

1 Reports to Greater New Jersey

3 A Journey of Hope

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

7 The Executive Summary

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

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

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

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

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

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

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

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

1 **An Urgent Calling**

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

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

10
11 **Goal**

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

14
15 **5 Keystone Measures**

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

The Report

The Urgency of Our Time

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

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

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

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

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

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

What Is Racism

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

Stop judging by appearances.

-John7:24

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

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

3 4 **Three Ways People Have Engaged**

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

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

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

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

4 **Those Who Have Been Harmed**

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

19 **Referring to People**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

-Revelation 21:1

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

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

33
34 **What is world transformation?**

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

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

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

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

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

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

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

TRANSFORM - the change God is expecting of us.

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

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

-Amos 5:24

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

The Legislation

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

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

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

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

Transformational Measures and Actions

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

Actions

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

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

Measures

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

Actions

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

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

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

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

23

24 Measures

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

32

33 Actions

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

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

1 Action

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

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

14
15 Actions and Measures

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

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

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

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

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

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

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

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

Accountability and Honoring Progress

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

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

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

Journey of Hope Team

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

Appendix 1

A Journey of Hope Plan and Grants Guidelines

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

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

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

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

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

GNJ Grant Guidelines

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

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

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

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

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

9 A Future With Hope

10 A Future With Hope (AFWH) is a vital mission partner of the United Methodists of Greater New Jersey and
11 serves to connect congregations to their communities. Founded in the aftermath of Superstorm Sandy in 2012,
12 AFWH has the vision that “hope emerges where residents, businesses, organizations, institutions, and
13 governments work together to heal communities. The title, A Future With Hope, arises from Jeremiah 29:11: For
14 I know the plans I have for you,” declares the Lord, “plans to prosper you and not to harm you, plans to give you
15 hope and a future. Jeremiah 29:11
16

17 During the relief phase, AFWH:

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

24 During the recovery phase, AFWH:

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

31 Today AFWH is focused on connecting churches and related not-for-profit organizations to their communities,
32 focusing in three areas:
33

34 **Real-estate repurposing.** We have begun to evaluate properties among the 530-plus churches (worth more than
35 \$1.4 billion) that comprise GNJ, to address them in systematic fashion. Some have great repurposing potential;
36 others less so. We are delighted that the United Methodists of Greater New Jersey have formed Nehemiah
37 Properties, a separate vital mission partner, which we intend to activate if and when we need a development
38 corporation to implement
39

40 **Hope Centers.** Our Hope Center developers have designated 23 Hope Centers in counties throughout the state.
41 Today we are seeking to designate five more and reinvigorate the missions of five current Hope Centers. We also
42 want to set up a training network for Hope Center board and staff members.
43

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

46 After seven years of processing plentiful disaster-relief and disaster-recovery grants and contracts, we are
47 seeking creative sources of operating and capital funding.
48

1 We are pleased that the United Methodists of Greater New Jersey have formed Nehemiah Properties, a
2 separate vital mission partner; we intend to suggest that Nehemiah be activated if and only if a real-estate
3 repurposing project requires a community development corporation.
4

5 AFWH has a Board of Trustees of 13 members. Rev. Chris Heckert, pastor of Haddonfield United Methodist
6 Church is chair, Niurca Louis, Assistant Commissioner of the New Jersey Department of Children and Families is
7 vice chair.
8

9 Submitted by,
10 Rick Reinhard, Executive Director AFWH
11

12 Africa University

13 In 2019, Africa University’s story was one of resourcefulness, steadfast investment and ministry growth. The
14 university community continues to celebrate God’s amazing grace with thanksgiving.
15

16 Africa University extends its thanks and appreciation to Bishop John Schol, the Cabinet and the committed lay and
17 clergy leaders who encourage vitality within the local congregations of the Greater New Jersey Conference. The
18 gracious support of the Greater New Jersey Conference found tangible expression in a 100 percent investment in
19 the Africa University Fund (AUF) apportionment in 2019. Thank you, Greater New Jersey Conference, for your
20 prayers and gifts which affirm our United Methodist connection and global mission.
21

