 20 approved years with pension credit in UMPIP, the United Methodist Personal
12 Investment Plan (includes prior plan), of Wespath Benefits and Investments, shall, in order to receive
13 health insurance coverage under the Plan, be responsible for the payment of a pro-rated share of
14 his/her premium. Such share shall be 5% times the number of full years by which such years are short of
15 20. Monthly premium for Part A if any, and for Part B (both required) is a personal expense.
- 16 C. The Active premium for an annuitant under the age of 65 commencing benefits
17
 - 18 1. on or before July 1, 2003 shall be paid by the Conference subject to paragraphs A and B above until the
19 annuitant reaches age 65.
 - 20 2. after July 1, 2003, the Conference shall contribute an amount equal to the coverage cost of a Medicare-
21 eligible annuitant, subject to paragraphs A and B above, and the annuitant shall be responsible for the
22 remainder of the Active premium until the annuitant reaches age 65. Premium responsibility will be
23 frozen at the calendar year 2014 level for annuitants retiring prior to July 1, 2014.
 - 24 3. on or after July 1, 2014, the Conference shall contribute an amount equal to the coverage cost of a
25 Medicare-eligible annuitant, subject to paragraphs A and B above, and the annuitant shall be
26 responsible for an annual fixed amount determined in the year of retirement until the annuitant reaches
27 age 65.
- 28
- 29 D. Extension Clergy serving approved Conference Advance Specials in the geographic bounds of the Annual
30 Conference who are not eligible to enroll in the Clergy Retirement Security Program (CRSP) will be
31 credited, solely for the years appointed to that Advance Special, with actual years of appointment and
32 service to the Conference, for the purpose of calculation of service year credits to determine allocation
33 of pro-rated premium payment responsibility upon retirement.

34
35 **PREMIUM PAYMENT RESPONSIBILITY – PRE-ANNUITY RETIREES**

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

38
39 For those who have retired early and are not collecting an annuity, the retired enrollee is responsible for the full
40 Active premium payment until they reach annuity age.

41
42 **PREMIUM PAYMENT RESPONSIBILITY – ACTIVE**

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

45
46 Unless it has already been stated above under Eligibility, the Conference shall pay the premiums for all enrolled
47 active participants, lay or ministerial, from appropriate funds, except that:

1 A. Each church shall pay the premium(s) or Waived Participation Fee(s) (which is equal to the blended premium)
2 of each of its full-time appointed clergy (including clergy spouse and dependent children if enrolled) who are
3 either a full, provisional, or associate member of the Conference or a local pastor.

4 1. The salary paying unit shall also be responsible for remitting premium for its lay employees who are
5 enrolled in the Plan.

6
7 2. Plan participants are to pay 2% of their cash salary to their own salary paying unit as their share of the
8 premium the employer (church) pays on their behalf.

9
10 3. In the case of clergy couples the following will apply:

11
12 a) Each spouse shall contribute 1% of their salary to every salary paying unit that is paying health
13 premium,
14 regardless of percentage of health premium paid

15
16 B. Each eligible enrollee, whose fees are not paid as provided above, shall pay his or her own premiums either
17 directly or with employer participation. In every case, the individual enrollee is responsible for seeing that
18 payment of his or her own premium is made if the party with PRIME responsibility fails to make the payment.

19 20 CONTINUATION OF COVERAGE AFTER CERTAIN EVENTS

21
22 A. Voluntary and Involuntary Termination - If a person's participation in the Plan ceases due to voluntary or
23 involuntary termination of Conference membership or employment or discharge or removal from the Annual
24 Conference, Continuation Coverage for health insurance may be available through application to HealthFlex.

25
26 B. Loss of Dependent Status - If a dependent's participation in the Plan ceases due to divorce or to attaining the
27 limiting age, Continuation Coverage may be available through application to HealthFlex.

28
29 C. Medical Leave - See #2 under Eligibility.

30
31 D. Leave of Absence (§353 and §354) - Clergy placed on voluntary leave of absence (personal, family, or
32 transitional) or involuntary leave of absence may continue in the Plan for a period of twelve months, provided
33 they pay the premiums. Continuation Coverage for up to an additional 12 months may be available through
34 application to HealthFlex. Leave of absence is not an appointment, causes a break in appointment years, and
35 does not accrue annuity credit towards health benefits in retirement.

36
37 E. Sabbatical Leave (§351) Clergy placed on sabbatical leave may continue in the Plan for a period of twelve
38 months, provided they pay the premiums. Continuation coverage may be available through application to
39 HealthFlex. Sabbatical leave is not a break in appointment years for the purposes of health benefits in
40 retirement.

41
42 F. Death - Surviving spouses of clergy members are subject to the same rules (see Eligibility Guidelines #1 and 3)
43 as the clergy member. Surviving spouses of lay employees of the Conference and District offices are subject to
44 the same rules (see Eligibility Guideline #4 c) as the lay employee.

1 ADMINISTRATION

2

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

8

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

17

18 Submitted by,
19 William B. Wilson, Sr., Chair, Board of Pension and Health Benefits

20

21 **Board of Discipleship**

22 Evangelism is a word that brings mixed feelings. However, evangelism is simply sharing your story and the
23 activity of God in your life with others. The Board of Discipleship for the Greater New Jersey Annual Conference
24 honors people every year who are living, breathing sermons who by virtue of the way they live their lives and
25 minister are evangelizing to the world around them.

26

27 The Board of Discipleship (BOD) felt that the purpose of the Harry Denman Award for Evangelism had become
28 either unknown or unclear over recent years. The board thus decided we needed to focus some efforts to
29 promote this award and its meaning as we also sought nominations for this year. To this end we worked with
30 Heather Mistretta to write a Relay article that not only explained the Harry Denman award, but also highlighted
31 past recipients. We are honored to announce that Scott Bilquist from the First UMC of Toms River in the
32 Northern Shore District was a winner for the Laity Award. Scott Bilquist is on fire for Jesus. People of all ages are
33 comfortable seeking him out when they need to talk to someone and Scott is not shy about responding to the
34 question, "Why Jesus?". He is very active with his church's youth and maintains contact as they mature in their
35 Christian journey.

36

37 Also receiving the award for Laity are Debra and David Chapman of the Cape May UMC in the Cape Atlantic
38 District. The Chapmans have become involved in mission trips to Kenya through a family member who is a
39 pastor in another denomination. When David returns, he passionately shares his experience and invites others
40 to join in future trips. Debra is unable to travel but is very supportive on the home front. Together they sponsor
41 children in Kenya and Guatemala as so several church members as a result of David's witness.

42

43 Our youth award goes to Grace Brameyer of Trinity UMC in Hackettstown in the Skylands District. Grace is
44 described as a mature, deeply reflective, inspiring high school freshman. She stands firm in her belief of Jesus as
45 her Lord and Savior and is sure of her identity in Christ. She easily proclaims this and is not easily influenced by
46 her peers. She doesn't focus on the typical issues of girls her age, but rather she shares Jesus and her savior and
47 the type of forgiveness that comes with that. She is at ease serving those experiencing homelessness and talking
48 to them about Jesus. She is fearless in sharing her faith with others of all ages.

49

1 In addition to the raising awareness of the Harry Denman Award for Evangelism, the Board of Discipleship has
2 also improved its page on the GNJ webpage. Included there now are links to a variety of resources to aid
3 churches and individuals in their discipleship journey. These include the Walk to Emmaus communities within
4 GNJ, the Upper Room's offerings of the Two-Year and Five Year Academies, Junius Dotson's Soul Reset, the Be A
5 Disciple webpage, Search, Tres Dias, and the Order of St. Luke. All of these are resources for discipleship.
6 The Board of Discipleship also has a voice on the GNJAC full Connectional Table and on the Connectional Table
7 Executive Committee. This year that included participating in the GNJ Way Forward.

8
9 The BOD desires to structure its future work so as to continue to resource and support lay and clergy spiritual
10 leaders to make and mature disciples that grow vital congregations and transform lives as well as their
11 communities. We continue to explore how the BOD can best serve in this way.

12
13 Submitted by,
14 Debra A. De Vos, Chair
15

16 **Duke University Divinity School**

17 Dean L. Gregory Jones, Dean of the Divinity School and Ruth W. and A. Morris Williams Jr. Distinguished
18 Professor of Theology and Christian Ministry, had his term as dean extended for a full five years through 2023.

19
20 The Duke Endowment awarded Duke Divinity School (DDS) a \$12 million grant in support of DDS's three core
21 priorities and traditions: Thriving communities enlivened by healthy congregations and gifted pastors, embodied
22 wisdom through rigorous intellectual vitality, and creative institutions that inspire imaginative and
23 transformative leadership including the Thriving Communities Fellowship program, which will provide 52 new
24 full-tuition scholarships over the next four years.

25
26 Duke Divinity School launched the Duke Divinity: Black Pastoral Leadership Collaboration which will draw on
27 original research in Black church traditions and historical examples of effective Black church leadership to train
28 and build networks of effective leaders for the Black church of today and the future. The collaboration will be
29 led by the Rev. David Emmanuel Goatley, research professor of theology and Black church studies and director
30 of the Office of Black Church Studies at Duke Divinity School.

31
32 In 2019, Duke Divinity School welcomed 215 new students from 33 different states and seven other countries,
33 including Canada, Malaysia, Singapore, South Korea, Taiwan, Thailand and Zimbabwe. The Master of Theological
34 Studies (M.T.S.) and Master of Arts in Christian Practice (M.A.C.P.) degree programs received record enrollments
35 of 35 students and 22 students respectively. The Master of Theology (Th.M., 14 students), Doctor of Ministry
36 (D.Min., 20 students), and Doctor of Theology (Th.D., 4 students) all had strong enrollment. The D.Min. program
37 was named the top online program by TheBestSchools.org. Duke Divinity's new Certificate in Theology and
38 Health Care will enroll 8 students, all of whom are fellows with the Theology, Medicine, and Culture (T.M.C.)
39 Initiative at the school. The M.T.S. program also includes 8 students who are T.M.C. fellows, for a record year of
40 16 total fellows. The M.Div. degree program gained 110 new students, with minority students comprising more
41 than 32 percent of the incoming M.Div. class, and Black students comprising 18 percent of the incoming M.Div.
42 class. Female students made up 44 percent of incoming M.Div. students, while males were 56 percent. There
43 were 24 denominations represented in the M.Div. entering class, with 42 percent affiliated with The United
44 Methodist Church.

45 Two new faculty members, Brent Strawn and Brett McCarty, joined the DDS faculty in July 2019. Strawn,
46 Professor of Old Testament, is an ordained elder in the North Georgia Conference of the United Methodist
47 Church. Strawn has a secondary appointment as a Professor of Law at Duke University School of Law. Prior to
48 joining the Duke faculty, Strawn taught at Candler School of Theology at Emory University for eighteen years.

1 McCarty, Assistant Research Professor of Theological Ethics, is a theological ethicist whose work centers on
2 questions of faithful action within health care. He is associate director of the Theology, Medicine, and Culture
3 Initiative at Duke Divinity School, and he holds a joint appointment in the School of Medicine's Department of
4 Population Health Sciences.

5
6 Randy Maddox, William Kellon Quick Professor of Wesleyan and Methodist Studies, general editor of the Wesley
7 Works Editorial Project, and elder in the Dakotas Conference, retires at the end of the 2019-2020 academic year.

8
9 United Methodist faculty member Brittany Wilson received tenure and promotion to the rank of Associate
10 Professor.

11
12 Tito Madrazo joined the administrative leadership of the Divinity School as Senior Strategist for the Hispanic
13 House of Studies. He will also serve as a consulting faculty member.

14
15 The Hispanic-Latino/a Preaching Initiative is currently in its fifth year of providing high quality theological
16 education to current and aspiring Hispanic-Latino/a ministers. 21 students from multiple denominations are
17 taking courses with us this year.

18
19 The Duke Endowment has also awarded Duke Divinity School a grant of \$5.5 million over five years to cultivate
20 meaning and purpose across diverse professional schools at Duke. The Lilly Endowment has also awarded grants
21 to Duke Divinity School to coordinate initiatives on "Thriving in Ministry" and "Thriving Congregations" across
22 the United States.

23
24 Duke Divinity School has a partnership with Huntingdon College and Virginia Wesleyan University to create
25 streamlined admissions process and private campus events in order to better equip students from those
26 institutions with a calling to serve the church. In an effort to expand access for quality theological formation to
27 students, pastors, and lay leaders in the Nashville Episcopal Area, DDS is also partnering with the Turner Center
28 at Martin Methodist College to offer theological training for innovative and entrepreneurial ministries.

29
30 Submitted by,
31 L. Gregory Jones

32 33 **Educational Society**

34 The Educational Society is an agency of the Greater NJ Annual Conference of the United Methodist Church
35 whose goal is to assist with the education of clergy for the edification of the church. We are composed of clergy
36 and laity from across the conference and have been assisting men and women of New Jersey called by God to
37 full-time Christian service by providing scholarships and loans for more than one hundred and fifty years. We are
38 supported by the repayment of loans, interest earned from long-standing endowments, grants from the Annual
39 Conference, and by local churches and individuals through the Conference Advance #622. The Conference
40 Advance #622 is an opportunity for local churches to subsidize and affirm the ministry and education of New
41 Jersey United Methodist pastors who have reaped the benefits of the Society's ministry by supporting the
42 Educational Society in its historic mission.

