

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)

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

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)

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  $\frac{3}{4}$  time pastoral appointments shall be  $\frac{3}{4}$  of the required minimum in the pastor's cash salary. The minimum equitable salary for  $\frac{1}{2}$  time pastoral appointments shall be  $\frac{1}{2}$  of the required minimum. All appointments less than  $\frac{1}{2}$  shall be considered  $\frac{1}{4}$  time appointments for pension purposes. 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.



	<b>Years of Service</b>	<b>Full Member</b>	<b>Associate or Provisional Member</b>	<b>Local Pastor</b>
5	0	47,825	44,475	42,085
6	1	48,125	44,775	42,385
7	2	48,425	45,075	42,685
8	3	48,725	45,375	42,985
9	4	49,025	45,675	43,285
10	5	49,325	45,975	43,585
11	6	49,625	46,275	43,885
12	7	49,925	46,575	44,185
13	8	50,225	46,875	44,485
14	9	50,525	47,175	44,785
15	10	50,825	47,475	45,085
16	11	51,125	47,775	45,385
17	12	51,425	48,075	45,685
18	13	51,725	48,375	45,985
19	14	52,025	48,675	46,285
20	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

# Arrearage Policy for Clergy Salaries

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

1. In the event that the local church treasurer becomes aware that the church will be unable to provide to the pastor full payment of a regularly scheduled salary, or housing allowance installment, or pension payment, or health insurance payment, the church treasurer shall immediately notify both verbally (within 24 hours) and in writing (within 3 days) the Pastor, the Lay Leader, and the Chairs of S/PPRC, Finance, Trustees, and the Church Council or equivalent of the impending arrearage. Upon receipt of such notice, the Chair of S/PPRC and/or the Pastor shall immediately notify the District Superintendent and congregation of the impending arrearage. It is the pastor's responsibility to keep copies of all such written notifications, and to provide additional written confirmation to the District Superintendent when an arrearage has taken place. Failure to document salary or benefit arrearages may result in a loss of compensation.
2. Upon receipt of notice of a pending arrearage, the Chair of S/PPRC shall meet with the Pastor, Lay Leader, and Chairs of Finance, Trustees, and the Church Council to discuss the financial situation and seek remedies to prevent an arrearage from occurring. Consistent with The Book of Discipline ¶624, such remedies cannot include a reduction in the Pastor's compensation until the beginning of the next Conference year.
3. If after consultation among these leaders it becomes apparent that the church may be facing a long-term financial crisis, the Chair of S/PPRC shall notify in writing the Pastor, congregation and District Superintendent to consider potential solutions including but not limited to developing a payment plan so that the pastor receives full payment of compensation, full benefit payments are made by the end of the fiscal and/or appointment year. The District Superintendent may refer this to another appropriate resource person to work with the church towards resolution of the situation.
4. If the local church is already receiving a subsidy grant, the District Superintendent or designee will determine if all subsidy grant funds allocated to the church were used to pay the pastor's salary.
5. It is the responsibility of the pastor to provide evidence of an arrearage by providing documentation such as: Treasurer's Reports, Charge Conference reports, check stubs, etc.
6. The statute of limitations for any salary arrearage is one year from the date of the initial arrearage. However, once an appointment ends the Pastor no longer has claim on the local church for compensation funds (¶342.4).

Submitted by,  
Rev. Dr. Steve Bechtold

# Church Closures

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

- Brookville UMC, Brookville, NJ (June 30, 2019)
- Chambers UMC, Trenton, NJ (August 30, 2020)
- 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 ¶229 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  
7

## 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.  
47



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

## 4 **A Journey of Hope – Legislation**

5 (see full report on page 61)

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

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;

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.

### 20 **Transformational Measures and Actions**

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 Plan<sup>1</sup> by **September 2022**

#### 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

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**.

---

<sup>1</sup> 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**.

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

25 congregations, recruit and develop more transformational leaders and work toward ending the sin of racism

26 \$4.1 million investment in the health and vitality of GNJ through debt forgiveness, equitable salary

27 and shared ministry apportionment and billables in low income communities and an additional \$1 million for

28 Native American sacred land/church preservation. **December 2023**

29 Actions and Measures

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

38  
39 The following is the criteria to participate in the forbearance program for all congregations other

40 than African American/Black and Native American.