22 The generosity of Greater New Jersey United Methodists helps Africa University to nurture, educate, and equip
23 leaders who think for themselves, are contextually relevant and have a passion to serve. Since opening in 1992,
24 Africa University has trained more than 9,000 graduates who lead and serve across sub-Saharan Africa and
25 beyond. These young people are equipped to be ethical, responsible and responsive leaders who can discern their
26 calling and determine how best to serve the needs of their communities.
27

28 Institutional Update:

- 29 • Africa University has an annual student population of more than 2,800. There are 25-30 African nations
30 represented in the student body each year.
- 31 • The university’s three colleges operate as centers for teaching, research, innovation, community
32 engagement and enterprise development. Africa University is still the only university in Zimbabwe
33 accredited to offer online degree programs.
- 34 • Students, faculty and alumni contribute effective solutions to Africa’s current challenges. Their
35 interventions include graduate programs in migrant and refugee protection, articulated by refugee
36 students, as well as doctoral level training for military chaplains in Africa. Why military chaplains? They
37 are among the first responders in crisis situations in Africa who address immediate needs such as rescue,
38 shelter, food and comfort for the bereaved as well as the longer-term challenge of healing shattered
39 dreams.
- 40 • Africa University is transitioning to solar energy provision on its main campus. With the support of the
41 General Board of Global Ministries of The United Methodist Church, a residence hall for women and a
42 new wing of the student union building. The buildings—constructed with a gift to the university from the
43 Dallas, Texas-based Highland Park United Methodist Church—will be the first solar-powered facilities on
44 the campus.
- 45 • Africa University affirms its commitment to The United Methodist Church, its Cross and Flame, and the
46 denomination’s global mission to make disciples of Jesus Christ for the transformation of the world, in
47 every season and despite a shifting social landscape.
48

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

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

10 11 **Commission on Archives and History**

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

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

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

29 30 **2019 CAH HIGHLIGHTS INCLUDE:**

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

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

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

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

16 GNJ CONFERENCE HISTORIC SITES 2020:

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

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

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

23 **Boston University School of Theology**

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

29 **Breaking News:**

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

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

Partnering For Ministry and Transformation:

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

Taking Action Globally and Locally:

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

Commitment to Justice:

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

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

Submitted by,
Mary Elizabeth Moore, Dean

Candler School of Theology

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

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

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

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

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

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

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

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

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

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

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

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

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

15
16 This is my final report as chair of the CFPAS, as I stepped down as a member at the end of 2019. I have enjoyed
17 my term on this Board and want to say a word of thanks to the members of the committee who have faithfully
18 overseen the fund and have compassionately responded to requests for aid.
19 Finally, I need to say a special word of thanks to the Reverend Douglas Miller who served as the Centenary
20 Fund's Outreach Director for a number of years and who also stepped down at the end of 2019. He brought
21 wisdom, spirit and humor to his work. We will miss the dedication and love he brought to his ministry among us.

22
23 Submitted by,
24 David E Wiley, III
25

26 Centenary Fund and Preachers' Aid Society (CPAS)

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

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

39
40 The Fund has only been able to do this through the generous support of clergy, laity and churches, by means of
41 annual contributions and periodic donations as well as bequests. Since inception the Fund has received more
42 than \$6.4 million in donations and in 2019 over \$40,000 was donated. The Fund Balance as of the end of 2019
43 was excess of \$11.8M.

44
45 To continue support for retired clergy and their families in the future, increased donations will be needed.
46 Reverend Douglas Miller, the Centenary Fund's Outreach Director, has retired after serving faithfully for several
47 years and the Fund is currently looking for a new Outreach Director. Please send resumes to Jack Scharf at
48 JackScharf7@gmail.com.
49

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

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

6
7 Submitted by,
8 Jack Scharf, Interim Chair

9 10 **Christian Unity and Inter-Religious Concerns, Commission On**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

17 18 ELIGIBILITY

19 1. Clergy Eligibility:

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

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

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

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

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

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

40 41 a. Participant must certify that:

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

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

1 (e) Clergy in any category under Episcopal appointment to full-time service in an Extension Ministry [¶344.1a
2 (3)(4); 344.1b; 344.1d; 331.1a, b; 326.1; 331.8; 346.1; 346.2], may enroll in the Plan within 31 days of initial
3 appointment. Late enrollments are permitted only during the Annual Election Period or in the case of a Special
4 Enrollment event - loss of other coverage, employment status change, divorce, death of a spouse, or gain a
5 dependent.