43
44 In 2019 the Educational Society was delighted to award \$9,600 in scholarships and loans to 3 recipients in order
45 to further their seminary and leadership development education. Applications for GNJ Educational Society
46 scholarships and loans can be downloaded from the conference website at
47 <https://www.gnjumc.org/resource/2016-educational-society-application/>

1 If you would like more information about the Educational Society and its ongoing ministry of underwriting
2 seminary education, please stop by our display at Annual Conference or email Rev. Donald Stevens
3 (revdon64@hotmail.com) or Mrs. Jo D. Malessa (ma_malessa@comcast.net).
4

5 Submitted by,
6 Donald M. Stevens, President
7

8 **Episcopacy Committee**

9 The Episcopacy Committee met quarterly with Bishop Schol during the past year for the purpose of support,
10 encouragement, communication of Conference priorities and to provide feedback when solicited. We have
11 participated in an evaluation of the Bishop, discussed matters related to the Jurisdictional Committee on
12 Episcopacy and assured that the Episcopal residence is in excellent condition.
13

14 At each meeting the Bishop reported on his work and goals for himself and for the Conference. He kept us
15 informed on the work of The GNJ Way Forward Team and proposals presented at the Special Session of the GNJ
16 Annual Conference in response to the position adopted on LGBTQ concerns at the Special Session of the General
17 Conference in February 2019.
18

19 Episcopacy Committee members have been open in expressing their opinions. The Bishop welcomed and
20 responded candidly to questions. We have been especially touched by the Bishop's love and concern for his staff
21 throughout the year.
22

23 Submitted by,
24 Eleanor Hartley, Chair of the Episcopacy Committee
25

26 **Equitable Compensation, Commission on**

27 The responsibilities for the Commission on Equitable Compensation as outlined in ¶625.2 of the 2016 Book of
28 Discipline are four-fold: 1) To recommend conference standards for pastoral support; 2) To administer funds
29 used in base compensation supplementation; 3) To provide counsel and advisory material on pastoral support to
30 district superintendents and committees on pastor-parish relations; and 4) submit an arrearage policy to be
31 adopted by the annual conference. The commission has been actively working in each of these areas through a
32 resource to help SPRC committees in setting salaries, developing salary and benefit recommendations for
33 adoption at the Greater New Jersey Conference session, and developing a new arrearage policy for GNJ.
34

35 The work of the commission requires balancing the compensation needs for clergy with the realities of shrinking
36 resources within our congregations. Each year, we continue to lose full time appointments, yet the spiritual
37 needs of our congregations and the communities that surround them have not diminished. We are acutely
38 aware that increases in compensation move some congregations closer to part time status with the resulting
39 reduction in benefits. That, however, must be balanced with the economic realities for clergy living in one of the
40 most expensive areas in the nation, some carrying burdensome student loans, others facing the costs of growing
41 families, and still others facing future retirement in an uncertain economy.
42

43 Pastor's compensation is often compared to that paid to local public school teachers. In many communities this
44 compensation is analogous. However, in public education, a teacher with 15 years' experience in most districts
45 will earn 50% more than a first-year teacher with increases for additional education and other levels of
46 responsibility. Pastors in churches strictly utilizing the guidance from the 15-year chart in our journal will see
47 only a 10% increase over those same 15 years, with no differential for education, size of church, or types of
48 responsibilities. This points to the need for congregations to begin conversations and planning to strengthen
49 clergy support equitably that considers years of service, educational levels, effectiveness, differing

1 responsibilities and expectations, and the cost of living in that specific community. Not everything can or should
2 be legislated by the annual conference, and one of the goals of the commission for the coming year is to create
3 resources that can be used by local churches to begin increasing pastoral compensation that surpasses a
4 minimum approved by the annual conference, to transform the mind-set from scarcity to abundance, from
5 “what’s the minimum we have to pay” to “how does our compensation reflect our commitment to excellence in
6 ministry.” GNJ trails other conferences in compensation, making it challenging for our pastors and difficult for
7 recruitment of promising new pastors to meet our future ministries. We need a different approach.
8

9 The commission is recommending several changes in policy for the coming year concerning part-time service of
10 clergy, contained in our recommendation to the conference. In the continual need to update parsonage
11 standards, our recommendations have not changed substantially, but ask that pastors and local churches be in
12 conversation about how certain services such as cable/phone/internet and local health and safety standards will
13 be met as the diversity of GNJ makes it difficult to make a one-size-fits-all approach.
14

15 In closing, my thanks to the Rev. Christine Day for her service as chair of the Equitable Compensation
16 Commission for the past several years and to the members of the commission for the seriousness with which
17 they approach our work together.
18

19 Submitted by,
20 Steven Bechtold
21

22 **Global Ministries, Board of**

23 The Conference Board of Global Ministries works with Missionaries, our Advance Specials, Agencies, Conference
24 staff and it also aligns with the strategic goals of GNJAC.
25

26 Advance Specials: Advance Specials are required to submit a reapplication each year and provide supporting
27 documentation. The list of Advance specials may be found in the Board’s resolution.

28 The conference Board of Global Ministries is diligently working on finding ways to encourage churches to
29 support the Advance Specials. This committee is dedicating time to visit Advances Specials and help share their
30 stories in the conference. The committee is also working on ways to share stories of transformation and impact,
31 share why hosting missionaries is important, and give updates in other mission areas (including ways the church
32 can increase their involvement in mission).
33

34 Global missions, Conference Secretary (CSGM): In the Greater New Jersey Annual Conference, the position of
35 CSGM is held by the Chair of the Board of Global Ministries as well. The CSGM works with the General Board of
36 Global Ministries with the responsibilities outlined by the Book of Discipline which includes accommodating
37 missionary’s itineration at our conference.
38

39 The Conference Board of Global Ministries has met several times including conference calls to discuss activities
40 for 2020. There is a unanimous interest from committee members to be more involved in communicating
41 mission opportunities to youths and young adults in our Conference.
42

43 Submitted by,
44 Isabel R. Quezada, Chair of the Board of Global Ministries
45

46 **Board of Higher Education and Ministries**

47 The Board of Higher Education and Ministries (BHEM) has mandates and responsibilities listed under ¶634 in
48 The Book of Discipline of The United Methodist Church and is the leadership development agency of The United
49 Methodist Church. “Its mission is preparing global leaders for a global church and the world. Every elder, deacon

1 and licensed local pastor benefits from our training and candidacy programs. Many young adults find help in
2 clarifying their vocation and God’s call on their lives through our leadership and discernment programs.”
3 (gbhem.org)

4
5 “UM Collegiate Ministries are the missional presence of The United Methodist Church on college and university
6 campuses around the world. Through a network of chaplaincies, Wesley Foundations, ecumenical ministries and
7 church-based ministries, The United Methodist Church reaches more than 1,300 campuses around the world!
8 “We are called to share with our campuses the transformational nature of Christ in a way that raises up a new
9 generation of thoughtful, articulate Christians who care about making the world a better place. While this calling
10 looks and feels very different across our campuses, it is central to our identity and it compels us to provide
11 intentional, student-led ministries that reach this emerging generation of leaders.” (gbhem.org)

12
13 This past year The Board of Higher Education and Ministries of Greater New Jersey has continued its work and
14 conversations with Next Gen Ministries and Eric Drew, Executive Director of Next Gen. In our meetings we have
15 been exploring ways in which we could partner to better provide our campus ministers and teams with
16 resources that will allow each campus to be creative, resourceful, and innovative in the campuses and contexts
17 in which they lead. This includes funding through grants from BHEM that will provide resources, directly and
18 indirectly, for retreats, coaching, trainings, and other events sponsored and hosted by the General Board of
19 Higher Ed for GNJ campuses and ministers.

20
21 As a GNJ Agency, the Board of Higher Ed will continue to promote and award scholarships to GNJ students
22 aspiring to attend Methodist colleges and universities and other schools while growing into their call to mission
23 and ministry in the areas of youth ministry, outreach, mission, service, and a call to pastoral leadership and
24 ministry. This past year during the month of April of 2019 BHEM received over 65 electronic scholarship
25 applications and we were able to award eighteen (18) scholarships to GNJ students (amounting to \$23,930),
26 who submitted complete applications by the deadline. All applicants have great vision and passion for ministry,
27 participate in their local church in mission and ministry and community service opportunities which makes our
28 selection that much more difficult due to the limited funds available. We are grateful for all the clergy, church
29 leaders, and mentors who take the time to guide the youth through their faith life and academic journeys and
30 for encouraging them to continue to seek God in their spiritual and academic endeavors.

31
32 Every year BHEM encourages the participation of clergy and laity in the search for a recipient of the Francis
33 Asbury Award (non-monetary award). This award recognizes those who encourage and support higher
34 education and campus ministries within the United Methodist Church. It is for all clergy or lay, employed or
35 volunteer, who are active in supporting, strengthening and promoting higher education ministries. Last year’s
36 recipient of the Francis Asbury Award was Rev. Dr. Drew Dyson for his passion, leadership, and belief in the
37 younger generation. Rev. Dr. Drew Dyson was one of the key supportive leaders in recruiting Rutgers University,
38 East Brunswick Campus, as one of our newest campus ministries.

39
40 Our current campuses are:

- 41 • Rockland County Community College, Rev. John Kwon
- 42 • Centenary University, Rev. Timothy Nicinski
- 43 • Wesley Foundation/Princeton University, Pastor Erik “Skitch” Matson
- 44 • Kingston University/Feed Truck, Jessica Winderweedle,
- 45 • Rutgers University, Pastor Joseph Jueng
- 46 • Campus Ministries initiated through Next Gen Ministries
- 47 • The College of New Jersey
- 48 • Drew University

1 We will continue to build and encourage relationships between college campuses and nearby congregations
2 through the leadership and witness of youth attending campuses where there is potential for campus ministry
3 opportunities.

4
5 Your continued prayers and support for our campuses, ministers and chaplains; our board members, and our
6 conference youth and leaders will be greatly appreciated!

7
8 Submitted by,
9 Iraida Ruiz de Porras, Chair

10 11 **Board of Laity**

12 *The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and*
13 *teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the*
14 *unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ.*
15 Ephesians 4.11-13

16
17 The mission of the Conference Board of Laity is to enable laity to have full and equal partnerships with clergy
18 and within the Conference, work with the Conference to grow lay leadership and provide lay opportunities for
19 growth. The Board helps develop principled spiritual leaders for the Church and works as the Catalyst for Laity
20 Leadership Education, Lay Servant Ministries, Laity Session at Annual Conference, Laity Leadership Academy, Lay
21 Ministry Recognition, United Methodist Women, United Methodist Men Youth and Young Adult Ministries and
22 the work of the District Lay Leaders. As a board we continually look at ways to grow the laity of GNJAC in the
23 understanding and interpretation of God’s word to be equipped as effective leaders in sharing the gospel with
24 other people. The Laity board is in partnership with our local churches and all of our activities are directed
25 towards improving the ministry together. Encouraging the lay leadership to grow and make time for education
26 so that we become more equipped to do the work of ministry in a complementary role with our clergy leaders.
27 We are seeing a major move of the Holy Spirit within the Church right now as we identify, equip, encourage, and
28 fulfill God’s purposes and call for each of us in the local church. We have witness in our yearly Lay Ministry
29 Recognition Program growth each year, as numbers of applications and attendance increases this year to 35
30 applications. Lay recognition program provides an opportunity for our laity to witness how God is embracing and
31 working in the ministry of the local church.

32
33 Re-structuring of the Laity Education Curriculum is developing as changes have occurred in the Certified Lay
34 Ministry and Lay Servant Education programs as the Laity Board works with Rev. Juel Nelson to improve and
35 align Laity Education. The goal: To launch a congregational leadership development ministry that is seamless,
36 builds on applied learning, shapes and supports congregational leaders to lead with excellence and achieve
37 growth in the five markers of vitality.

38
39 Provide educational opportunities for Five Competencies of Congregational Leadership:

- 40 1. Spiritual Servant Leadership
- 41 2. Cultural Competency
- 42 3. Leadership through Change and Conflict
- 43 4. Emotional Intelligence
- 44 5. Narrative Leadership through Storytelling

45
46 Providing a Biblical foundation for raising up disciples who serve as leaders, managers, lay ministers, prayer
47 warriors, and storytellers is the base of the processes of aligning Laity Education with the Strategic plan. All
48 persons in the conference will have equal opportunity to be equipped, whether for lifelong learning or
49 certification, resources will be available to the laity. The Laity Board continue the mission of advocacy, equipping
50 and effectively deploying and supporting the local church leaders for ministry.

1 2019-2020 Board of Laity Leadership Goals (Revised) 9-15-18

2 The Laity Board Will review and ensure that lay representation at Annual Conference 2021-2024 is equal in
3 membership in accordance with the GNJAC Rules of Order/ Book of Discipline. New Quadrennial "At Large
4 Members" will apply online and agree to be faithful to process as well as Commit to attend Annual Conference
5 and report back to local congregation.
6

- 7 1. The Laity Leadership Academy (Leadership Academy) will continue to work to create a culture of
8 learning in which laity throughout the Annual Conference will have an opportunity to become engaged,
9 equipped and empowered to be effective partners with each other and their clergy partners to lead the
10 church and reach the community as disciples of Jesus Christ.
11
- 12 2. The Laity Board will continue to celebrate the ministry of faithful laity with a format called "Lay Ministry
13 Recognition." This program recognizes a person or group that has been creative and innovative in
14 transforming lives and making disciples of Jesus Christ. This is for the purpose of resource sharing and
15 encouraging congregations in their ministries. The Laity Board will choose ministries from each district
16 to be highlighted in April each year, at GNJUMC Mission and Resource Center. This program will be
17 reviewed on a yearly basis.
18
- 19 3. The Laity Board will work with the Connectional Ministry Team and District Superintendents to ensure
20 Christian leaders are offered vital and vibrant educational programs that develop:
21
 - 22 a. fruitful and transformational leaders
 - 23 b. communication and interpersonal skills
 - 24 c. passionate faith and biblical understanding
 - 25 d. 100 laity who make disciples who make disciples (Leadership 100)
 - 26 e. missional mindset that connects with the community
27

28 Submitted by,
29 Rosa Williams
30

31 **Committee on Native American Ministries (CONAM)**

32 CONAM has been trying to grow our youth to assume leadership roles with especially vigorous effort this past
33 year. One youth is serving on the committee membership.
34

35 Thirteen youth from St. John UMC and Haven UMC, both churches where the largest numbers of Native
36 Americans worship, attended IGNITE together. Their tuition and housing were supported by CONAM. In
37 October, six youth from St. John UMC were sponsored by CONAM to attend the Peg Leg Flamingo Retreat in
38 Hocking Hills State Park in Ohio, The retreat was under the guidance of the Native American International
39 Caucus. CONAM is also hosting the Northeast Jurisdictional CONAM Annual Meeting in October 8-10, 2020 in
40 Vineland, NJ.
41

42 Preparations are under way for this important gathering. Our presence continues at the Greater New Jersey
43 Annual Conference with an exhibit table.
44

45 Submitted by,
46 Cynthia Mosley
47

48 The Committee on Native American Ministries (CoNAM) continues via our page on the Conference website to
49 keep the conference informed about issues that relate to the Nanticoke Lenni-Lenape Tribe as well as national
50 Native American issues. We continue to send Native American youth to IGNITE. We are also honored to be

1 hosting the NEJNAMC Annual Conference in October 2020 and the Peg Leg Flamingo Native American Youth
2 event in the summer of 2020.