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

49 If any of the five criteria are in question, a congregation may request a further review by the cabinet

50 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 grants<sup>2</sup> 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

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<sup>2</sup> 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 leadership<sup>3</sup> 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  
46  
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48

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<sup>3</sup> 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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8

**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

	<b>2020 Budget</b>	<b>2021 Journey of Hope</b>
<b>2021 Shared Ministry Plan</b>		
<b>Apportioned Shared Ministry Calculation</b>		
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
<b>GNJ Income</b>		
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
<b>Total</b>	<b>12,181,926</b>	<b>12,426,262</b>
Low Income Community Initiative	0	(400,000)
<b>Adjusted GNJ Income</b>	<b>12,181,926</b>	<b>12,026,262</b>
<b>GNJ Expenses</b>		
<b>Laity, Clergy and Congregational Development</b>		
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
<b>Total</b>	<b>4,664,113</b>	<b>4,542,116</b>
<b>Conference Mission and Benevolences</b>		
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
<b>Total</b>	<b>3,968,881</b>	<b>4,261,553</b>
<b>Administration</b>		
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
<b>Total</b>	<b>3,275,876</b>	<b>3,219,726</b>
<b>Total GNJ Expenses</b>	<b>11,908,870</b>	<b>12,023,395</b>
<b>GNJ NET SURPLUS/DEFICIT</b>	<b>273,056</b>	<b>2,867</b>
<b>General Church Apportionments</b>		
<b>Income (2.74% of Shared Ministry Base)</b>	<b>2,488,250</b>	<b>1,823,942</b>
<b>General Church Apportioned Funds</b>		
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
<b>Total</b>	<b>2,430,718</b>	<b>1,850,316</b>

1

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



# 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.”<sup>i</sup> 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.”<sup>ii</sup>
- 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.”<sup>iii</sup> 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.”<sup>iv</sup>
- 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.”<sup>v</sup>
- 18  
19 • Food security: 21.8% of Black Americans are food insecure as compared to 8.8% of white Americans.<sup>vi</sup>
- 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.”<sup>vii</sup>
- 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.”<sup>viii</sup> 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.”<sup>ix</sup>

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

10 <sup>1</sup> Richard A. Oppel, Jr., et al., "The Fullest Look Yet at the Racial Inequity of Coronavirus," July 5, 2020,  
11 <https://www.nytimes.com/interactive/2020/07/05/us/coronavirus-latinos-african-americans-cdc-data.html>

12 <sup>1</sup> Reis Thebault and Alyssa Flowers, "Pandemic's weight falls on Hispanics and Native Americans, as deaths pass  
13 150,000," July 31, 2020, <https://www.washingtonpost.com/health/2020/07/31/covid-us-death-toll-150k>

14 <sup>1</sup> Linda Darling-Hammond, "Unequal Opportunity: Race and Education," March 1, 1998,  
15 <https://www.brookings.edu/articles/unequal-opportunity-race-and-education/>

16 <sup>1</sup> Wendy Sawyer, "Visualizing the racial disparities in mass incarceration," July 27, 2020,  
17 <https://www.prisonpolicy.org/blog/2020/07/27/disparities/#slideshows/slideshow2/2>

18 <sup>1</sup> Karla McKanders, "Immigration and Blackness: What's Race Got to Do With It?" May 16, 2019,  
19 [https://www.americanbar.org/groups/crsj/publications/human\\_rights\\_magazine\\_home/black-to-the-future/immigration-and-blackness/](https://www.americanbar.org/groups/crsj/publications/human_rights_magazine_home/black-to-the-future/immigration-and-blackness/)

20 <sup>1</sup> "Environmental Justice Factsheet," Center for Sustainable Systems, University of Michigan, 2019, Pub. No. CSS17-16,  
21 <http://css.umich.edu/factsheets/environmental-justice-factsheet>

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

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

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

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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. 1<sup>st</sup>-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,