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

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

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

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

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

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

48 PREMIUM PAYMENT RESPONSIBILITY – ANNUITANTS

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

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

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

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

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

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

41
42 **PREMIUM PAYMENT RESPONSIBILITY – ACTIVE**

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

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

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

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

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

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

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

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

19
20 CONTINUATION OF COVERAGE AFTER CERTAIN EVENTS

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

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

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

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

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

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

1 ADMINISTRATION

2

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

8

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

17

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

20

21 **Board of Discipleship**

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

26

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

36

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

42

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

49

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

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

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

16 **Duke University Divinity School**

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

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

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

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

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

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

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

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

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

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

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

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

29
30 Submitted by,
31 L. Gregory Jones

32 33 **Educational Society**

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

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

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

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

8 **Episcopacy Committee**

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

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

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

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

26 **Equitable Compensation, Commission on**

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

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

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

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

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

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

19 Submitted by,
20 Steven Bechtold
21

22 **Global Ministries, Board of**

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

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

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

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

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

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

46 **Board of Higher Education and Ministries**

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

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

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

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

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

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

39
40 Our current campuses are:

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

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

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

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

10 11 **Board of Laity**

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

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

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

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

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

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

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

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

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

28 Submitted by,
29 Rosa Williams
30

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

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

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

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

45 Submitted by,
46 Cynthia Mosley
47

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

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

3
4 Submitted by,
5 Cynthia Kent, Chair
6

7 **Nehemiah Properties**

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

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

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

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

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

26 **Next Generation Ministries**

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

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

35
36 Here are a few things we are learning:

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

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

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

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

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

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

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

29 **Board of Pension and Health**

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

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

37 **Pension**

38 **Pre-1982 Pension Plan**

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

43 **CRSP/MPP and CPP**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

3
4 **Health Insurance**

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

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

15
16 **Premiums and Remittances**

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

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

22

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

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

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

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

37
38 **Annuitant Health Care Liability**

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

1 **Annuitant Health Insurance Contingency Fund**

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

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

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

20
21 **The Board Itself**

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

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

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

31
32 **Commission on Religion and Race**

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

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

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

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

4
5 Some of the key activities include:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

47
48 Submitted by,
49 Michelle Ryoo, Chair

1 Council on Young Adult Ministries

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

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

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

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

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

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

30 Council on Youth Ministry

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

38
39 Submitted by,
40 Deborah Barnett

42 United Methodist Men

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

1 We have six important goals for 2020:

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

27 Submitted by,
28 Lew Weil, GNJUMM President

30 **United Methodist Stewardship Foundation**

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

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

37
38 The Board of Trustees monitors and establishes policies for the operation of the Foundation; supports the work
39 of the Foundation with their time, and expertise, and encourages the ministry and mission of the Foundation as
40 representatives in their churches, districts and annual conference.

41
42 Officers of the Board of Trustees: President – Virginia Harriett (Laity), Secretary – William Markert (Laity),
43 Treasurer – John Cardillo (Conference Staff)

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

45
46 Brief History: Created in 1992 by action of the 135th Session of the Northern Annual Conference, with the first
47 investment made by the Conference. In 2000, became the UMF of Greater NJ after the merger of the Southern
48 and Northern Conferences.

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

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

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

11 Services for Churches & Related Organizations

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

18 For Clergy

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

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

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

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

35 **United Methodist Women**

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

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

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

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

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

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

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

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

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

50

1 **United Theological Seminary**

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

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

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

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

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

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

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

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

41 **Wesley Theological Seminary**

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

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

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

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

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

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

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

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

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

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

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

50

1 *Take your ministry to the next level*

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

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

19
20 *Enrich your congregational outreach and explore new dimensions of ministry*

21 The Lewis Center for Church Leadership continues to be on the leading edge of research for the local church.
22 The Lewis Center's Leading Ideas e-newsletter is the go-to source for over 20,000 people in ministry each week.
23 Stay on top of their latest developments by subscribing to their podcast or newsletter at
24 www.churchleadership.com. Also look for new practical online courses at www.lewisonlinelearning.org .