3
4 Submitted by,
5 Cynthia Kent, Chair
6

7 **Nehemiah Properties**

8 Nehemiah Properties (Nehemiah) is a vital mission partner of the United Methodists of Greater New Jersey and
9 serves to act as a community development corporation in cases where GNJ needs a partner to serve directly in
10 real-estate transactions. Nehemiah Properties comes from the Book of Nehemiah, in which Nehemiah was
11 selected to rebuild the walls of Jerusalem.

12
13 A Future With Hope serves to evaluate properties and advise GNJ and individual churches on their real estate.
14 Most often a repurposing project will be handled by GNJ or church trustees in consultation with their District
15 Boards of Church Location and Building and/or in partnership with private-sector or nonprofit developers.

16
17 From time to time, a repurposing project may require a partner of GNJ to serve as a community development
18 corporation, in which case Nehemiah will be considered as that partner.

19
20 Nehemiah has a Board of Trustees of six members, half coming from the GNJ Board of Trustees and half from
21 the AFWH Board.

22
23 Submitted by,
24 Rick Reinhard, Executive Director AFWH
25

26 **Next Generation Ministries**

27 God is doing a new thing, bringing disciples to life and transforming their lives through the power of the Holy
28 Spirit! The mission of Next Generation Ministries is to cultivate and catalyze new generations of enthusiastic
29 disciples of Jesus Christ who connect, grow and lead their congregations and communities for the
30 transformation of the world. This is happening and we're seeing a new wave of youth, faithful leaders!

31
32 In May 2017 GNJ approved the Next Gen Strategic Plan, empowering Next Gen to pursue 3- and 10-year goals in
33 youth, campus and camping ministries. Please review our progress on the 3-year goals, as well as our proposed
34 goals for the next 3 years, in the legislation we submitted.

35
36 Here are a few things we are learning:

- 37 • The next generation of disciples thrives as leaders. Cultivate internships, providing high school and
38 college students paid internships in local churches, have been transformational for students, mentors
39 and churches.
- 40 • Student participants are looking for and taking next steps to grow in faith and discern leadership in
41 ministry. Churches are being revitalized through new, younger leaders.
- 42 • Faith formation happens over time. While IGNITE creates a catalytic moment for students to encounter
43 God, one mountaintop moment each year isn't enough. After IGNITE 2019 we created a Discipleship
44 Calendar, including the IGNITE Conference, IGNITE Communities (regional youth worship nights) and
45 culminating in IGNITE Summer Camps. This regular programming for youth is thriving, supporting local
46 churches to grow faith and leadership with youth and start new youth groups.

1 I love the stories of Daleishka, Braedon, David, Amirah, Rolando and more young people who have engaged
2 through Cultivate, IGNITE or Summer Camp. After participation, each of these young people stepped into deeper
3 leadership in their local church or ministry setting. They're leading youth groups, college ministries and
4 elementary programs; they're discerning and preparing for seminary. A new generation of leaders is rising now.
5

6 Our greatest challenge is financial sustainability. While we are seeing great fruit, continued operation of camps
7 and IGNITE relies on an increase in program attendance. Growth in campus ministries will require additional
8 investment for campus ministers and program resources. To thrive amidst these challenges and opportunities,
9 we remain committed to growing connections with local churches, supporting churches to increase their
10 number of young people, aligning programs and budgets for sustainability and raising money to provide
11 scholarships and additional opportunities for young people and local churches.
12

13 This is a difficult time for our denomination, but we believe that the next generation of disciples are the leaders
14 that the church needs today. It is already happening here!

- 15 • Through the IGNITE Conference, Communities and Camps, over 7,000 youth have connected with God.
- 16 • Through learning groups, leadership teams and internships, over 200 young people have been mobilized
17 into leadership.
- 18 • We have ministries on 7 college campuses with the potential to reach thousands of college students.
19

20 God is not done with us yet. God is moving in a new and exciting way. God is raising up new generations of
21 disciples of Jesus to lead the church! Through anxious and unsure times, Next Generation Ministries will be a
22 voice that leads us to focus on our mission: making disciples of Jesus Christ for the transformation of the world.
23 We're grateful for your support and partnership in ministry. We're excited to see what God continues to do. We
24 will lead on, together.
25

26 Submitted by,
27 Eric Drew, Executive Director, Next Generation Ministries
28

29 **Board of Pension and Health**

30 The Greater New Jersey Conference Board of Pension and Health Benefits (the Board) is authorized by The Book
31 of Discipline of the United Methodist Church to contribute to the support, relief, assistance and pensioning of
32 clergy and their families, as well as other church workers and lay employees of the United Methodist Church.
33

34 Working with the Wespeth Benefits and Investments, the Board endeavors to implement and interpret national
35 and conference policy.
36

37 **Pension**

38 **Pre-1982 Pension Plan**

39 The 2020 Past Service Annuity Rate for pre-1982 annuitant payment is \$699 per year of pre-1982 service. The
40 2021 Past Service Annuity Rate for pre-1982 annuitant payment will be \$713. The pre-1982 pension program
41 continues to be fully funded and in a strong position.
42

43 **CRSP/MPP and CPP**

44 The General Conference's pension plan, Clergy Retirement Security Program (CRSP) is a hybrid of defined benefit
45 and defined contribution approaches which took effect in 2007. For 2020 churches pay CRSP at 12.5% of clergy
46 plan compensation and for the Comprehensive Protection Plan (CPP) at 3% of clergy's plan compensation, and
47 UMLife Options at 2% of plan compensation for ½ time clergy.
48

1 The 2012 General Conference enacted changes to the Clergy Retirement Security Program. Effective 1/1/2014
2 for all contributions going forward, the CRSP Defined Benefit component was reduced from 1.25% of DAC to
3 1.0% of DAC.

4
5 Under the CRSP Defined Contribution component, contributions were reduced from 3% to 2% of clergy plan
6 compensation and, in addition, match up to 1% of compensation if clergy contributes 1% to UMPIP.
7 Contributions previously made will not be affected by this change and benefits paid upon retirement will be
8 based on the previous formula for all benefits accrued prior to 1/1/2014. Any benefits accrued from that date
9 forward is based on the new formula.

10
11 Additionally, the General Conference changed the participation requirements from all clergy under appointment
12 to only clergy under full time appointment.

13
14 Clergy appointed to less-than-full-time (3/4 and 1/2-time) are eligible based on the decision of the Annual
15 Conference after approval of the Conference Board of Pension and Health Benefits. The Board has voted to
16 include those clergy appointed to less-than-full-time (3/4 and 1/2 time) appointments in CRSP.

17
18 For clergy appointed to 1/4-time appointments, a vote of the Board has made UMPIP available as a pension
19 option for those clergy. Please contact Alexa Taylor, Insurance and Benefits Services Manager, for more
20 information on this option. These changes require Annual Conference approval.

21
22 The rates of remittance for the Clergy Retirement Security Program/Ministerial Pension Plan (CRSP/MPP) and
23 Comprehensive Protection Plan (CPP) decreased from last year's rates to 88.84% and 87.91% respectively.

24
25 Eighteen percent of churches were unable to pay these bills on time. Below is a summary of 2019 remittances:
26

Type	Remittances Rate	2019 Shortfall	# of Churches Paying < 100%	% of Churches Paying < 100%
CRSP	88.84%	\$291,684	101	18.36
CPP	87.91%	\$67,962		

27
28 To maintain clergypersons' participation in CRSP/UMPIP and CPP/UMLife Options, the Greater New Jersey
29 Conference fully pays delinquent church accounts using funds from the Reserve Account at Wespath Benefits
30 and Investments. We are concerned that some churches are not fully meeting their obligations with the
31 resulting decrease in the Reserve Account.

32
33 By 2019 year-end the cumulative delinquent amount for years prior to 2019 was \$2,279,000 for CRSP/MPP and
34 \$477,000 for CPP - a total of \$2,756,000, a decrease of \$5,000.

35
36 We thank those churches that maintained faithful stewardship, paying 100% of their obligation. We also
37 appreciate the continuing efforts of our district superintendents, Alexa Taylor, Insurance and Benefits Services
38 Manager, to collect the past due balances. More than \$98,000 of the 2002-2018 shortfalls was collected in
39 2019.

40
41 **Pre-Retirement and Financial Seminars**

42 The Board sponsored two sessions, financial and retirement education which were held at the Mission and
43 Resource Center of Greater NJ on March 4 and March 5, 2020. The pre-retirement seminar focuses on those
44 anticipating retirement within five years and the Financial Seminar focuses on financial wellness. Presentations
45 by Robert Christophel of Wespath Benefits and Investments and Ernst & Young provided valuable guidance to

1 assist participants. Special thanks go to Jennifer Cho for organizing this event. Thanks also to Alexa Taylor,
2 Insurance and Benefits Services Manager, for assisting and providing support.

3
4 **Health Insurance**

5 For 2020, the Board continued Active health insurance under HealthFlex, the health insurance plan sponsored
6 by the Wespath Benefits and Investments. The medical provider network is Blue Cross/Blue Shield PPO; the
7 pharmacy benefits are provided through OptumRx. Beginning in 2015, Wespath no longer offers retiree health
8 insurance. The Board implemented United HealthCare’s National Medicare Advantage PPO Plan which combines
9 the participants’ Medicare A & B, supplemental coverage and Part D prescription plan.

10
11 The Board has again provided a contribution to participants’ Health Reimbursement Accounts for 2020 of \$1,750
12 for single and \$3,500 for all other plan types which can be used for qualifying medical expenses (such as co-pays
13 and deductibles). These funds do not expire and are accessed through a MasterCard branded debit card, or via a
14 reimbursement form.

15
16 **Premiums and Remittances**

17 The following chart shows church premium rates in effect for 2020.

18
19 These rates reflect a Cabinet- requested blended rate for all categories, which the Board has been moving
20 toward for several years, so that health insurance premiums are not a factor in determining clergy
21 appointments.

22

Health Insurance Premiums for 2020	
Employee	\$15,000
Employee & Child(ren)	\$15,000
Employee & Spouse	\$15,000
Employee & Family	\$15,000

23
24 The Board thanks all churches that fully paid their health insurance premiums in 2019. Overall, churches paid
25 94% of the total \$4,171,642 health insurance billings, a decrease from the 2018 remittance rate of 98%. The
26 2019 shortfall was approximately \$244,000. By 2019-year end, the amount owed from years prior to 2019 had
27 been reduced by \$148,597 and the cumulative unpaid health insurance bills had increased to \$3,493,795 owed
28 for years prior to 2019.

29
30 Churches failing to fully pay their premiums burden all churches and result in higher health insurance premiums
31 for all. Thanks go to the Conference/BOPHB Treasurer John Cardillo, Benefits Assistant Veronika Varga and the
32 Cabinet for their continued efforts to collect health insurance arrearages.

33
34 The Board and the Conference staff have continued their efforts to ease the continued transitions in healthcare.
35 The Health Insurance Guidelines included in these 2020 Conference Reports and Recommendations have been
36 updated.

37
38 **Annuitant Health Care Liability**

39
40 As of the end of 2018 the Financial Accounting Standards Board FAS 158 liability for annuitant healthcare costs
41 in the amount of \$61 million was posted to the Conference balance sheet. This liability is the estimated present
42 value of the future costs of annuitant healthcare. The Annuitant Health Insurance Contingency Fund described
43 below has been set up to address this large liability over time.

1 **Annuitant Health Insurance Contingency Fund**

2 In 2002-2003 the Board, recognizing the growing magnitude of annuitant healthcare costs, together with the
3 Centenary Fund, representatives of CFA, the Cabinet and the Association of Retired Ministers and Spouses
4 (ARMS), developed a plan for a long-term Annuitant Health Insurance Contingency Fund that begins to offset the
5 liability and ensure that retirees continue to enjoy conference-paid health insurance. The Fund was initiated by
6 the 2003 GNJ Annual Conference and earmarked exclusively for healthcare costs for annuitants to cover higher
7 premium costs expected in future years.

8
9 The plan for the Fund involves a multi-year period during which excess pre-1982 retirement funds would be
10 used to pay CRSP defined-benefit requirements and comparable funds from churches would be used to create a
11 permanent retiree health fund. This is a critical initiative since it is clear that the Conference cannot continue to
12 fund retiree health insurance on a cash basis out of the Conference Budget.

13
14 As of December 31, 2019, the Annuitant Health Insurance Contingency Fund held a balance of \$4,085,225 after
15 transferring \$1,097,333 to the Annuitant Health Insurance Account to avoid a negative balance in that account
16 at year-end. In 2019 approximately \$2,040,000 came into the Contingency Fund (representing the 2% clergy and
17 staff salary contributions toward the cost of health insurance) plus the Centenary Fund's annual contribution (in
18 excess of \$500,000, separate from their \$100,000 contribution directly to the Annuitant Health Insurance
19 Account).

20
21 **The Board Itself**

22 The Conference Board of Pension and Health Benefits endeavors to serve the Conference and the needs of those
23 in ministry. There continues to be much to accomplish, especially in the challenging field of health insurance.
24 Christ strengthens us to meet these challenges and we pray for the Holy Spirit to guide and inspire our actions.

25
26 Current leadership is Rev. Dr. William B. Wilson, Sr., Chair; Rev. Dr. Jennifer Cho, Vice Chair; Rev. William
27 Williams III, Secretary

28
29 Submitted by,
30 William B. Wilson, Sr., Chair

31
32 **Commission on Religion and Race**

33 *He has told you, human one, what is good and what the Lord requires from you: to do justice, embrace faithful*
34 *love, and walk humbly with your God. Micah 6:8*

35
36 The GNJ Commission on Religion and Race (GNJ CORR) advances the mandate of the General Commission on
37 Religion and Race (G CORR). "G CORR is the core agency within the United Methodist Church tasked with
38 empowering the Church to pursue racial equity and cultural competency to build a stronger, more vibrant
39 UMC." NJ CORR is charged with this same task in the Greater New Jersey Conference (GNJ) by promoting full
40 and equal participation of the racial and ethnic constituency in the total life and mission of the church GNJ CORR
41 seeks to empower clergy and laity to develop transformational leaders and vital congregations.