25
26 The Community Engagement Institute at Wesley is celebrating its 10th anniversary in 2020. It embraces a
27 vibrant vision to be the premier center for churches and faith-based organization engaging their communities.
28 The innovative online Health Minister Certificate Program prepares congregations for public health work in their
29 parishes. Contact Dr. Tom Pruski at tpruski@wesleyseminary.edu for more information or to register for future
30 certificate classes.

31
32 The Center for Public Theology, situated on Capitol Hill and under the leadership of Distinguished Professor of
33 Public Theology Mike McCurry, equips pastors, seminarians, people of faith, and the media to create spaces for
34 civil dialogue at the intersection of religion and politics. For more information, visit
35 <http://www.wesleyseminary.edu/ice/programs/public-theology/> .

36
37 The Luce Center for Arts and Religion (LCAR) is the only seminary-based program uniting arts and theology. This
38 past year, LCAR was privileged to receive the Ralph and Birgitta Peterson Collection of Modern Religious Art,
39 including works by Marc Chagall, Henri Matisse, Andy Warhol and others, brought to the center by new LCAR
40 Director, Dr. Aaron Rosen. Visiting Professor Dr. Devon Abts brings a new component to Wesley's commitment
41 to the arts and theology with her expertise in poetry and theology. For information on upcoming workshops and
42 show at the Dadian Gallery, visit www.luceartsandreligion.org .

43
44 *Faculty leading the way*

45 Our internationally regarded faculty are the heartbeat of transformative education at Wesley. Our faculty
46 continue to advance theological scholarship with new research, publications, and courses. During this past year,
47 we celebrated the ministries of four retiring faculty members: Drs. Deborah Sokolov, Eileen Guenther, Sam
48 Marullo, and Lucy Hogan. We also welcomed exciting new scholars to the Wesley community: Aaron Rosen,
49 PhD, as our Professor of Religion and Visual Culture and new Director of the Henry Luce III Center for the Arts
50 and Religion (LCAR); Visiting Instructor of Practical Theology Timothy K. Snyder, as Senior Researcher at the

1 Lewis Center for Church Leadership; and Devon Abts, PhD, who serves as Assistant Director and Visiting
2 Assistant Professor at LCAR. This summer, we look forward to welcoming New Testament professor Dr. Laura C.
3 Sweat Holmes.

4

5 *Stay connected*

6 Contact us at (202) 885-8659 or admissions@wesleyseminary.edu about how Wesley's degree programs can
7 equip you for your next step in ministry.

8

9 Ready to join in our mission? Find out more about how you can be part of the future of Wesley at
10 www.wesleyseminary.edu/support/. Join the Wesley Community online via Wesley's social media,
11 www.facebook.com/wesleyseminary, on Instagram [@wesleyseminary](https://www.instagram.com/wesleyseminary), and on Twitter [@WesTheoSem](https://twitter.com/WesTheoSem), or sign
12 up for our electronic newsletter, eCalling, at www.wesleyseminary.edu/ecalling.

13

14 Submitted by,

15 Sheila George, Director of Communications and Marketing

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

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

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

^{iv} Wendy Sawyer, "Visualizing the racial disparities in mass incarceration," July 27, 2020,
<https://www.prisonpolicy.org/blog/2020/07/27/disparities/#slideshows/slideshow2/2>

^v Karla McKanders, "Immigration and Blackness: What's Race Got to Do With It?" May 16, 2019,
https://www.americanbar.org/groups/crsj/publications/human_rights_magazine_home/black-to-the-future/immigration-and-blackness/

^{vi} "Environmental Justice Factsheet," Center for Sustainable Systems, University of Michigan, 2019, Pub. No. CSS17-16,
<http://css.umich.edu/factsheets/environmental-justice-factsheet>

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

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

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

Treasurer's Report

See the following pages.

Pension Accounts - Greater New Jersey Annual Conference

	12/31/18		12/31/19		Variance
ASSETS					
A/R-GNJAC	578,645		1,422,266		843,621
GBOP Deposit Account	246,219		359,862		113,643
Pension Investments-BOA	930,953		0		(930,953)
AR Accrued Billings-12/31/19	231,000		650,000		419,000
Total Assets	1,986,817		2,432,128		445,311
LIABILITIES					
Pension	0		0		0
Due to Conference	0		0		0
Total Liabilities	0		0		0
General Fund					
Balance Forward	2,880,190		2,743,170		(137,020)
<i>Receipts</i>					
Investment Income	145,009		0		(145,009)
GBOP Invest. Gain/(Loss)	14,899		41,269		26,370
GBOP Invest. Refund/Adj	0		0		0
GBOP CPP Premium Holiday	0		0		0
AUMCPBO Event	0		0		0
Annual Conference Offering					0
Chartered Fund Income	895		0		(895)
Pre-Retirement Seminar Income	520		830		310
Total Receipts	161,323		42,099		(119,224)
<i>Disbursements</i>					
Global Pension Trust					
Pensions - Moving Expense Reimb	31,234		35,023		3,789
Grants/Relief	1,496		623		(873)
GNJAC -Settlement / Mortgage Subsidy	0		0		0
Pre-Retirement Seminar Expense					0
Strategic Transformation Grants	0		60,000		60,000
Staff Expense	194,662		199,732		5,070
CBO Salary Expense	31,275		38,615		7,340
Pension Adjustment Expense	(854)		(1,678)		(824)
MEC Campaign Donation	25,000		0		(25,000)
Operating Expenses	15,530		20,826		5,296
Total Disbursements	298,343		353,141		54,798
General Fund Balance	2,743,170		2,432,128		(311,042)
Receipts - Disbursements	(137,020)		(311,042)		(174,022)
Current Service Fund					
Balance Forward	(659,108)		(756,353)		(97,245)
<i>Receipts</i>					
General Board - CPP Income	580,287		581,637		1,350
Misc Income	0		483,086		483,086
Conference CRSP/ MPP Income	2,506,725		2,403,872		(102,853)
Conference CPP Income	581,178		511,072		(70,106)
Total Receipts	3,668,190		3,979,667		311,477
<i>Disbursements</i>					
Refunds/Adjustments					
Transfer to Fund 127 Retiree Health	0		121,761		121,761
Expense entry	2,517,353		1,852,021		(665,332)
GBOP Billing	1,248,082		1,249,532		1,450
Total Disbursements	3,765,435		3,223,314		(542,121)
Current Service Fund Balance	(756,353)		0		756,353
Receipts - Disbursements	(97,245)		756,353		853,598
Interest Reserve Fund					
Interest Reserve Fund Balance	0		0		0
0					
Total Fund Balance	1,986,817		2,432,128		445,311