42
43 I have served as the Chairperson GNJ CORR for two quadrennium; this is my final year to serve Greater New
44 Jersey in this capacity. During the last eight years, many people serving as members, monitors, supporters and
45 volunteers have worked with GNJ CORR to bring about racial justice, access and equity. They are too numerous
46 to name in this report; however, I would like to highlight some, who with Christ- like humility have been
47 committed and consistent in labor and love: Bonnie Harley, Laura Lin, Rev. Kathleen Stone, Rev. Danny Thomas,
48 Rev. Terisita Matos-Post, Rev. Brian Joyce, Charles "Chuck" Parrot, my sons, Anson and Aaron Wilson Watson,
49 and the people of Magnolia Road UMC who are always working with me behind the scenes.

1 Over the last eight years the function of GNJ CORR has transitioned from monitoring and reporting to developing
2 models for conversation and learning experiences to facilitate diversity, cultural competency and intercultural
3 conversations. GNJ CORR have also been active in justice ministries.

4
5 Some of the key activities include:

6 The Conversation About Race- The Conversation About Race was initiated in 2013 by GNJ CORR as a safe forum
7 for clergy and laity to discuss issues of race, ethnicity and culture, as well as gain tools to build bridges for full
8 and equal participation of racial and ethnic people in the total life of the United Methodist Church.

9
10 The initial Conversation About Race, “The Gift of Difference,” was the initiation of a series of conversations
11 facilitated by Visions, Inc.

12
13 In 2014, GNJ CORR developed the Just-in-Time Conversation About Race as a response to the continuing
14 violence in our nation directed towards African Americans, which at that time was evidenced by the death of
15 Michael Brown. A variety of speakers presented. Using technology Rev. F. Willis Johnson was able to provide
16 information from Ferguson, Mo.

17
18 Over the years the Conversation About Race and the Just-In-Time Conversation About Race have broached many
19 topics including: “Cultural Competency”, “Communications”, “Prayer and Reflection” and “Leading with Love
20 and Not Fear”. Presenters included Dr. Leah Gunning Francis and Tammy Bormann.

21
22 In addition, GNJ CORR has formed a Wisdom Circle to hear the voices of those who served in Cross-Racial Cross-
23 Cultural sites. GNJ CORR supports and remains committed to 10 Year Intercultural Competence Plan that Bishop
24 Schol initially announced at the 2015 Conversation on Race.

25
26 Annual Conference Dinner Collaboration - Firmly believing there is strength in unity, GNJ CORR has collaborated
27 with other committees and commissions such as The Board of Church and Society, the Commission on Christian
28 Unity and Interfaith Relationships, Committee on Ethnic Local Church Concerns and the Committee on Native
29 American Ministries, Black Methodists for Church Renewal, and the United Methodist Women for
30 Conversations About Race, as well as, the Annual Conference Dinner.

31
32 At the Annual Conference Dinner GNJ CORR has explored a range of topics including “50 Years after the
33 Abolishment of the Central Jurisdiction: Looking at Race in the United Methodist Church” presented by Dr.
34 Morris Davis and “How to Communicate Effectively in a Polarized World” presented by Dr. Kenzoe Brian
35 Selassie.

36
37 In 2019, GNJ CORR collaborated with The GNJ Commission on Religion and Race, the Conference Board of
38 Church and Society and Christian Unity and Interreligious Concerns to host guest speaker, Rev. Dr. Althea
39 Spencer Miller, whose topic was “Pentecosting Biblical Interpretation.” The presentation was insightful and
40 captivating.

41
42 Training - Members of GNJ CORR have been trained by Rev. Giovanni Arroyo of GCORR, and GNJ CORR has
43 presented training on Cultural Competency, the New Jim Crow, Healing Communities and Healing Communities
44 Train-the Trainer. “Healing Communities is a framework for a distinct form of ministry for men and women
45 returning from or at risk of incarceration, their families and the larger community. Healing Communities
46 challenges congregations to become Stations of Hope for those persons affected by the criminal justice system.”
47

48 Healing Communities training and/or PaCE Group was hosted in North, Central and South Jersey. The Training in
49 North Jersey was done in collaboration with Rutgers Law School. Representatives from many congregations

1 were trained; three people elected to continue as trainers: Rev. Lourdes Magalhaes, Rev. Delores Wooten
2 Troutman and myself. Rev. Magalhaes used this training to enhance her work in the area of immigration.

3
4 Justice Reform - GNJ CORR's justice projects have included: support of Bail Reform Legislation, Ban the Box
5 Legislation and support for the school desegregation case.

6
7 Conference Resolutions and Legislation - In 2019, GNJ CORR also supported the work of the Way Forward
8 Committee and the Way Forward legislation. GNJ CORR also supported the Breaking the School to Prison
9 Pipeline [SPP] Resolution presented by the United Methodist Women and remains firmly committed to
10 destroying the SPP.

11
12 I also had the opportunity to work with the United Methodist Women to write the Leaders' Guide for Pushout:
13 The Criminalization of Black Girls in Schools, the Issue Study for Mission U 2020. This study addresses issues that
14 are critical to the GNJ CORR such as the intersection of race, gender, education and criminal justice.

15
16 It has been an honor to serve as the chairperson of GNJ CORR for the last eight years. I trust that my
17 contributions have advanced the work of GNJ CORR and the ministry of the Great New Jersey Methodist.

18
19 Submitted by,
20 Vanessa M. Wilson, J.D., M.Div.

21 22 **Commission on Status and Role of Women**

23 The Greater New Jersey COSROW endeavors to support the mission of the General Commission on the Status
24 and Role of Women, which is to challenge The United Methodist Church at all levels to work for full and equal
25 participation of women in the total life of the denomination, including ordination of women, equal access to
26 policy-making and recognition that Jesus Christ calls men and women alike to salvation, liberation, discipleship
27 and service in church and society.

28
29 COSROW in the Greater New Jersey Conference has carried out its purpose through the following projects: (1)
30 Helenor Alter Davission Award: Rev. Dr. Regina Hendrickson has been named the recipient of the Helenor Alter
31 Davission Award in 2020 to celebrate and affirm her courageous and outstand leadership. (2) Leadership
32 Training: Michelle Ryoo, on behalf of the Commission lead the initiative to offer a new seminar course on
33 Healthy Boundaries as a part of the Local Pastor School curriculum. (3) Display Table at the Annual Conference
34 was set up to promote awareness of COSROW's ministry and distribute resources for its mission goals. (4) Local
35 Church Support to Celebrate Women's History Month in March. (5) Women's Leadership Summit 2020 with the
36 theme, "I AM Her" (Solomon 4:7), August 13-15, 2020, Chicago, IL.

37
38 The General Commission on the Status and Role of Women has submitted six pieces of legislation to the 2020
39 session of General Conference. You will be able to find them on the GCSRW website for prayerful review.

40
41 COSROW will continue to work to increase the vitality of our congregations by recognizing and affirming all
42 women, clergy and laity throughout the Greater New Jersey Conference who are serving God with passion and
43 compassion.

44
45 *Finally, brothers and sisters, rejoice! Strive for full restoration, encourage one another, be of one mind, live in*
46 *peace. And the God of love and peace will be with you. 2 Corinthians 13:11*

47
48 Submitted by,
49 Michelle Ryoo, Chair

1 Council on Young Adult Ministries

2 The Council on Young Adult Ministries champions young adult ministries at the local church, district, and annual
3 conference levels. We strategically partner with other conference agencies and NextGen Ministries to benefit
4 the young adults of the Greater New Jersey Conference by encouraging their spiritual development and
5 developing their leadership skills.

6
7 The YA Council remains connected with the IGNITE Movement and partnering with the GNJ Youth Council in
8 2019 we once again assembled a team of over 30 Young Adults from GNJ to form the IGNITE Squad for the
9 annual event in Wildwood, NJ.

10
11 The YA Council, together with the Youth Council and the Board of Higher Education and Campus Ministry
12 continues to work with NextGen Ministries to increase opportunities for young adults across the Conference to
13 engage, grow, and develop leadership skills in youth, campus and camping ministries.

14
15 In GNJ over the last year we have witnessed:

- 16 • Young adult voices speaking up on the Way Forward Team
- 17 • Young adult delegates fully participating at Annual Conference
- 18 • Young adult leaders leading youth at IGNITE and other NextGen ministries
- 19 • Young adult workers engaging in missions
- 20 • Young adult candidates answering the call into ministry
- 21 • In the coming year we aim to:
- 22 • Further grow young adult participation in IGNITE
- 23 • Continue working with NextGen to identify and develop young adult leaders
- 24 • Equip additional young adults to serve as delegates to Annual Conference
- 25 • Formally recognize specific young adults for their work in ministry

26
27 Submitted by,
28 Blair Goold, Chair, Council on Young Adult Ministries

30 Council on Youth Ministry

31 The Council on Youth Ministry (CYM) has made strides in supporting NextGen, IGNITE, camps, and helping youth
32 grow in leadership. We have two young people serving as Jurisdictional Youth and planning on attending
33 Jurisdictional Conference in July. Finding ways to incorporate youth in different meeting settings continues to be
34 difficult due to various other involvement they have with school, sports and other activities. The Council
35 continues to seek avenues we can connect, support, resource and deepen relationships with local churches,
36 youth, and leaders. CYM is looking into various ways we can better serve on Jurisdictional Youth and attend
37 educational events. Thank you for your prayers and support.

38
39 Submitted by,
40 Deborah Barnett

42 United Methodist Men

43 The Greater New Jersey Conference UMM during 2019 is in a restructuring phase. During the past few years
44 UMM in Greater New Jersey has been silent and inactive. We plan with the help of NEJ and UMM suggestions
45 from Rick in Nashville to flush out our District and Conference positions during 2020. Our goal is to provide a
46 structure that will allow men to have an intimate relationship with Jesus and share this with other men.

1 We have six important goals for 2020:

- 2
- 3 1. Concentrate on strengthening local church units and helping them develop ministries and initiate
4 spiritual growth opportunities for all men of the church. Far too many churches in Greater New Jersey
5 do not see UMM as important. We want to provide programs and messages that are functional in
6 encouraging men to know Christ.
7
- 8 2. Increase the number of men that attend church and participate in the life of our churches. David
9 Murrow, in his book, *Why Men Hate Going to Church* provides some suggestions. GNJUMM suggests
10 that all men read this book, and help their churches armor up their men to spread the Good News of
11 Jesus Christ.
12
- 13 3. Encourage men and churches to encourage the growth of all Scouting activities in our churches. Not just
14 Boys Scouts, but all of Scouting to both boys and girls. My church, The Church of the Master, in Howell
15 NJ, had one man lead both Boy and Girl Scouts for he wanted his daughter to have equal benefits and
16 experiences.
17
- 18 4. Encourage men to participate in Conference Committees and activities to show that men do care about
19 their church.
20
- 21 5. Encourage Conference officers, especially to take time, in time of turmoil in our church, to have a say in
22 the future of the Methodist Church. Lew Weil, our President, served on GNJ's Connectional Table and
23 Way Forward Group.
24
- 25 6. Work with NEJ to grow UMM in all activities of our church.
26

27 Submitted by,
28 Lew Weil, GNJUMM President
29

30 **United Methodist Stewardship Foundation**

31 Vision: To enable individuals, congregations and Conference mission organizations experience the joy of
32 generosity and facilitate the generation of increased financial resources to make new disciples, provide inspiring
33 worship opportunities, grow faith groups and engage disciples in mission to the community.

34 Mission: The Foundation enables disciple making, increased congregational vitality and community mission
35 engagement by assisting congregations and mission organizations grow their financial assets by providing
36 stewardship resourcing and investment opportunities.
37

38 The Board of Trustees monitors and establishes policies for the operation of the Foundation; supports the work
39 of the Foundation with their time, and expertise, and encourages the ministry and mission of the Foundation as
40 representatives in their churches, districts and annual conference.
41

42 Officers of the Board of Trustees: President – Virginia Harriett (Laity), Secretary – William Markert (Laity),
43 Treasurer – John Cardillo (Conference Staff)

44 Board Members: Jie Hayes (Laity), Roxy Hammett (Laity), David Montanye (Clergy)
45

46 Brief History: Created in 1992 by action of the 135th Session of the Northern Annual Conference, with the first
47 investment made by the Conference. In 2000, became the UMF of Greater NJ after the merger of the Southern
48 and Northern Conferences.
49

1 Wespath Investment Management became the Investment Manager in August 2015. As of the end of 2017, the
2 amount of investment in the foundation was \$44.3 MM.

3
4 Developments in 2018: The focus of the Foundation is three-fold – to increase conference wide fund raising
5 especially by providing planned giving opportunities; to resource congregations encouraging commitment to a
6 12-month Stewardship Plan; to provide socially sustainable investment opportunities for congregations and
7 conference mission organizations.

8
9 As of the end of January 2020 the investment balance of the Foundation totaled over \$48 MM. The Foundation
10 will cross the \$50 MM mark this year.

11 Services for Churches & Related Organizations

- 12 • Socially Sustainable Investment Management Services
- 13 • Planned Giving Resources (Including Legacy (Estate) Planning Seminars
- 14 • Stewardship Education & Resources
- 15 • Capital Campaign Services
- 16 • Grant Writing Resources
- 17 • Donor Advised Funds

18 For Clergy

- 19 • Clergy Personal Financial Literacy Training
- 20 • Stewardship Education & Resources
- 21 • Coaching

22
23 The Stewardship Foundation continues to manage the Miracles Everywhere Campaign, and is funding important
24 connectional ministries, Next Generation Ministries, A Future with Hope, Hurricane Recovery, and the Tanzania
25 Partnership. We are available to assist congregations in running the campaign.

26
27 We are grateful to be a partner in ministry with GNJ and its churches and look forward to serving alongside you
28 as we journey through 2020 and beyond. No matter the course of The United Methodist Church, our Foundation
29 is strategically aligned to continue our ministry with all churches and ministry organizations in the Wesleyan
30 tradition. Our mission to help faithful people live generous lives is unwavering even during these uncertain times
31 for our church.

32
33 Submitted by,
34 Jana Purkis-Brash, Executive Director UMSF

35 **United Methodist Women**

36 This year saw the enthusiastic celebration of the 150th anniversary of the founding of United Methodist
37 Women. Millie Grey, Holly Cyrus and I travelled to Boston, MA to attend the birthday party of UMW at Boston
38 University on March 23, 2019. The NE Jurisdiction of UMW outdid themselves in terms of dramatization of the
39 original meeting of 8 women who raised funds to send two women missionaries to India. These women
40 missionaries were Isabella Thoburn, a teacher whose purpose was to found a school for girls, and Dr. Clara
41 Swain, a doctor who ministered to the Indian women because they were not allowed to be treated by a male
42 doctor. We were able to once again see Bishop Devadhar and his lovely wife, Prema, and sit at tables with other
43 United Methodist Women from all over the US and the world! There was also agency representation from the
44 General Board of Global Ministries and the United Methodist Women National Staff. The stained-glass windows
45 commemorating the founding of the original organization called Methodist Woman’s Foreign Missionary Society
46 (WFMS) were fascinating, and we all came home inspired to continue the work in the trenches on behalf of
47 women, children and youth!
48

1 The spring meeting of GNJUMW was held April 6, 2019 at St. Andrew’s UMC, Toms River, NJ. Our focus again
2 was the celebration of the 150th Anniversary of the founding of the United Methodist Women. We called the
3 program “Telling Our Story.” Harriet Jane Olson opened the worship with a short talk called “Celebration of Our
4 150 Years.” Choong-Hee Lee showed power points of her trip to South Korea, which highlighted the work of
5 Methodist missionaries there.

6
7 Finally, the worship was wrapped up by Rev. Michael Reed who spoke on the “Birthing of a New Mission” called
8 Maker’s Place, in Trenton, NJ. An offering was taken to support the Legacy Fund to fund mission throughout the
9 world for the next generation! The program that followed was a presentation of each district UMW in Greater
10 New Jersey telling their story of their United Methodist Women. Linda Scott and Nancy Shervanick gave an
11 excellent talk on “Archiving Your History.” In the reports that followed, Kendra Roberts, the Legacy Development
12 Officer of National United Methodist Women, gave a presentation on “Planned Giving” through one’s will to the
13 Legacy Fund.

14
15 During the GNJUM Conference, May 19-21, we submitted a recommendation entitled “Resolution to Break the
16 School to Prison Pipeline”. This “Restorative Justice” resolution advocated the establishment of the “Freedom
17 School” model program in churches throughout the GNJUM Conference and the abolition of “zero tolerance”
18 policies in schools, by working on school boards and with school administrators in order to retain and educate
19 the youth, especially those in high school. The resolution was submitted by Kathleen Schulz and Esther Canty-
20 Barnes, Esq., representing the GNJUMW Leadership Team.

21
22 During July, the GNJUMW joined forces with GNJUM Conference to present the annual Mission u program held
23 July 12-14 at Georgian Court University, Lakewood, and July 20 at Calvary Korean UMC, East Brunswick. In
24 addition to offering “Women United for Change: 150 Years in Mission,” as the featured UMW new course, the
25 GNJUMC sponsored “Just Mercy” by Bryon Stevenson. Not only were many persons educated on mission topics,
26 but also, lay servants were able to get recertified by taking a 3 day course.

27
28 The Neighborhood Center, our United Methodist National Mission in Camden, NJ, sponsored a fundraising Gala
29 at the Travistock Country Club on October 12, 2019. A GNUMW table was peopled by Millie Grey, Don Schulz,
30 Rev. and Mrs. Colon McWilliam, Marilyn Powell, Grace Rapp and Jean Salmon. They attended the dinner party
31 and auction event. This is the main way the Neighborhood Center raises money for its teen program. It is always
32 inspiring to see many of the staff and participants in the Neighborhood Center’s programs give personal witness
33 to the positive difference that the Neighborhood Center is making in their lives! This year, Dorothy Scott,
34 Assistant Director of the Center, was honored and recognized as a valuable and compassionate member of the
35 staff.

36
37 Our GNJUMW fall program held October 19 at the Mission Resource Center, Neptune, NJ. It focused on the
38 Hope Centers around our GNJ Conference. The worship was led by Andrea Wren-Hardin speaking on “A Future
39 with Hope.” The program included workshops on “Hope Center Formation,” led by Andrea Wren-Hardin;
40 “Housing: a Basic Need,” led by Deaconess Helen McCahill; “Maternal and Child Health: Sharing Stories,” led by
41 Susan Zahorbenski, Corinne Arthur, and Marilyn Powell; “Interrupting the School to Prison Pipeline,” led by
42 Esther Canty-Barnes, Esq.; and “Restorative Justice, a Christian Response to the School to Prison Pipeline,” led by
43 Rev. Brenda Ehlers.

44
45 It has been a challenging and rewarding year for all our members. I thank them all for the privilege of serving as
46 their conference president.

47
48 Submitted by,
49 Kathleen W. Schulz, GNJUMW President

1 **United Theological Seminary**

2 For nearly 150 years, United Theological Seminary in Dayton, OH, has been preparing faithful, fruitful leaders to
3 make disciples of Jesus Christ.

4
5 Students : In the Fall 2019 semester, United equipped 459 women and men for leadership in the Church,
6 including 272 master’s students and 187 doctoral students. An ecumenical community of many denominations,
7 races and nationalities, United welcomed students from 11 countries, 42 states and 37 denominations, with the
8 student body comprised of 49% African American, 42% Caucasian, and 10% ethnic/racial minorities. The
9 Seminary prepared 165 Course of Study students and served 36 students through the Hispanic Christian
10 Academy, a three-year Spanish online course of ministry program for Hispanic/Latino lay pastors and leaders.
11 Altogether, approximately 660 students followed God’s call through United Theological Seminary.

12
13 Alumni: United graduates are making an impact in their communities as they spread the Good News.

- 14 • 88% of alumni are currently employed in or retired from ministry
- 15 • 70% serve in local parishes
- 16 • Rev. Dr. Brad Kalajainen (DMin ’99) received the 2019 Effective Ministry Award for his transformative
17 leadership of Cornerstone UMC in Grand Rapids, MI.
- 18 • Rev. Dr. James Bushfield (MDiv ’79, DMin ’92) received the 2019 Distinguished Alumnus Award for his
19 leadership and ministry in the Indiana Conference of The UMC.
- 20 • Rev. Dr. Sandra Coley (DMin ’14) received the Outstanding Doctor of Ministry Award for her advocacy of
21 organ donation among African American communities.

22
23 United introduced a 36-hour Master of Arts (MA) degree, designed for those who wish to earn a degree while
24 completing the requirements for Advanced Course of Study in pursuit of ordination in The United Methodist
25 Church. The MA program is available fully online, on-campus or as a hybrid. Introduced in 2018, in the first year,
26 59 students participated in LIVE courses, connecting with classmates on campus in Dayton, OH, and across the
27 country by attending classes in real-time via simultaneous webcast.

28
29 Becoming Debt-Free: United remains committed to becoming debt-free by the seminary’s 150th anniversary on
30 October 11, 2021. Thanks to the support of generous donors, United has received more than \$2.5 million toward
31 its goal of raising \$4 million to “burn the mortgage.” Becoming debt-free as an institution will enable United to
32 focus on generating income for scholarships that lighten the load of student debt for seminarians.

33
34 In Romans 10:14, St. Paul writes: “How shall they call on him in whom they have not believed? And how shall
35 they believe in him of whom they have not heard? AND HOW SHALL THEY HEAR WITHOUT A PREACHER?” For
36 150 years, United has been preparing faithful and fruitful Christian preachers and leaders who proclaim the
37 Good News of God’s unconditional love which has come to us in Jesus Christ. Thanks be to God!

38
39 Submitted by,
40 Dr. Kent Millard, President

41 **Wesley Theological Seminary**

42 In his book, *A New Church and a New Seminary*, President David McAllister-Wilson writes, “Leadership requires
43 a seminary to foster both wisdom and courage.” For 138 years, that stance has been a hallmark of Wesley
44 Theological Seminary. Now, during this challenging and divisive time in the church and society, Wesley remains
45 committed to fostering wisdom and courage, preparing graduates to lead innovative ministries while remaining
46 grounded in our biblical and theological traditions for the sake of God’s inbreaking kingdom. We are grateful for
47 so many partners in this mission, and we look forward to what God will do in and through us as we seek to
48 faithfully minister to the world in the future.
49

1 *Working toward God's vision for the church*

2 Wesley is pleased to announce new opportunities for UMC congregations to explore, clarify, and pursue thriving
3 in their communities. Through the Thriving Congregations Initiative, Wesley will work with three cohorts of
4 regional congregations in a two-year process of prayer, community engagement, congregational visioning, and
5 coaching, with the goal of following Jesus in mission and ministry. Interested congregations can contact
6 innovation@wesleyseminary.edu for more information. This work, funded by a \$1 million Lilly Endowment, Inc,
7 grant, raises Wesley's role as a leading research and development seminary for the whole church and
8 complements Wesley's other Lilly Endowment-funded projects focused on congregational vitality.

9
10 The Religious Workforce Project is an expansive study of the current and future nature of religious work,
11 particularly in local congregations, so as to understand what opportunities and constraints may exist in the
12 future and to adapt resources and training accordingly. Through the Wesley Innovation Hub, Wesley has worked
13 with 18 congregations in the greater Washington area to experiment with ministries with young adults outside
14 the church. Together, these projects forge insight into future ministry and local church development, influencing
15 the way students are trained in master's, doctoral, and course of study education, but also informing workshops,
16 podcasts, articles, and training for church leaders working in their communities across the country.

17
18 *Is God calling you – or someone you know?*

19 Research shows that the primary way people learn about and begin to consider seminary options is through
20 their pastor or an alumnus. Whether you feel called or you know someone who does, Wesley is ready to work
21 with you as we make theological education more accessible and relevant to the realities of ministry today—for
22 laity and clergy, for those seeking a degree or certification or continuing education, and for ministry from within
23 or beyond the church.

24
25 Wesley offers an 81-hour Master of Divinity, a 36-hour Master of Arts, and a 60-hour Master of Theological
26 Studies, any of which can be focused around specializations in public theology, urban ministry, arts and
27 theology, missional church, or African American church leadership.

28
29 For full time students, we offer modern and affordable on-campus housing and food service in the nation's
30 capital. Our Community Engagement Fellows program prepares students to engage in entrepreneurial,
31 community-based ministry. Generous stipends are available for each Fellow while they complete their MDiv
32 degree. Our 3+3 Fast Track BA/MDiv program with Shenandoah University allows students to complete both
33 degrees in six years, entering ministry more quickly and with less debt.

34
35 For people with work, ministry, and family commitments, Wesley's Master of Divinity degree can now be
36 completed via online, weekend, short-term intensive, and weeknight courses in 5 years. Check out upcoming
37 flexible course offerings for summer and fall 2020 at www.wesleyseminary.edu/admissions/try-a-class-3.

38
39 Wesley works with each student to make seminary affordable. Thanks to the consistent support of graduates,
40 congregations, and friends, Wesley provides more than \$2 million annually in scholarships. In addition to our
41 regular merit awards, ranging from 50% to 100% tuition with stipends, Wesley has released special additional
42 scholarships. Inspired by the Young People's Address at both the 2019 and 2020 General Conferences, Rising
43 Generation awards are full-tuition scholarships for people recommended by Wesley alumni, campus ministers,
44 or Christian camping or service ministries who feel called to leadership in the church as it is becoming.

45
46 Recognizing that many people experience God's call mid-career, Wesley is excited to offer its new Next Call in
47 Ministry scholarship for students who have worked in a non-ministry setting for at least 10 years. In addition,
48 the Generación Latinx Scholarships are full-tuition awards for emerging Latinx/Hispanic leaders for ministries
49 both within and beyond the church.

50

1 *Take your ministry to the next level*

2 In addition to full master's degrees, Wesley offers graduate certificates for those preparing for specialized
3 ministry! The new Certificate for Children and Youth Ministry and Advocacy (CYMA) is designed for people who
4 work with and advocate for children and young people, whether in churches, schools, or non-profit
5 organizations. The non-residential certificate can be completed in 12 to 15 months through online coursework
6 and up to two residential sessions. For more information, visit www.wesleyseminary.edu/admissions/cyma-3.
7 The Certificate in Faith and Public Life explores the foundations of public theology, religious freedom, and civil
8 discourse through graduate courses. For more information, visit
9 www.wesleyseminary.edu/ice/programs/public-theology/public-life/

10
11 Wesley is a leader in Doctor of Ministry programs in specialized tracks that can include international study.
12 Wesley is pleased to offer two new Doctor of Ministry tracks for 2021: "Curating Community Through the Arts,"
13 aimed to empower leaders with both conceptual and practical skills needed to utilize the arts in ministry that
14 also generate and sustain communities; and our latest Cambridge, England-based DMin track, "For the Sake of
15 the World: Church Transformation in Wesleyan Perspective," for leaders concerned with exploring renewed
16 ministry possibilities grounded in the life and ministry of John Wesley. The 2021 options are rounded out with
17 new cohorts in our popular D. Min. programs, "Soul Care" and "Church Leadership Excellence." Find out more or
18 apply at www.wesleyseminary.edu/doctorofministry/.

19
20 *Enrich your congregational outreach and explore new dimensions of ministry*

21 The Lewis Center for Church Leadership continues to be on the leading edge of research for the local church.
22 The Lewis Center's Leading Ideas e-newsletter is the go-to source for over 20,000 people in ministry each week.
23 Stay on top of their latest developments by subscribing to their podcast or newsletter at
24 www.churchleadership.com. Also look for new practical online courses at www.lewisonlinelearning.org .

25
26 The Community Engagement Institute at Wesley is celebrating its 10th anniversary in 2020. It embraces a
27 vibrant vision to be the premier center for churches and faith-based organization engaging their communities.
28 The innovative online Health Minister Certificate Program prepares congregations for public health work in their
29 parishes. Contact Dr. Tom Pruski at tpruski@wesleyseminary.edu for more information or to register for future
30 certificate classes.

31
32 The Center for Public Theology, situated on Capitol Hill and under the leadership of Distinguished Professor of
33 Public Theology Mike McCurry, equips pastors, seminarians, people of faith, and the media to create spaces for
34 civil dialogue at the intersection of religion and politics. For more information, visit
35 <http://www.wesleyseminary.edu/ice/programs/public-theology/> .