Health Insurance Accounts - Greater NJ Annual Conference

	12/31/2018	12/31/2019	Variance
Assets			
Health Insurance Investments-BOA	4,469,496	3,009,314	(1,460,182)
A/R-GNJAC	221,869	275,911	54,042
AR-Accrued Billings 12/31/2019	900,000	800,000	(100,000)
Total Assets	5,591,365	4,085,225	(1,506,140)
Liabilities			
Post Retirement Benefits	65,699,205	61,175,043	(4,524,162)
Total Liabilities	65,699,205	61,175,043	(4,524,162)
Actives Fund			
Balance Forward	63,550	32,266	(31,284)
(Receipts)			
Billing Non-Annuitants	4,187,977	4,142,897	(45,080)
Dist. Supt. & Staff Premiums	643,381	711,795	68,414
Staff Family Premiums	0	0	0
2% of Sal. Contrib.W/H fr Staff&DS's	52,857	61,105	8,248
Incapacity from 127	926,301	948,385	22,084
Transfer from 127 Subsidy	1,200,000	1,440,361	240,361
Total Receipts	7,010,516	7,304,543	294,027
(Disbursements)			
Non- Annuitants Premium	6,654,366	6,945,248	290,882
Consulting Fee	0	0	0
Other Expense	0	0	0
Transfer 2% Pastor Salary Contribution	335,036	335,036	0
Transfer 2% Staff Salary Contribution	52,398	56,525	4,127
Total Disbursements	7,041,800	7,336,809	295,009
Receipts less Disbursements	(31,284)	(32,266)	(982)
Balance	32,266	0	(32,266)
ANNUITANTS Fund			
Balance Forward	0	0	0
(Receipts)			
Shared Ministries for Annuitants	1,918,923	1,718,193	(200,730)
Billing for Annuitants over 65	69,146	60,387	(8,759)
Billing for Annuitants under 65	78,807	77,649	(1,158)
Medicare	0	0	0
2% Salary Funds Reserve Transfer	1,160,726	1,097,333	(63,393)
Transfer from 127 Subsidy	0	0	0
Total Receipts	3,227,602	2,953,562	(274,040)
(Disbursements)			
Blue Cross - Premium Expense	2,967,564	2,702,305	(265,259)
Administration Expense	16,219	20,357	4,138
MEC Campaign Donation	25,000	0	(25,000)
Staff Expense	168,253	172,725	4,472
CBO - Salary	31,276	38,615	7,339
Adoption Support/ Refunds	0	0	0
Consulting Agency Fee	19,290	19,560	270
Total Disbursements	3,227,602	2,953,562	(274,040)
Receipts less Disbursements	0	0	0
Balance	0	0	0

Health Insurance Accounts - Greater NJ Annual Conference

Reserve Fund for Retiree Health Ins.			
Balance Forward	7,741,354	5,531,132	(2,210,222)
(Receipts)			
Centenary Fund Additional Contribution	510,000	535,000	25,000
Transfer 2% Pastor Salary Contribution	335,036	335,036	0
Transfer 2% Staff Salary Contribution	52,398	56,525	4,127
Transfer to Fund 127 Retiree Health	0	121,761	121,761
Investment Income	179,371	575,046	395,675
Misc Income	0	416,804	416,804
Total Receipts	1,076,805	2,040,172	963,367
(Disbursements)			
Transfer to Annuitants	1,160,726	1,097,333	(63,393)
Transfer to Non Annuitants	1,200,000	1,440,361	240,361
Dividend Expense	0	0	0
Strategic Transformation Grants	0	0	0
GNJAC Settlement Mortgage	0	0	0
Transfer to Annuitants Incapacity	926,301	948,385	22,084
Transfer to Reserve	0	0	0
Total Disbursements	3,287,027	3,486,079	199,052
Receipts - Disbursements	(2,210,222)	(1,445,907)	764,315
Balance	5,531,132	4,085,225	(1,445,907)
DENTAL Fund Balance Forward	50,265	27,967	(22,298)
Billing for Dental Insurance	150,937	166,436	15,499
Dental Insurance Premiums	173,235	194,403	21,168
Receipts - Disbursements	(22,298)	(27,967)	(5,669)
Balance	27,967	0	(27,967)
Post Retirement Fund Balance Forward	(58,018,509)	(65,699,205)	(7,680,696)
Current Year Transactions	(7,680,696)	4,524,162	12,204,858
Balance	(65,699,205)	(61,175,043)	4,524,162
Interest Reserve Fund Balance Forward	0	0	0
Current Year Transactions	0	0	0
Balance	0	0	0
			0
Total Fund Balance	(60,107,840)	(57,089,818)	3,018,022

Property & Liability Insurance - 12/31/2019

Balance Forward **570,079**

Receipts:

Premiums from Churches 3,180,852

Worker's Compensation 593,289

Prior Year Receipts 131,332

3,905,473

Disbursements:

Insurance Premiums 3,751,630

Worker's Compensation 419,093

4,170,723

Change in Operation (265,250)

Ending Balance 12/31/18 **304,829**

Ending Balance as of 12/31/19 is for Reserves for Uncollectible Premiums.