36
37 The Luce Center for Arts and Religion (LCAR) is the only seminary-based program uniting arts and theology. This
38 past year, LCAR was privileged to receive the Ralph and Birgitta Peterson Collection of Modern Religious Art,
39 including works by Marc Chagall, Henri Matisse, Andy Warhol and others, brought to the center by new LCAR
40 Director, Dr. Aaron Rosen. Visiting Professor Dr. Devon Abts brings a new component to Wesley's commitment
41 to the arts and theology with her expertise in poetry and theology. For information on upcoming workshops and
42 show at the Dadian Gallery, visit www.luceartsandreligion.org .

43
44 *Faculty leading the way*

45 Our internationally regarded faculty are the heartbeat of transformative education at Wesley. Our faculty
46 continue to advance theological scholarship with new research, publications, and courses. During this past year,
47 we celebrated the ministries of four retiring faculty members: Drs. Deborah Sokolov, Eileen Guenther, Sam
48 Marullo, and Lucy Hogan. We also welcomed exciting new scholars to the Wesley community: Aaron Rosen,
49 PhD, as our Professor of Religion and Visual Culture and new Director of the Henry Luce III Center for the Arts
50 and Religion (LCAR); Visiting Instructor of Practical Theology Timothy K. Snyder, as Senior Researcher at the

1 Lewis Center for Church Leadership; and Devon Abts, PhD, who serves as Assistant Director and Visiting
2 Assistant Professor at LCAR. This summer, we look forward to welcoming New Testament professor Dr. Laura C.
3 Sweat Holmes.

4

5 *Stay connected*

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

8

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

13

14 Submitted by,

15 Sheila George, Director of Communications and Marketing

ⁱ Richard A. Oppel, Jr., et al., "The Fullest Look Yet at the Racial Inequity of Coronavirus," July 5, 2020,
<https://www.nytimes.com/interactive/2020/07/05/us/coronavirus-latinos-african-americans-cdc-data.html>

ⁱⁱ Reis Thebault and Alyssa Flowers, "Pandemic's weight falls on Hispanics and Native Americans, as deaths pass 150,000," July 31, 2020, <https://www.washingtonpost.com/health/2020/07/31/covid-us-death-toll-150k>

ⁱⁱⁱ Linda Darling-Hammond, "Unequal Opportunity: Race and Education," March 1, 1998,
<https://www.brookings.edu/articles/unequal-opportunity-race-and-education/>

^{iv} Wendy Sawyer, "Visualizing the racial disparities in mass incarceration," July 27, 2020,
<https://www.prisonpolicy.org/blog/2020/07/27/disparities/#slideshows/slideshow2/2>

^v Karla McKanders, "Immigration and Blackness: What's Race Got to Do With It?" May 16, 2019,
https://www.americanbar.org/groups/crsj/publications/human_rights_magazine_home/black-to-the-future/immigration-and-blackness/

^{vi} "Environmental Justice Factsheet," Center for Sustainable Systems, University of Michigan, 2019, Pub. No. CSS17-16,
<http://css.umich.edu/factsheets/environmental-justice-factsheet>

^{vii} Linda Villarosa, "Pollution Is Killing Black Americans. This Community Fought Back." July 28, 2020,
<https://www.nytimes.com/2020/07/28/magazine/pollution-philadelphia-black-americans.html>

^{viii} J. Brian Charles, "Federal Housing Discrimination Still Hurts Some Values in Black Neighborhoods," April 30, 2018,
<https://www.governing.com/topics/transportation-infrastructure/gov-redlining-race-real-estate-values-lc.html>

^{ix} Elise Gould, "Black-white wage gaps are worse today than in 2020," February 27, 2020, <https://www.epi.org/blog/black-white-wage-gaps-are-worse-today-than-in-2000/>

Treasurer's Report

See the following pages.

Pension Accounts - Greater New Jersey Annual Conference

	12/31/18		12/31/19		Variance
ASSETS					
A/R-GNJAC	578,645		1,422,266		843,621
GBOP Deposit Account	246,219		359,862		113,643
Pension Investments-BOA	930,953		0		(930,953)
AR Accrued Billings-12/31/19	231,000		650,000		419,000
Total Assets	1,986,817		2,432,128		445,311
LIABILITIES					
Pension	0		0		0
Due to Conference	0		0		0
Total Liabilities	0		0		0
General Fund					
Balance Forward	2,880,190		2,743,170		(137,020)
<i>Receipts</i>					
Investment Income	145,009		0		(145,009)
GBOP Invest. Gain/(Loss)	14,899		41,269		26,370
GBOP Invest. Refund/Adj	0		0		0
GBOP CPP Premium Holiday	0		0		0
AUMCPBO Event	0		0		0
Annual Conference Offering					0
Chartered Fund Income	895		0		(895)
Pre-Retirement Seminar Income	520		830		310
Total Receipts	161,323		42,099		(119,224)
<i>Disbursements</i>					
Global Pension Trust					
Pensions - Moving Expense Reimb	31,234		35,023		3,789
Grants/Relief	1,496		623		(873)
GNJAC -Settlement / Mortgage Subsidy	0		0		0
Pre-Retirement Seminar Expense					0
Strategic Transformation Grants	0		60,000		60,000
Staff Expense	194,662		199,732		5,070
CBO Salary Expense	31,275		38,615		7,340
Pension Adjustment Expense	(854)		(1,678)		(824)
MEC Campaign Donation	25,000		0		(25,000)
Operating Expenses	15,530		20,826		5,296
Total Disbursements	298,343		353,141		54,798
General Fund Balance	2,743,170		2,432,128		(311,042)
Receipts - Disbursements	(137,020)		(311,042)		(174,022)
Current Service Fund					
Balance Forward	(659,108)		(756,353)		(97,245)
<i>Receipts</i>					
General Board - CPP Income	580,287		581,637		1,350
Misc Income	0		483,086		483,086
Conference CRSP/ MPP Income	2,506,725		2,403,872		(102,853)
Conference CPP Income	581,178		511,072		(70,106)
Total Receipts	3,668,190		3,979,667		311,477
<i>Disbursements</i>					
Refunds/Adjustments					
Transfer to Fund 127 Retiree Health	0		121,761		121,761
Expense entry	2,517,353		1,852,021		(665,332)
GBOP Billing	1,248,082		1,249,532		1,450
Total Disbursements	3,765,435		3,223,314		(542,121)
Current Service Fund Balance	(756,353)		0		756,353
Receipts - Disbursements	(97,245)		756,353		853,598
Interest Reserve Fund					
Interest Reserve Fund Balance	0		0		0
0					
Total Fund Balance	1,986,817		2,432,128		445,311

Health Insurance Accounts - Greater NJ Annual Conference

	12/31/2018	12/31/2019	Variance
Assets			
Health Insurance Investments-BOA	4,469,496	3,009,314	(1,460,182)
A/R-GNJAC	221,869	275,911	54,042
AR-Accrued Billings 12/31/2019	900,000	800,000	(100,000)
Total Assets	5,591,365	4,085,225	(1,506,140)
Liabilities			
Post Retirement Benefits	65,699,205	61,175,043	(4,524,162)
Total Liabilities	65,699,205	61,175,043	(4,524,162)
Actives Fund			
Balance Forward	63,550	32,266	(31,284)
(Receipts)			
Billing Non-Annuitants	4,187,977	4,142,897	(45,080)
Dist. Supt. & Staff Premiums	643,381	711,795	68,414
Staff Family Premiums	0	0	0
2% of Sal. Contrib.W/H fr Staff&DS's	52,857	61,105	8,248
Incapacity from 127	926,301	948,385	22,084
Transfer from 127 Subsidy	1,200,000	1,440,361	240,361
Total Receipts	7,010,516	7,304,543	294,027
(Disbursements)			
Non- Annuitants Premium	6,654,366	6,945,248	290,882
Consulting Fee	0	0	0
Other Expense	0	0	0
Transfer 2% Pastor Salary Contribution	335,036	335,036	0
Transfer 2% Staff Salary Contribution	52,398	56,525	4,127
Total Disbursements	7,041,800	7,336,809	295,009
Receipts less Disbursements	(31,284)	(32,266)	(982)
Balance	32,266	0	(32,266)
ANNUITANTS Fund			
Balance Forward	0	0	0
(Receipts)			
Shared Ministries for Annuitants	1,918,923	1,718,193	(200,730)
Billing for Annuitants over 65	69,146	60,387	(8,759)
Billing for Annuitants under 65	78,807	77,649	(1,158)
Medicare	0	0	0
2% Salary Funds Reserve Transfer	1,160,726	1,097,333	(63,393)
Transfer from 127 Subsidy	0	0	0
Total Receipts	3,227,602	2,953,562	(274,040)
(Disbursements)			
Blue Cross - Premium Expense	2,967,564	2,702,305	(265,259)
Administration Expense	16,219	20,357	4,138
MEC Campaign Donation	25,000	0	(25,000)
Staff Expense	168,253	172,725	4,472
CBO - Salary	31,276	38,615	7,339
Adoption Support/ Refunds	0	0	0
Consulting Agency Fee	19,290	19,560	270
Total Disbursements	3,227,602	2,953,562	(274,040)
Receipts less Disbursements	0	0	0
Balance	0	0	0

Health Insurance Accounts - Greater NJ Annual Conference

Reserve Fund for Retiree Health Ins.			
Balance Forward	7,741,354	5,531,132	(2,210,222)
(Receipts)			
Centenary Fund Additional Contribution	510,000	535,000	25,000
Transfer 2% Pastor Salary Contribution	335,036	335,036	0
Transfer 2% Staff Salary Contribution	52,398	56,525	4,127
Transfer to Fund 127 Retiree Health	0	121,761	121,761
Investment Income	179,371	575,046	395,675
Misc Income	0	416,804	416,804
Total Receipts	1,076,805	2,040,172	963,367
(Disbursements)			
Transfer to Annuitants	1,160,726	1,097,333	(63,393)
Transfer to Non Annuitants	1,200,000	1,440,361	240,361
Dividend Expense	0	0	0
Strategic Transformation Grants	0	0	0
GNJAC Settlement Mortgage	0	0	0
Transfer to Annuitants Incapacity	926,301	948,385	22,084
Transfer to Reserve	0	0	0
Total Disbursements	3,287,027	3,486,079	199,052
Receipts - Disbursements	(2,210,222)	(1,445,907)	764,315
Balance	5,531,132	4,085,225	(1,445,907)
DENTAL Fund Balance Forward	50,265	27,967	(22,298)
Billing for Dental Insurance	150,937	166,436	15,499
Dental Insurance Premiums	173,235	194,403	21,168
Receipts - Disbursements	(22,298)	(27,967)	(5,669)
Balance	27,967	0	(27,967)
Post Retirement Fund Balance Forward	(58,018,509)	(65,699,205)	(7,680,696)
Current Year Transactions	(7,680,696)	4,524,162	12,204,858
Balance	(65,699,205)	(61,175,043)	4,524,162
Interest Reserve Fund Balance Forward	0	0	0
Current Year Transactions	0	0	0
Balance	0	0	0
			0
Total Fund Balance	(60,107,840)	(57,089,818)	3,018,022

Property & Liability Insurance - 12/31/2019

Balance Forward **570,079**

Receipts:

Premiums from Churches 3,180,852

Worker's Compensation 593,289

Prior Year Receipts 131,332

3,905,473

Disbursements:

Insurance Premiums 3,751,630

Worker's Compensation 419,093

4,170,723

Change in Operation (265,250)

Ending Balance 12/31/18 **304,829**

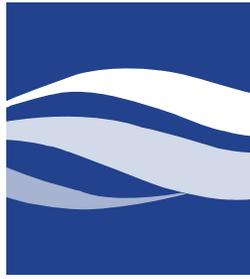
Ending Balance as of 12/31/19 is for Reserves for Uncollectible Premiums.

2019 Receipts Comparison
Greater New Jersey Annual Conference

	Fd #	Funds	2017			2018			2019		
			Budget	Dec YTD	%Budget	Budget	Dec YTD	%Budget	Budget	Dec YTD	%Budget
Shared Ministry Funds	100	Clergy Support	4,942,160	4,325,244	87.52%	4,643,201	4,014,073	86.45%	4,425,760	3,955,159	89.37%
	200	Administration	3,263,083	2,966,343	90.91%	3,256,928	3,183,397	97.74%	2,602,846	2,320,111	89.14%
	300	WorldService/Conf.Ben.	3,727,535	3,421,114	91.78%	3,469,096	3,022,567	87.13%	3,439,598	2,904,186	84.43%
	410	Black College	199,222	176,213	88.45%	176,579	154,695	87.61%	170,881	147,826	86.51%
	420	Africa University	44,585	40,087	89.91%	39,517	39,668	100.38%	37,752	32,865	87.05%
	430	Ministerial Education	499,439	435,000	87.10%	393,973	344,937	87.55%	427,713	365,927	85.55%
		Subtotal	12,676,024	11,364,001	89.65%	11,979,294	10,759,337	89.82%	11,104,550	9,726,074	87.59%
		Prior Yr. Shared Ministry		7,634			0			0	

Billing Funds		CRSP	2,524,475	2,324,454	92.08%	2,577,315	2,368,850	91.91%	2,614,247	2,322,563	88.84%
		2018/Prior Year CRSP	183,195	27,397		230,340	46,567		252,576	33,161	
		Prior Years CRSP	1,912,748	53,151		2,017,054	91,307		2,108,548	48,148	
		Total CRSP	4,620,418	2,405,002	52.05%	4,824,709	2,506,724	51.96%	4,975,371	2,403,872	48.32%
		Comp. Protection Plan	536,578	520,123	96.93%	545,369	544,404	99.82%	562,237	494,275	87.91%
		2018/Prior Year CPP	41,680	7,823		46,455	10,921		50,728	7,831	
		Prior Years CPP	412,767	13,348		433,562	25,853		443,279	8,965	
		Total CPP	991,026	541,295	54.62%	1,025,386	581,178	56.68%	1,056,244	511,071	48.39%
		Property/Liab. Insurance	3,497,334	3,144,319	89.91%	3,468,943	3,098,103	89.31%	3,574,800	3,180,852	88.98%
		2018/Prior Year P/L	249,262	66,000		352,261	70,416		367,094	89,199	
		Prior Years P/L Insurance	1,955,452	75,943		2,072,854	89,385		2,263,660	35,532	
		Total P/L Ins.	5,702,048	3,286,262	57.63%	5,894,059	3,257,904	55.27%	6,205,554	3,305,583	53.27%
		Health Insurance	3,762,507	3,542,469	94.15%	3,953,256	3,911,409	98.94%	4,171,642	3,927,271	94.14%
		2018/Prior Yr Health Ins	266,389	43,926		320,293	74,966		364,258	62,663	
		P/Ys Health Insurance	3,046,376	74,209		3,195,653	162,072		3,278,134	85,934	
		Total Health Ins.	7,075,272	3,660,604	51.74%	7,469,202	4,148,447	55.54%	7,814,034	4,075,868	52.16%
		Workers Comp Ins	609,864	590,140	96.77%	624,587	595,138	95.29%	641,394	593,289	92.50%
		2018 Workers Comp	24,922	10,638		19,724	5,825		27,435	5,090	
		Prior Years Workers Comp	114,121	74,229		127,935	77,377		134,733	1,510	
		Total Workers Comp Ins	748,907	675,006	90.13%	772,245	678,340	87.84%	803,562	599,889	74.65%

Total Shared Min. & Billing	31,813,694	21,939,805	68.96%	31,964,895	21,931,930	68.61%	31,959,315	20,622,357	64.53%
Special Giving	0	1,289,809		0	729,454		0	725,818	
GRAND TOTAL	31,813,694	23,229,614		31,964,895	22,661,384		31,959,315	21,348,175	



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All Hail The Power Of Jesus' Name

Words
Edward Perronet and John Rippon

Music by
Oliver Holden

♩=96

VERSE

G D Em D G D Em D (G/D) (D⁷) G D G (D) (G/B) (G)

1. All hail the pow'r of Je - sus' name! Let an - gels pros - trate fall; Bring forth the roy - al
 2. Ye cho - sen seed of Is - rael's race, ye ran - sored from the fall, hail Him who saves you
 3. Sin - ners, whose love can ne'er for - get the worm - wood and the gall, go spread your tro - phies
 4. Let ev - 'ry kin - dred, ev - 'ry tribe on this ter - res - trial ball, to Him all maj - es -
 5. O that with yon - der sa - cred thron we at His feet may fall! We'll join the ev - er -
 6. Crown Him, ye morn - ing stars of light, who fixed this earth - ly ball; Now hail the strength of

D G D/F# Em A D G (G/B) (G)

di - a - dem, and crown Him Lord of all; Bring forth the roy - al
 by His grace, and crown Him Lord of all; Hail Him who saves you
 at His feet, and crown Him Lord of all; Go spread your tro - phies
 -ty as - crite, and crown Him Lord of all; To Him all maj - es -
 -last - ing song, and crown Him Lord of all; We'll join the ev - er -
 Is - rael's might, and crown Him Lord of all; Now hail the strength of

D Em G/B C G/D D⁷ G

di - a - dem, and crown Him Lord of all!
 by His grace, and crown Him Lord of all!
 at His feet, and crown Him Lord of all!
 -ty as - crite, and crown Him Lord of all!
 -last - ing song, and crown Him Lord of all!
 Is - rael's might, and crown Him Lord of all!

Blessed Assurance

Words by
Fanny Jane Crosby

Music by
Phoebe Palmer Knapp

♩ = 66

VERSE

A D G/D D A/E E⁷

1. Bless - ed as - sur - ance, Je - sus is mine! O what a fore - taste of glo - ry di -
2. Per - fect sub - mis - sion, per - fect de - light! Vi - sions of rap - ture now burst on my
3. Per - fect sub - mis - sion - all is at rest, I in my Sav - ior am hap - py and

4 A D G/D D G⁶ A⁷

-vine! Heir of sal - va - tion, pur - chase of God, born of His Spir - it, washed in His
sight; An - gels de - scend - ing, bring from a - bove ech - oes of mer - cy, whis - pers of
blest; Watch - ing and wait - ing, look - ing a - bove, filled with His good - ness, lost in His

CHORUS

8 D D G D G D/F# E

blood. This is my sto - ry, this is my song, prais - ing my Sav - ior all the day
love.
love.

12 A A⁷ D G/D D G⁶ A⁷ D

long; This is my sto - ry, this is my song, prais - ing my Sav - ior all the day long.

Deeper Deeper

Words and Music by
Charles P. Jones

♩ = 104

VERSE

N.C. G Bm⁷ C G G/B D⁷/A G D N.C.

1. Deep - er, deep - er in the love of Je - sus dai - ly let me go; High - er, high - er
2. Deep - er, deep - er, bless - ed Ho - ly Spir - it, take me deep - er still, till my life is
3. Deep - er, deep - er, though it cost hard tri - als, deep - er let me go! Root - ed in the
4. Deep - er, high - er ev - 'ry day in Je - sus till all con - flict past, finds me con - qu'ror

CHORUS

6 G Bm⁷ C G/D D D⁷ G G

in the school of wis - dom, more of grace to know. O deep - er yet, I pray, and
whol - ly lost in Je - sus and His per - fect will. deep - er yet, I pray, deep - er yet, I pray,
ho - ly love of Je - sus, let me fruit - ful grow.
and in His own im - age per - fect - ed at last.

11 D⁷ G

high - er ev - 'ry day, er ev - 'ry day, and wis - er, bless - ed
high - er ev - 'ry day, high - er ev - 'ry day, wis - er, bless - ed Lord,
er, bless - ed

14 D⁷ G/D D⁷ G

Lord in Thy pre - cious ho - ly Word.
wis - er, bless - ed Lord,

Glory To His Name

Words by
Elisha Albright Hoffman

Music by
John Hart Stockton

VERSE

E \flat Eb/G A \flat A \flat /C E \flat B \flat

1. Down at the cross where my Sav - ior died, down where for cleans - ing from sin I cried;
 2. I am so won - drous - ly saved from sin, Je - sus so sweet - ly a - bides with - in;
 3. O pre - cious foun - tain that saves from sin, I am so glad that I en - tered in;
 4. Come to this foun - tain so rich and sweet; Cast thy poor soul at the Sav - ior's feet;

CHORUS

5 E \flat Eb/G A \flat A \flat /C E \flat E \flat /B \flat B \flat 7 E \flat A \flat E \flat

There to my heart was the blood ap - plied; Glo - ry to His name! Glo - ry to His name,
 There at the cross where He took me in; Glo - ry to His name!
 There Je - sus saves me and keeps me clean; Glo - ry to His name!
 Plunge in to - day and be made com - plete; Glo - ry to His name!

11 E \flat /G B \flat E \flat E \flat /G A \flat A \flat /C E \flat E \flat /B \flat B \flat 7 E \flat

glo - ry to His name! There to my heart was the blood ap - plied; Glo - ry to His name!

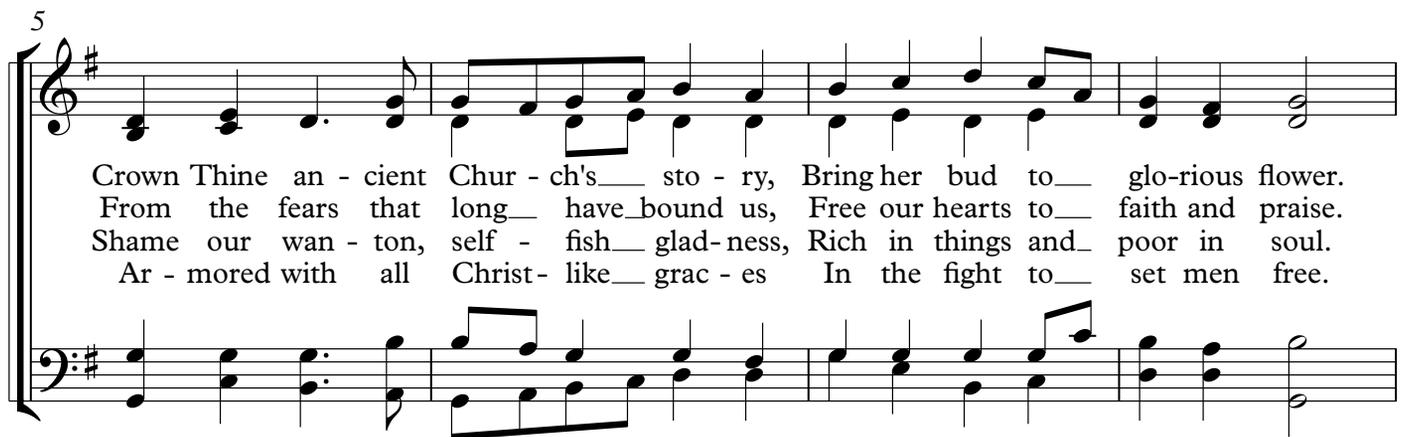
God of Grace and God of Glory

Harry Emerson Fosdick

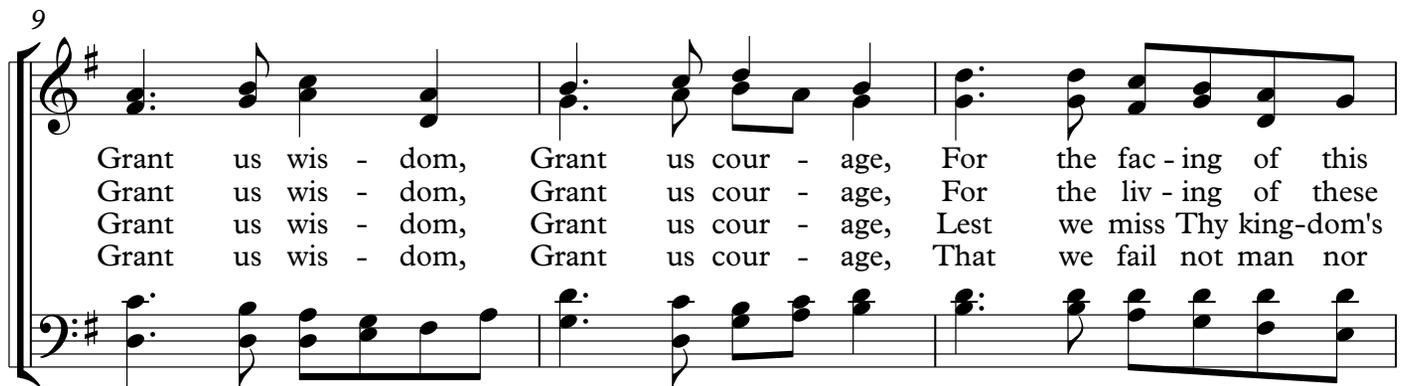
John Hughes



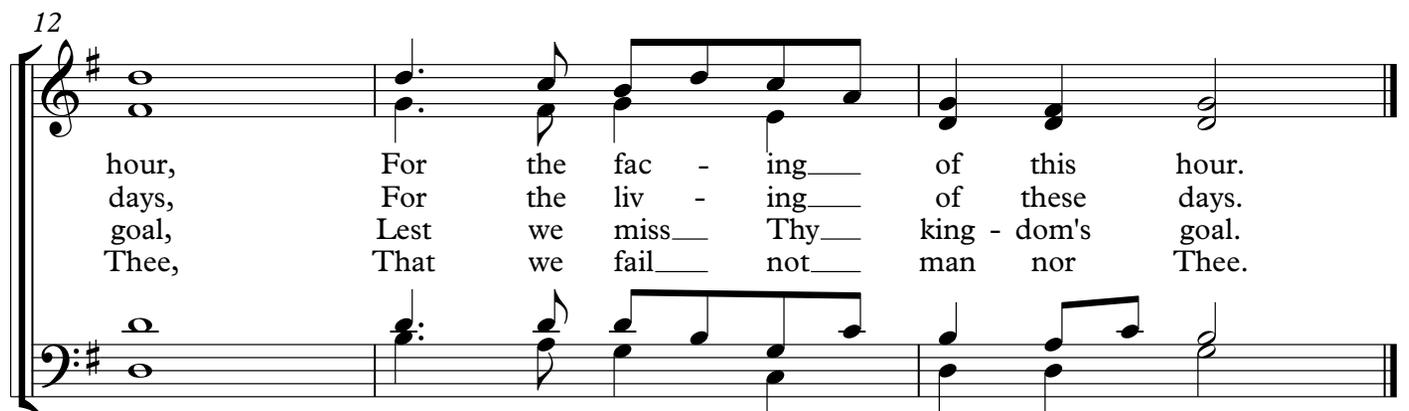
God of grace and God of Glo - ry, On Thy peo - ple pour Thy power;
Lo! the hosts of e - vil round us Scorn Thy Christ, as - sail His ways!
Cure Thy chil - dren's war - ring - mad - ness; Bend our pride to Thy con - trol;
Set our feet on loft - ty pla - ces, Gird our lives that they may be



5
Crown Thine an - cient Chur - ch's sto - ry, Bring her bud to glo - rious flower.
From the fears that long have bound us, Free our hearts to faith and praise.
Shame our wan - ton, self - fish glad - ness, Rich in things and poor in soul.
Ar - mored with all Christ - like grac - es In the fight to set men free.



9
Grant us wis - dom, Grant us cour - age, For the fac - ing of this
Grant us wis - dom, Grant us cour - age, For the liv - ing of these
Grant us wis - dom, Grant us cour - age, Lest we miss Thy king - dom's
Grant us wis - dom, Grant us cour - age, That we fail not man nor



12
hour, For the fac - ing of this hour.
days, For the liv - ing of these days.
goal, Lest we miss Thy king - dom's goal.
Thee, That we fail not man nor Thee.

Great Is Thy Faithfulness

Words by
Thomas Obediah Chisholm

Music by
William Marion Runyan

♩ = 75

D D+ Gmaj⁷ A⁷ G/D D G D/F# D

1. Great is Thy faith - ful-ness, O God my Fa - ther, there is no shad - ow of
2. Sum - mer and win - ter, and spring - time and har - vest; Sun, moon and stars in their
3. Par - don for sin and a peace that en - dur - eth, Thy own dear pres - ence to

7 E/B B⁷ E⁷ A A⁷ D A⁷/D D Em D/F# Gmaj⁷ G#^o7

turn - ing with Thee; Thou chang - est not, Thy com - pas - sions they fail not; As Thou hast
cours - es a - bove; join with all na - ture in man - i - fold wit - ness to Thy great
cheer and to guide; Strength for to - day and bright hope for to - mor - row, bless - ings all

14 D/A A⁷ D A G/D D B⁷ Am/E Em

been, Thou for - ev - er wilt be. Great is Thy faith - ful-ness! Great is Thy faith - ful-ness!
faith - ful-ness, mer - cy and love.
mine, with ten thou - sand be - side!