2019 Receipts Comparison
Greater New Jersey Annual Conference

	Fd #	Funds	2017			2018			2019		
			Budget	Dec YTD	%Budget	Budget	Dec YTD	%Budget	Budget	Dec YTD	%Budget
Shared Ministry Funds	100	Clergy Support	4,942,160	4,325,244	87.52%	4,643,201	4,014,073	86.45%	4,425,760	3,955,159	89.37%
	200	Administration	3,263,083	2,966,343	90.91%	3,256,928	3,183,397	97.74%	2,602,846	2,320,111	89.14%
	300	WorldService/Conf.Ben.	3,727,535	3,421,114	91.78%	3,469,096	3,022,567	87.13%	3,439,598	2,904,186	84.43%
	410	Black College	199,222	176,213	88.45%	176,579	154,695	87.61%	170,881	147,826	86.51%
	420	Africa University	44,585	40,087	89.91%	39,517	39,668	100.38%	37,752	32,865	87.05%
	430	Ministerial Education	499,439	435,000	87.10%	393,973	344,937	87.55%	427,713	365,927	85.55%
		Subtotal	12,676,024	11,364,001	89.65%	11,979,294	10,759,337	89.82%	11,104,550	9,726,074	87.59%
		Prior Yr. Shared Ministry		7,634			0			0	

Billing Funds		CRSP	2,524,475	2,324,454	92.08%	2,577,315	2,368,850	91.91%	2,614,247	2,322,563	88.84%
		2018/Prior Year CRSP	183,195	27,397		230,340	46,567		252,576	33,161	
		Prior Years CRSP	1,912,748	53,151		2,017,054	91,307		2,108,548	48,148	
		Total CRSP	4,620,418	2,405,002	52.05%	4,824,709	2,506,724	51.96%	4,975,371	2,403,872	48.32%
		Comp. Protection Plan	536,578	520,123	96.93%	545,369	544,404	99.82%	562,237	494,275	87.91%
		2018/Prior Year CPP	41,680	7,823		46,455	10,921		50,728	7,831	
		Prior Years CPP	412,767	13,348		433,562	25,853		443,279	8,965	
		Total CPP	991,026	541,295	54.62%	1,025,386	581,178	56.68%	1,056,244	511,071	48.39%
		Property/Liab. Insurance	3,497,334	3,144,319	89.91%	3,468,943	3,098,103	89.31%	3,574,800	3,180,852	88.98%
		2018/Prior Year P/L	249,262	66,000		352,261	70,416		367,094	89,199	
		Prior Years P/L Insurance	1,955,452	75,943		2,072,854	89,385		2,263,660	35,532	
		Total P/L Ins.	5,702,048	3,286,262	57.63%	5,894,059	3,257,904	55.27%	6,205,554	3,305,583	53.27%
		Health Insurance	3,762,507	3,542,469	94.15%	3,953,256	3,911,409	98.94%	4,171,642	3,927,271	94.14%
		2018/Prior Yr Health Ins	266,389	43,926		320,293	74,966		364,258	62,663	
		P/Ys Health Insurance	3,046,376	74,209		3,195,653	162,072		3,278,134	85,934	
		Total Health Ins.	7,075,272	3,660,604	51.74%	7,469,202	4,148,447	55.54%	7,814,034	4,075,868	52.16%
		Workers Comp Ins	609,864	590,140	96.77%	624,587	595,138	95.29%	641,394	593,289	92.50%
		2018 Workers Comp	24,922	10,638		19,724	5,825		27,435	5,090	
		Prior Years Workers Comp	114,121	74,229		127,935	77,377		134,733	1,510	
		Total Workers Comp Ins	748,907	675,006	90.13%	772,245	678,340	87.84%	803,562	599,889	74.65%

Total Shared Min. & Billing	31,813,694	21,939,805	68.96%	31,964,895	21,931,930	68.61%	31,959,315	20,622,357	64.53%
Special Giving	0	1,289,809		0	729,454		0	725,818	
GRAND TOTAL	31,813,694	23,229,614		31,964,895	22,661,384		31,959,315	21,348,175	