21 A⁷ D Dm⁶ A/E E⁷ A A⁷ D A⁷/D

Morn - ing by morn - ing new mer - cies I see; All I have need - ed Thy

27 D Em D/F# Gmaj⁷ G#^o7 D/A A⁷ D

hand hath pro - vid - ed - Great is Thy faith - ful - ness, Lord, un - to me.

Guide Me O Thou Great Jehovah

Words by
William Williams
Translated by
Peter Williams

Music by
John Hughes

VERSE

G C G/B G G/B G/D D G C/E C Am⁷ G/D D⁷ G

1. Guide me O Thou great Je - ho - vah, pil - grim through this bar - ren land.
2. O - pen now the crys - tal foun - tain, whence the heal - ing stream doth flow.
3. When I tread the verge of Jor - dan, bid my anx - ious fears sub - side.

5 C G/B G G/B G/D D G C/E G/B C G/D D⁷ G D⁷ D/F#

I am weak, but Thou art might - y, hold me with Thy pow'r - ful hand. Bread of heav - en,
Let the fier - y, cloud - y pil - lar, lead me all my jour - ney through. Strong De - liv' - rer,
Death of death and hell's de - struc - tion, land me safe on Ca - naan's side. Songs of prais - es,

10 G G/B G Em⁷

Bread of heav - en, feed me now and ev - er
strong De - liv - 'rer, be Thou still my strength and
songs of prais - es, I will ev - er give to

12 D⁷ G/B D⁷/A G C G/D D⁷ G

more. (ev - er - more.) Feed me now and ev - er more.
shield. (strength and shield.) Be Thou still my strength and shield.
Thee. (give to Thee.) I will ev - er give to Thee.

Here I Am, Lord

Dan Schutte

Verses



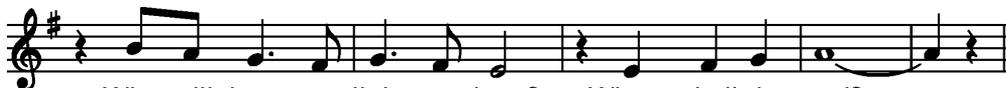
1. I, the Lord of sea and sky, I have heard my peo - ple cry.
2. I, the Lord of snow and rain, I have borne my peo-ple's pain.
3. I, the Lord of wind and flame, I will tend the poor and lame.



1. All who dwell in dark and sin My hand will save. I, who
2. I have wept for love of them. They turn a - way. I will
3. I will set a feast for them. My hand will save. Fin-est



1. made the stars of night, I will make their dark-ness bright.
2. break their hearts of stone, Give them hearts for love a - lone.
3. bread I will pro-vide Till their hearts be sat - is - fied.



1. Who will bear my light to them? Whom shall I send?
2. I will speak my word to them. Whom shall I send?
3. I will give my life to them. Whom shall I send?

Refrain



Here I am, Lord. Is it I, Lord? I have heard you



call-ing in the night. I will go, Lord, if you



lead me. I will hold your peo-ple in my heart.

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I Am Thine O Lord

Words by
Fanny Jane Crosby

Music by
William Howard Doane

♩ = 96

VERSE

(Alternate chords in parentheses)

A^b_{sus} A^b D^b_{sus} D^b G^b D^b

1. I am Thine, O Lord; I have heard Thy voice, and it told Thy love to me. But I
 2. Con - se - crate me now to Thy ser - vice, Lord, by the pow'r of grace di - vine. Let my
 3. Oh, the pure de - light of a sin - gle hour that be - fore Thy throne I spend, when I
 4. There are depths of love that I can - not know till I cross the nar - row sea; There are

CHORUS

5 A^b_{sus} A^b D^b_{sus} D^b G^b A^b₇ D^b D^b

long to rise in the arms of faith, and be clos - er drawn to Thee. Draw me near - er,
 soul look up with a stead - fast hope, and my will be lost in Thine.
 kneel in prayer and with Thee, my God, I com - mune as friend with friend!
 heights of joy that I may not reach till I rest in peace with Thee.

(near - er, near - er)

10 G^b D^b * (G^b D^b/F A^b₇/E^b D^b) G^b E^bm⁷ A^b D^b

near - er, bless - ed Lord, to the cross where Thou hast died. Draw me near - er, near - er,

14 G^b D^b/A^b A^b₇ D^b * Alternate mm. 11 - 12 G^b D^b/F A^b₇/E^b D^b A^b

near - er, bless - ed Lord, to Thy prec - ious, bleed - ing side. cross where Thou hast died. Draw me

It Is Well With My Soul

Words by
Horatio Gates Spafford

Music by
Philip Paul Bliss

♩=96

VERSE

D \flat D \flat /A \flat A \flat E \flat m⁷ A \flat D \flat B \flat m

1. When peace like a riv - er at - tend - eth my way, when sor - rows like
 2. Tho' Sa - tan should buf - fet, tho' tri - als should come, let this blest as -
 3. My sin - O, the bliss of this glo - ri - ous tho't - my sin - not in
 4. And, Lord, haste the day when the faith shall be sight, the clouds be rolled

6

D \flat /E \flat E \flat ⁷ A \flat ^{sus} A \flat D \flat G \flat E \flat

sea bil - lows roll; What - ev - er my lot, Thou hast taught me to
 -sur - ance con - trol; That Christ hath re - gard - ed my help - less es -
 part, but the whole; Is nailed to the cross, and I bear it no
 back as a scroll; The trump shall re - sound and the Lord shall de -

12

A \flat A \flat /G \flat D \flat /F G \flat D \flat /A \flat A \flat D \flat **CHORUS** D \flat

say, "It is well, it is well with my soul." It is well It is
 -tate, and hath shed His own blood for my soul. It is well It is
 more. Praise the Lord! Praise the Lord, O my soul!
 -scend, "E - ven so" - it is well with my soul.

18

A \flat D \flat G \flat D \flat /A \flat A \flat D \flat

well with my soul, with my soul, it is well, it is well with my soul.

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More Love To Thee

Words by
Elizabeth Payson Prentiss

Music by
William Howard Doane

VERSE

F B \flat /F F F/A C F C/E G 7 /D C F B \flat /F F

1. More love to Thee, O Christ, more love to Thee! Hear Thou the
 2. Once earth - ly joy I craved, sought peace and rest. Now Thee a -
 3. Then shall my lat - est breath whis - per Thy praise. This be the
 4. Let sor - row do its work, come grief or pain. Sweet are Thy

6 F/A C F C 7 F/C C 7 F B \flat /F F

prayer I make on bend - ed knee. This is my ear - nest plea:
 - lone I seek; Give what is best. This all my prayer shall be:
 part - ing cry my heart shall raise; This still my prayer shall be:
 mes - sen - gers, sweet their re - frain when they can sing with me:

11 C 7 F B \flat F/A Gm F/C C F

More love, O Christ, to Thee; More love to Thee, more love to Thee!
 More love, O Christ, to Thee; More love to Thee, more love to Thee!
 More love, O Christ, to Thee; More love to Thee, more love to Thee!
 More love, O Christ, to Thee; More love to Thee, more love to Thee!

My Faith Looks Up To Thee

Words by
Ray Palmer

Music by
Lowell Mason

♩ = 96

VERSE

E♭ B♭ E♭ B♭ B♭/D E♭ B♭ E♭ B♭/F F

1. My faith looks up to Thee, Thou Lamb of Cal - va - ry, Sav - iour di -
 2. May Thy rich grace im - part strength to my faint - ing heart, my zeal in -
 3. While life's dark maze I tread and griefs a - round me spread, be Thou my
 4. When ends life's tran - sient dream, when death's cold sul - len stream, shall o'er me

6 B♭ E♭

-vine! Now hear me while I pray, take all my guilt a - way,
 -spire; As Thou hast died for me, O may my love to Thee
 guide; Bid dark - ness turn to day, wipe sor - row's tears a - way,
 roll, Blest Sav - iour, then, in love fear and dis - trust re - move,

11 Cm A♭ E♭/G E♭ A♭ B♭ E♭

O let me from this day be whol - ly Thine!
 pure, warm, and change - less be, a liv - ing fire!
 nor let me ev - er stray from Thee a - side.
 O bear me safe a - bove, a ran - somed soul.

CCLI Song # 43334

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Since Jesus Came Into My Heart

Words by
Rufus H. McDaniel

Music by
Charles Hutchinson Gabriel

VERSE

G

C

G

1. What a won - der - ful change in my life has been wrought since Je - sus came in - to my heart! I have
2. I have ceased from my wand - ring and go - ing a - stray, since Je - sus came in - to my heart! And my
3. I'm pos - sessed of a hope that is stead - fast and sure, since Je - sus came in - to my heart! And no
4. There's a light in the val - ley of death now for me, since Je - sus came in - to my heart! And the
5. I shall go there to dwell in that cit - y, I know, since Je - sus came in - to my heart! And I'm

5

A⁷

D

G/D

D⁷

light in my soul for which long I had sought, since Je - sus came in - to my heart! Since
sins, which were man - y, are all washed a - way, since Je - sus came in - to my heart!
dark clouds of doubt now my path - way ob - scure, since Je - sus came in - to my heart!
gates of the cit - y be - yond I can see, since Je - sus came in - to my heart!
hap - py, so hap - py, as on - ward I go, since Je - sus came in - to my heart!

CHORUS

G

G²/B

C

G

Je - sus came in - to my heart, since Je - sus came in - to my heart, floods of
Je - sus came in, came in - to my heart, since Je - sus came in, came in - to my heart.

13

C

G/D

G

joy o'er my soul like the sea bil - lows roll, since Je - sus came in - to my heart.

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The Old Rugged Cross

Words and Music by
George Bennard

♩ = 110

VERSE

B \flat

E \flat

C

F

F 7

1. On a hill far a - way stood an old rug - ged cross, the em - blem of suf - fring and
2. O the old rug - ged cross, so de - spised by the world, has a won - drous at - trac - tion for
3. In the old rug - ged cross, stained with blood so di - vine, a won - drous beau - ty I
4. To the old rug - ged cross I will ev - er be true; Its shame and re - proach glad - ly

4

B \flat

E \flat

C

F

F 7

B \flat

shame; And I love that old cross, where the dear - est and best for a world of lost sin - ners was slain. So I'll
me; For the dear Lamb of God left His glo - ry a - bove to bear it to dark Cal - va - ry.
see; For 'twas on that old cross Je - sus suf - fered and died to par - don and sanc - ti - fy me.
bear. Then He'll call me some day to my home far a - way, where His glo - ry for - ev - er I'll share.

CHORUS

9

F 7

B \flat

B \flat /D

E \flat

B \flat

cher - ish the old rug - ged cross, till my tro - phies at last I lay down. I will
cross, the old rug - ged cross,

13

E \flat

B \flat /F

F 7

B \flat

cling to the old rug - ged cross, and ex - change it some day for a crown.
cross, the old rug - ged cross,

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Turn Your Eyes Upon Jesus

Words and Music by
Helen H. Lemmel

♩ = 110

VERSE

F

B \flat

F/C

C 7

F

1. O soul, are you wea - ry and trou - bled? No light in the dark - ness you see?
2. Thru death in - to life ev - er - last - ing He passed, and we fol - low Him there;
3. His Word shall not fail you - He prom - ised; Be - lieve Him, and all will be well:

8

F

G 7 /D

C/E

F

C/G

G 7

C

Dm 7

There's light for a look at the Sav - ior, and life more a - bun - dant and free!
O'er us sin no more hath do - min - ion - for more than con - q'rors we are!
Then go to a world that is dy - ing, His per - fect sal - va - tion to tell!

CHORUS

16

C 7 /E

F

C

C \sharp 7

Dm

F 7 /C

B \flat

B $^\circ$

C $^{\text{sus}}$

Turn your eyes up - on Je - sus, look full in His won - der - ful face;

24

C

F

C 7 /G

F/A

C 7

Dm

F 7 /C

And the things of earth will grow strange - ly

28

B \flat

B \flat m/D \flat

F/C

C 7

F

dim in the light of His glo - ry and grace.

What A Friend We Have In Jesus

Words by
Joseph Medlicott Scriven

Music by
Charles Crozat Converse

VERSE

F B \flat F C

1. What a Friend we have in Je - sus, all our sins and griefs to bear!
2. Have we tri - als and temp - ta - tions? Is there trou - ble an - y - where?
3. Are we weak and heav - y lad - en, cum - bered with a load of care?
4. Bless - ed Sav - ior, Thou hast prom - ised Thou wilt all our bur - dens bear;

5 F B \flat F/C C F C C 7

What a priv - i - lege to car - ry ev - 'ry-thing to God in prayer! O what peace we of - ten
We should nev - er be dis - cour - aged; Take it to the Lord in prayer. Can we find a friend so
Pre - cious Sav - ior, still our Ref - uge; Take it to the Lord in prayer. Do thy friends de - spise, for -
May we ev - er, Lord, be bring - ing all to Thee in earn - est prayer. Soon, in glo - ry bright un -

10 F B \flat F/A F C 7 /E F C F

for - feit, O what need - less pain we bear, all be - cause we do not
faith - ful who will all our sor - rows share? Je - sus knows our ev - 'ry
-sake thee? Take it to the Lord in prayer. In His arms He'll take and
-cloud - ed there will be no need for prayer; Rap - ture, praise and end - less

14 B \flat F/C C F

car - ry ev - 'ry - thing to God in prayer!
weak - ness; Take it to the Lord in prayer.
shield thee; Thou wilt find a sol - ace there.
wor - ship will be our sweet por - tion there.

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- First UMC (Bradley Beach)
- First UMC (Freehold)
- Kingwood UMC (Stockton)
- Princeton UMC
- Wesley UMC (South Plainfield)

Wonder Circle

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- UMC at New Brunswick

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- Smithville UMC (Easthampton)
- UMC in Washington

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- Epworth UMC (Palmyra)
- Grace UMC (Wyckoff)
- Harmony Hill UMC (Stillwater)
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